
HONORARY PATRONAGE



MAYOR OF WARSAW



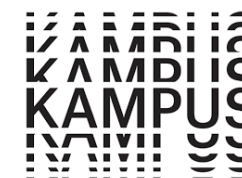
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PAWEŁ ADAMOWICZ

TRIBUTE

Our Fellowships are as much about human rights violations as they are about solutions to those problems. The counter-actions that we propagate are driven by features such as respect for diversity, openness for dialogue, centring the perspectives and experiences of marginalized groups. Counter-actions and good practices do not just fall from above. They are instigated by people who dare to take a stance on a path less-travelled in turn making it easier for others to follow. Such people lead by example, regardless of the function and position they hold. Every year we try to dedicate our fellowship to someone like that.

This year's program is dedicated to the late Gdańsk's Mayor Paweł Adamowicz who was known and respected for ideals he put to work, his dedication to social change and... kindness. He was murdered while on duty during Poland's largest and annual nationwide charity event at the beginning of this year. This tragedy has been categorized as hate crime because hate speech, which permeates our starkly polarized society fuelled it greatly. Mayor Adamowicz was attacked in Gdańsk, a city he loved and one that is a Polish symbol of 'solidarity' (as that is where the Solidarity movement began). He was stabbed on a stage in front of hundreds of people after giving his moving speech. Some of his last words were "this is a wonderful time of sharing the goodness". RIP.





WELCOME

2019 HIA FELLOWSHIP IN WARSAW

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 theory and praxis oriented sessions, which complement each other and are intertwined. In the first week the emphasis will be more on developing knowledge and exchanging ideas in debates, whereas the second and third program week 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.

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.

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.

On the basis of knowledge and experiences gathered gradually in the program, 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 in most of the cases 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:

► **Gośćlność (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.

Mentor: Nina Lazarczyk-Bilal

Nina is the initiator and coordinator of the educational "Hospitality Project" (www.goscinnosc.org) aiming at enhancing knowledge of migration and promoting tolerance among youth. Nina Lazarczyk-Bilal is a PhD student at the University of Warsaw, Faculty of Management, where she is preparing her PhD dissertation on the entrepreneurship of refugees in the example of Sweden. She holds her MSSc in Peace and Conflict Studies from Uppsala University.

► **Interwencja Pasażerska (Passenger Intervention)** - an Action Project of Miłosz Lindner (Warsaw Fellowship 2017) supports safe urban communication for all, regardless of skin colour, 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.

► **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.

► **Forum for Dialogue** is dedicated to inspiring new connections between contemporary Poland and the Jewish people. Forum recognizes that the traces of ties that were ruptured in World War Two remain in memories and family stories, but also in misunderstandings and prejudices harbored. Forum focusess its work in Poland on raising awareness of the histories of Jews in Poland, including the way these histories were conveyed to descendants of Polish Jews. It shows different perspectives

on shared historical events. Internationally, Forum facilitates the formation of bonds between Jews and the country of their ancestors. It builds people-to-people trust. It confronts difficult questions. It connects people and their histories. It works with thought leaders, activists, teachers and students from Poland and from abroad.

More info: <http://dialog.org.pl/en/> | <https://www.facebook.com/ForumDialogu/>

Forum for Dialogue mentors:

Monika Halaczek

Graduate of international relations with experience in coordinating programs for youth and non-formal education. She has worked with Humanity in Action Poland, supporting summer human rights programs. Through the HIA Grassroots Activism Fellowship, she interned at the Jewish Community Relations Council in San Francisco, USA.

Julia Machnowska

Graduate of the Faculty of Journalism and Political Science and the Faculty of History at the University of Warsaw. Julia is involved with The Studio of Reportage and Document of Polish Radio, where she specializes in reportage. She also works with oral history, cooperating with such organizations as the Praga Museum of Warsaw and Yahad-in Unum.

- ▶ **HER Docs Film Festival** is the first documentary film festival in Poland celebrating the oeuvre of female film auteurs. One of its main goals is to inspire hearts and minds through the power of visual herstory, while tackling issues important to modern civil society. HER Docs Film Festival was brought to life with the desire to provide a space for everyone ready to challenge inequalities and injustice of the world that we live in. We want the festival to be an inclusive space, where a dialogue with different groups, sexes, identities and world views will be opened.

HER Docs Mentor: Maya Szydłowska

Maja Szydłowska is a human rights lawyer by training, currently working for Transparency International headquarters in Berlin, Germany. In recent years she has worked for several Polish and international NGOs, including the Helsinki Foundation for Human Rights, the Gender Equality Observatory and the Coalition for the International Criminal Court office in Brussels. Passionate about the power of visual storytelling for human rights advocacy, she has co-founded and is currently working on HER Docs Film Festival - the first Polish documentary film festival presenting the oeuvre of female auteurs.

- ▶ **Human Library Warsaw** is an organization designed to build a positive framework for conversations that can challenge stereotypes and prejudices through dialogue. The Human Library is a place where real people are on loan to readers. A place where difficult questions are expected, appreciated and answered.

- ▶ **„Our Choice” Foundation/The Ukrainian House** - the major goal of the „Our Choice” Foundation (Fundacja „Nasz Wybór”) is to assist Ukrainian migrants in the integration proces with the Polish society, developing cultural, economic, educational and political relations between Poland and Ukraine as well as promoting democratic values and civic society. Majority of actions is being addressed at Ukrainian migrants in Poland through various forms such as newspaper and webportal „Our Choice”, cultural events, sociological research, fundraising actions, Ukrainian Women Club and weekend club for kids „Glove”. The Ukrainian House is the place which hosts all these initiatives and is the place of encounter for all foreigners. It enables them to feel like at home and to feel attached to a community as well as it serves as a friendly space for actions and exchange of experiences.

More info: <https://ukrainskidom.pl/> | <https://www.facebook.com/UkrainskiDom/>

„Our Choice” Mentor: Oleksandra Iwaniuk

Sasha is a graduate of the College of Europe (Natolin) and Kyiv-Mohyla Academy (Kyiv). She is also a writer, whose book *Amor[t]e* has been long-listed for the BBC Book of the Year and UNESCO’s City of Literature awards. She is founder and a host of the Literary Club at the Ukrainian House in Warsaw, aimed at building up a dialogue between Poles and Ukrainians through literature. She also runs the Ukrainian Women Club in Warsaw, aimed at helping Ukrainian women to build their careers in Poland.

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 HIA Poland’s FB page and on program’s blog <http://hiapoland2019.blogspot.com>. Also, the fellows will have the chance to try out different discussion techniques/methods while preparing and facilitating daily Fellows’ Discussions.

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.

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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. 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.

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.

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.

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Church:

- ☒ Slawomir Sierakowski (2019) Will a Documentary Take Down the Polish Government? The New York Times.
- ☒ Marc Santora and Joanna Berendt (2019) 'Tell No One': Poland Is Pushed to Confront Abuse of Children by Priests. The New York Times.

Democracy and political aspect:

- ☒ Poland's identity crisis - BBC Newsnight (YT)
- ☒ No end in sight for Poland crisis | Financial Times (YT)
- ☒ Politico (2016) Is Poland a failing democracy?
- ☒ Poland.pl (2019) Record high support for Poland's EU membership.
- ☒ Marta Kolczynska (2018) Political participation patterns in Poland.

Freedom of media in Poland:

- ☒ New risks emerge to threaten freedom of press in Poland. Helsinki Human Rights Foundation.

Hate Speech:

- ☒ OSCE Hate Speech Report: <http://hatecrime.osce.org/poland>

Minority groups:

- ☒ Kasia Balas, Łukasz Niparko, Michael Williams (2014) Hate speech against Roma in Poland: a wall of exclusion.

- ☒ Marc Santora (2019) Poland's Populists Pick a New Top Enemy: Gay People. The New York Times.

- ☒ Magdalena Szarota (2018) Human Rights Reconsidered. Humanity in Action Medium blog.

Protests:

- ☒ Nikoleta Kriki (2017) Poland for Beginners: Explaining Black Protests. Political Critique.

Add reading inspirations from other Fellows:

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RECOMMENDED READINGS

SCHEDULE

FRIDAY, JUNE 7

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.

Self-reflection corner:

What will you do to challenge yourself during this Fellowship?

Quote of the day:

TODAY'S AGENDA:

18:00 Program Opening & Welcome Dinner

NOTES:

TODAY'S AGENDA:

Menora, Plac Grzybowski 2/Grzybowski Square 2

10:00-11:30 Welcome & Who is Who?

Break

11:45-13:15 Getting to Know Each Other

Lunch

15:00 Equality Parade: Exploring Warsaw & Activism on Streets

NOTES:

SATURDAY, JUNE 8

Let's get to know each other!

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.

Self-reflection corner:

What makes you, you?

Quote of the day:

SUNDAY, JUNE 9

Let's Get to Learn About Us in the Fellowship

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.

Self-reflection corner:

How do you best relate to others?

Quote of the day:

TODAY'S AGENDA:

Menora, Plac Grzybowski 2/Grzybowski Square 2

10:00-11:30 (Un)easy Communication. Workshop

Break

11:45-13:00 Bring Your Object

Lunch

13:45-15:15 Why You Are Here? Goals & Rules

Break

15:30 Re/discovering Warsaw, part 1

Jagna Kofta, guide

NOTES:

WEEK 1:

GENERAL

CONTEXT

MONDAY, JUNE 10

Freedom, Democracy & Solidarity

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?

Self-reflection corner:

What prevents you from change?

Quote of the day:

TODAY'S AGENDA:

Menora, Plac Grzybowski 2/Grzybowski Square 2

9:15-9:30 Introduction to the Day

9:30-11:00 The Meanings of Freedom. 1989 and Today:
Democracy & Solidarity, Konstanty Gebert

Break

11:30-13:00 Polish Democracy Today: a Mix of Populism, Nationalism and
Authoritarian Rule under the 'Good Change' Regime, prof. Jan Sowa

Lunch

14:30-15:30 Fellows' Corner (4)

Break

15:45-17:15 Fellows' Discussion

17:15-17:30 Wrap-up

NOTES:

TODAY'S AGENDA:

Ombudsman Office, Długa 23-35 Street

9:00-9:15 Introduction to the Day

9:15-10:45 Human Rights in Poland

Break & Change of the Location

Menora, Plac Grzybowski 2/Grzybowski Square 2

11:30-13:00 Hate Speech and Hate Crime
prof. Michał Bilewicz

Lunch

14:30-15:30 Fellows' Corner (8)

Break

15:45-17:15 Fellows' Discussion

17:15-17:30 Wrap-up

NOTES:

TUESDAY, JUNE 11

Polarization & Divisions

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.

Self-reflection corner:

What drives you to get out of bed?

Quote of the day:

WEDNESDAY, JUNE 12

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 a great walking tour.

Self-reflection corner:

What holds you back from what you really want to do?

Quote of the day:

TODAY'S AGENDA:

Menora, Plac Grzybowski 2/Grzybowski Square 2

10:00-10:15 Introduction to the Day

10:15-11:45 Social Campaigns, part 1
Marek Dorobisz

Break

12:00-13:30 Social Campaigns, part 2
Marek Dorobisz

Lunch

14:45-15:45 Fellows' Corner (12)

Break

16:00-17:15 Fellows' Discussion

17:15-17:30 Wrap-up

Break

18:00-20.30 Re/discovering Warsaw, Walking Tour, part 2
Jagna Kofta, tour guide

NOTES:

TODAY'S AGENDA:

Polin Museum, Anielewicz street 6

9:00-9:15 Introduction to the Day

9:15-10:15 About Polin, Joanna Fikus

Break

10:30-13:00 Exhibit: Individual Sight-seeing, part 1

Lunch

14:15-15:15 Exhibit: Individual Sight-seeing, part 2

Menora, Plac Grzybowski 2/Grzybowski Square 2

15:45-16:45 Fellows' Corner (16)

Break

17:00-18:00 Fellows' Discussion

18:00-18:15 Wrap-up

NOTES:

THURSDAY, JUNE 13

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?

Self-reflection corner:

What makes you feel most appreciated?

Quote of the day:

FRIDAY, JUNE 14

Intersectionality and People with Disabilities

Last year Poland has seen protests regarding the rights of people with disabilities. Given this reference point, let's take a closer look at the disability advocacy in Poland. Why is it so that disability rights are oftentimes still viewed as minor or secondary even within the Activist circles? Why are the activist spaces oftentimes not designed with accessibility in mind?

Self-reflection corner:

How do you make people know that you appreciate them?

Quote of the day:

TODAY'S AGENDA:

Menora, Plac Grzybowski 2/Grzybowski Square 2

9:15-9:30 Introduction to the Day

9:30-11:00 Rights of People with Disabilities as Human Rights. What is the Reality in Poland? Katarzyna Bierzanowska

Break

11:15-12:45 Sharing Impressions

Lunch

14:15-15:15 Fellows' Corner (20)

Break

15:30-17:00 Fellows' Discussion

17:00-17:15 Wrap-up

NOTES:

TODAY'S AGENDA:

Menora, Plac Grzybowski 2/Grzybowski Square 2

9:30-10:00 Coffee Together with SFs-Mentors

10:00-10:15 Introduction to the Day

10:15-13:15 Part 1, Martyna Markiewicz, trainer

Lunch

14:30-16:30 Part 2, Martyna Markiewicz, trainer

16:30-16:45 Wrap-up

SUNDAY IS OFF!

NOTES:

SATURDAY, JUNE 15

Design Thinking

The first half of the day will be devoted to empathy-driven design method, which will come in handy during project groupwork. Let's design social change!

Self-reflection corner:

What do you consider your obligation?

Quote of the day:

WEEK 2:

HISTORIES AND
PERSPECTIVES
OF MINORITIES

TODAY'S AGENDA:

Campaign Against Homophobia, KPH, Solec street 30 A (entrance from 3 maja street)

9:15-9:30 Introduction to the Day

9:30-11:00 LGBTQI+ Families in Poland, Małgorzata Kot

Break

11:15-12:45 Conflict of Values. Religion v. Identity, Foundation Wiara i Tęcza

Lunch and Change of the Location

Menora, Plac Grzybowski 2/Grzybowski Square 2

13:45-14:30 Fellows' Corner (24)

14:30-15:30 Fellows' Discussion

Break

15:45-17:45 Fellows' Group Work

17:45-18:00 Wrap-up

NOTES:

MONDAY, JUNE 17

LGBTI+

Poland is one of the countries where rainbow does not necessarily bring happiness. If anything symbolizes the LGBTI+ movement in Poland, it would be the rainbow installation at the Zbawiciela Square, which was set on fire, destroyed and rebuilt six times over the years.

Self-reflection corner:

What is your next big goal?

Quote of the day:

TUESDAY, JUNE 18

From Hate to Extermination: Genocide Step by Step

How does 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.

Self-reflection corner:

What is your gift that you can share with others?

TODAY'S AGENDA:

Menora, Plac Grzybowski 2/Grzybowski Square 2

9:15-9:30 Introduction to the Day

9:30-10:30 Watching documentary & short discussion
dr Tomasz Cebulski

Bus drive to the Museum in Treblinka

Break

15:45-17:15 Discussion and time to reflect

17:15-17:30 Wrap-up

Bus drive to Warsaw

NOTES:

TODAY'S AGENDA:

Menora, Plac Grzybowski 2/Grzybowski Square 2

10:00-10:15 Introduction to the Day

10:15-11:45 Fellows' Activity: Group Work

Break

12:00-13:30 Arab Community in Poland, Dr Mustafa Switat

Lunch

15:00-16:30 Roman Catholic Church, Zuzanna Radzik

Break

16.45-18:00 Fellows' Discussion

18:00-18:15 Wrap-up

NOTES:

Wednesday, JUNE 19

Faith & Institutionalized Religion: Christians & Muslims in Poland

Poland used to be known as a place of religious freedom. How is it today? How much has changed over the centuries?

Self-reflection corner:

Do you care more about doing the right thing or doing things right?

Quote of the day:

THURSDAY, JUNE 20

Refugees & Migrants

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? After these ponderings, we will conclude the day reflecting on what we have achieved so far in the fellowship and what will happen in the following weeks.

Self-reflection corner:

What tasks would you let go of if you had 5% less energy?

Quote of the day:

TODAY’S AGENDA:

Ocalenie Foundation, Krucza street 6/14 A

9:15-9:30 Introduction to the Day

9:30-11:00 Living Together. Inclusion
Gagik Grigoryan, Ocalenie Foundation

Break

11:15-12:45 Fellows' Activity: Group Work, part 1

Lunch

13:45-15:15 Karima Kanjo. Her Story

Break

15:30-16:30 Fellows' Discussion

Break

16:45-17:45 Fellows' Activity: Group Work, part 2

17:45-18:00 Wrap-up

NOTES:

TODAY'S AGENDA:

Menora, Plac Grzybowski 2/Grzybowski Square 2

9:15-9:30 Introduction to the Day

9:30-11:00 Reproductive Rights in Poland
Natalia Broniarczyk & Zuzanna Radzik

Break

11:15-12:45 Polish Teachers Union on Strike: Women's Fight?
Magdalena Kaszulanis, Polish Teachers Union

Lunch

14:15-15:30 Fellows' Discussion

15:30-18:00 Fellows' Group Work: Where are you in the project? First
Check-In

18:00-18:15 Wrap-up

SATURDAY: 12:00-16:00 - Human Library
SUNDAY IS OFF!

NOTES:

FRIDAY, JUNE 21

100th Anniversary of Women's Voting Rights. Women at the Barricades?

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?

Self-reflection corner:

What would you do if you had 5% more time?

Quote of the day:

WEEK 3:

PATHWAYS TO
SOCIAL CHANGE

TODAY'S AGENDA:

Menora, Plac Grzybowski 2/Grzybowski Square 2

9:15-9:30 Introduction to the Day

9:30-11:30 Own Your Story, Ola Hołyńska

Break

11:45-12:45 Action Projects, Monika Mazur-Rafał & Senior Fellows

Lunch

13:15-15:00 Action Project Development through Design Thinking Method,
Ola Hołyńska

Break

15:15-17:15 Fellows' Activity

17:15-17:30 Wrap-up

NOTES:

MONDAY, JUNE 24

Own Your Story & Action Projects

Today we focus on what we know best - ourselves. "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?

Self-reflection corner:

What subjects or activities make your heart beat faster and get your groove on?

Quote of the day:

TUESDAY, JUNE 25

Annnnd Action!

Self-reflection corner:

What is your gift that you can share with others?

Quote of the day:

TODAY'S AGENDA:

Menora, Plac Grzybowski 2/Grzybowski Square 2

9:15-9:30 Introduction to the Day

9:30-11:00 European Union as a Common System of Values,
Hanna Pieńczykowska

Break

11:15-12:45 Let's Talk About Greece, Erik Edman

Lunch

14:00-15:00 Fellows' Discussion

Break

15:15-17:45 Fellows' Activity

17:45-18:00 Wrap-up

NOTES:

WEDNESDAY, JUNE 26

First results

Self-reflection corner:

Who are you when you are your best self?

WEDNESDAY'S AGENDA:

Menora, Plac Grzybowski 2/Grzybowski Square 2

9:45-10:00 Introduction to the Day

10:00-12:30 Groups Presentations (5)

Lunch

13:30-15:00 Groups Presentations (3)

15:00-15:15 Wrap-up

THURSDAY, JUNE 27

On Education

Self-reflection corner:

What choices can you make to be your best self?

THURSDAY'S AGENDA:

Menora, Plac Grzybowski 2/Grzybowski Square 2

9:15-9:30 Introduction to the Day

9:30-11:00 How Powerful is Education?, Ola Hołyńska

Break

11:15-12:45 Education as a Tool for Social Change,
Ola Hołyńska

Lunch

14:00-14:15 Wrap-up

FRIDAY, JUNE 28

Stories that Move

Self-reflection corner:

What was the most powerful moment of the past month for you?

FRIDAY'S AGENDA:

Menora, Plac Grzybowski 2/Grzybowski Square 2

9:15-9:30 Introduction to the Day

9:30-13:00 Life's a Pitch: Preparations

Lunch

14:30-17:45 Life's a Pitch: Preparations

17:45-18:00 Wrap-up

SATURDAY AND SUNDAY IS OFF!

MONDAY, JULY 1

Life's a Pitch

Self-reflection corner:

What was the most difficult moment of the past month for you?

MONDAY'S AGENDA:

Menora, Plac Grzybowski 2/Grzybowski Square 2

9:15-9:30 Introduction to the Day

9:30-13:00 Life's a Pitch

Lunch

14:15-15:45 Me & The Group

15:45-16:00 Wrap-up

TUESDAY, JULY 2

Presentations

Self-reflection corner:

What qualities do you cherish most in other Fellows?

TUESDAY'S AGENDA:

Centrum Kreatywności/Creativity Center,
Targowa street 56

18:00-21:00 Pitch & Pizza Night 4.0, public event

WEDNESDAY, JULY 3

Onward!

Self-reflection corner:

Looking over the past month, what are you most grateful for to yourself?

WEDNESDAY'S AGENDA:

Menora, Plac Grzybowski 2/Grzybowski Square 2

11:30-11:35 Introduction to the Day

11:35-13:00 Evaluation & Sharing Impressions

Lunch

14:00-15:30 Good-byes-and-see-you-soons!

THURSDAY: DEPARTURES

FELLOWS


OLEXANDRA ANOSOVA

Lazarski University | Dnipropetrovsk, Ukraine

Ukrainian by heart and cosmopolite by choice, Olexandra Anosova is in the process of attaining the BA in Business Economics in Lazarski University, combining it with duties of Business Administration and Customer Service trainee in Siemens at the heart of economic transformation - Warsaw, Poland. Out of ordinary experiences include studying A levels in History, Economics, and Math in Wrekin college, UK as part of HMC Scholarship Scheme. She has co-organized a series of workshop on the "Dialogue and Theater as a Method of Conflict-Resolution" and volunteered in organizing committee of the biggest debating tournament in Ukraine - "Dnipro Open", as a member of NGO "New vision". Moreover, the problems of migrants and their integration in the EU were raised by her during "The Many Faces of Migration" conference. In general, her academic interests range from income inequality, the effectiveness of education systems to social entrepreneurship and behavioral economics.


NIKOLAOS BAKIRTZIS

University of Macedonia, Thessaloniki | Kavala, Greece

Born in Thessaloniki and raised in Kavala. Nikos Bakirtzis graduated from the Department of Balkan, Slavic and Oriental Studies at the University of Macedonia in Thessaloniki with a major in Balkan Studies (Politics and International Relations). His dissertation focused on the rise of the far-right in Central and South-East Europe and the refugee crisis. He did his internship at the "Hellenic Foundation of European & Foreign Policy" (ELIAMEP) where he is currently working as a research assistant. His interests include the issues of minority and human rights as well as the politics and international relations and especially the rise of the far-right. He has cooperated with civil society organizations in various projects and volunteer work with refugees, promoting the rights of the LGBTQ community, actions against radicalism and the Far-Right. In his spare time, Nikos is one the main organizers of the multicultural, non-profit, arts festival called "The Lighthouse Festival".

JACOB FERTIG

New York University | New York City, USA

Born and raised in Queens, New York, Jacob Fertig is a recent graduate of NYU Tisch School of the Arts with a BFA in Film & Television and a minor in Hebrew & Judaic Studies. He studied away in Havana, Cuba for a semester, collaborating with Cuban filmmakers on short documentary productions. Jacob has traveled all over the US and abroad directing documentaries on human rights, migration stories, religion and faith, and environmental justice. He plans to start his own production company that seeks to bring underrepresented narratives to light. Jacob loves playing guitar, running, and traveling off the beaten path with his camera.


KATHERINE FESKE-KIRBY

Bucknell University | Ardmore, USA

Katherine (Kate) Feske-Kirby currently works for the Violence Intervention Program at the Children's Hospital of Philadelphia as a clinical research assistant for a project evaluating specific intervention methods' ability to promote recovery and reduce post-traumatic stress symptoms in children following violent injuries. Kate earned her Bachelor of Arts in Anthropology, Geography, and Philosophy from Bucknell University in 2017. While at school, she gained experience as a field research assistant where she supported faculty research on how the intersection of gentrification, policing, and incarceration affects the economy of minority residents in inner city Philadelphia. She studied abroad in Derry, Northern Ireland, and Copenhagen, Denmark, where her work focused on peace and reconciliation processes and urban planning respectively. For relaxation, she enjoys exercising, traveling to new places, and rewatching her favorite sitcoms.





MARA ANNA FRANKE
Charité Berlin | Berlin, Germany

Mara, born and raised in western Germany, is currently in her fourth year of medical school at Charité university, Berlin. She has also spent one semester at the university of Padova in Italy. For the last three years Mara has been active in the project "Aufklärung Organspende", which provides neutral education about organ donation. Currently she is heading the initiative nationwide.

Furthermore Mara took part in a local mentoring program for children of low social status for more than two years and has, more recently, become an active member of the Global Health Initiative of the German medical students association. After a recent internship in Togo, Mara, together with other volunteers, is in the process of funding a beneficiary association to support local projects and initiatives in Togo.

After graduating medical school Mara plans to obtain a master's degree in International Development Studies and pursue a career in Global Health.



NATALIA GRZANKOWSKA
University of Aberdeen | Bydgoszcz, Poland

Born and raised in Bydgoszcz (Poland), Natalia Grzankowska is a cultural diversity enthusiast determined to advocate for and work towards a culture of tolerance. She is an IB Alumna and a third-year student of Anthropology & Hispanic Studies at the University of Aberdeen (Scotland). During her academic exchange in Mexico, Natalia was working on a project with Young Urban Indigenous collective, investigating ways to promote solidarity and interculturality effectively among university students and the wider society. Back in Aberdeen, she volunteers with Shelter Scotland, housing and homelessness charity, where she supports members of the Polish community who happen to be in a precarious housing situation. In her free time, she loves to travel, dance and read fantasy books.

BEATA JANUS
Wroclaw University of Economics | Wroclaw, Poland

Beata Janus lives in Lower Silesia, Poland. She is a student of master studies in Spatial Economics at Wroclaw University of Economics. She has a bachelor degree in International Economic Relations. Beata was a participant of Local Leaders School and a member of an Academic Circle of Marketing and Management PROMOTION at her university. She is passionate about innovations, therefore she spent some time working in Academic Enterprise Incubators in Wroclaw. Beata was a volunteer in three TEDx conferences, as she believes that the world is full of ideas worth spreading. She is interested in social entrepreneurship, local development and revitalization processes. Her master thesis is going to be about revitalization of postindustrial areas. Beata is a bookworm, so in her free time she usually reads, but sometimes she bakes cookies and watches old movies as well. She awaits the HIA Fellowship with great anticipation.



HANNA JAŚKIEWICZ
Adam Mickiewicz University | Poznan, Poland

Hanna was born in 1994 and spent the first 19 years of her life in Gorzow Wielkopolski, Poland. As a result of her interest in foreign languages and cultures she decided to study Japanese studies at Free University of Berlin. During the time of refugee crisis she volunteered in Asylotek - a library for the refugees, whose aim was to help them in the process of integration. After completing Bachelor degree she returned to Poland and got her Master in Ethnolinguistics at Adam Mickiewicz University in Poznan, spending one semester on an international exchange in Kyoto. She is now in the process of completing her second Master in Japanese studies. In her spare time she helps Poznan-based LGBT+ organization "Stonewall Group" in various initiatives, including the annual Pride Week. In the future she hopes to pursue Ph.D in linguistics as well as work for the LGBT+ community in Poland.



**SABRINA JEN**

Fordham University | Saratoga, CA, USA

Sabrina is an incoming masters student of Ethics & Society at Fordham University Lincoln Center, where she recently completed her bachelors degree in New Media & Digital Design. She enjoys bringing her passions of design and social justice together to inform and educate. Throughout her time at Fordham, she has conducted various research-based visual projects to spread awareness of social inequalities in the digital age. As an intern and academic assistant at the School of the New York Times, she works to ensure inclusive classroom environments for students with visible and invisible disabilities. Beyond her academic and professional interests, Sabrina also loves studying the art and activism of drag, learning about food history, and painting.

DOMINIKA KASZEWSKA

University of Art in Poznan | Poznan, Poland



Dominika Kaszewska - knowledge and experience seeker. Born in Poznań (Poland) currently she is Curatorial and Theory of Art student at Univeristy of Art in Poznań. Simultaneously she is following her Psychology Studies with intent of being psychotherapist in the future. Her earlier studies included: Faculty of Law at Adam Mickiewicz University in Poznan while she took the Erasmus at Universite de Rennes (Law and Political Science) and Sinology. Her academic focus is mostly on education, diversity and equality, both on global and local level. She was working on several different projects such as: developing art exhibition (as a part of her curatorial experience) focused on social responsibility and social commitments.

She strongly believes that communication and education are the key factors in equalizing opportunities for social development.

She also took part as a speaker and a panelist on Law Congress about protection of cultural heritage in Poznan.

KARYNA KOLIADYCH

Corvinus University of Budapest | Zhytomyr, Ukraine



Born and raised in Zhytomyr, Ukraine Karyna Koliadych is a Master in International Relations student at Corvinus University of Budapest. As an active participant of civil society she took part in numerous youth projects and worked for such NGOs Transparency International and governmental institutions, namely MFA and the Parliament of Ukraine. Currently she is an Ambassador at the charitable fund Klitschko Foundation. After internship at Robert Schuman Institute she became interested in pursuing the project on reducing domestic violence in Ukraine. Karyna is passionate about anti-corruption, youth involvement into civil society and politics. Apart from this, her sphere of academic interest is political and socioeconomic issues in Asia-Pacific and Southeast Asia countries. In her final year of MA studies Karyna is planning to work for a think-tank related to the survey on politics in Asia. Nevertheless, she would like to support the ongoing Ukrainian reforms on HR and anti-corruption.

JULIA KONARSKA

Coventry | Cracow, Poland



I was born in Cracow and that's where I spent most of my life. I moved out after high school, lived in Sweden and Spain for a while to finally start a degree in Politics at Coventry University in England. I became very passionate about advocating for human rights, especially women's rights and sexual minority rights. I was a member of Politics society and I've worked for a couple of places including a women's rights organization in the Netherlands. I am currently finishing my dissertation thesis which revolves around illiberal democracy and lack of inclusivity of the public sphere in Poland. I aim to pursue a Masters degree in Documentary Practice and use film to address social issues and stark social inequalities.

**ZUZANNA KRZȃTAŁA**

The New School for Social Research | Warsaw, Germany

Zuzanna Krzȃtała is a graduate of Global Studies at Eugene Lang College and a Research Fellow of the Zolberg Institute on Migration and Mobility at the New School for Social Research in New York. Based on her research in Moria refugee camp in Lesbos, she is completing a graduate thesis exploring the concept of vulnerability amongst survivors of SGBV. Her academic work focuses on the politics of refugee representation from a gender perspective, as demonstrated through her fieldwork in the African Great Lakes and the Middle East. Zuzanna has worked at the International Rescue Committee for David Miliband and was involved in the drafting of the feminist humanitarian agenda. She is also an active member of the Model Alliance, an organization which protects models from sexual assault in the workplace and was successful in passing the "Stop Sexual Harassment Act" signed into law in 2018 by Mayor de Blasio.

**DAGMARA MAGRYTA**

Universidad de Santiago de Compostela | Ogródzieniec, Poland

Grew up in picturesque Ogródzieniec, but her life changed after starting high school in Katowice. There Dagmara began to commit herself to all possible extracurricular activities: writing a newspaper, preparing official events, writing a blog in a team. During her studies Dagmara was passionate volunteer in several organisations, coordinator of youth events, team member and team leader at over ten youth projects. She graduated with honours 5th edition of Silesian Leaders Academy, participated in training course about mutual intercultural learning. She says studies are her true passion: in Poland Dagmara studied Polish and German Philology, now she is a part of a prestigious study program in field of applied linguistics. Dagmara started it in Spain, currently leaves in Rome.

KRYSTAL MCLEOD

Notre Dame | USA

Krystal is a 2015 Truman Scholar. She is most passionate about advancing diversity, inclusion, and equity in global contexts. After witnessing firsthand the educational disparities within her own household and community, she used her experience with national nonprofits, non-governmental organizations, and the United Nations Department of Public Information, to develop her own educational initiative "My" Right to Learn, as both a Dalai Lama and Gallatin Global Human Rights Fellow. In 2014, she instituted this summer program for low-income minority youth. Since then New York University has recognized "My" Right to Learn for its lasting impact with the 2015 Martin Luther King Trailblazer Award. She is a President's Service Individual Awardee, a New York State Independent Sector Community Service Awardee, OP Outstanding Regional HEOP Student Recipient, Dean's Award Recipient, and University Honors Scholar. A 2016 graduate of NYU's College of Arts and Science, Krystal is currently pursuing her law degree at the University of Notre Dame.

**SERENA ODURO**

Seattle University | Portland, USA

Serena Oduro is a rising senior at Seattle University with a major in History with minors in Business Administration, Chinese, and Philosophy. She has also studied at the University of Sussex as a Fulbright Summer Institute Recipient in 2017 and at the University of Ghana in Fall 2018. Being a member of Seattle University's Ethics Bowl Team, a marketing intern at the Whitney Museum of American Art, and Student Representative for Seattle University's College of Arts and Science's Leadership Committee on Intersectionality and Justice have led Serena to amalgamate her historical, ethical reasoning, and business/technological skills to create tangible solutions for societal problems. After Seattle University, Serena plans to pursue a Masters in Internet Policy to bring her academic and philosophical lens to the fore of the online landscape.



**IZABELA ORŁÓW**

University of Warsaw | Warsaw, Poland

I am a student of Ethnology and Cultural Anthropology in Warsaw, Poland. In my field research in Ukrainian Carpathians I have investigated topics of religious pluralism and relationship between community and personal identity. The studies were a practical course of crossing boundaries between me and the "Other" and understanding people despite any discrepancies. That is essential in my workplace - a refugee center in Warsaw, where for over three years I have been working as an educator. I co-lead there a daycare for youth with an experience of forced migration. The efforts of our small team aim to integrate youth of different origins and provide them with an opportunity for safe play and self-development. We also counteract educational inequities and help refugee families to orientate in a new reality. As a second occupation, I am a teaching assistant in a kindergarten and a school for children with multiple disabilities.

SHAWN REILLY

Vanderbilt University | Staten Island, USA

Shawn Reilly recently graduated from Vanderbilt University with a Bachelor of Science in Human and Organizational Development, and will graduate in May with a Masters of Education degree in Learning and Design from Peabody College. They currently serve as the program coordinator for the Trans Buddy Program at LGBTQ Health at Vanderbilt. Recently, the Program for LGBTQ Health opened the first transgender health clinic in the US South. As an undergraduate, Reilly was instrumental in a successful campaign to gain gender inclusive housing to support transgender and gender-expansive students on campus. Reilly is involved with a number of organizations and serves as the Student Engagement and Leadership Chair of GLSEN Tennessee, Youth Advisory Board member of Youth+Tech+Health, and as a member of the TN Department of Health Transgender Task Force. Reilly has two incredible cats, and enjoys camping, making zines, dancing, and seeing live music.

**MARINA KALLIROI PAPAZOTOU**

Leiden University | Kavala, Greece

Born and raised in Greece, Marina Papazotou went on to pursue an extensive legal education. She got her first Law Degree from Aristotle University (GR), her LL.M in European Law from Leiden University (NL) and qualified as a lawyer after taking the Greek Bar Exam. However, she soon realised that something was missing; so instead of settling to law practice, she went abroad looking for less conventional career opportunities. First, she did a Corporate Communications internship at Eurojust in The Hague. Then, she did a traineeship at the Protocol Service of the European Parliament in Brussels. Currently, she works at the Press Office of the Greek Embassy in London and she just completed a policy research on Gender Equality and Youth Employment. Marina seeks to explore the relation between human rights and culture, so after her participation to the HIA network, she plans to do a MA in Cultural Management.

MARCELINA ROSIŃSKA

Adam Mickiewicz University in Poznan | Poznan, Poland

Marcelina Rosińska is about to finish her Master's Degree in Law at Adam Mickiewicz University. Her master thesis is about the impact of the refugee crisis on the European Union.

As an erasmus+ scholar she had a chance to study at the Catholic University of Valencia, Aristotle University of Thessaloniki and University of Lisbon. Moreover, she gained her working experience in Spain while interning in the legal department of Movimiento por la Paz, el Desarme y la Libertad, in Kazakhstan during Astana Expo 2017 and at Adamastor organization in Portugal (EVS). Thanks to that she speaks Spanish, English, Portuguese, Russian and of course Polish.

She has been actively contributing to the organization of vast conferences, workshops, and open lectures. Moreover, she is a Project Manager of Prawo warte Poznania- a project aiming at raising legal awareness of citizens.





MACIEJ ROTOWSKI
PWSFTviT | Poland

Maciej Rotowski - born and raised in Warsaw, Poland. He studied film directing in Polish National Filmschool in Lodz. In 2015 he was actively involved during the so-called 'refugee crisis' as a volunteer, then in 2016 he shot "Kamp" - a short documentary about Kurdish refugee camp in Greece.

As an activist he uptakes many initiatives, recently he took part in GLEN - a program focused on racism, power relations and global inequalities. During this time he spent over 3 months in Uganda working as a film teacher in YAMU and Somero - local NGO's placed in Kampala.

His activism is based on anti-capitalism beliefs. If he could choose his mentor probably Noam Chomsky would be his pick.

Now he is trying to find a place where he could use his movie skills working for a social change. In spare time Maciej enjoys paragliding and whitewater kayaking.



KRZYSZTOF SKWARA
Jagiellonian University | Cracow, Poland

Born and raised in Cracow, Krzysztof is graduate of Interdisciplinary Studies in Religion and Culture and is majoring in Oriental Philology - Iran and Middle East at Jagiellonian University. He holds a position of Vice President of the Regional Representation of the Polish Forum of Young Diplomats in Cracow. During his major studies he travelled all around Iran in searching of post-revolutionary Persian identities. His theses are focused on Iran, as flagship example of modern revolution that led to initiate a religious regime. He is also interested in the process of a country modernization and the pitfall of populism which can lead to establishing a theocratic dictatorship instead. Krzysztof is passionate about the LGBT emancipation movement and wish that sexuality education was common matter among Poles.

MARIE NELE WOLFRAM
TU Dresden | Berlin,
Germany

Marie Nele Wolfram is a trainer for social activism, political participation, personal development and project management. In 2014, she was elected as member of the city council of her hometown Plauen, located in Eastern Germany, where she has been active in work against rightwing extremism for many years. In 2017, she started the political campaign Informationen für Deutschland, using posters and social media to challenge anti-democratic assumptions and stereotypes before the national election. Nele studied International Relations in Dresden, where she founded a social charity network. As a project coordinator and co-founder of Impulse Boost Camp, she yearly creates a space for young social change makers from all over the world to share experiences and learn together on how to make political activism fun. \u2028Nele has lived in the USA, Paris, Burundi and Tunis before she moved to Berlin where she recently worked for the German Federal Foreign Office.



MAGDALENA FUCHS
Jagiellonian University | Cracow, Poland

Originally from Katowice, Poland, Magdalena Fuchs proudly calls herself Silesian. She is studying law at Jagiellonian University in Kraków and has spent a semester abroad at Lyon Catholic University in France. She has been engaged in voluntary work for a long time. She gained experience through her volunteer work with elderly people and while studying abroad, where she was engaged in organizing the most necessary help for migrants and the homeless. Currently she is focused on volunteering at the Jewish Community Center in Kraków, where she is actively taking part in rebuilding Jewish life and fighting against antisemitism and stereotypes about Jews in her surroundings. In her free time, she enjoys travelling, especially hitchhiking and learning foreign languages. She speaks English and French fluently and is learning Portuguese. She plans to earn a Master's degree in European Law with a focus on migration issues.



STAFF



MONIKA MAZUR-RAFAL

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 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.



ALEKSANDRA "OLA" HOLYŃSKA
Program Coordinator

Aleksandra Holyńska 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 challenge 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.

JOANNA PASYMOWSKA
Projects Coordinator, Administrative Coordinator



Joanna graduated from the Faculty of Psychology at the SWPS University in Warsaw, in the field of the psychology of intercultural relations, specializing in acculturation and training of cultural competences. She is currently studying humanitarian action at the University of Warsaw. She has been involved in third sector activities for a long time. Over the years, Joanna has cooperated with non-governmental organizations to implement social and educational projects, support excluded peoples and those at risk of marginalization. She has implemented many projects, particularly those related to social integration and entrepreneurship, financed both publicly and privately. Joanna deals with comprehensive financial settlements of grants and the complex coordination of activities carried out from the moment of signing the co-financing contract to the final statement and evaluation. She is experienced in strategic planning and development issues. Over the last few years, Joanna has also gained valuable practical knowledge in financial management of organizations, working not only on project budgets, but also on general organization budgets and focusing on maintaining financial liquidity.



HANNA PIŃCZYKOWSKA

Project Coordinator

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

Project Coordinator

Sylwia (Warsaw 2014) is an intersectional feminist coding for a better world. A double graduate in Linguistics and Cultural Studies from Poznan University, she is currently a Flatiron School student developing tech solutions to challenge social injustice. 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 10,000+ teens and free psychological counseling to over 300. Sylwia was a Program Coordinator in the 2017 Warsaw Fellowship, in the 2018 Detroit 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. She lives in New York and is happily married to another Senior Fellow.



INFO

FELLOWS' DELIVERABLES

The aim of the Fellows' Activity 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 based on real-life needs. You will develop the concept of your actions during the Design Thinking training together with your mentors. There will be a choice of one out of 4 paths:

1. EDU.LAB:

you will develop together with your mentors an EDU.CHALLENGE - a concept of actions 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? How to promote among them active attitudes meaning reacting to hate speech? 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.

2. TECH.LA:

you will develop together with your mentors 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 or

coding a simple online app, which would engage the visitor in a game. You can also develop some other ideas 😊

3. PRODUCT.LAB:

you will develop together with your mentors 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.

4. AND... A WILDCARD CATEGORY:

you will develop together with your mentors a type of CHALLENGE which goes beyond the above-mentioned categories. However, one aspect is similar with them: the goal of the actions is to contribute to social change by convincing your target group to react to hate speech.

Fellows' Assignments & Expectations. 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 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! We highly recommend

a format similar to Pecha Kucha. Each group will have ca. 3-5 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 2. The final presentation files (in PDF, Power Points, video or other Windows system-compatible file formats) should be delivered by 10 AM on July 2. More details will be shared later.

3. A REPORT

summarizing the process of developing and implementing an answer to a 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 23;
- ▶ major ideas for action idea(s), impact indicators and implementation plan by June 26;
- ▶ final remarks - what proved successful and what could be improved by 10 AM on July 2.

All installments should be merged into one coherent report by that 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 POST

covering the process of developing your solution to the existing challenges, accompanied with 3-5 photos (as separately attached files) and delivered by 10 AM on July 2. The aim of the entry is to present the group work 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 project. 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.

PROJECT 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.

YOUR ENGAGEMENT

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.

BLOG POSTS / VLOGS

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 1 page in WORD format single spacing (500-800 words). A complete blog post consists of:

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?

- a catchy title,
- an appealing lead,
- an interesting content,
- an attention-grabbing ending,
- attractive photos,
- last but not least, 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 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 any staff member) is 7 a.m. the day following your duty.

POST-FELLOWSHIP REQUIREMENTS

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

- Contributing to the project evaluation (sharing your observations in constructive manner, completing the evaluation survey etc.),
- 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, 2019.

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.

INTERSHIPS

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.

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!

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

1. 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...

2. 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?

3. 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.

4. DO IT!

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

5. 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:



6. 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.

7. CHERISH IT!

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

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.

→ **August:** provide a 100-word summary of your Action Project by filling out an online form.

→ **Fall:** provide a completed final 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!

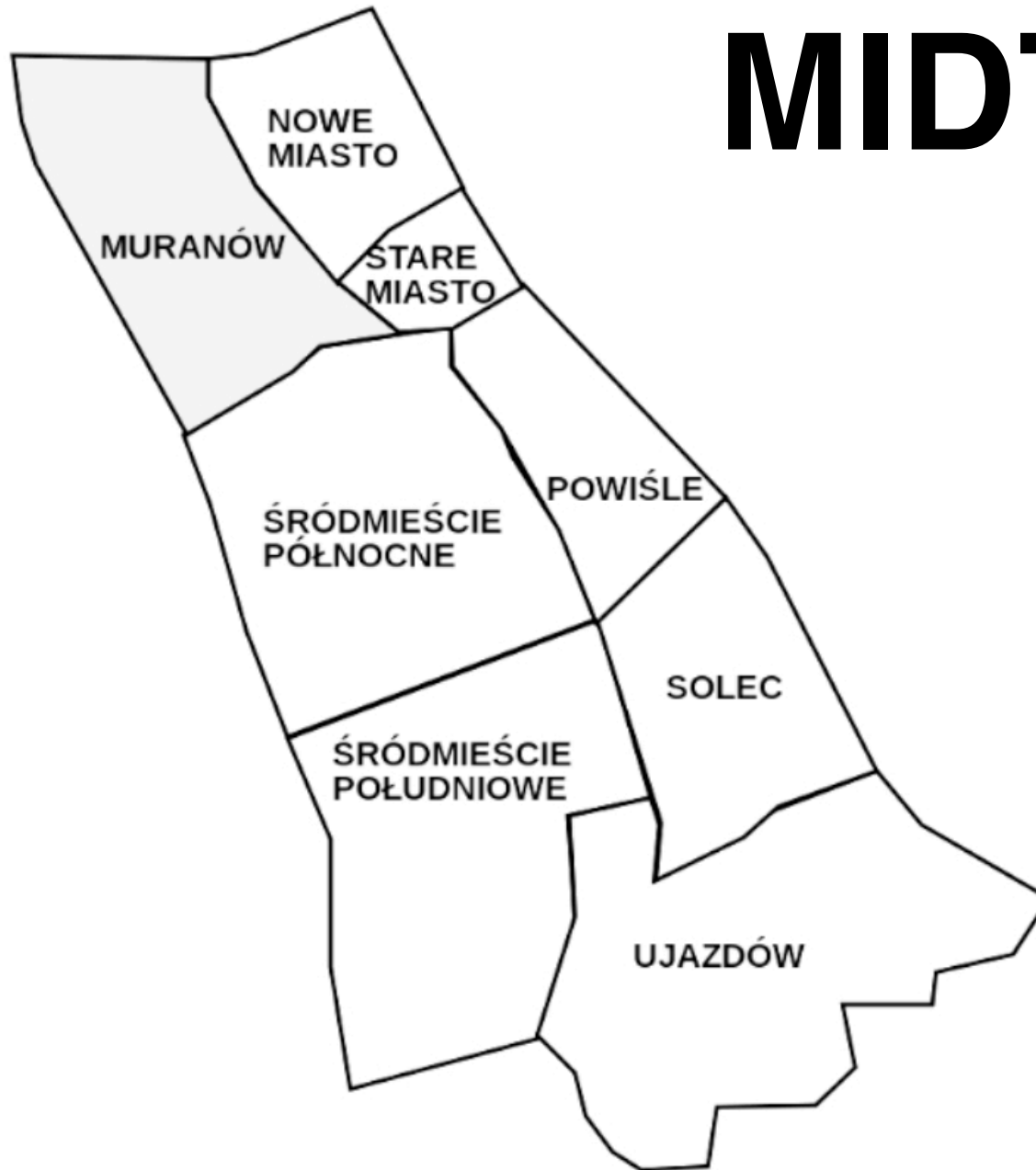
→ Possibility to participate in many opportunities Humanity in Action offers Senior Fellows.

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.

WARSAW



MIDTOWN



VENUES

Centrum Kreatywności Targowa

Targowa street 56
03-733 Warsaw

Humanity In Action Poland office (HIA Poland)

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

Menora InfoPoint (Menora)

Plac Grzybowski 2
00-109 Warsaw

Państwomiao na Trawie (PM)

Jazdów street 3/12
00-467 Warsaw

Museum of the History of Polish Jews POLIN (Polin)

Anielewicza street 6
00-157 Warsaw
www.polin.pl

Office of the Commissioner for Human Rights (CHR)

Długa street 23/25
00-090 Warsaw
www.rpo.gov.pl

SLEEP

Kanonia Hostel

Jezuicka street 2,
00-281 Warsaw
phone: +48 22 635 06 76

- Check-in is from 2p.m.
- Check-out is till 10a.m.
- Silence must be kept at the hostel between 10p.m. to 6a.m.
- Guests arriving after 10 p.m. must be quiet.
- 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.

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)

Apps:

Bolt

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.

MONEY & BILLS

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:

- ▶ 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,
- ▶ 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,
- ▶ they were connected with the program, for example travel costs,
- ▶ they were connected with your research period, e.g. transportation costs, computer time at internet cafes, fees or temporary membership of libraries, etc.,
- ▶ 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),
- ▶ 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 Joanna.

CASH

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.

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 Mermaid
- ☐ Listen to a free open-air concert at Łazienki Park (Sundays, noon-4pm, near Chopin statue)

EMERGENCY

Police: 997
Ambulance: 999
Fire Brigade: 998
Emergency Number: 112
Sexual harassment: 22 828 11 12

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;
+48 (22) 621-39-79
www.mfa.gov.ua/poland/pl/

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 Flotyli Wiślanej 1

Hocki Klocki (Śródmieście - Powiśle)

Outdoor bar at the riverbank
Bulwar Flotyli 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 (Śródmieście Północne)

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.
Oboźna street 3

Kuchnia Konfliktu (Kitchen of Conflict) (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

Vegemiaso (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.
Racławicka 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 excelent 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
ul. Puławska 24

TRY POLISH FOOD: -

- pierogi (dumplings)
- barszcz (beet soup)
- żurek (sour 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 | 20 PLN / 16 PLN, 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

*Great!
TUE-SUN noon-8pm
| 15 PLN / 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 for the overview of cultural attractions in Warsaw

PROJECTS

CHOOSING YOUR PROJECT

If you are struggling with choosing your Action Project, know that you are not the first or the only one to experience this. We all want to commit our time and energy to the projects that make a difference and that are exciting. We have prepared a couple of questions that may shed some light on which of your ideas could be most beneficial. If you don't know at all what you would like to do, these questions will serve as a meditation on yourself and your community. If you still feel stuck, contact your local Humanity in Action office for advise - we are here for you!

What are you doing when you are most engaged, enthusiastic and happy?

What are people doing that you envy for their jobs?

Are you more the person who advocates on behalf of others, someone who raises important issues at a large scale, or develops new systems that influence many people or someone who prefers to work directly with smaller groups of people?

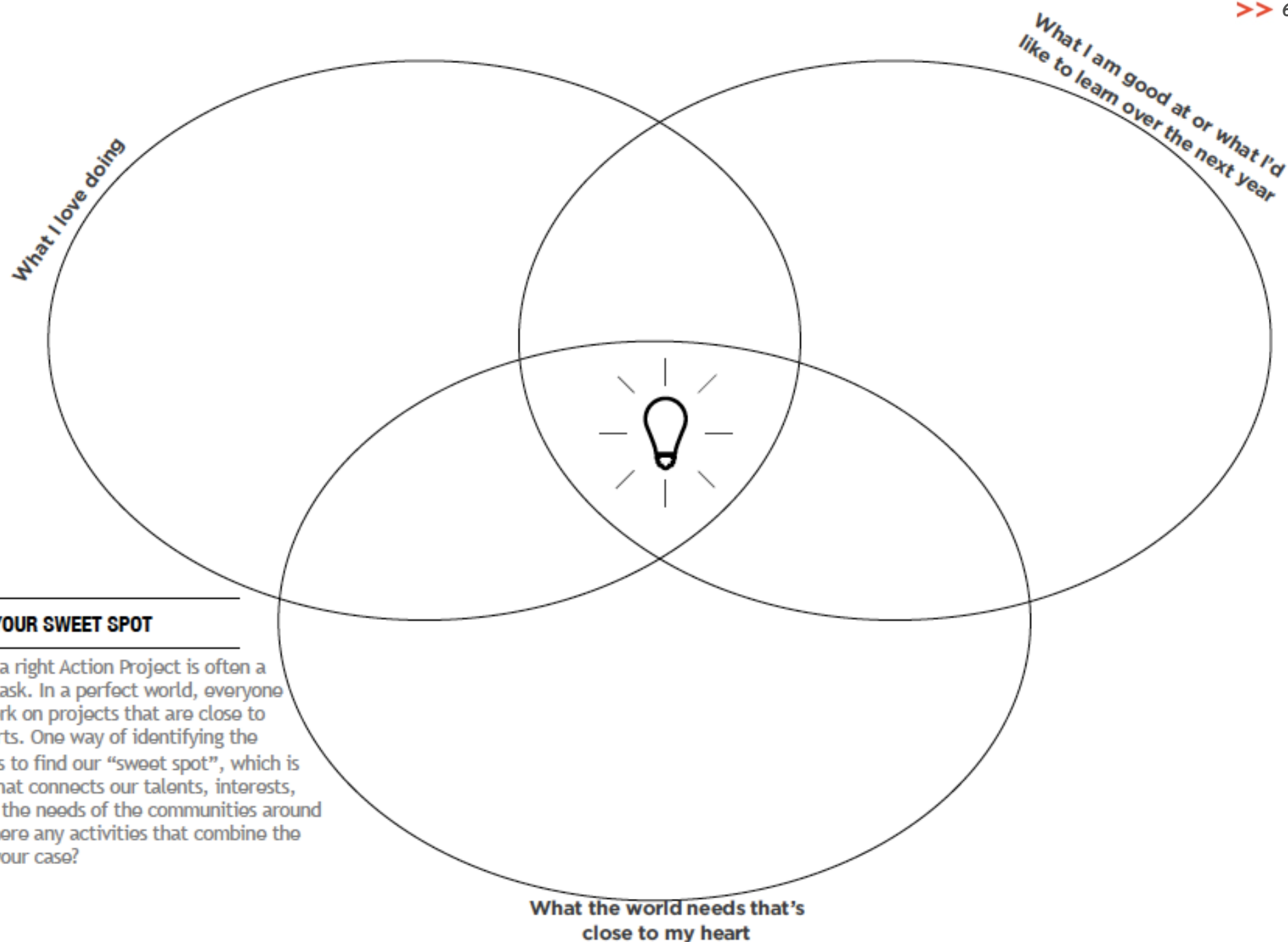
What activity makes your time fly?

What kind of success would make you most proud?

Think about yourself right now. Where in life are you now? How are you feeling - safe, lost, courageous, anxious, curious, scared, bored, overwhelmed, etc.?

Do you want to influence organizations, systems, groups of people or individuals with your work? What are you most comfortable with?

What is the one thing you'd like to achieve in the next year? It can be whatever - choosing a school is equally as good as learning a language.



FINDING YOUR SWEET SPOT

Choosing a right Action Project is often a difficult task. In a perfect world, everyone would work on projects that are close to their hearts. One way of identifying the project is to find our “sweet spot”, which is an area that connects our talents, interests, skills and the needs of the communities around us. Are there any activities that combine the three in your case?

**HOW
MIGHT WE...**

PERSONA

What does this person **SAY** out loud in an interview or some other usability study?

What does this person **FEEL**? what worries them? What do they get excited about? How do they feel about the project or the problem?



What does this person **DO**? How do they go about doing it? How/where/with whom do they spend time? What are their pains and possible gains? What do they do online?

What does this person **THINK**? What occupies their thoughts? What are their values? What matters to them? What do they think, but may not be willing to vocalize. Are they unsure, self-conscious, polite, or afraid to tell others something?

CONTEXT!

In order to better understand whether what you are planning to do is the most efficient or otherwise the best thing you can do, it is good to map your project. This will also help you to later explain the urgency for your project when dealing with different stakeholders or writing a grant application.

→ **Problem:** what is it that you are trying to change? Try to write it down in a form of a question starting with "How might we...".

→ **Root causes:** why does this problem exist? What are the social, economical, cultural, religious, legal (etc.) reasons for it? Try to include both detailed and general causes.

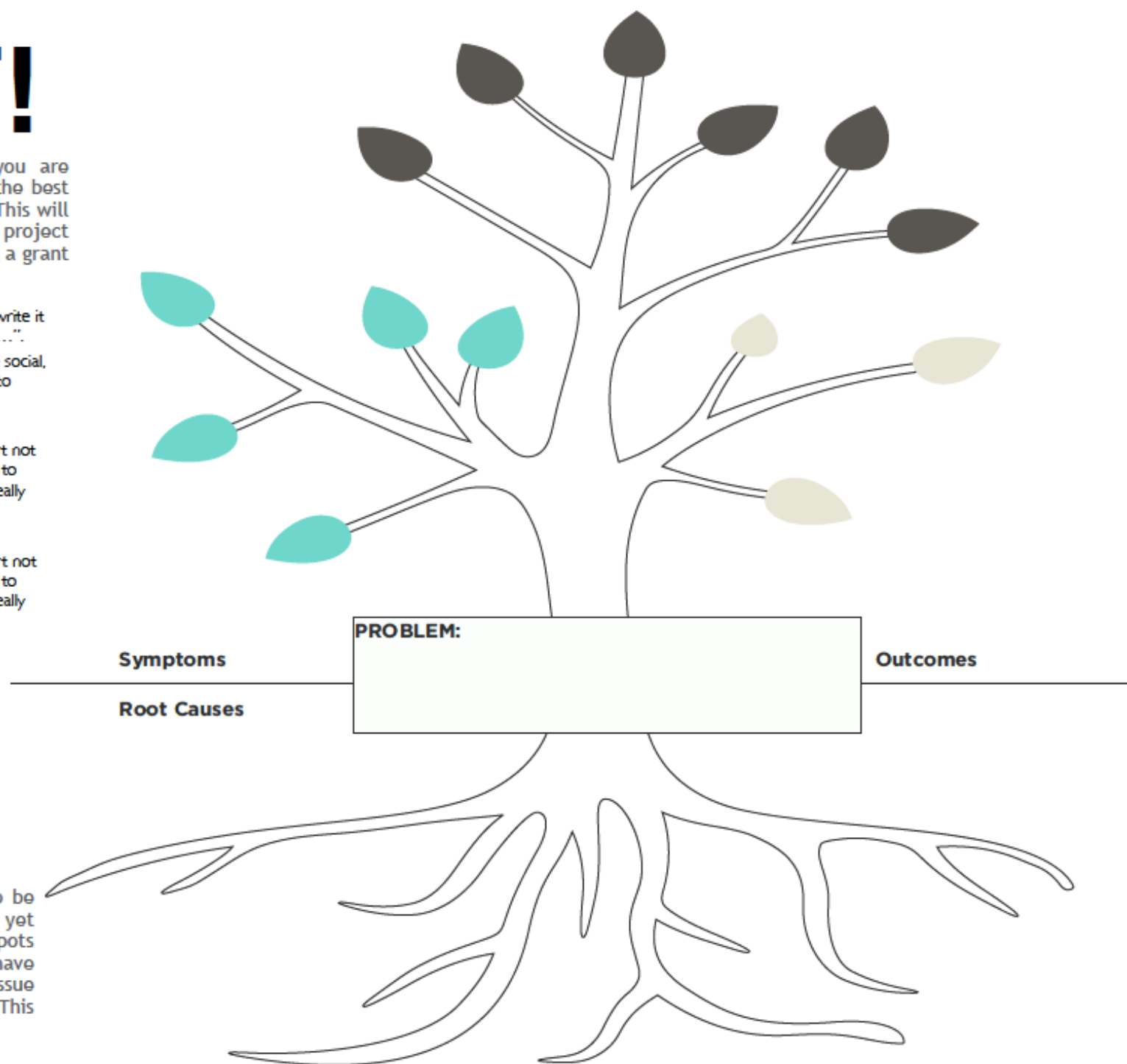
→ **Symptoms:** how does this problem manifest itself in the society? How do you know there is a problem? Try to resort not only to your own experience and knowledge but also refer to reports and research. Knowing numbers and statistics will really help you in the other stages of the project.

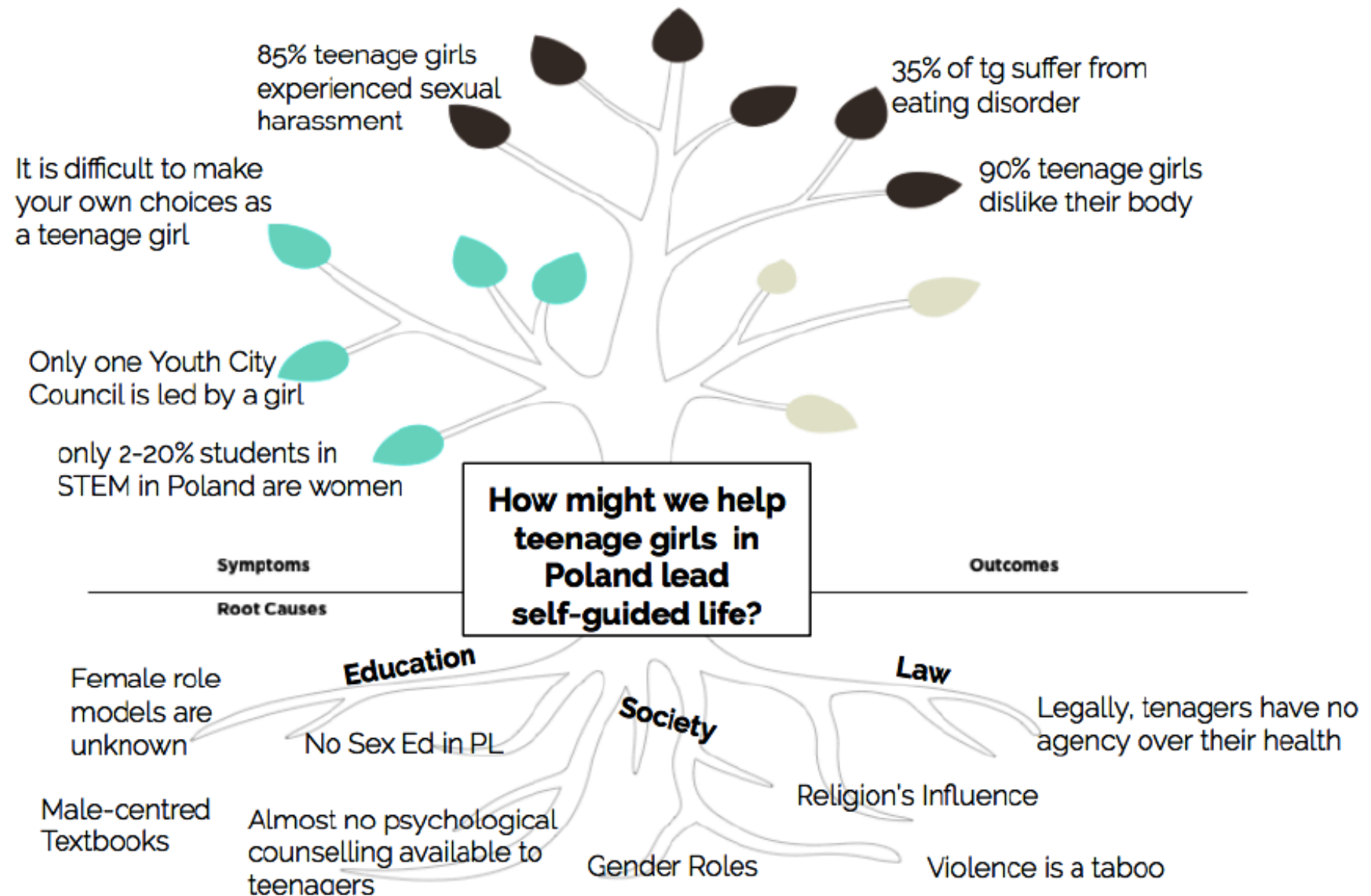
→ **Outcomes:** what are the outcomes (for an individual, a community or society) of the existing situation? Try to resort not only to your own experience and knowledge but also refer to reports and research. Knowing numbers and statistics will really help you in the other stages of the project.

→ **Attention:** there is no right or wrong way of filling out this context map - ultimately, it is a tool to help you better strategize your actions. Sometimes, a root cause may also be viewed as an outcome at the same time. However, if you need an inspiration, look at a very minimal context map of a project dealing with empowering teenage girls in Poland.

KNOW WHAT YOU DON'T KNOW

In running a successful project, it is important to be aware of the knowledge and skills you may not yet have. This tool also allows you to map the blank spots of your understanding of the project. Perhaps you have never checked the legal framework of a certain issue or never looked into how some system work. This knowledge is relevant when planning a project.





THINGS TO CHECK

- How (legally) can teenagers access mental health counseling?
- What books on female role models are available in bookstores in Poland?
- What programs are available for teenage girls who experience violence?
- What are the procedures for a teenager to report sexual harassment?
- ...

STAKEHOLDERS

Your project depends and affects many people. It is not only you, your team, project's beneficiaries and Humanity in Action but there are also other groups that are crucial for the project success. Especially in the planning phase of the project, it is good to give yourself a gift of mapping your network and your stakeholders to be aware at all times who and with who you are conducting the project in order to keep people interested in supporting your cause. Regular mapping assures that you don't forget to stay in touch with relevant stakeholders and as a result, advance your project.

I. Who do you want to influence?

- A. What are their characteristics, wishes, values, ...?
- B. What is your relationship to them?
- C. Are you legitimate in their eyes?
- D. How do you ensure them that you are doing the right thing?

II. Who do you need to run your project?

- A. Who needs to at least accept your work?
- B. Who do you need to be actively involved/supportive?
- C. Who do you get resources from and need to be accountable to?

III. Who is (even involuntarily) affected by you?

- A. What could be negative impacts of your project and for whom?
- B. Who is likely to resist your activities?
- C. How can you communicate your project so that this doesn't happen?

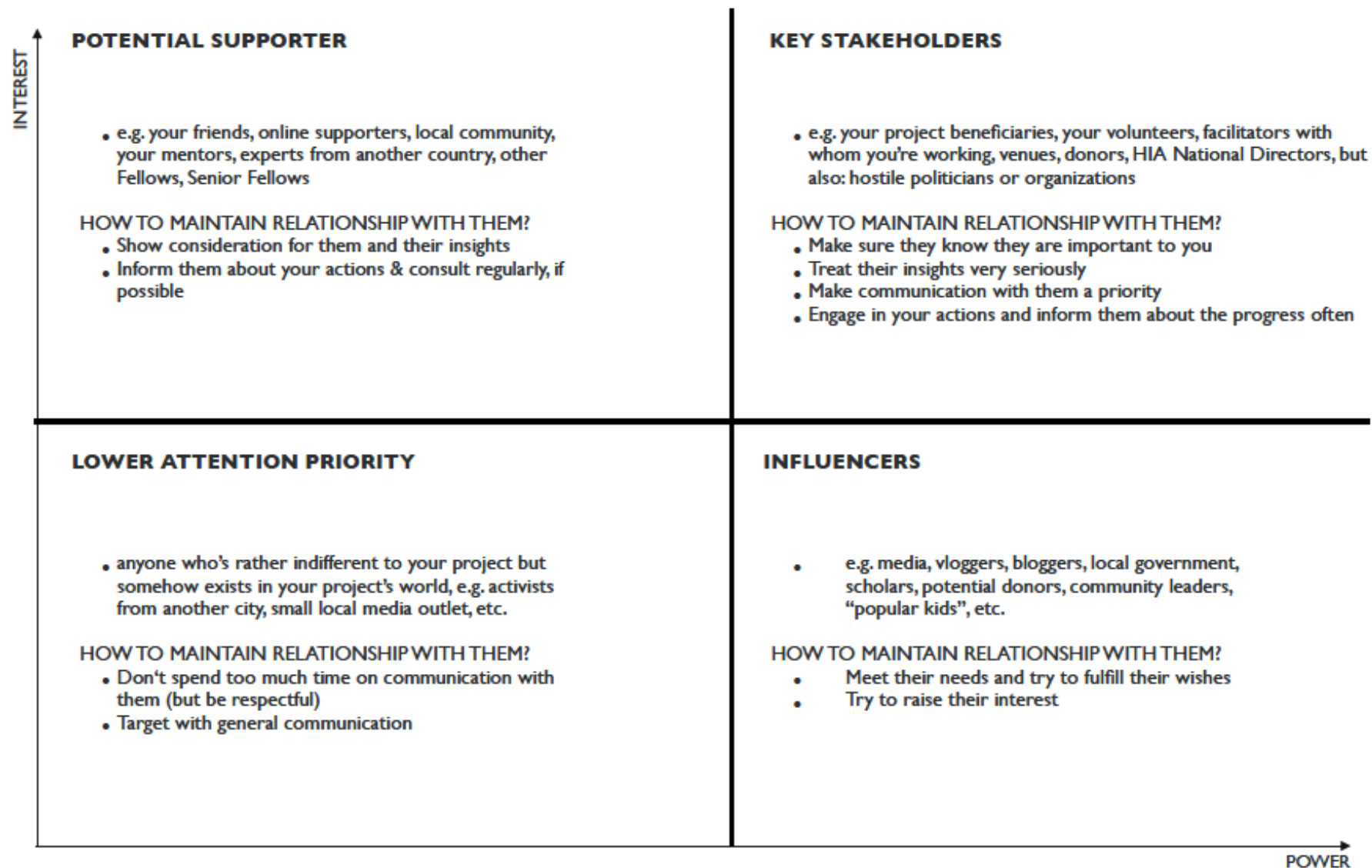
POWER-INTEREST MATRIX

Now, map your project's stakeholders on this diagram:



POWER-INTEREST MATRIX

See how to maintain the relationship with the stakeholders you indicated on the previous page.



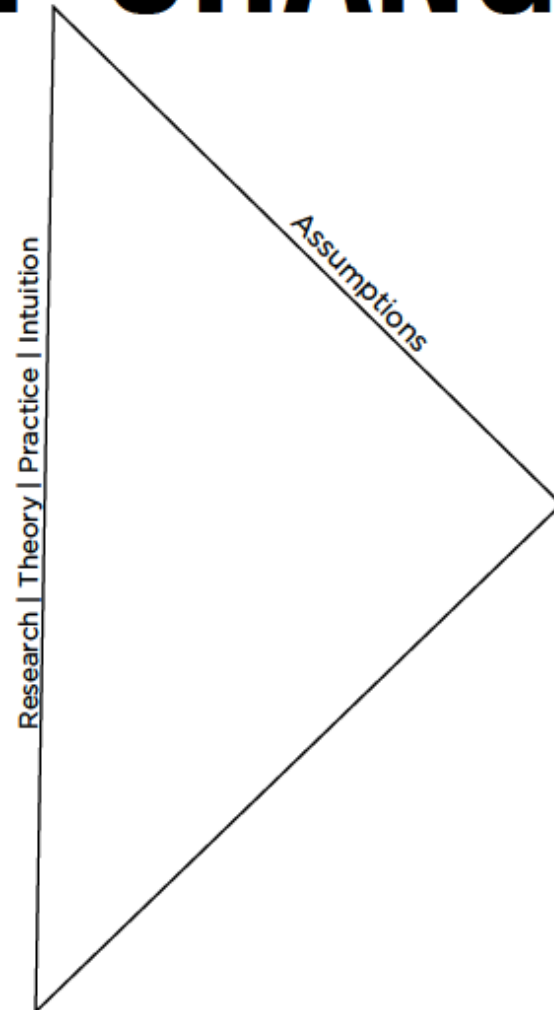
COMMUNICATION WITH YOUR STAKEHOLDERS

Create strategy for dealing with your stakeholders.

1. What can you expect from them? Why are they in the picture? What can you get out of this relation?
2. Write down specific actions you need to take to ensure good relations with them, for instance, think about how often, on which channels and with what language you'd like to communicate with them? How can you engage with them in a way that's not draining for you?
3. Write down examples of one-sentence communicates you could say to them to get them onboard for this project. Why may they wanna join? Is your project connected to some of their main values or causes they believe in? Does it solve a problem that's bothering them or provides an opportunity for them?

THEORY OF CHANGE

Theory of Change is a visual representation or map that shows how the components of a complex social project come together to achieve desired outcomes. It is a widely recognized tool for checking whether the assumption you have about your projects are correct. Start with identifying the ultimate goal of your project. Then list all the activities you can/need to implement to achieve the goal. Then, name all the assumptions underlying your choices. For best effects, after you've filled the model out, talk to someone who easily shares criticism and ask them to find logical gaps or weak points of your planned action.



What are the assumptions underlying the success of your project? Or: what has to be true for your project to be successful?

DO

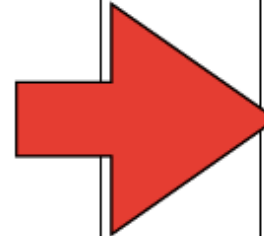
Strategies

What activities will produce your intended social impact?

GET

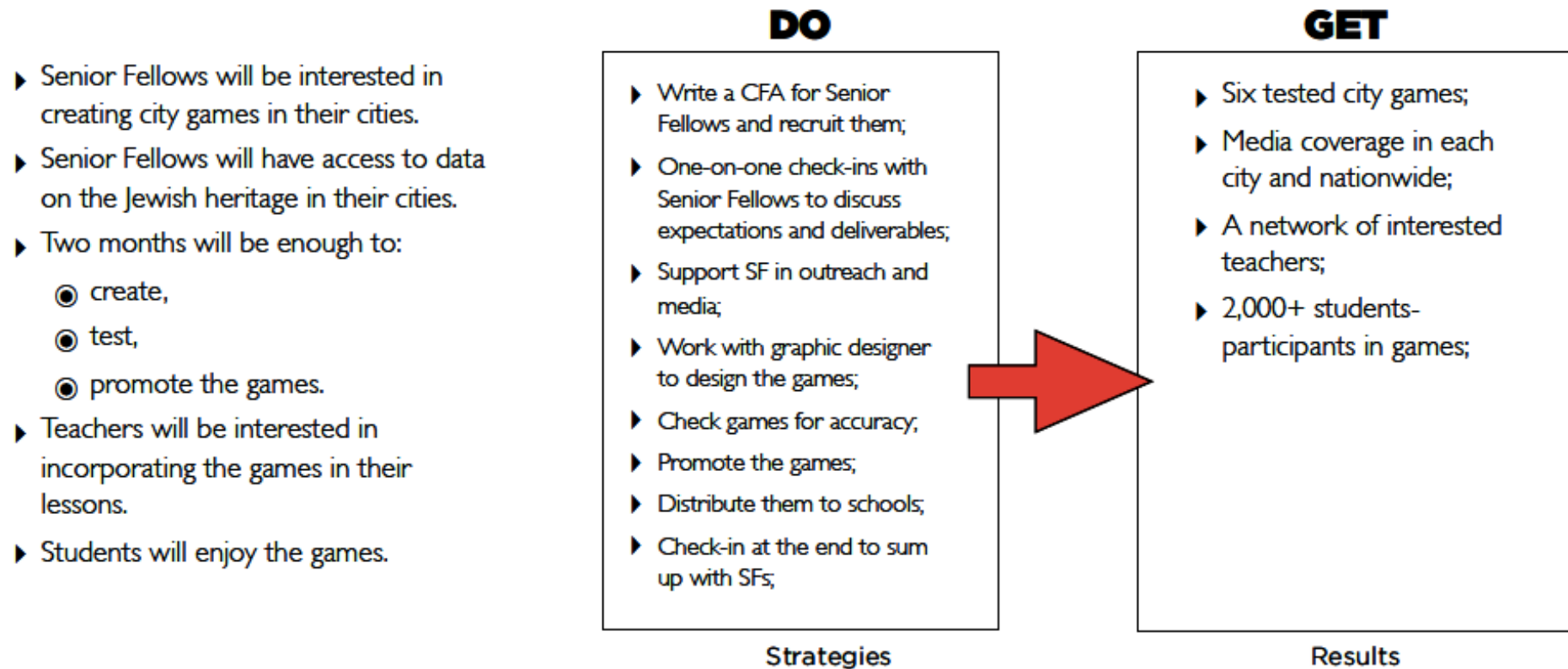
Results

What is the outcome you want to see expressed in 12 words or less?



EXAMPLE: HIA CITY GAMES

In 2015, as a part of a bigger project, HIA Poland created a series of city games to raise awareness of the Jewish heritage in different towns and cities in Poland. The project was very ambitious and although successful, it could have been better had we been more aware of our assumptions. This could be our Theory of Change, had we known this tool back then:

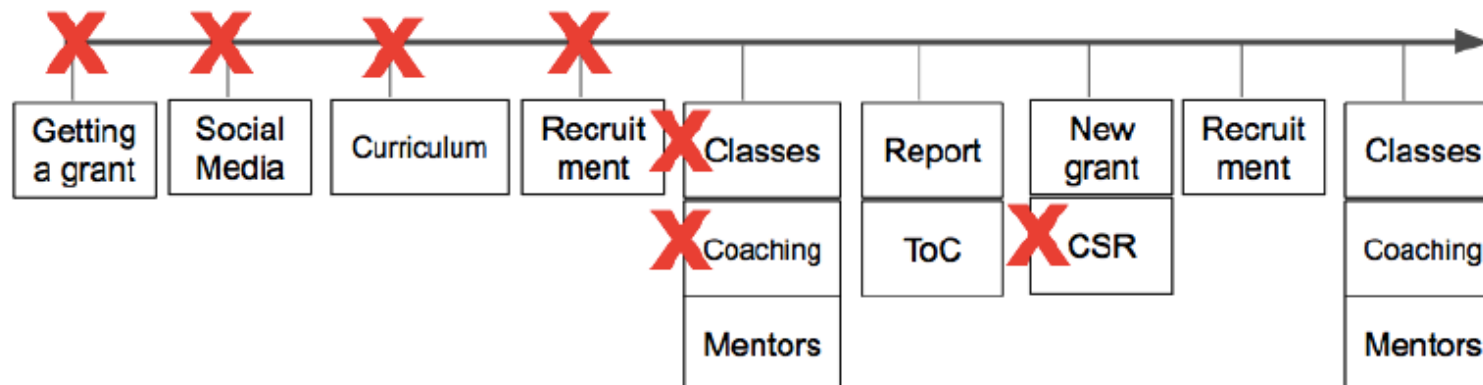


Unfortunately, due to the grant constraints, we had only two months to do all of this - and this was the assumption we did not question enough. The project was very successful and we received amazing feedback. However, could it have been more? Is there anything we could have done to make the work faster, more efficient, or to reach the same (or higher) number of students in the same time?

PLANNING FOR DISASTER

The best way to avoid disasters is to plan for them. Rarely things go as planned and that is why it is good to be prepared for the worst-case scenarios. Follow this simple exercise to help your future self. Draw a timeline for your project, including all the activities you are planning to carry out.

Below you see a timeline of an action project, free coding course for NEETs (i.e. youth that is Not in Education, Employment or Training). The red crosses indicate all the instances that things did not go as planned: the group did not get the first grant because they had not commit enough time into writing the application; the Social Media campaign did not start because the group did not have time to devote to this task; their initial idea for a curriculum turned out to be overambitious, and so on. It would have been helpful for the group to critically look at their timeline and think about possible obstacles.



BIZARRO WORLD

One method of foolproofing the project is called ‘bizarro world’. In the Superman series, Bizarro World was a world in which everything was the opposite of what we know: Superman was not a hero, villains were good, etc. After you’re done drawing a timeline, mark all the points where ANYTHING can go wrong. Then, list all the problems (e.g. “we won’t get a grant”) in a column. Then, look at the problems and write their Bizarro World versions (the opposites). And once you’re done with this column, take a five minute break, come back and think about how to get from the obstacle to the Bizarro World. There might be a few ways! List them all - give yourself a gift of 101 disaster prep. See on the right the example of the coding course.

The problem	Its Bizarro World version	How to get there?
We won't get the grant	We got the grant!	A) Consult the draft, start ahead, consult the application B) Apply for many grants
Our coach is not helpful	Our coach provides a transformational experience	A) Hit the FB group B) Students!
We won't have a venue	We have a venue for all our events ever!	Start a long-term partnership with an NGO or a venue

YOUR TURN:

THE PROBLEM	BIZARRO WORLD	HOW TO GET THERE?

SPEAKERS

SPEAKERS

Katarzyna Bierzanowska

Translator, author of the independent initiative Pełnoprawna acting for equal treatment of persons with disabilities, social activist, antidiscrimination educator, cooperates with non-governmental organizations, public institutions, private sector and education units. A member of the UN Committee on implementation of the Convention on the Rights of Persons with Disabilities in Poland, Geneva, 2018.

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.

Tomasz Cebulski PhD

Founder of the Polin Travel history and genealogy research center, political scientist specializing in comparative studies of genocides. Author of “Auschwitz after Auschwitz”.

Misha Cherniak

Misha Cherniak was born in Moscow and has been living in Warsaw since 2011. Misha is a gay person and an Orthodox Christian. He studied music (choral conducting) and artificial intelligence in Moscow and Poznan. He is an LGBT activist, founder of the very first choir for LGBT persons and allies in Poland called Voces Gaudii. In 2012, he joined the informal group of Polish LGBT Christians Wiara i Tęcza (Faith and Rainbow) and, when in 2018 it registered as an NGO, he became a member of its board. By his main occupation, he works as the Programme Officer of the European Forum of LGBT Christian Groups, a pan-European NGO that facilitates networking, capacity-building, and advocacy for the LGBT persons of faith. In 2016, he wrote an open letter on behalf of Orthodox LGBT persons to the bishops gathered for a pan-Orthodox council on Crete asking them to acknowledge the existence of LGBT persons inside the Church who are persecuted and pushed out because of who they are. In 2016 and 2018, published the English and the Russian version of the very first affirmative publication on LGBT inclusion in the Orthodox Church titled “For I Am Wonderfully Made”.

Marek Dorobisz

Born in Sosnowiec/Poland in 1978, moved to Hamburg/Germany in 1986. Later spent some years in Bergen/Norway, Stuttgart, München and Berlin/Germany to finally arrive in Warsaw/Poland where works and lives since 2007. Married to Kama and has two wonderful sons - Teddy & Freddy - born 2010 and 2015. Started to work in advertising in 2000; first ATL/BTL, then integrated by adding the DIGITAL, EVENT, MEDIA, NATIVE world to his skills set. All that combined to content marketing without boundaries. For the last 5 years Marek is active as creative director within Poland's biggest publishing group - RASP.

Erik Edman

Erik is a Greek-Swedish activist. He studied medieval history and political science at the University of Exeter and has a MSc in Political Sociology from the London School of Economics. He has lived and worked in Brussels, where he became the head of office of the Democracy in Europe Movement 2025 (DiEM25) before heading to Greece to help set-up the movement's party in the country: MeRA25.

Joanna Fikus

Head of the exhibition department at the Polin Museum.

Konstanty Gebert

He is i.a. 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 was a founder of a free trade union which joined the Solidarity movement. After the authorities imposed martial law in 1981, he joined the underground press. In 1989 he was present at the Polish Round Table talks and covered them for his underground publication. 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, the Israeli-Palestinian conflict and the European 20th century.

Gagik Grigoryan

Immigrant rights activist, Board Member of Ocalenie Foundation, cultural educator.

Karima Kanjo

Mother, Pole, Catholic. Father: citizen of Syria, muslim.

Born in Aleppo, graduate of Informatics, with professional experience in leading of computer courses together with ICDP exams. When she came to Poland for holiday together with her kids 6 years ago, the situation in Syria was worse and worse, so she decided to stay in Poland. Ocalenie Foundation helped her to adapt to the Polish reality. Currently she works as intercultural mentor, leads intercultural workshops and cooking classes, works as translator and Arabic language teacher.

Jagna Kofta

Jewish education specialist - trainer and guide. She 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.

Gosia Kot

Gosia Kot - a queer feminist activist and PhD candidate in sociology. She's been an activist for LGBTQIAP rights for almost 10 years, involved also in women and youth

sexual and reproductive rights activism. Affiliated with Campaign Against Homophobia, where she currently acts as a co-chair of the Board. In her PhD thesis she analyses queer mothering practices in Poland. She's a Fellow of 2017 Humanity in Action Warsaw program. Book lover, Snufkin and happy owner of ginger cat Fela.

Martyna Markiewicz

Works at Ashoka Poland and supports social innovators. Activist, project coordinator, trainer, certified drama trainer, joker of the Theater of the Oppressed, Design Thinking moderator.

Hanna Pieńczykowska

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, currently working in B2G relations. She has worked for several Polish and German NGOs, led and mentored multiple projects in the field of European education. Alumna of the FutureLab Europe and the Academy of Social Democracy. A big fan of collective leadership in organisations and projects, Betzavta and co-resolve conflict resolution methods. Alumna of the 2015 HIA Warsaw fellowship and the 2018 Programme Intern.

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.

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.

Mustafa Switat PhD

Sociologist, psychologist, assistant professor at the Department of History of Ideas and Cultural Anthropology in The Institute of Applied Social Sciences at University of Warsaw. Author of a number of articles on broad cultural contacts and issues of migration and monograph titled "The Arab Community in Poland. The Old and the New Diaspora" (2017) honored in the ACADEMIA 2018 competition for the best academic and scientific publication. His research interests focus on cultural transfer, sociology of migration and ethnicity, anthropology, democratic-globalization processes, multiculturalism and clinical psychology.

Aneta Szarfenberg

Evaluator, researcher in field of social issues, cooperating with municipalities, institutions and NGOs. Always focused on 'human factor' and looking for relations, connections, cultural bias, strengths and weaknesses of the rest of in/visible factors. In her spare time tries to implement some solutions for

making world better, for the first step - achievable "world" which means society around. One of the way for it is to organize Human Library.

Anna Zajac

Teacher at a Warsaw primary school. In 2006, she defended her master's thesis with 3 specializations in pedagogy at the Academy of Special Education in Warsaw. These specializations are: therapeutic pedagogy, pre-school education and music teaching along with conducting children's groups. During her studies she was awarded by the Minister of Education Scholarship for her achievements in science. She participated in many conferences, she was an organizer of scientific conferences, and published scientific publications in the field of Special Pedagogy and Pedutology - teaching about the teacher. In 2007, she completed post-graduate studies at the University of Warsaw - early English language teaching. In 2013, she completed Revision and Accounting at the University of Warsaw because she was looking for an alternative due to the critical financial situation in education. She started working at school in 2006. All this time she was interested in the fate of teachers and it hurt her how they were treated by successive governments and how much the teacher's authority in Poland fell. Concerned about this situation in 2014, she joined the Polish Teachers' Union to be able to participate in the defense of workers' rights. In 2018, for the first time she expressed her concern publicly - at the time of the manifestation at the Ministry of Education. In January 2019 she brought her payslip to the Center for Dialogue to present the realities of teachers to the minister of education Anna Zalewska. She became the first teacher who dared to show her salary in public and say that the Polish minister of education lies in the media about teachers. She took an active part in preparations for the teachers' strike and then in the strike itself.

Her passions are beyond teaching - music, singing, playing the violin and piano, bicycle tours with children, walking with her beloved dog and spending time with her own children.