



SIPRI SENIOR MANAGEMENT TEAM MEETING

2 June 2020

MINUTES

Participants

Sibylle Bauer, Stephanie Blenckner, Luc van de Goor, Maria Kaemmerle, Sigrún Rawet, Dan Smith

Helena Berger (present for item 3)

Martina Selmi and Jago Salmon

Note-taker Elena Haapaniemi

The meeting was conducted via Zoom.

1. MoM approval

- The minutes of the SMT meeting on May 27 were approved.

2. Matters arising

- NTR.

3. Corona virus

- Several staff members have approached Helena asking whether SIPRI can cover the costs for Covid-19 antibodies test. The SMT agreed this would not be appropriate.
- Jinyoun Kim, intern with China and Asia Security Program has returned to South Korea.
- Helena will continue monitoring the status of regulations issued by the Swedish authorities, particularly those relating to travel restrictions and keep the staff informed.

4. Report back

- Luc informed the SMT about the request to renew the MoU SIPRI has with IAEA. Vitaly is the contact person for and the main beneficiary of this long-standing partnership. The SMT agreed that Sibylle will re-read the MoU and that Luc will send an e-mail to inform Sepideh about the partnership. Shannon and his team should also be informed about the scope of this partnership that might be beneficial for additional SIPRI team members.
- Luc informed the SMT that Jair is in contact with the Dutch MFA as part of a consortium that is negotiating a contract that could lead to a multiyear grant. Negotiations are in their initial phase but seem promising; the idea is that SIPRI will be part of a larger consortium along with, among others, the Search for Common Ground. Dan is having a conversation with the Executive Director of the Brussels office of the SCG on June 9; Dan will keep Luc informed on the outcome.
- Sibylle reported back on her call with the Executive Director of the European University Institute in Florence about a possible partnership, following their initial contact with Jan. Potential areas of cooperation include training for diplomats. The SMT agreed that there is a need for more information on that before any decision can be taken. Steph and Luc will join Sibylle in her follow-up call with the Institute.

5. Staffing & project issues

- Dan informed the SMT that Norway has confirmed the grant for EP2022.

- On June 4, Sigrún has been invited to participate in the meeting of the Nordic Women Mediators network to talk about conflict and Covid-19.
- Sigrún suggested that we should do a lessons learnt process on the virtual vs “normal” Forum and option for the Forum 2021, preferably during the summer. Ideally, the lessons learnt should be carried out by someone from our network. One part will be to interview the network of forum partners, Sigrún invited the colleagues to help identify a viable candidate for the task.
- The SMT acknowledged that the EP2022 project team is now complete.
- Luc reported that SIPRI’s Safeguarding Policy should be finalised as soon as possible. Dan will send his comments on the latest draft to Luc.
- The SMT agreed that in order to follow up on the Unions’ request for 360 degree staff evaluation, it would be helpful for them to be explicit on which version of 360° they favour and what their expectations are. This is because the format and the scope of such evaluations vary significantly. Sigrún and Maria will follow up on that during the next Cooperation group meeting on June 4.

6. Lessons learned from a virtual Forum

- Martina and Jago joined the meeting to discuss lessons learnt from the Stockholm Forum and recommendations for the next one. SMT began by expressing thanks and praise for the extremely good job of work both have done with the 2020 Forum. Martina and Jago summarised lessons and recommendations as follows:
 - After the virtual Forum, there is no going back to the traditional format. We have to keep being innovative. A visioning exercise, as soon as possible, is required.
 - The clear identity of the Forum was crucial for success.
 - Our partners are our greatest asset. However, it is a challenge to curate the Forum on so many levels. Even if the demand for partnering with us for the Forum is growing, we cannot expand endlessly.
 - Organizing a virtual Forum took more work, required new kinds of expertise and was as expensive as the traditional format because the cost of the studio and technical support were significant.
 - We “democratized” the Forum by making it virtual. Going virtual means reaching out to a larger, more diverse audience. However, some of our traditional target groups might be digitally challenged and thus harder to reach. We need to think through very carefully whom we are targeting.
 - Preparations for the 2021 Forum should start now.
 - It would be beneficial for SIPRI to have a proper contact tracking system.
- Sigrún thanked both Jago and Martina for this very useful summary, adding another lessons learnt, and a recommendation:
 - Online format requires high standards for moderation and panels. This demands much more strategic thinking and preparatory work e.g. drafting very detailed custom-made run of show where every minute is carefully planned.
 - The Forum work is a very intense one and we will have to think about that going forward.
- Martina and Jago gave a number of recommendations for organizing the SSC2020:
 - Pick your audience first, then decide on the format.
 - Think and plan in terms of engagement, not in terms of sessions.
 - Organise moderation differently. There should be a detailed run of show.
 - Organising parallel sessions is extremely difficult. Better to avoid them.
 - Do not underestimate the level of saturation with zoom.

- Martina is ready to bounce ideas with the SSC team.
- Sigrún reminded all that the Governing Board members will be able to participate in the SSC either in Stockholm or online.
- Dan repeated his gratitude to both Martina and Jago for the fantastic work and for the great Forum, for sharing their valuable take-aways from this experience with the SMT and for the recommendations for the SSC2020.

7. Date of next RSC

- The next RSC will take place on **Friday June 12 between 14:30-16:00.**

8. AOB

- NTR.

Action Points

- Follow up on the request for MoU renewal with IAEA, as agreed – Sibylle and Luc
- Feedback on the call with the Executive Director of the Brussels office of Search for Common Ground – Dan to Luc
- Follow up call with the European University Institute in Florence – Sibylle, Steph and Luc
- Candidate(s) to do evaluation of the Forum – all SMT
- Comments on the latest draft of Safeguarding policy – Dan to Luc
- Follow up on the 360 degree evaluation request with the Unions – Sigrún and Maria

Items carried forward

- Funding beyond 2020
- MFA strategic grant: Planning events/activities
- Equal Opportunities, Diversity and Anti-discrimination Policy