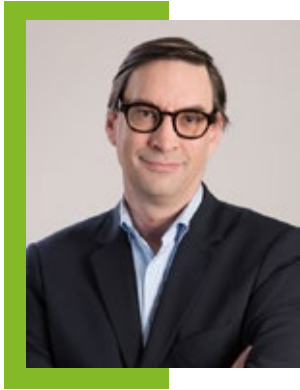




**FOR  
ENVIRONMENTAL  
AND SOCIETAL  
CHANGE**

**ACT** PRESERVE TRAIN QUALITY  
ENVIRONMENTAL & SOCIETAL TRANSITION SEARCH SUPPORT  
TEACH MOBILIZE CONSISTENCY EVIDENCE  
BUILD ENERGY STIMULATE HEALTH  
BIODIVERSITY PROMOTE  
**COMMITMENTS** FOOD  
CLIMATE SOCIAL JUSTICE  
WELCOME PARITY  
TRANSPARENCY INTEGRITY  
RESEARCH ONE HEALTH  
RESOURCES COLLABORATION  
SOIL  
WATER  
PARTNERSHIPS  
IMPACT  
CITIES DISABILITY  
EDUCATIONAL VISION INCLUSIVE  
FAIRNESS EQUALITY  
CITIZEN SCIENCE





**Sébastien Windsor**  
*Chairman of UniLaSalle*

For nearly 170 years, UniLaSalle has been committed to supporting industry sectors and, in a broader sense, society and social change. While its traditional focus has been on agriculture and food, a need for commitment and action on environmental, ecological and societal challenges also quickly became apparent.

The ability to respond to these challenges has driven our strategy, particularly in terms of the mergers we have conducted to form the UniLaSalle group, which now covers agronomy and food (ISAB and ESITPA), geosciences (IGAL), environmental engineering (EME), energy and digital technologies (ESIEE Amiens), and most recently, our veterinary program addressing health issues. Drawing on this diversity that makes UniLaSalle a unique group in terms of its range of expertise, we have been eager to promote sustainability for the past 30 years. We have gradually gained awareness of the impacts of our practices

and the intricacy of these challenges. It was therefore a natural step for us to add our commitment to sustainability to the list of UniLaSalle key principles when we adopted our latest strategic plan in 2017. This reaffirmed our ambition to develop degree programs focused on driving environmental, energy and societal change in industry sectors for which we are training future decision-makers and informed citizens committed to implementing this urgent and necessary change. We also aim to conduct original research with an emphasis on interdisciplinarity and the interdependence of challenges related to the UN Sustainable Development Goals. Uni4change now provides a detailed framework supporting our commitment and action.



**Philippe Choquet**  
*President of UniLaSalle*

"Education is the most powerful weapon you can use to change the world": this quote from Nelson Mandela could just as easily have been made by Jean-Baptiste de La Salle, who set up schools to fight poverty. At the beginning of the 21st century, education has never been more critical to meeting the challenges of sustainable development and environmental and societal change. Our aim is for Uni4change to embody this sense of responsibility. As future managers taking action within their companies or as citizens, our UniLaSalle students will meet these challenges, help find solutions and guide change. To that end, we are committed to providing academic training that incorporates the challenges of environmental and societal change in all teaching and practical work. This will be enriched by our interdisciplinary research. Outside the classroom, our aim is for students to change their habits, with student life on our campuses providing a remarkable

space in which to trial necessary new changes. These efforts will be made collectively by both students and staff. We also want to share this ambition for change with our stakeholders, chief among whom are our alumni, companies, local authorities and the regions in which we operate.

**By uniting people, a prerequisite for action, we will meet challenges in terms of sustainability, our planet's fitness for habitation, and environmental and societal change.**

*Together and by Association.*

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*Readers are advised that, in line with our disability and equality policy, we have made every effort to ensure that the language used in this document is gender neutral.*

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**PERSONAL AND  
COLLECTIVE ACTION  
FOR CHANGE**



# UniLaSalle – courses delivered in key sectors for change

## OUR MISSION

To train, develop and innovate sustainably.  
Training & educating, Discovering & sharing,  
Committing & developing

## OUR LASALLIAN VALUES

Community spirit  
Respect for oneself and others  
The ability to commit  
A sense of justice  
A commitment to fighting poverty



1854

Founding of ISAB  
**Agronomy**  
**Agri-food**  
Beauvais

2001

Founding of **Food & Health**  
Beauvais

2006

Merger IGAL Cergy Pontoise  
**Geosciences**  
**Geology**  
Beauvais

2016

Merger ESITPA  
**Agronomy**  
**Agri-food**  
Rouen

2018

Merger EME  
**Environment**  
Rennes

2020

Merger ESIEE  
**Energy**  
**Digital**  
Amiens

2022

Founding of veterinary school  
Rouen

A CERTIFIED AND RECOGNIZED APPROACH



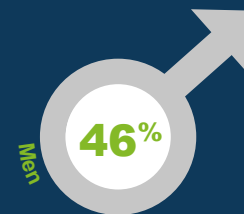
**4,300 +**  
**students**

**19 Bachelors**  
and Masters  
Engineering  
Degrees

**100 +**  
**student organizations**  
in 2021-2022

**550**  
**staff**

including **150**  
**associate professors**



**PARITY**  
STUDENTS & STAFF



# Faced with the climate emergency, there is a need for environmental and societal change

2022 is a significant year, both for the publication of the sixth IPCC assessment report, whose three sections were published in 2021 and 2022, and for the proof that behind these words and models lies a reality. These reports call for major action to tackle the climate emergency, for which human activities are now recognized as the undeniable cause and are in turn threatened by disruption to the Earth system.

Each of the three sections emphasizes the speed at which climate change is occurring and will occur in future if no significant measures are taken to reduce global greenhouse gas emissions.

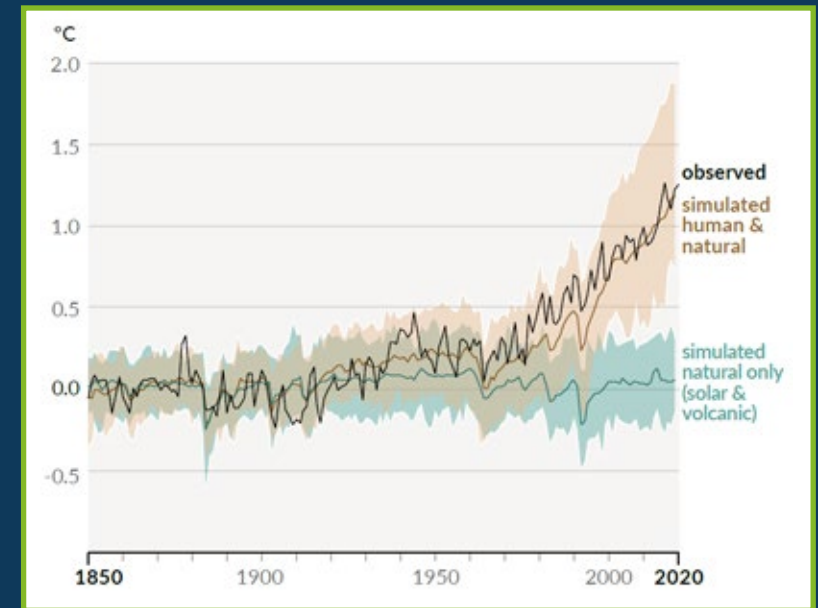
**While compliance with the Paris Agreement reached at COP21 in 2015 to limit climate change to 2°C or preferably 1.5°C is still within reach, our room for maneuver is becoming increasingly limited.**

The consequences of this change are apparent in all world regions (natural disasters, floods, droughts, hurricanes, etc.) and the severity of its effects on communities increases with each passing year.

**The most vulnerable communities, often in regions of the world that contribute least to climate change, now suffer the greatest toll.** All decision-makers now have a responsibility to introduce policies promoting eco-sufficiency and lower greenhouse gas emissions aimed at carbon neutrality, following the example of the targets set by the European Commission for 2050 through the Green Deal.

**However, climate change is not the only threat we need to tackle:** the collapse of biodiversity, declining resources, deterioration of soil quality, and increasing inequalities are some of the other major challenges we face in the 21st century.

CHANGES IN OBSERVED AND SIMULATED TEMPERATURES WITH HUMAN AND NATURAL FACTORS AND NATURAL FACTORS ONLY (BETWEEN 1850 AND 2020)



6th IPCC report, August 2021

**+2.7°C**  
temperature increase forecast based on countries' current commitments under nationally determined contributions by 2100

**Between 3.2 and 3.6 Bn**  
people live in situations that are highly vulnerable to climate change

## 3 levers for action

- ▶ INVESTMENT in low-carbon technologies
- ▶ A three to sixfold increase in funds allocated to climate change
- ▶ UPHOLDING climate justice



## MAINTAINING THE PLANETARY BOUNDARIES

Those who wish to take action on environmental and societal change must first familiarize themselves with the **nine planetary boundaries** defined by Johan Rockström (Stockholm Resilience Center) in 2009. The balance of the Earth system is dependent on these boundaries, which, if crossed, cause the planet to transition to a new system, leading to consequences beyond our control with potentially disastrous effects. **However, six of these boundaries have already been crossed.** UniLaSalle has a major responsibility to incorporate these issues into the courses it delivers to students. An ambitious strategy for change requires us to **develop our practices** to maintain the planetary boundaries and strive to **train responsible and informed future decision-makers** capable of taking concrete measures to avoid crossing these boundaries through trade-offs and innovative proposals.



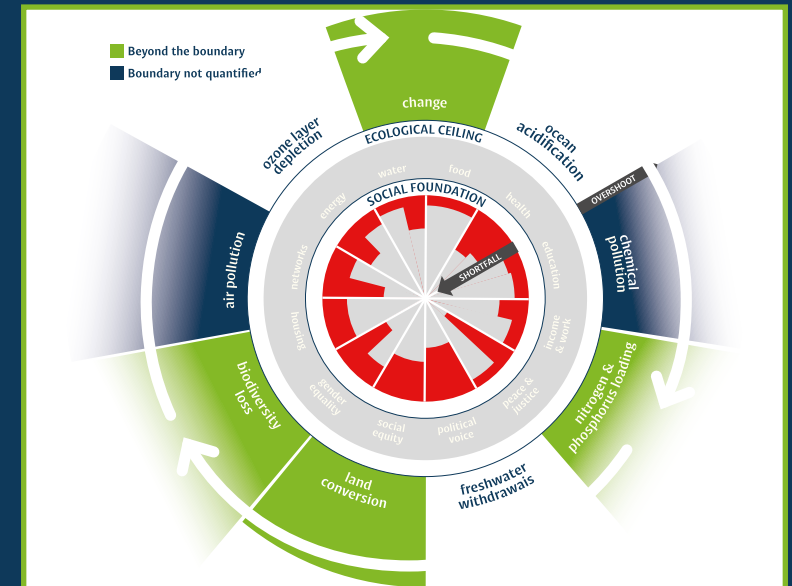
## HELPING TO COMBINE AGENDAS

How can action on climate change be combined with social justice to ensure successful environmental and societal change? The Paris Agreement and Sustainable Development Goals adopted in 2015 unite the climate and development agendas. This is the reference framework that UniLaSalle must use to define and implement its strategy **to meet ambitious social commitments without crossing the planetary boundaries.** It is presented in Kate Raworth's Doughnut model aimed at meeting individuals' social and economic needs without harming the environment (see diagram opposite).

This balance cannot be achieved without **carbon neutrality**, a necessary condition that is nevertheless not sufficient on its own. The means of achieving this goal are still difficult to identify and require profound social change shaped by various trade-offs.

To support this change, the French Agency for Ecological Transition (ADEME) devised four scenarios aimed at achieving neutrality based on a set of widely divergent societal choices: from a low-consumption scenario with drastic reduction of greenhouse gas emissions to a 100% technology-oriented scenario in which CO<sub>2</sub> is captured and greenhouse gas emissions are maintained at the same level. However, we must not forget that biodiversity, water quantity and quality, and soil preservation are all interconnected issues.

## DOUGHNUT MODEL, WITH PLANETARY BOUNDARIES ALREADY CROSSED



Doughnut model - Kate Raworth, August 2022

## 4 PROSPECTIVE SCENARIOS FOR ACHIEVING CARBON NEUTRALITY



Ademe - Transitions 2050

4 prospective scenarios for achieving carbon neutrality, November 2021

# Higher education must take action for change

## INCREASING DEMAND FROM STUDENTS

In September 2018, nearly 30,000 students took action to sign the *Manifesto for Ecological Awakening*. The collective that arose from this manifesto is seeking a faster transition to a sustainable model that maintains the planetary boundaries. This movement, to which UniLaSalle quickly gave its support, still resonates strongly among students, illustrating increasing demand among young people for **courses that are more ambitious in terms of change** and institutions that are more active and tangibly involved in tackling these issues. The importance they ascribe to environmental issues is apparent from the national student consultation initiated by the Student Network for an Ecological and United Society (RESES) in 2020.

**In this survey, 78% of students questioned stated that institutions that address environmental issues are more attractive;** and 85% stated that they wanted more teaching on environmental issues. This growing demand should encourage the acceleration and escalation of initiatives in higher education.

## GIVING GREATER PROMINENCE TO SUSTAINABLE DEVELOPMENT ISSUES IN HIGHER EDUCATION

The Green Plan adopted at the Grenelle Environment Forum in 2009 was the first key step taken to promote sustainable development. A growing number of recommendations has since been made on these issues, including the **implementation of the SD & CSR label**, which has been awarded to UniLaSalle, and key priorities set by the French Engineering Education Commission (CTI) and the High Council for Evaluation of Research and Higher Education (HCERES). A significant escalation in commitments has probably occurred over the past two years due to the **Jouzel report** (see insert) and innovative initiatives including the "Climat Sup" scheme run by The Shift Project and INSA.



The "Ecological Awakening" collective created a barometer providing the basis for action on meeting the challenge posed by the ecological crisis.

## RAISING AWARENESS AND TEACHING ECOLOGICAL TRANSITION AND SUSTAINABLE DEVELOPMENT (SD) ISSUES IN HIGHER EDUCATION

The working group chaired by Jean Jouzel submitted a report to the French Minister for Higher Education, Research and Innovation with a number of recommendations aimed at enabling institutions to meet the challenge of transition:

- 1 • Develop courses to address: climate change and impacts on the environment at local and planetary level, challenges relating to society and governance, translating ideas into action;
- 2 • Set ecological transition as a benchmark criterion;
- 3 • Discuss and share best practices for transition and encourage accreditation schemes;
- 4 • Train and mobilize staff on transition issues;
- 5 • Mobilize and engage with students through ecological transition projects;
- 6 • Set up discussion platforms to mobilize all actors.

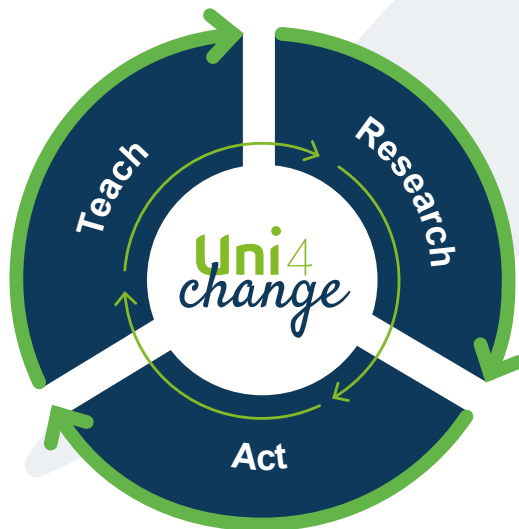
## Uni4change – a vision primarily benefiting our students

Uni4change seeks to tackle challenges raised by the environmental emergency and its consequences, while also meeting the expectations and demand for action voiced by our stakeholders and particularly students.

Our mission is to train future decision-makers. However, we are also fully aware of the need to **act now**, since environmental and societal change is something current generations must address rather than leaving it for the next generation. That's why UniLaSalle commitments have been chiefly designed to **bring change now** by applying ecological and social criteria to our practices and actions. Through lifelong learning, we

can also do our bit for professionals who are already in employment.

Finally, UniLaSalle is involved in key sectors for change, including the environment, agronomy, digital technologies, energy, geosciences, and food and health, both globally and also at regional level. It has a responsibility to propose and implement solutions and models that can be used to invent the alternatives the world needs: **responding to the environmental emergency while also upholding social justice.**



### PERSONAL AND COLLECTIVE ACTION FOR CHANGE



#### Ambre Mercey

UniLaSalle Student (Food & Health)  
SD Representative | Student Government Association

*Generally, students are aware of the challenges facing our planet. We have all attended sustainable development classes. But it's important for students to feel that UniLaSalle is also taking action through practical and visible projects on campus. That's why I believe it's appropriate for budgets to be allocated to students' sustainable development projects. This commitment goes hand in hand with a commitment from student organizations, which are a good way of meeting other students from different year groups and cooperating on projects. With nearly 80 organizations on campus, it's easy to find a project close to our hearts! Through my involvement in the student community, I have become more responsible, independent and proactive.*



#### Tom Kubiak

2021 UniLaSalle Alumnus (Geosciences)

*My geology course at UniLaSalle taught me to appreciate the systemic aspect of ecological transitions through the study of life and earth sciences. However, I felt this contrasted sharply with the classes on oil I attended as part of my program. My involvement in various UniLaSalle organizations enabled me to address the political dimension of climate issues. This experience has enabled me to face difficulties related to all types of transitions. Getting involved is the best way to contribute to change. Since I have no faith in companies' sincerity when they talk about making major changes, I have decided to pursue a career in the public sector so that I can have a tangible and direct impact on climate disruption.*

## The Lasallian project central to UniLaSalle's vision for a fairer, more sustainable world

UniLaSalle, a higher education and research institution, is part of the Lasallian movement. Its educational vision is focused on students' holistic development in its multiple dimensions: intellectual, social, moral and spiritual.

Inspired by the stories of its founding schools, the Lasallian legacy, the "Laudato Si'" encyclical letter, and also scientific research, UniLaSalle seeks to train professionals and citizens who are committed to a fairer, more sustainable world.

In short, faced with the climate emergency and the challenges of environmental and

societal change, UniLaSalle intends to fulfill education's primary remit: **producing citizens who are aware of the world's challenges and ready to meet them.**

**UniLaSalle is unique** in France for its cross-disciplinary expertise in agronomy, food, geosciences, environment, health prevention and digital technologies, both in teaching and research, and also for its membership of the global network of Lasallian universities. These institutions share the same values and desire to serve and help the most deprived members of society.

**“ Let ours be a time remembered for the awakening of a new reverence for life, the firm resolve to achieve sustainability, the quickening of the struggle for justice and peace, and the joyful celebration of life”**

Pope Francis, *Laudato si'*



**LaSalle France**

Network of Lasallian schools.

This is built on 3 key areas:

With and for young people

Together and by association

Developing humanity and speaking God's word



**Brother Jacques d'Huitemau**

Member of the UniLaSalle Governing Board

*The Lasallian approach to commitment inspired by Jean-Baptiste de La Salle's personal journey is divided into four stages:*

*discovery*

*shift*

*extension*

*long-term commitment*

*It provides a model for ecological action: the discovery of its urgency; a shift to challenge manufacturing and consumption practices; extension through a scientific and ethical approach to the issue taking account of all its environmental and human dimensions; and long-term commitment, since tenacity and perseverance are required to change our mindset and lifestyle.*

*In May, the General Meeting of Brothers' representatives from around the world decided that the issue of the environment should form a key component of the global Lasallian network's educational vision for the next 7 years.*

*In this effort to help build a more habitable and sustainable world, special responsibility and expectations are placed upon centers of higher education due to their expertise and research.*

*UniLaSalle has no choice but to meet this challenge.*

# Sustainability initiatives implemented by UniLaSalle students and campuses

**UniLaSalle provides students with a rich and stimulating experience driven by our wide range of organizations.**

Through its strong Lasallian values, firm roots within the regions and the type of programs it offers, the Institut Polytechnique UniLaSalle stands shoulder to shoulder with its students in their efforts to face sustainability challenges. For many years, the commitment shown by student organizations has created a groundswell

through the events they organize and the socially conscious and unifying projects they run. The strategy presented in this document helps improve their coherence and increase their impact.

The Rennes and Beauvais campuses initiated the Green Plan drawn up in 2009 and the SD & CRS label created in 2015. This has become the gold standard label for higher education institutions. In December 2020, it was awarded to the entire group.



**The SD & CSR label** certifies that a transition strategy has been undertaken based on 5 key areas: Strategy and Governance, Teaching and Training, Research and Innovation, Environment and Social Policy. This label advocates a systemic approach to change providing a benchmark for higher education and research. [www.label-ddrs.org](http://www.label-ddrs.org)



**Trophées des Campus Responsables** awards recognizing the most innovative and proactive sustainable development and CSR commitments and practices within various higher education campuses and institutions. In 2020, UniLaSalle won two awards for its Les Carrières residence hall project and for the Guide Babines guide dog initiative. In 2021, Capsule DD, a podcast on issues related to change, received an award (see opposite).



**The Green Gown Awards** are the international version of the Trophées des Campus Responsables. This initiative has been in place for over 10 years. It seeks to prove that strong actions and commitments on environmental and societal change are possible regardless of the size of campuses and the resources available to them. In 2022, UniLaSalle was nominated for promoting Capsule DD.

## SOME REMARKABLE UNILASALLE INITIATIVES



### Capsule DD

The Capsule DD podcast was launched in 2020 by the SD-ESC department to raise awareness among students and staff of transition issues and share tools and best practices enabling everyone to do their bit. Over 60 episodes have been produced to date.



### Café DD

Every month, at the same time on each campus, a videoconference open to all comers is held allowing participants to discuss, debate and share their thoughts on measures needed to promote transition (carbon audit, responsible digital technology, inclusive design, PACTE Law, etc.).



### Guide Babines project

A project run by the UniLaSalle disability office and the Uni4Handicap student organization in which students and staff look after future guide dogs for the blind before they undergo training.



### Les Carrières residence hall

Since 2018, students on the Beauvais campus have had the opportunity to live in low-carbon housing with hot water produced by solar panels, toilet facilities using harvested rainwater, a smart energy management system and priority given to local materials for cladding.

2

**JOINTLY DEVELOPING  
MOTIVATING DIALOG WITH  
STAKEHOLDERS**



## Identifying, understanding and reporting to our stakeholders

### TRANSPARENCY – AN ESSENTIAL CONDITION FOR EFFECTIVE COOPERATION

Mapping and then consulting stakeholders are essential steps in drawing up a sustainable development and CSR strategy. These discussions should continue throughout the implementation of measures and require detailed reporting on any targets set.

Indeed, transparency regarding results indicators is a prerequisite for committed, long-term, constructive and stimulating dialog with stakeholders. Getting stakeholders on board is essential for ensuring a strategy's success.

To guide its strategy, UniLaSalle works with performance indicators from its quality system linked to more specific indicators taken from sources including the GRI (Global Reporting Initiative). This is aimed at enabling stakeholders to assess UniLaSalle's performance on economic, social and environmental issues and impacts in relation to commitments and goals set. These are published annually.



GRI

#### Global Reporting Initiative

*The Global Reporting Initiative is an independent international organization setting standards for companies and governmental and non-governmental organizations on sustainable development performance and reporting.*

**“ Together and by association.”**

*Motto of the World LaSalle Network*



### Anne-Laure Simon

Joint Managing Director of Agence Déclif  
2012 UniLaSalle Alumna (Environment)

*All sustainable development strategies begin with discussions and work with your "ecosystem." The first step is to identify your "stakeholders" and engage in regular and constructive dialog with them in which everyone's expectations are addressed.*

*By detecting various weak signals early through this dialog, an organization can help shape decisions and projects that are often more innovative and responsible!*

### Focus on...

### What is a stakeholder?

In sustainable development terms, stakeholders are any internal/ external, public/private or local/national actors that impact or influence the activities of a given organization, or may be impacted or influenced by the organization.

Identifying stakeholders and engaging with them in constructive dialog is an essential step in an environmental and societal change strategy, enabling practical implementation of declared goals.

*A stakeholder is an individual or group that has an interest in any decision or activity of an organization.*  
(ISO 26000)

# Constructive and motivating dialog with stakeholders

## ▼ INTERNAL STAKEHOLDERS

### Students

- Students
- Students' parents
- Apprentices

### Student organizations

- AGE/BDE
- Eco-Challenge / COP Trotter / Make It Green
- SolidariTerre
- Com' universal / Uni4handicap / Unicap

### Alumni

- Alumni

### Employees

- Support service employees
- Associate professors
- Researchers
- Scientific staff
- Technical staff

## ▶ PUBLIC STAKEHOLDERS

## ▶ CIVIL SOCIETY

## ▶ COMPANIES AND EMPLOYERS



### Romane Thaize

UniLaSalle Student (Agronomy)  
President of Make It Green

*Students are increasingly committed to environmental and societal change.*

*This is clear from the popularity of Make It Green, particularly among new intakes.*

*The aim of this organization is to promote sustainable development on the Rouen campus.*

*For example, we hold a "To Be Green" day every year offering students Do It Yourself workshops, a second-hand clothes sale, etc. We also run lots of other projects!*

## Focus on...

### **Student networks**

Student networks, in which some of our students are heavily involved, provide a powerful impetus for an even more ambitious approach to change. Young people's expectations and messages on the climate and social emergency are relayed by actors including the Student Network for an Ecological and United Society (RESES) and the Ecological Awakening collective for whom UniLaSalle responded to the special Barometer study in 2020. These networks are key stakeholders in collaborations with both the UniLaSalle SD-ESC department and student organizations.



## ▶ INTERNAL STAKEHOLDERS

## ▼ PUBLIC STAKEHOLDERS

### European Union

- European Commission
- European Investment Bank (EIB)
- European Green Deal

### Government

- French Ministry of Higher Education and Research
- French Ministry of Agriculture and Food Sovereignty
- French Ministry of Ecological Transition

### Local authorities

- Beauvaisis urban community
- Rouen Normandy metropolitan area
- Rennes metropolitan area
- Hauts-de-France regional council
- Brittany regional council
- Normandy regional council
- Amiens city council
- Beauvais city council
- Bruz town council
- Mont-Saint-Aignan town council
- Ille-et-Vilaine departmental council
- Seine Maritime departmental council
- Oise departmental council
- Somme departmental council

## ▶ CIVIL SOCIETY

## ▶ COMPANIES AND EMPLOYERS



**Aurore Bordet**  
Associate Professor  
UniLaSalle Amiens



**Katia Piederrière**  
Communications Coordinator  
UniLaSalle Rennes

*In order to contribute to environmental and societal change, people need support.*

**A proactive and ambitious group strategy to motivate us:**  
*"Making an Impact for Change" is included as one of UniLaSalle's 5 priority areas. It gives us a sense of a collective strategy, which is motivating. Now it's time to take concrete action.*

**Awareness-raising, training and tailored support:**

*In order to support staff, we must all be made aware of the role we need to play both at our own personal level and in our region. We therefore need access to training and support to formulate tangible solutions.*

**Organization of work, dedicated time and practical workshops:**

*Having incorporated sustainable development in the group's strategy and set up a dedicated team, it would be useful to create regular space in our diaries for group work, including workshops, discussions of best practices, etc. This could lead to a more respectful way of working.*

*We expect to be supported and motivated to collectively and consciously change our practices.*

Illustrative diagram, non-comprehensive list

## ▶ INTERNAL STAKEHOLDERS

## ▶ PUBLIC STAKEHOLDERS

## ▼ CIVIL SOCIETY

Higher education  
and research  
representative bodies

- Conférence des grandes écoles (CGE)
- FESIC
- CDEFI

Networks

- CIRSES
- SD & CRS Label
- E3D
- Local sustainable development networks: CRICDD Rennes, CESAR, Ambassadeurs Hauts-de-France, Beauvais en transition
- Sulitest

Student organizations  
and collectives

- RESES
- Ecological Awakening
- CTES

Media

Fair trade  
school label

Higher education

- French Grandes Ecoles and universities

## ▶ COMPANIES AND EMPLOYERS

Illustrative diagram, non-comprehensive list



### Estelle Doulat

Geothermal Energy Coordinator  
ADEME - Hauts-de-France Region - UniLaSalle  
2014 UniLaSalle Alumna (Geology)

*Since 2016, UniLaSalle has led the Hauts-de-France geothermal energy coordination mission funded by ADEME and the Hauts-de-France regional council. The purpose of this mission is to increase the number of geothermal energy projects at different levels, support actors in the sector, perform opportunity studies for any industrial operators and local authorities considering geothermal energy projects, provide an interface for discussions, and monitor geothermal energy news.*

*The Beauvais site accessed this support for the second phase of the Historic Farm renovation. This includes a geothermal energy system designed to cover 93% of the buildings' heating requirements and 100% of their air-conditioning and cooling needs. This is achieved with a heat pump and a layout of nine vertical geothermal probes running to a depth of 150 meters along the building and connected to a heat pump in the boiler room. The bore holes are completely invisible from the outside, even to the trained eye. In addition to the thermal comfort it provides, this solution also reduces greenhouse gas emissions by 78% compared to gas heating, avoids the phenomenon of heat pockets in summer caused by traditional air-conditioning units, and financially, geothermal heating would have paid for itself in around 20 years without the recent rises in energy prices.*

*This is UniLaSalle's first geothermal energy project, and there are plans for other such initiatives in order to speed up our campuses' energy transition, an absolute priority in the current climate.*

- ▶ INTERNAL STAKEHOLDERS
- ▶ PUBLIC STAKEHOLDERS
- ▶ CIVIL SOCIETY
- ▼ COMPANIES AND EMPLOYERS

#### Research

- BRGM
- INRAE
- ADEME

#### Companies

- Hire of apprentices
- Interns
- Recruiters
- External contributors
- Service providers: research, continuing education, events

#### National networks

- Comité 21
- Orée
- INEC
- UVED
- Chamber of Agriculture
- Chamber of Commerce and Industry

#### Local networks

- B2E
- Valorial
- B4C

#### Suppliers

- CROUS

Illustrative diagram, non-comprehensive list



#### Hervé Denis,

CEO of Atlaz

President of Bretagne Éco-Entreprises (B2E)

*The B2E network is Brittany's largest ecological and energy transition cluster. With nearly 200 members, including organizations providing solutions and companies implementing transition strategies, it has now reached sufficient coverage and density to effectively promote regional actors and prompt the emergence of collaborations on sustainability projects. From the outset, we wanted to involve higher education in our strategy to boost numbers of innovative projects in both technical and organizational areas. UniLaSalle plays a highly active role in B2E.*

*The Interreg ThreeC project in particular put this collaboration on a practical footing, with increased cooperation between Bretagne Éco-Entreprises, AILE, UniLaSalle and 13 other European partners. This project seeks to create value chains based on biochar produced from local and residual plant-based raw materials. The resulting circular bioeconomy is linked to a number of positive impacts, including the development of lighter green roofs, the creation of new rainfall infiltration areas, and a reduction in activated charcoal imports.*

*It also provides a perfect demonstration of the critical role played by collaboration between research and business, both in terms of developing the region and ensuring its sustainability and resilience.*

3

**TEACHING, RESEARCHING  
AND TAKING ACTION FOR  
ENVIRONMENTAL AND  
SOCIAL CHANGE**



## A strategy for sustainable development and change jointly developed to meet challenges and address the emergency

**Several challenges must be met in order to formulate an ambitious environmental and societal change strategy:**

**Coordinating it** with the overall UniLaSalle strategy

**Rallying** all stakeholders around a shared goal

**Ensuring** that sustainable development criteria are incorporated within all

UniLaSalle's missions to develop an integrated management system encompassing the quality system

**Incorporating** SD & CSR commitments within existing processes to increase efficiency

**Defining** precise indicators to facilitate monitoring and setting targets for assessing actions

### COORDINATING THE SD-ESC STRATEGY

**Company strategy**  
Vision and priorities

**Quality system**  
Organization and processes

X

**SD-ESC strategy**  
Implementation of actions



**Iris Bouchonnet,**  
SD-ESC Coordinator  
UniLaSalle Rennes

*Inherent sustainable development values and principles are cross-cutting and shared by all students, organizations, staff and partners on campus. SD is the bond that enables us to cooperate, co-develop and transform our region. It provides fertile ground for widely supported collective actions.*

*Examples include the joint staff/student biodiversity working group tasked with keeping an inventory of plant and animal species on campus and building shelters and other habitats. The "Cordées de la Réussite" project gives students the opportunity to train and support eco-delegates from local high schools and middle schools. GreenDay is an annual highlight in the calendar, bringing together numerous partners, regional organizations, students and staff, with a different topic addressed every year.*

*Participants are encouraged to explore, interact and forge relationships around the theme of environmental and societal change.*

### DEDICATED SUPPORT PROVIDED BY THE MISSION-LED COMPANY, AGENCE DÉCLIC

Over the course of a year, from summer 2021 to 2022, the Rennes-based company, Agence Déclic, helped UniLaSalle's SD-ESC department consider and define its new Uni4change strategy. Following several phases of consultations with internal and external stakeholders at the Group's various campuses, a period of reflection and assimilation was conducted in collaboration

with the Executive Committee (COMEX) to define priority areas or topics on which UniLaSalle is required to take a stance and undertake commitments associated with target results. The SD & CSR Label served to identify key areas for this new strategy.

Finally, using the methodology provided by Agence Déclic, efforts were also made to coordinate sustainable development criteria with the quality policy by linking each process owner.

### METHODOLOGY FOR DEFINING THE SD-ESC STRATEGY

*This work was presented to the UniLaSalle Governing Board, which approved the general framework for the SD-ESC strategy in April 2022.*

**Examination of the SD & CSR framework**  
Assessment of requirements

+

**Document review**  
Strategic plans  
Quality system  
SD & CSR system

+

**Discussions with Management**  
Reflection on the strategy

+

**Workshop with stakeholders**  
Reflection on issues

=

**UniLaSalle SD-ESC strategy**

Linked to existing commitments

-

Consistent with the SD & CSR framework

-

Reflects internal stakeholders' expectations

-

Adaptable to future change



**Qingrong Wu**  
SD-ESC Coordinator  
UniLaSalle Amiens

*Responsible digital technology is a key priority, since IT equipment is central to our everyday practices and its environmental and societal impact is constantly growing. This affects everyone to various degrees, from digital and energy system engineering students to teaching and administrative staff.*

*With this in mind, the Amiens campus set up the "EcoFrugal" workshop designed with Orange, one of our long-standing training partners. It is aimed at understanding mechanisms and adopting practices focused on digital sufficiency, with a view to consuming less and more efficiently. Initial feedback has been very positive. So what next? We'll roll it out on all our campuses!*

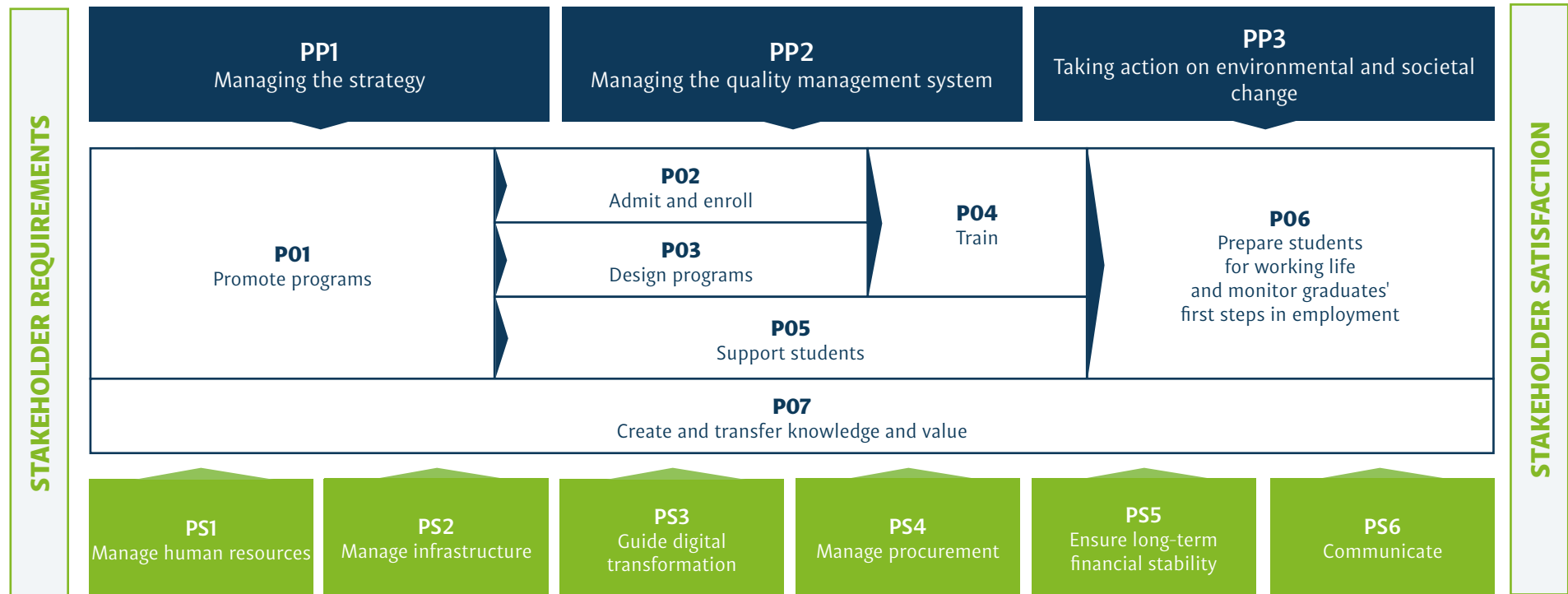
### AN INTEGRATED MANAGEMENT SYSTEM TO ENSURE EFFECTIVE LEADERSHIP OF THE STRATEGY

As an institution seeking to drive and inspire environmental and societal change, it is essential for UniLaSalle to meet its internal and external stakeholders' expectations and be capable of measuring progress made with change. Following on from the SD-ESC strategy definition phase, a dedicated

new pilot process has now been set up to manage this new strategy. This is an important tool for ensuring that all process owners and managers at Group and campus level take the change-related issues on board. Consequently, work is being done on redefining processes to incorporate **new indicators** in close collaboration with actors responsible for monitoring the quality policy and dedicated processes.

## INTEGRATED MANAGEMENT SYSTEM: CSR & QUALITY

Process map



## Resources earmarked for environmental and societal change

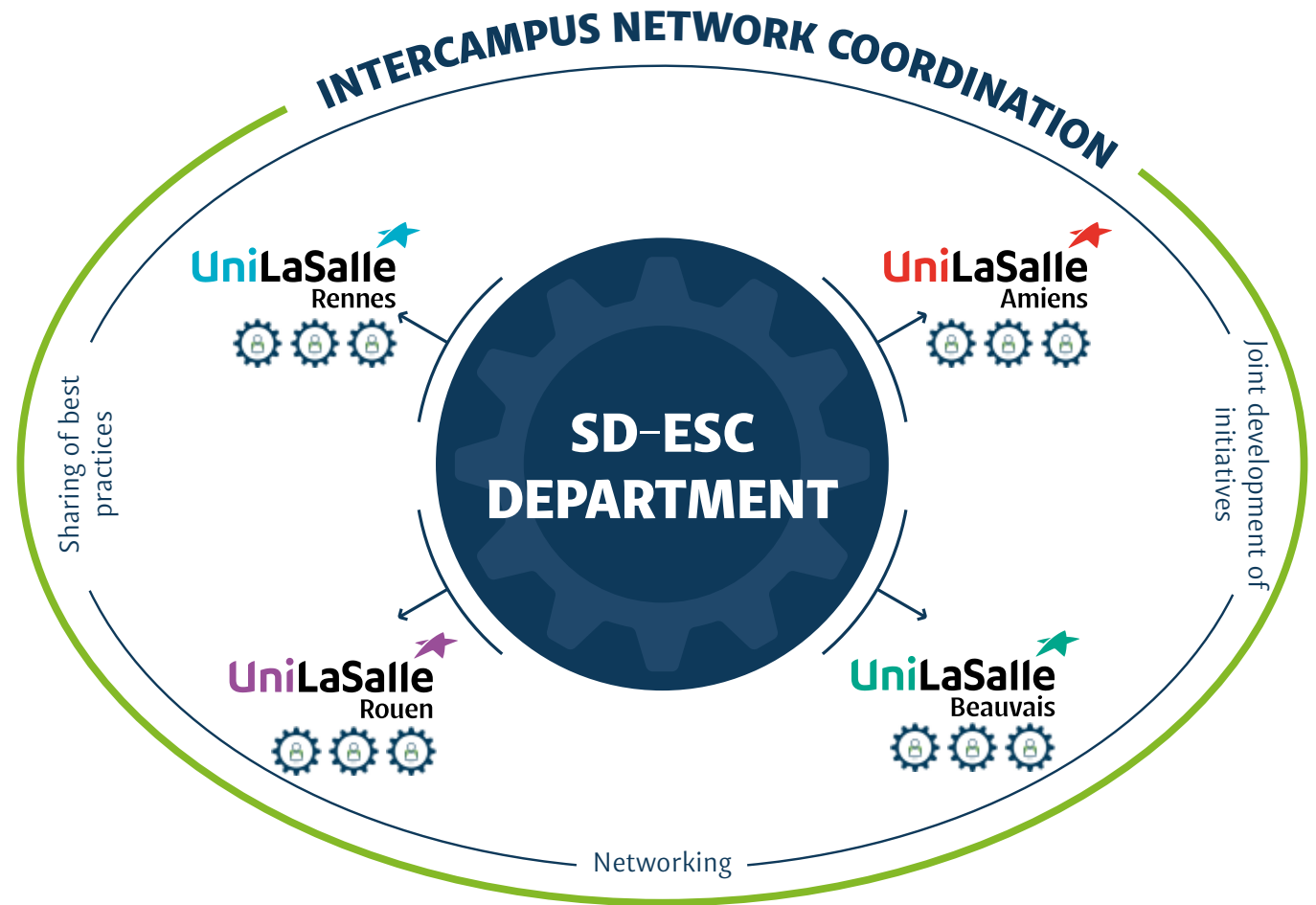
### COORDINATION AT GROUP LEVEL AND ACTION ON CAMPUSES: A DEDICATED TEAM

To lead change at UniLaSalle, a coordinator is assigned to each campus to implement the strategy in collaboration with teaching staff, administrative teams and students.

**The SD-ESC team and student organizations work hand in hand to implement actions promoting transition.**

In parallel to this, each member of the team is also involved in more cross-disciplinary matters in conjunction with the Group SD-ESC director and manager.

This Group-campus coordination provides the basis for present and future progress on key overarching issues (mobility policy, carbon audit and eco-sufficiency, responsible procurement policy, etc.) and for raising awareness and coordinating the local UniLaSalle community to implement ambitious projects arising from this new environmental and societal change strategy. Finally, the team is involved in local and national networks in which UniLaSalle is a partner: *non-comprehensive list*







**Geoffroy Belhenniche**  
*UniLaSalle SD-ESC Director*

“ This year, with the launch of the sustainable development and environmental and societal change strategy for 2022-2025, we aim to assign clear targets to our commitments, giving UniLaSalle students and staff something tangible to work with. We intend Uni4change to be managed and jointly developed with students and particularly those involved in these issues on a daily basis in organizations on each of our campuses. We believe that this change, as opposed to a transition, must permeate all processes and enable a review of all our practices in the spirit of standard ISO 26000 and the SD & CSR framework.

**Our aim, which we share with the entire Sustainable Development – Environmental and Societal Change department, is to ensure that this strategy is genuinely applied.**



**Caroline Le Moulec**  
*UniLaSalle SD-ESC Project Manager*

All parties, whether students or staff, who have been trained to appreciate its urgency and complexity, should identify with the targets set. We firmly believe that through this collective sense of ownership, we will be able to face and accept the challenges of implementing this strategy. Understanding, taking action, systemic thinking, distrusting excessive faith in technology, changing our collective course and promoting eco-sufficiency, persuading others without despairing or becoming exasperated, overcoming eco-anxiety ... these are all challenges we must face to meet our set targets. Indeed, this strategy also seeks to prove that our commitments are genuine and our actions are effective as part of an evidence-based approach to policy making.

**It is imperative we act now.  
We owe it to our students and children.**

## What is it?

### A COFIL DD

At the start of the 2020 academic year, a COFIL DD (sustainable development steering committee) was set up on each campus. This provides a regular opportunity for students and staff to meet. These bodies are assigned several goals:

- Roll out and implement the **UniLaSalle SD-ESC strategy at campus level**
- **Develop inspiring actions**
- **Assess the strategy from a local perspective and suggest appropriate changes**

In addition to these key goals, the COFIL DD paves the way for local initiatives (illustrating "best practices") which it promotes at campus and group level so that they can be replicated and their impact increased.



### SD Representative, an essential role within student organizations

Outside the classroom, environmental and societal change is shaped by **students taking responsibility** within their organizations. That was the thinking behind the creation of the SD Representative role. Like the role of chair or secretary, this mandatory post on boards is designed to drive change within organizations, regardless of their purpose and primary missions. The holder raises awareness and proposes actions to improve the organization's impact and make it more inclusive, eco-sufficient and focused on its stakeholders. When SD Representatives reach the end of their term, an appraisal is performed and, if they have fulfilled their remit, they receive an OpenBadge as proof of their commitment.

## Taking action for environmental and societal change

### OUR KEY EDUCATIONAL CHALLENGES

The main responsibility of a higher education institution such as UniLaSalle is to produce useful new knowledge for the future of the planet and humanity, raise awareness among our students, and provide them with the tools they need for action. With all the global challenges facing us, we can no longer wait for tomorrow, so it is our duty to extend this responsibility to those who have already received their education, i.e. our graduates, through lifelong learning.

This task is far from straightforward, as we are immersed in an environment created by a succession of often tantalizing promises. However, most people fail to grasp their implications, i.e. they basically amount to greenwashing, sometimes despite their originators' best intentions.

We must give all our stakeholders **the tools to understand a world that has become difficult to comprehend, in which the notion of truth is abused on a daily basis.** Science, whether it be a human, social, technical or natural science, is regularly ignored, shown contempt or even denied. As Étienne Klein

points out, our societies have lost their "taste for truth".

In this context, we must ensure that our courses prioritize skills related to **critical thinking, the ability to debate issues positively, listen to and understand other people, put things in context, present arguments, express oneself, etc.**

As such, the humanities play a significant role in our programs and the support we offer in student life. Based on human and social sciences, we seek to educate our students in ethics, the common good, social justice and epistemology. We seek to introduce the practice and habit of debate.

Our teaching program has been redesigned to break down barriers in our provision, increase hybridization, and overcome silo mentality through cross-disciplinary 'pathways' in our degrees.

“ **Act so that the effects of your action are compatible with the permanence of an authentically human life on earth. ”**

Hans Jonas, *The Imperative of Responsibility*

## 5 priority areas



Climate and Energy



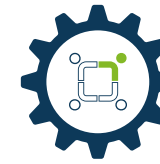
Biodiversity, Food and Health



Water, Soil and Resources



Cities and Regions



Lasallian Commitment and Social Justice

**UNI4CHANGE,**  
for environmental and societal change  
together and now

### COMMITMENT 1

Promote environmental and societal change in all our activities and regions

### COMMITMENT 3

Provide practical solutions to address the Sustainable Development Goals

### COMMITMENT 5

Take action to ensure our internal stakeholders thrive

### COMMITMENT 2

Train responsible and informed decision-makers

### COMMITMENT 4

Manage our campuses to achieve a positive environmental impact

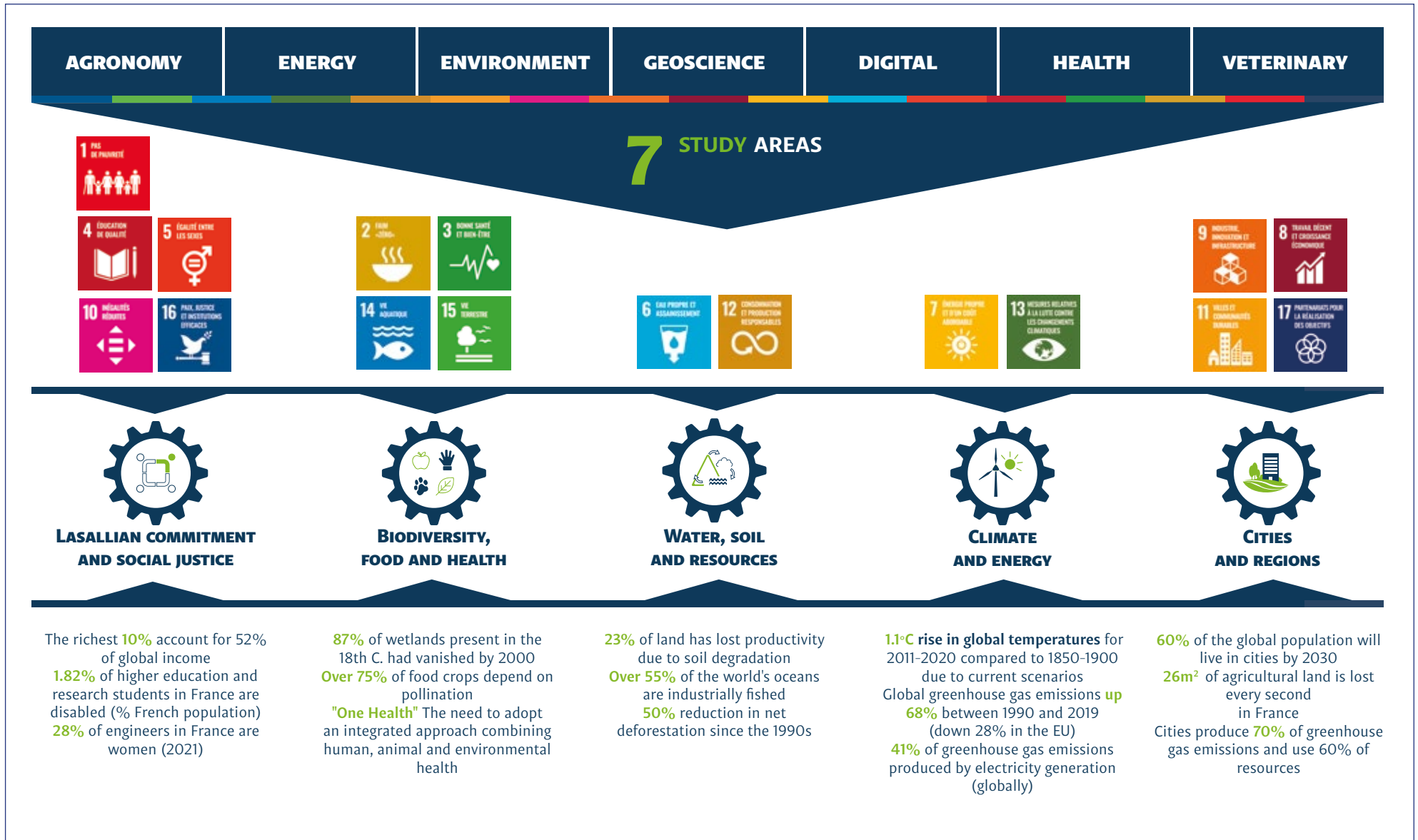
## 5 commitments

4

**ENCOURAGING  
RESPONSIBILITY AND  
INNOVATING IN OUR 5  
PRIORITY AREAS**



# 5 priority areas to structure our contribution to the Sustainable Development Goals



5

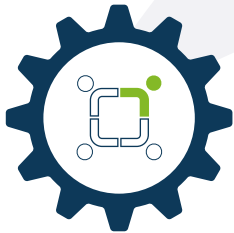
**CHANGE BASED ON 5  
COMMITMENTS**





**COMMITMENT 1**

Promote environmental and societal change in all our activities and regions



**COMMITMENT 5**

Take action to ensure our internal stakeholders thrive

**ACTION  
FOR  
CHANGE**  
**ENVIRONMENTAL AND  
SOCIETAL**



**COMMITMENT 2**

Train responsible and informed decision-makers



**COMMITMENT 3**

Provide practical solutions to address the Sustainable Development Goals



**COMMITMENT 4**

Manage our campuses to achieve a positive environmental impact

**COMMITMENT 1**

**Promote** environmental and societal change in all our activities and regions







**Valérie Leroux**  
*Vice-President*  
*UniLaSalle*

“ We must define a new framework for collective engagement, for a new, more inclusive, more sufficient world, with a resolute commitment to immediate action. UniLaSalle's values urge us to view humans as actors in a responsible, sustainable economy AND a fairer society. Moreover, our expertise gives us a central role in facing agro-ecological, food and health, energy and digital challenges.

Through our teaching provision, both in initial and continuing education, and original cross-disciplinary research, we make a daily contribution to these efforts, prompting the emergence of new knowledge and talent promoting sustainable ecosystems. In order for this to become firmly rooted, we and our students promote and participate in numerous initiatives aimed at increasing regions' resilience, because we have a responsibility to do so and the challenges faced require a collective effort.

## OBJECTIVE 1

Adopt an ambitious ESC strategy and apply it to all our activities

## OBJECTIVE 2

Manage the ESC strategy with internal stakeholders as part of a continuous improvement process and harmonize it at all sites

## OBJECTIVE 3

Engage with external stakeholders by further addressing their expectations

## OBJECTIVE 4

Contribute to regional change

# Promote environmental and societal change in all our activities and regions

## OBJECTIVE 1

### Adopt an ambitious ESC strategy and apply it to all our activities

In 2022, the adoption of the Uni4change SD-ESC strategy reflects our determination to incorporate challenges within UniLaSalle activities, bolstered by a commitment to link this strategy to the Institute's medium-term and long-term strategic plans. To ensure the general rollout of this strategy, all stakeholders and particularly those internal to UniLaSalle will actively take ownership of it, with guidance from a new advisory Ethics Committee on environmental and societal change reporting to the Governing Board.

## PRIORITY ACTIONS

Design a UniLaSalle environmental and societal change policy

Anchor our policy in all strategic practices to prevent any backsliding

Form and lead an advisory committee on sustainable development and change

## OUR TARGETS

SD-ESC strategy to be launched with internal and external stakeholders by the end of 2022

All members of the Governing Board to be briefed on UniLaSalle priority areas by 2023

Ethics and environmental and societal change (ESC) council to be set up in 2023

## OUR CHALLENGES

- How do we ensure that all employees adopt the SD-ESC policy ?
- How do we ensure that environmental and societal change is a priority in all departments ?

## OUR ACHIEVEMENTS

- **First steps taken** to incorporate SD-ESC into the quality policy through a dedicated process of "Taking action for environmental and societal change"

# Promote environmental and societal change in all our activities and regions

## OBJECTIVE 2

### Manage the ESC strategy with internal stakeholders as part of a continuous improvement process and harmonize it at all sites

In order to ambitiously and effectively implement the UniLaSalle sustainable development and environmental and societal change strategy, it is essential that internal stakeholders, both students and employees, take ownership of it. Training on transition issues is also crucial for ensuring that everyone is able to contribute in their own way to this change.

Moreover, management, monitoring and implementation tools, in particular an integrated management system that incorporates sustainable development criteria, should enable UniLaSalle to meet its commitments and achieve targets set for environmental and societal change.

## PRIORITY ACTIONS

Coordinate the quality management system and the SD-ESC strategy to create an integrated management system in tune with UniLaSalle's identity, enabling effective implementation of its strategic plan

Incorporate sustainable development criteria into all processes and create a pilot process on leadership

Train all UniLaSalle employees on the challenges of environmental and societal change

Form a network of internal ambassadors (student SD representatives/teaching representatives)

## OUR TARGETS

Incorporation of SD-ESC indicators into all UniLaSalle quality pilot processes by June 2023

100% of UniLaSalle employees to be trained on environmental and societal change issues by 2024

100% of organizations to have at least 1 teaching representative on each campus by 2023

## OUR CHALLENGES

- How can students be given a central role in bodies when organizations change every year ?
- How can we prepare students to contribute to decision-making ?
- How can our bodies be properly expanded with the right people in the right positions ?

## OUR ACHIEVEMENTS

- **First steps** in the creation of a cross-disciplinary quality process dedicated to sustainable development
- **Creation** of the Sustainable Development Representative role in all student organizations, with holders given special training and involved in identified environmental and societal transition projects
- **Creation** of the teaching representative role for associate professors
- **Launch** of SD steering committees (COPIL DDs) on all campuses

## Promote environmental and societal change in all our activities and regions

### OBJECTIVE 3

#### Engage with external stakeholders by further addressing their expectations

Roots in the local area and cooperation with stakeholders are critical for each UniLaSalle campus. In order to develop effective and constructive dialog contributing to environmental and societal change, it is important to identify and precisely map the various external stakeholders and their expectations. Work on informing, mobilizing and communicating with actors is necessary for ensuring effective dialog and facilitating the transfer of innovative solutions, which can then be implemented to prompt change.

### PRIORITY ACTIONS

Formalize dialog with stakeholders to take account of their expectations

Inform external stakeholders of progress with our actions through effective reporting based on international standards (e.g. GRI)

### OUR TARGETS

One annually updated external stakeholder map to be produced per campus by 2023

At least two dedicated communications to be sent out to external stakeholders per semester from 2023

Conference to be held on cooperation between higher education institutions and companies

### OUR CHALLENGES

- How do we continue to work with long-standing partners, helping them to transition as required, without this being used as an endorsement ?
- How can we continue partnerships with long-standing recruiters while undertaking the required changes with them ?
- How can we collaborate with polluting companies to drive change while avoiding the risk of being used purely for environmental endorsement ?

### OUR ACHIEVEMENTS

- **Creation** of the Capsule DD podcast
- **Involvement** in the mission committees of partner companies' strategic executive boards
- **Membership** of networks: CIRSES, C3D, Orée, Comité 21
- **Chairing** of the SD & CSR label
- **Awarded** the Fair Trade School label in 2021
- **Member** of Agence Déclic's mission committee

## Promote environmental and societal change in all our activities and regions

### OBJECTIVE 4

#### Contribute to regional change

UniLaSalle needs to take action at regional level to enable change while also benefiting from local initiatives taken on these issues. Effective levers include joining forces with local actors, encouraging involvement from student organizations, and contributing to regional leadership through events promoting action. This connection with the local area should also help with UniLaSalle's transition to a responsible procurement policy meeting ambitious social and environmental criteria. It should also facilitate the development of a procurement strategy focused on reuse and a functional economy.

#### PRIORITY ACTIONS

Join forces with local networks promoting SD & CSR

Implement a responsible procurement policy

Organize and contribute to events to increase the visibility of SD & CSR and encourage widespread involvement

Enhance the role of GoLaSalle4SD to boost interaction between students (studying abroad) and regional projects with a positive social or environmental impact

#### OUR TARGETS

Active procurement policy incorporating social and environmental criteria to be implemented by 2025

Active participation in at least 1 SD & CSR event organized in the region every semester from 2022

Each of our campuses to participate actively in local sustainable development networks from 2022-2023

#### OUR CHALLENGES

- How do we effectively measure the commitments and actions of our contributors and suppliers ?
- How do we take action quickly without precluding democratic debate ?

#### OUR ACHIEVEMENTS

- **Contributions** to the PCAET (Regional Climate-Air-Energy Plan)
- **Contribution** to introducing a green budget for the Brittany region
- **Contribution** to promoting the circular economy concept through special training and lecture cycles since 2011
- **Active role** in Bretagne Eco-Entreprises (B2E)

**COMMITMENT 2**

**Train** responsible and informed  
decision-makers





### Henri Genouville

*UniLaSalle Student (Agronomy)  
SolidariTerre President  
RESES Member*

“ Our course should primarily focus on raising our awareness of the crisis facing us and thus produce informed engineers. The content of our modules must also reflect these challenges. Our course should inform us of future careers promoting change, so we can put ideas into action.



### Sébastien Laurent-Charvet

*Course Director  
UniLaSalle*

“ Holistic learning is fundamental to UniLaSalle's educational approach and is aimed at producing independent, responsible professionals able to make their own decisions in a world undergoing transition. On each campus and each course, the teaching community draws on a strong tradition of commitment and responsibility-focused learning to support students and apprentices.

## OBJECTIVE 1

Incorporate and assess SD & CSR competences within all programs and student organization activity

## OBJECTIVE 2

Develop action research examining education on environmental and societal issues to promote the acquisition and application of SD & CSR competences

## OBJECTIVE 3

Train our students, graduates and company employees to build and develop their career plans to promote proactive and tangible change

## OBJECTIVE 4

Support and recognize upskilling among academic staff

# Train responsible and informed decision-makers

## OBJECTIVE 1

### Incorporate and assess SD & CSR competences within all programs and student organization activity

February 2022 saw the publication of the "Teaching ecological transition in higher education" working group report, dubbed the Jouzel Report, recommending the ambitious goal of rapidly ensuring that 100% of higher education students graduating from initial courses are educated in ecological transition challenges, approaches and methods. The incorporation of SD & CSR competences within all programs is also a priority supported by existing actions including those under the H2020 reform introducing changes to teaching provision, particularly on engineering degrees. It is becoming essential for a common educational timeline for all students promoting environmental and societal change throughout courses to be developed in consultation with teaching teams and students and open to alumni.

## PRIORITY ACTIONS

Fully coordinate technology with an understanding of the complexity and acceptability of change

Incorporate sustainable development competences in the requirements for the various degrees

Develop and roll out an educational timeline for all UniLaSalle courses enabling the acquisition of sustainable development competences

Structure support and dedicated training for student organization members to contribute to environmental and societal change

Set up a working group (WG) "Training by and for environmental and societal transition"

## OUR TARGETS

100% of student organizations to have a Sustainable Development Representative by 2022-2023

100% of UniLaSalle students to follow the dedicated SD-ESC educational timeline by 2025

100% of UniLaSalle graduates to hold Sulitest certification by 2025

## OUR CHALLENGES

- How can the need to redesign courses in light of challenges be reconciled with educational freedom ?
- How can we do more than simply raise awareness ?
- How can we prevent people from losing motivation due to repetition ?
- How can we reach beyond established supporters to convince the most resistant parties to take action ?

## OUR ACHIEVEMENTS

- **Rollout** of the SD Representative role to all student organizations
- **Development** of the educational timeline with attendance of the Climate Collage Workshop for all newcomers
- **Implementation** of the Sulitest including certification



# Train responsible and informed decision-makers

## OBJECTIVE 2

### Develop action research examining education on environmental and societal issues to promote the acquisition and application of SD & CSR competences

Combining research with teaching practice is essential to improving the provision we offer our students. By developing action research examining education on environmental and societal issues, it will be possible to innovate and generate initiatives for promoting best practices on UniLaSalle campuses, between campuses and also outside the institution. UniLaSalle's educational innovation unit also seeks to support associate professors with a view to increasing its own impact and enabling widespread sharing of best practices.

## PRIORITY ACTIONS

Set up a research team focused on the educational application of SD & CSR

Allocate specific resources to this research group

Create a process for promoting best educational practices (sharing ideas, promoting actions, liaison with the Teaching Support Unit for dissemination, etc.)

## OUR TARGETS

Dedicated research group for educational application of SD & CSR to be set up by 2025

Promotion of best educational practices on sustainable development to be disseminated quarterly from 2023

White paper on educational practices to be produced by 2024

## OUR CHALLENGES

- How can we ensure we work with the right actors to avoid the repetition and duplication of actions ?
- How can we effectively involve students ?

## OUR ACHIEVEMENTS

- **Climate Collage Workshop initiative** held at the Beauvais campus with support from psychosociologists
- **Contribution** to research led by ENS Rennes through the EDD Sup' project on students and eco-anxiety

# Train responsible and informed decision-makers

## OBJECTIVE 3

### Train our students, graduates and company employees to build and develop their career plans to promote proactive and tangible change

Helping students join the workforce is a key responsibility for higher education.

Against the backdrop of the climate emergency and students' calls in the media to change course, question and challenge the dominant economic and social model, it is essential that students at UniLaSalle are able to uncompromisingly articulate their personal goals for change and their careers.

It is also our immediate responsibility to train graduates, employees, public officials and elected representatives to ensure that the environmental and societal emergency is addressed now.

## PRIORITY ACTIONS

Promote companies and organizations with a positive social or environmental impact, i.e. those that recruit and pursue strong commitments to ESC

Increase contributions from key figures and alumni with unconventional yet high-impact careers

Step up schemes encouraging entrepreneurship to help students shape/form their own careers

Roll out relevant continuing education provision enabling elected representatives, managers and decision-makers currently in positions of responsibility to understand the issues and learn about tools and methods for implementing change

## OUR TARGETS

Charter on collaborations with companies and related requirements to be signed in 2023

30% of talks offered through the Careers Center to involve key figures

Our business forums to include over 50% of impactful companies (certified B Corps, mission-led companies, production cooperatives (SCOPs), etc.)

## OUR CHALLENGES

- How can we avoid frustration among students in relation to how their career prospects are presented ?
- How can we support students to ensure they are able to propose a new model ?
- How should we work with alumni ?
- How should we work with long-standing companies ?
- How can we identify and promote companies with a positive environmental and social impact ?
- How do we measure the impact of our graduates in their various roles ?

## OUR ACHIEVEMENTS

- A mobilized **Careers Center** with dedicated staff offering personalized careers guidance
- **Organization** of a themed inter-campus careers day

# Train responsible and informed decision-makers

## OBJECTIVE 4

### Support and recognize upskilling among academic staff

Changing program content to optimally incorporate SD & CSR competences and encourage ownership of issues and challenges regarding environmental and societal change means training teaching teams and providing them with dedicated support on these issues. This involves encouraging training and providing innovative educational tools, while also increasing student involvement so we can respond more effectively to their expectations, which are high in this area. In the latest national student survey conducted by RESES in 2020, 65% of the students questioned stated that all programs should incorporate climate issues and 69% stated that they would like more content on these issues.

## PRIORITY ACTIONS

Design and deliver content aimed at incorporating environmental and societal change in UniLaSalle programs and teaching units

Increase student involvement in the development of teaching programs

Develop reverse mentoring initiatives (sharing ideas, promoting actions, liaison with the Teaching Support Unit for dissemination, etc.)

## OUR TARGETS

At least 1 reverse mentoring initiative to be conducted per semester per campus by 2024

Students to be involved in working groups on the incorporation of SD in teaching from 2022

Workshops on new ESC-related teaching practices to be offered at least twice a year

## OUR CHALLENGES

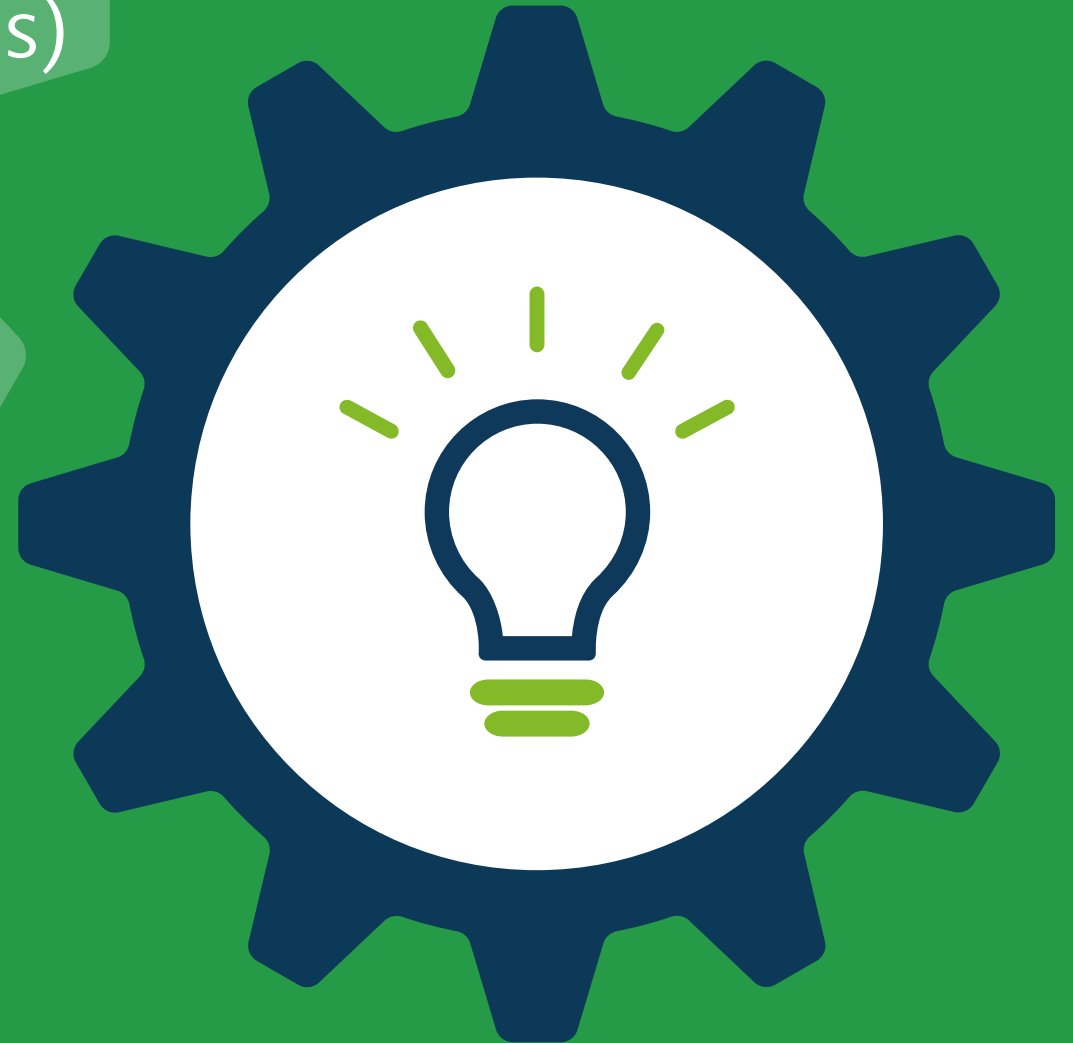
- How do we create room for maneuver on budgets and HR given current pressures ?
- How do we promote our desire for collaboration and essential need for differentiation ?

## OUR ACHIEVEMENTS

- **Training** of associate professors as facilitators for the Climate College Workshop
- **Inclusion** of the Sustainable Development Goals in annual appraisals

**COMMITMENT 3**

**Provide** practical solutions to address the Sustainable Development Goals (SDGs)

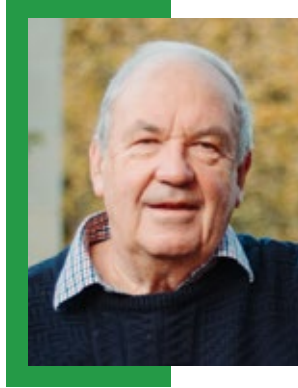




**Karine Laval**

*Research & Development Director  
UniLaSalle*

“ Faced with the climate and geopolitical emergency, experts in our 6 research units focus their efforts on the research priorities of food, energy, biodiversity, health, environment, industries and regions to devise technological and organizational solutions on both a local and global scale. The systemic approach taken encourages the acquisition of essential knowledge and skills for transforming production systems, inventing future careers, and setting regions firmly on the path of sustainability.



**Vincent Pétiard**

*President of UniLaSalle's Scientific Council  
Chief Technical Officer at Plant Sciences  
Integrator (PSI)*

It should also be noted that innovation aimed at enabling multidisciplinary research implemented responsibly on a daily basis is a complex undertaking that is dependent on individual choices, interactions with other departments and the SD-ESC strategy. All this research and reflection contributes to the Institute's SD-ESC policy goals.

## OBJECTIVE 1

Acquire knowledge and competences to understand, innovate and change

## OBJECTIVE 2

Train through research and contribute to the development of new competences

## OBJECTIVE 3

Conduct research honestly and responsibly in a changing world

## OBJECTIVE 4

Strengthen links between science and society through open and citizen science initiatives

# Provide practical solutions to address the Sustainable Development Goals (SDGs)

## OBJECTIVE 1

### Acquire knowledge and competences to understand, innovate and change

Research units on the various UniLaSalle campuses are committed to innovation and also to fully incorporating the UN Sustainable Development Goals framework and enabling solutions to be proposed at different levels (from local to global). Research at UniLaSalle is also aimed at contributing to environmental and societal change by supporting companies with their transition.

## PRIORITY ACTIONS

Draw on synergies and complementary expertise within UniLaSalle to address the 5 identified priority areas and incorporate an overall One Health dimension

Develop systemic, multidisciplinary and participatory action research to help various sectors make their production systems more sustainable, in terms of both technical and organizational aspects

For each project conducted with a company, build a case identifying the SDGs affected by actions and projects undertaken

## OUR TARGETS

International LaSallian Institute for Sustainability (ILIAS) to be established to share knowledge and scientific investigation of SD issues

Prospective and retrospective reference framework to be adopted for research projects to assess their contribution to priority UniLaSalle SD & CSR issues

At least 80% of R&D partnership programs with companies to be focused on societal challenges by 2025

## OUR CHALLENGES

- How do we encourage our project leaders/managers to better identify and highlight SDGs impacted by projects' scientific investigations ?
- How do we measure the impact of a technological or organizational innovation in terms of sustainable system change (transition indicators, etc.) ?

## OUR ACHIEVEMENTS

- **Distribution** of current research projects in light of SDG impacts, defined in connection with SD & CSR accreditation
- **Existence** of a UniLaSalle strategic Race and Intelligence (R&I) policy by 2030, exploring challenges and methods for the SDGs and shared with our internal and external stakeholders
- **50%** of our partnership programs with companies address societal issues

# Provide practical solutions to address the Sustainable Development Goals (SDGs)

## OBJECTIVE 2

### Train through research and contribute to the development of new competences

Research plays a vital role in implementing transition. Within UniLaSalle, students need easier access to research conducted by our units, and they should also be more involved in research. This approach based on a complementary relationship between teaching and research will enable us to train future informed professionals with ambitious goals for environmental and societal change.

## PRIORITY ACTIONS

Do more to promote and popularize research among students: special classes providing initial insights, talks by external experts

Involve students in research initiatives: encourage internships in laboratories

Design a research specialization track focused on UniLaSalle's SD ESC priority areas paving the way for a PhD

## OUR TARGETS

% of internships completed by students in research laboratories to be increased by 2025

Students to be educated on the role of research in tackling SD challenges from the first year of their program from 2025

"Innovation & Sustainable Development" research specialization track to be approved

## OUR CHALLENGES

- How can research influence the appeal of careers in SD & CSR ?
- How can the appeal of careers in SD & CSR influence research ?
- How do we encourage more engineering students to undertake PhDs in SD & CSR ?

## OUR ACHIEVEMENTS

- **Creation** of a cycle of training through research enabling students to work in UniLaSalle or partner research laboratories
- **Implementation** of introduction-to-research dissertations in the field of geosciences
- **Opening** of UniLaSalle's Annual PhD Students' Day to undergraduates

# Provide practical solutions to address the Sustainable Development Goals (SDGs)

## OBJECTIVE 3

### Conduct research honestly and responsibly in a changing world

Researchers and research laboratories are key stakeholders in environmental and societal change. We must therefore conduct research honestly and responsibly based on irreproachable methodological rigor, transparency regarding choices, practices and funds used, and joint development of knowledge to ensure that change is tangibly implemented.

## PRIORITY ACTIONS

Contribute to the setup of a review committee ensuring more effective incorporation of the SD & ESC strategy in projects

Educate R&D staff on honest and responsible research

Adopt a best practice charter

Aim for HRS4R (Human Resources Strategy for Researchers) accreditation

## OUR TARGETS

Best practice charter to be adopted in 2023

HRS4R accreditation to be earned by 2025

Leadership of an international Lasallian network on R&D topics related to the SDGs

## OUR CHALLENGES

- How do we measure and reduce the environmental impact of our research activities ?
- How do we ensure that a best practice charter is genuinely applied ?

## OUR ACHIEVEMENTS

- **Appointment** of a Scientific Integrity and Open Science Manager in 2021
- **Creation** of the International Lasallian Institute for Sustainability website and sharing of best sustainable development practices on UniLaSalle campuses



# Provide practical solutions to address the Sustainable Development Goals (SDGs)

## OBJECTIVE 4

### Strengthen links between science and society through open and citizen science initiatives

Research has lost legitimacy in the eyes of the public, a phenomenon that has escalated due to the COVID-19 crisis. To address this issue, research must embrace principles of openness both in terms of reporting its results and encouraging participation in the development and implementation of its programs.

Our intention is to open up and extend inherent research processes to our main stakeholders, thus enabling the scientific community, and in a broader sense, society as a whole, to take ownership of them. The aim of this principle of sharing and consultation is to generally improve knowledge among all actors and encourage participation in research, which is necessary for a consultation process, and moreover reduce the divide between researchers and public opinion.

## PRIORITY ACTIONS

Continue to promote research among internal and external stakeholders

Form partnerships to help promote/popularize research and encourage citizen and open science

Develop participatory research initiatives and ensure widespread dissemination of results

## OUR TARGETS

At least 1 monthly communication promoting research to stakeholders from 2023

Creation of a "Science and Society" space accessible to the public to share information about our research activities

Over 90% of publications in international journals to be filed in HAL open archives

## OUR CHALLENGES

- How do we ensure that the channels for disseminating our research are effective ?
- How can we involve the public while also respecting researchers' freedom and research projects' confidentiality requirements ?

## OUR ACHIEVEMENTS

- **Involvement** of UniLaSalle in the HAL Open Archive initiative
- **Appointment** of a Scientific Integrity and Open Science Manager in 2021
- **Annual publication** of a UniLaSalle open science indicator, which was > 80% in 2021
- **Internal events** popularizing and raising awareness of science (ConSci conference and associate professor workshops)
- **Popularized publications** on "The Conversation", a national press platform

**COMMITMENT 4**

**Manage** our campuses  
to achieve a positive  
environmental impact





**Nathalie Massias**  
SD-ESC Coordinator  
UniLaSalle Rouen

“ Our main challenge is to limit our environmental impact on all UniLaSalle campuses.

We are therefore working on structuring our environmental policy by prioritizing actions in terms of defining a low-carbon strategy, striving to preserve biodiversity, and meeting the challenge of energy sufficiency.

We are also seeking to involve all our students in this process of which they have very high expectations.

They already run numerous projects on issues such as food and waste, with very positive impacts on the environmental management of our campuses.



**Thomas Viveret**  
SD-ESC Coordinator  
UniLaSalle Beauvais

“ The involvement of all our internal members in tackling societal and environmental challenges fully reflects the Institute's commitment to this strategy, which is rolled out in practical projects run on the various campuses.

For example, the Beauvais campus was listed as a "Bird Protection League (LPO) Refuge" in June 2020 after a 3-year agreement was signed ensuring the protection of local flora and fauna in a 20-hectare area.

This provided an opportunity to set up a strategic internal hub for students and staff offering a platform for awareness-raising and creative events including lectures, photography exhibitions, population surveys, and birdhouse and fat ball making workshops.

## OBJECTIVE 1

Implement a proactive eco-sufficiency policy

## OBJECTIVE 2

Manage our resources sparingly and sustainably

## OBJECTIVE 3

Protect natural environments and increase biodiversity

## OBJECTIVE 4

Adopt responsible digital practices

# Manage our campuses to achieve a positive environmental impact

## OBJECTIVE 1

### Implement a proactive eco-sufficiency policy

Since an actor like UniLaSalle has a duty to contribute to temperature-limiting targets set by the Paris Agreement and help achieve carbon neutrality at European level, it is important to take action on reducing greenhouse gas emissions by rolling out an active eco-sufficiency policy. This approach requires a detailed knowledge of sources of greenhouse gas emissions at group level and on the various campuses in order to implement ambitious actions in consultation with stakeholders, including a sustainable mobility policy and an infrastructure review aimed at improving energy performance.

## PRIORITY ACTIONS

Perform a regular full carbon audit linked to an action plan for each UniLaSalle campus in order to roll out a low-carbon policy based on eco-sufficiency and energy efficiency

Roll out a sustainable mobility policy for students and employees, with a particular focus on international mobility (students and researchers)

Apply ambitious energy performance and eco-sufficiency criteria to new UniLaSalle infrastructure

Measure and report on the impact of individual actions to internal stakeholders

## OUR TARGETS

180-minute "Ma Terre" (My Earth) workshop to be set up with tips on mobility tailored to researchers

Active mobility policy including student and staff mobility to be rolled out by 2024

Carbon audit linked to an action plan for each campus to be conducted every 3 years from 2022

## OUR CHALLENGES

- How do we fund ambitious objectives ?
- How do we reduce travel without losing the international dimension for students ?

## OUR ACHIEVEMENTS

- **First carbon audit** of the Beauvais, Rouen and Rennes campuses for 2019-2020
- **Distribution** of bicycle safety kits to employees at all campuses
- **Implementation** of an active mobility plan on the Beauvais campus

# Manage our campuses to achieve a positive environmental impact

## OBJECTIVE 2

### Manage our resources sparingly and sustainably

UniLaSalle's programs and priority areas focus on the issue of resources, an essential factor shaping the way in which we should approach environmental and societal change. In tandem with our eco-sufficiency policy, our aim is to review our consumption habits to ensure they are less wasteful and less impactful on our environment, in particular by embracing the principles of a circular and functional economy.

### PRIORITY ACTIONS

Incorporate functional economy practices into the responsible procurement policy

Reduce our water consumption (clamping down on waste, adopting technical methods to use rainwater or reuse water)

Roll out a waste management policy aimed at eliminating, reducing or recycling waste produced on campuses

Promote an ambitious reuse policy

### OUR TARGETS

Water consumption to be reduced by 20% between 2019 and 2025

Reuse to be increased by 50% between 2019 and 2025

General Services to be educated on the need for economy and sustainability

### OUR CHALLENGES

- How do we ensure that all internal stakeholders come on board with regard to use and practices ?

### OUR ACHIEVEMENTS

- **100%** of hazardous and potentially infectious waste recycled
- **Establishment** of a student reuse room on the Ker Lann campus in Rennes

# Manage our campuses to achieve a positive environmental impact

## OBJECTIVE 3

### Protect natural environments and increase biodiversity

Like climate change, biodiversity is becoming a major 21st century challenge. As a priority area, UniLaSalle needs to take a stance on this issue to raise awareness and also implement best practices. Given the diversity of UniLaSalle campuses (urban or semi-rural), it is possible to implement different yet complementary actions drawing on our associate professors' expertise and the voluntary commitment of our students and staff.

### PRIORITY ACTIONS

Raise awareness of biodiversity among students and staff and propose actions and projects enabling them contribute tangibly

Draw up detailed biodiversity inventories for each campus

Develop a campus management plan promoting biodiversity

Encourage and develop infrastructure, habitats and planted areas to protect and increase biodiversity based on the unique characteristics of each campus

### OUR TARGETS

2 awareness-raising campaigns to be organized per year on biodiversity issues for students and staff from 2023

Inventory of flora and fauna to be circulated for each UniLaSalle campus from 2024

Management plan promoting biodiversity to be adopted and implemented for each campus by 2025

### OUR CHALLENGES

- How do we develop and grow our campuses while also preserving biodiversity ?

### OUR ACHIEVEMENTS

- **Accreditation:** Bird Protection League (LPO) Refuge for the Beauvais campus
- **Launch** of a student-staff working group on biodiversity in Rennes

# Manage our campuses to achieve a positive environmental impact

## OBJECTIVE 4

### Adopt responsible digital practices

Digital technology accounts for 4% of greenhouse gas emissions, potentially rising to 8% in 2025. Its carbon footprint relates both to the production and use of equipment. This represents a major challenge for an institute like UniLaSalle. For example, the Institute's first carbon audit revealed that the carbon footprint of emails passing through UniLaSalle mailboxes (staff and student) was almost the same as the carbon footprint for a whole year's electricity consumption on the Beauvais campus (203.9 tCO<sub>2</sub>e and 209 tCO<sub>2</sub>e respectively). UniLaSalle is therefore committed to encouraging and promoting the adoption of more responsible practices among both staff and students.

### PRIORITY ACTIONS

Offer all staff and students education/training on responsible digital technology and related best practices

Encourage eco-sufficiency and extended service life of digital equipment from procurement

Adopt eco-sufficient and responsible management of equipment, software, data and infrastructure with a particular focus on the rebound effect

### OUR TARGETS

2 awareness-raising campaigns on digital challenges to be organized per year for students and staff from 2023

100% of staff and students to be trained on responsible digital technology by 2024

Carbon footprint of digital technology per student to be reduced by 20% between the 2022 and 2023 carbon audit

### OUR CHALLENGES

- How do we assess and avoid the rebound effect for digital technology ?

### OUR ACHIEVEMENTS

- **Training** on responsible digital technology during staff induction
- **Participation** in the inter-campus World Cyber CleanUp Day to raise awareness of digital technology issues through a campaign aimed at reducing the impact of emails and workshops for staff and students

**COMMITMENT 5**

**Take action** to ensure our internal stakeholders thrive

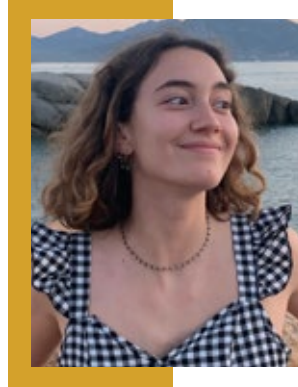






**Stéphane Buvry**  
Human Resources Director  
UniLaSalle

“ In order for staff to thrive, we must provide a safe, healthy and pleasant working environment. We must also ensure that all employees are able to develop their skills based on a job and career progression process and an ambitious skill development plan. It is moreover essential to tackle all types of discrimination, with a particular focus on gender equality in the workplace and inclusion.



**Hannaëlle Haccoun**  
UniLaSalle Student (Environment)  
President of the Student Office (BDE)

“ Safe, peaceful and inclusive campuses are vital for our students. In Rennes, mutual support and solidarity are fundamental values: someone is always on hand to take you home, lend a supportive ear or check that you are safe. The Student Office is also involved in events, providing a Safe Zone where students can rest or seek support if needed.

## OBJECTIVE 1

Accommodate and support students through an equal opportunity policy with a focus on diversity and disability

## OBJECTIVE 2

Live and thrive on safe, peaceful and inclusive campuses

## OBJECTIVE 3

Take action to promote quality of life at work

## OBJECTIVE 4

Support a better quality of life through a healthy diet and a focus on health, sport and culture

## Take action to ensure our internal stakeholders thrive

### OBJECTIVE 1

#### Accommodate and support students through an equal opportunity policy with a focus on diversity and disability

UniLaSalle pursues a proactive and ambitious policy encouraging diversity in student intakes. As a result, we admit three times more disabled students than the average higher education institution. We wish to reaffirm and strengthen this commitment by providing appropriate conditions for disabled people and helping teaching staff adapt their content. UniLaSalle also seeks to promote equal opportunities by increasing social diversity in its student community.

Three priorities have been set: reach out to community schools and colleges to further improve our representation of French society; address low aspiration among students from rural and isolated areas; and aim for parity in all our subject areas.

### PRIORITY ACTIONS

Develop partnerships through schemes such as "Cordées de la réussite" to attract more students from diverse backgrounds

Encourage the creation of innovative schemes to support disabled students and promote more widespread awareness of disability

Measure gender inequality in the workplace and limit it through specific actions

### OUR TARGETS

Group disability framework to be implemented (an obligation for all public institutions) by 2025

Number of students in initial education receiving government grants to be increased by 10% by 2024-2025

Workplace gender inequality measurement tool to be implemented by 2024

### OUR CHALLENGES

- How do we successfully implement effective schemes to attract girls to subject areas with low female representation (digital technology) ?
- How do we ensure that steps taken on disability lead to successful integration in the workforce ?

### OUR ACHIEVEMENTS

- **Development** of the disability office
- **Gender equality index:** 99/100 in 2021, proof of our commitment to parity among operational and management staff
- **10 years** since the disability office was set up, with 12 partner companies and over 200 students supported every year

## Take action to ensure our internal stakeholders thrive

### OBJECTIVE 2

#### Live and thrive on safe, peaceful and inclusive campuses

Since students need suitable working conditions to thrive and succeed in their studies, we want to make all our campuses safe, peaceful and inclusive spaces. The campus management teams are therefore committed to a zero-tolerance policy regarding acts of sexual and gender-based violence and discrimination. A support unit has been set up on each campus and a Safe Zone provided at student evening events. Our current aim is to go beyond awareness-raising and embark on proactive training. To improve integration and cater for special circumstances, SD representatives and disability representatives serve in all 150 UniLaSalle organizations. Through its Office of Educational Mission and Student Life (DMVE), UniLaSalle offers students tailored support to contribute to their well-being and personal development. Following the two-year public health crisis that has taken a particularly heavy toll on students, the DMVEs for each campus have set up dedicated counseling schemes.

### PRIORITY ACTIONS

Roll out reporting systems for sexual and gender-based violence, harassment and discrimination to all campuses and take disciplinary action against perpetrators

Train internal stakeholders (students and staff) on supporting young people experiencing emotional distress

Introduce workshops on the concept of safe, peaceful and inclusive campuses as part of the induction process

Introduce mandatory training (e.g. SPOC) on violence, discrimination, addiction and online reputation

### OUR TARGETS

Sexual and gender-based violence support and reporting systems to be implemented on our campuses and disciplinary action to be taken against any form of harassment

100% of students to be trained on violence, discrimination, addiction and online reputation by 2025

100% of campuses to have a reporting system by 2022-2023

### OUR CHALLENGES

- How do we successfully identify and support students with psychological problems ?
- How do we successfully prevent the risk of sexual and gender-based violence at campus side events that potentially involve our students ?

### OUR ACHIEVEMENTS

- **Introduction** of a scheme to tackle sexual and gender-based violence on all campuses
- **A team** of two practicing psychologists on the Beauvais campus and free consultations on the Rennes campus
- **Parity** on all organizations' boards, which also applies to the role of chair

## Take action to ensure our internal stakeholders thrive

### OBJECTIVE 3

#### Take action to promote quality of life at work

A higher education and research institution chiefly draws its strength from its human assets. It therefore makes perfect sense to ensure that internal stakeholders thrive. Various actions are taken to enhance employees' quality of life at work (QLW): large annual budget allocated to continuing education, consultations on workload, opportunities for intra- and inter-campus gatherings, etc.

Current discussions focus on improving recognition of staff commitment, ways of enhancing work-life balance, and stepping up positive internal communications.

Consultations will take place at UniLaSalle group level and continue within each campus to encourage staff to support the Institute's vision for change.

### PRIORITY ACTIONS

Set up a working group on quality of life at work on each campus

Draw up a charter to be adopted by all staff on key principles of quality of life at work

Recognize and reward staff commitment

Update our internal communications tools

### OUR TARGETS

Quality of Life at Work Charter to be adopted for each UniLaSalle campus by 2024

Proportion of disabled staff to be increased

Staff satisfaction rating to be improved by 10% (employee satisfaction survey)

### OUR CHALLENGES

- How do we involve all staff in a QLW (Quality of Life at Work) strategy ?
- How do we reconcile our commitment to students with staff work-life balance ?

### OUR ACHIEVEMENTS

- **Action plan** on quality of life at work adopted in February 2022 for implementation from September 2023 on all UniLaSalle campuses, with nearly 4% of total payroll invested in training.

## Take action to ensure our internal stakeholders thrive

### OBJECTIVE 4

#### Support a better quality of life through a healthy diet and a focus on health, sport and culture

Promoting healthy eating and regular exercise among students and staff helps improve their health, a prerequisite for personal development and success.

Adopting measures on responsible eating also helps meet environmental challenges, since food accounts for nearly 24% of French people's carbon emissions (source: ADEME). Such action therefore provides an important means of reducing greenhouse gas emissions and thus contributing to carbon neutrality, a European Green Deal objective for 2050.

Finally, we are seeking to increase the cultural offering available to students, enabling them to move in new social circles and increase their awareness of otherness through support mechanisms that allow students and their organizations a large degree of freedom.

### PRIORITY ACTIONS

Implement awareness-raising initiatives on food sustainability in partnership with actors from local CROUS offices and encourage habits to that end

Facilitate access to a healthy diet (vending machines, water, etc.)

Offer internal stakeholders sporting activities at a low cost

### OUR TARGETS

Our organic, fair-trade coffee provision to be extended to coffee machines on all campuses from the beginning of the

2023 academic year  
Sports provision to be offered to students and staff on all campuses by 2024

2-3 awareness-raising workshops on food sustainability to be organized per year for students from 2023

### OUR CHALLENGES

- How do we offer students healthy food at affordable prices ?
- How do we offer a wide range of sporting activities with limited sports hall availability ?
- How do we manage vending machines to offer healthy products while avoiding the risk of food waste ?

### OUR ACHIEVEMENTS

- **Organization** of a local produce market on the Beauvais campus
- **Establishment** of a social grocery store on the Rennes campus
- **Compulsory sports** included in the teaching program
- **Cookery classes** on the Rennes campus

## A name and a strong visual identity supporting our action



Together and now,  
**FOR ENVIRONMENTAL AND  
 SOCIETAL CHANGE**

### #1 Uni

"Uni" is the French word for "united": united within UniLaSalle, but also beyond, reflecting our commitment to wide-ranging collaboration

### #2 4change

"for change" to our practices and model, with English used to ensure the message is widely understood

### #3 Star

The UniLaSalle and LaSalle Network star reminding us of our roots and driving us toward the future

### #4 Toothed wheel

A gear wheel symbolizing the role of transmission and driving the *uni4change* policy and its impact on our priority areas

### #5 The SDG colors

The Sustainable Development Goals root our action in the 2030 agenda, which requires all actors to come together and do their bit

## Suggested reading for further study and inspiration

### HE AND RESEARCH ISSUES

— French Ministry of Higher Education, Research and Innovation

#### **Sensibiliser et former aux enjeux de la transition écologique et du développement durable dans l'enseignement supérieur**

Working group chaired by Jean Jouzel, February 2022

<https://www.enseignementsup-recherche.gouv.fr/sites/default/files/2022-02/sensibiliser-et-former-aux-enjeux-de-la-transition-ecologique-dans-l-enseignement-sup-rieur-16808.pdf>

#### **Wake up call on the environment: a student manifesto**

<https://manifeste.pour-un-reveil-ecologique.org/fr>

#### **Work arising from the Student COP2**

<https://la-ctes.org/accord-de-grenoble/>

### SUSTAINABLE DEVELOPMENT (SD) COMPETENCES

— FORTES collective

#### **Manuel de la Grande Transition**

**Former pour transformer**, September 2020

— European Commission

#### **GreenComp, the European sustainability competence framework**, January 2022

<https://op.europa.eu/en/publication-detail/-/publication/bc83061d-74ec-11ec-9136-01aa75ed71a1/language-en>

— CPU/CGE

#### **Guide des compétences DD&RS**,

<https://edd.web.ac-grenoble.fr/article/guide-de-competences-developpement-durable-et-responsabilite-societale>

### EXAMPLES OF IMPLEMENTING CHANGE

— The Shift Project - INSA

#### **Methodological Guide - Training the 21st Century Engineer**, March 2022

<https://theshiftproject.org/wp-content/uploads/2022/03/GUIDE-version-Web-FINAL-04032022.pdf>

#### **UniLaSalle, Education for Sustainable Development and Innovation in Engineering School: Students' Perception**

(Fatma Fourati-Jamoussi, Michel J. F. Dubois, Marie Chedru, Geoffroy Belhenniche), Sustainability, 2021

— The Shift Project - INSA

#### **Experience feedback**

#### **Training the 21st Century Engineer**, March 2022

<https://theshiftproject.org/wp-content/uploads/2022/03/Retex-Climatsup-INSA-version-Web.pdf>

#### **Objectifs de développement durable, quelles contributions des métiers de l'enseignement supérieur et de la recherche en France** ?, initiated by the CPU and CGE

[https://franceuniversites.fr/wp-content/uploads/2018/06/GUIDE20Version\\_A5\\_1.2.pdf](https://franceuniversites.fr/wp-content/uploads/2018/06/GUIDE20Version_A5_1.2.pdf)

### SPECIFIC COURSES

— C3D

#### **Comprendre la crise écologique pour réinventer l'entreprise** (Mooc), May 2021

<https://www.cddd.fr/mooc-comprendre-crise-ecologique-reinventer-entreprise-c3d-pre/>

#### **UVED, MOOCs and educational materials from the Virtual University of Environment and Sustainable Development (UVED)**

[www.uved.fr](http://www.uved.fr)

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## A 30-year commitment

### TO SUSTAINABLE DEVELOPMENT AND ENVIRONMENTAL AND SOCIETAL CHANGE

- 1992** Creation/founding of the *École des Métiers de l'Environnement* in Rennes
- 2001** Launch of the engineering program in *Food and Health*
- 2002** *Eco-Challenge* set up
- 2006** Rainwater harvesting for toilet facilities (teaching buildings)
- 2008** Jacques Brégeon, President of EME, chairs the inter-ministerial working group on sustainable development education
- 2009** Launch of the *Green Plan*
- 2010** Creation of the post of SD coordinator
- 2011** Disability Office set up
- 2012** Introduction of a biodiversity management plan  
Creation of a dedicated sustainable development department  
LaSalle Beauvais selected from 8 outstanding campuses and invited to the CESE
- 2013** Extended sorting (WEEE, cartridges, spectacles, batteries, etc.)  
Educational reform to incorporate SD in all modules
- 2014** Launch of the Advanced "Circular Economy" Master's in Rennes  
Ecocampus III international conference: UniLaSalle presents its energy management policy  
Trophée des Campus Responsables: UniLaSalle receives an award for its "Preparing and Growing Nutritious Food" project  
COP Trotter set up – Rennes students attend all COPs  
Beauvais awarded the SD & CSR label
- 2015** Launch of the MSc in Urban Agriculture and Green Cities  
Free counseling service set up for students
- 2016** Teaching buildings dating from 1968 insulated and solar panels installed
- 2017** Result: self-sufficiency for several days of the year  
SD representatives in every student organization  
Bird Protection League (LPO) Refuge agreement
- 2018** 99% workplace gender equality index score  
Survey of stakeholders to gain an overview of SD & CSR content in programs  
Inclusion of a compulsory SD target for all staff in the framework for annual appraisals  
Launch of the *Algues 4 Biométhane* project  
Opening of the *Les Carrières* residence hall awarded a Trophée des Campus Responsables  
Geoffroy Belhenniche appointed joint chair of the SD & CSR accreditation committee with Valérie Le Chenade
- 2019** Rollout of the *Climate Collage Workshop* to all courses and campuses  
SD-ESC focus in the induction process for all new staff  
Christophe Cassou speaks at the CERDD "Youth and Climate Workshop" on the Amiens campus  
10th *Rendez-vous de l'Économie Circulaire* in Rennes
- 2020** **Launch of Uni4change, UniLaSalle's SD-ESC strategy**
- 2021** **Launch of Uni4change, UniLaSalle's SD-ESC strategy**
- 2022** **Launch of Uni4change, UniLaSalle's SD-ESC strategy**