Notes Session #5 – UT System Transformation

Sustainability Definition working group presents

- The new definition of sustainability has been presented

Alex presents what intersectional really means in behalf of Diversity, Equity & Inclusion

- DEI was consulted about what is intersectionality (include the definition from the slides)

Benny explains how we have defined Sustainability, with a broader view of privileges and power that influence Sustainability. Alex expanded on this

MindPact open/intro

- Overview effect with blue marble picture from first mission around the Moon in the 1960s
    - Recognition of the fragility of our little planet
    - Interconnectedness
    - Picture Europe from space
- Zoom in to Twente
- Zoom in to 'me and Twente'
- It's a system within a system within a system
- Shared Cause → Action

Fishbowl 1:

- → How do you relate to this system? (me and UTwente)
- → How can UT lead as a transformative university?

- Inspire other companies on campus in how we can use our campus more sustainably

- Actionable knowledge – example of global climate data that is difficult to translate to local biodiversity (mapping).

- Global North and Global South: the knowledge we produce here should be for everyone on this planet. Cooperate with other universities in global south. Global knowledge can then be translated to local know-how via networks of universities. Everyone can put their know-how in

[relevant example: Global Consortium of Sustainability Outcomes]

- It is important to be a role model but also at the same time it is important to invite people to take action

- Everyone is invited to become a part of the change

- Important still to identify what and who prevents transformation. We shouldn't help the bad guys greenwash themselves.

- Learning how to focus your research on sustainability is important, but it is also important to always have in mind the changes that need to happen regarding the operations

- We should take a clear political stance to those who are wrecking our planet.

- Empower and guide students and staff to be more sustainable. This should include simple and practical matters as well.

End Fishbowl 1

Jeroen from MindPact introduces himself as having a behavioural psychology background raised by two psychologists

In order to change the system, you have to change behaviour. Behaviour is in a large part driven by intrinsic motivation, and it is also driven by external threats, fears of loss, fear and aversion.

-if you want to change a system you do not need to step out of the system, it is important to be part of it

-if you want to change systems/people/organizations you sometimes might need to press the pain points

Imagine – Examples of companies' change drivers:

- 1: Patagonia "Use all our resources to protect life on Earth"- example of company change process driven by intrinsic motivation.
- 2: PostNL: less intrinsic, more external threat-driven as they did not want to lose customers.
- 3: Bol.com: were not interested in sustainability. MindPact researched their pain points and found customer loyalty was their fear of loss/threat.

What are our external pressures?

Fire Meditation:

➔ Everyone encouraged to close their eyes and meditate over the cause that drives them, makes them angry, gets them out of bed in the morning.

Examples shared by some participants:

- Family
- Regenerative futures
- System balance (it is unbalanced in many ways)
- Safe future in a sustainable world
- Respect for different ideas and ways of life
- Nature and biodiversity
- Freedom → Liberty, liberation

Breakouts according to causes after some 'systemic' speed-dating to gather similar causes into groups:

♥ *Climate Justice 1*

o Plans:
  - **Spread awareness and knowledge about climate justic**e
  - What does it mean
  - What we have to do
  - **Wellbeing hours**: time allocated to staff and students with which they can work on whatever they would like to do, or whatever aligns with their cause or community.
  - 'High-Tech Nature-Touch'
  - **Local plant-based diet on campus at affordable price**s
  - Educate that a plant-based diet can be delicious and full of lots of diverse dishes too

'ooo' Human Touch

o 2 big ideas;
  - A **sustainability fund** to tackle multiple things/themes that we're talking about this evening
  - More impact – **EC for impact work** (reward impact work with credits)
  - **A Language Café for sustainability and climate**
  - Small steps instead of big debate

Inclusive Leadership

- Ability to trust our leadership
- Systemic change and hope

- How to foster inclusive leadership?
- **Workshops: participatory student activities**
- Developing KPIs
- **UT Code of Conduct for Climate**

♥ *Climate Justice 2*

- Be on the good side of history
- Be bold
- Stop pretending going along as normal is possible
- **Cut the Ties**
- **Define sustainability**
- Make a policy and stick to its implementation
- Establish a Student & Staff Assembly with decision-making power as well as consulting [*we interpret this here as meant to go beyond the already existing University Council*]
  o <u>Actions</u>:
    - **Community garden (bigger and more accessible)**
    - Forbid selling plastics on campus
    - **Mandatory Course on Climate Justice**
    - **Get rid of the TOM model**
    - **Biodiversity-rich forests**
    - **Central Sustainability Intelligence Platform**

Future Leadership

- A future for the kids
- Develop mindsets in the university as a way to change behaviour
- UT becomes an example
- Hope – focus on 'we can do this' mindset
- Be solution-focussed
- Focus on small solutions first
- Make it possible and visible
- **Host a Symposium on all the big ideas**
- **Green Hub as Central Place for all knowledge that Works**
- <u>Crazy Idea:</u> **Support people in creating their own change**