

## Session 8: Grassroot-Initiatives: Bottom-Up Sustainability Activities at German Research Organisations

### Key points from the discussion

1. Three pillars of sustainability are worked on simultaneously by the grassroot initiatives, but they are sometimes being prioritized depending on the research topics and/or practices
2. More connections between the organizations are wanted, necessary and helpful
3. Much of the sustainability work is done voluntarily - this needs to change, through funding structure or contract changes or other methods
  - a. One important goal is to be officially appointed by the institute leaders and/or work councils.
  - b. This would better allow people to dedicate a portion of their work time to this topic.
  - c. "There are too little people whose main task is to work on sustainability!"
4. Research for sustainability is important, but does not affect all research - sustainable research practices affects all research and all of science. Therefore, that is where the focus needs to be.