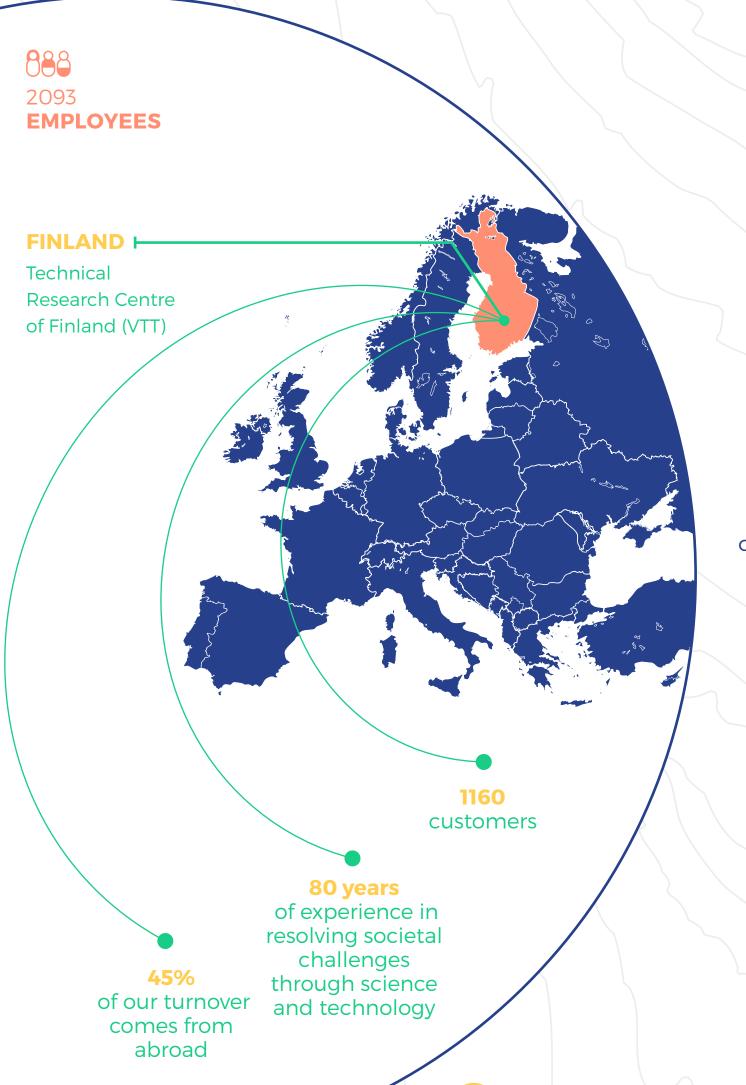
**CO-CHANGE** story maps

VTT

**Technical Research Centre** of Finland (VTT)

The Co-Change Lab at the Technical Research Centre of Finland (VTT) focuses on co-designing and implementing VTT's sustainability programme. This work is a collaborative process that involves VTT's sustainability and responsibility researchers and the nominated responsibility task force.

MAKING VTT A RESPONSIBLE AND SUSTAINABLE RPO





### First steps

Discussions with the organisation's management responsible for designing the sustainability programme

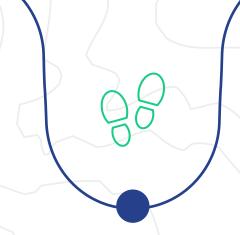
Two co-creative workshops with the VTT extended responsibility task force

## **Key questions**

How to measure sustainability at VTT?

How to embed sustainability into research projects?

What are the sustainability actions at VTT?



## **Steps towards** institutional change

Integrating the organisation's ethics and responsibility research expertise into internal sustainability programme development.

Transforming the organisation's ethics and responsibility research expertise through internal sustainability programme development.

Supporting the core management team to build and implement a sustainability programme



#### **ACHIEVEMENTS**

#### **Raise awareness**

of responsibility and sustainability in a research, development and innovation context.

**Co-design** of VTT's Responsibility programme

> **Launch of Gender Equality Plan**

**Ethics**, safety and responsibility training for all research teams

Continuous development of sustainability roadmap at VTT that engages different functions

and groups within the

organisation.

# **Challenges**



Adoption of sustainability and responsibility create a journey - you need patience and time.



Sustainability and responsibility can have conflicting goals - you need firm decisions



We are never 100% ready with sustainability - but every step moves us forward!





















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