



## Agenda

### 1) Notes of the last meeting and any matters arising

No comments on the minutes of the last RSC meeting (8 June)

### 2) Governing board

#### a. Membership

- Dan reminded the RSC that Ilona Szabó had decided to decline the nomination but there is still an interest to have a board member from Latin America. Dan welcomed staff members to send in names. The next RSC, before upcoming boarding meeting, will give a chance to discuss the new names.
- Concerns have been raised about Feodor Voitlovsky's position on the board due to his statements on the Russian invasion of Ukraine. Currently, there is no mechanism to terminate Voitlovsky's board membership, but the Board has agreed to pause his membership. Further, the board has agreed to keep a dialogue with Voitlovsky.
- Giovanna asked what the end goal with the dialogue is. Dan replied the goal is to better understand various positions and noted that a connection in this case is good in its own right.
- Timo asked if there will be a risk analysis of this dialogue. Dan agreed there should.
- Siemon asked how Feodor Voitlovsky will be referred to on SIPRI's website. Dan replied that Voitlovsky's name will not be on any publications, but there is an ongoing discussion on whether and how Voitlovsky should be mentioned among Board members on the website.
- SIPRI cannot go ahead with the 2022 Yearbook publication in Russian.

#### b. November meeting – agenda ideas

- One of the key issues on the agenda will be SIPRI's five-year strategy.
- Fundraising will also be featured in the agenda.
- The lunch meeting on Monday will not be a moderated or structured meeting between board members and staff, but more of a more social setting.
- The strategy will be discussed twice during the board meeting – in a meeting involving all staff and in an internal Board discussion.
- It was agreed that staff members will be divided randomly into three groups when meeting with the board members.

Timo as staff observer to the Board:

- RSC is an opportunity to provide Timo with input for the board meetings.
- It is important to provide an opportunity to meet in between the RSC meetings to come up with names for potential board members, since there is an urgent need to fill the three vacant seats.
- Timo's term ends in April 2024.

Related to the public event with the Board, Claire asked how long the Stockholm audience can continue attending similar events hosted by SIPRI, and whether board members could help reaching new audiences. Steph replied there is still interest because of to the names of the board members, but something to look into. Dan noted that the regular dinner taking place is an additional opportunity for board members to connect with the Stockholm network.

Simone asked if new or renewed strategic partnerships will be on the Board's agenda. Dan noted this input.

### **3) Report back from SMT**

#### **a. Overall outlook**

- The core grant will continue and stay on the same level but decreases with inflation. The strategic grant, which comes from DACable funds and is lightly earmarked, was 20 million SEK this year. It is expected to decrease next year but we do not know by how much.
- Everyone has done a great job fundraising but there is a need for continued work on this. This creates overhead that can compensates for decreasing core and strategic grant.
- Because more of SIPRI's funding now comes through project-specific grants than used to be the case, the Project Management Office was established last year. The intention is to expand the PMO team in 2024.
- Two staffing decisions have been taken to support this shift to a greater focus on projects in our funding structure:
  - o Luc will shortly start as Project Development Director to support fundraising efforts for long term projects. Claire will start as Head of Major Initiatives and in that role will also be Content Manager for the Stockholm Forum on Peace and Development.

#### **b. Events**

- Outreach is working on one-pagers and budget templates for e.g., workshops and public events to streamline work between Outreach and researchers.
- In designing projects, programmes are urged to bring the Events team into the planning process early. This is always important, but even more important than normal when collaborating with external partners. This also applies to events arranged abroad.

#### **c. Finance**

- The Finance Team is working on the forecast for 2023. The challenge this year has been the cut in the strategic grant but due to everyone's efforts to fundraise, SIPRI has ended up with the same total income as last year.
- SMT has taken the decisions needed to allocate the remaining funds of the strategic grant, responding to the applications received in the last few weeks.

**d. Policies**

- SIPRI has 18 staffing and operational policies, soon to be 20. They can be found in the Policies tab on the Intranet.
- New or updated policies:
  - o Code of conduct (updated)
  - o Safeguarding policy (updated, not approved yet)
  - o Whistleblower policy (new, not finalized)
  - o Internship policy (updated, not finalized)
  - o Travel policy (updated, not finalized)
  - o Environmental policy (new, not finalized)

Laura asked what will happen with the Diversity, Equity and Inclusion policy. Lisa replied that the priority need is not the policy but for guidelines on active measures. HR's new intern, who is doing her PhD on DEI, will work on these guidelines.

**e. Next &frankly survey**

- Kristina introduced a discussion on a new &frankly survey in October this year.
- Annika pointed out that there were concerns about the anonymity in the survey and therefore the confidentiality of the results. A discussion followed on the last survey used categories that breached anonymity since line managers could identify an individual's response because of the categorization. Kristina replied that SMT and HR would look closely and carefully at this issue before proceeding.
- Siemon noted that the survey needs consistent follow-up to be valuable.

**3) Institute strategy: next steps in the process**

- After the series of meetings with all clusters during the Spring, Dan presented notes on the strategy to the Board in May. He is now starting to write up the strategy and will do a second round of meetings with staff to receive more feedback.
- The main overarching aspect of the strategy remains the ambition of contributing to a global conversation. This idea will stay in the strategy. The second aspect of the strategy is to broaden the research within the security sphere. However, the idea is not to create a team for each new research topic.
- There was a request to receive a written draft of the strategy ahead of the next meeting for staff to prepare.

**4) RSC Representative to the Cooperation Group**

- Kheira and Farah have stepped down as RSC Representatives and new representatives need to be appointed. For the incoming representatives, a two-year fixed term was proposed.
- Timo suggested there should be a meeting to discuss the sharing of responsibilities and term limits etc., and the item can be decided next RSC.
- Nan volunteered as temporary representative until new representatives have been appointed.

#### **5) AOB**

No other issues were raised.

## List of participants

Abeer Ahmad  
Cecilia Bagge  
Anniek Barnhoorn  
John Batho  
Sibylle Bauer  
Barbara Becht  
Alemnesh Belatchew  
Noah Bell  
Lucie Béraud-Sudreau  
Mirella Bilalagic  
Stephanie Blenckner  
Vincent Boulanin  
Amal Bourhrous  
Hedvig Brage  
Laura Bruun  
Simone Bunse  
Vladislav Chernavskikh  
Vladislav Chernavskikh  
Jovana Cumbo  
Frederic Daudon  
Shourjya Deb  
Caroline Delgado  
Tytti Erästö  
Shivan Fazil  
Joey Fox  
Priscilla Frimpong Boateng  
Andrea Gadnert  
Mathew George  
Maria Gillgren  
Farah Hegazi  
Ulla Hurtig Nielsen  
Zain Hussain  
Felicia Kihlberg  
Shannon Kile  
Kyungmee Kim  
Florian Krampe  
Jannie Lilja

Amelie Lutz  
Giovanna Maletta  
Clair McAllister  
Karen Meijer  
Vongai Murugani  
Jules Palayer  
Olle Persson  
Emelie Poignant Khafagi  
Nikos Politis  
Nivedita Raju  
Maria Riquier  
Lorenzo Sacarazzato  
Amal Sadki  
Annika Salisbury  
Kristina Sandberg  
Martina Selmi  
Katongo Seyuba  
Timo Smit  
Dan Smith  
Magdalena Söderqvist  
Sepideh Soltaninia  
Fei Su  
Kheira Tarif  
Nan Tian  
Cyrielle Trebosc  
Caspar Trimmer  
Jair van der Lijn  
Luc van de Goor  
Joakim Vaverka  
Sofie Waller Snygg  
Siemon Wezeman  
Lisa Wiklund  
Lucas Wiktorsson  
Rachel Yuan  
Emma Zetterström  
Jiyai Zhou