

**HUMANITY** IN  
**ACTION**  
**POLAND**



**>> WARSAW 2018**

# HUMANITY IN ACTION

POLAND

## The project is supported by



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# HUMAN RIGHTS RECONSIDERED

## THE BIRTH OF THE DISABLED PEOPLE'S MOVEMENT AND WHAT DOES IT MEAN FOR HUMAN RIGHTS ACTIVISTS.

“Thanks to the people protesting at the Polish Parliament, ‘disability’ gained face of specific humans. The protesters have proved that people with disabilities are not ‘incapable’ or ‘dependent’. People with disabilities have agency and are determined as well as aware of their rights and dignity.” – Dr. Adam Bodnar, Polish Ombudsman.

### **Day 40 of the sit-in:**

“I could not fall asleep last night – I was afraid for my life,” one of the protesters with disability told the press. Not without reason. The authorities determined to end the sit-in, tightened their grip on a few protesters, who included adults with disabilities, incapable of independent existence and their parents (carers). They were denied access to fresh air (ban on opening the windows); their freedom of movement curtailed (the elevators were blocked and they could not leave Parliament’s building); their basic human needs of proper sanitation were unmet (no access to bathroom); the list goes on... Throughout those 40 days, the protesters slept on the Parliament’s floor with the lights turned on 24/7. The requirement of health and rehabilitative attention was breached as protesters’ physiotherapists were not allowed to give aid. For the NATO Parliamentary Assembly held at the Polish Parliament, the protesters were hidden with a...curtain. Ruling politicians triggered and fuelled wide-spread verbal aggression and dehumanizing speech directed towards protesters and by extension to individuals with disabilities in general. Those events in a nutshell signal key problems that Polish people with disabilities face on an everyday basis: isolation, segregation, dehumanization, depoliticization, direct and symbolic breach of their dignity and human rights.

In effect, though the sit-in started out with two financial demands that would minimally change the dramatic economic situation of people with

disabilities, over the course of several days, it transformed into a disability human rights and independent living movement. This is a historic moment for the disability community and Polish society at large, disability studies experts state. For the first time since 1989, people with disabilities are perceived as citizens who are capable of civil disobedience. Disability enacted by protesters as a political and social issue and not solely as a depoliticized medical and welfare matter became for some Poles a threat and for others a symbol of empowerment. The protesters showed what (disability) human rights entail and why disability is vital for everyone. Disability was widely spoken about and debated on by opinion-forming communities. It became the topic of the day(s) for all Polish media and entered the everyday day conversations of Poles. Never before had the disability community gained so many individual and group allies. For the first time, members of the women’s movement firmly and openly supported the disability community – and by organizing protests in front of the Parliament, contributed to the construction of a nation-wide interest in the sit-in.

On the 40th day, protesters suspended the sit-in as they no longer could survive the inhuman conditions designed for them by the authorities in the Parliament. By many they were deemed ‘heroes’ and were met with a (standing) ovation when leaving the Parliament. As they state, once they recover they will continue the protest in some other form. However, this sit-in – as well as other disability protests that have been taking place in other places around the world (USA, UK, Hungary, Czech Republic, Bolivia etc...) – should be taken seriously by human rights activists and treated by us as a turning point. Overlooking disability as a human rights issue has contributed greatly to the marginalization and dehumanization of people with disabilities. It is high time to include disability in human rights initiatives and to become allies of people with disabilities. Nothing about us without...



Protesters at the Polish Parliament.



Protesters at the Polish Parliament. The government put down a curtain to "hide" them from the public.

**#HIA2018**

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## >> HIA POLAND FELLOWSHIP 2018 AND BEYOND

### **HIA Poland general objectives of the fellowship:**

- broadening and deepening the knowledge about past and present human rights challenges and ways of counteracting them by the Polish state and society with the special thematic focus on the discourse on diversity and (counteracting) xenophobia, discrimination and hate speech,
- getting to know innovative methods and strategies of counteracting human rights violations & human rights culture promotion as well as interesting/influential actors of the Polish human rights system (mainly non-governmental organizations and their projects),
- developing and enhancing skills and know-how necessary to conceive and conduct professional social and advocacy campaigns on social media, which counteract xenophobia, discrimination and hate speech (with the help of community organizing methods) and contribute to development of innovations in this area,
- inspiring to take up individual actions in the field of human and minority rights, which should help fellows further develop their leadership potential,
- introducing fellows to the global Humanity in Action network and inviting them to active participation in its activities and Senior Fellows Networks.

### **Structure**

The fellowship consists of 'input' and 'output' sessions, which complement each other and are intertwined. In the 'input' sessions, the emphasis will be more on developing knowledge and exchanging ideas in debates, whereas the 'output' activities will be more focused on enhancing skills essential in human rights activism by completing a given task. In other words, throughout the fellowship, thanks to application of the active 'learning by doing' methods and with the help of experienced trainers, the participants will have a chance to effectively combine theory with practice.

### **Input Phase:**

The leading question of the program is how the Polish state and society have been dealing with human rights challenges from the historical and contemporary perspective. Poland will be treated as a main case study and/or point of reference throughout the whole fellowship. Content-wise the program aims to cover selected historical, cultural and socio-economic contexts, in which the human rights challenges arouse. Apart from WW2 and the Holocaust, the experience of the socialist regime, and the phenomenon of the Solidarity Movement, as well as the system transformation are the key historical factors which in one way or the other shaped the contemporary Polish society.

Taking into consideration the specific focus on diversity and interconnected challenges, for instance in form of discrimination and hate speech, the program will first of all cover mechanisms generating conditions in which discrimination, xenophobia and hate speech arise, persist and grow stronger. Secondly, the program will serve as a platform for discussion on, among others, the issues of democracy's fragility, minorities' rights, and taking action against discrimination and hate speech. Among other questions, the current gravity of 'migration crisis', as well as the Polish constitutional, judiciary and rule of law crisis will be debated.

Furthermore, the program will scrutinize current cases of discrimination and marginalization of selected groups which exemplify the challenges resulting from a growing diversity, as well as cases explaining innovative strategies and good practices of counteracting the existing problems, developed by various actors of the Polish system of human rights protection. More specifically, on-line and off-line (and a mixture of both dimensions) discrimination and hate speech will be in the spotlight both in terms of being a social problem and an issue against which various sectors of the civic society have generated innovative responses.

### **Output Phase:**

On the basis of knowledge and experiences gathered in the input phase, the fellows will take part in a training of skills essential for activists/leaders/social entrepreneurs, and will have the

opportunity to take action by developing and implementing/testing a solution to a given social and human rights challenge or sustainability dilemma identified by local communities & local NGOs.

Fellows will explore how to respond/prevent discrimination and hate speech effectively, and how to create sustainable solutions with use of innovative and creative tools from education, technology and social entrepreneurship spheres including NGO social products, apps, e-platforms, educational scenarios and social campaigns. Acknowledging the potential of modern technologies in the work towards social change, the program provides its participants with the opportunity to learn how to involve civic society into debates on human rights violations with a particular focus on discrimination and hate speech. This educational process will be conducted under supervision of experienced trainers.

As working directly with local communities might have a considerable potential for igniting sparks of social change, fellows will engage in cooperation with one of selected NGOs lead mostly by HIA Senior Fellows. Activities will be supervised by mentors from those organizations and will be done with the people involved and directly affected by specific cases of discrimination. In this setting, fellows will be able to take action in a more conscious way, thus supporting communities in a structured way. We believe that this grass-roots experience and dialogue with communities will allow fellows to come up with thoughtful strategies for addressing human rights issues connected to xenophobia, discrimination, 'migration crisis' and the rise of extremist movements. In order to ensure this, fellows will cooperate with the following organizations:

- **Gościńność** (Hospitality Initiative) - an Action Project of Nina Bilal (HIA Diplomacy and Diversity Fellowship 2016) based on educational cooking workshops run by immigrants and dedicated for youth aged between 9-16 years old. The workshops provide an opportunity to learn not only about different cuisines, but also about the meanings and stories behind such terms as migration, refugee, immigrant, asylum-seeker, or hospitality.
- **Humanity in Action Poland** inspires, educates and connects emerging leaders in the field of social justice with a specific emphasis on counteracting hate speech in Poland. The foundation started over 12 years ago and throughout this time built organizational know-how and long-standing institutional partnerships with relevant and innovative organizations. Apart from the flagship summer fellowship, the foundation runs a number of projects and programs targeting various communities and groups in Poland, including "Space for Action", which involves social entrepreneurship and new trends in education innovation. In 2015, the Federal Foreign Ministry of Austria recognized HIA PL with Intercultural Achievement Award.
- **Interwencja Pasażerska** (Passenger Intervention) - an Action Project of Miłosz Lindner (Warsaw Fellowship 2017) supports safe urban

communication for all, regardless of skin color, race and languages used the passengers. Their method involves the activation of bystanders/eyewitnesses in order to prevent any physical or verbal attacks in public transport using existing urban authorities.

- **Kuchnia Konfliktu** (Kitchen of Conflicts) is a foundation and a social enterprise which raises awareness on migration by employing refugees and migrants and by serving food from their regions. The idea of the enterprise was conceived as the Action Project of three HIA Senior Fellows: Jarmila Rybicka, Paulina Milewska and Maciej Kuziemski. Kuchnia Konfliktu has been recognized with numerous awards (e.g. Ashoka Poland's 2016 Social Start-Up or 2017 National Geographic Traveler Award)
- **MamyGłos** (We've Got Voice) is a grass-roots initiative which empowers teenage girls to stand up for themselves and against sexism. Established in 2015, the initiative is successfully run by 4 young women (18-21) and surrounded by 40 activists, including two Senior Fellows: Sylwia Wodzińska (initiative co-founder) and Ola Hołyńska. Over two years, they organized workshops in self-defense, critical thinking, activism and law literacy to 1,500+ teenagers, offered psychological consultations, published a coloring book, delivered free sanitary pads to girls from underprivileged backgrounds, produced numerous videos and stickers and spoke at demonstrations. The initiative has been awarded with prestigious FRIDA 2017-2020 grant as the first and only ones in Poland.
- **Kampania Przeciw Homofobii** (Campaign Against Homophobia) was established in order to protect the constitutionally guaranteed rights of LGBT individuals on September 11th, 2001. The initial goals were to establish a group which would actively pursue an open dialogue with the decision makers on the needs and rights of LGBT people and to lobby for social change. Currently the mission of KPH is ensure dignity, acceptance and equal treatment for LGBTI people in Poland, their families and close ones. Gosia Kot (Warsaw Fellowship 2017) is a Board Member of Campaign Against Homophobia.
- **Cukunft Jewish Association** is a young non-governmental organization established in 2014 by a group of young Polish Jews (including Jan Kirschenbaum, HIA Senior Fellow) with a purpose of educating and integrating people of Jewish origin within Polish and European civil society as well as combating discrimination, Antisemitism, xenophobia and other forms of social exclusion.

Additionally, throughout the whole program fellows will have the opportunity to enhance their (creative) writing and journalistic skills by sharing their reflections and impressions with the wider public on the program's blog [hiapoland2018.blogspot.com](http://hiapoland2018.blogspot.com). Also, the fellows will have the chance to try out different discussion techniques/methods while preparing and facilitating daily Fellows' Discussions.

**#HIAPL**

# FRI, JUNE 8, 2018

## ***Arrivals!***

Welcome to Warsaw!  
Take this day to reenergize after the journey. In the evening, you will have a chance to meet everyone for the first time.

## QUOTE OF THE DAY:

**Venue:** Tęcza od Kuchni,  
Pawła Suzina street 8

-SELF-REFLECTION CORNER-

WHAT WILL YOU DO TO CHALLENGE YOURSELF DURING THIS FELLOWSHIP?

19.00

## **Welcome Dinner**

Dress code: smart casual

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Notes:

# SAT, JUNE 9, 2018

**Opening of the  
2018 Fellowship:  
Let's Get to Know  
Each Other and  
the Fellowship,  
part 1**

QUOTE OF THE DAY:

Let the program begin! First things first: the day opens with the program introduction and practical tips about your stay in Warsaw (transportation, health, safety, etc.). This info session will be followed by a communication workshop to make sure we are all on the same page. In the evening, we will have a chance to participate in Warsaw Pride.

**Venue:** Menora

-SELF-REFLECTION CORNER-  
WHAT MAKES YOU, YOU?

- 10.00 - 10.10 **Introduction** by Monika Mazur-Rafał, Przemysław Iwanek, Aleksandra Hołyńska & Hanna Pieńczykowska, HIA Poland
- 10.10 - 11.30 **Who is Who?**  
HIA Poland staff  
*Break*
- 11.45 - 13.15 **Let's Talk about the Fellowship**  
HIA Poland staff  
*Lunch Break*
- 14.15 - 15.30 **(Un)Easy Communication - What Type of a Communicator Are You?**  
Aleksandra Hołyńska, HIA Poland
- 16.00 - 19.00 **Equality Parade**  
Optional
- 

Notes:

# SUN, JUNE 10, 2018

## ***Let's Get to Know Each Other and the Fellowship, part 2***

What makes an activist? How does one become involved in human rights advocacy? During this day, we will take a closer look at our activist life paths. Knowing each other better will allow us to agree upon the rules, which will govern our community during the next four weeks. Afterwards, we will take a guided walk through Warsaw's Jewish history and present.

**Venue:** Polin

### QUOTE OF THE DAY:

-SELF-REFLECTION CORNER-

HOW DO YOU BEST RELATE TO OTHERS?

10.50 - 11.00

### **Introduction to the Day**

HIA Poland staff

11.00 - 12.15

### **Who Are We as Human Rights Activists/Advocates?**

HIA Poland staff

*Break*

12.30 - 14.30

### **Let's Talk about Us in the Fellowship**

HIA Poland staff

*Lunch Break*

15.30 - 18:00

**(In)Visible History and Vibrant Present in the Streets of Warsaw,** Guided tour through Warsaw, part I  
Jagna Kofta

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Notes:

# MON, JUNE 11, 2018

## ***The Protest Instead of a Dialogue - the New “Norm”?***

Is dialogue really possible in the context of a society so deeply divided, as it is the case with Poland? What are the most pressing issues that made Poles take to the streets recently? Is the protest the new norm? Is it outrage? This day will provide us with an overview of the leading social issues in the Polish public debate. The last program element is the second part of the guided walk tour through Warsaw, this time in the Praga district. How did ethnic/religious diversity in Poland look in the past? And how does it look now?

**Venue: Menora**

### QUOTE OF THE DAY:

-SELF-REFLECTION CORNER-  
WHAT PREVENTS YOU FROM CHANGE?

11.00

**Introduction to the Day**  
HIA Poland staff

11.15 - 12.45

**“Good Change” after Two Years in Poland - panel discussion**

Barbara Nowacka, Polish Initiative Association  
Leszek Jażdżewski, Liberte  
Anton Ambroziak, OKO.press

*Lunch Break*

14.30 - 15.00

**Fellows’ Corner**

15.00 - 16.15

**#MeToo - Me who?**

Marta Mazurek,  
Plenipotentiary for Equal Treatment in Poznan

*Break*

16.30 - 17.30

**Fellows’ Discussion**  
HIA Poland staff

17.45 - 20.00

**(In)Visible History and Vibrant Present in the Streets of Warsaw,** Guided tour through Warsaw, part II  
Jagna Kofta

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Notes:

# TUE, JUNE 12, 2018

## ***Populism and the Rise of Xenophobia and Hate Speech***

Polish identity is being challenged and re-defined as we speak. During this day, we will reflect on what it means to be a Pole. Who can belong to the Polish society? Why “the Other” is not welcome? Has it always been the case? What are the mechanisms of hate speech? We will discuss the thin line between hate speech and freedom of speech so come prepared to challenge and be challenged.

**Venue:** Polin

### QUOTE OF THE DAY:

-SELF-REFLECTION CORNER-

WHAT DRIVES YOU TO GET OUT OF BED?

9.00 - 9.10

**Introduction to the Day**  
HIA Poland staff

9.10 - 9.50

**Warsaw Book**  
Reflections from the tours

*Break*

12.30 - 14.30

**Propaganda, Manipulation & Fragile Democracy in Europe in the Digital Era**  
Konstanty Gebert, Gazeta Wyborcza

11.30 - 12.45

**Prejudices & Stereotypes vs. Hate Speech: How to Bring Social Change?**  
Prof. Michał Bilewicz  
Center for Research of Prejudice, Warsaw

*Lunch Break*

14.00 - 14.30

**Fellows' Corner**

14.30 - 15.30

**Pre-empting Prejudice: Raising Awareness and Instigating Change by HIA Network & HIA Poland**  
Monika Mazur-Rafał, HIA Poland

15.45 - 16.45

**Will Nationalism Make Poland Safe Again?**  
Jacek Purski, Institute of Social Safety

*Break*

17.00 - 18.00

**Fellows' Discussion**

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Notes:

# WED, JUNE 13, 2018

## ***Poles and Jews. Contradictory or Complementary Narratives?***

Polish-Jewish dialogue and relations have not been easy, which we will explore during this day's sessions. Is there a conflict between the Polish and Jewish narratives and understanding/interpretation of history? How to interpret the recent law penalizing discourses hinting at Polish complicity in the Holocaust?

### **Venues:**

Polin (8.50 - 16.00)  
Menora (16.30 - 17.30)

### QUOTE OF THE DAY:

-SELF-REFLECTION CORNER-

WHAT HOLDS YOU BACK FROM WHAT YOU  
REALLY WANT TO DO?

8.50 - 9.00

### **Introduction to the Day**

HIA Poland staff

9.00 - 10.00

### **Introduction to the Polin Museum**

Joanna Fikus, Polin Museum

10.10 - 13.00

**Site Visit:** Core Exhibition,  
Museum of the History of  
Polish Jews Polin

*Lunch Break*

14.00 - 14.30

### **Fellows' Corner**

14.30 - 16.00

**Polish-Jewish Relations in  
2018: Living in a Co-  
existence or in a  
Community?**

Michael Schudrich, Chief  
Rabbi

prof. Dariusz Stola, Polin  
Anna Chipczyńska, Jewish  
Community in Warsaw

*Break and Change of  
Location*

16.30 - 17.30

### **Fellows' Discussion**

17.30

### **Individual Sightseeing**

Optional

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Notes:

# THU, JUNE 14, 2018

## ***From Hate to Extermination: Genocide Step by Step***

How does a genocide happen? The question may sound banal but isn't it the banality of evil that really lies the ground for the unthinkable? This day will deal with the dark history of the Nazi camps and the Holocaust. Starting with a documentary film, followed by a site visit to the former concentration camp site in Treblinka, we will discuss the long-lasting impact of hatred supported by systemic violence. Most importantly, we will also think about possible actions to prevent genocides.

### QUOTE OF THE DAY:

**Meeting point / First venue:** Menora

-SELF-REFLECTION CORNER-

WHAT MAKES YOU FEEL MOST APPRECIATED?

9.30 - 9.40

### **Introduction to the Day**

HIA Poland staff

9.40 - 10.50

### **Seeing is Believing. 'The Warsaw Ghetto 1940-1943'**

Jewish Historical Institute  
documentary movie

### **Sharing Impressions**

facilitated by Tomasz  
Cebulski, PhD, guide,  
historian and political

*Break*

11.00 - 13.00

Travel to Museum of Armed  
Struggle and Martyrology in  
Treblinka by bus

*Break*

13.30 - 16.00

### **Never Again? The Legacy of the Holocaust**

Guided by Tomasz Cebulski,  
PhD

Location: Treblinka

*Individual Time*

16.45 - 17.30

### **Fellows' Discussion**

Guided by Tomasz  
Cebulski, PhD

Location: Treblinka

17.30 - 19.30

Travel to Warsaw by bus

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Notes:

# FRI, JUNE 15, 2018

## ***The Other, Discrimination & the Privilege***

Who defines you?  
What defines you?  
Where does “Us” end  
and “Them” begin?  
Today’s sessions will  
be devoted to  
identity politics and  
to making sense of  
one’s self, as  
connected to a web  
of privileges or the  
lack thereof. A  
special appearance of  
Humanity in Action’s  
Founder and  
Executive Director, Dr.  
Judith Goldstein, will  
provide yet another  
portion of food for  
thought.

**Venue: Menora**

### QUOTE OF THE DAY:

-SELF-REFLECTION CORNER-

HOW DO YOU MAKE PEOPLE KNOW YOU  
APPRECIATE THEM?

- 9.00 - 9.15      **Introduction to the Day**  
HIA Poland staff
- 9.15 - 10.30    **The Privilege in Poland: the  
Roots, Nature and  
Evolution of Discrimination  
in the Polish Context**  
Jan Sowa, PhD, sociologist,  
author
- Break*
- 10.45 - 12.15   **Let’s Talk about HIA and  
Activism Beyond**  
Judith Goldstein, PhD,  
Founder and Executive HIA  
Director
- 12.30 - 13.00   **Fellows’ Corner**
- Lunch Break*
- 14.30 - 16.30   **Privilege & Discrimination  
vs. Minority & Majority**  
Maja Branka, trainer
- 16.45 - 17.45   **Fellows’ Discussion**
- 

Notes:

# SAT, JUNE 16, 2018

## **Training I - How To Make an Impact by Use of Online Social Campaigns**

“Write it, cut it, paste it, save it | Load it, check it, quick - rewrite it.” Put aside everything you know about the principles of academic discourse, open your mind and learn to create a post that cha(lle)nges the status quo. And then, in the evening, reward yourself with great food at our barbecue.

**Venue:** Menora

### QUOTE OF THE DAY:

### -SELF-REFLECTION CORNER-

WHAT TASKS WOULD YOU LET GO OF IF YOU HAD 5% LESS ENERGY?

9.30 – 10.15

## **Announcement of the Challenges & Introduction into the Output Phase**

HIA Poland staff

*Break*

10.30 - 15.00

## **Social and Advocacy Campaigns in Action**

Marek Dorobisz, Strategic Copywriter and Creative Director working for top Polish brands including: Onet.pl

13.00 - 14.00

*Lunch Break*

18:00

## **Barbecue**

Networking with Senior Fellows and Judy Goldstein

**Dress code:** informal

**Venue:** PM na Trawie

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Notes:

# SUN, JUNE 17, 2018

## ***Me and the Group & Sharing Impressions So Far***

Can you believe that it's been already 10 days? Let's reflect on what we have achieved so far in the fellowship and what will happen in the following weeks.

QUOTE OF THE DAY:

**Venue:** EDSM Hostel

-SELF-REFLECTION CORNER-

WHERE DO YOU DRAW MOST INSPIRATION FROM?

17.30 - 18.00

**Me and the Group**  
HIA Poland Staff

18.00 - 18.30

**PIZZA DINNER!**

18.30 - 19.45

**Sharing Impression So Far**  
HIA Poland Staff

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Notes:

# MON, JUNE 18, 2018

## ***The New Other and Migration***

A Polish comedian joked once: “Poles are Poland’s most popular export product”, hinting at a high number of Polish migrants in other countries. How come a people so welcome in other countries is not very welcoming to others? And, really, who are these Others?

### QUOTE OF THE DAY:

#### **Venues:**

Fundacja Nasz Wybór (9.00 - 10.15)  
PMF (10.40 - 11.55)  
Kitchen of Conflicts (12.15 - 13.45)  
Menora (14.15 - 18.00)

-SELF-REFLECTION CORNER-

WHAT WOULD YOU DO IF YOU HAD 5% MORE TIME?

- 9.00 - 9.10 **Introduction to the Day**  
HIA Poland staff
- 9.10 - 10.15 **The New Ukrainian Puzzle in The Homogeneous Picture**  
Yulia Lashchuk, Fundacja Nasz Wybór (Our Choice Foundation)  
*Break and Change of Location*
- 10.40 - 11.55 **Refugees and Migrants in Poland - Challenges of Integration and Inclusion**  
Agnieszka Kosowicz, Polish  
*Lunch at Kitchen of Conflicts*
- 14.15 - 15.15 **Joint Video Meeting with the Foundation "Remembrance, Responsibility and Future" (EVZ) & Team Berlin**  
EVZ Foundation Staff
- 15.30 - 16.30 **Action Projects: How to Link Output Phase with One's Activism? Part1,**  
HIA Poland staff
- 16.45 - 17.45 **Fellows' Discussion**
- 

Notes:

# TUE, JUNE 19, 2018

## **Other "Others" in the Polish context**

Poland does not welcome "the Other" - but how accommodating is it to its minorities? "the wellbeing of women determines the wellbeing of society", says Gloria Steinem. But what if women, or other disenfranchised groups and communities, are not well? Is there anything we, people within certain privileges, can do to advance their causes?

**Venue:** Menora

### QUOTE OF THE DAY:

-SELF-REFLECTION CORNER-

WHAT IS YOUR GIFT THAT YOU CAN SHARE  
WITH OTHERS?

9.00 - 09.10

**Introduction to the Day**  
HIA Poland staff

9.10 - 10.40

**Black Protest Movement -  
Abortion and Women's  
Rights**  
Natalia Broniarczyk,  
Porozumienie Kobiet 8  
Marca  
Zuzanna Radzik, Tygodnik  
Powszechny

*Break*

11.00 - 12.30

**Disability Rights as Human  
Rights: Case Study of the  
Polish Disability Movement  
and Protests**

Magdalena Szarota, HIA  
Poland & ONE.pl Association  
Katarzyna Bierzanowska,  
Pełnoprawna

12.40 - 13.10

**Fellows' Corner**

*Lunch Break*

14.25 - 15.25

**LGBTQIA(+)- How to Move  
Forward?**

Vyacheslav Melnyk,  
Campaign Against  
Homophobia

*Break*

15.40 - 16.40

**What Does it Mean to Be a  
Good Ally?**

An exercise and discussion  
led by HIA Poland staff

16.55 - 17.55

**Fellows' Discussion**

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Notes:

# WED, JUNE 20, 2018

## **Training II: Design Thinking and Telling Your Story**

The first half of the day will be devoted to empathy-driven design method, which will come in handy during the Output Phase. Next, we will focus on what we know best - ourselves.

### QUOTE OF THE DAY:

“Who would I be without my story?”, asks Byron Katie, a self-inquiry teacher. Our stories are what makes us, us. Our stories can feel heavy at times, but can also form the foundation for a fierce stride through life. So please tell us, what is your story?

**Venue:** Menora

-SELF-REFLECTION CORNER-  
WHAT DO YOU CONSIDER YOUR  
OBLIGATION?

- 9.00 - 09.10 **Introduction to the Day**  
HIA Poland staff
- 9.10 - 13.30 **Introduction to Design Thinking**  
Martyna Markiewicz, DT facilitator
- Lunch Break*
- 14.30 - 15.00 **Fellows' Corner**
- Break*
- 15.15 - 17.00 **Own Your Story. Why Storytelling Matters?**  
Ola Hołyńska, HIA Poland
- 

Notes:

# THU, JUNE 21, 2018

## **Training III: E- Activism Opportunity or Duty?**

QUOTE OF THE DAY:

Hactivism, Slacktivism and Clicktivism these strangely named concepts have gathered praise and recognition. On the one hand, engagement in social media campaigns is for many people (e.g. some people with disabilities) only possible and valid form of activism and the outrage created on social media can have a real-life impact (#MeToo or #BringBackOurGirls). On the other, this very outrage is oftentimes short-lived and easily replaced with the next preposterous situation. Is being an e-activist an extension of civic engagement? Is it a way to distract us from meeting in real life and becoming a threat to powerful institutions? Or rather, is it more of a fancy aspect of doing “real” work on the ground?

**Venue:** Menora

-SELF-REFLECTION CORNER-  
WHAT IS YOUR NEXT BIG GOAL?

- 9.00 - 09.10 **Introduction to the Day**  
HIA Poland staff
- 9.10 - 13.00 **Education and Activism through Technology**  
Joanna Cichocka, Wandlee
- Lunch Break*
- 14.30 - 15.00 **Fellows' Corner**  
*Break*
- 15.00 - 18.00 **Research for the Output Phase - Work with Community Organizations**
- 

Notes:

# FRI, JUNE 22, 2018

## **Training IV: Social Entrepreneurship as Tool of Change**

### QUOTE OF THE DAY:

Imagine a world, in which you can advance the causes you deeply care about without worrying about funding. Unfortunately, many great social initiatives die merely due to a lack of access to funding. We introduce two entrepreneurship tools today that contribute to designing our actions. Afterwards - let the Output Phase begin! Ready, steady, GO!

**Venue:** Menora

-SELF-REFLECTION CORNER-

HOW WILL ACHIEVING THIS GOAL CHANGE YOU?

- 10.00 - 10.10 **Introduction to the Day**  
HIA Poland staff
- 10.10 - 11.30 **Value Proposition**  
Ola Hołyńska, HIA Poland  
*Break*
- 11.45 - 13.15 **Theory of Change**  
Ola Hołyńska, HIA Poland  
*Lunch Break*
- 14.30 - 15.00 **Fellows' Corner**
- 15.00 - 18.00 **Work with Organizations**

**SATURDAY AND SUNDAY:  
Work on Group Projects**

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Notes:

# MON, JUNE 25, 2018

***Output Phase  
Implementation***

**Venue:** Menora

# TUE, JUNE 26, 2018

***Output Phase  
Implementation***

**Venue:** Menora

-SELF-REFLECTION CORNER-  
WHO ARE YOU WHEN YOU ARE YOUR BEST  
SELF?

9.20 - 9.30	<b>Introduction to the Day</b> HIA Poland staff
9.30 - 12.00	<b>Presentations of First Results/Concepts of Working Groups and Group Feedback Session</b>
12.00 - 12.30	<b>Fellows' Corner</b> <i>Lunch Break</i>
14.45 - 18.00	<b>Output Phase Implementation</b>

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Notes:

9.20 - 12.00	<b>Output Phase implementation</b>
12.00 - 12.30	<b>Fellows' Corner</b> <i>Lunch Break</i>
13.45 - 18.00	<b>Output Phase Implementation</b>

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Notes:

# WED, JUNE 27, 2018

***Output Phase  
Implementation***

**Venue:** Menora

9.30 - 12.00

**Output Phase  
Implementation**

12.00 - 12.30

**Fellows' Corner**

*Lunch Break*

14.45 - 16.45

**Consultations on Groups'  
Work** - meetings scheduled  
with individual groups  
HIA Poland Staff

16.45 - 18.00

**Output Phase  
Implementation**

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Notes:

# THU, JUNE 28, 2018

***Output Phase  
Implementation***

**Venue:** Menora

10.00 - 12.00

**Consultations on Groups'  
Work** - meetings scheduled  
with individual groups  
HIA Poland Staff

12.00 - 12.30

**Fellows' Corner**

*Lunch Break*

13.45 - 15.45

**Open Space**  
initiatives proposed and  
lead by the fellows

15.45 - 18.30

**Output Phase  
Implementation**

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Notes:

-SELF-REFLECTION CORNER-

WHAT CHOICES CAN YOU MAKE TO BE YOUR  
BEST SELF?

# FRI, JUNE 29, 2018

***Life's a pitch & On the way to Strasbourg - looking at the EU through the lenses of Greece***

QUOTE OF THE DAY:

Ever felt stage fright? Well, consider this: "Life's a Pitch". Let's take this day to become more effective in getting our message across and then - let's share our plans for the Action Projects. Let's be challenged and enjoy this atmosphere of constructive feedback and disruptive thinking. After this part of the day, we will challenge the notion of "Migration Crisis".

**Venue:** Menora

-SELF-REFLECTION CORNER-

DO YOU CARE MORE ABOUT DOING THE RIGHT THING OR DOING THINGS RIGHT?

- 9.20 - 9.30 **Introduction to the Day**  
HIA Poland staff
- 9.30 - 12.30 **Life's a Pitch!**  
Ola Hołyńska, HIA Poland
- Lunch Break*
- 13.45 - 15.00 **Action Projects: How to Link Output Phase with One's Activism? Part 2**  
Presentations of Action Project Ideas and Discussion
- 15.15 - 16.30 **Greece - Far More Than "Migration Crisis"**  
Teresa Stylińska, Tygodnik Powszechny (TBC)
- 16.45 - 17.15 **Fellows' Corner**

**SATURDAY - WORK ON GROUP PROJECTS!  
SUNDAY - DAY OFF!**

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Notes:

# MON, JULY 2, 2018

## **Words matter**

In the final day of the Output Phase, we will have space to wrap up our endeavors and further improve tomorrow's pitches. Let's take the opportunity to bring our best work!

## QUOTE OF THE DAY:

**Venue:** Menora

-SELF-REFLECTION CORNER-

WHAT SUBJECTS OR ACTIVITIES MAKE YOU HEART BEAT FASTER (GET YOUR GROOVE ON)?

9.00 - 18:00

**Output Phase Implementation**

14.15 - 16.45

**Mastering Your Pitch**  
HIA Poland Staff

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Notes:

# TUE, JULY 3, 2018

## ***Pitch and Pizza Night***

What's the time? It's show time! Celebration time! After three weeks of intense brainstorming, ideating, testing, feedbacking, improving and prototyping, it's time to enjoy the results. Bedazzle your audience!

**DRESS CODE:** Dress to impress (glitter is welcome ;) )

**VENUE:** Centrum Targowa, Targowa street 56

QUOTE OF THE DAY:

-SELF-REFLECTION CORNER-

WHAT QUALITIES DO YOU CHERISH MOST IN OTHER FELLOWS?

- 19.00 - 19.10 **Welcome & Introduction to the Pitch and Pizza Night**  
HIA Poland Staff
- 19.10 - 19.30 **Presentations of Community Organizations**  
led by HIA Senior Fellows
- 19.30 - 20.10 **Presentations, Session 1**  
Groups 1 to 4
- Break*
- 20.10 - 20.50 **Presentations, Session 2**  
Groups 5 to 8
- 20.50 - 21.05 **Q&A**  
HIA Poland Staff
- 21.05 - 21.15 **Summary & Closing**  
HIA Poland Staff

**PIZZA!**

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Notes:

# WED, JULY 4, 2018

## **Closing of the 2018 HIA Warsaw Fellowship**

QUOTE OF THE DAY:

At last, the day has come when we are looking in retrospect at the past month. In this bittersweet moment, let's reminisce on what happened and how we co-created this wonderful shared experience. How has it been for you? Please illuminate us with your feedback--we promise to listen and make your words count!

-SELF-REFLECTION CORNER-

LOOKING OVER THE PAST MONTH, WHAT ARE YOU GRATEFUL TO YOURSELF FOR?

# THU, JULY 5, 2018

12.00

**Lunch**

13.30 - 15.30

**Sharing Impressions,  
Evaluation & Closing Remarks**  
HIA Poland Staff

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Notes:

8.10 AM

**Meeting at the Hostel Lobby**

9.00 AM

**Meeting at the Airport**

11.00 AM

**FLIGHT W6 1363 TO Basel-  
Mulhouse-Freiburg (BSL)**

# JULY 5-8, 2018

***Ninth Annual  
Humanity in Action  
International  
Conference in  
Strasbourg***

Humanity in Action is grateful to the European Parliament for hosting the conference.

The 2018 International Conference will focus on the European Union as the largest global peace project and one of the primary mechanisms for economic, political, cultural cooperation and advancement of fundamental rights in Europe. The conference will explore the complex dynamics of European identity, collective memory and remembrance, in addition to political, economic and cultural collaboration across Europe.

QUOTE OF THE DAY:

-SELF-REFLECTION CORNER-

HOW CAN YOU MAKE THESE FOUR DAYS MOST MEANINGFUL?

**A SEPARATE AGENDA  
WILL BE PROVIDED  
AT THE CONFERENCE**

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Notes:

## >> Venues

### **Menora InfoPoint (Menora)**

Plac Grzybowski 2,  
00-109 Warsaw

### **Polskie Forum Migracyjne (Polish Migration Forum Foundation - PMF)**

Szpitalna street 5, app. 4,  
00-031 Warsaw

### **Centrum Kreatywności Targowa**

Targowa street 56,  
03-733 Warsaw

### **Museum of the History of Polish Jews POLIN (Polin)**

Anielewicza street 6,  
00-157 Warsaw

### **Fundacja Nasz Wybór (Our Choice Foundation)**

Zamenhofa street 1,  
0-157 Warsaw

### **Kitchen of Conflicts**

Wilcza street 60,  
00-679 Warsaw

### **PaństwoMiasto na Trawie (PM)**

Jazdów street 3/12,  
00-467 Warsaw

### **Humanity In Action Poland office (HIA Poland)**

Konwiktorska street 7, Room 43/7 ,  
00-216 Warsaw  
Phone / fax: +48 22 635 01 50

# >> READINGS

# INPUT PHASE

## Poland in a nutshell:

- Nations in Transit Report by Anna Wójcik, Freedom House, 2017 - a report on democratic governance and civil society in Poland.
- Hate Speech is on the Rise in Poland (UN dispatch podcast) Monika Mazur-Rafał & Mark Goldberg.
- 100 Years of Beauty by Karolina Żebrowska, 2018 - a three-minute introduction video to contemporary history of Poland.

## Contextualizing Poland bit more:

- Poland on the Move: Experts and Young Leaders on Multiculturalism, Transformation, and Activism by Monika Mazur-Rafał and Magdalena Szarota (eds). Humanity in Action Poland 2014.
- Polish National Identity by Zdzisław Mach, p. 42-52.
- Newly Discovered Multiculturalism: Minorities and Immigrants in Post-Communist Poland by Małgorzata Głowacka-Grajper, p.60-72.
- Poland: Challenges. Hate Speech as a Case Study by Anna Stefaniak and Michał Bilewicz, p. 77-91.
- Diminishing Solidarity: Polish Attitudes toward the European Migration and Refugee Crisis by Bart Bachman. Source: Migration Policy Institute, 2016.
- As well as protesting, Poles need to strengthen their state by Timothy Garton Ash. Source: the Guardian. 2017.
- Polish Women Protest Proposed Abortion Ban (Again) by Marc Santora and Joanna Berendt, The New York Times, 2018.
- Towards An Illiberal Future: Anti-Genderism and Anti-Globalization by Agnieszka Graff, and Elżbieta Korolczuk. Source: Global Dialogue, 2017.
- How Democracy Dies (in Poland): A Case Study of Anti-Constitutional Populist Backsliding by Wojciech Sadurski, 2018. p. 2 -16, p. 56-72.
- Hearing Poland's Ghosts by Eva Hoffmann, The New York Review of Books, 2018.
- Contempt Speech, Hate Speech. Report from research on verbal violence against minority groups. Stefan Batory Foundation, 2017.
- The Roman Catholic Church in Poland and the Dynamics of Social Identity in Polish Society by Zdzisław Mach. Source: [www.ces.uj.edu.pl](http://www.ces.uj.edu.pl).
- On the relationship between class structure and social stratification by Kazimierz M. Słomczyński, Krystyna Janicka, Irina Tomescu-Dubrow.
- 10 Stages of Genocide by Gregory H. Stanton - Genocide Watch, 1998.
- Are we heading towards a 'post human rights world'? by Imogen Foulkes, BBC News, 2017.

# OUTPUT PHASE

- Visualising Information For Advocacy by Stephanie Hankey, Tom Longley, Marek Tuszynski, Maya Indira Ganesh. Tactical Technology Collective, October 2013, first edition, p. 4-15, 73-92.
- 5 Reasons Why Social Entrepreneurship Is The New Business Model by MeiMei Fox, Forbes.
- The Guide To The Seven Key Questions That All Social Entrepreneurs Should Ask Themselves To Have A Clearer Idea, Develop Their Project And Maximize Their Impact!, Ashoka.
- The Experiment by Lithuanian Centre for Human Rights (video).
- Why Videos Go Viral by Kevin Allocca. TEDtalk.
- Online Social Change: Easy to Organize, Hard to Win by ZeynepTufekci. TEDtalk.

## INPUT PHASE

- Polish National Culture and its Shifting Centres by Zdzisław Mach, Source: [www.ces.uj.edu.pl](http://www.ces.uj.edu.pl).
- Interview with Olga Tokarczuk, a Polish writer, on xenophobia.
- Thoughts on the Hungarian and Polish New Right in Power by David Ost.
- Anti-Semitism in Poland: Economic, Religious, and Historical Aspects by Michał Bilewicz.
- Poland's war with Jan Tomasz Gross by David Liebers (HIA Senior Fellow).
- Re-Presenting the Shoah in Poland and Poland in the Shoah by Anna Maria Orla-Bukowska. Source: "Re-Presenting the Shoah in Poland and Poland in the Shoah, Representing the Shoah in the 21st Century", Berghahn Books, 2003.
- Story of a Secret State: My Report to the World by Jan Karski. Published by Penguin Classics, 2010.
- Papusza, Joanna Kos-Krauze, Krzysztof Krauze, 2013 (a biographical film about a Roma poetess Bronisława Wajs aka Papusza).
- Solidarity According to Women, Marta Dzido, Piotr Śliwowski, 2014 (a documentary film about women from the Solidarity movement who were later erased from official historical accounts).
- Ida, Paweł Pawlikowski, 2013 (an Oscar-winning drama about difficult Polish-Jewish relations).
- Jack Strong, Władysław Pasikowski, 2014 (a political thriller about a Polish spy of the Cold War era, colonel Ryszard Kukliński).
- Pokłosie/Aftermath, Władysław Pasikowski, 2012 (a drama about the 1941 Jedwabne pogrom of Jews).
- The Pianist, Roman Polański, 2002 (an Oscar-winning biographical drama about Władysław Szpilman, a Polish-Jewish pianist living in Warsaw Ghetto).
- Witness to Hope, Judith Dwan Hallet, 2002 (a biographical film about Pope John Paul II).
- Dreamers, Rebels, Diplomats. Social-Activism in East-Central Europe. Two generations of female activists by Agata Chełstowska, Aleksandra Niżyńska. Source: Institute of Public Affairs, 2014.
- The Role of History in Education against Discrimination by Monique Eckmann. Source: "Human Rights and History. Challenge for Education", Foundation "Remembrance, Responsibility and Future", Berlin 2010.
- Small Acts of Resistance: How Courage, Tenacity, and Integrity Can Change the World by Steve Crawshaw and John Jackson. Published by Union Square Press, 2010.
- What It's Like to Be Black in Poland by Sonti Ramirez, [gal-dem.com](http://gal-dem.com), 2018.

## OUTPUT PHASE

- Social Side of the Internet by Lee Rainie, Kristen Purcell and Aaron Smith. Source: Pew Research Center's Internet & American Life Project.
- The Price of Shame by Monica Lewinsky. TEDtalk.
- No Hate Ninja Project.
- Social Physics: How Good Ideas Spread by Sandy Pentland. Talks at Google.
- Creativity Handbook by Nils-Eyk Zimmermann, Ekaterina Leondieva and Marta Anna Gawinek-Dagargulia (eds), 2018.

# >> FELLOWS

## Milena Adamczewska



Milena, born in Gdańsk (Poland) is an experience-seeker with a strong need to take action. She has graduated with a law degree from Adam Mickiewicz University in Poznań (Poland) and is about to finish LLM in International Law and Human Right at the University of Tilburg (the Netherlands). In between, she volunteered in South Africa, worked and traveled in Australia, advocated for a just world with several NGOs and tried herself as an entrepreneur in the field of marketing. Her academic and activist interests has been mainly focused on gender equality and women's rights from legal, political and social perspective, both on the local and global level. In her free time, Milena writes - for her travel blog, for other websites and "for the drawer". She shares this way her ideas and asks questions, on the topics of culture, societies and global challenges that the world is facing nowadays.

## Daisy Astorga Gonzalez

I am the proud daughter of a single mother who is a Mexican immigrant. My goal is to graduate from college and become an immigration lawyer, so I can fight against the discrimination I have witnessed my mother and my community endure. My name is Daisy Astorga Gonzalez and I am from New Mexico. I attend Smith College; I am a rising senior and I am majoring in sociology. I am currently a legal intern at the Center for New Americans; it helps immigrants, asylum seekers, and refugees. I am also a board member and mentor at Students With Ambition Go To College (SWAG To College). SWAG To College pairs up low-income high school students with college students to help them to get to college. I am in the processing of releasing my new scholarship as well. Lastly, I consider myself a proud New Mexican, Mexican-American, Latina, and woman.



## Onur Aksu



Born and raised in Recklinghausen, Germany, I am now studying in my second semester Law at the University of Cologne and participating in the German-Turkish Bachelor program Law, at the same time. With this bilingual program, I am aiming to gain several experiences in my country of origin. Growing up with to different cultures I have always been aware of my responsibility as a mediator between both of my cultures and communities. Therefore, I am involved in a lot of projects encouraging interreligious and intercultural dialogue. Currently, I am working on an event that will bring together Muslim and Christian students for an open discourse, during the Islamic fasting month. In my spare time, I enjoy reading books and playing the piano. After graduating from university, I am striving to become a diplomat or work as an advisor on human rights issues in an international organization.

## Anna Bachan



Anna was raised as a first-generation American in Minneapolis by Czech and Slovak parents. A recent graduate from New York University, she majored in International Politics, Human Rights and Development, studying abroad in Paris for a full academic year. At NYU she wrote her senior thesis analyzing female labor migration from West Africa to Europe and its implications for socioeconomic development, which was published in NYU's Journal of Politics and International Affairs. Anna has followed her passion for human rights and advocacy through internships at the Human Rights Foundation and the Oslo Freedom Forum and by mentoring immigrant women and teens in New York. For the past year, she has worked in Abomey-Calavi, Benin as a Princeton in Africa fellow at the African School of Economics. At ASE, she has mentored African pre-doctorate students and pursued research projects on girl's education, school-related gender based violence, climate change, and seasonal migration.

## Meredith Blake

Meredith Blake is the Program Coordinator for the Advanced Training Program on Humanitarian Action (ATHA) at the Harvard Humanitarian Initiative. In this role she manages ATHA's communications and dissemination strategy, while serving as executive producer and co-host of ATHA's monthly Humanitarian Assistance podcast. She is the project lead for ATHA's Gender and Humanitarian Response policy project and is currently conducting research on child protection and gender challenges in the Middle East, specifically as they pertain to the integration of Syrian refugees. Before joining ATHA, Meredith worked for the John F. Kennedy Jr. Forum at Harvard University's Institute of Politics, coordinating diplomatic visits for heads of state and thought leaders from the government, business, and media industries and in the communications department of the Harvard Kennedy School's Belfer Center for Science and International Affairs. She holds a BA in Government and International Relations.

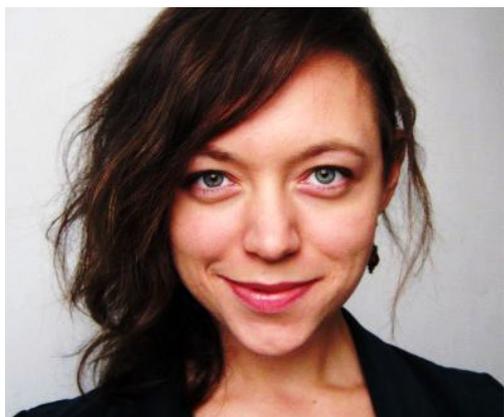


## Dominika Burakiewicz



Dominika Burakiewicz graduated with Honors in International Managerial Economics at the University of Gdańsk, Poland. She was Erasmus scholarship recipient studied at the University Lumière Lyon 2 in France. Her project management skills were, among others, developed at the European Parliament in Brussels while coordinating events, e.g. „Malbork - the Common Heritage” and the programme of Cuban political dissident. Currently Dominika is the President of Rotaract Club in Tricity, Poland, where she manages young team of enthusiasts in wide range of projects like registration of the bone marrow donors, international exchange initiatives, business workshops with outstanding leaders, dance classes for disabled children, helping abandoned animals, arrangement of donation actions for educational centers and families in need. She gives speeches to students to encourage them to follow their dreams by sharing her experience, talking about her passions, and asserting personal responsibility for success. Her hobbies are reading, scuba diving and kitesurfing.

## Rozanna Bogacz



Rozanna Bogacz, born and currently living in Kraków, graduated from Jagiellonian University with bachelor's degree of culture studies, specialization in comparative studies of civilizations and master's degree of cognitive science. During her studies she participated in exchanges at University of Valencia and Pontifical Catholic University of Peru. At this time Rozanna got involved in Polish brafitting community, initially a virtual consumer group that quickly developed into powerful body positivity feminist movement, even though not self-identifying as such. She was also briefly taking part in activity of Institute of Citizenship Thought Fundacja Stańczyka and local LGBT groups. She is hoping that participation in HIA will help her to extend her involvement, possibly into full-time job that would let her utilize for social purposes digital marketing skills obtained at recent workplaces.

## Małgorzata Galińska

Małgorzata Galińska, student at the Institute of Applied Polish Studies at the University of Warsaw, who investigates hateful language used while talking about refugees and migrants. She is a Polish teacher for foreigners, who is interested in international migration policies and defending migrants' rights. She volunteered at a local refugees centre and helped organizing different forms of support for foreigners living in Poland at Polskie Forum Migracyjne. As a Polish Youth Delegate for the 32nd session of the Congress of Local and Regional Authorities of the Council of Europe she advocated for appropriate inclusion strategies at a local level. In 2017 she attended IOM Summer School on Migration and plans to deepen her knowledge on migration during master studies. She is passionate about vegan cooking and urban gardening. She recently adopted a shelter dog.



## Ignacy Hryniewicz



Born at the seaside of Poland and raised in the city of Warsaw, Iggy is a student of School of Ideas, faculty combining design thinking with social and cultural innovation. He previously studied New Media and Marketing & Management but after an eye-opening community service in India his deep need for raising awareness and creating social change emerged. Since then Iggy is co-creating a project Synergy Collective, dedicated to culture animation, fundraising and bringing important issues like equal human rights, refugee crisis or hate speech into the spotlight. Since early 2017, Synergy successfully organized 5 differently themed events (1 in Berlin), which hosted few thousand people and gathered more than 22,000 złoty for charity. Currently, he's preparing the biggest event to date with the Academy of Fine Arts, which will be dedicated to ecology and protecting the environment and will take place in Botanical Garden, and a collaboration.

## Oleksandra Kovalenko



Born in Zaporizhzhia (Ukraine), Oleksandra Kovalenko moved to the capital to study Law at the Kyiv-Mohyla Academy. During her studies, she participated in the couple of moot court competitions on human rights and international law, volunteering and governance projects. Oleksandra completed her Masters in the Interdisciplinary European Studies at the College of Europe in Natolin, Warsaw. Last autumn she went for an internship at the Parliament of Canada, where she deepened her interest in the advocacy of minorities' rights. Afterwards she started working at the International Organization for Migration in Kyiv. Oleksandra plans to continue her human rights studies, write, create and make projects happen.

## Kamil Patryk Kuhr

I am PhD student at SWPS University of Social Sciences in Warsaw. My dissertation will concern the housing policy for refugees in Europe. Currently I cooperate with one of the reception centers in Warsaw where I teach refugee children. Moreover, I help refugee families to find accommodation in Warsaw and smoothly move to a new flat. My scientific interests also include gender studies. It led me to take up the position of the president of MyGender Research Club at my university. My aim is to bring all my fields of expertise together by organizing anti-discrimination workshops for the refugee community.



## Kateryna Kyrychenko



Born in Ukraine, Kiev. Due to my parents, I started learning English when I was 3 years old, and French when I was 5. Later I also studied Latin, Lithuanian, German and Spanish. In 2011 I entered Taras Shevchenko National University of Kyiv to study Law. In 2017 I finished my Master's programme in Human Rights. It was a double-diploma programme between two universities - Taras Shevchenko National University of Kyiv (Ukraine) and Mykolas Romeris University (Lithuania). During these studies I also spent 1 semester in Lyon, France, through Erasmus+ mobility program. After that I decided to devote some time to volunteering: I went to Vietnam for 6 months to participate in an educational project. I was teaching English to children in small towns in Vietnam. I am currently back in Ukraine, starting my e-commerce business and also participating in social initiatives and volunteerings which concern my spheres of interest.

## May Lim



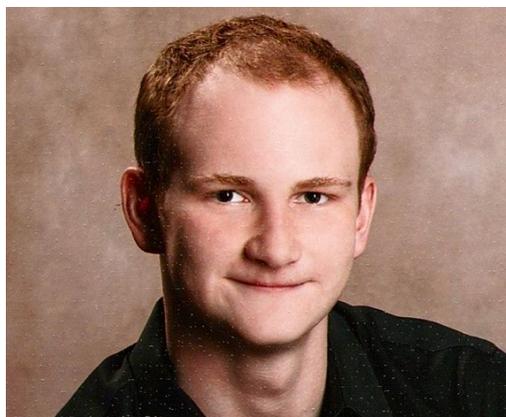
May Lim graduated from the University of Washington in 2016 with bachelor's degrees in Political Science and Psychology. She spent her junior year studying on exchange at University College Utrecht in the Netherlands. Now living in Pasadena, CA, May has worked for local elected officials in both Seattle and LA. She is interested in criminal justice policy, having worked extensively in prison advocacy around the issues of education and immigration. Aside from her prison advocacy work, May has had community experience organizing in the API community, teaching English and citizenship courses for new immigrants, and volunteering as a phone worker at a crisis call center. In her free time, May enjoys traveling, reading, and eating McDonald's.

## Bethanie Martin

Born and raised an Indianapolis-Hoosier at heart, Bethanie Martin is a recent graduate from Ball State University with a Bachelors of Art in Architecture, and is soon to complete her studies at Lawrence Technological University with a dual Masters in Architecture and Masters in Urban Design. It was during her time at Ball State that she became interested in understanding the impact of architecture on issues of social and racial justice and how designers play a role in providing services to those architecture and urban environments often leave behind. She has thus pursued such opportunities in neighborhood engagement, community activism, and place-based design while living, working and studying in Detroit, Michigan over the last two years. In her spare time, she enjoys supporting local artists, traveling and experiencing cities from the perspective of local residents, and volunteering for several non-profit initiatives.



## Kenneth Martin



Kenny Martin is a recent graduate of Southern Methodist University in Dallas, Texas, where he majored in English and music, and minored in history, chemistry, and Spanish. At SMU, Kenny was a member of the Ballroom Dance Team (his favorite dance is the foxtrot) and Editor-in-Chief of Hilltopics, SMU's premier arts and opinion magazine. As a pianist, he was a regular performer on the Meadows School of the Arts stage, and a passionate advocate for new music. Recently, Kenny worked as a writer with the criminal justice initiative Buried Alive, which advocates for individuals sentenced to life without parole for first-time drug offenses. He hopes to use his musical and literary talents to advocate for mutual understanding, with a special interest in LGBTQ+ advocacy. In his spare time, Kenny can be found fishing, obsessing over Spanish art (especially Velázquez), or drinking good wine with better friends.

## Nawojka Mocek



Nawojka Mocek was born and raised in Poznań, Poland. After two years of studying law and French, she spent one year volunteering in France, Germany and Belgium, living together with young people from all over the world and experiencing the beauty of diversity. She was a member of the team preparing the 38th Taize European Youth Meeting in Valencia, Spain. She also worked as a volunteer with migrants from Subsaharian Africa in Morocco and with refugees in Skaramagas camp in Athens, Greece. Influenced by those experiences, she would like to focus on the issue of perceiving and welcoming refugees and migrants in Europe, especially in Poland. Currently she works for Young Life organization.

## Larysa Panasyuk

Larysa Panasyuk was born in Warsaw to Ukrainian parents. Later she moved to Olsztyn, where she participated in an international Erasmus+ project: "Remembrance - Totalitarianism in Europe and historical consciousness in European context". Larysa was actively engaged in a drama club throughout middle school and high school. She is currently pursuing BSc degree for Biological Sciences at the University of Warsaw. Larysa is interested in wide variety of subjects, such as science, art and politics. She fluently speaks Polish, Ukrainian, Russian and English.



## Eirini Pitsaki



Rena Pitsaki was born in Chios, Greece in 1993. She entered the University with a scholarship and completed her studies at the Department of History & Archaeology of the Aristotle University in Thessaloniki, Greece. During her studies she focused on Art History (semester at Università degli Studi di Firenze, Italy) and on Cultural Management (training at National University of Athens, Greece). She is now completing her postgraduate studies at the Department of Cultural Technology and Communication (M.Sc in Cultural Informatics & Museology) of the Aegean University. She is working within the last 3 years as a curatorial and administrative assistant at KatArt-e\_Art&Technology Lab. She has also been involved voluntarily in many cultural, educational and research projects, in collaboration with museums and foundations, while she is working in the field of curating art exhibitions. She is engaged in issues of interdisciplinary artistic projects, which highlight social, political and theoretical discourses.

## Chelsea Racelis



Chelsea Racelis is a fourth-year student in a five-year joint degree program at the University of Michigan, studying Business Administration and International Studies. She has spent the past four years in undergrad exploring the relationship between business and human rights, doing research in supply chain ethics and founding a peer-facilitated dialogue program on identity and diversity in her business school. For two years, she has co-organized the Black-Asian Coalition, a community very close to her heart. Chelsea will be applying for a Fulbright research grant to study the experiences of Filipina women in domestic work overseas and the legal protections available to them.

## Ewa Rodzik

Born and raised in Warsaw, Ewa is a third year law student at University of Warsaw, with her academic interests including migrations and refugees law, international humanitarian law and labor law. Beginning as a volunteer guide in the Warsaw Uprising Museum, Ewa consistently widens her knowledge about human rights and ways to prevent its infringements, while giving free legal advice in the Foreigners and Refugees Department of the Legal Clinic established at the University. She gains practical and professional skills while involving in the activity of the academic organization called Student Human Rights Forum, taking part in organization of meetings with social activists and delivering speeches during nationwide human rights conferences. In her spare time, Ewa likes to learn about different cultures as well as languages and travel. After graduation she plans to pursue her professional career as a human rights lawyer.



## Ioannis Stylianidis



Ioannis Stylianidis born in Thessaloniki, Greece. He holds two Master degrees in the fields of 1) Theology and Culture (Aristotle University) and 2) Jewish Civilization (Heidelberg University). He has originally trained and educated as a teacher of religion and historian mainly in the area of cross-cultural education. Ioannis has studied and worked in Greece, Germany, Denmark, Israel, Finland and Sweden by acquiring academic and working experience in Education, Middle East studies, Interreligious dialogue and Holocaust education. He was a Bruno Schulz Fellow at Paideia-the European Institute for Jewish Studies in Sweden. Moreover, Ioannis has received scholarships, among others, from the State Scholarship Foundation (IKY), State of Israel and the Danish Agency for Universities and Internationalisation. He also worked as a volunteer at Diakonische Werk Heidelberg and Heinrich Böll Stiftung Thessaloniki with OFF Festival 2018.



## Teddy Wallace

Teddy (Trey) Wallace is a senior at Mississippi State University majoring in Industrial and Systems Engineering. A passionate humanitarian, Teddy studies analytics for healthcare applications--an interest he developed through his work with a large hospital in his home town. In addition to his technical interests, Teddy works as a humanitarian photographer, providing creative works for a multitude of nonprofit organizations throughout Sub Saharan Africa. After graduating, Teddy plans to achieve a masters in public health or healthcare administration and pursue a career in nonprofit management.

## Larissa Weiss

Larissa Weiss found her passion in human rights and social change during her studies in Germany. She participated twice in the National Model United Nations Conference in New York, took part as a teacher in the Model United Nations in Classroom Project in Germany and she completed her practical period at the United Nations Office of the High Commissioner for Human Rights in Geneva. These experiences formed her strong interest in understanding root causes of human rights violations, especially in the Middle East and North Africa region. After obtaining her degree from university (LL.B.), she started her internship in the German Bundestag in the Human Rights and Humanitarian Aid Committee to be faced with current human rights concerns in Germany, such as racism and right-wing extremism. The Humanity in Action Fellowship further urges her to understand society and ultimately, to introduce social change in line with universal human rights.



## Małgorzata Żurowska



Małgorzata Żurowska is a recent graduate of the American Studies Center, University of Warsaw. She also pursued studies in journalism and social communication and spent a semester abroad at the University of Birmingham, UK. Her research focuses on gender and race with strong interests in intersectionality, neo-colonialism as well as popular culture. Currently she is gaining experience in a business environment focused on innovation, working in a space that aims to bring together startups, entrepreneurs, changemakers and NGOs. In the nearest future she plans to develop those interests and work to become a facilitator for social change and social entrepreneurship.

**>> STAFF**



## Monika Mazur-Rafał

National Director, President of the Managing Board, Humanity in Action Poland

Winston Churchill once said that attitude is a little thing that makes a big difference. Having witnessed systemic changes in Poland, Monika became fascinated by politics and studied international relations with a focus on German studies and European integration. As her interests were broad, she graduated with two master's diplomas from the Warsaw University and Warsaw School of Economics/Sciences Politiques Paris. Later on, Monika took part in international exchange programs, first at Free University Berlin and then at Humboldt University Berlin, combined with working at one of the parliamentary offices in the German Bundestag. Subsequently she wanted to find ways of putting the gained knowledge into practice, she started working at a think-tank – the Center for International Relations, and

after that she worked at the International Organization for Migration, where she was a project coordinator and a researcher on migration policy issues. Since 2005, Monika was involved in developing Humanity in Action Fellowship in Poland and subsequently established Humanity in Action Poland. Since then, she has been responsible for leading its educational programs and serves as its President and Director. Over the years, while leading Humanity in Action Poland, she developed a special interest in the field of linking history and human rights education, and thanks to practice and dialogue with other experts from Poland and Europe, she built substantial expertise in designing teaching methods and practical curricula. In her very limited spare time, she enjoys reading, diving and snowboarding. Monika is a passionate dancer.

## Magdalena “Magda” Szarota

Board Member and Communications Director, Humanity in Action Poland

Magdalena likes creating something out of nothing. She is a co-founder and member of the Management Board of the Association of Disabled Women, ONE.pl, the first organization in Poland to deal with the issue of double discrimination grounds of gender and disability. She is also a co-creator of the first edition of the Ashoka Foundation Academy of Innovators for the Public in Nepal. She lived and worked in Asia, USA and Europe. Interdisciplinary and intercultural activities are her passion, especially when they offer an opportunity to combine activism, art and science. Hence her involvement in Humanity in Action. Since 2006, when she cocreated this organization in Poland with Monika, she has served as a member of the Management Board and Communications and PR Director. She initiates and contributes to educational and activist projects as part of the foundation. A supporter of the work of activists as part of Humanity in Action, she has many years of experience as a trainer and tutor both in Poland and abroad. She is an author of various publications on human rights and a certified trainer of Polish Humanitarian Action, a graduate of the Ashoka Foundation Academy of Innovators for the Public and an activist involved with the Helsinki Foundation for Human Rights. Magdalena is also a dual PhD candidate at the Lancaster University in the UK and at the Graduate School for Social Research, the Polish Academy of Sciences. She is a recipient of scholarships from: Yale University, the Kościuszko Foundation, the Ministry of Science and Higher Education, the University of Warsaw, the American Embassy in Poland and the Ashoka Foundation. She is a winner of the Servas International prize for young activists. Magdalena is also an avid skier, juggler, and photographer who loves the wilderness.



## Przemysław “Przemek” Iwanek

Office Director and Project Manager



Przemek comes from the small town of Lubartów, located in the eastern Poland. He is particularly interested in politics, media, as well as the history of the Holocaust, World War II, Polish-Jewish relations and their links to contemporary human rights issues and education. He earned a MA degree in political science at UMCS Lublin in 2009, and an additional MA in sociology/public policy and administration at Warsaw's Collegium Civitas in 2013, and also studied at Tübingen University in Germany for one semester. Przemek's Humanity in Action story started in 2007 in Warsaw, where he completed the Humanity in Action Fellowship Program. A half year later, he became a Lantos Fellow in the U.S. Congress, where he worked on the Eastern European portfolio of the House Committee on Foreign Affairs. Later on, he worked at

the European Meeting Center-Nowy Staw Foundation in Lublin, the Polish Ministry of Labor and Social Policy, History Meeting House in Warsaw and at the European Magazine Media Association/Future Media Lab in Brussels. In 2013, he joined the Humanity in Action Poland staff. He is also associated with the office of the European Council on Foreign Relations in Warsaw, and enjoys public speaking events and workshops at the Toastmasters International.



## Aleksandra “Ola” Hołyńska

Program Coordinator

Aleksandra Hołyńska is a social justice activist, a feminist and a social entrepreneur based in Warsaw. She is a trainer with ten years of experience working with nonformal education methods with children, youth and adults. She is a member of MamyGłos Foundation, which empowers teenage girls in Poland to stand up for their rights and against sexism. She is the coordinator of the Human Library events that challenges stereotypes and prejudices through dialogue. She is passionate about Children’s rights and the body positivity movement. Ola is a graduate in Adults Education and Social Marketing.

## Hanna Pieńczykowska

Program Intern

Born and raised in a small town in the East of Poland, Hanna graduated from language studies at the University of Warsaw and the energy market studies at the Warsaw School of Economics. She has worked for several Polish and German NGOs, mostly in the field of European and civic education, as well as interned at the Anne Frank Zentrum and the German Parliament. Alumna of the FutureLab Europe and the Academy of Social Democracy. Her biggest dream is to make the European Union more supportive towards citizens, regardless their background, economic status and the political standing of their country. A proud Humanity in Action Senior Fellow from Warsaw, 2015. She started @JaPolskaRotationCuration, a rotation curation fanpage about Poland.



## Sylwia Vargas (Wodzińska)

Program Coordinator



Sylwia (Warsaw 2014) is a social activist passionate about women’s empowerment and a feminist social entrepreneur. A double graduate in Linguistics and Cultural Studies from Poznan University, she took a break from her PhD in Sociology researching group dynamics between Israeli and Palestinian migrants in Berlin. Three years ago, as her Action Project, Sylwia co-founded MamyGłos, a nationwide foundation empowering teenage girls in Poland to stand up against sexism, delivering workshops to 1,500+ teens and free psychological counseling to over 300. Currently, she is developing a new solution to the underrepresentation of young women in IT. Sylwia was a Program Coordinator in the 2017 Warsaw Fellowship and co-created HIA Poland’s social entrepreneurship school. She is a Global Laureate Fellow (2017), DO School alumna (2017) and Ashoka’s Changemaker (2016). In her free time, Sylwia co-authors interactive books for teenagers on racism, menstruation, sexism and ableism, and is fiercely learning JavaScript to code for a better world. She is happily married to another Senior Fellow.

**>> SPEAKERS**

**Anton Ambroziak**

Journalist at OKO.press, activist, editor at the “Codziennik Feministyczny”

**Katarzyna Bierzanowska**

Founder of the Pełnoprawna (full-fledged) initiative and activist of the Fundacja Kulawa Warszawa. Graduate of applied linguistics and translator.

**Michał Bilewicz, PhD**

Social psychologist and publicist, member of the “Krytyka Polityczna” team. Coordinator of the Center against Prejudice at Warsaw University and Board Member of the Forum for Dialogue Among Nations.

**Adam Bodnar**

PhD, current Commissioner for Human Rights since 2017, backed by 67 non-governmental organizations. Human rights lawyer and academic teacher at the University of Warsaw, former Vice-President of the Helsinki Foundation for Human Rights. He acted as an expert in the Agency of Fundamental Rights of European Union and was a member of the board of directors of the United Nations Fund for Victims of Torture. In 2011 he was awarded with the Tolerance Prize by the Polish LGBT organizations, and in 2013 became a German Marshall Memorial Fellow. Author of numerous scientific publications in the field of law.

**Natalia Broniarczyk**

A feminist activist, journalist, member of the Women's Agreement on March 8. She publishes and speaks on topics concerning women's rights, including reproductive rights.

**Maja Branka**

Psychosocial and anti-discriminator trainer, supervisor of the Association of NGO Trainers, supervisor of the gender workshop at the Academy of Anti-Discrimination Training. She specializes in coaching and empowerment training for women, communication workshops and presentations and public speaking. She conducts gender and anti-discrimination workshops and social and psychological skills, interpersonal communication, facilitation, team building, conflict resolution and change management.

**Tomasz Cebulski**

PhD, historian; independent guide; founder of the Polin Travel company which offers mainly Jewish guiding services and genealogy research and travels.

**Anna Chipczyńska**

President of the Jewish Community of Warsaw since April 2014. She holds degrees in international relations from Warsaw University and Central European University in Budapest (Open Society Institute Fellowship) as well as a graduate degree in law from BPP Law School in London. In 2003-2004 she was a research fellow at the Department of Political Science of Tel Aviv University. She worked, among others, for the Polish Humanitarian Action and the OSCE Office for Democratic Institutions and Human Rights. In 2016, Anna Chipczyńska was awarded honorary membership by the Polish Society of the Righteous Among the Nations.

**Joanna Cichocka**

New Media designer and co-founder of Wandlee.

**Marek Dorobisz**

Creative Director at Lemon Sky, a digital advertising, marketing and PR agency in Poland. Marek began his career in Germany working as a copywriter at FCB Wilkens Agencies, Jung von Matt, Springer & Jacoby Hamburg and Scholz & Friends Berlin. He later moved to Poland, working at Scholz & Friends Warsaw before serving as Senior Creative Copywriter at BBDO Warsaw and Brain. Since 2011, Marek has worked as Creative Director at Ars Thanea, at the agency Next, has founded 36@. Currently he is Creative Director at onet.pl.

**Joanna Fikus**

Head of the exhibition department at the Polin Museum.

**Konstanty Gebert**

He is an associate fellow at the European Council for Foreign Relations and an international reporter and columnist at “Gazeta Wyborcza,” Poland's largest daily magazine. During the 1970s, he was a democratic opposition activist and organizer of the Jewish Flying University. In 1980 he joined the Solidarity movement and became one of the members of the "Solidarity of Education and Technics Workers" union. In 1989 he was one of the accredited journalists present at the Polish Round Table talks. He is the founder of the Polish Jewish intellectual publication Midrasz. Konstanty Gebert has taught in Poland, Israel and the US and also has authored ten books, which examine topics such as the Polish democratic transformation, French

### **Judith Goldstein, PhD**

Judith Goldstein founded Humanity in Action in 1997 and has served as its Executive Director ever since. Under Judith's leadership, Humanity in Action has organized educational programs on international affairs, diversity and human rights in Bosnia and Herzegovina, Denmark, France, Germany, Poland, the Netherlands and the United States. She received her Ph.D in history from Columbia University and was a Woodrow Wilson Scholar for her MA studies. Judith has written several books and articles about European and American history, art and landscape architecture. She is a member of the Council on Foreign Relations and several boards and advisory groups.

### **Leszek Jażdżewski**

Founder and editor-in-chief of LIBERTÉ!, Polish liberal journal. Publicist, NGO activist, co-author of books: "Liberal reflections on life chances and social mobility in Europe", "Democracy in Europe Of the People, by the People, for the People?" and a co-author of "Central European Dictionary of Political Concepts". Leszek is a columnist in "Wprost" weekly as well as the author of many articles published among others in the Polish edition of "Newsweek", "Gazeta Wyborcza" among others. Leszek is also a frequent political commentator on Polish TV and radio.

### **Jagna Kofta**

Jewish education specialist - trainer and guide. he guides on Jewish Warsaw and provides trainings for new guides. She runs also courses and educational tours on Jewish history and culture for students and adults. She trains students and adults at Polin the Museum of The History of Polish Jews. She holds a number of cyclical lectures on the history of Polish Jews at the Shalom Foundation's Third Age University. She cooperates with Jewish Community Center, Taube Foundation, and the History Meeting House.

### **Agnieszka Kosowicz**

President of the Board of the Polish Migration Forum, a non-profit organization working to promote integration of migrants and respect for their rights in Poland. She studied journalism at the University of Warsaw and worked as an editor at the Foreign Desk of *Życie Warszawy* from 1997 to 2000, reporting from from Kosovo, Iraq and Albania. She began working with refugees and on issues of migration in 2000, first in the Warsaw Office of the United Nations High Commissioner for Refugees (UNHCR) and later with the Polish Migration Forum. She served as the editor of the "From the Foreign Land" bulletin from 2000 to

2006 and "Refugee" from 2006-2007. Within the Polish Migration Forum, she creates integration initiatives for migrants and refugees and coordinates work on publications and the organization's website. Kosowicz is also the author or co-author of many articles and publications on these subjects.

### **Yulia Lashchuk**

Ukrainian culture researcher, journalist, curator, artist. In his work, he discusses the subject of individual freedom and its limits, female identity and diversity. Focused around Polish and Ukrainian public and social organizations such as ETC. Foundation, Our Choice Foundation, NGO "Insha Osvita", Internews-Ukraine.

### **Martyna Markiewicz**

Coordinator of many educational and social projects. Trainer, certified drama trainer, joker of the Opposiastic Theater, moderator of Design Thinking. Coordinator of animation activities at the Social Center Paca 40.

### **Marta Mazurek**

Plenipotentiary of the President of the City of Poznań on counteracting exclusion. Marta Mazurek is a graduate of English Philology and has a PhD in American Literary Studies. She is a researcher and an academic teacher at the Institute of Linguistics at the University of Adam Mickiewicz in Poznań, a member of the Scientific Council of the Interdisciplinary Center for Gender and Identity Research, AMU. She is a member of the Congress of Women. It initiated the adoption and implementation of the Diversity Charter by the City of Poznań; initiated the self-government Network for Equality, which aims to promote equality at the local level, creating a catalog of good anti-discrimination practices, undertaking joint initiatives and sharing them with other cities in the country.

### **Vyacheslav Melnyk**

Social activist involved in LGBT rights, Campaign Against Homophobia Board's Secretary. He has been involved in Campaign Against Homophobia (KPH) since June 2011.

**Barbara Nowacka**

A Polish politician. A left activist in Labour United, and later in Your Movement, in October 2015 she became leader of the United Left coalition for the Polish parliamentary election, 2015, bringing together Labour United, Your Movement, the Democratic Left Alliance, the Greens, and the Polish Socialist Party. In 2016, Foreign Policy magazine included Nowacka, together with Agnieszka Dziemianowicz-Bąk of Razem, on its annual list of the 100 most influential global thinkers for their role in organizing protests against a total ban on abortion in Poland.

**Jacek Purski**

Journalist, political scientist, Social Security Institute Board Member and former social activist at the "Never Again" Association, which is an independent organization fighting against racism, fascism and xenophobia.

**Zuzanna Radzik**

Theologian, publicist and blogger. She deals with Christian-Jewish dialogue and feminist theology. Zuzanna studied Catholic theology at the Pontifical Faculty of Theology in Warsaw (MA & STL) and religious studies at the Hebrew University in Jerusalem (MA). She specializes in Christian-Jewish relations. Since 2003 she has been contributing to the Catholic weekly "Tygodnik Powszechny", where she writes in areas of faith, Christian-Jewish relations, Judaism, Polish-Jewish issues and Catholic feminism. Her blog "Jews & Witches" is available on the weekly's platform. In 2015 she published a book about feminist efforts in the Catholic Church.

**Michael Schudrich, Rabbi**

The Chief Rabbi of Poland. Educated in Jewish day schools in the New York City area, Schudrich graduated from Stony Brook University in 1977 with a Religious Studies major and received an MA in History from Columbia University in 1982. He received Conservative smicha (rabbinical ordination) from the Jewish Theological Seminary of America and later, an Orthodox smicha through Yeshiva University from Rabbi Moshe Tendler.

**Jan Sowa**

PhD, sociologist, cultural studies scholar, philosopher; a lecturer at Anthropology of Literature and Culture Studies Institute (Jagiellonian University). An author of a few books on psychology, sociology and social critique. Co-founder of Ha!art Foundation.

**Dariusz Stola, PhD**

A historian, professor at the Institute of Political Studies, Polish Academy of Sciences, Director of Museum Polin, Board Member of the Programming Board at Foundation Humanity in Action Poland. He has published ten books and more than hundred articles on the history Polish-Jewish relations, the communist regime in Poland and on international migrations in the 20th century. His books received several awards. Professor Stola has lectured in history and served on advisory boards of several Polish and international institutions and journals. For his contribution to research on Poland's history he was awarded the Knight's Cross of the Order of Polonia Restituta.

**Teresa Stylińska**

Journalist contributing to "Tygodnik Powszechny".

**>> THE  
FELLOWSHIP**

# CODE OF CONDUCT FOR PROGRAM PARTICIPANTS

HUMANITY IN ACTION IS COMMITTED TO PROVIDING A RESPECTFUL ENVIRONMENT TO ALL THOSE INVOLVED IN ITS PROGRAMS. FELLOWS, SENIOR FELLOWS, PROGRAM INTERNS AND STAFF IN ALL COUNTRIES (COLLECTIVELY, "NETWORK MEMBERS") ARE AMBASSADORS OF HUMANITY IN ACTION AND SHOULD DEMONSTRATE APPROPRIATE CONDUCT IN THE PROGRAMS AND IN PUBLIC. THIS CODE OF CONDUCT DESCRIBES HUMANITY IN ACTION'S EXPECTATIONS FOR THE BEHAVIOR OF ITS NETWORK MEMBERS THROUGHOUT THEIR TIME IN THE FELLOWSHIP PROGRAMS AND NETWORK ACTIVITIES. HUMANITY IN ACTION'S BOARD OF DIRECTORS FOLLOWS A SIMILAR CODE OF CONDUCT WHICH IS APPROPRIATE FOR THE BOARD MEMBERS' ENGAGEMENT WITH HUMANITY IN ACTION.

## **Respect for Staff and Peers**

All Network Members approach each other with respect. The themes presented during Humanity in Action programs are challenging and often highly sensitive. Network Members approach discussions with maturity, honesty and an openness to explore their own perspectives and those of others. Network Members engage in these highly sensitive discussions in ways that are constructive for each individual and the group.

## **Respect for Speakers**

Network Members approach speakers with respect and with a desire to learn – even from speakers with whom they strongly disagree. Humanity in Action does not assume that Network Members will agree with all the viewpoints presented by all speakers. In these cases, Humanity in Action encourages Network Members to vocalize their disagreements in a respectful and constructive manner.

Network Members may attend sessions during the programs that are confidential, off-the-record or sensitive in subject matter. They agree to follow the requests of speakers and the program staff regarding confidentiality, attribution and social media.

## **Respect for Host Families and Other Accommodations**

Network Members comport themselves in places of accommodations – whether hotels, hostels, homestays or other locations – with respect and comply with any associated rules or standards of conduct. Non-Network Members cannot stay overnight in any Humanity in Action-sponsored accommodations without pre-approval from program staff. If placed in homestays, Network Members should be sensitive to their hosts' expectations and show an openness and eagerness to get to know the person or family.

## **Cultural Sensitivity and Adaptability**

Network Members are sensitive to cultural and social differences and recognize that some of behaviors they may find uncomfortable pertain to these different contexts. Although cultural misunderstandings may occur – during and outside the program – Network Members should always show respect and a willingness to understand and work through as best possible these cultural differences.

**Timeliness**

Network Members attend each scheduled session at the designated times. Should a Network Member need to arrive late, the Network Member should contact program staff in advance. Program staff may excuse absences on a case-by-case basis.

**Safety and Harassment**

Humanity in Action is committed to providing an environment where people can interact comfortably and freely from any form of harassment, sexual or otherwise. Such offensive behavior may relate to race, gender, sexual orientation and identity, religion, national origin, disability, or other protected statuses and/or identities. Network Members refrain from offensive behavior and remarks in the program involving other Network Members, Board Members, visitors, speakers and/or other third parties. Humanity in Action will promptly investigate reported cases of harassment. Please see Humanity in Action's Harassment Policy for further details.

**Relationships**

Humanity in Action Staff, Program Interns and Board Members do not engage in intimate, sexual or romantic relationships, suggestive or otherwise, with Fellows during the Fellows' programs. All Staff and Board Members also refrain from engaging in intimate, sexual or romantic relationships, suggestive or otherwise, with Program Interns during the programs.

**Adjudication**

Network Members are encouraged to report immediately any issue or concern to any staff member. Humanity in Action will investigate each reported issue/concern and will take appropriate action.

**National and Local Law**

All Network Members follow the laws governing the countries where their programs take place and are susceptible to associated penalties should those laws be broken. Network Members are ambassadors of Humanity in Action and should demonstrate appropriate behavior.

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Network members who fail to comply with Humanity in Action's code of conduct will be subject to penalties that will be determined on a case-by-case basis by the program staff and other international staff, including the executive director. When possible and appropriate, Humanity in Action staff will provide a warning of a breach of the code of conduct to network members and give them the opportunity to amend their behavior. Humanity in action staff will adjudicate minor issues on a case-by-case basis. For serious violations of the code of conduct, the executive director will immediately be called upon to intervene. Serious breaches of the code of conduct could lead Humanity in Action staff to immediate dismiss a network member from the program and network after consultation with the executive director.

# >> Fellows' Discussions & Blog Posts

All HIA programs are built upon on an active involvement of fellows so that the fellowship experience can be even more enriching. Every fellow is expected to lead a Fellows' Discussion and/or write a blog post. A sign-up list for these assignments will be handed to you separately.

## Fellows' Discussions

Almost each day of the input phase, usually between 3 p.m. and 6 p.m., there will be time for the Fellows' Discussion. It is a moment for fellows to discuss important issues of the given day and/or to continue the discussions started during previous sessions. Fellows' Discussions are facilitated by fellows (one or two). The role of the Fellows' Discussion facilitators is to prepare and plan the format of the discussion and to lead the meeting. One day before the discussion, the facilitator or facilitators need to consult their ideas with the HIA staff. This will give you an opportunity to receive feedback on the planned discussion format and subsequently, to improve the details.

*Tips for the facilitators of the Fellows' Discussions:*

1. Prepare yourself well for the Fellows' Discussion. It is very important to have a specific plan and prepared intros/guidelines for the fellows. Therefore, prepare a concise and clear intro to inform other fellows how the meeting will look like.
2. Prepare the specific subject of the meeting and specific questions to begin the discussion and to move it on if suddenly it stops.
3. Include different methods/forms of activities such as: work in small groups, debates (for example Oxford-style debate, yes/no debate), brainstorming, discussion on the forum (with flipchart), role play, mind map, visualization (poster, comics, collage, photos), drama, film, simulation games. Try to combine a few different forms during a Fellows' Discussion.
4. Consider a few possible scenarios of the meeting as the discussion can go into different directions.
5. Remember that fellows are likely to be a bit weary after the whole day of sessions. This is why you are encouraged to include some entertainment at the beginning of the session such as energizers or some physical activity. Include it in your agenda.

6. Take care of the atmosphere of the meeting. Let everyone feel safe, included and active.
7. Before you ask HIA staff for feedback, please prepare the written agenda of the meeting according to these guidelines:
  - ▶ What is the purpose of the meeting?
  - ▶ What kind of methods would you like to use?
  - ▶ What results would you like to achieve?

## Blog Posts / Vlogs

Each fellowship program has its own blog website. This years' blog can be found here: [www.hiapoland2018.blogspot.com](http://www.hiapoland2018.blogspot.com). We aim to make the blog an open venue for your opinions and sharing your experience gained during the program. Your role is to share the insights and different perspectives (of speakers, other fellows, and yours) on issues raised during the given period of the program.

Remember that your audience is not only the HIA network, but also the general public. We highly advise you to follow the "so what?" rule 😊 which says that a good journalist should always make sure that the article brings an added value to the readers. In this context, Barbara Frum, a Canadian journalist, once said 'tell me something new about something I care about'.

The text should consist of interesting quotes, observations and raised questions. It should not be longer than one page in WORD format single spacing (500-800 words). A complete blog post consists of:

- ▶ a catchy title,
- ▶ an appealing lead,
- ▶ an interesting content,
- ▶ an attention-grabbing ending,
- ▶ last but not least, attractive photos,
- ▶ short videos are highly welcome.

We strongly advise you to take a look at our previous blogs to get an idea how it could be done, though, we are encourage fresh, new ideas. Each blog post should be accompanied with 3-5 photos (in separately attached image files). The deadline for submitting each entry via email (to Monika and Hanna) is 7 a.m. the day following your duty.

# OUTPUT PHASE IN DETAIL

The aim of the output phase is to provide the fellows with the opportunity to enhance a wide array of skills, necessary to effectively respond to discrimination and hate speech both off- and on-line. The fellows will develop and implement/test answers or innovative strategies to human rights challenges provided by a local NGOs mostly run by HIA Senior Fellows. Each group, comprised of 3 fellows, will be offered the opportunity to work on social change by counteracting hate speech, xenophobia and discrimination or contribute to the development of the given NGO while working on the specific real-life CASE STUDIES. There will be a choice of one out of 3 paths:

a) **EDU.LAB:** you will receive an EDU.CHALLENGE – a task referring to real situations which human rights activists face in Poland, for instance: how to design (both visually and content-wise) a music festival booth which will convince teenagers to react to hate speech? Or, how to convince youngsters to refrain from hate speech while playing computer games? You could develop workshop scenarios, scenarios of conversations, educational tools for various age groups (such as coloring books, contests, quizzes etc.), worksheets or pages for books on given topics.

b) **TECH.LAB:** you will be given a TECH.CHALLENGE concerning employing technological tools for counteracting hate speech. Since Internet-based technologies enable to reach more people at shorter time, you will develop ideas how to engage people into these interactions. Your assignments could vary from: developing scripts for Facebook chat-bot conversations, which would engage youngsters into exchanges, to designing/coding a simple online app, which would engage the visitor in a game.

c) **PRODUCT.LAB:** you will be given a PRODUCT.CHALLENGE, which means, in practical terms, that you will develop social products, social campaigns or social services which address an important social problem and that could be sold. This will be done in the spirit of social entrepreneurship (thus, the profits will be reinvested for the same social cause). These products or services will be developed either in cooperation with existing organizations or could help to set up a new organization, in either case making their work sustainable and independent from public funding.

## Fellows' Assignments in the Output Phase

HIA Poland expects each group to deliver the following:

1. **A concept of an answer to a challenge, followed by testing the ideas and implementation.** All fellows will work in international teams of three. HIA Poland will be responsible for creating the teams, though the fellows will have a chance to share their thematic preferences. In order to help fellows design effective concepts, HIA Poland will provide you with trainings/feedback and other resources to support you in your endeavor. At the later stage

working groups will also receive specific requirements defining the success of their challenge task depending on their nature. For example we will ask you to get a Facebook post reach/viewings at certain level (in case you decide to go for a social campaign as an answer to your challenge) or to draft and test a minimum number of exercise scenarios (in case of educational workshops) etc.

2. **A presentation of results,** aptly summarizing and synthesizing what you experienced, learned and achieved during the output phase in an engaging and attractive form. As tradition has it, the presentations will take place during a final celebration, for which we will guests, friends and speakers. Let's celebrate the results of your hard work! When it comes to practical details, we highly recommend a format similar to Pecha Kucha. Each group will have ca. 5 minutes of time, during which all group members should have the chance to present. We recommend to work on presentations and rehearse on July 2. The celebration will take place on July 3. The final presentation files (in PDF, Power Points, video or other Windows system-compatible file formats) should be delivered by **10 AM on July 3**. More details will be shared later.

3. **A report summarizing the process of developing and implementing an answer to challenges and its major parts (graphic and films).** Firstly, the report should briefly present a particular problem (characteristics of hate speech and discrimination towards a chosen group) and discuss the existing solutions. Secondly, present your work in an attractive way as well as explain your key ideas. Try to present some other organizations/solutions that inspired your thinking. If possible, include some innovative strategies of counteracting hate speech in various countries and settings together with own thoughts and comments on what kind of reactions they could evoke. Thirdly, share your experiences of the implementation phase. Which of your assumptions turned out to be right? What were the reactions to your social media content? What feedback did you get from the training team? Did you modify your work? If yes, how? Fourthly, what were the lessons learned and what kind of advice could you give your peers engaged in work on social change? As a result, such a report should give the readers some insight into what innovations your group has developed and what were the key turning points in this week-long process of testing various ideas. Last but not least, present how

your ideas could be transformed into sustainable long-term activities, and how other people could join in or assume responsibility to develop the initiatives further.

As for the form of this report, it could consist of not only a text, but also include visuals (e.g. pictures of the group work or visual content). As far as the text is concerned, it doesn't have to be very long but definitely, should not be shorter than

3 pages (single spacing, WORD format) and should be delivered in three installments:

- ▶ theoretical framework by **June 26**;
- ▶ solution idea(s), impact indicators and implementation plan by **July 1**;
- ▶ final remarks - what proved successful and what could be improved by **10 AM on July 3**.

All installments should be merged into one coherent report by the July 3 deadline. You will be given a common template for the layout and formatting of your report.

Please make sure you do not forget about an interesting/catchy title, pictures, visuals, footnotes and bibliography 😊 After the program HIA Poland staff will give you feedback on the first drafts of those texts and all the authors will be asked to modify their pieces accordingly. Only then the texts will be considered final/public versions. By 'public' we mean that they will be published in an activist toolkit so please, try to make it useful for the generations of fellows to come - **own your failures, celebrate your successes, mention what did work and what could work better.**

4. **A blog entry** covering the process of developing your solution to the existing challenges, accompanied by 3-5 photos (as separately attached files) and delivered by **10 AM on July 3**. The aim of the entry is to present the group work during the output phase from personal/activist perspective. In specific terms, the entry should consist of your personal impressions/reflections upon your experiences, interesting quotes of persons you have encountered and own observations regarding the whole output phase. What were the challenges you met? How did you manage to overcome the difficulties? How did you come up with the major idea? The text should not be longer than 1 page in WORD format single spacing. A complete blog entry consists of:

- a catchy title,
- an appealing lead,
- interesting content,
- an attention-grabbing ending,
- last but not least, attractive photos and visuals.

We strongly advise you to take a look on our previous blogs to gain an idea how it could be done. Yet, we hope for fresh ideas as well 😊

### Topics of challenges:

Your work will focus on groups that are frequently an object of hate speech and discrimination in contemporary Polish society, and who, in many cases, since WW2 were treated as scapegoats. Therefore, we suggest the following themes (in random order):

- Jews,
- LGBTQI+ persons,
- Refugees/Migrants,
- Women,
- Other underprivileged communities.

Please, be aware that we expect you to look for specific issues/aspects within this larger theme. Also, you are most welcome to continue your work on these issues after the fellowship, take it home or to other countries and make it big and more impactful

### Output Phase Expenses

In order to support you in your quest, we will give each group the budget of up to 150 PLN. It is your decision how you prefer to use it (e.g. necessary props, Facebook ads). However, we advise to SHARE your plan with HIA staff before making any spending simply because your spending is connected to our financial reporting and must be aligned with our financial reporting constraints. Remember: you must document your spending with invoices issued in line with the guidelines to be given by HIA staff.

**Without documentation (invoices), no reimbursement will be possible.**



# >> Action Projects

Action Project is an individual project realized by Fellows within a year after the HIA Fellowship. That's right, you have as many as 12 months (or, think in days: 365!) to research the problem, design the solution, implement the action and share your story with the world and with us!

Action Projects serve three goals:

On the individual level, **it's really all about gaining know-how and skills in a field of your liking.** You can decide to check yourself in a variety of roles such as: a project manager, researcher, innovator, community organizer and many other, whichever fits you best. We've observed many Action Projects becoming a start of a future professional career or 'just' long-term passion. However, it can also be just a one-off event or initiative, it's really up to you! We simply hope that the Action Project will help move your HIA experience from one of educational inquiry to action. And, in the end, its completion will open door to many opportunities within HIA and beyond!

It is our mission to prepare young leaders like yourself **to make a public impact in the field of human and minority rights.** The Action Project is supposed to be a meaningful demonstration of our Fellows' capacity to engage in this work. Thus, Action Projects should be designed to make some impact on public debate in your (local) community or/as well as to address specific barriers such as social, civic, cultural or political that you choose to focus on through your initiative.

Last but not least, **we are hoping that in your endeavor, you will reach out to our Board Members, Senior Fellows, experts!** Why not take your Action Project further and try to make a change on the institutional level? We are here for you! It is our goal to be supportive of your personal and professional goals – reach out to us, and let us help you make your project more worthwhile

**Remember:** everyone at HIA is rooting for you and your Action Project. There's a lot of skills, know-how, experiences and insights in our Network - reach out, whenever you want!

**Fellows:** Yes, we love making an impact together so why not to use the potential of collaboration with some fellows from your fellowship or Senior Fellows? Action Project teams are welcome! Otherwise, pick their brains or simply ask for feedback and a helping hand. We are here for you!

**Senior Fellows:** There is a broad range of professional and academic expertise within the community of Senior Fellows. We encourage you to network with Senior Fellows who have designed successful Action Projects in prior years, as well as with those Senior Fellows who have professional experience that will enhance your project. Come for the events, meet Senior Fellows, exchange insights – or use HIA Connect & Senior Fellows' Facebook Groups to reach out to specific Community Members.

**National Directors:** The Directors of your home country are a great resource for learning about past successful Action Projects, as well as national resources (experienced Senior Fellows, experts, partner organizations) and external funding sources that might be available for your initiative. Come, have a tea and let's chat about your ideas!

## REPORTING ON ACTION PROJECTS

### KEY DATES

**The Fellowship:** two Fellowship sessions which will focus on explaining the HIA expectations, exchanging of your initial ideas and developing them. Be prepared to give short presentations on what you are planning to do 😊

**Fall:** provide an Action Project Plan by filling out an online form.

**Fall-winter:** consultations with respective HIA offices, Senior Fellows & friends.

**Winter-Spring:** time to implement your Action Project. Remember to collect pictures, interviews, publicity.

**July, a year from your Fellowship:** deadline for submitting your final report on your Action Project.

### CONGRATULATIONS! You become a Humanity in Action Senior Fellow!

Possibility to participate in many opportunities Humanity in Action offers Senior Fellows.

We know: things happen and life gets in the way. In case you need more time to implement your Action Project, contact the Program Director for the approval before the deadline, preferably around February/March of the year following the Fellowship.



## TO MAKE THE WHOLE PROCESS EASIER FOR YOU WE RECOMMEND THESE STEPS:

### 01 NAME IT!

Try to locate a problem in the field of human and minority rights that is particularly important for your local community (such as: university, neighborhood, student association, social media community, or your group of peers). Now, ask yourself three questions: Why do you consider the problem to be important and timely? Do you see yourself speaking up about this issue in public? Do you have any experience relating to this issue or if not, can you gain some insights? Ask three community members for their opinion on your project. If the answers satisfy you, proceed to...

### 02

#### STRATEGIZE IT!

Think of possible solutions to the problem, and select only the ones which are possible to apply from where you are (professionally, mentally, emotionally, socially, financially, etc.). Note that it does not have to be anything big – we don't want you to feel overwhelmed or to exhaust your resources. For instance, you can address lack of information on a specific topic through a small information campaign, a panel discussion, an article, or a local meeting of people who usually do not talk to each other. No one here judges the scale of your Action because every action is extremely important. That being said, remember about the **IMPACT** you are directly making and **SOCIAL CHANGE** you are contributing to. Is there anything else you could do to increase the impact of your Action Project?

### 03

#### CONSULT IT!

If you want and if you can, consult your idea: with us and with Senior Fellows. Maybe it is possible to enhance your project with minimum effort or maybe we can connect you with someone who would do that with you! Also, if you are Polish or Ukrainian Fellow, you can always contact HIA Poland President and Director: Monika Mazur-Rafal: [m.rafal@humanityinaction.org](mailto:m.rafal@humanityinaction.org).

### 04

#### DO IT!

Just like Shia LaBeouf screams in the youtube viral video - Just Do It! And while doing it, enjoy the process!

### 05

#### ARCHIVE IT!

Take pictures, videos, and if you feel particularly out there, invite media! Allow yourself for a little moment of glory! Don't forget to mention that HIA Fellowship was an inspiration for this action!) Use the following phrase "This project is inspired by Humanity in Action Fellowship Program in Poland" and use the following logo:



### 06

#### REPORT ON IT!

Fill out a ten-minute form and submit pictures ("pics or didn't happen!") to let the Network know what's cooking in your community. If you have the energy, be as specific as you can and as inspiring as possible. People actually read them! Due to internal division of tasks between the HIA offices there is a principle that Polish and Ukrainian Fellows report to HIA Poland, American Fellows report to the HIA USA, German Fellows and Greek Fellows report to the HIA Germany, so please keep in mind that the requirements below concern Polish and Ukrainian Fellows.

### 07

#### CHERISH IT!

Be proud, you (and your team) deserve it!

## >> After the Fellowship

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### >> POST-FELLOWSHIP REQUIREMENTS

Apart from the obligation to implement your Action Project, HIA expects you to help the organization to evaluate the program by:

1. Contributing to the project evaluation (sharing your observations in constructive manner, completing the evaluation survey etc.),
2. Writing a letter to HIA Board Chairs in which you give an impression what was your program experience like. In the letter you could praise the positive aspects and give critical insight on what should be changed on the Fellowship and its components. It is crucial for us to receive honest feedback from you in order for HIA to progress. More information will be given during the Fellowship. **Deadline for Letters to the HIA Chairs is July 31, 2018.**

### >> SENIOR FELLOWS' NETWORK

All the HIA Senior Fellows are strongly encouraged to stay in touch with any Senior Fellow Network and take action! Please remember that you can cooperate with any of the existing national Senior Networks (for example, if you happen to live in one of these countries for some period of time). As for becoming a member for practical reasons, Poles and Ukrainians are advised to become members of the Polish Senior Network, Germans of the German Senior Network, Greeks of the Greek Senior Network and Americans of the American Senior Network. You become a Senior Fellow after completing your Action Project.

### >> INTERNSHIPS

There is a wide variety of very interesting internships for HIA Senior Fellows, such as: The Pat Cox HIA Fellowship Program in the European Parliament in Brussels, Congressional HIA Fellowship Program and others. Please note, however, that only fellows who have participated successfully in the HIA core program and who met all the requirements are eligible to apply for internships. In order to maintain a high quality of internships, we try to ensure that the best candidates are chosen. Therefore, the recruitment process is highly competitive. HIA national staff is always asked for feedback and recommendations about fellow's overall performance during the program, the implementation of the Action Project as well as the involvement and the engagement in the HIA network.

## >> Money Matters

Make sure you will be reimbursed before spending money (or otherwise, you will have to bear the cost yourself). If anything is unclear please always consult the HIA Poland Director. **Costs can only be reimbursed by HIA, if:**

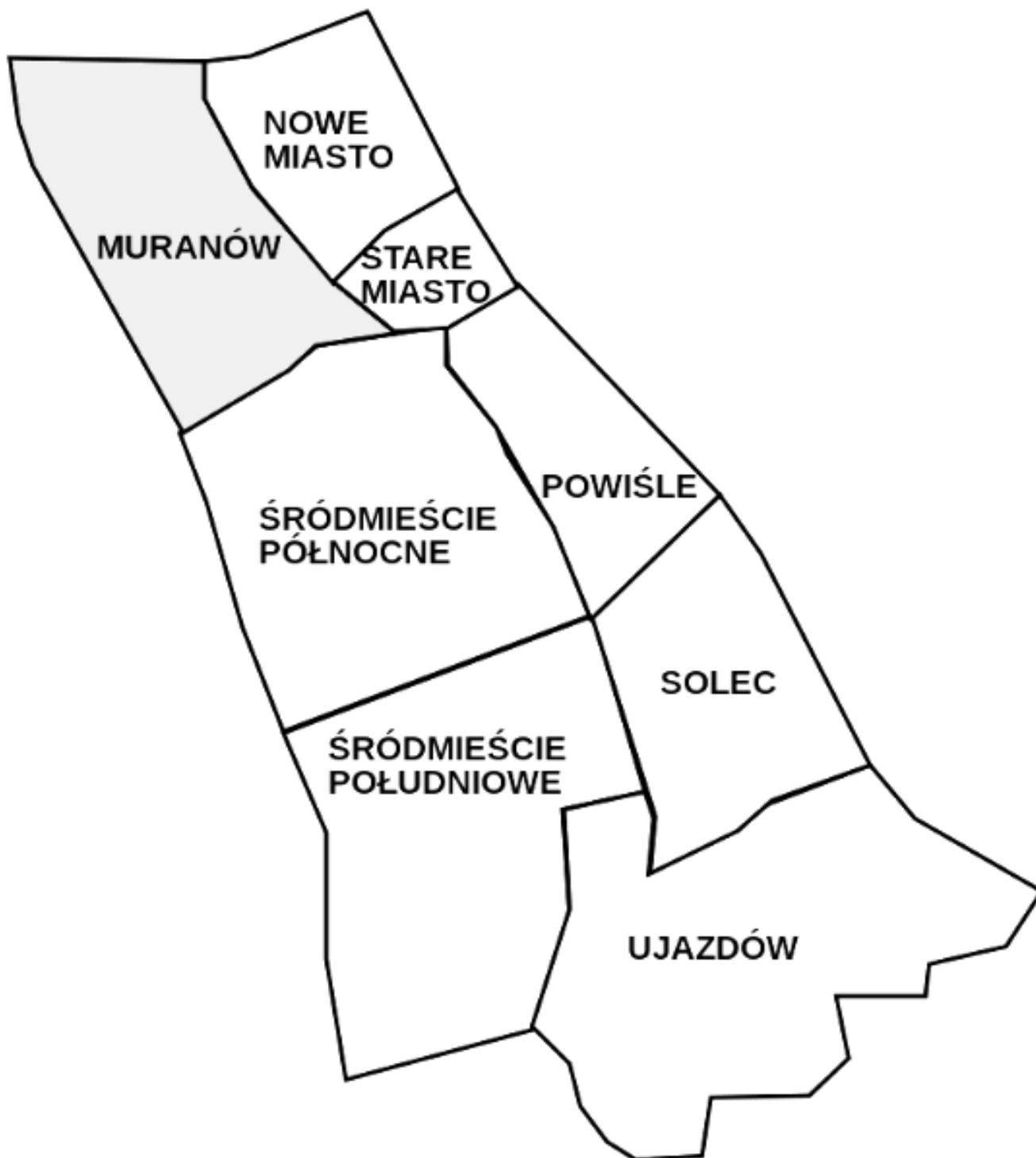
- a. **they were consulted with the HIA Poland Director beforehand** and it is clear that these costs were unavoidable, related to the program, and were the most cost-effective options where used,
- b. **the original receipts (bills)**, tickets or boarding passes (in cases of flight tickets) are handed in to HIA Poland (copies are not acceptable). They cannot be crumpled or dirty,
- c. they were connected with the program, for example travel costs,
- d. they were connected with your research period, e.g. transportation costs, fees or temporary membership of libraries, etc.,
- e. the items/services listed on receipts (bills) were only those related to HIA reimbursement. Please do not make any notes on the receipts (bills)/tickets because those will not be accepted by us. You can write an explanatory note which expense was for what but on a separate sheet of paper (name, date, amount, reason for payment),
- f. **all the invoices/tickets/bills/boarding passes are handed in or sent via mail to HIA Poland within about a month after each component of the program is over.**

## >> Dining Out

The fellowship is partially financed out of public grants, which is why in terms of 'per diems', HIA Poland is particularly obliged to obey the existing Polish regulations. According to the relevant Ordinance of Minister of Labor and Social Policy, a 'per diem' in the Polish case is maximum 30 PLN, out of which 7,5 PLN should cover the cost of breakfast and 7,5 PLN of dinner and 15 PLN cost of lunch. In line with this law, HIA Poland will organize and cover the cost of lunches on program days when the group spends the whole day together. Moreover, each participant will receive a food stipend, which is meant as a financial support to cover other meals during the whole duration of the program. The per diem (after deducting the cost of meals provided by HIA Poland) will be given to all participants in cash in 2 installments. In case of questions and feedback please turn to Hanna.

**>> WARSAW**





## >> Accommodation

### European House of Youth Meetings (EDSM)

**Długa street 18/20**

**00-238 Warsaw**

**phone: +48 (022) 635 01 15**

**www.edsm.pl**

1. Check-in is from 4 p.m.
2. Check-out is till 10 a.m.
3. The hostel locks up at midnight.
4. Silence must be kept at the hostel between 10p.m. to 6a.m.
5. Guests arriving after 10 p.m. must be quiet.
6. The kitchen is open 6-10a.m. and 4-11p.m.
7. The kitchen must be tidied and everything cleaned immediately after use.
8. Leave room keys at reception before leaving the hostel.
9. Gambling and drinking alcohol are prohibited in the hostel.
10. Smoking is allowed only in the designated place.
11. All individual and groups must comply with the hostel rules. Guests who break hostel regulations or behave unsuitably can be removed from the hostel without refund.

## >> Cash Exchanges

There are a lot of cash exchange offices in the downtown and near the hostel:

### **Cash Exchange “Na Długiej”**

Długa street 8/14

### **Dime**

Krakowskie Przedmieście street 41

Monday-Friday 9:30 am-6 pm

+48 602 511 511

### **24-hour Cash Exchange:**

Bilion, Piękna Street 11,

phone: +48 22 625 14 25

Cris, Grójecka Street 42,

phone: +48 22 822 06 06, +48 0601 221 388.

## >> Taxi

Most cabs have about a 6-8 PLN initial charge. The average rate in Warsaw at the moment is circa 2,5 PLN/km; however several companies offer cheaper rates. Check the price sticker on the window, and be cautious about cabs without any identification. Rates go up by half after 10:00 pm and on weekends and during official holidays. Your best bet is to call for a cab to pick you up. Operators rarely speak English, so learn how to say your address and phone number in Polish. You can use Uber as well. Here are some generally reliable and yet cheapest companies:

EKO Taxi, phone: +48 22 644 22 22  
(8 PLN + 1,40 PLN/km, the cheapest one)

Grosik Taxi, phone: +48 22 646 46 46  
(8PLN + 1,80 PLN/km)

City Warsaw Radio- taxi, phone: +48 22 194 59  
(8 PLN + 1,80PLN/km)

Tele Taxi, phone: +48 22 196 27

MPT Taxi, phone: +48 22 191 91

Eco Car Taxi, phone: +48 22 123 456 789

EleTaxi, phone: +48 22 811 11 11

Bayer Taxi, phone: +48 22 196 67

### **Apps:**

**Taxify** (<https://taxify.eu/pl/> ← download here)

An application for iPhone and Android for convenient and cheap travel around the city. Order a ride in a few minutes - just press the button and the car will come to pick you up.

### **Uber**

It's the cheapest way to travel. The Uber app matches you with a nearby driver to take you wherever you want to go.

## >> Libraries

### **The National Library (Ochota)**

al. Niepodległości 213  
02-086 Warsaw  
phone: + 48 (22) 608 29 99, +48 (22) 608 23 30  
Open: Monday-Saturday 8.30 am-8.30 pm,  
Sunday: closed  
[www.bn.org.pl](http://www.bn.org.pl)

### **The Library of Warsaw University (Śródmieście Powiśle)**

Dobra street 56/66  
00 312 Warsaw  
phone: +48 (22) 55 25 178, +48 (22) 55 25 179  
Open: Monday-Friday 9.00 am-10.00 pm,  
Saturday: 9:00 am-9 pm, Sunday: 3.00 pm-8.00 pm (lending library and repository closed)  
[www.buw.uw.edu.pl](http://www.buw.uw.edu.pl)

### **Warsaw Public Library (Śródmieście Południowe)**

ul. Koszykowa 26/28  
00-950 Warsaw  
phone: 22 628 31 38  
Open: Monday-Friday 9 am - 9 pm,  
Saturday 9 am - 5 pm, Sunday: 9 am - 2 pm  
<http://www.koszykowa.pl/>

## >> Copy Point

### **Xero 6gr**

Ul. Królewska 2, the corner with Krakowskie Przedmieście  
Open: 24/7  
phone: 22 498 22 01, 531 596 059  
email: [biuro@drukarnia24h.net](mailto:biuro@drukarnia24h.net)

# >> Food and Drink

**Warsaw Breakfast Market (Żoliborz)**  
*Outdoors delicious breakfast*  
 Wojska Polskiego avenue 4 | Every SAT&SUN from 10AM

**Cud nad Wisłą (Śródmieście - Powiśle)**  
*An extraordinary club on the Vistula River, with its own piece of beach where you can dance under the stars.*  
 Bulwar Flotylli Wiślanej 1

**Hocki Klocki (Śródmieście - Powiśle)**  
*Outdoor bar at the riverbank*  
 Bulwar Flotylli Wiślanej, Wioślarska Street 6

**Cuda na Kiju (Śródmieście Południowe)**  
*Cafe, bar and restaurant*  
 Nowy Świat street 6/12

**Pawilony Nowy Świat (Śródmieście Północne)**  
*Recommended: a place of the parties, conversations, music, and positive energy. It is for EVERYONE.*  
 Nowy Świat Street 22/28

**Bar Studio (Śródmieście Północne)**  
*BAR with ambitions (socio-cultural-political) right at the footsteps of the Culture Palace.. Drinks, snacks, art.*  
 Plac Defilad 1

**Café Kulturalna**  
*Located within the foyer of the Dramatic Theatre at the Palace of Culture it is one of*

*the coolest places in town.*  
 Palace of Culture  
 Opens at noon.

**Chmury/ Hydrozagadka (club) (Praga)**  
*Café during the day/ concert venue at night located in the Praga district.*  
 11 listopada street 22

**Fawory (Żoliborz)**  
*A coffee shop located in Żoliborz, where activists and artists can meet.*  
 Mickiewicza street 21  
 Daily: 8 am-11 pm

**Kawiarnia Kafka**  
*A pleasant café with good food near the University of Warsaw.*  
 Obożna street 3

**Kuchnia Konfliktu (Kitchen of Conflicts) (Śródmieście Południowe)**  
*Recommended! Vegetarian cuisine made by migrants coming to Poland.*  
 Wilcza Street 60

**Chwast food (Śródmieście Południowe)**  
*Vegan burgers (many flavors)*  
 Waryńskiego Street 9a

**Vegemiasto (Muranów)**  
*One of the first vegetarian restaurants in Poland. 100% vegetable offer.*  
 Al.Solidarności 60a

**Krowarzywa (Śródmieście Południowe)**  
*The best classic vegan burgers in Warsaw*  
 1) Hoża street 42  
 2) Marszałkowska street 27/35  
 OPEN LATE

**Falafelove (Śródmieście Północne)**  
*Falafels (vege)*  
 Senatorska street 40

**Plan B (Śródmieście Południowe)**  
*One of the most popular bars in the center of Warsaw.*  
 Wyzwolenia street 18 (Plac Zbawiciela)

**Fort Vino (Mokotów)**  
*A wine bar in the historic place, a charm of red brick and a picnic mood.*  
 Raclawicka 99

**Prochownia Żoliborz (Żoliborz)**  
*cafe/outdoor club*  
 Czarnieckiego Street 51 10AM to midnight

**Pardon, To Tu (Mokotów)**  
*Bar/wine corner with alternative music*  
 Madalińskiego street 10 / 16

**Tel Aviv Food & Wine (Śródmieście Południowe)**  
*Vegan Israeli cuisine*  
 Poznańska street 11

**W Oparach Absurdu (Praga)**  
*One of the most popular pubs in the Praga district.*  
 Żąbkowska street 6

**Instalacje Art Bistro**  
*Delicious food in excellent location, next to Łazienki Park and The Centre of Contemporary Art*  
 Jazdów street 2 (Zamek Ujazdowski)

**Niebo (Śródmieście Północne)**  
*During the day, ideal for work, in the evening turns into a positive energy club with unique interior. And many, many more...which you can discover on your own.*  
 Nowy Świat 21 (entrance from the yard)

**Miau Cafe**  
*A social cafe with cats*  
 Naruszewicza 30  
 Entrance at (Niepodległości Ave)

**Cafe Kryzys**  
*Social cafe (co-op) at a squat run by anarchists*  
 Wilcza 30 | OPEN FRI-SUN noon-midnight

**Tbilisi**  
*Wonderful migrant-run Georgian food*  
 Puławska street 24

**TRY POLISH FOOD:**

- pierogi (dumplings)
- barszcz (beet soup)
- żurek (sour soup)
- chłodnik (refreshing cold beets or cucumber soup)
- zapiekanka (Polish fast food)
- bigos (sour cabbage + mushrooms + meat)
- placki ziemniaczane (potato pancakes)
- pączek (donut)
- rurki z kremem (desert)

## >> Culture Spots

### **Apteka Sztuki**

A modern art gallery and a professional activity centre for people with disabilities.

Aleja Wyzwolenia 3/5

Open: 9am-5pm, SUN 2pm-5pm | FREE

### **CSW (Centrum Sztuki Współczesnej)**

Modern Art Center located in a former castle. A truly outstanding place.

Jazdów street 2

Open: TUE-SUN noon- 7pm, THU noon-9pm | 12 PLN / 6 PLN, THU free

### **Fotoplastikon Warszawski**

Fotoplastikon is an equivalent of peepshow - a device invented in 19th century displaying slides. The Warsaw peepshow is over 100 years old - it is a unique object on a world scale.

Aleje Jerozolimskie 51

Open: Wednesday-Sunday 10am-6pm | 4 PLN / 2 PLN

### **History Meeting House**

A place of contact with testimonies of the 20th century history of Poland and Central and Eastern Europe.

Karowa street 20

Open: TUE- SUN: noon-8pm | free

### **Orthodox Church**

One of a couple of Orthodox churches in Warsaw. It was built around 1867. It survived the II World War, thanks to which the interior retains its original design, including the gilded altars and the main iconostasis. Don't forget to dress properly for visiting an orthodox church (long skirts or long trousers).

Solidarności street 52

Open: MON-FRI: 9am- 3pm, SAT: 11am- 2pm

### **Synagoga Nożyków (Nożyk Synagogue)**

It is the only synagogue that survived the II World War still being in use. It is not only a place of prayers but it also plays a role of a site promoting Jewish culture.

Twarda street 6

Open: MON-FRI 9am-8pm, SUN: 11am-7pm (no visits on SAT) | 10 PLN

### **The Fryderyk Chopin Museum**

Ostrogski Palace

Okólnik street 1

Open: TUE-SUN: 11am-8pm | 22 PLN, reduced (EU students) 13 PLN

### **Copernicus Science Centre**

So much fun!

Wybrzeże

Kościuszkowskie 20

Open: TUE-FRI 8am-6pm, SAT-SUN 10am-7pm | 27 PLN,

reduced (students and graduate students until the age of 26) 18 PLN

### **Warsaw Uprising Museum**

Warsaw Uprising Museum offers a unique opportunity to discover

Warsaw's most painful history of 1944. It conveys the climate of those times: recreates the atmosphere of

fighting Warsaw, showing not only the military struggle of those 63 days,

but also everyday life of civilians. By linking history with modernity,

memorial site with modern exhibition techniques, the events of 60 years ago have become ingrained in modern national awareness.

A must on your schedule!

Grzybowska street 79

Open: MON, WED, FRI 8am-6pm, THU 8am-8pm, SAT, SUN 10am-6pm, TUE closed | 20PLN/ 16PLN, SUN - free

### **TR Warszawa**

A well-known alternative theatre with an offbeat café in one.

Marszałkowska street 8

### **Museum of Vodka**

Theatre Square, Wierzbowa 11 street (entrance from Canaletto street)

Open: TUE-SUN: 1pm-9pm

Last entrance to the Museum: 8:15pm  
Ticket without vodka tasting 19 PLN /

Ticket with vodka tasting (3 shots of vodka to choose included, from our selection: Polish, World, fruit flavored) 39 PLN

### **Museum of Modern Art**

near Vistula Wybrzeże Kościuszkowskie 22 1 PLN (Students: free)

### **Zachęta - National Gallery of Art Modern Art**

Great!

TUE-SUN noon-8pm

| 15PLN / students 1 PLN, THU free  
Małachowskiego Square 3

### **Neon Museum**

A lot of neons.

MON-FRI

noon-5pm, TUE closed, SAT

noon-6pm, SUN 11am-5pm | 12 PLN / 10 PLN

Mińska 25

Check [www.warsawtour.pl/en](http://www.warsawtour.pl/en) for the overview of cultural attractions in Warsaw

## >> Embassies

### German Embassy (Śródmieście Południowe)

Jazdów street 12  
 00 467 Warsaw  
 phone: +48 (22) 584 17 00  
 www.warschau.diplo.de

### Greek Embassy (Śródmieście Południowe)

Górnośląska street 35  
 00 001 Warsaw  
 phone: +48 (22) 622 94 60  
 http://www.mfa.gr/warsaw

### U.S Embassy (Śródmieście Południowe)

Aleje Ujazdowskie 29/31  
 00 540 Warsaw  
 phone: +48 (22) 504 20 00  
 www.poland.usembassy.gov

### Ukrainian Embassy (Śródmieście Południowe)

Szucha street 7  
 00 580 Warsaw  
 phone: +48 (22) 629-34-46;

## >> Emergency

**Police: 997**

**Ambulance: 999**

Fire Brigade: 998  
 Emergency Number: 112  
 Sexual harassment: 22 828 11 12

## >> Warsaw Bucket List

- Have a pączek, a Polish donut
- Try pierogi
- Try ZAPIEKANKA
- Have a meal at a milk bar
- Visit POLIN
- Visit the Warsaw Uprising Museum
- Have a walk around Śródmieście
- Learn to say Cześć! Jak się masz?
- Level hard | learn to say “W Szczepreszynie chrząszcz brzmi w trzcinie”
- Take an insta pic at Hala Koszyki
- Have a look at Warsaw from the top terrace of Warsaw Palace of Culture and Science
- See old Warsaw pictures at Fotoplastykon
- See the narrowest house in the world: the Keret House
- Have a picnic at Łazienki Park
- Read a book at Warsaw University Library Garden
- Have a shot of vodka (or: a good time at Pawilony)
- Hang out at the Vistula Beach
- Read a poem by Wisława Szymborska or Czesław Miłosz, Polish Noble Prize Winners
- Watch a Polish movie
- Send a postcard to your friend
- Have a picture taken with the Marmaid
- Listen to a free open-air concert at Łazienki Park (Sundays, at noon & 4pm, near Chopin statue)

CUT THIS OUT AND CARRY IN YOUR WALLET:

**HOSTEL:**

EUROPEAN HOUSE OF YOUTH MEETINGS  
DŁUGA STREET 18/20  
00-238 WARSAW  
+48 (022) 635 01 15

**HIA POLAND STAFF:**

HANNA PIEŃCZYKOWSKA, +48 511 681 007  
OLA HOŁYŃSKA, +48 504 205 982  
PRZEMEK IWANEK, +48 600 045 324

**TAXI:** +48 22 644 22 22

**EMERGENCY: 112**