

HUMANITY IN ACTION

Results of the 2010 Social Impact Study

Conducted in partnership with



"Hindsight is easy. Thinking ahead is harder. While governments are consumed with investigating terrorism and genocide, one group of concerned global citizens strives to protect endangered minorities and stands against intolerance before violence occurs."

- Nora Boustany, the Washington Post



HIA Senior Fellows visit Auschwitz-Birkenau during the **Relevance of the Holocaust Program** in 2008.

About Humanity in Action

Founded in 1997, Humanity in Action (HIA) educates, inspires and connects a global community of students, young professionals and established leaders committed to promoting human rights and protecting minorities—in their own communities and around the world.

What we believe

HIA believes that an important test of a genuine democracy is how it treats its minority groups. We also believe that the commitment to democratic values and the protection of minorities cannot be taken for granted today in the United States and Europe.

Our mission

HIA aims to instill the values of human dignity and moral responsibility for the protection of the rights of minorities in a new generation of social, cultural and political leaders.

Our organization

HIA is a partnership of educational organizations in Denmark, France, Germany, the Netherlands, Poland and the United States. HIA has educated more than 1,000 outstanding students and young professionals.



Participants at the 2010 HIA program "**Diversity: How to Encourage a European Debate.**"

The program, organized by HIA France, led to the development of a 'Diversity Toolbox' that contains articles, films, sample projects, ideas and questions that can be used by civil society activists across Europe to fight prejudice and raise awareness about discrimination against minorities.

The HIA approach

Discover

Recruit students and young professionals with promise and a passion for social change

Educate

Examine past and present examples of resistance and courageous action to promote human rights

Inspire

Provide a transformative experience and encourage lives of action and responsibility

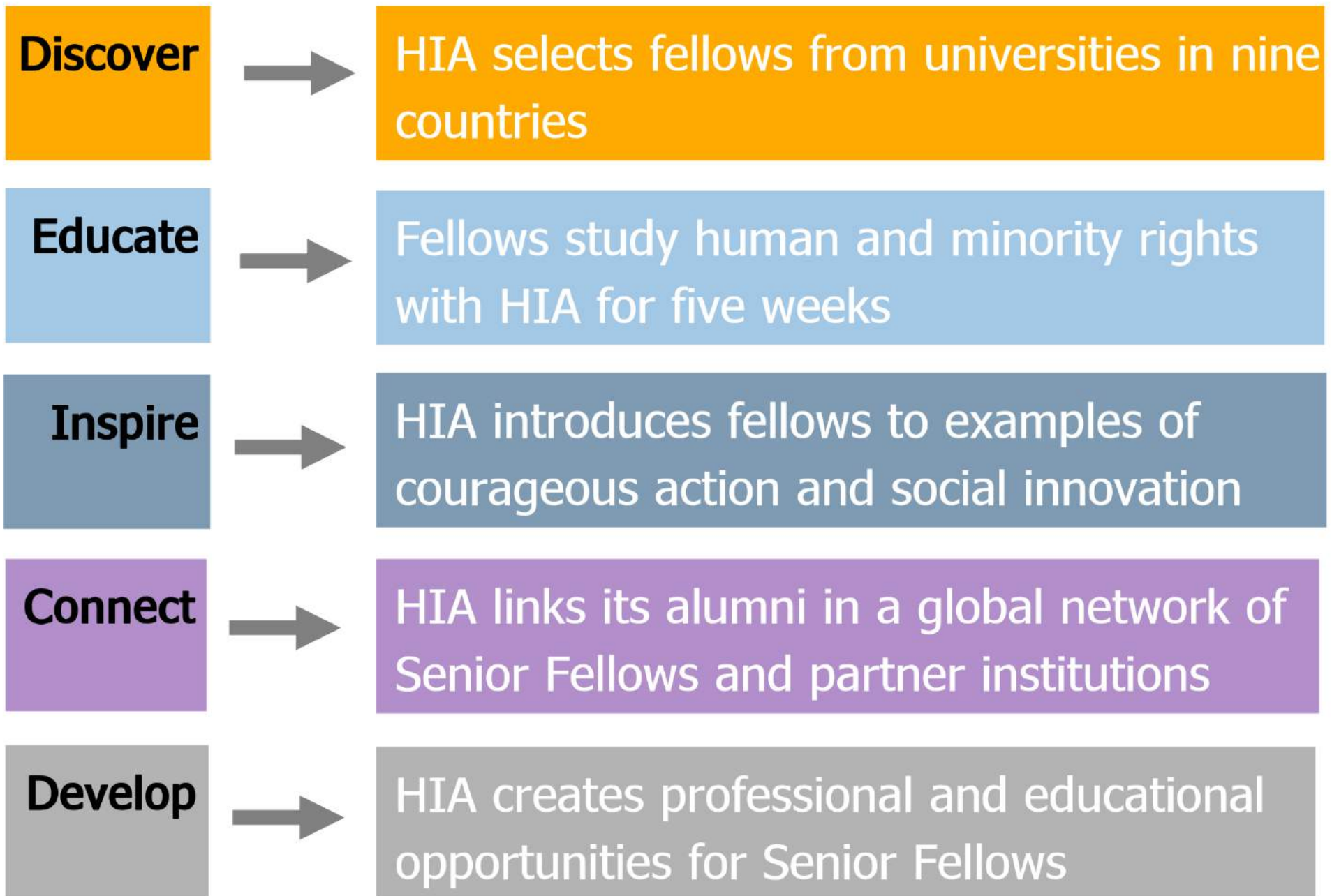
Connect

Facilitate collaboration to increase the impact of our network of individuals and institutions

Develop

Build leadership skills and create opportunities as fellows develop their careers and philanthropy

The HIA approach in action



Measuring HIA's impact

Discover

HIA has a long-term vision of change. Our approach focuses on engaging emerging leaders whose best work and greatest potential is likely years away. The average age of an HIA fellow is just 27. Four in ten alumni are still in their studies.

Educate

To test our impact, both short- and long-term, and to collect insights about how to improve our work, we partnered with a team of MBA student consultants from the Stern School of Business at New York University.

Inspire



Connect

Working together, we developed a [questionnaire](#) designed around the five principles of the HIA approach. The survey was distributed to HIA Senior Fellows, the alumni of our programs. We received 318 complete responses. Our consultants also conducted individual interviews for further detail.

Develop

The responses were analyzed to provide statistics that demonstrate the impact that HIA can show today—and hint towards the future promise of the HIA network.

Key findings

Discover

73% are working in a field related to human rights or social justice

Educate

94% are more knowledgeable about human rights because of HIA

Inspire

54% have developed a hands-on project in their home community inspired by HIA

Connect

96% remain affiliated with HIA

Develop

57% have received a professional opportunity because of HIA

Discover



Marietje Schaake (HIA 2003) was elected to the European Parliament in 2009 as a representative of the D66 Party in the Netherlands.

Her signature issues include integration policy and fighting Islamophobia.

HIA Senior Fellows are emerging as changemakers in their societies

Organizations founded by HIA Senior Fellows

- Play31, Sierra Leone
- Shining Hope, Kenya
- Ayllu Initiative, Brazil
- Friends of Kigali Public Library Project, Rwanda
- Critical Mass, Netherlands
- Citizen Hope, United States
- Mitte Gegen Rechts, Germany
- Centre for Positive Integration, Denmark
- Jeneba Project, Sierra Leone

Organizations with HIA Senior Fellows in Leadership Roles

- Human Rights Watch, Netherlands
- Nourish International
- U.S. Department of Homeland Security
- Danish Youth Red Cross
- Multicultural Center Prague
- New York University
- Copenhagen City Council
- Spark Program, Los Angeles
- UN Dispatch



Case in Point

Kennedy Odede (HIA 2009) accepts the Dell Social Innovation Award for his NGO, Shining Hope for Communities. Kennedy has helped build the first free school in Kibera, Kenya's largest slum.

Kennedy's work has also been recognized by Echoing Green and the 2010 "Do Something" Awards.

Discover

HIA Senior Fellows maintain their commitment to human rights issues in their work and philanthropy

What issues are HIA Fellows working on today?

59% human rights

41% development

38% immigration

48% education

38% poverty

35% foreign policy

46% politics

38% civil rights

32% race/ethnicity

 % of respondents

"The community that you become part of when you join HIA is incredible. It is not just that you have the opportunity to meet people from around the world, it is that you can interact with these people that have the same life goals as you—and this really enables one to determine their path in life and what steps they want to take."

William Blaustein (HIA 2007), Rotary Ambassadorial Scholar, Mexico

Educate



Lamija Landzo (HIA 2010) and Susie Pundik
listen to a lecture at the International HIA
Conference in Amsterdam.

Educate

HIA programs are leaving a lasting educational impact on HIA Senior Fellows

"I was inspired by HIA to start a research project that eventually was published as a book. This was the beginning of my career in international law."

Astrid Kjeldgaard-Pedersen (HIA 2002), PhD Candidate, Aarhus University
and Lecturer, Copenhagen University

73%

say they continue to debate and exchange ideas with one another after the initial fellowship ends

70%

of students are studying an issue related to human rights or social justice

61%

report that HIA has influenced the course of their academic studies

53%

have chosen to participate in a educational program for Senior Fellows

The HIA educational model

HIA has educated more than **1,000 Fellows** since its programs began in 1999.

HIA Fellows work together in an international group. The Fellows meet leading experts and activists to study past and present examples of resistance to injustice, with a particular focus on minority rights. Fellows write research-based articles or develop teaching tools during their programs. More than **400 pieces of original research** have been produced.

As Senior Fellows, alumni can participate in HIA's international seminars, study trips, lectures, professional fellowships and discussion series. These opportunities encourage Senior Fellows to maintain their awareness and interest in HIA issues.

Inspire



Jakob Lund (HIA 2005) shakes hands with UN Secretary General Ban-Ki Moon following a charity football match for Play31, the NGO that Jakob founded to provide sporting equipment to peace and reconciliation programs in Western Africa

Inspire

HIA inspires its Fellows to be active citizens

"As I reflect on important decisions, I think about the values of HIA. Those values are an anchor or compass that I can return to when I'm not sure which way to head. They are a check to ensure that what I decide to do matters."

Marc Silverman (HIA 2003), Assistant to the U.S. Attorney, New Haven

92%

say that HIA remains relevant in their lives

77%

say that HIA has introduced them to new ways they can act on human rights and social justice issues

52%

consider someone in HIA as a mentor or role model



Case in Point

The handbag above advertises "Mitte Gegen Rechts," the community organization founded by **Anna-Delia Papenberg (HIA 2007)**.

The organization fights a white supremacist business that uses a chain of fashionable clothing stores to promote neo-Nazi ideology.

Anna-Delia speaks to recent HIA Fellows about her project and the history of Nazi crimes in her community. She is often cited as one of the most inspiring speakers in HIA programs in Berlin.

Connect



HIA inaugurated its first **HIA International Conference** (pictured above) in Amsterdam in July 2010.

More than 200 HIA Fellows, Senior Fellows, Board members and institutional partners attended. The conference is part of HIA's strategy to create opportunities for the many individuals and institutions in the HIA network to meet, collaborate, develop friendships and share knowledge.

Connect

Senior Fellows use the HIA network to increase the impact of their professional and philanthropic work

"HIA introduced me to a network of professionals, activists and academics working on minority rights issues I work with today on a regular basis. Through the network I developed, I was given opportunities which would have been impossible to dream about before my involvement with HIA."

David Sullivan (HIA 1999), ENOUGH Project, Washington, DC

59%

say that an outside project or organization has benefited through their affiliation with HIA

37%

have collaborated on an academic, professional, or volunteer project with other HIA Senior Fellows



Case in Point

Jeppe Fogtmann (HIA 2006) founded the Center for Positive Integration with friends from his HIA fellowship in Copenhagen.

The Centre combines legal counseling for immigrants with a media strategy that focuses on changing attitudes towards immigrants in Danish culture. The Centre's blog is featured on the website of Jyllands-Posten, one of Denmark's leading newspapers.

Several HIA Senior Fellows continue to serve on the Centre's Board.

Connect

HIA's programs lead to lifelong friendships and meaningful interaction among Senior Fellows

'The network of senior fellows have been very useful not only for socialization, but for continuous intellectual debates and collaborations on the issues affecting our societies and the world at large.'

Joseph Kaifala (HIA 2007), founder Jeneba Project,
Sierra Leone and MA student, Syracuse University

93%

continue to socialize with other
Fellows they met in HIA

52%

have attended a reunion of HIA
Fellows

45%

remain in frequent contact with
HIA Fellows **from their country**

26%

remain in frequent contact with HIA
Fellows from **other countries**

Senior Fellows Associations

HIA encourages its Senior Fellows to organize associations in their cities and countries to maintain their engagement with HIA and one another. Current associations are in:

- Bosnia and Herzegovina
- Belgium (Brussels)
- Denmark
- France
- Germany
- Netherlands
- Poland
- United Kingdom
- United States

Develop



Neil Stenbæk Bloem (HIA 2007) poses outside the U.S. Capitol. Neil had a fellowship in the office of Representative Grace Napolitano (D-CA) through the Lantos/HIA Congressional Fellowship.

Neil was elected in 2009 to the Copenhagen City Council. He attributes his decision to run for office to this formative experience in Washington, DC.

Develop

HIA provides formative professional experiences that can launch a change-making career

"HIA has absolutely been formative to the academic and professional choices that I have made. As a Lantos/HIA Congressional Fellow, I worked for a member of Congress who places human and minority rights at the center of his legislative activities. HIA has helped me to meet and become familiar with the many human rights partners that I have in the U.S. and abroad."

David Peyton (HIA 2005), Africa Center for Strategic Studies, Washington, DC

HIA Professional Fellowships

HIA creates professional fellowship programs for its Senior Fellows to provide practical experience at civic and political institutions that have a substantive impact on human and minority rights. More than 300 Senior Fellows have completed HIA-sponsored fellowships at institutions including:

83 Fellows U.S. Congress

56 Fellows European
Parliament

25 Fellows Grassroots
NGOs in Berlin

76 Fellows International
Criminal Tribunal for the
Former Yugoslavia

54 Fellows Grassroots
NGOs in San Francisco

5 Fellows Interpol

Develop

HIA succeeds in building leaderships skills and accelerating the career path of its Senior Fellows

57%

have received a professional opportunity because of HIA

45%

have received career advice from another Senior Fellow

31%

say that HIA has changed their career path



Case in Point

Siddik Bakir (HIA 2005) was a Pat Cox/HIA Fellow in the office of Cem Özdemir (pictured left) when Özdemir was a Member of the European Parliament.

Siddik's outstanding work led to a job with Özdemir's colleague, the Baroness Nicholson of Winterbourne, an MEP from the United Kingdom and member of the British House of Lords.

Siddik served for two years as a top aide and political advisor to the Baroness, helping to build the most comprehensive health care organization for children in Iraq, among other responsibilities.

Demographics

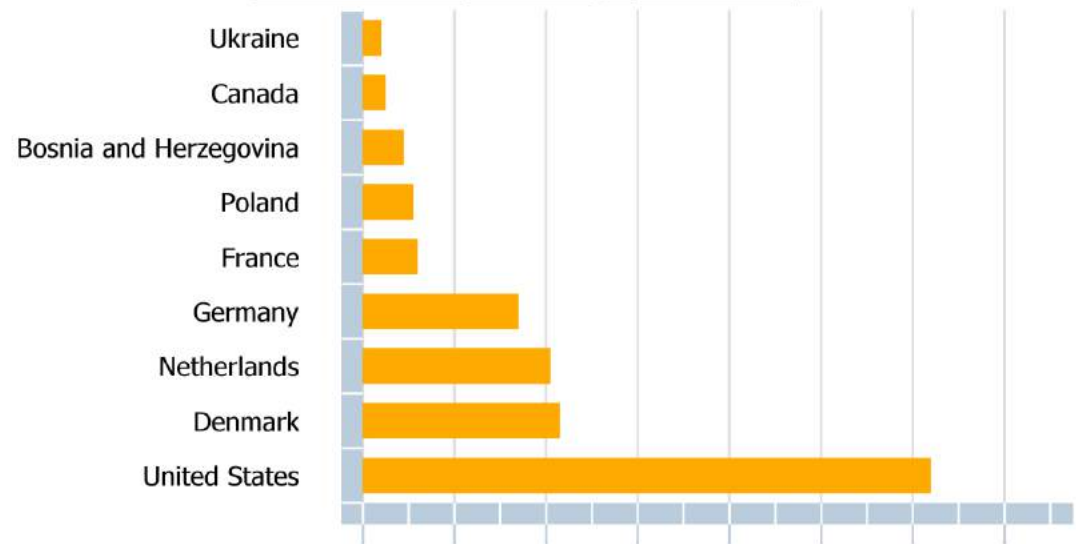
Survey Distribution

318	completed entries
41%	response rate

Gender Representation

60%	women
40%	men

Number of Respondents, by Citizenship



Note: The gender and citizenship response rates are roughly proportional to the demographics of the HIA network.



HIA thanks the Stern School of Business and the many Senior Fellows who gave their time to participate in this study.

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