



SENIOR MANAGEMENT TEAM MEETING

7 March 2022

MINUTES

Participants

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

Note-taker

Elin Elmgren

Format

In-person

1. Minutes

- SMT has not yet approved the minutes of the meetings held on 23 February and 2 March as not all SMT members have contributed their comments.

2. Follow-up on previous action items

- Joakim will attend the Civilian CSDP reception on 17 March, hosted by the Dutch Embassy.
- Luc and Sibylle met to discuss the planning of the SSC. Four key themes/headings have been identified: 1) Protection of Civilians 2) Arms Control 3) Resource allocation/prioritisation and Investments 4) How to deal with conflict (drivers). The cross-cutting themes remain to be further developed.
- Maria met with the teams whose budget allocations Lena has been managing to see what kind of support they will need once Lena leaves SIPRI and to map outstanding issues. A meeting with the EP team remains.
- SMT confirmed that it would like the first Wine & Cheese evening to be held in March but leaves the decision to Sibylle and Noel.

3. Situation in Ukraine

- The Moscow Non-Proliferation Conference in April has been postponed to December.
- SMT affirmed that invitations to meetings in Russia cannot be accepted at the moment for practical reasons including closure of air access and disconnection from SWIFT.
- SMT discussed the varied psychological impact of the war on staff members. Some feel it quite strongly, others less so. SMT asks programme directors and line managers to be sure to check in with all staff regularly.
- SMT discussed SIPRI's outreach approach and the request from SIPRI staff on guidance on what to say if asked. SIPRI is participating in the international discussion about Ukraine. Material from interviews with SIPRI people have been covered in over 4,000

news articles in the last ten days. SMT reiterated that we stand by our normal policy of not making a statement unless we think we have a particular value to add to the discussion. There was also a discussion about staff members who are being interviewed making sure as best they can that they stay within their area of expertise where they feel confident. Dan will send an email to SIPRI staff with further information about SIPRI's outreach approach including some guidelines.

- SMT discussed the idea of convening a roundtable with 10–15 invited guests (both internal and external) to exchange thoughts, and the idea of convening more internal discussions among staff.

4. Agenda for Away Day

- SMT agreed on the agenda for the SMT Away Day on 16 March.

5. Staffing & Project Issues

- Recruitment of Maria's successor is underway. Joakim and Helena will meet with the recruitment agency on 10 March.

Action Items:

- Dan to convene a meeting with Sibylle and Florian on possibly aligning approaches for applying for German funding.
- Joakim to follow up on introducing the Environment of Peace report's findings to the MFA.
- Dan to follow up on identifying panellists for the SIPRI lecture.
- Maria to meet with the EP team to see what kind of support they will need once Lena leaves SIPRI.
- Dan to send an email to staff about SIPRI's outreach approach on Ukraine, including some guidelines.

Items carried forward:

- Draft Sexual Abuse and Harassment policy.
- Recruitment check-list and recruitment processes at SIPRI.