



GRID-Arendal Strategic Plan 2022–2025

The impact of human activities on nature can be seen in all parts of the globe. There is a great sense of urgency, fueled by recent reports from IPCC and IPBES, combined with the push to achieve the 2030 Sustainable Development Goal (SDG) targets, that the world needs accelerated action and to do more to protect the environment upon which we all depend. While links between healthy nature and healthy society are beginning to be recognised, it is not enough to simply raise awareness of our impacts and monitor change. Solutions are needed urgently. The message is clear: ***we must act now to change our relationship with nature.***

UNEP's 2022-25 medium-term strategy recognises this and has identified three interconnected planetary crises – climate change, biodiversity loss and pollution – which are putting global economic and social well-being at risk. GRID-Arendal, as a UNEP partner, is well placed to play an important part by responding to the urgent need to address these three planetary crises. Our work programme, supported by the Norwegian government through Norad and the Ministry of Climate and Environment. It is guided by Norwegian government priorities for development cooperation, in particular the focus to unite climate and development policy and to fight hunger and increase food security. GRID-Arendal will play a leading role in science communication and capacity building, making complex science understandable to policy makers and promoting nature positive solutions in all of its work.

GRID-Arendal's Mission

Our mission is to support environmentally sustainable development through the environmental work of the United Nations and other partners by communicating information that strengthens environmental management capacity and motivates decision-makers to act.

GRID-Arendal's Vision

Our vision is for a society that understands, values and protects the environment on which it depends.

GRID-Arendal's Values

GRID-Arendal embraces the core values of the United Nations: integrity, professionalism and respect for diversity.

At GRID-Arendal we will continue to work at the science/policy interface, to analyse and translate complex scientific information into understandable, high-quality and objective products that support policies and that lead to action. We will seek partners who share our values and vision and who complement our knowledge and capabilities. We will emphasize innovation and new communication technologies and methods in our work in order to be relevant to developing countries and policy-makers. We will prioritise working with national governments and regional organisations to build capacity in-country and to maximise the impact of our work. A fundamental aspect of GRID-Arendal's 2022-2025 strategic plan will be to expand our efforts to meet the following three goals:

Goal 1: Nature-positive solutions are adopted to address climate change, biodiversity loss and pollution.

GRID-Arendal is known for delivering high quality outputs that lead to positive outcomes for both the environment and people, creating real world impact as a result. During 2022-25 our work will address the three planetary crises of climate change, biodiversity loss and pollution. Through our programmes, we will plan and deliver a strong work programme that focusses on solutions that support achieving social justice. We recognise the interconnections and relationships between climate change, biodiversity loss and pollution and the urgent need for nature positive solutions (i.e. solutions that do not solve one problem by creating a different environmental problem) that are cross-cutting, nature-based and achievable in the short- to medium-term.

GRID-Arendal will work, together with our partners, to create and communicate relevant, credible and legitimate knowledge, and build capacity for action on:

- *Pollution*: Our work will inspire global, regional and national actions to address other forms of pollution similar to our achievements on marine plastic pollution.
- *Climate change*: The science on climate change is unquestionable, but the world is slow to take action as was shown by the Glasgow Climate Pact. Our work will focus on interlinkages between climate, society and environment, and on the cumulative effects of climate change combined with other pressures. By highlighting the drivers and impacts of climate change, including ecological tipping points, we will promote nature-positive solutions.
- *Biodiversity loss*: Our relationship with nature is out of balance, impacting biodiversity and threatening our food, health and livelihoods. Our work aims to prevent, halt and reverse biodiversity loss, promote sustainable agriculture and livelihoods, prevent environmental crime, restore healthy ecosystems and integrate climate considerations into biodiversity planning.

To achieve this goal our programmes will identify linkages between pollution, climate change and impacts on people, economy and biodiversity. We will build the knowledge base

by synthesizing and analysing diverse information (including scientific and traditional knowledge), identify nature-positive solutions aligned with national interests, and build capacity for policy and decision makers to adopt recommendations and advise to achieve measurable impact. We will work with nations and regional organisations to enhance transboundary cooperation. Success means that decision-makers are well informed of and adopt nature-positive solutions to pollution and climate change and that countries take action to protect and conserve the biodiversity and environmental services upon which people depend.

Goal 2: GRID-Arendal is sought as a source of environmental knowledge and a partner in science-policy communication

During 2022-25, GA will strive to become a national and international environmental beacon, where our stories and communication products are cited, quoted and used by decision-makers and policy-makers. We will raise our profile as an environmental science communication and learning organisation by having more impactful content targeting emerging issues and matters of concern to UNEP, the Norwegian Government and the wider community. We will have a greater focus on media relations. We recognize that many of the new challenges and emerging issues we face require collective action and so we will form new partnerships where our role as science communicators will have the greatest impact. GRID-Arendal's experts will be sought as participants in international meetings, debates, to teach courses and to provide interviews to the media.

Goal 3: GRID-Arendal has a highly qualified, professional and flexible work force.

The leadership, skills and international composition of our staff, combined with its diverse knowledge and professionalism, are a strategic advantage and GRID-Arendal's strongest asset. We are proud of our reputation as a "can do" organisation that is able to adapt and deliver high quality communication products. We will continue to strategically strengthen, develop and complement our staff to ensure we can deliver on our goals and meet the expectations of our stakeholders and partners.

We mean to achieve this by becoming even more successful as a desirable workplace with staff of all age groups, genders and backgrounds who feel valued and fulfilled in the work they do and satisfied with their working environment. As a Norwegian foundation, we embrace the cultural values of Norway, especially tolerance, respect and equality. We will strive to build a culture of togetherness where we are curious about and respectful of each others work. GRID-Arendal will provide opportunities for staff development and build programmes that make best use of our staff's knowledge and capacities.