

## SENIOR MANAGEMENT TEAM MEETING

21 August 2024

### MINUTES

#### Participants

Sibylle Bauer, Stephanie Blenckner, Florian Krampe, Kristina Sandberg, Dan Smith, Luc van de Goor

#### Note-taker

Sepideh Soltaninia

#### Format

Hybrid meeting

#### **1. Minutes**

- SMT approved the minutes of the 14 August meeting.

#### **2. Report back**

##### **a. Sweden**

- Dan met with the Qatari Ambassador on 15 August.
- On 19 August, Dan and Florian briefed the Swedish Defence Staff for the fourth time.
- On 20 August, Laura hosted an online launch of her publication, 'Towards a Two-tiered Approach to Regulation of Autonomous Weapon Systems: Identifying Pathways and Possible Elements'.
- Dan met with the Algerian Ambassador today to discuss the Algerian Foreign Minister's upcoming visit to Stockholm and a potential meeting with SIPRI during the visit.

##### **b. Relations with other countries**

- On 9 August, Florian, Sibylle, Barbara, Claire and Sepideh met to discuss Germany's upcoming UN Security Council seat bid and how SIPRI can potentially support Germany during its potential UNSC term.
- The PD cluster, Jason Mosley and Luc are discussing various potential engagements with the Somali government.

##### **c. Relations with other organizations**

- On 20 August, Sibylle spoke remotely at the Arms Control Negotiation Academy (ACONA), organised by a Consortium led by the University of Iceland's Peace Centre.
- Also on 20 August, SIPRI and the United Service Institution of India held a virtual roundtable on, 'The Nuclear Threat Matrix and Emerging Technologies: Impact on Nuclear Postures'.

**d. Outreach**

- Dan had interviews today with SVT and the Austrian newspaper, *Die Presse* on reports about the US nuclear strategy treating China as the USA's key adversary.
- Sofie and Anniek are supporting Outreach with media inquiries this week.
- The dates of the upcoming data launches for 2024 and 2025 have been set. These include:
  - o Arms Industry – 2 December (2024)
  - o Arms transfers – 10 March
  - o Military expenditure – 28 April
- The dates of the nuclear forces and peacekeeping operations data launches have yet to be determined.

**e. Operations**

- SIPRI is facing some issues with the office internet. IT is working on this.
- Cleaning of the garden has started.

**3. All Staff Home Day**

- SMT discussed the agenda for the substantive portion of the All Staff Home Day, scheduled for 3 September.

**4. Outstanding topics**

- SMT discussed several outstanding topics, including:

**a. Updating of SIPRI policies**

- The following policies require updating:
  - o Equal Opportunities, Diversity and Anti-Discrimination – should be updated by HR
  - o Travel and Travel Safety – will need to be updated after the draft Environmental policy is discussed
  - o Work Environment – needs to be updated by HR
  - o Anti-Corruption – will be checked against the Whistleblower policy by Operations
  - o Kristina will look into if we need a specific GDPR policy as other policies already cover GDPR-type issues
  - o No other policies require updating

**b. A corporate Uber account**

- SMT discussed potentially establishing a corporate Uber account. Priscilla will look into this.

**c. Delegation visits**

- SMT agreed to briefly discuss upcoming delegation visits at SMT meetings.

**d. Moving allowance**

- HR is looking into SIPRI's moving allowance for research staff.

**e. Use of AI technology at work**

- The Swedish Research Council's Guidelines on the use of AI tools at work will be linked on the intranet for easy access by staff.

**5. HR issues**

- Amirah Ahmad started as GAD Officer on 19 August.
- Thomas Bacchelli will take up his role as Project Management Officer on 26 August.
- SMT agreed to accept a Talos Fellow in the Governance of AI programme.
- SMT discussed SIPRI's Associates. Sepideh will liaise with Noel on Associate contract renewals.

**6. Project issues**

- N/A

**7. Due diligence**

- SMT agreed to potential funding from Luminate, an organization that is part of the Omidyar Group.

**8. AOB**

- Sepideh will share a request from EU Tech regarding SIPRI support for their SDG awards with the DoSes for their feedback.

**9. Executive session**

- N/A

**Action items:**

- Updating of policies:
  - o Equal Opportunities, Diversity and Anti-Discrimination – to be updated by HR
  - o Travel and Travel Safety – to be updated after the draft Environmental policy is discussed
  - o Work Environment – to be updated by HR
  - o Anti-Corruption – to be checked against the Whistleblower policy by Operations
  - o Kristina to look into if we need a specific GDPR policy.
- Priscilla to look into a corporate rideshare account for SIPRI.
- IT to include a link of the Swedish Research Council's Guidelines on the use of AI tools at work on the intranet.
- Sepideh to liaise with Noel on Associate contract renewals.
- DoSes to provide Sepideh with feedback on EU Tech's request.

**Follow-up items:**

- Potential programme on foresight
- Internships