



ANNUAL REPORT 2021

Towards Solidarity, Empathy & Action



BRIDGING PAST AND PRESENT TO INFORM THE FUTURE OF
HUMAN RIGHTS, DEMOCRACY & SOCIAL JUSTICE

HUMANITY ^{IN}
ACTION

THE NETHERLANDS

Towards Solidarity, Empathy & Action.

Throughout 2021, we experienced high political and social unrest in society. Numerous civil protests highlighted the continued dissatisfaction with many of our realities at present. From housing policies, to systemic racism and discrimination, to gender inequality; the past year has again demonstrated that our democratic values cannot be taken for granted. It is in this light that we present the 2021 annual overview of our activities and annual accounts.

We are impressed by the numerous and powerful ways in which our alumni - our (Senior) Fellows - actively and constructively challenged injustices in our society. In this context, Valerie Ntinu (2020) created a virtual brave space for Black womxn and non-binary individuals to express their grievances. Through their organizations, Femke Zeven (2016 & 2017) and our board member Eline Peters (2013) initiated the campaign #eenzaakvooriedereen! to secure free contraception, supported by more than 7.000 citizens. Like a true connector, Landecker Fellow Hui-Hui Pan worked to bring the Asian community closer together to increase cultural visibility and representation.

At Humanity in Action, we aim to educate, inspire and connect tomorrow's leaders, to become responsible citizens and decision makers. We believe that education is a critical tool to counteract the rise of conflicts and injustices. We continuously develop new approaches to enable younger generations to address these challenges.

We are extremely grateful for the trust, confidence, and flexibility of our colleagues, (Senior) Fellows, friends and sponsors in 2021.

Throughout the year, our teams continued to adapt programming to the COVID-19 pandemic, procuring a supportive learning climate for our participants. Supported by our network and community, we collaborated with our partner offices in both Europe and the United States to secure effective and efficient strategies. In addition to the annual Amsterdam Fellowship and the Landecker Democracy Fellowship, our team hosted a multitude of public events and training programs.


Moreover, we initiated thorough reflections on our impact as an organization. As part of this process, an external impact assessment was conducted with particular focus on the effects of our Fellowships on Senior Fellows since 1999. The outcomes of this research shall help guide the development of our strategic framework 2022 - 2026. We greatly thank our alumni for their key contributions to this process!

We are immensely grateful for the continued faith, confidence, and flexibility of our colleagues, (Senior) Fellows, friends and sponsors. Through this support, 2022 has kicked off in a nothing but promising way, with new programming being realized and colleagues having joined our teams. We look forward to our continued collaboration and critical dialogues in the year to come.



Laura Lasance
Executive Director
Humanity in Action The Netherlands





>> We engage young people and professionals in our shared history and inspire them to contribute to an inclusive society.

1. ABOUT HUMANITY IN ACTION

Humanity in Action is a transatlantic non-profit organization that educates, inspires, and connects a community of rising leaders committed to pluralism, human rights, and civic engagement, in their own communities and around the world. The goal is to inspire responsible leadership that meets the local and global challenges of social division.

Antisemitism, racism, Islamophobia, trans- and homophobia, misogyny, and other forms of discrimination and hatred are testing democratic societies. Humanity in Action's programs address these issues head-on from a historical perspective. They are testing grounds for thinking anew with activists, experts, policymakers, artists, and business leaders about complex issues of pluralism and diversity.

Since its founding over two decades ago, Humanity in Action has engaged with over 2,600 carefully chosen individuals whose inclusive approaches to leadership contribute to the formation of a new generation of social, cultural, and political changemakers. Humanity in Action's Senior Fellows form a unique international alumni community committed to social justice.

The organization has governing and advisory boards in Bosnia and Herzegovina, Denmark, France, Germany, the Netherlands, Poland, and the United States. Its international headquarters is based in New York City.



ABOUT HUMANITY IN ACTION THE NETHERLANDS

Humanity in Action The Netherlands is an independent, not-for-profit Dutch organization. It was founded in 1999 and has since been an active partner in the international Humanity in Action network.

We empower young people as leaders and agents of change in the fields of human rights, democracy and social inclusion. We develop educational programs for adolescents, students, recent graduates and young professionals. We also support integral (Senior) Fellow civic engagement activities, organize public events, and design tailor-made training programs.

We boast more than 260 Senior Fellows in the Netherlands alone - entrepreneurs, government officials, artists, academics, lawyers, journalists, politicians, and activists. In many different ways, these alumni continue to contribute to society, be it as the Head of Defense Office at the Kosovo Specialist Chambers (David Hein), Head of Education and Inclusion at Stedelijk Museum Amsterdam (Emmanuelle Herman), researcher and consultant for NGOs (Nadja Groot), Alderman for the municipality of Amsterdam (Simone Kukenheim) or as an editor at public broadcasting organization VPRO (Sophia Blijden). Senior Fellows play an important role in the various programs we organize and in our governance structures.

2. OUR ACTIVITIES

Throughout 2021, Humanity in Action The Netherlands organized educational programs and supported civic engagement activities (Action Projects). Furthermore, we co-facilitated public events and developed tailor-made training programs. An overview of highlights is presented below.

Tensions are embedded in all pluralistic societies throughout history. Each country, community and individual has their own conception about national and personal identities, amongst others derived from historical, cultural, and personal experiences. They encompass the most complex issues of ethnic, racial, national, religious, gender, sexual identities and more.

We are committed to fostering profound cross-cultural and collaborative learning. Our aim is to facilitate respectful, stimulating, immersive, and inclusive educational experiences within the Humanity in Action community. Our approach connects past and present through collective learning. Each member of our community is expected to engage in both learning and teaching; questioning oneself as well as questioning others; recognizing others' experiences, insights and struggles; and approaching others with respect, empathy and kindness.



Gloria Wekker (left) and Humanity in Action The Netherlands Program Manager Raissa Biekman (right) during 'The Invaluable Power of Women: The Heritage of Joan Ferrer' - Action Project Tamara Hartman (2021). Photo by Tirza Lempers.

THE HUMANITY IN ACTION FELLOWSHIPS

Since 1999, Humanity in Action has organized multiple annual Fellowships for students and recent graduates. The Humanity in Action Fellowships explore issues of liberal democracy, pluralism and human rights. Each program is tailored to its location. Fellows are challenged to understand their host country's unique history of injustice, its present struggles to ensure the human rights of minority and marginalized groups, and the future of its democratic values. The goal of these programs is to foster cross-cultural understanding and an appreciation of different perspectives and approaches for assessing past and contemporary social justice issues.

Several weeks 'on site'

For three to four weeks, Fellows work with local experts and community members, visit museums and historical sites and engage in constant dialogue with one another and program speakers. Each program has a cohort of 20-30 students and recent graduates. Fellows come from many different backgrounds - academia, the arts, advocacy and activism - but share common interests. Humanity in Action Fellows are collaborative, passionate and open minded people, willing to examine and challenge their personal preconceptions and biases. Though typically

on site, the 2021 Fellowships took place virtually due to the COVID-19 pandemic.

Eleven months in their own communities

In the following eleven months, Fellows work on their Action Project: an independent venture focused on promoting democratic values in their own communities. Fellows apply their new knowledge and perspectives to the communities they impact - in whatever format they find meaningful. Past Action Projects have included documentaries, arts festivals, public events and even new organizations that serve the public good. Planning for the Action Project begins during the study portion of the Fellowship through workshops and collaborative discussion. An Action Project is a part-time commitment that Fellows plan and execute once they have returned to their primary work or studies.

Senior Fellow Network

After Fellows complete their Action Projects, Fellows - now alumni - are invited to join the Humanity in Action Senior Fellow Network. The Senior Fellow Network is the heart of the Humanity in Action community. Senior Fellows work around the world, across many different industries. They stay engaged with Humanity in Action through the conferences, workshops, grants, seminars and study trips we offer. Senior Fellows also support and collaborate with one another. Connections made during Fellowship oftentimes last for years and many Senior Fellows find professional opportunities through the community.

Screenshot of the 2021 Amsterdam Fellowship



Program Manager Raissa Biekman, Landecker Democracy Social
Media Manager Luiza Braga and Executive Director Laura Lasance

THE 2021 AMSTERDAM FELLOWSHIP

The virtual 2021 Amsterdam Fellowship fostered dialogue on different levels, from small groups to collectively with all international cohorts. Special attention was devoted to group cohesion and well-being, which remained of particular importance during the challenging time of the pandemic.

We hosted a thought-provoking and diverse program that was interdisciplinary, collaborative, and provided engaged learning experiences. We used various didactic methods such as lectures, workshops, group discussions and break-out room sessions, allowing Fellows to research and experience the role(s) they can and want to play in society.

We welcomed 22 carefully selected university students and recent graduates. The 2021 cohort consisted of Fellows from the Netherlands (9), the United States (6), France (3), Bosnia and Herzegovina (2), and Greece (2).

Program content

The 2021 Amsterdam Fellowship was titled 'Understanding the Dutch: Bridging Past and Present to Foster Solidarity.' Inspired by the global #BlackLivesMatter protests of 2020, we acknowledge that the fight against institutional racism and exclusion of minority and marginalized groups requires empathy and solidarity across movements. To this end, the Fellowship in 2021 facilitated a collective exploration of the historical, social, economic, and political roots of institutional racism and discrimination in the Netherlands. Additionally, Fellows explored contemporary societal challenges and discussed potential strategies to promote an inclusive future.

The program examined the gender binary and the LGBTQIA+ movement in the Netherlands, inclusive Jewish communities, and impairment rights. Moreover,

Fellows engaged in dialogues about Black Lives Matter, racism and Islamophobia. Lastly, Fellows delved deeper into the subjects climate justice and same sex marriage. The Fellowship consisted of various webinars, dialogues with speakers, film screenings of, and virtual tours at, among others, the Rijksmuseum.

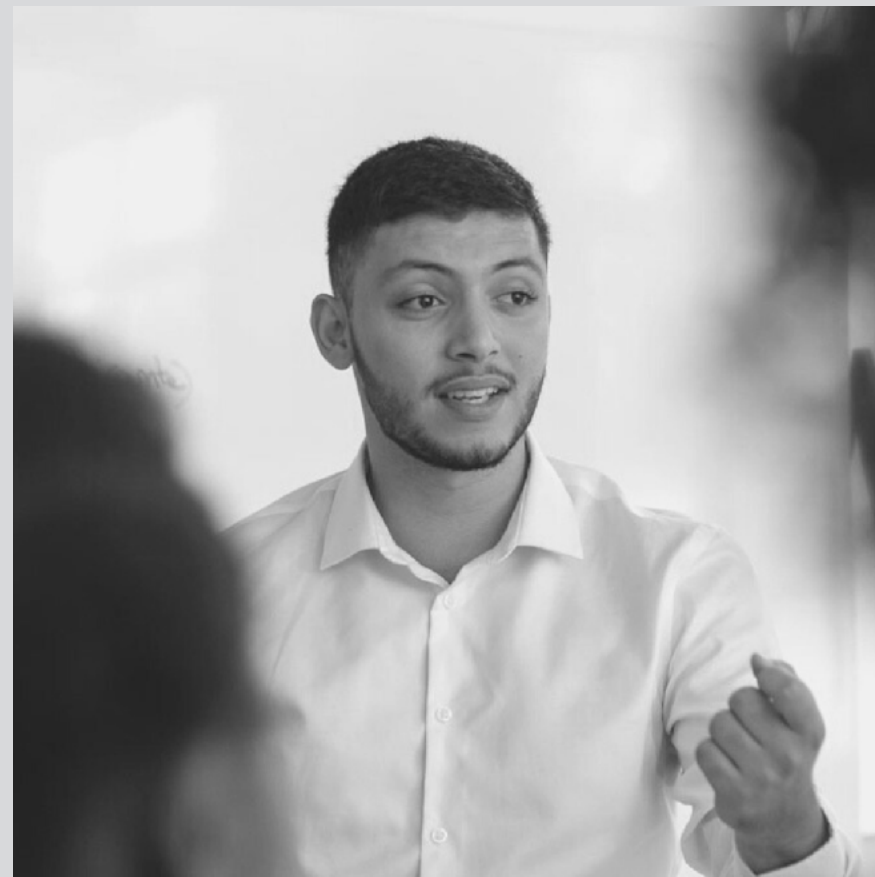
The 2021 Fellowships ended with an international virtual meeting of all Fellow cohorts to share their experiences. This year, the closing keynote was delivered by none other than Rev. Cornell Brooks.

THE 2021 SARAJEVO FELLOWSHIP

In 2021, we were proud to select one Fellow based in the Netherlands to participate in the program in Sarajevo. This Fellowship in Sarajevo delved deeper into the topics of transitional justice, post-conflict identity politics, peace-building and socioeconomic transformation in marginalized local communities. Please read more about the Fellowship [here](#).

>> “I was very proud
to be part of this incredible
cohort. I am very much looking
forward to staying connected
with the team members and the
Fellows, and building lifelong
friendships.”

(Achraf Manar, 2021 Amsterdam Fellowship)



ACTION PROJECTS

Below we present a few Action Projects that were realized in 2021:

drINK Café: Creating Brave Spaces Through Shared Spaces

By *Valerie Ntinu (she/her), 2020 Amsterdam Fellow*

From her own experience as a black womxn navigating predominantly white and male spaces, Valerie Ntinu sought to create a virtual event addressing the double burdens of racism and misogyny placed on black women. She created drINK Café, a virtual 'brave space' that held up to five gatherings with self identifying black women and non-binary individuals. In order to make the events possible, she collaborated with two separate organizations that catered to her audience of choice – Association for Black Artists and Netherlands Black Women. With her partnerships, she was able to leverage contacts and existing social media presence to bring participants to her sessions. Being a virtual artistic project, Valerie required painting canvases and paint. For Valerie, this was an opportunity to provide participants with a rare space to express their grievances.

The Invaluable Power of Women: The Heritage of Joan Ferrier

By *Tamara Hartman (she/her), 2020 John Lewis Fellow*

Tamara Hartman studied the archive of Joan Ferrier as part of her Action Project. This resulted in a hybrid event that was co-facilitated by Humanity in Action The Netherlands, and hosted by the Atria Institute on Gender Equality and Women's History. During this event various speakers paid tribute to Joan Ferrier's work and life, in which intersectionality and emancipation were a common thread. The event welcomed over 260 participants. The recording of this event can be watched [here](#).



Consent: Always, Enthusiastic, Informed

By *Suzanne Vink (she/her), 2020 Amsterdam Fellow*

Through her Action Project, Suzanne Vink sought to create an independent campaign in her conservative countryside and home city of Zwolle. Through her large network of students and ties at the Windesheim University of applied sciences, she began working on a grassroots campaign to normalize consent. In order to fulfill this project, she partnered up with Amnesty International (an international non-government organization), Fairspace (an organization creating safe and inclusive public spaces) and Windesheim Honours College. Throughout her Action Project, Suzanne initiated an educational Instagram account, and worked with students on a weeklong collaborative graffiti project and a two-week exhibition that visualized and explained sexual violence and consent.

TranScreen Transgender Film Festival and Knowledge Article

By *Laura Kok (she/her), 2019 Amsterdam Fellow*

2019 Fellow Laura Kok is an active member of '[TranScreen: Amsterdam Transgender Film Festival](#)'. TranScreen was forced to cancel their annual Amsterdam Transgender Film Festival in 2020 due to the COVID pandemic, but there was a new festival from the 13th until the 16th of May 2021. For her Action Project, Laura Kok shares how TranScreen worked to create an alternative space online and chose new digital approaches to accommodate this. Laura did this by logging TranScreen's activities and conversations since the beginning of the pandemic. As an Action Project, Laura then reflected in a [Knowledge Article](#) on how TranScreen has dealt with the challenges of the pandemic and how they managed to build communities regardless.

Framing (2021)

By *Zeyneb (Zee) Kasmi (she/her), 2020 John Lewis Fellow*

In September 2021, the court in The Hague determined that people can be checked on the basis of ethnicity at Dutch airports. For Zeyneb Kasmi (2020 John Lewis Fellowship), this was the starting point for thinking about an institutional dilemma and its solutions. As an Action Project, Zeyneb Kasmi developed the podcast series '[Framing](#)', an audio documentary with the aim to better understand institutional racism. The first episode addresses the impact of the colonial past and the second episode deals with the court case against the military police for ethnic profiling. In April 2022, Zeyneb launched episode 3: Institutional solutions for an institutional problem.



The 2020-2021 Landecker Fellows from the Landecker Democracy Fellowship. From left to right: Zawdie Sandvliet, Ireen Kars, Lievnath Faber

LANDECKER DEMOCRACY FELLOWSHIP

The [Landecker Democracy Fellowship](#) is an annual Fellowship developed in partnership with the [Alfred Landecker Foundation](#). The Fellowship unites 30 diverse leaders from the United States, the United Kingdom and the European Union. The program supports activists, community leaders and young professionals in developing projects to reinvent democratic spaces. The Fellows are encouraged to build a strong community during the year, and

maintain close ties to the Alfred Landecker Foundation and the Humanity in Action alumni networks after.

2020-2021: The Inaugural Cohort

The first cohort of Landecker Fellows worked together from October 25, 2020 to October 24, 2021. The 2020-2021 Fellowship funded 30 project ideas that tackled some of the forces behind the structural inequities that COVID-19 amplified. In this cohort, three Landecker Fellows from the Netherlands participated:



Lievnath Faber (she/her), 2020 Landecker Fellow

As a project, Lievnath co-created the Jewish Hub Oy Vey Acts in Amsterdam. This hub is founded with the goal of creating long lasting connections between Jewish activists, the broader activist community in the Netherlands, as well as anti-racism/discrimination communities. Oy Vey Acts focusses, among other things, on smaller discussion circles and meetings, and individual person-to-person learning.

Zawdie Sandvliet (he/him), 2020 Landecker Fellow

Zawdie's Landecker Democracy Fellowship project provided students, parents, and teachers from communities in Amsterdam with devices, access to Wi-Fi, and the technological and skills that enable homeschooling and online education. In the COVID-19 pandemic. The aim of the project was to prevent any possible increase in existing and developing educational disparities.

Ireen Kars (she/her), 2020 Landecker Fellow

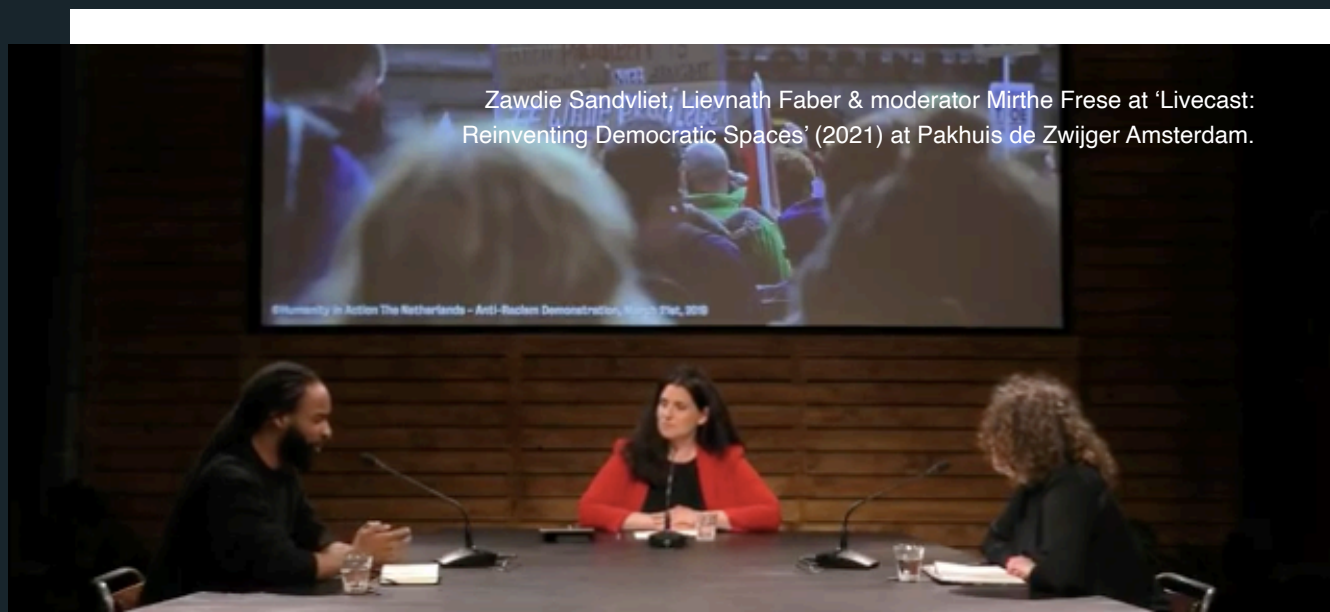
With her project, Ireen built a network of 15-20 responsible and sustainable business leaders who are actively changing behavior and systems within their companies, improving sustainable practices, and impact on people, workers and communities. This was done via a Sustainable Leadership program. The goal of the project was to raise awareness and create an action-oriented platform, providing concrete guidance on how to change behavior and internal systems.

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2021-2022: The Second Cohort

The second cohort participates from November 7, 2021 to November 6, 2022. Hui-Hui Pan and Jelle Zijlstra are the 2021-2022 Landecker Fellows from the Netherlands. They are currently working on their projects. The focus of this year's Fellowship edition is on social cohesion, interconnectedness and solidarity. The Fellows are exploring critical paths that acknowledge communities' diverging realities in the process of creating equitable societies. Within the Landecker Democracy Fellowship, Humanity in Action The Netherlands is responsible for social media and impact measurement. The team supports programming and mentorship. The social media strategy already neared 1 million in reach on the international accounts alone since 2020. Campaigns created by the Amsterdam-based creative agency Hammerfest throughout 2021 and 2022 highlighted the projects, activities, and initiatives of Landecker Fellows and Senior Fellows.



Zawdie Sandvliet, Lievnath Faber & moderator Mirthe Frese at 'Livecast: Reinventing Democratic Spaces' (2021) at Pakhuis de Zwijger Amsterdam.

PUBLIC EVENTS

Throughout the year, we organized various meaningful hybrid and virtual events, in collaboration with different partner organizations. During the Week Against Racism, we organized a virtual workshop together with the [Regional Centre for Discrimination in Amsterdam](#) on how to recognize everyday racism in [Pakhuis de Zwijger](#).

We also co-facilitated the Action Project of Tamara Hartman (2020 John Lewis Fellow) 'The Invaluable Power of Women: The Heritage of Joan Ferrier'. This hybrid public event was hosted by [Atria Institute on Gender Equality and Women's History](#).

Moreover, we collaborated with [PAX For Peace](#) on the public event 'PAX Power to the People x HIA Talks: Conflict as Opportunity', where Ufuk Kâhya (2012 Amsterdam Fellow) delivered the keynote and authors Abdelkader Benali and Natascha van Weezel participated as panelists.

**WEEK
TEGEN
RACISME**

15 T/M 19 MAART 2021

**TALKS
FILMS
WORKSHOPS
SPOKEN WORD**



PAX Power to the People X HIA Talks: Conflict as Opportunity (2021)

TRAINING PROGRAMS

Humanity in Action The Netherlands develops customized training programs for non-profit organizations, companies and educational institutions. The training programs enable participants to examine contemporary questions around human rights, democracy, the rule of law, youth leadership and civic engagement, and diversity and inclusion. In 2021, we developed a tailor-made virtual training for a charitable organization, and for Fulbright Commission The Netherlands.

OUR COMMUNITY

Our Senior Fellow Network is the heart of the Humanity in Action community. Our Senior Fellows are invited to join the international Humanity in Action Senior Fellow Network after the completion of the Fellowship program and the implementation of the Action Project within their community. We consider this Network as highly valuable, as it plays a key role in maintaining contact, following their ongoing activities and initiatives, and in engaging with them in Humanity in Action events and programs.

We provide several options to encourage community building for Senior Fellows. For example, our website allows Senior Fellows to log in to HIA Connect to find each other, connect, and stay informed about all the opportunities we offer. We also use the website to highlight the Action Projects and other initiatives that (Senior) Fellows are organizing. Moreover, through various internal Facebook groups Senior Fellows and Humanity in Action the Netherlands are able to maintain regular contact.

In 2021, Senior Fellows were frequently involved in our programming, and structurally in our governance. They supported our Fellowship selection process, and some hold positions on our board. In addition to this, Senior Fellows played a central role in the execution of the impact assessment. Please read more about this assessment under section 4. Our Impact.





Fellow Tamara Hartman during her Action Project 'The Invaluable Power of Women: The Heritage of Joan Ferrier' (2021). Photo by Tirza Lempers.

3. OUR PARTNERS.

SPEAKERS

We cannot run our programs without our wonderful speakers, both Senior Fellows and externals.

External

Abdelkader Benali, Boris Dittrich, Chaja Merk, David Hein, Disha Ravi, Dr. Kali-Ahset Amen, Gloria Wekker, Ewout van den Berg, Guido de Graaf Bierbrauwer, Hans Bellaart, Jelle Zijlstra, Prof. Dr. Mirjam Wenzel, Jennifer Tosch, Kaouthar Darmoni, Kathleen Ferrier, Konstanty Gebert, Maayke Botman, Marije Esselink, Mirthe Frese, Natascha van Weezel, Peter Hein, Prof. Dr. Cornell Brooks, Prof. Dr. Nivedita Prasad, Prof. Dr. Veney Cassandra, Rodolfo Ribeiro Coutinho Marques, Sarah Teppema, Wim Manuhutu, Xandra Koster

Senior Fellows

Aastha KC (2020 Copenhagen Fellow), Alexander Busold (2017 Amsterdam Fellow), Alok Vaid-Menon (2011 Amsterdam Fellowship), Emmanuelle Herman (2006 Amsterdam Fellow & 2009 Pioneer Fellow), Femke Zeven (2016 Amsterdam Fellow & 2017 Pat Cox Fellow), Gilberto Morishaw (2019 John Lewis Fellow), Hieu Hanh Hoang Tran (2019 John Lewis Fellow), Jelle Zijlstra (2021 Landecker Fellow), June Thalin Worm Gibba (2019 John Lewis Fellow), Katarzyna Korytowska (2018 Berlin Fellow), Kerim Hodžić (2020 John Lewis Fellow), Kush Raithatha (2019 John Lewis Fellow), Lecyca Curiel (2019 Amsterdam Fellow), Lievnath Faber (2020 Landecker Fellow), Lisa Nussy (2019 Amsterdam Fellow), Lucia Harcegova (2020 Copenhagen Fellow), Maja Szydłowska (2018 Berlin Fellowship), Marie Ricardo (2012 Amsterdam Fellowship), Mitchell Esajas (2016 John Lewis Fellow), Nawal Mustafa (2014 Amsterdam Fellowship), Nitzan Menagem (2020 Warsaw Fellow), Sara Osman (2017 John Lewis Fellow), Shasti Conrad (2006 New York City Fellowship), Tamara Hartman (2020 John Lewis Fellow), Tomasz Cebulski (2020 Landecker Fellow), Ufuk Kâhya (2012 Amsterdam Fellow), Zuzanna Krzątała (2019 Warsaw Fellow).

Organizations

The following organizations are the institutions that last year's speakers were actively involved with:

African Caribbean Pacific Young Professionals Network, Asian Diaspora in Europe, Atria, BIJ1, Black Heritage Tours, Bureau Clara Wichmann, COC The Netherlands, Extinction Rebellion, Fridays For Future India, Friends of the Earth, Gazeta Wyborcza, Greenpeace, HER Docs Film Festival, Her.Tietz Initiative, International Socialists, Jewish Museum Frankfurt, Midrasz, Mission Accomplice, Netherlands Unesco Commission, Nothing About Us Without Us, Orange Funds, Organization for Security and Co-operation in Europe, Oy Vey, PAX, Paideia European Institute for Jewish Studies, Parool, Platform Inclusion & Community, Polin Travel, ROSBOT, Regional Center for Discrimination Amsterdam, Regional Center for Discrimination in Amsterdam, SPEAK, Stedelijk Museum Amsterdam, Teen Flying University, The Black Archives, The Synergia collective, Verwey-Jonker Instituut, Whetston Strategic foresight, Youth Initiative for Human Rights.

4. OUR IMPACT.

We aim to create a lasting impact on our Fellows and Senior Fellows, their communities, and society at large. We educate and connect an international community of today's and tomorrow's socially responsible and conscious leaders. As a community, we inspire each other and the public to become and remain active agents in creating diverse, democratic societies. Together, we investigate deeply complex human rights challenges and steer social change through our research, action and the humane leadership of our alumni.

**We leave our footprints through our community,
programs, actions, and knowledge.**

At the end of 2021 and first few months of 2022, an impact assessment was conducted by consultants at Verwonderzoek, financially made possible by Stichting Democratie en Media. The assessment focused on the impact of our annual Fellowship on our Senior Fellow Network in the Netherlands since 1999. By means of two focus groups, 18 interviews, and a questionnaire with 50 respondents, Verwonderzoek was able to critically evaluate this critical aspect of the work of our organization. The results of the assessment will help direct the strategic framework 2022-2026. We are very grateful to Stichting Democratie en Media for making this important exercise possible.

Ongoing monitoring of our work and performance is an essential aspect of our organization. Both during and after our programs and events we conduct an evaluation in full. The feedback we receive guides us as an organization to measure the learning trajectory of our Fellows, guests and participants, and to grow and steer our programming ourselves.



Action Project Consent: Always, Enthusiastic, Informed
Suzanne Vink (2021)



Fellow Gabriella Boffy at Ketí Koti during the 2019 Amsterdam Fellowship

5. VISIBILITY.

We seek to share updates on our programs as well as the initiatives, publications, and stories of our Fellows and Senior Fellows with our larger Humanity in Action audiences. We do so through our website, social media channels and targeted mailings.

By better communicating our work and that of our (Senior) Fellows, we increase the impact of our organization. Our national social media content (Humanity in Action The Netherlands accounts) reached more than 150,000 people in the year 2021. On our social media channels we spotlighted (Senior) Fellows and their organized initiatives in 92 posts by means of interviews, photos, and articles. Landecker Democracy Fellowship content was cross-shared between our international and national accounts, giving the Fellowship further visibility by highlighting Dutch Fellows and their work in our national social media.

6. RISKS AND UNCERTAINTIES.

Annually, our organization is confronted with both internal and external uncertainties and risks in executing our work. In 2021, as the COVID-19 pandemic continued to affect our programming, we facilitated hybrid, off and online programs.

Firstly, the pandemic most likely has affected our potential to build community among the most recent cohorts, as we organized most of our programs in virtual spaces. Through active outreach among - and engagement of - these cohorts in current programming, we hope to counter this challenge as much as possible.

Secondly, each year, the social and political turmoil in our societies are felt directly in our programs. The changing society in which we operate forces us as an organization to constantly reflect sharply on the approach and impact of our work. In order to effectively address current societal challenges, we can never suffice with "business as usual". The international team is subject to training, reflection and team building sessions in support of this.

Thirdly, the pandemic continued to exacerbate and highlight many of the underlying inequities in our societies. Our Fellows, Senior Fellows, board members and staff have brought attention to the socio-political impact of the situation, related to racism and other forms of discrimination. In 2021, Humanity in Action organized Community Calls and issued the following statement:

- [Anti-Asian Racism](#) (April 01, 2021).

Fourthly, Humanity in Action The Netherlands is dependent upon the support of funders, supporters and individual donors. Whenever funding ends, our projects will not be able to continue. Throughout 2021, the larger part of our funds (70%) came from multi-annual funding agreements, limiting this risk.

The annual budget of 2021 was initially set at approximately 290.000 Euro. The total realized decreased as a direct impact of the effects of the pandemic on our work, to approximately 240.000 Euro. Some projects were delayed and will take place in 2022. Other expenditures were limited due to virtual programming and an increasingly efficient collaboration with our partnering Humanity in Action offices. Salaries and overhead costs were budgeted higher than realized.

The budget for 2022 is set at approximately 395.000 euro. This increase is largely the direct effect of our partnering in the Landecker Democracy Fellowship 2020-2023, as well as our partnering in the Untold Stories I Research & Travel Stipends Project (2021-2022) designed for Senior Fellows and realized under the management of our organization.

Lastly, we are aware of internal risks as well. In order to make a solid next step in the process of professionalization - and to deploy the related fundraising - additional staff was needed to realize our mission. In 2021, our national team consisted of two paid employees (1.7 FTE), several freelancers, 6 interns, and several volunteers. Internationally, we collaborate with our colleagues across Europe and the United States.

Within our relatively small team, with downtime due to, for example, long-term illness is a risk to be reckoned with. As an employer, we therefore pay substantial attention to the job satisfaction and personal development of our team members. In this same context, shifts in our team are felt substantially. In an attempt to counter this challenge as much as possible, increased attention is put into standardization of organizational processes. Since 2020, we have also started working closer and more efficiently across Humanity in Action offices. New colleagues have been onboarded in the context of joint programming. In the Netherlands, from January 2022 onwards, a new Program Manager was onboarded, as well as an Office Coordinator (0.4 FTE) and Project Coordinator (0.4 FTE).

In 2021, we thoroughly started looking ahead in the context of the new realities that have emerged, and our network potential. A public policy plan and strategic framework 2022-2026 are to be published in 2022, with key focus on our educational programming and Senior Fellow Network. Our obligations to third parties have been met.

7. OUR TEAM.

TEAM

Executive Director: Laura Lasance

Program Manager: Raissa Biekman (until 31 December 2021), Karlijn Limaheluw (from January 2022)

Landecker Democracy Social Media Manager: Luiza Braga (Freelance)

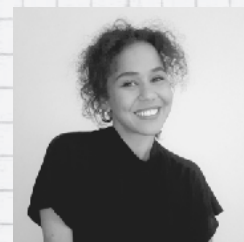
Landecker Democracy Action Academy Support: Suzanne Vink (Freelance)

Interns

- Interns Public and Educational Programs:
Ilanthe van Gool & Wietze Veenstra
- Intern Landecker Democracy Fellowship Social Media:
Tra Le & Bilyana Kalfin
- Intern Communication, Community and Design:
Marie-Louise Beekmans
- Intern: Landecker Democracy Fellowship, Impact:
Louise Croué

Volunteers

- Training Support:
Wessel Toonen





BOARD

Fatma Koşer Kaya, Chair

Johan Slinger, Treasurer

Nejra Kalkan, Secretary & Senior Fellow

Eline Peters, general board member & Senior Fellow

Sümeyye Ekmekçi, general board member & Senior Fellow (from 12-2021)

Brigitte Boswinkel, general board member & Senior Fellow (from 12-2021)

Joan Nunnely, general board member (from 12-2021)

The board members of Humanity in Action The Netherlands are evenly responsible and are not paid for the roles they take up. The board selects the Executive Director who is responsible for the daily operations of the organization and communicates to the board. In 2021, the board and Executive Director met five times.

Together with a delegation of the Senior Fellow Network, the Executive Director and the Program Manager, the board reflects and looks ahead during the annual strategic day. The board evaluates its own functioning annually. Board members are appointed for three years. Renewal of the board term takes place by mutual agreement.

ADVISORY COMMITTEE

Carla Aalse, Boris Dittrich, Astrid Elburg, Felix Guttman, Mostafa Hilali, Dienne Hondius, Nando van Ketwich Verschuur, Uğur Pekdemir, Herman Schaper, Awraham Soetendorp, Marian Spier, Tof Thissen, Nout Wellink en Anna Timmerman.

8. FINANCIAL POLICY.

Humanity in Action The Netherlands publishes an activity report and financial statements to provide insight into our activities and finances annually.

The financial year 2021 resulted in a balance sheet total of Euro 133.566. The total expenses were 237.177 Euro and the total income 241.275 Euro. As follows, the year was closed with a result of 4.098 Euro positive. The organization thus has access to enough funds to meet its current obligations. For further details on the financial year please see the notes in the financial statements.

FUNDRAISING

Humanity in Action The Netherlands has the ambition to continuously strengthen and grow our impact. Because of this, we focus our attention on our positioning, our core activities, visibility, and sustainable reciprocal partnerships. Linked to this, strategic and targeted fundraising is important.

Since 2019, to shape the way forward, focus was set to deepen existing relationships with funders & new leads, to move from project basis funding to a more constant annual program cycle supported by multi-year funds, ideally in partnership, and to use our expertise to acquire additional funding. The chosen three-track policy has proven fruitful.

Humanity in Action The Netherlands is in charge of the fundraising for all its programs in the Netherlands. In recent years, we have received very generous support from the Democracy and Media Foundation, the

U.S. Embassy in the Hague, Fred Foundation, Fonds 21, Fonds 1818, and Maatschappij tot NUT van 't Algemeen - Amsterdam. In 2021, we could also count on the financial support from the Foundation Remembrance, Responsibility and Future (EVZ) and the Federal Ministry of Finance (BMF) in Germany. In addition to this, we are also extremely grateful for our partnership with the Alfred Landecker Foundation on the Landecker Democracy Fellowship in 2020-2023. In 2021, the larger part of our income through funds consisted of multi-annual grants.

Over the past year, our tailor-made training programs also secured additional financial stability and enabled the organization to continue to ensure that our educational programs remain free and accessible to everyone.

Last but certainly not least, we are immensely grateful for the support of our friends and private donors.

This publication does not represent the opinion of the Remembrance, Responsibility and Future Foundation (EVZ) or the Federal Ministry of Finance (BMF). The author bears responsibility for any statements contained herein.

MANAGEMENT AND USE OF ASSETS

The financial policy of Humanity in Action The Netherlands is established in board meetings and implemented by the Executive Director. Decisions concerning the assets are also taken in board meetings.

Available funds and possible reserves are, in accordance with the statutory objectives, fully spent on the implementation of the programs of Humanity in Action The Netherlands. The 2021 expenditures consist mainly of personnel

and program expenditures. Overhead costs (16.9%) were limited as much as possible. In the board meetings, the management and board of Humanity in Action The Netherlands reflect on the effectiveness of its programs.

CONTINUITY RESERVE

On May 1, 2019, the board of Humanity in Action The Netherlands decided to convert the general reserve into a continuity reserve. The purpose of this reserve is to monitor progress of the work at the time of an unexpected and/or temporary reduction of income. Humanity in Action The Netherlands aims to build up a reserve that covers six months salary and one year office rent. We strive to gradually grow to the desired reserve. All earmarked donations will benefit the programming.

FINANCIAL RESPONSIBILITY AND CONTROL

- The Executive Director is responsible for the day-to-day financial administration and accounting of the organization.
- The treasurer of the board oversees the finances. Clear agreements on the expenditure policy have been laid down in the financial policy. The Executive Director and treasurer maintain regular contact regarding the financial situation. At least three times a year the budget and realization of costs, including forecasts, are discussed.
- Payments in excess of Euro 5,000 must be approved by the Executive Director and treasurer.
- Accounting support is provided by an external bookkeeper, Agaath Administraties. All administrative documents are scanned internally by Humanity in Action The Netherlands and processed by Agaath Administraties in Visma. The bank mutations are read into the same program. All payments are linked to the document they relate to. In this way each payment can be traced back to a unique item in the accounts. The internally processed accounts are then checked and, if necessary, corrected by an external accounting firm. The accounts can be viewed online by the board at any time.
- The financial statements are prepared by Agaath Administraties. Since 2019, the financial statements are accompanied with a composition statement by accounting firm Stolp+KAB Adviseurs en Accountants B.V.

WORD OF THANKS.

The beginning of 2022 has confronted the world with new challenges that emphasize the need to continue to advocate for an inclusive and just society. In response to the ongoing war in Ukraine, Senior Fellows in neighboring countries of Ukraine have responded to the influx of Ukrainian people fleeing the country, assisting in humanitarian needs, offering shelter and coordinating transportation to other European countries. Additionally, Humanity in Action facilitated a Community Call on [Ukraine](#) with the goal of sharing knowledge, resources, and ways to get involved for those within our network.

In the upcoming year we will most likely continue running our educational programs, public events and training programs in hybrid forms. We are hopeful we can organize the [European Fellowship](#) in-person, taking place in Berlin and Amsterdam. Also, parts of the Landecker Democracy Fellowship will most likely take place in-person again.

Moreover, we look forward to kick-off new programming with and in support of our Senior Fellows. Without a doubt we will run another workshop during the [Week Against Racism](#). Moreover, we will encourage resistance and resilience through documentary animation film, supported by [The Traces Trilogy](#). The Dutch premiere of My Father's War is foreseen to take place on May 5. In addition, we look forward to support selected Senior Fellows to research [untold stories](#) in the historical context of Nazi atrocities and injustice in Europe.

We are thrilled to use the outcomes of the impact assessment to carve out our strategic framework 2022-2026 over the course of the year. Strategic sessions have been planned in support of this process.



First of July Celebrations,
Amsterdam (2019)

We are immensely grateful for the commitment of our team, partners, speakers, funders, and advisors, and the invaluable support of our Senior Fellows. Humanity in Action The Netherlands will continue to learn, adapt, and grow.



FONDS 21

Fonds 1818



Humanity in Action The Netherlands informs, inspires, and connects youth, students and young professionals in the field of human rights, democracy and an inclusive society. Humanity in Action Netherlands empowers a new generation of inclusive and empathetic leaders.

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