Sustainable Development Plan

Democracy

Cooperation

Quality of work

Environment

Relations and Emotions

Coherence

Erasmus+

KISS SOCIAL SUSTAINABILITY

Kaléido'Scop
Mobilité(s) · Diversité(s) · Créativité(s)

nexes

citiiizens in action

CAMERA DI COMMERCIO INDUSTRIA ARTIGIANATO E AGRICOLTURA DI TORINO

UNIVERSITÉ DE LYON

UNIVERSITÉ JEAN MONNET SAINT-ÉTIENNE

MIFE LOIRE SUD

STRANAIDEA IMPRESA SOCIALE ONLUS

European Village

mescla dís
iniciativa d'economia solidaria

10 anys

This Sustainable Development Plan is the result of an European projet KISS (Key is Social Sustainability), developed in the frame of Erasmus Plus, strategic partnership between Spain, France, Greece and Italy in 2018. It is based on the reflection of participants of KISS after 4 study-visits in the different countries and during a training-course in Athens. It aims at both assessing the social sustainability of your SSE organization and at improving it with a careful planning.

Maybe you would like to start with what is Social Sustainability. Here is a proposed definition[1]:

« Social sustainability in SSE as the ability of the organisations to develop processes and structures which not only meet the needs of its current members but also support the ability of future generations to maintain a healthy community. It means creating sustainable, successful places and moments that promote wellbeing, by understanding what people need from the places they live and work. It looks at social amenities, systems for citizen engagement allows people's evolution. Amartya Sen [2] speaks about social sustainability in terms of equity, diversity, interconnected social cohesion, quality of life, democracy and governance, maturity.

[1] Adapted from http://www.businessdictionary.com and from social life, social entreprise from UK
[2] https://en.wikipedia.org/wiki/Social_sustainability#cite_note-9

In this SDP, we propose to you an assessment and planning on 6 main dimensions:

 Democracy

 Cooperation

 Quality of work

 Environment

 Relations and Emotions

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For each dimension you can focus on TODAY and on TOMORROW. We hope you can make a good use of it.

Be aware that some questions or specific aspects considered under each dimension, might not fully apply to your organization. You are welcome to use this Plan in the way that is most useful to your team.

SDP of (name of organization):

Version of the plan worked on (date):

by (responsible team):

📢 Democracy

		TODAY				TOMOROW		
Topic	Question(s) to ask ourselves	What we concretely do in favor of it	What is missing in our organization»	Evaluation	What we plan to do/achieve	When we plan it	Tools, techniques, documents, processes to implement it	Indicators of success
Values	1 To what extent is the organization values-driven? 2 Are the values collectively defined and shared? 3 How much do members of the organization refer to values?			Shared-values-driven (From 0 = not at all to 5 = very much)		3 months 6 months 1 year 3 years 6 years		
Participation	4 Who participates in what, at what moment? At what level? 5 What spaces of freedom are there for contributing to organization's life?			Use of each level of participation (From 0 = not at all to 5 = a lot) - Information: - Consultation: - Co-production: - Co-decision: - Co-management:		3 months 6 months 1 year 3 years 6 years		
Decision-making	6 Are there different types of decisions? 7 Who is involved in what kind of decisions? 8 What is the prevailing model of decision-making? 9 How concrete and clear is our decision making strategy?			Use of following decision making processes (From 0 = never to 5 = a lot) - Decision by majority of a management team: - Decision by majority of all members: - Decision by consent: - Other (precise):		3 months 6 months 1 year 3 years 6 years		
Governance	10 Where is the leadership within our organization? 11 What are the different roles in managing the organization? 12 How do we deal with power situations in general?			Level of shared governance (from 0 = not shared at all to 5 = completely shared)		3 months 6 months 1 year 3 years 6 years		
Transparency	13 What is our system of communication? - What do we communicate on internally? 14 How informed are our members about all dimensions regarding our organization?			Level of transparency on the following items (from 0 = not at all to 5 = a lot) - Activities and projects: - Strategic decisions: - Finances: - Roles and responsabilities: - Individual situations:		3 months 6 months 1 year 3 years 6 years		

👤👤 Cooperation

		TODAY					**TOMOROW**		
Topic	Question(s) to ask ourselves	What we concretely do in favor of it	What is missing in our organization»	Evaluation		What we plan to do/achieve	When we plan it	Tools, techniques, documents, processes to implement it	Indicators of success
Teamwork	**1** What motivates us to be in the team? **2** Who are we as a team? **3** On what principles is our internal cooperation based? **4** What spaces/moments of cooperation do we share? **5** What is the level of individual contribution in the team ? **6** Who is involved in cooperation?			Level of internal cooperation (From 0 = not at all to 5 = very much)			3 months 6 months 1 year 3 years 6 years		
Networking	**7** How do we interact with the external world? **8** How do we deal with competition? **9** Who are our partners? -What do we expect from them? What do they expect from us? **10** How much do we cooperate with public/ private sector and why?			Use of each level of participation (From 0 = not at all to 5 = a lot)			3 months 6 months 1 year 3 years 6 years		

Quality of work

Topic	Question(s) to ask ourselves	TODAY			TOMOROW			
		What we concretely do in favor of it	What is missing in our organization»	Evaluation	What we plan to do/achieve	When we plan it	Tools, techniques, documents, processes to implement it	Indicators of success
Work Environment	**1** How do our office(s) look like? What is the level of comfort? **2** What is being proposed in terms of security and insurance? **3** What are the habits in terms of working hours?			Work environment (From 0 = not comfortable to 5 = very comfortable)		3 months / 6 months / 1 year / 3 years / 6 years		
Welfare	**4** What are the possibilities offered by the organization for covering personal needs (child care, relaxing, cultural activities,…)			Opportunities for personal needs		3 months / 6 months / 1 year / 3 years / 6 years		
Secured Flexibility	**5** How much does the organization allows to adapt of personal life, to diversity or working rythms? **6** What is being provided to avoid burn-outs?			How flexible the organisation is to personal needs? (from 0 = not at all to 5 = a lot)		3 months / 6 months / 1 year / 3 years / 6 years		
Contractibility	**7** What is the level of our salaries ? What are the gaps ? What are they based upon? **8** What our job contracts look like? How long are they? **9** What convents, laws or labour rights are driving us? **10** What protection do we have in case of job loss?			Level of protection and recognition of our job (from 0 = not at all to 5 = a lot)		3 months / 6 months / 1 year / 3 years / 6 years		
Evolution	**11** How much do we consider the evolution of each team member? What is being done for accompanying entrance and exit? **12** What are the individual and collective and training possibilities ? **13** How do we assess competencies and make them raise ?			Possibilties of evolution within the organization (from 0 = not at all to 5 = a lot)		3 months / 6 months / 1 year / 3 years / 6 years		

Environment

		TODAY				TOMOROW			
Topic	Question(s) to ask ourselves	What we concretely do in favor of it	What is missing in our organization»	Evaluation		What we plan to do/achieve	When we plan it	Tools, techniques, documents, processes to implement it	Indicators of success
Mobility	1 What means of transportation do we use for our activity? 2 How far are our members from their home? How do they come to work? 3 How do we rationalise our travels?			Mobility (From 0 = not environment-friendly to 5 = very environment-friendly)			3 months 6 months 1 year 3 years 6 years		
Energy and use of resources	4 How do we limit our consumption of resources? 5 To wich extent do we reduce, reutilize, recycle ?			Level of implementation of following dimensions (from 0 = not at all to 5 = a lot) Reduce: Recycle: Reutilize:			3 months 6 months 1 year 3 years 6 years		
Monitoring of footprint	6 What do we do for monitoring our footprint? 7 Do we have a system of calculation, compensation? 8 Do we have specific labels or ISO quality criteria in place?			Level of monitoring of footprint (from 0 = not at all to 5 = a lot)			3 months 6 months 1 year 3 years 6 years		
Suppliers	9 To wich extent do we control our suppliers? To what extent does the environmental protection intervene in our choices? 10 How far are they? How local?			Level of demand on our suppliers (from 0 = not at all to 5 = a lot)			3 months 6 months 1 year 3 years 6 years		
General behavior and mentality	11 How much do we integrate environmental protection in our activities? 12 How much is sustainable development part of our global project?			Level of integration of environmental dimension in our activities (from 0 = not at all to 5 = a lot)			3 months 6 months 1 year 3 years 6 years		

Relations and Emotions

		TODAY				TOMOROW			
Topic	Question(s) to ask ourselves	What we concretely do in favor of it	What is missing in our organization»	Evaluation		What we plan to do/achieve	When we plan it	Tools, techniques, documents, processes to implement it	Indicators of success
Communication	**1** To wich extent is our communication system open to the organization members? **2** How much do we focus on non-violent communication? **3** What are the tools we use for communicating? **4** What rituals of communication in our meetings?			Quality of communication on 2 dimensions (From 0 = not qualitative to 5 = very qualitative) Interpersonal: Collective:			3 months 6 months 1 year 3 years 6 years		
Regulation	**5** Is there a culture of care in our organisation? **6** How much do we take the expression of emotions into consideration? **7** What processes and time do we allocate to regulate relations?			Culture of care: (From 0 = not at all to 5 = very high)			3 months 6 months 1 year 3 years 6 years		
Conflict management	**8** Is there a conflict prevention plan within the organisation? **9** How do we detect conflicts? **10** How much are conflicts part of our team culture? **11** How do we deal with conflicts on a short-term perspective (conflict resolution) or long-term perspective (conflict transformation)? **12** How do we keep an eye on post-conflicts effects? **13** Do we rather rely on internal or external conflict management?			Ability to deal with conflicts (From 0 = no to 5 = very high)			3 months 6 months 1 year 3 years 6 years		

Coherence

		TODAY				TOMOROW			
Topic	Question(s) to ask ourselves	What we concretely do in favor of it	What is missing in our organization»	Evaluation		What we plan to do/achieve	When we plan it	Tools, techniques, documents, processes to implement it	Indicators of success
Economic and social	**1** How do we combine economic development and social consideration? What choices do we make to combine them? **2** How do we combine economic and environmental dimensions? What choices do we make to combine them?"			Level of balance between economic and social consideration (From 0 = not at all to 5 = very high)			3 months 6 months 1 year 3 years 6 years		
Values and action	**3** What is the level of coherence between our values and our actions? **4** Where are the points of tension?			Level of coherence between our values and our actions (From 0 = not at all to 5 = very high)			3 months 6 months 1 year 3 years 6 years		
Personal and collective	**5** How much is the individual considered in the collective? **6** How much does the collective impact on individuals? **7** How much does the collective impact on relations and emotions?			Level of consideration of the individual or collective (From 0 = not at all to 5 = very high) Individual: Collective:			3 months 6 months 1 year 3 years 6 years		