This document has been translated from Swedish into English. If the English version differs from the original, the Swedish version takes precedence.

Vice-Chancellor's Decision – Minor revisions of the Strategy and action plan for sustainable development 2019-2022

New essential environmental aspect

According to ordinance SFS 2009:907 concerning environmental management in government agencies, the university shall have set environmental goals for its operations which are reviewed and updated at least every three years. Furthermore, there must be an action plan for how these environmental goals will be achieved. The environmental review provides the focus of environmental efforts and Örebro University has updated its environmental review from 2020.

It contains a new essential environmental position, the use of office equipment, which needs to be handled with a relevant objective and associated action plan. In consultation with IT, the following is proposed to be added to target area 6, Sustainable consumption, in the strategy and action plan for sustainable development:

<table>
<thead>
<tr>
<th>Goals</th>
<th>Responsible</th>
<th>Follow up</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environmental goal 14: Increase the amount of reused and recycled IT products and enhance sustainable lifecycle management practices.</td>
<td>IT Services</td>
<td>Annually</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Proposed activities</th>
<th>Schedule</th>
<th>Implementer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lifecycle management of IT products</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6.13 Develop procedures for sustainable lifecycle management of IT products and communicate the stricter procedures internally at ORU.</td>
<td>2022</td>
<td>IT Services and Campus Services</td>
</tr>
</tbody>
</table>
6.14 Carry out an internal take-back campaign of IT products at ORU.

2022 IT Services, Communication and Collaboration, and the Controller for environment and climate.

**New requirements for “Gender Equality Plan”**
Beginning 1 January 2022, Horizon Europe will require funding applicants to have a “Gender Equality Plan” (GEP) to apply for and receive funding. Four criteria for the applicant will be compulsory for the GEP; a document approved by senior management and published on the website, specifically allocated resources with expertise in gender equality, gendered statistics and training opportunities for employees and managers on gender equality and bias.

Örebro University will integrate the contents of its GEP into the revised version of the strategy and action plan for sustainable development and the university already today fulfils or will fulfil, before 1 January 2022, the compulsory content with expertise in gender equality, gendered statistics and training opportunities on bias. With this revision and the vice-chancellor’s decision, the document will have been approved by senior management and will thereafter be published on the university’s website. Thus, all compulsory elements are included in the strategy and action plan for sustainable development.

**Updated indicators for active measures**
In accordance with the Discrimination Act (2008:567), Örebro University is tasked with promoting equal opportunities and prevent discrimination through systematic and continuous work by means of active measures, both as education provider and employer.

The goal relating to active measures, that the work on active measures should lead to prevention and promotion efforts for equal opportunities and be integrated into the systematic work and study environment management, was previously measured by the number of violation reports. A more effective indicator, which also better meets the wording of the Discrimination Act, is documented systematic management efforts using active measures. Therefore, the revision includes an updated indicator as follows:

<table>
<thead>
<tr>
<th>Goal</th>
<th>Responsible</th>
<th>Indicators/follow-up</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work on active measures shall lead to prevention and promotion efforts for equal opportunities and be integrated into the systematic work and study environment management efforts.</td>
<td>Heads of school and departments.</td>
<td>Documented work with active measures for students and staff.</td>
</tr>
</tbody>
</table>

**Minor revisions**
This version of the strategy and action plan for sustainable development includes minor revisions of outdated information, such as updated role titles for activities that are still in effect in 2022 and references to later versions of governance documents.
Decision

The Vice-Chancellor decides

to approve the proposed revisions of the current strategy and action plan for sustainable development 2019-2022.

The decision has been made by Vice-Chancellor Johan Schnürer following presentation by unit manager Katarina Bååth.

This decision has been electronically verified in Örebro University’s document and case management system and does therefore not include a signature.

Notification to

Schools
Departments/offices
Deans
Trade union representatives
Örebro Student Union