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Sharing  
a Culture  
of Intellectual  
Social  
Responsibility



**UNAI MEMBER ACTIVITY REPORT**  
**2020**

**The American College of Greece**

## Sustainability@ACG

Today, the fact that human activity impacts nature and climate in a harmful manner with direct consequences on the environment, society and the economy is an undisputed scientific reality. It is vital for today's students -the leaders of tomorrow- to understand how sustainable development can reverse environmental degradation and the climate change spiral and mitigate their tremendous social and financial side effects.

Following US best practices and as also reflected in its President's 2025 vision, a landmark year which represents the upcoming 150<sup>th</sup> anniversary of the organization, The American College of Greece is gradually developing an ever-growing number of sustainability best practices. ACG is committed to systematically addressing issues from sustainability focus in academic programs and research and reducing its carbon footprint while improving its energy efficiency, to enhancing its social impact and increasing transparency and accountability in its daily operations.

For all its relevant activity, ACG has been awarded the **STARS Gold Rating (2020)**, in recognition of its best practices in **five categories: Academics, Engagement, Operations, Planning & Administration and Innovation & Leadership**. ACG is the only academic institution in Greece to have received a distinction by the US AASHE – an internationally acclaimed association who accredits over 900 educational institutions, globally. Through its membership in the UN Global Compact, the UN Academic Impact and the UN Sustainable Development Solutions Network (SDSN), ACG has committed to always operate in support of the UN SDGs – and primarily, Goal No 4: Quality Education. In this context, the ACG Center of Excellence in Sustainability (CES), officially established in 2011, is a collaborative initiative, which combines and integrates educational, research, and business initiatives/activities in order to advance sustainability and, mostly, to raise awareness and sensitize students of all ages.

In addition, the ACG Center of Excellence in Sustainability Academic Advisory Board was created in December 2020. This board serves as a liaison between the ACG faculty and the Office of Public Affairs as well as other administrators, for sustainability-related initiatives. The Academic Advisory Board comprises of a chair and 7 members: one academic from each Deree School, one academic from Alba and three ex-officio members (a Dean, a representative of the Office of Public Affairs, and the ACG Sustainability Senior Manager). The Board members are offering their service to the College on a voluntary basis.

### Our Vision

ACG aims to be a national leader in sustainability among academic institutions, by actively contributing to a more inclusive, socially responsible, financially viable and environmentally sustainable society.

### Our Mission

To raise awareness and engagement of ACG students with sustainability best practices and empower them to become knowledgeable, sensitized and responsible citizens of the world.

## The American College of Greece & the UN Academic Impact

As of May 31 2017, The American College of Greece is a member of the UN Academic Impact. ACG joined over 1000 academic and research institutions in more than 120 countries that are members of UNAI. **In Greece, ACG is the fifth academic institution to be a member and the only private one.**

In 2019 we submitted our first UNAI Member Activity Report for 2017 and 2018 (calendar years). In continuation of our commitment to at least 5 out of the 10 principles, we have organized and spearheaded activities and initiatives for 2020, as listed below.

***Tell us about what activities or projects your institution has undertaken in the past year to address at least one of the ten UNAI principles and/or one or more of the Sustainable Development Goals (type of project or activity, theme or topic, who participated or how many people were reached, results of the activity or follow up action to be taken)***

### **I. UNAI Principle: A commitment to human rights, among them freedom of inquiry, opinion, and speech**

#### **1. Best Workplaces Survey**

In 2020, the fourth Best Workplaces Survey, measuring employee satisfaction, was disseminated to the ACG Community (faculty and staff), with a participation of 62%. This survey aims at receiving honest feedback that helps enhance the workplace environment at ACG. It includes questions on leadership effectiveness, innovation opportunities, fair and equal treatment, workplace safety, sentiment of pride, working conditions, organizational culture, etc. Of specific importance in this particular survey, was the dedicated section on ACG's approach regarding Covid-19.

SDG 3; SDG 5; SDG 8; SDG 10

#### **2. Deree Student Clubs & Academic Societies & Student Organizations**

[Student organizations](#) provide students with hands-on opportunities for enhancing their understanding of groups and how they operate. Students can acquire and practice leadership, communication and collaborative skills that are important steps in their personal and professional development.

In 2020, the following clubs were created:

- ACG SDG Student Hub (revamped in 2020 in line with UN SDSN Youth Greece collaboration): The SDG Student Program (Sustainable Development Goals Student Program), founded in 2019, is the official student Hub of the Greek charter of the United Nations Sustainable

Development Solutions Network. The Deree SDG Student Program is part of the global network of student hubs, where students can come together to learn about, engage with, and take action on the Sustainable Development Goals. Currently, we are working closely with SDSN Greece and SDSN Youth Greece. Students that will be involved will have the opportunity to innovate towards working for the SDGs as the Network supports all student initiatives, form partnerships with United Nations agencies and network with prestigious people. By joining, the students will become members of the SDSN Network in Greece. The SDG Coordinator responsible for the Deree Campus, along with the Program's members, will have the opportunity to realize out of the box events to promote all SDGs.

- Diversity and Inclusion Club: The Diversity and Inclusion Club was established to create an inclusive environment for all students to experience acceptance, belonging and feel empowered to engage in the campus culture as a valued member of our community. The club aims to raise awareness around diversity issues and to inspire students to address and try to solve any problem related to them. Through various activities the club attempts to make issues of diversity accessible, meaningful and fun. Above all the main purpose of this club is to bring students with different backgrounds, characteristics, stories, personalities and goals together to form a community that would value their differences and to create an environment of inclusion open to everyone.

SDG 4

*\*Through each Club's, Organization's, and Society's operations, we are collectively tackling all SDGs.*

## **II. UNAI Principle: A commitment to educational opportunity for all people regardless of gender, race, religion or ethnicity**

### **1. Social impact to the broader community**

In December 2020, Pierce – The American College of Greece [offered ten high-tech tablets](#) to the 7th Elementary School of Aghia Paraskevi, thus contributing to meeting the educational needs of the same number of families. The 10 tablets were purchased with funds collected by the Pierce Gymnasium – Lyceum Student Communities.

SDG 4; SDG 10

### **2. ACG Equality, Diversity and Inclusion Policy**

Greek Law and this Policy protect ACG Community members, in particular students, from discrimination, harassment, bullying and victimization, and provide safeguards for the equitable treatment of persons with disabilities in a manner that appropriately ensures reasonable accommodations towards addressing the multiple disadvantages that they experience and enabling them to participate fully in College life (updated version: January 2020).

SDG 5; SDG 10

3. *ACG Safeguarding Policy*

ACG is committed to safeguarding students, faculty and staff, as well as third parties involved in College activities, to maintaining a campus ethos of mutual respect, care and responsible action and to providing a safe learning environment in which all students can learn and develop. The Policy particularly applies to current and prospective students under 18 years old, and vulnerable adults who are registered as students or prospective students as well as children/vulnerable adults who are connected to ACG directly or indirectly (revised version January 2020).

SDG 3; SDG 4; SDG 5; SDG 10

4. *Policy of Equal Opportunities*

The College is an equal opportunity employer, and does not discriminate on the basis of age, gender, color, race, nationality, ethnicity, faith, disability, sex, marital status, or sexual orientation. The College strives to maximize valuable talent and potential, and eliminate unconscious bias, prejudice and stereotyping in the workplace.

SDG 5; SDG 10

5. *“Breaking the Glass Ceiling” Research*

Vodafone, with the academic support of the Alba Graduate Business School – ACG, conducted a [research](#) about the position of women in business and improvement potential, titled “Breaking the Glass Ceiling”, which was published in June 2020. Key findings include the following:

- 67% of women have experienced gender discrimination at work.
- 9 out of 10 respondents agree that women and men are equally capable in STEM professions.
- 4 out of 10 women responded that they have been asked during job interviews about their family situation.
- 8 out of 10 women believe that their employers do not adequately satisfy their educational needs.
- Nearly 80% of women respondents answered that there is pay inequality between women and men with the same qualifications.
- Only 3 out of 10 businesses implement education programs to train their employees on violence and sexual harassment prevention.

SDG 5

**III. UNAI Principle: A commitment to the opportunity for every interested individual to acquire the skills and knowledge necessary for the pursuit of higher education**

1. *Scholarships & Financial Assistance*

Since its founding in 1875, The American College of Greece (ACG) has aided students needing help in meeting their educational expenses, thereby enabling students with demonstrated ability and

promise to access a quality education, regardless of their financial circumstances. In 2020, €7.35 million were given as financial aid to ACG students.

The [Financial Assistance Program](#) at ACG provides various levels of financial assistance based on need and/or academic achievement. The governing philosophy of our program is grounded in our belief that lack of funds should never prevent academically talented students from receiving a quality education. Funding for financial assistance originates from the College's own resources and from the generous contributions of donors.

SDG 4; SDG 10

## 2. *SNF Scholars program*

In August of 2018, the **Stavros Niarchos Foundation (SNF)** transitioned its generous [SNF Scholars Program grant](#) from an expendable gift, into a **\$1.8M** endowment to **The American College of Greece** in perpetuity. This program in past years afforded Greek public university students US accredited and EU-validated programs in pursuit of a **minor** to complement their studies at the Greek University. At present, this has been accomplished by some 300+ **SNF Scholars** through the opportunity of parallel studies on the **Deree campus**. Research has affirmed through tracking recipients of this program that the initial grant had become a valuable asset, both to the scholars and Greece's economic potentials, while concurrently bridging public/private partnerships to new and available job market opportunities. In 2020, the program welcomed 367 new students, compared to 322 in 2019.

*“Being an SNF Scholar played a major role in broadening my perspective; expanding my network; turning me into a citizen of the world; helping me develop valuable soft skills; and thinking out of the box. The most important element of the SNF Scholarship experience is constant exposure to opportunity.”—Alexia Oikonomakou, SNF Scholar; School of Mechanical Engineering, National Technical University of Athens; Minor in Finance, Deree – The American College of Greece.*

Feeling the effects of the global financial crises for a full decade, many Greek public university students reflect the talent and abilities to excel in ACG's undergraduate programs, but due to their socio-economic circumstances, have found that dream financially challenging. **The Stavros Niarchos Foundation**, as part of its earlier **“Recharging the Youth Initiative,”** has committed to its overarching goal to raise and enhance the economic conditions in Greece. The **SNF Parallel Studies Program**, in tandem with a series of activities including **Mentoring** and **Internship** initiatives, aim to tackle the challenging unemployment rates facing the Greek youth of today. As of this year, this generous endowment will energize the goals and dreams of even more selected Greek scholars in perpetuity.

*“The SNF Program at DEREЕ moves its participants out of their comfort zone, it unsettles them, it alarms them. It acts as a constant reminder that perfection is quite not good enough and we have only managed to scratch the surface of it, that the sky is the limit but getting there in the first place*

*is the tricky part.*”—George Taliakis, SNF Scholar School of Architecture, National Technical University of Athens; Minor in Environmental Sciences, Deree – The American College of Greece

What for five years has been a substantial and exclusive donation by the **Stavros Niarchos Foundation** – greatly appreciated by **The American College of Greece** for helping to spread its reputation of excellence and goodwill, will now be a part of its legacy.

SDG 4; SDG 10

### 3. *Parallel Studies Program*

Each academic year dozens of ambitious Greek public university students choose to pursue a parallel degree at Deree – The American College of Greece. Their goal is to make the best use of their university years, learn to operate in an international environment, acquire international work and study experience, and equip themselves best for the life challenges that await them. Such combined studies programs are made possible in large part by:

- the flexibility of class schedules at Deree
- the ability to earn Deree credits for a substantial number of the courses they attend at their public institution, and thus accelerate their Deree studies
- Deree’s affordability and its generous scholarship and financial aid programs for qualified students

Deree’s longstanding [Parallel Studies Program](#) offers Greek public university students the unique opportunity to attend US accredited and EU validated degree programs, while concurrently pursuing their Greek public university degrees. By gaining a Deree degree in tandem with Greek public university degrees, Deree Parallel Studies students gain access to the much sought after international private sector career opportunities Deree offers while also accessing the widest possible range of academic and career options within Greece. In 2020, 1,159 students studied in parallel at Deree.

SDG 4

### 4. *Supporting an Elementary School in Myanmar*

ACG has been supporting an [elementary school in Hway Hwe in Myanmar](#) in South-east Asia since 2018, through the organization “United World Schools” that operates in Cambodia, Myanmar, and Nepal, thanks to the generous donation of the honorary president of SEV (Hellenic Federation of Enterprises) and ACG Trustee. In fall 2019, 54 students were enrolled and 4 teachers from the community were trained and hired to teach at the school. The school, which opened its doors in March 2017, holds both morning and afternoon classes and is powered by solar energy. Students are taught subjects ranging from health and athletics, to reading, writing, math, knowledge about animals and plants, etc. There are also additional evening classes for older children who have not had the opportunity to study in elementary school.

In 2020, Pierce – ACG a’ Gymnasium students connected and exchanged artistic creations with students of the elementary school during the “Inspiration Event” virtual meeting. ACG’s support of

the school has become even more significant during the Covid-19 pandemic, which left many children out of school, especially in countries where access to education is unfortunately limited.

SDG 4; SDG 10; SDG 17

#### IV. UNAI Principle: A commitment to encouraging global citizenship through education

##### 1. ACG Study Abroad program (Inbound & Outbound)

###### Outbound

The [Outbound Study Abroad Program](#) (OSAP), established in 2014, at Deree – The American College of Greece (ACG) offers students of all majors and minors access to an ever-growing network of exchange partner institutions across the world where our students are able to study for a semester, session or academic year and transfer credits earned abroad onto their degree. While on exchange status, tuition remains the same and granted scholarships and financial aid still apply. In addition to Deree – ACG study abroad scholarships, further funding is secured annually from a number of foundations for eligible candidates. So far, 509 students have participated in the program.

Stanford, New York, Boston, San Francisco, San Diego, Shanghai, London, Rome, Seoul and Berlin are only some of the places that our students have lived and gained world class education and lifetime experiences. They have added value to their degree, grown personally and professionally, acquired global skills, and made friends for life.

Through this program students enjoy valuable benefits for their professional and personal life:

- Enrich their academic learning
- Cultivate cultural competence
- Build independence
- Develop flexibility and spur innovative thinking
- Enhance access to future job and graduate school opportunities
- Become ambassadors of their own country and culture
- Make great friends, travel to amazing places and have fun!

###### Inbound

Every year, students experience the famous hospitality of the Greek people, while [studying abroad](#) at The American College of Greece, the oldest American-accredited College in Europe and the largest private, independent, not for profit, nonsectarian, co-educational academic institution in Greece.

In 2020, 331 students participated both in the outbound and inbound study abroad programs. Due to the outburst of the Covid-19 pandemic and subsequent restrictions, this number was much lower than in previous years. For context and to provide a more representative number, in 2019, 1,046 students took this opportunity to study abroad and broaden their horizons.

SDG 4



## V. UNAI Principle: A commitment to promoting sustainability through education

### 1. *ACG Waste Reduction & Recycling Campaign: Reduce, Reuse, Recycle!*

Launched in October 2017, the “ACG Waste Reduction & Recycling Campaign: Reduce, Reuse, Recycle!” is an ongoing campaign, which aims at educating our community on the importance of proper waste management and the waste hierarchy and encompasses all events, activities, projects, and initiatives that fall into one of the three (or more) cornerstones of the campaign (reduce, reuse, recycle).

The most recent addition in the context of this campaign, is the ACG Community Exchange Platform: [Reuse @ ACG](#), launched in November 2020. Launched in celebration of the annual European Week for Waste reduction, the exchange platform is the product of Deree students’ work! The aim behind the creation of the platform is to encourage our community members (ACG students, faculty, and staff) to reduce and reuse the number of items that we buy and throw away. Through this platform, items we no longer need are given a second life and our community has the opportunity to explore the option of second-hand ‘shopping’. Due to Covid-19 restrictions and the subsequent closure of ACG campuses in November 2020, the platform has not yet been used broadly by the community.

In the context of this campaign, avoiding the creation of e-waste, as well as part of ACG’s community contribution pillar, in 2020, the College donated 16 pre-loved PC’s to a local elementary school, a center for autistic children, the local police station, and a Sri Lankan student.

A [dedicated webpage](#) for the campaign is available in order to further increase our Community’s awareness on the issue and provide them with all the necessary tools.

SDG 11; SDG 12; SDG 13; SDG 14; SDG 15

### 2. *ACG Cares for a plastic free future! The #ACGGoesPlasticFree Campaign*

In July 2018, the Office of Public Affairs launched the [#ACGGoesPlasticFree](#) institution-wide campaign in line with the EU Directive for the reduction and elimination of single-use plastic (SUP) items.

Joining our forces to the global movement, we aim at raising awareness on the harmful consequences of single-use plastic pollution and guide our community in making a successful shift towards eliminating single-use plastics from our campus and daily life.

Since 2018, we have organized a variety of events (e.g. ACG Plastic Free Challenge, ACG Plastic Free Day, etc.) and moved forward with bold actions to reduce our campus’ plastic footprint (e.g. policy banning orders of single-use plastic cups at all offices, collaborating with on campus vendors to accept reusable containers, etc.).

A comparison between 2018 and 2019 shows a significant reduction in the consumption of SUP (water bottles, beverage cups, straws, plastic cups at offices) on campus (42% decrease). Due to COVID-19

restrictions and the temporary closure of the ACG premises, the subsequent data for 2020 is not available.

2020 Overview of actions:

- Addressing one of the most pressing environmental issues of our time and in the context of the #ACGGoesPlasticFree Campaign, The American College of Greece, through the Office of Public Affairs, in collaboration with the A.C. Laskaridis Charitable Foundation organized an [insightful event](#) on single-use plastic pollution trends and best practices, locally and globally, in February 2020. Adhering to ACG’s commitment to reduce and gradually eliminate single-use plastic items on campus, this was the first ‘certified’ single-use plastic free event, supported by the A.C. Laskaridis Charitable Foundation. The event welcomed Kostis Hatzidakis, Minister of Environment & Energy (former), who delivered his keynote speech on Greece’s national plan for the elimination of single-use plastic items and a plastic-free future to an audience of over 100 internal and external guests.
- The first campus-wide survey to calculate ACG’s plastic footprint was sent out to the community (students, faculty, and staff) in Spring 2020. The survey was the product of a Deree-ACG student’s work who was also a member of the student organization ACG Sustainability Leaders – the dedicated student volunteer group that helps advance sustainability on campus – in the context of the course “Sustainable Use of Resources and Waste Management”. Key findings of the survey include:
  - 67% of the participants use zero single-use plastic water bottle.
  - 64% use zero single-use plastic items (plastic water bottles, plastic cups, plastic straws, plastic containers, plastic plates and cutlery).
  - The average individual plastic footprint amounts to 1.2 plastic items per week per person.
  - 87% of participants own a reusable bottle or cup.
  - 67% of participants bring their reusable bottle/cup to campus every day.
  - 60% is very familiar with the recycling system and how it is used on the ACG campus.
  - 55% is very familiar with the existence and the purpose of the #ACGGoesPlasticFree campaign.

SDG 6; SDG 11; SDG 12; SDG 13; SDG 14; SDG 15

### 3. *‘ACG Farmers’ Market’: ACG & ‘Boroume’ collaboration*

For the past three years, ACG has established an ongoing collaboration with the NGO ‘Boroume’ (We Can)\*, in the context of which the Office of Public Affairs has ‘adopted’ a farmers’ market at the municipality of Cholargos. An MOU between ACG and ‘Boroume’ has also been signed.

Every Monday, a small group of volunteers (students, faculty, and staff) help gather surplus produce and other goods from the market. This volunteer initiative is tackling the environmental and the social aspects simultaneously, by eliminating food waste and contributing to the local community, supporting the philanthropic activities of Ieros Naos Faneromenis at Neo Psychiko and the Association for the Protection of Children and Individuals with Disabilities. So far, we have gathered 7,438 kg of fruits and vegetables and have offered 492 hours of community service. In 2020, despite a hiatus due

to the Covid-19 pandemic restrictions in Greece, ACG volunteers saved 1,478 kg from the landfill and offered 156 hours of service.

*\*Boroume is a non-profit organization whose mission to reduce food waste and to fight malnutrition in Greece aligns perfectly with the ACG sustainability efforts in terms of social responsibility and community engagement.*

SDG 1; SDG 2; SDG 10; SDG 13

#### 4. *Liberal Education Program*

A vital component of the undergraduate experience, the [Liberal Education program](#) prepares students to become globally engaged twenty-first century citizens with the knowledge, intellectual habits, practical skills, and socio-cultural sensibilities needed in a rapidly changing world. Liberal Education helps students develop essential competencies for success across disciplines and in life beyond college by cultivating open mindedness, tolerance, problem-solving ability, intellectual curiosity and creativity. It also promotes thoughtful self-expression, an ethical compass, and responsibility to the local and global communities.

Competencies and Learning Outcomes include:

- Communication and Information Literacy
- Social Responsibility and Civic Engagement
- Cultural and Global Perspectives
- Ethics and Values
- Aesthetic Expression
- Scientific and Quantitative Literacy
- Integration

SDG 4

#### 5. *Environmental Studies Major*

Deree – The American College of Greece is the first independent educational institution in Greece to introduce an [Environmental Studies program](#). Launched in fall 2010, the program aims to develop students' understanding of the root causes and multiple dimensions of environmental problems (ecological, social, economic and political) as well as options for effectively addressing these problems in an increasingly complex world.

SDG 4; SDG 6; SDG 7; SDG 11; SDG 12; SDG 13; SDG 14; SDG 15

#### 6. *Biomedical Sciences Major (undergraduate, Deree – The American College of Greece) – new program*

Biomedical Sciences (undergraduate): This wide-ranging, interdisciplinary and career-focused program, is designed to satisfy all pre-med requirements of US medical schools. [The BMS](#) is an undergraduate degree that helps students acquire a strong foundation in the life sciences, especially in the biomedical and healthcare fields. The use of integrative approaches to health and wellness will

guide students to understand key aspects of health care and help them find solutions to some of the most crucial health issues of our time.

SDG 3; SDG 4

7. *MSc in Supply Chain Management (graduate, Alba Graduate Business School – ACG) – new program*  
[This program](#) prepares young graduates and early-career professionals for a successful career into the world of Supply Chain Business and Logistics. Students learn how to apply high standards of integrity, ethics and social responsibility, and how to deploy the latest advances in technology and process design to create a sustainable supply chain, among other learning outcomes.

SDG 4; SDG 9; SDG 12

8. *Sustainability-related minors at Deree – The American College of Greece (undergraduate)*
- a. [Tourism & Sustainability](#): Consisting of five (5) courses, students who pursue this minor become knowledgeable on ecosystems and biodiversity, energy resources and pollution, environmental management principles, and sustainable management practices in tourism and hospitality.
  - b. [Environmental Management](#): Students enroll in six (6) courses where they learn about ecosystems and biodiversity, contemporary environmental issues, environmental management, CSR, supply chain management, and other.
  - c. [Environmental Studies](#): Through the five (5) courses of this minor, students gain knowledge on energy resources and pollution, biodiversity, environmental ecology, and other subtopics of environmental studies.

SDG 4; SDG 6; SDG 7; SDG 9; SDG 11; SDG 12; SDG 13; SDG 14; SDG 15

9. *Sustainability Course offerings*

A total of 115 undergraduate sustainability-focused and sustainability-inclusive courses are offered at ACG out of 426 and 37 such graduate courses out of 105, resulting in a percentage of 28.06%.

Out of the 24 academic departments, seven of them offer sustainability-related courses, resulting in a percentage of 70.83%.

Examples of such courses include the following:

- **BI 3215** - Environmental Health: The course discusses environmental health issues and possible approaches to control them.
- **HNS 2285** - LE Greening the Campus: An introduction to sustainability and the science of selected environmental issues. Through field work, the students not only gain practical knowledge of sustainability but also strengthen the campus culture in support of environmental issues. The operation of a university has clear environmental impacts, and, in this way, it is a living laboratory for environmental science work. This course takes advantage of this and provide students the opportunity to learn about environmental issues, ways to improve our relation with nature and the environment and promote sustainability through actual field work in their own college community. The course focuses on selected environmental topics / aspects and will be related with ongoing sustainability activities on campus.

- **AF 4045** - Corporate Governance and Accountability: This course explores the concept and role of corporate governance and offers a comparison of global governance systems. It examines the distribution of power within firms, risk management, audit, global corporate governance. It also explores sustainability and ethics as issues pertaining to good corporate governance.
- **MG 4128** - Corporate Social Responsibility: This course provides a ‘total systems’ approach to integrating factors related to the workplace, human rights, the community, the environment and the marketplace into core business strategies. It involves examination of the economic, environmental and social dimensions necessary for sustainable businesses.
- **PS 4224** - Industrial/Organizational Psychology: A systematic analysis of the science of people at work. Topics include, but not exclusively, jobs requirement, selection and assessment, and the overall interface between the organization and its people. Personnel selection, evaluation and training methods are assessed, whilst the roles of Job Satisfaction, Motivation at work and Productivity in changing economic times are explored. Working conditions & job design factors are evaluated in the context of the psychological work contract and the Long Work Hours Culture. Organizational behavior and stress management issues are also covered.
- **SO 2004** - Social Inequality: This course examines the causes and consequences of social inequality, including theoretical background, social classes, and social mobility, illustrated through various substantive cases.
- **Sustainability Business Ethics & CSR** (Alba Graduate Business School – The American College of Greece): Understanding the ethical basis of human behavior is of fundamental importance for building commitment to organizational goals and for imparting integrity and a sense of the common good in organizational members. The course examines a broad array of matters relating to ethics. The course focuses also on sustainability, corporate social responsibility and corporate accountability with further emphasis placed on business strategies that aim to create long term value and a positive environmental, social and economic impact. Actionable knowledge is achieved by applying theory in real life situations through critical analysis and debating on prominent cases and in class discussions on current trends and developments on sustainable business activities.

SDG 4

*\*Essentially, supporting all SDGs through the educational content and learning outcomes.*

#### *10. Sustainability related events, projects, and initiatives at Pierce – The American College of Greece*

##### *a. Harvard Professor discusses with Pierce students about the virtue of moral courage*

In December 2020, Harvard professor Dr. Deborah Jewell- Sherman delivered an [online talk](#) on the subject “The Arc of Justice: Demonstrating Moral Courage in Times of Challenge” to B Lyceum (high school) students in the three CTTL (Contemporary Themes Through Literature) sections.

SDG 4; SDG 10

- b. *The Zero%Risk team represents Greece in the final round of the Diamond Challenge youth competition at the University of Delaware, U.S.A.*

Two Pierce – ACG B Lyceum students represented Greece in the final round of the competition in 2020 with their innovative idea of a bracelet equipped with a microchip and a panic button, worn by an elderly person or a child, in order to assist in case of the person missing and not being able to return home. [Zero%Risk](#) competed under the category of “Social Innovation”, where ideas aim at contributing to the solution of a social problem and at having a positive effect on the citizen, society and the environment.

SDG 4; SDG 10

- c. *Pierce – ACG students achieve first and second place in Junior Achievement Competition “Junior Squeezy”*

Pierce students’ businesses Biobottles and Let’s sign won the 1st and 2nd place, respectively, in [“Junior Squeezy”](#), an Entrepreneurship Competition for students, which was co-organized by Orange Grove, the Embassy of the Netherlands and the Basil and Elise Goulandri Foundation, in May 2020. Biobottles present an alternative to single-use plastic bottles as they are made out of biodegradable polyester that breaks down in approximately 47-90 days. Let’s Sign is an app that translates sign language into spoken language and vice versa in order to give deaf and people with hearing disabilities a ‘voice’. Let’s Sign is a powerful communication tool.

Following the “Junior Squeezy” achievements, both businesses went on to be included in the [Forbes “30 under 30” list](#) (October 2020 issue).

SDG 4; SDG 10; SDG 12; SDG 13; SDG 14; SDG 15

## 11. Sustainable Events Guidelines

To enhance the College’s commitment towards sustainability and President Horner’s 2025 Vision, the Office of Public Affairs, launched the [Sustainable Events Guidelines](#) in an effort to further support sustainable development across all of its divisions in 2018.

The overall goal of these guidelines is to help reduce the environmental and financial cost of an ACG event, while maintaining quality and ensuring that the event caters to cultural and social diversities. The guidelines include key performance indicators (KPI’s) which focus on policy, materials and waste, catering, and energy. The KPI’s are evaluated and updated bi-annually in collaboration with our catering providers, so we can operate in unison and the guidelines are implemented effectively (most recent update in September 2020). The September 2020 update of these guidelines has been officially incorporated in the new events policy enforced in Fall 2020.

SDG 11; SDG 12; SDG 13

## 12. UN SDGs Symposium: Exploring the DiverCity of Athens”

Following the representation of The American College of Greece (ACG) in the UN Millennium Fellowship Program 2020 by eleven Deree students, a [three-day online Symposium on the United](#)

[Nations Sustainable Development Goals \(SDGs\)](#) was organized by the Fellows and the Office of Public Affairs, The American College of Greece, on November 11-13, 2020.

Aiming at increasing awareness about the UN SDGs and furthering their social impact on campus, the Symposium welcomed over twenty distinguished representatives of local authorities as well as NGO representatives and members of academia, in the fields of gender equality, diversity and inclusion, women empowerment, food waste and sustainable consumption, sustainable fashion, and sustainable cities.

An essential part of ACG's sustainability efforts, the Symposium delved into four of the 17 Goals: SDG 10 – Reduced Inequalities, SDG 5 – Gender Equality, SDG 11 – Sustainable Cities and Communities, and SDG 12 – Sustainable Consumption and Production, through panel sessions with notable academics and experts in their respective fields, who engaged in insightful discussions and presented hand-on solutions maintaining Athens as their focal point.

During these three days, 1,156 viewers primarily from Greece and abroad, had the opportunity to participate in this interactive event and learn more about these 'hot' issues that are at the forefront of public and academic discourse as well as the reality we all face on a daily basis.

SDG 4; SDG 5; SDG 10; SDG 11

### *13. Deree students participate in the UN Millennium Fellowship Program Class of 2020*

In 2020, [eleven Deree students were selected](#) to be part of the Class of 2020 in the United Nations Millennium Fellowship Program. Last year, the application process was very competitive, with over 15,000 applicants from over 1,400 campuses across 135 nations, but under the guidance of the ACG Senior Manager for Sustainability, Rania Assariotaki, our students' applications stood out. The American College of Greece is part of 80 campuses worldwide (just 6%) that have been selected to host 1,000+ Millennium Fellows in 2020, marking this as an important milestone for both our students and ACG!

The eleven students came from various majors and had displayed a strong interest in social impact throughout their studies, with many of them being part of Deree student organizations and clubs, such as the ACG Sustainability Leaders, and participating in ACG's social impact initiatives. Two of the students also served as Campus Directors for the period of August–December 2020.

In the context of the [2020 Fellowship](#), 711 unique projects were spearheaded, a number which translates into 201,739 hours of commitment and dedicated work that in turn positively impacted 875,827 lives!

SDG 4; SDG 17

*\*Essentially, supporting and advancing all SDGs.*

#### 14. ACG Community Service Days – Blood Drives

In 2020, in the context of ACG's long standing initiative and due to the elevated and urgent need for the replenishment of Greek hospitals' blood supplies, we organized three emergency blood drives in the context of the ACG Community Service Days in April, July, and December. Three hundred and eighty-five (385) ACG Community members (students, faculty, staff, and alumni) and friends collectively donated 317 blood units to four different Greek public hospitals.

SDG 3

#### 15. Corporate Responsibility & Sustainability School 2020 (CSR-School)

Following the successful completion of the [inaugural CSR-School in 2019](#), a specialized sustainability training program for professionals initiated by CSR Hellas – returned for its second year, in collaboration with The American College of Greece and the University of Crete. Revamped, in fully virtual format due to the Covid-19 restrictions, [the program](#) provided trainees with up-to-date knowledge corporate responsibility and sustainability. The program was divided into 12 webinars with the thematic areas explored ranging from ethical leadership, to sustainable value creation, to ESG methodologies and more. Sixty-four (64) participants from various industries such as Finance & Banking, Communication, etc., were added to the growing network of CSR-School alumni.

[This initiative](#), which is the first full-fledged collaboration between a public and a private university and a business network in Greece, is set to continue on an annual basis with the third Executive Education program underway until July 22<sup>nd</sup>.

SDG 4; SDG 17

*\*Essentially, supporting all SDGs through the educational content and learning outcomes.*

#### 16. ACG Institute of Public Health Lectures (2020 series)

The [ACG Institute of Public Health](#) (IPH) organizes annual series of lectures on various Public Health topics. The lectures are addressed to health professionals, school teachers, scientists, as well as the general public, and especially parents interested in receiving up-to-date, scientifically proven information on crucial, current issues related to Public Health. All lectures are delivered once a month in Greek by leading medical and academic experts and they are open to public, free-of-charge.

The 2020 lectures included the following:

- Origins and Birth of Bioethics
- Sleep Disorders Medicine: The Advent of an Interdisciplinary Field
- Vaccinations for Children & Adolescents: Past, Present & Future
- The Role of Circadian Rhythm in Metabolic Disorders
- COVID-19 PANDEMIC: SECOND WAVE
- The burden of road traffic accidents in Greece / Driving behavior in Greece 2020: a national survey
- Education & preventive measures to avoid severe accidents in children and adolescents

SDG 3; SDG 4



### 17. *ACG Community Service Leave Policy*

Established in early 2020, the purpose of this policy is to allow employees (faculty and staff) to participate voluntarily in services for our community during their workweek. This supports the president's goal to enable and empower faculty, and staff, to give back to the community.

*All SDGs – depending on the community service activity organized any SDG can be supported / enhanced*

### 18. *ACG becomes a member of the National Alliance for the Reduction of Food Waste*

As of October 2020, [ACG is a member of the Alliance for the Reduction of Food Waste](#), a group of public authorities, well-known companies, food and service businesses from all areas of the supply chain, social impact organizations, and academic and research institutions, coming together to prevent and reduce food waste in Greece.

The [Alliance](#) aims at raising awareness about this crucial issue, educating the public on how we can prevent food waste, highlighting and disseminating best practices, exchanging knowledge and ideas, promoting research and innovation, promoting and donating any surplus food to social impact organizations, and, most importantly, advocating for public policy on preventing and reducing food waste and food loss in Greece.

SDG 2; SDG 4; SDG 12; SDG 13

### 19. *ACG on Covid-19 (2020 actions)*

Since the start of the pandemic in Greece, ACG's dedicated team was monitoring the situation closely, taking all necessary measures to ensure the safety of its community members, as directed by the national protocols in place and following the Greek Government's instructions.

All ACG departments and offices responded swiftly to the situation. Steps were immediately taken to accommodate the remote education requirements for all three divisions – Pierce, Deree, and Alba – in order for our students to successfully complete their semester/academic year. The Information Resource Management (IRM) Department worked together with the faculty to provide training on the required online tools and system support. The ACG Counselling Center immediately extended its services to the ACG community to help navigate provide psychological support on a daily basis.

As a temporary home to many study-abroad students from countries all over the world, ACG arranged for their relocation to their countries of origin, ensuring that no student was left behind when the country entered into strict lockdown.

ACG employees immediately switched to remote work, where applicable and possible, and continued to do so throughout the first and the second lockdown from November until now May 2021.

Throughout the pandemic ACG has used its facilities, know-how, tools, and human resources to contribute to the broader community, locally and nationally, by organizing a series of emergency blood drives on the safe, spacious, campus grounds, public health awareness initiatives and media

interventions spearheaded by the ACG Institute of Public Health, the production of face shields at the unique Pierce Fab Lab donated to medical personnel at the forefront of the pandemic across the country, among other.

As a further response to the pandemic, The American College of Greece engaged in the following additional actions to give back to the broader community:

- 1,030 protective face shields produced by Pierce’s Fab Lab were donated to 14 public hospitals and health organizations across Greece.
- Three emergency blood drives organized on campus in 2020.
- Student councils (Gymnasium & Lyceum) of Pierce-The American College of Greece donated medical masks and gloves to the public hospitals in Xanthi and Kastoria.
- The ACG Institute of Public Health organized an online roundtable discussion titled “COVID-19 Pandemic,” during which Professor Behrakis, Director of the ACG Institute of Public Health, and various experts—including the President of the Hellenic National Public Health Organization—analyzed multiple aspects of the pandemic.
- Informative talk on the Vaccine and Covid-19: On Tuesday, December 22, 2020, B Lyceum students had the opportunity to attend an online talk by Dr. Vasileios Papastamopoulos, Doctor of Internal Medicine – Infectious Diseases, on the subject “Vaccinations and Covid-19.”
- Online talk on the pandemic for Pierce parents: The parents of Pierce – The American College of Greece students had the opportunity to attend an online event on the subject “The latest medical developments on the pandemic and dealing with the psychological effects” on Monday, November 30, 2020.
- ACG operates a Counselling Center that aims to support, encourage, educate, counsel, and empower students in a college setting as they adjust to the challenges and transitions of university life as well as help faculty and staff function more effectively in their work with students. Besides, ACG provides educational psychologist’s services to students who cope with learning difficulties in order to assist them alleviate these issues and enhance learning. During the COVID-19 pandemic, the Counselling Center has organized a variety of virtual activities, such as the following: mental health and counselling services on a daily basis, how to cope with stress and anxiety during lockdown, how to best manage your feelings and responses, resilience-building online group, and teaching self-care and self-compassion skills/techniques.
- Through the ACG Health & Wellness Center, ACG provides accessible high-quality health services to meet the needs of all members of the College Community. Each year, the Center organizes a week-long wellness festival. In 2020, it focused on the pandemic, supporting the community to help them adapt to this situation. Throughout the duration of the pandemic, there has been an ongoing virtual awareness raising campaign – “Coexist with Covid-19” – aiming at teaching us how to adopt this new lifestyle. The Center has ongoing programs on nutrition and healthy cooking as well as mindfulness and meditation sessions.

SDG 3; SDG 10

**VI. UNAI Principle: A commitment to promoting inter-cultural dialogue and understanding, and the unlearning of intolerance, through education.**

1. *The International Relations and European Affairs (IREA) program (undergraduate, Deree – The American College of Greece)*

The [IREA program](#) is offered by the School of Liberal Arts and Sciences of Deree – The American College of Greece, under the Department of History, Philosophy and the Ancient World. As part of the program, students also acquire understanding of how political thought and authority has evolved, as well as engage with discussion of issues – such as social justice, political liberalism, and individual liberty. Furthermore, students expand their general understanding of International Relations from historical, socio-cultural, political and economic perspectives.

SDG 4; SDG 16

2. *Sociology program (undergraduate, Deree – The American College of Greece)*

[The program](#) offers a solid curriculum with a diversity of courses in the following areas: Globalization and Migration, Family, Gender and Health, Social Movements, and more. In conjunction with Anthropology, Sociology deepens understanding of the cross-cultural links among societies and thus appreciation of cultural diversity.

SDG 4; SDG 16

3. *International Honors Program (undergraduate, Deree – The American College of Greece)*

The Deree–ACG [International Honors Program](#) (IHP) offers motivated and academically-committed Honors students educational enrichment through interdisciplinary learning experiences and opportunities for independent scholarship. It seeks to develop students' intellectual and civic leadership skills through dynamic teaching and student involvement that extend beyond the classroom. Several courses of the IHP program adhere to this UNAI principle, including:

- **HHU 2225 Identity and Mobility in the Aegean: Perspectives from Greece and Turkey:** The course focuses on experiences of mobility and conceptualizations of identity in the Aegean in the context of historical, social, and cultural interfaces between Greeks and Turks. Emphasis on instances of displacement and intercultural contact between Greece and Turkey from the Ottoman times all the way to the present.
- **HHU 2230 Antigone's Dilemma: Citizenship and Resistance in the Contemporary World:** This course uses Sophocles' Antigone and its multiple readings, adaptations, and enactments, as a springboard in order to explore the problematic of communal belonging and individuality, especially in its contemporary manifestations. Antigone, an emblematic figure of civil disobedience, offers us a way to reflect on the underpinnings of citizenship, resistance, and ethical responsibility. The course invites an interdisciplinary engagement with Antigone, one that brings together philosophy, literary theory, aesthetics, political theory, and gender studies. Readings and material will be drawn from the humanities and art.
- **HHU 2219 What it Means to Be Greek: Perspectives of Greek Identity and Nationhood:** A historical treatment of the evolving ideas of Greekness from the Greek revolution to the

present. The course explores changing notions of Greek identity articulated by both Greeks and non-Greeks. Focusing on different texts, from historical documents and literary works as well as films and electronic media, the course helps students explore different perspectives on Greek identity, articulated by both Greeks and non-Greeks. As a result, students develop awareness of the contingent and shifting nature of Greekness, and reflect on the ideological significance of representations of Greekness, both within and outside Greece.

- **HHU 2215 From Region to Nation: The Birth of Ethnic Identities in the Balkans:** The course focuses on the construction of ethnic identities in the Balkan region from the Ottoman times all the way to the present. It aims to guide students to reconsider their views on nationhood, while developing a more informed understanding of the uniqueness of the Balkan societies and cultures and the ways in which the historical origins of Balkan countries have shaped inter-state relations.

The Balkans are one of the most troubled regions in the world. A province of the Ottoman Empire until the 19th century, the Balkans became a theater of intense conflict as different communities struggled for territorial control in the wake of the Ottoman Empire's collapse. These conflicts were often existential in nature, which explains why readings of history differ among the national groups in the region, contributing to inter-state disputes. The course explores the historical origins of Balkan nations and the process through which their national mythologies were consolidated. It adopts a survey approach to examine identity issues based on language, origin and religion.

SDG 4; SDG 16

#### 4. *Training and quiz on ACG Non-Discrimination, Anti-Harassment, Sexual Misconduct, Relationship Violence and Stalking Policy*

In the summer of 2020, all ACG faculty and staff were required to take a training followed by a quiz on the above policy. ACG is dedicated to adding distinctive and sustainable value to the lives of students and to maintaining a campus ethos of mutual respect, care and responsible action. This policy is grounded in the ACG Community's respect for diversity and commitment to inclusion and guarantees that each community member is treated fairly and with respect within an educational environment free of discrimination, sexual misconduct, including sexual or gender-based harassment, sexual assault, sexual exploitation and relationship/dating violence, stalking, intimidation and retaliation against whistle-blowers who in good faith report prohibited conduct under the Policy.

SDG 5; SDG 10

### *Academic research currently undertaken at ACG and helping achieve the SDGs:*

Faculty members from both Deree and Alba actively engage in sustainability-related research projects.

For indicative numbers please see below:

- Number of employees engaged in sustainability research: 18
- Percentage of employees that conduct research that are engaged in sustainability research: 16.98
- Total number of academic departments that include at least one employee who conducts research: 24
- Number of academic departments that include at least one employee who conducts sustainability research: 5
- Percentage of departments that conduct research that are engaged in sustainability research: 20.83

Examples of research conducted in 2020 include the following:

- ✓ Apostolaki, S., Akinsete, E., Koundouri, P., Samartzis, P., 2020. Freshwater: The Importance of Freshwater for Providing Ecosystem Services. In: Goldstein, M.I., DellaSala, D.A. (Eds.), Encyclopedia of the World's Biomes, vol. 4. Elsevier, pp. 71–79. ISBN: 9780128160961. <https://doi.org/10.1016/B978-0-12-409548-9.12117-7>
- ✓ Marouli, C., Papadopoulou, P. & Misseyanni, A. (2020). Current Environmental Health Challenges: Part 2 – Moving Toward a Healthy and Sustainable Future. In Duca, G., & Vaseashta, A. (Ed.), Handbook of Research on Emerging Developments and Environmental Impacts of Ecological Chemistry (pp. 38-67). IGI Global. <http://doi:10.4018/978-1-7998-1241-8.ch002>
- ✓ Papadopoulou, P., Marouli, C., & Misseyanni, A. (2020). Sustaining Healthcare: Bridging Education with Biomedical and Healthcare Challenges. European Journal of Sustainable Development, 9(2), 211. <https://doi.org/10.14207/ejsd.2020.v9n2p211>
- ✓ Vlachos, P.A. “Covid – 19 και Βιώσιμη Ανάπτυξη”. Kathimerini (May 7, 2020; Online). <https://www.kathimerini.gr/1077144/article/epikairothta/perivallon/covid-19-kai-viwsimh-anapty3h>
- ✓ Papadopoulou, P., Misseyanni, A. & Marouli, C. (2020). Current Environmental Health Challenges: Part I - Exposures and Research Trends. In Duca, G., & Vaseashta, A. (Ed.), Handbook of Research on Emerging Developments and Environmental Impacts of Ecological Chemistry (pp. 1-37). IGI Global. <http://doi:10.4018/978-1-7998-1241-8.ch001>
- ✓ Vlachos, P.A. “Covid – 19 και ΕΚΕ: Παραδόξως μια μεγάλη ευκαιρία για τις επιχειρήσεις;” Kathimerini (May 31, 2020; Sunday print edition; special issue on CSR).
- ✓ Vlachos, P.A., Avramidis, P., Panagopoulos, N., (2020) “How to Optimize Your Company’s Approach to Data Privacy,” Harvard Business Review. <https://hbr.org/2020/08/how-to-optimize-your-companys-approach-to-data-privacy>
- ✓ Vlachos, P.A. “TruValue Labs: Το «πράσινο» επενδυτικό εργαλείο του μέλλοντος” (December 21, 2020). <https://www.kathimerini.gr/economy/561081862/pos-na-veltistopoiisete-tin-epidosi-tis-etaireias-sas-os-pros-tin-prostasia-tis-idiotikotitas-ton-dedomenon/>
- ✓ Theoharakis, V., Mylonopoulos, N., Vlachos, P.A. “Who should care about the Facebook ad boycott?” California Management Review (Insights, 2020). <https://cmr.berkeley.edu/2020/07/facebook-ad-boycott/>
- ✓ Vlachos, P.A., Avramidis, P., & Panagopoulos, N. “Πώς να βελτιστοποιήσετε την επίδοση της εταιρείας σας ως προς την προστασία της ιδιωτικότητας των δεδομένων”, Kathimerini (September 19, 2020;

Online). <https://www.kathimerini.gr/economy/561081862/pos-na-veltistopoiisete-tin-epidosi-tis-etaireias-sas-os-pros-tin-prostasia-tis-idiotikotitas-ton-dedomenon/>

- ✓ Giannopoulos, A., Skourtis, G., Kalliga, A., Dontas, D., Paschalidis, D., (2020). "Co-creating high-value hospitality services in the tourism ecosystem: towards a paradigm shift?" *Journal of Tourism, Heritage & Services Marketing*, 6(1), 3-8. <https://dx.doi.org/10.5281/zenodo.3822065>
- ✓ Misseyanni, A., Marouli, C., & Papadopoulou, P. (2020). How Teaching Affects Student Attitudes towards the Environment and Sustainability in Higher Education: An Instructors' Perspective. *European Journal of Sustainable Development*, 9(2), 172.

Starting in December 2020, the new by-laws of [The American College of Greece Research Center](#) (ACGRC), established in 2008, have been approved by the Greek Government. Following from that, [ACGRC](#) will act as a formal host for the College's research activities supported by external funds, thus, supporting ACG faculty to submit proposals to the EU and other grants. The creation of the ACGRC represents a major step in promoting our faculty's research activities and results from the College's efforts under the ACG150 strategic plan to leverage education for economic and social impact.

For more information on [Sustainability@ACG](mailto:Sustainability@ACG), please visit our website:

<https://www.acg.edu/about-acg/sustainability-at-acg/>.

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