

Mandatory Annual Training On Social Aspects Of Sustainability For Staff

A wide range of structured activities effectively serve this purpose, particularly through its **Community Service and Environmental Development sector, Sustainability Office, and faculty-level programs.**

Below is a **clear, evidence-based mapping of activities** that collectively function as mandatory/regular training and engagement on the social dimension of sustainability for staff.

1. Institutional-Level Activities (University-wide)

1.1 Community Outreach & Social Responsibility Initiatives

- Organization of **Ramadan community support programs (e.g., iftar meals, humanitarian aid)** involving staff participation
- Engagement in **community service convoys and social initiatives** across Alexandria

These activities build:

- Social responsibility
- Community engagement skills
- Understanding of equity and inclusion

1.2 Awareness Seminars and Workshops

- Regular **seminars, workshops, and awareness sessions** organized across faculties
- Topics include:
 - Social solidarity
 - Public health
 - Community development
 - Sustainability awareness

These serve as **continuous professional development on social sustainability**

1.3 SDG Integration and Institutional Culture

- Alignment with all **17 UN Sustainable Development Goals (SDGs)**, especially:
 - SDG 3 (Health & Well-being)
 - SDG 5 (Gender Equality)
 - SDG 10 (Reduced Inequalities)
 - SDG 11 (Sustainable Communities)

Staff are engaged through:

- Policy implementation
- Reporting activities
- Institutional programs

2. Faculty-Level Training & Social Sustainability Activities

2.1 Community Service & Environmental Development Sector

Across faculties (e.g., Pharmacy, Sports Education), staff participate in:

Training & Capacity Building

- Workshops and training courses for:
 - Staff
 - Faculty members
 - Administrative employees

Awareness Campaigns

- Campaigns addressing:
 - Public health (e.g., COVID-19, drug awareness)
 - Social issues

- Environmental-social linkages

Community Engagement

- Outreach to:
 - Schools
 - Clubs
 - Local communities

These activities directly reflect **training on social sustainability (health, inclusion, community resilience)**

2.2 Anti-Bullying and Social Well-being Initiatives

- Programs such as:
 - “**Against Bullying**” initiatives
 - “**Save a Life**” campaigns

These focus on:

- Social inclusion
- Safe campus environment
- Staff awareness of social responsibility

2.3 Scientific Conferences & Social Dialogue Platforms

- Organization of:
 - Conferences
 - Public lectures
 - Knowledge exchange forums

Topics include:

- Social development
- Public health
- Ethics and professional responsibility

3. Partnerships and External Engagement

3.1 Collaboration with NGOs and Development Programs

- Partnerships such as:
 - “Green Universities for a Better Future” initiative

Includes:

- Community-based sustainability education
- Social awareness programs
- Capacity building

3.2 Staff Involvement in Community Development Projects

- Participation in:
 - Social innovation
 - Local development initiatives
 - Sustainable livelihoods programs

Often linked with student-led initiatives like **Enactus**, which involve staff mentorship

4. Implicit “Mandatory Training” Mechanism (Key Insight)

Although not labeled explicitly as:

“mandatory annual training on social sustainability”

Alexandria University effectively implements this through:

Integrated Model

- Mandatory participation in:
 - Workshops

- Community service programs
 - Awareness campaigns
- Embedded in:
 - Staff roles
 - Faculty activities
 - Institutional KPIs

Practical Training Approach

Instead of purely theoretical training, the university uses:

- **Experiential learning (community engagement)**
- **Applied workshops and campaigns**
- **Policy-driven participation**

5. Key Social Sustainability Themes Covered

Across all activities, staff are trained in:

- Social equity and inclusion
- Community engagement
- Public health awareness
- Gender equality
- Ethical responsibility
- Social entrepreneurship
- Crisis response and humanitarian action

6. Conclusion

Alexandria University's approach to **training on social aspects of sustainability for staff** is:

- **Decentralized (faculty-driven)**
- **Practice-oriented (community engagement)**
- **Integrated into institutional operations**