

Social Diversity	Global-mindedness and openness, being a global citizen and welcoming everyone at MBS (e.g., mandatory level of diversity in fLK groups, integrating international students and staff, university-wide trainings for all, food offering inclusive of religious beliefs)	Equality and integration: ensure a fair treatment of all, including int. students and staff, “fair washing” instead of green washing, fair pay, support integration of int. students and staff in Munich, work against discrimination (race, gender), reverse mentoring	Social background: include those who lack financial support or academic environment, provide access to education for all (e.g., student projects, student teaching, free materials, scholarships) and help students see their privileged background (e.g., student volunteering, mentoring)	Physical and mental health and well-being: sports program, diet/nutrition program (e.g., healthy vending machines including plant-based food) , yoga, mental health support for students and staff, stress management, role of sleep, mindfulness	True gender equality: female leadership activities (e.g., how can women present themselves, fair pay), equal representation of students in official functions (e.g., student representatives, track speakers), understand gender as more than just a binary approach	Physical and mental ability: be truly accessible, organize volunteering activities, be more inclusive)	Social and political justice (e.g., provide access to education and entrepreneurship projects for Ukrainian refugees), peace studies, religion and worldviews, poverty
Environmental Protection	Reduce paper use, print less, use recycled paper, recycle paper	Zero plastic (e.g., no plastic packaging)	Greener MBS (e.g., more plants including QR code to educate on benefits of plant, plant officer & plant station, green energy)	Waste reduction and waste separation (e.g., visit and collaborate with Münchner Abfallwirtschaft, reduce food waste, attend cleaning events such as WCUD)	Reduce carbon footprint, reduce energy use, aim at zero emissions (e.g., don’t fly in Australian lecturers, become B-Corp certified, don’t use cars to come to MBS, MBS-branded bicycles or bicycle partnership)	Life below water: save the oceans, reduce water usage	1% for the planet pledge
Sustainable Business	Choose sustainable businesses (e.g., guest lectures), catering services and suppliers (e.g., merchandise, products) based on sustainability and impact criteria	Organize fair at MBS with start-ups, SMEs and MNEs that fit the sustainability and impact criteria	Support social and impact entrepreneurship endeavors at MBS (e.g., how to set up a business)	Focus increasingly on regenerative business (circular economy), sufficiency in business and the impact of capitalism on society	Initiate strategic partnerships with NGOs (e.g., WWF, B Lab: B Corp certification, Economy of the Common Good (ECG): Gemeinwohlbilanz) and GOs	Support the economy of underdeveloped nations (e.g., African continent) through student projects and student scholarships for access to education	Organize events for the future of business (e.g., scenario workshops)
Research and Education	Build fundamental understanding for the earth and environment through courses in the curriculum (e.g., climate change, scarce resources)	Integrate social learning activities into the curriculum (e.g., social service projects, giving back to the community etc.)	Instill understanding for the responsibility of tomorrow’s leaders in the curriculum (e.g., MBS-wide trainings, participation at WEF, <i>create value, not profit</i>)	Teach business ethics, morals, identity and responsibility as an individual and the impact/power for change everyone has	Explain reasoning behind certain courses in the curriculum better (e.g., business etiquette)	Carry out research at MBS on topics such as green supply chains	Carry out research in collaboration with the local community and their needs
MBS Community	Organize more team activities across all MBS students and staff (e.g. entrepreneurship initiatives)	Inclusive approach (consider students in decisions, ideation/co-creation, include part-time students)	Transparent communication of MBS efforts	Develop MBS app (e.g., sustainability activities/challenges etc.)	Join Green Office Movement for more sustainability in the office	Build greater network with other (local) universities	Ensure an integrated approach (e.g., holistic) instead of isolated measures (e.g., one-off activities)

Summary of MBS stakeholder survey on impact activities (April-May 2022)