

ICN Impact

ICN is a **responsible school** committed to sustainable development and social responsibility in all its dimensions and with its entire community and ecosystem. Creative, collaborative and embedded in its local area, ICN is a key player in the transitions and transformation of societies and contributes to the 2030 Agenda.

- **Committed governance:** the institution's strategic plans have included CSR and performance indicators for over 10 years. ICN is committed to CSR through the ISO26000 standard and is a candidate for the SD/CSR Label. ICN is a member of the Global Compact, the PRME programme, several SD/CSR working groups of the CGE and the national CIRSES network.
- **A strategic action plan 'ICN Impact' 2022-2026:** provides structure and consolidates this commitment, strengthened by a permanent position working cross-functionally with all departments, a steering committee and a dedicated budget to complete this ambitious roadmap integrating all components of sustainable development and social responsibility.
- **Courses and degrees integrating the SDGs:** more than 80% of courses integrate at least 20% of topics related to social responsibility; the 17 SDGs were included in 2022 in the syllabi. Courses and degrees dedicated to sustainable development have been created, such as the master's degree in sustainability innovation management. Collective intelligence seminars to solve social and environmental problems within the local ecosystem are compulsory for all students.
- **Interdisciplinary and collaborative pedagogy and teaching:** interdisciplinarity 'art, technology and management' is applied in teaching and workshops; collaborative intelligence, innovation and creativity are constantly mobilised in problem solving for society, within Station A, a space devoted to collaboration. A student-faculty ratio of 33 students per teacher ensures high quality teaching.
- **Research and innovation dedicated to transitions:** work and publications related to social and environmental issues represent 30% of the total outputs and are financially valued; a UNESCO chair dedicated to 'art and science in the context of the SDGs' was created in 2019 in order to strengthen the links between science and society and to value creative interdisciplinarity while contributing to the 2030 Agenda.
- **An environmental steering of the campuses:** progressive integration of the Green IT reference system, responsible purchasing policy, responsible food system, sorting and recycling of waste and materials, carbon assessments carried out in 2018 and 2022, green roofs and internal and external green spaces, incentives and awareness of soft mobility.
- **A strong social policy developed in all areas:** Multi-level and permanent

support for students at a personal and professional level by two permanent psychologists and a complete tutoring system, integration of a 'Disability' plan, application of a charter against discrimination and violence, signature of the national charter 'Prevention is not just an option', implementation of practical measures to promote gender equality (96/100 for the professional EFH index), training of a harassment advisor, actions to promote equal opportunities ('Cordées de la Réussite' equal opportunities scheme), support for the 12 student associations involved in SD/CSR and united under the ICN impact collective, and regular awareness-raising among all staff.

- **A responsible partnership policy for an ecosystem that serves the community:** choice of partners with regard to their SD/CSR commitment, construction of a dedicated SD/CSR ecosystem, link between ICN expertise and civil society through the Corporate Lab and the setting up of applied research projects serving the community.

