

ANNUAL REPORT 2022



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

HUMANITY IN
ACTION

NEDERLAND

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Word of thanks

INTRODUCTION

For Humanity in Action The Netherlands, 2022 meant going back to in-person programming after two years of operating online in a COVID-19-dominated world. Along with the pandemic, we were also confronted with other worrisome developments in our society. Autocratic regimes are getting more efficient and long-established democracies are showing shortcomings in their systems. The continuing war in Ukraine illustrates how power relations have changed on a global scale. Within the Netherlands, polarization has increased substantially. The trust in the government has never been as low as in the past year. Convinced that education is a critical tool to counteract the rise of present-day polarization and injustices, these developments make the work of Humanity in Action The Netherlands **more relevant than ever**.

In 2022, we continued our educational programs with dedication. We were proud to select four Dutch participants for the third cohort of the Landecker Democracy Fellowship, whose yearly theme 'Democracy in the Digital Age' addresses the challenges and opportunities for our democracies as technologies advance. We engaged in experimentation by hosting a European Fellowship for the first time in cooperation with the Humanity in Action office in Germany, during which we visited both Berlin and Amsterdam. Lastly, we launched the call for applications for the [Amsterdam Fellowship 2023](#). This Fellowship will focus on the Netherlands' colonial past and its repercussions throughout the 20th century until today.

During the last year, we were able to reach new audiences by organizing public events. The animated film [My Father's War](#) premiered in Amsterdam in May 2022. In a sold-out cinema, we reflected afterwards with Peter Hein, David Hein, Nina Siegal, and Jelle Zijlstra on transgenerational trauma after the Holocaust. Once again, we organized the workshop '[Do you recognize everyday Racism?!](#)' in cooperation with Meldpunt Discriminatie Regio Amsterdam, Pakhuis de Zwijger, and Marie Ricardo.

Internally, we said farewell to both Executive Director Laura Lasance and Board Chair Fatma Koşer Kaya.

Laura told us in an [interview](#):

"I am grateful for having met so many gutsy human rights defenders over the years. I hope we have in some way or another contributed to their journeys. They will guide our future."



Brigitte Boswinkel
Board Chair
Humanity in Action The Netherlands

>> Together,
we think about the big
questions in life and
society – like social
responsibility, values,
universal rights, and
empathy, including for
those with whom we
disagree.

European Fellowship 2022



ABOUT HUMANITY IN ACTION

Humanity in Action is a transatlantic non-profit organization that informs, connects, and inspires young people to engage in dialogue and take action in favor of human rights, democracy, and inclusivity.

The organization's 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 increasingly diverse democratic societies. Humanity in Action's programs address these issues head-on from a historical perspective.

Since its founding over two decades ago, Humanity in Action has engaged with over 2,700 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 then been an active partner in the international Humanity in Action network.

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

Humanity in Action The Netherlands boasts a Network of more than 260 Senior Fellows, among which are 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), Co-Creator of Jewish hub Oy Vey Acts (Lievnath Faber), director of COC the Netherlands (Marie Ricardo), or as Co-Founder of The Black Archives (Mitchell Esajas). Senior Fellows play an important role in the various programs we organize and in our governance structures.

OUR ACTIVITIES

Throughout 2022, Humanity in Action The Netherlands organized educational programs, supported civic engagement activities (Action Projects) and organized public events. An overview of highlights is presented below.



European Fellowship 2022

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 around 20 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.

Eleven months in their own communities

For the eleven months following their Fellowship, 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 to this day. Planning the Action Project begins during the pedagogical 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, our now alumni are invited to join the Humanity in Action Senior Fellow Network. The 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.





THE 2022 EUROPEAN FELLOWSHIP

In 2022, Humanity in Action the Netherlands organized a Summer Fellowship in cooperation with Humanity in Action Germany. The Fellowship took place from June 6 until June 30 in both Berlin and Amsterdam. We welcomed 20 university students and recent graduates. The 2022 cohort consisted of Fellows from the Netherlands (7), Germany (9), Poland (2), France (1), and Greece (1).

Program content

The European Fellowship looked at Germany's National Socialist past to better understand the present and learn for the future. The Fellowship also explored the Dutch perspective within this context, as well as the several stances raised by the Fellows.

During the international program, Trans-Atlantic histories and concepts of colonialism and enslavement were investigated. There was also a focus on the interconnected themes of wars, war crimes, trauma, and resistance.

During their stay in Germany, the Fellows learned about the Nazi regime and its atrocities, including Germany's culture of remembrance, and how the country and the rest of Europe have come to terms with the Shoah. Main topics of inquiry were Antisemitism, gender and sexuality and activism in historical, comparative, and contemporary perspective.

During their stay in the Netherlands, the Fellows explored the impact of the German occupation during World War II, discussed the Holocaust from a Dutch perspective, focusing on untold stories such as black resistance fighters from Suriname, and delved into continuing societal issues, such as (institutional) racism, islamophobia, and LGBTIQ+ rights.

The European Fellowship was part of the larger project Untold Stories | Forgotten Places of Memory.



The European Fellowship was part of the larger project
Untold Stories | Forgotten Places of Memory.



“In addition to all the practical help, the Fellowship and Humanity in Action showed me I am not alone. There are people out there willing to help me on my journey, and I don’t have to fight alone.”

- Ridvan Aydin, 2022 Fellow



THE 2022 SARAJEVO AND U.S. FELLOWSHIPS

In 2022, we were proud to select two Fellows based in the Netherlands to participate in the program in Sarajevo, and two to participate in the program in the United States. The program in Sarajevo focussed on the post-conflict reconstruction process and its dynamics. The US Fellowship 'Mapping Inequities' considered the ways in which cartography and spatial data can be utilized to uncover, reflect on, and rectify social inequalities.



ACTION PROJECTS

Below we present a few Action Projects from Fellows in the Netherlands that were realized in 2022:

Uejanaua Tjihumino (she/her) - Roots & Routes

Uejanaua Tjihumino launched the Roots and Routes newsletter, which is dedicated to empowering, connecting, and celebrating Afro-Caribbean alumni and graduates. Uejanaua, originally from Namibia, experienced difficulties navigating the Dutch labor market after graduating with her Master's in International Human Rights Law. Knowing she wasn't alone was her motivation to start Roots and Routes, a resource that provides other graduates and alumni with the knowledge, guidance, and support necessary to navigate the Dutch labor market successfully. By sharing personal and professional development stories, tips, and tricks, she is establishing a community where members can connect and network with other like-minded individuals and professionals.

Amée Zoutberg (she/her) - Undocumented migrants care

Amée Zoutberg felt compelled to act after seeing the migration crisis unfold in Brussels, where she saw undocumented people sleeping on the doorsteps of renowned human rights organizations. For her Action Project, Amée got in touch with several local government offices and NGOs in hopes of establishing a more dignified form of housing for undocumented people. She also pitched a plan to develop language classes for this community. Being confronted with bureaucracy and a lack of policy, Amée decided to take action. With the help of a few volunteers, she assembled 55 care packages that were distributed amongst unhoused people. These packages included basic hygiene materials (such as soap and toothbrushes), tea, clothing, pen and paper, a list of useful organizations and encouragement in four languages, and emergency products (such as tampons and bandaids).

Uejanaua Tjihumino



ACTION PROJECTS

Habiba Ali (she/her) - Platform ʔahāra

Habiba Ali created Platform ʔahāra with the aim to foster a society in which humbleness becomes the new norm. After reflecting on the initiatives raising awareness of the Dutch colonial violence and its effects on the here and now, she felt that our society was stuck in a loop, unable to address that violence in order to transform it. To move away from the hegemonic position of Western knowledge, modes of learning, methods, narratives, practices, and ways of being, she believes that a space should be cultivated in which universal alternatives are provided that hold the power to transform our ways of being, societies, and relations. The objective of Platform ʔahāra is to spread under highlighted knowledge, foster humbleness, and inspire transformation. Her first project Spreading Peace was launched May 2023.



Amée Zoutberg



Habiba Ali



2020/21 and 2021/22 Landecker Democracy Fellows

LANDECKER DEMOCRACY FELLOWSHIP

The Landecker Democracy Fellowship is an annual Fellowship developed in partnership with the Alfred Landecker Foundation and the Humanity in Action offices in Germany, Poland, and the United States. The Fellowship unites 30 diverse leaders from the United States, the United Kingdom, the European Union. In 2022, applicants from Ukraine also became eligible. The program supports activists, community leaders, and young professionals in developing projects to reinvent democratic spaces and challenge systems of inequity. The Fellows are encouraged to build a strong community during one year and maintain close ties to the Alfred Landecker Foundation and the Humanity in Action alumni networks after.

2021-2022: Social Cohesion

The second year of the Landecker Democracy Fellowship took place from November 7, 2021 to November 6, 2022. During this Fellowship year, Fellows explored critical paths that acknowledge communities' diverging realities in the process of creating equitable societies. The 2021-2022 Fellowship funded 30 project ideas that focus on social cohesion, interconnectedness, and solidarity. In this cohort, two Landecker Fellows from the Netherlands participated:



LANDECKER FELLOWS IN THE NETHERLANDS

Hui-Hui Pan (she/her) - PAC (Pan Asian Collective)

Hui-Hui's Pan Asian Collective is a shared community and (digital) network space where members of Asian communities can connect and expand their networks. The space serves as a hub for community members to build connections, find creatives, meet role models, and engage with peers. In turn, this space serves as a gateway for accelerating visibility and awareness of the many Asian voices and people – many of whom remain invisible in mainstream society.



Jelle Zijlstra (he/him) - The Jewish Manifesto

The Jewish Manifesto is a declaration of the fears, dreams, desires, and demands for Jewish culture in the Netherlands. It's co-created by hundreds of Dutch Jews by the means of discussion and analysis. The Manifesto gathers input through dozens of conversations with small groups of Dutch Jews. This way it is community-owned, making sure that diverse and marginalized voices within Dutch Jewish communities are heard and prominently featured in the Manifesto. The Jewish Manifesto is a resource for learning more about the experience of being Jewish in The Netherlands. It can be used by anyone who wants to deepen their understanding of Jews, Judaism and Dutch Jewish life.

LANDECKER DEMOCRACY FELLOWSHIP

2022-2023: Democracy in the Digital Age

The third year of the Landecker Democracy Fellowship started on November 20, 2022 and will take place until November 19, 2023. The focus of this year's Fellowship edition is Democracy in the Digital age. Fellows will work on projects that take place at the intersection of technology and social justice - all leveraging or challenging the use of technology as shapers of democracy in the 21st century.

In 2022, Humanity in Action The Netherlands was proud to select four of the 30 Landecker Fellows to participate in the Fellowship: Alina Jabbari (she/her), Jo Jara Kroese (they/them), Judith Blijden (she/her), and Kiza Magendane (he/him). These Fellows are currently working on their projects, each unique and innovative in their ambitions, aiming to foster social justice and create inclusive societies in the digital age.

Within the Landecker Democracy Fellowship, Humanity in Action The Netherlands is responsible for social media and impact measurement. The team supports programming and mentorship for the participating Fellows. Our social media strategy already surpassed 4 million in reach on the international accounts alone since 2020. Campaigns created by the Amsterdam-based creative agency Hammerfest highlighted the projects, activities, and initiatives of Landecker Fellows and Senior Fellows.



PUBLIC EVENTS

Throughout the year, Humanity in Action The Netherlands organized public events to engage with and stimulate dialogue amongst wider audiences.

Workshop: (H)Erken jij Alledaags Racisme?!

As part of the 2022 'Week against Racism' in Amsterdam in March, we organized a workshop in cooperation with the Regional Center for Discrimination Amsterdam. In this interactive workshop participants delved deeper into various forms of everyday racism, based on true cases reported to the Regional Center for Discrimination Amsterdam. At the end of the workshop, participants learned how to identify everyday racism and how to effectively respond to it.



'My Father's War' Film Screening

As part of the festival 'Theater na de Dam,' on the 5th of May, we screened the national premier of the short animation film 'My Father's War.' The film explores the topic of transgenerational trauma after the Holocaust. The movie was followed by a panel discussion with the film's producer David Hein and his father Peter Hein, New York Times journalist and author Nina Siegal and activist and Senior Landecker Fellow Jelle Zijlstra. Panelists spoke about the importance of knowing our shared past, and what it means to be Jewish in the Netherlands.



'My Father's War' screening



OTHER ACTIVITIES

UNTOLD STORIES PROJECT

The audiovisual project Untold Stories | Places of Memory seeks to uncover forgotten historical places, exploring memories that have not yet been told about the Nazi regime's atrocities and its impact on today's society. This project was funded by EVZ Foundation and implemented in cooperation with the Humanity in Action offices in Germany and Poland. As part of this project, Senior Fellows researched Antisemitism, racism, discrimination of and hatred towards the LGBTQIA+ community in Europe in order to advance an inclusive and diverse culture of remembrance. Within the Untold Stories Project, Humanity in Action The Netherlands was responsible for project coordination and social media management.

This audiovisual project, coordinated by Humanity in Action The Netherlands, granted 14 Senior Fellows a research and travel stipend that yielded a comprehensive video campaign, including behind the scene interviews with the grantees. Two out of the 14 Senior Fellows were from The Netherlands: Timo Geschwill and Zawdie Sandvliet.

The Untold Stories | Places of Memory social media campaign yielded a total reach of over 1.6 million, 63,000 meaningful interactions, and 80,000 link clicks.

OTHER ACTIVITIES

10TH INTERNATIONAL CONFERENCE

AS part of the Untold Stories Project, the 10th International Humanity in Action Conference took place in Berlin from July 1-3, 2022. Over 100 participants - Fellows, Senior Fellows, board members, friends, supporters, and partners gathered to discuss the most pressing issues of our time. We addressed past, present, and future human rights and social justice issues on both sides of the Atlantic, aiming to advance an inclusive and diverse culture of remembrance. The conference also served as an opportunity for networking, developing new cooperations, and incubating project ideas.

OTHER ACTIVITIES

IN SUPPORT OF UKRAINE

Humanity in Action spoke out in support of the Ukrainian people as they strive to protect their country and preserve their democracy. Senior Fellows in neighboring countries of Ukraine have responded to the migration of Ukrainian people fleeing their country, assisting in humanitarian needs, offering shelter, and coordinating transportation to other European countries. Additionally, Humanity in Action facilitated a Community Call with the goal of sharing knowledge, gathering resources, and finding ways for those within our network to get involved. Over 80 people joined, including several Ukrainian Senior Fellows who shared their thoughts on what is needed for Ukraine and how we as a network can help. Over the years, many Ukrainian Fellows have brought their dedication and courage to enrich our programs, and we will continue to extend our support to them.

OTHER ACTIVITIES

Farewell and Welcome reception

On November 24, 2022, we said farewell to National Director Laura Lasance and Board Chair Fatma Koşer Kaya, in the presence of our Senior Fellows, partners, and friends. Fatma Koşer Kaya said goodbye after serving the organization for seven years. Laura Lasance stepped down from her Director role after more than 4,5 years. During this reception, the new National Director Jorien Janssen was welcomed. Jorien will be in office from 2023 onwards.

"I feel very proud to have been able to contribute as chair of an organization that shapes young leaders, and that our values of an inclusive society, human rights, and democracy are carried out by our Fellows in their future lives." - Fatma Koşer Kaya



European Fellowship 2022





OUR COMMUNITY

Our Senior Fellow Network is the heart of the Humanity in Action community. After implementing their Action projects, our alumni are invited to join the Humanity in Action Senior Fellow Network. 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.

During previous years, the COVID-19 pandemic affected our potential to build community among the most recent cohorts, as we organized most of our programs in virtual spaces. It also limited our options for organizing Senior Fellow Network activities.

Since Senior Fellows expressed the desire to be in touch with one another and saw more potential for our Network, in 2022 we focused on gathering their input on how to best revitalize and manage this community. A freelance community organizer was hired to conduct individual interviews and focus groups amongst Senior Fellows and other Humanity in Action offices. New insights were collected about what goals the Senior Fellow Network should serve, what wishes and desires Senior Fellows have for the Network, and in what ways it could be best managed. The results will lead to the development and implementation of a Senior Fellow Network management plan in 2023 and the years ahead.

OUR PARTNERS

SPEAKERS

We cannot run our programs without our wonderful speakers, both Senior Fellows and external partners. The following speakers played a role in our programs in 2022:

External

Anne Stalfort, Alexander Busholt, Andrea Despot, Dr. Caroline Wiedemann, Cornelia Schmalz-Jacobsen, Daan Smeelen, Emilia Roig, Éva Ádám, Fogma MC Cornilius Refem, Girmay Zahilay, Goodness Okoro, Hazel Lincy Ebenezer, Henry Alt-Haaker, Ina Holev, Jaïr Stranders, June Thalín, Joshua Kwesi, La Vaughn Belle, Lucas Dols, Maria González Leal “Body Mary”, Mark Oppenheimer, Dr. Mischa Thompson, Dr. Nakeema Stefflbauer, Prof. Dr. Nivedita Prasad, Olga Plakhotnik, Peter Hein, Racheal Lorna Johnstone, Rafia Shahnaz, Rodolfo Ribeiro Coutinho Marques, Sinthujan Varatharajah, Dr. Sophie Chamas, Thy-Diep (Yip) Ta, Tienneke Sumter, Prof. Wim Manuhutu, Yasmin Akhtar.

Senior Fellows

Alok Vaid-Menon (2011, Amsterdam Fellow), Asha Shajahan (2020 Landecker Fellow), Ashley Chin (2015 Amsterdam Fellow), Barbara Orth (2016 Berlin Fellow), Bişnek Ergin (2019 Sarajevo Fellow), Cesy Leonard (2021 Landecker Fellow), Cihan Tekeli (2008 Amsterdam Fellow & 2009 Congressional Fellow), Christiana Bukalo (2020 Landecker Fellow), David Hein (1999 Amsterdam Fellow), Desselin ‘Roo’ George-Warren, Fogha Mc Cornilius Refum (2021 Berlin Fellow), Florin Badita-Nistor (2021 Landecker Fellow), Gilberto Morishaw (2019 John Lewis Fellow), Hanane Abouellotf (2014 Amsterdam Fellow), Hui-Hui Pan (2021 Landecker Fellow), Inna Dzyndra (2018 Berlin Fellow), Jasmin Hasić (2009 Berlin Fellow, 2010 Pat Cox Fellow, 2014 Diplomacy & Diversity Fellow), Jasmin Ultaf-Seddiqzai (2009 Berlin Fellow), Jelle Zijlstra (2021 Landecker Fellow), Kacper Dziekan (2021 Landecker Fellow), Kasia Salata (2021 Warsaw Fellow), Karol Wilczyński (2021 Landecker Fellow), Lovis Zahn (2018 Berlin Fellow), Miriam Yosef (2018 Berlin Fellow), Mitchell Esajas (2016 John Lewis Fellow), Nadja Groot (2010 Amsterdam Fellow), Nawal Mustafa (2014 Amsterdam Fellow), Nitzan Menagem (2020 Warsaw Fellow), Nora Mathelemuse (2019 Berlin Fellow), Sarah Robinson (2016 John Lewis Fellow), Shawn Reilly (2021 Landecker Fellow) Sharon Stin (2005 Berlin Fellow, 2020 Landecker Fellow), Tara Dickman (2020 Landecker Fellow), Timo Geschwill (2021 Amsterdam Fellow), Ufuk Kâhya (2012 Amsterdam Fellow), Vasyl Kvartiuk (2006 Warsaw Fellowship), Walad Malik (2018 Berlin Fellow).



ORGANIZATIONS

In 2022, these were the organizations and institutions our speakers were involved in:

Anne Frank House, Alfred Landecker Foundation, ArbeiterKind.de, BIJI, COC Netherlands, Creative Sanctum, European Solidarity Centre, Fawaka Wereldburgerschap, Foundation of Remembrance, Responsibility and Future (EVZ), Harvard University, Homomonument, King County Council in Washington State, Kosovo Specialist Chambers, Le Next Level, Memorial to the Murdered Jews of Europe, Oy Vey, Pan Asia Collective, Radical Daughters, Regional Center for Discrimination in Amsterdam, Salam Lab, Schwules Museum, S.P.E.A.K., Sounds of Change, Statefree, Theater na de Dam, The Black Archives, TrustLab, U.S. Senate Committee on Foreign Relations.

European Fellowship 2022



OUR IMPACT

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.

Theory of Change

The Theory of Change of Humanity in Action is that the participants of our programs gain knowledge and professional skills, are motivated and inspired to work towards their ideals, and join a relevant network. These aspects lead (in the medium-term) to Senior Fellows propagating the Humanity in Action philosophy through their work, their activism, and/or in their private environments. They make different (career) choices that are in line with the Humanity in Action values and goals, and they stimulate and support one another through the network of Humanity in Action The Netherlands. In the long run, this contributes to the promotion of responsible leadership in the Netherlands and abroad, focusing on human rights, democracy, and an inclusive society.

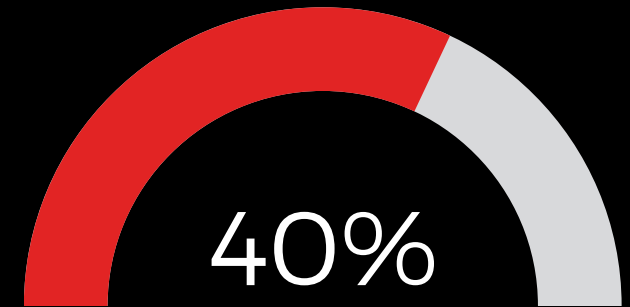
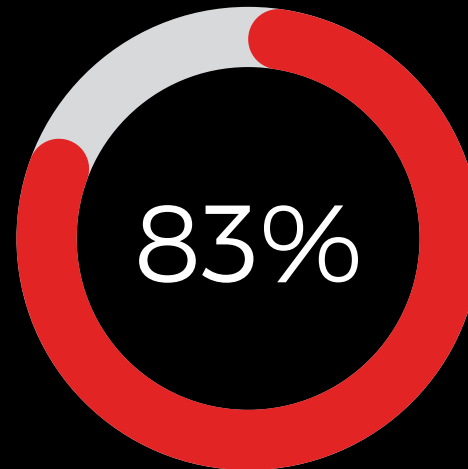
In 2022, we finalized our external impact assessment carried out by Verwonderzoek to test this Theory of Change. By the means of interviews, a survey, focus groups, and analysis of relevant documentation, experiences of Senior Fellows have been identified. A summary of these findings can be found in this report.



Humanity in action educates

“

It is a program that I would wish for every person in the Netherlands. It has shaped me enormously, made me look outside my bubble, and introduced me to focus groups I had never thought about. It has given me insights into systems and fuelled my activist fire.



Our short-term impact:

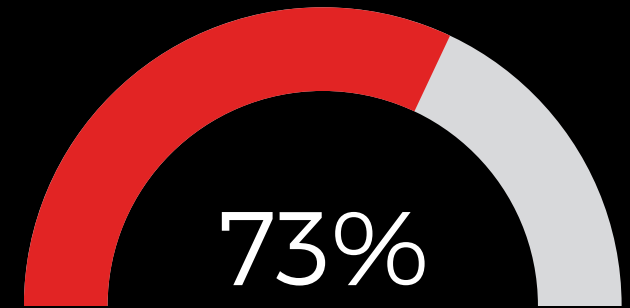
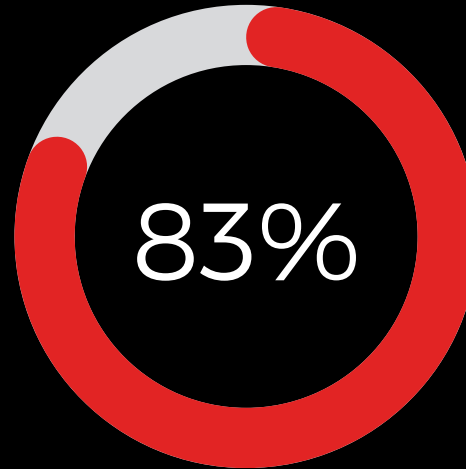
Gained new knowledge about democracy, human rights, and an an inclusive society.

Gained skills that helped them make a social impact.

Humanity in action **activates**

“

Thanks to Humanity in Action, I was aware early on of racism, Islamophobia, transphobia, and inequality in Dutch society. This completely changed my view of society and my own position and privilege within it. This has allowed me to shape (the foundation), where I am director, into the most progressive fund in the Netherlands.



Our long-term impact:

Indicated that social impact is central to their work as well as in their personal lives.

Committed to creating social impact in their spare time through activism, side jobs, or other activities.

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 the means of our social media channels - Instagram, Facebook, LinkedIn, and Twitter - we aim to increase the online visibility of our Fellows, Senior Fellows, and programs, as well as external projects. In 2022, in partnership with Stiftung EVZ, Humanity in Action launched the video campaign 'Untold Stories | Places of Memory,' shedding light on the lesser-known narratives of the Holocaust. Due to a restriction in advertising imposed by Meta on other Humanity in Action accounts, Humanity in Action The Netherlands was able to step in as the main advertising platform for the campaign. This support yielded a total reach of over 1.6 million views.



Humanity in Action NL


SOCIAL MEDIA HIGHLIGHTS



FACEBOOK
TOTAL FOLLOWERS
3.5K



TWITTER
TOTAL FOLLOWERS
638



LINKEDIN
TOTAL FOLLOWERS
1.5K



INSTAGRAM
TOTAL FOLLOWERS
1.6K

In 2022, Humanity in Action NL LinkedIn gained 500 followers from last year.

+33%
from 2022



HUMANITY IN ACTION

Instagram

**NEW YEAR'S RESOLUTION:
BECOME AN ACTIVIST.**

Like Comment



615
IMPRESSIONS

51
ENGAGEMENT



RISKS AND UNCERTAINTIES

Annually, our organization is confronted with both internal and external uncertainties and risks in executing our work. 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 content 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, impact measurement, and team reflection sessions in support of this.

Secondly, Humanity in Action The Netherlands relies on the support of funders, supporters, and individual donors. Whenever funding ends, our projects will not be able to continue. Making sure that we have enough stable funding to realize our budget is an inherent uncertainty for organizations like Humanity in Action. We strive to build strong, long-term relationships with institutionalized funders to minimize year-to-year fluctuations.

RISKS AND UNCERTAINTIES

Thirdly, we are aware of internal risks as well. 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. As 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 a temporary (project based) Project Coordinator (0.4 FTE).

In terms of looking ahead, the development of a new public policy plan and multiannual framework was put on hold. With the departure of Laura Lasance as National Director, the search for a new director became the priority of the board. From 2023 onwards, the development of this framework will further be developed, with key focus on new educational programming and development of our Senior Fellow Network.

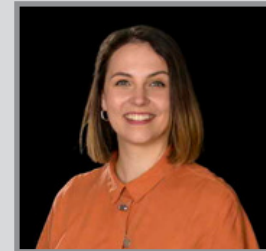
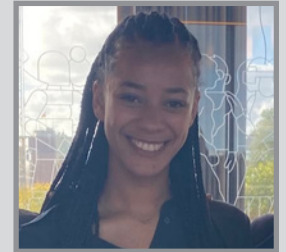
OUR TEAM

- Executive Director: Laura Lasance (until Nov. 2022)
- Program Manager: Karlijn Limaheluw
- Landecker Democracy Social Media Manager: Luiza Braga (Freelance)
- Office Coordinator: Chérukei Wobo (until July 2022), Nadia Benfarhoun
- Community Organizer: Tahnee Didderen (Freelance)
- Untold Stories & Places of Memory Project Coordinator: Djuna Josepa (until Nov. 2022)

Interns:

- Interns Public and Educational Programs: Ianthe van Gool (until Jan. 2022), Laura de Wilt (until Aug. 2022) & Tigst Yohannes
- Intern Communications, Community & Design: Elke Oude Weernink (until Aug. 2022)
- Interns Landecker Democracy Fellowship Social Media: Bilyana Kalfin (until Feb. 2022), John Whitlock (until July 2022) & Anvisha Manral

Salary levels adhere to the Guidelines for the Remuneration of Directors of Philanthropic Organisations (Adviesregeling Beloning Directeuren Goede Doelen), set by the Dutch Association of Fundraising Organisations (VFI).





BOARD

Fatma Koşer Kaya, Chair (till 01-07-2022)

Johan Slinger, Treasurer (till 01-07-2022)

Nejra Kalkan, Secretary & Senior Fellow

Eline Peters, General Board member & Senior Fellow

Sümeyye Ekmekçi, General Board member & Senior Fellow (interim Treasurer from 01-07-2022)

Brigitte Boswinkel, General Board member & Senior Fellow (Chair from 01-07-2022)

Joan Nunnely, General Board member

The board of Humanity in Action the Netherlands bears the final responsibility for the organization. The board members are evenly responsible and 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 them to the board. In 2022, seven board meetings took place.

Together with 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 one term takes place by mutual agreement.

ADVISORY COMMITTEE

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

DIVERSITY, INCLUSION, AND SAFETY

Diversity, safety, and openness are core values of our organization. This is reflected both in our educational programs as well as in the working culture of the organization itself.

Everyone who performs work for Humanity in Action signs our Code of Conduct (which contains expectations regarding the creation of a safe and respectful environment) and our Non-Disclosure Agreement (which contains agreements regarding the handling of confidential information). The Code of Conduct also applies to participants in our educational programs.

Humanity in Action The Netherlands has an external ombudsperson. This person is available to anyone in the network who experiences discriminatory or other forms of inappropriate behavior, needs an independent listening ear, or sparring partner regarding a sensitive or conflict situation.

Within the organization's workforce, the participants in and speakers during our programs, there is a great diversity of socio-economic, religious, and cultural backgrounds. The pursuit of diversity is explicitly mentioned in our vacancies and taken into account when choosing partners.

Room for improvement lies in expanding the workforce with more people who identify as men and people living with a physical disability.

FINANCIAL POLICY

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

The annual budget of 2022 was initially set at 397.700 Euro. This increase in comparison to 2021 was largely due to our partnership in the Untold Stories | Research & Travel Stipends Project (2021-2022) designed for Senior Fellows and realized under the management of our organization. The total realized budget was 368.063. We received fewer government grants and income from private contributors than expected. Also, due to the departure of our Executive Director and corresponding shifts in priorities, we stopped developing customized trainings in the second half of 2022. This difference in income has largely been compensated by an increase in our income from not-for-profit organizations.

The total expenses of 2022 were initially set at 395.464 Euro. The total realized expenses were 370.637. The administrative costs of the organization (bookkeeping and salary administration) have been budgeted too low. We had hoped to ambitiously cut down these expenses, but due to the personnel shifts and corresponding costs, this has not yet been realized. In 2023 we will once again look into the possibilities of alternatives for the following years. We were able to keep our staff costs in 2022 lower than budgeted. Project costs stayed in line with the budget.

As follows, the year was closed with a result of 2.574 Euro negative. The organization will use its reserves to compensate for this difference. For further details on the financial year please see the financial statement.

FINANCIAL POLICY

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.

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 1818, and Maatschappij tot NUT van 't Algemeen - Amsterdam. In 2022, 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 and continued our partnership with the Alfred Landecker Foundation for our international programming.

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.

FINANCIAL POLICY

The 2022, expenditures consisted mainly of personnel and program expenditures. Overhead costs (12.2%) were limited as much as possible. This is a decrease from last year (then 16.9%) as we grew in activities and were able to avoid growth in overhead. 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 the progress of the work at the time of an unexpected and/or temporary reduction of income. Humanity in Action The Netherlands aims to keep a reserve that covers six months' salary and one year's office rent. 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 5,000 Euro must be approved by the director and treasurer.

FINANCIAL POLICY

- 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.



Fonds
1818



Project of the Education Agenda NS-Injustice
from 2021 to 2022

Funded by:



on the basis of a decision
of the Bundestag





WORD OF THANKS

Without the commitment of our team, partners, speakers, funders, advisors, and the support of our Senior Fellows, Humanity in Action the Netherlands cannot exist. We are immensely grateful to all those who help make our mission a reality.

In 2023, we will continue to inform, connect, and inspire young people to engage in dialogue and take action for human rights, democracy, and an inclusive society. With a new director heading our organization, we look forward to further developing our educational programs and public events into new directions, and take the lessons learned from the past years into account.

We are especially excited to organize an in-person fully Amsterdam-based Fellowship again, and to kick-start our Senior Fellow Network strategy so that our Senior Fellows can reconnect, exchange ideas, and get inspired.

Thank you!

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.

www.humanityinaction.nl | www.humanityinaction.org | netherlands@humanityinaction.org

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