



SIPRI SENIOR MANAGEMENT TEAM MEETING

27 April 2021

MINUTES

Participants

Sibylle Bauer, Stephanie Blenckner, Luc van de Goor, Maria Kaemmerle, Jannie Lilja, Dan Smith, Joakim Vaverka

Note-taker Elena Haapaniemi (not present for parts of the discussion under item 8)

The meeting was conducted via Zoom.

1. Corona virus

- Dan and Elena sent an updated Covid-19 guidance to all staff earlier that day.

2. Minutes

- The minutes from the SMT meeting on April 20 were approved.

3. Matters arising

- Maria has updated the KPIs document on the basis of feedback from DoSes. There are still some gaps to be filled in. The SMT agreed on the need to produce a concise summary narrative document in the short term, to be shared with the Board. In the longer term, we need to complete the reporting on all the KPIs. The SMT agreed to resume the discussion on the KPIs on May 11.

4. Report back

- Steph reported back on the successful launch of Milex data. So far, the Outreach team counted over 2000 press articles worldwide; Swedish news have also shown an increased interest to our data launch. As always, Alex will compile and circulate detailed statistics in due time. The SMT acknowledged great work done by the Milex team composed of Diego, Nan and Alexandra Marksteiner. The SMT also noted that the team, and especially Diego who led the launch this time, did a very good job on the media side. The SMT congratulated all other colleagues who contributed to the successful launch.
- Preparations for the Forum are ongoing, with P&D and Outreach colleagues working very hard.
- On April 23, Sibylle had a meeting with UNODA to continue discussing ways of collaborating on military expenditure data.
- On April 26, Andrea and Sibylle attended a closed virtual round table organised with a view to launch a Parliamentary Handbook on Disarmament to the members of Swedish Parliament. The roundtable was moderated by our Distinguished Associate Fellow Tarja Cronberg.

5. &frankly Plan of Action

- The SMT had another discussion of the best way to address issues that came up in the staff survey. The discussion was based on Joakim's revised draft plan of action. The topics discussed included the working environment and the issue of stress and workload..
- Discussion, including on (non)discrimination, will continue at the next SMT meeting.

6. Informal working group on the post-pandemic return to the office

- 16 staff members have volunteered to take part in the working group and it has been suggested to include the three cluster coordinators. The SMT would like the group to present its findings by June 22.
- The SMT agreed to convene another working group, to discuss ways of improving our internal communication systems including intranet.
- Joakim will suggest members for both groups from the list of those who volunteered.

7. Vacation policy

- The SMT discussed SIPRI Vacation policy drafted by Elena. The SMT agreed to adopt the policy as such, thanking Elena for preparing the draft and asking her to introduce a few amendments as per the SMT discussion.

8. Staffing & project issues, including HR group report back

- On April 23, Sibylle, Mark and Kolja had a meeting with BAFA (German Federal Office for Economic Affairs and Export Control) to discuss possibilities of collaboration.
- The SMT agreed to grant Associate SIPRI Researcher status to Matt Korda, upon Sibylle's suggestion.
- The SMT agreed to introduce a space researcher position in the A&D cluster, with reference to relevant parts of SIPRI strategy. The unions will be consulted about the new position.
- The SMT endorsed a 2-year contract extension for Andrea Varisco.

9. AOB

- NTR.

Action points

- Report on the KPIs, narrative – Maria and the SMT
- Continue working on the &frankly follow up Plan of Action – Joakim
- Compose and convene internal working groups on returning to the office and on internal communications – Joakim
- Amended draft Vacation policy – Elena to Dan
- Space researcher position, discussion with the unions – Maria and Joakim

Items carried forward

- KPIs (to discuss on May 11, 2021)
- Possible SIPRI affiliation with the Alliance for Peacebuilding