

AP Activity Plan 2024-25

Proposer: Executive Committee
Agenda item: 4. Reports and Plans

Motion text

1 The activity plan is designed to cover the period from January 2024^[1] to April
2 2025, is presented and adopted by the General Assembly 2024.

3 **We will Empower progressive changemakers by:**

4 **Tailored Project - Strengthening Youth**
5 **Organisations: Catalysts for Democratic Change**
6 **(Pending^[2])**

7 With the new Strategy, we are adding new type and format of activity and will
8 organise tailored, mentoring project for progressive youth organisations which
9 will for 16 months (June 2024 - September 2025). The project activities will
10 include several digital and in-person activities. Namely, one-to-one interviews
11 with selected progressive organisations, three in-person event, four mandatory
12 online workshops, and individual work within each organisation to apply and
13 share learnings.

14 Youth Organisations are critical actors, advocating for progressive change and
15 mobilising the younger population. However, these organisations face challenges
16 compromising their sustainability and long-term impact: operating in a
17 restrictive environment, dealing with fluctuating levels of activist engagement
18 and motivation, and, most significantly, lacking a solid organisational
19 foundation.

20 As a result, youth movements tend to be reactive and prone to fading once the
21 initial urgency of the issue subsides. Unfortunately, this plays into the hands
22 of the illiberal movements who take advantage of the sporadic nature of youth
23 activism. To address this, it is crucial to fortify the organisational strength
24 of youth movements, enabling them to sustain their long-term influence and build
25 a resilient civil society that contributes to participatory democracy.

26 This 16-month lasting project aims to provide participating youth organisations
27 with necessary skills and knowledge to enhance their impact and sustainability.
28 It will focus on the following key areas:

- 29 • Strategic Planning will address the issue of short-term mobilising and
30 reactionary aspect of youth activism. Develop their forward-thinking and
31 impactful approach.
- 32 • Organisational and Project management will focus on the basics of properly
33 functioning organisation such as structure, transparency and finances,
34 internal democracy, planning and designing projects aligned with strategy.
- 35 • Fundraising will focus on two aspects: 1. grants and donors, 2. micro-
36 donations that also link with digital mobilising. These will help
37 organisations to upgrade financial situation.
- 38 • Digital Mobilising will explore the potential of activism in digital space
39 specifically focusing on utilising Newsletters and micro-donations as well
40 as basics of social media engagement.

41 These efforts will contribute to more resilient youth organisations capable of
42 active engagement in political processes and influencing decision-making, and
43 advocating for democratic values, equality, solidarity, and environmental
44 protection. Thus, fostering a more vibrant and inclusive democratic landscape in
45 Eastern Europe.

46 **Annual Work Plan: Unite-Think-Act: Political** 47 **Participation of Green Youth of Eastern Europe**

48 The Work Plan (WP) aims to enhance political participation of young people of
49 Eastern Europe through strengthening the political vision and strategic
50 approaches of green youth organisations of the region, and to empower them to
51 engage in negotiations and diverse forms of social dialogue with different
52 stakeholders on local, regional and cross-regional levels.

53 The WP will incorporate two phases and will consist of an international Re-
54 focusing Camp as the first phase, followed by Local Actions (LAs). Both
55 activities aim to provide knowledge, skills, space and resources for members of
56 youth green organisations of EE to refocus their vision to clear political
57 goals, develop concrete strategies for achieving political aims, and empower
58 them to engage in diverse forms of social dialogue with different stakeholders,
59 thus contributing to the objectives of the WP as a whole.

60 • Summer Camp

61 The first phase, Refocusing Summer Camp, will on one hand provide the space for
62 young people who are politically active in countries of EE to rethink key
63 aspects of their political contexts and share with each other their visions, and
64 on the other, offer them with skills and knowledge of different tools for
65 defining their vision, conducting political action, creating strategy for
66 achieving specific goals, and engaging in social dialogue with different
67 stakeholders. Moreover, it will set the stage for the second phase of the WP and

68 provide them with an overview of the analytical and action tools they can
69 utilise in order to better understand different contexts they are in and
70 subsequently choose the right methods for negotiations and political action.

71 • Financial Support/Subgrating (Local Actions)

72 After the Summer Camp there will be a call opened for MOs, whose members
73 participated in the first activity to conduct LAs, which will be conducted in
74 two phases: contemplative and action phase. MOs will apply with their ideas, and
75 after selection, they will receive one on one support in realising their LAs. In
76 the first phase, LA organisers will utilise the knowledge produced, and skills
77 gained during Summer Camp to produce action plans, strategies or negotiation
78 approaches to achieve their specific political action. In the second phase, they
79 will execute their vision.

80 Regional Meeting

81 This year, we will incorporate Regional Meeting as part of Summer Camp. After
82 the initial work on getting to know each other, our specific political contexts,
83 and our collective vision of more democratic, fair, and peaceful Eastern Europe,
84 we would dedicate a day for work with participants in regional groups.
85 Reinforcing the notion that Eastern Europe in itself is not a homogenous region
86 and that different sub-regions have their own unique histories, context,
87 challenges, and opportunities, we would allocate participants in South Caucasus,
88 Balkan, East Central groups. During three sessions of the day, participants of
89 each group would work together to analyse their sub-regional strengths,
90 weaknesses, threats, and opportunities, all with the aims of reaching a
91 collective sub-regional vision and specific strategy for achieving the common
92 (Eastern) European goals of upholding democracy and green values. On session
93 four, regional groups would present the results of their work in plenary and
94 discuss them all together.

95 As an outcome of these sessions, we would have three separate strategic
96 approaches specific to the regions of Eastern Europe that would feed into our
97 Strategy 2024-2028 and would serve as a guidance for CDN and our MOs alike when
98 working on strengthening democracies and upholding green values.

99 Study Session

100 The Study Session will gather 40 young activists from Eastern Europe for 6 days
101 in EYCB in late November 2024. During the Session, participants will have the
102 opportunity to learn about and discuss the main topics related to economy, the
103 way it interacts with politics on personal, State, and international levels as
104 well as how and why economic factors play a major role in our social and
105 political lives. Main issues with the current economic models of Eastern
106 European States will be assessed based on personal experience of participants,
107 after which Green solutions will be proposed, thought about, and assessed on
108 their applicability to the Eastern European context. Furthermore, once problems
109 and potential solutions have been identified, participants will reflect on the
110 interrelation between economic factors and the political participation of youth

111 in this region, focusing on overcoming economic barriers for political
112 participation, but also formulating messages and advocacy strategies for driving
113 political change into a more sustainable, fair, and just use of resources,
114 wealth, and capital.

115 Conference

116 As part of “Green Visions on European Security” project, in collaboration with
117 Green European Foundation and Heinrich Boell South Caucasus Office [\[3\]](#), we will
118 organise one-day conference in Tbilisi in August. During the event we will focus
119 on EU enlargement, Green perspective on European security especially in the
120 context of European Elections happening before our event as well as discuss the
121 GRIP Study and our articles. We will combine Panel Discussions and Non-Formal
122 Education methods to gather input from the audience through reflection walls,
123 group work, menti interactive presentations, etc., ensuring high engagement
124 levels. The conference would be held in Tbilisi with tentative date as 11th of
125 August.

126 We will Strengthen the Network by:

127 General Assembly

128 The General Assembly (GA) the highest decision-making body of our network that
129 will take place on 27-28 April in Vilnius, Lithuania hosted by Belarusian Young
130 Greens. The GA will elect the new Executive Committee (EC), debate and vote on
131 resolutions, and amendments to internal documents, hear and adopt reports and
132 plans; and most importantly discuss and adopt 2024-28 Strategy Paper; as well as
133 approve/reject candidate members of the Network. The General Assembly will
134 include public conference with delegates, activists and partners to discuss
135 Fight Against Authoritarianism in Eastern Europe and Influence of EU elections.
136 Tentative dates for 2025 General Assembly are end of March/Early April. Call for
137 host organisation will be published in October 2024 and be selected by December.

138 Executive Committee Meetings

139 The Executive Committee will convene five times per year with different
140 priorities and agendas: in February and April 2024 for the 2023-24 EC mandate,
141 and tentatively in May, August, and October 2024, as well as in February and
142 March 2025 for the 2024-25 EC mandate. Between the in-person meetings, the EC
143 will have online calls on a bi-weekly basis.

144 Regional Calls with MOs and Feedback

145 The Executive Committee will organise quarterly online calls with the members of
146 the network in the regional format. Besides the calls, responsible EC persons
147 will try to arrange in-person meetings during the events to discuss important
148 political and organisational developments, as well as receive feedback.

149 By late November, the Secretary General will send evaluation form to Member
150 Organisations and other stakeholders to assess CDN's work throughout the period.
151 Based on the input, Sec-Gen should prepare report to the Executive Committee and
152 discuss on the live EC meeting, thereby incorporating analysed feedback into the
153 planning for 2025.

154 **Study Visit**

155 Study Visit will be organised one of the countries where we currently lack
156 representation. These are the priorities: 1. Lithuania, Greece, Hungary 2.
157 Estonia, Bulgaria, Romania. 3. Slovenia. It will be decided later by the
158 Executive Committee. Tentatively in September 2024.

159 **Strengthening Internal Capacities**

160 As mentioned in Strategy, CDN needs to strengthen internal capacities to be able
161 to effectively deliver its work and achieve objectives. These are focus areas
162 for 2024-25 activity plan: 1. Develop a comprehensive governance handbook; 2.
163 Improve delegation order and reinforce in practice; 3. Optimise office structure
164 and positions; 4. Establish quarterly newsletter using "Action Network"
165 platform; 5. Revise secretariat contracts 6. Clarify salary range policy; 7.
166 Reinforce intra-organisational financial procedures and rules.

167 **We will Bring Eastern European Perspective by:**

168 **Digital Events**

169 Throughout the period, we will organise informative and engaging webinars on
170 relevant political developments in Eastern Europe. These digital events will
171 serve as a platform for discussions, analysis, and insights into various topics,
172 including but not limited to Elections (in the format of existing
173 ElectionVision).

174 **Statements**

175 CDN will actively monitor and respond to important political developments in
176 Eastern Europe by publishing our positions and statements through social media.
177 The procedure is defined in communications strategy and includes involvement of
178 relevant Member Organisations.

179 **Newsletter**

180 CDN will launch and maintain a quarterly newsletter to disseminate essential
181 updates, valuable insights, and informed perspectives on key political
182 developments, current events and ongoing issues in Eastern Europe. Besides, this
183 newsletter will serve as a platform for sharing contributions from Member

184 Organisations and other progressive actors, further enhancing engagement within
185 the network.

186 Networking

187 We will maintain and strengthen cooperation with our sister-organisation Young
188 European Greens with a particular focus on the institutionalisation of our
189 partnership through ensuring implementation of revised relations paper.
190 Consequently, taking part in each other's General Assemblies as well as other
191 events, and having close communication through contact persons from EC. The Sec-
192 Gen and EC member(s) will participate in the congresses organised by the
193 European Green Party (EGP), even though our role is primarily that of an
194 observer. Moreover, we will seek involvement in various other activities hosted
195 by EGP, Green European Foundation, and Greens/EFA, with the added benefit of
196 being able to organise side-meetings with key stakeholders during these events,
197 thereby further deepening our relations within the Green European community. In
198 addition, CDN will engage, seek partnerships and collaborations with other
199 Progressive and Green actors across Europe such as Heinrich Boell Foundation
200 offices in our region.

201 [\[1\]](#) In the previous years, CDN had Activity Plans presented work from January-
202 December. However, we have decided to transition to a new approach in order to
203 enhance transparency, democracy, and allow for a better planning. Our Activity
204 Plans will now align with the timeline from one General Assembly to the next.

205 [\[2\]](#) In collaboration with Green Forum, we applied for funding from the Swedish
206 Institute for the project in February 2024. The results will be announced by
207 late May 2024.

208 [\[3\]](#) To be Confirmed

AR Activity Report 2023

Proposer: Executive Committee
Agenda item: 4. Reports and Plans

Motion text

Bringing Eastern European Young Greens Together

General Assembly

The first event of the year was the General Assembly (GA), the highest decision-making body of our network. It was be hosted by Ostra Zielen in Warsaw, Poland, in March 2023. Throughout the four days delegates engaged in political and organisational debates, adopted reports & plans, voted for amendments and elected the new Executive Committee.

This year's GA was exceptionally important for two reasons. We updated statutes with several amendments, including a major change of structure in membership - we opened the door for Eastern European organisations from the EU to be more involved members instead of partners. We also took a moment to reflect on our journey and celebrate CDN's 20th anniversary with a lively panel discussion. Following documents were adopted: Reports & Plans: [Activity Report](#), [Financial Report](#), [Activity Plan](#), [Financial Plan](#); Statutes and Internal Rules of Procedure we updated, [Statutes](#), [Internal Rules of Procedure](#); Three resolutions were approved: [Inclusion of Vulnerable Groups in Eastern Europe](#), [CDN-FYEG Relations Paper Revision](#), [Resolution linked to Statutes Amendments 2 - concerning the change of the membership structure](#); Delegates also amended following documents: [Political Platform](#), [Safe Space Policy](#), [Strategy Paper 2022-24](#). We also welcomed new Observer organisation - [Neoi Prasinoi - Young Greens of Greece](#). While with updating statutes, [Ostra Zieleń \(Polish Young Greens\)](#) and [Protests](#) became member organisations. And finally, the General Assembly also elected the new Executive Committee.

[Minutes of the General Assembly](#).

Annual Work Plan on Climate: Bring Your Tote Bag But Smash the System

The realization of the Work Plan has passed successfully, with core elements of the first activity, Eastern European Climate Summer Camp, being the facilitation of space where young activists met, learned from the facilitators and each other about climate crisis and related adverse effects, and shared and gained skills necessary for tackling these issues on different levels of influence (political, societal, educational...), hence contributing to the aim of the Work Plan, which was to equip the young people from Eastern Europe with better understanding of climate crisis and skills for mobilising the youth around the issue, in order to empower them to bring systemic change in their local communities and regions.

36 Summer Camp lasted for 7 days and was held in Ulcinj, Montenegro, hosted by URA.
37 It gathered 36 participants from 17 countries and 8 prep team members from 6
38 countries.

39 The second part of the Work Plan were Local Actions or Eastern European Climate
40 Campaigns, where representatives of participating organisations of the first
41 activity organised local and regional Campaigns with topics and activities
42 related to the Climate Crisis. Out of 10 applications involving 15 countries, 7
43 Campaigns were selected involving 10 countries of Eastern Europe:

44 The Campaign in Bosnia and Hercegovina conducted by Revolt focused on education
45 of youth and their mobilisation for the fight against contributors to Climate
46 Crisis. Utilising NFE methods, they organised an internal training, 3-day
47 educational event, and two activist gatherings. New Regions from Belarus took
48 the educational approach as well, organising 5 events (3 online, and 2 in
49 person) which focused on sustainable practices and countering the adverse
50 effects of Climate Crisis. Young Greens of Georgia focused on raising the
51 knowledge base about climate crisis in Georgian language with the creation of 6
52 articles and 3 educational videos. Green Youth of Ukraine opted for a concrete
53 and relevant problem-solution approach, organising awareness raising activities
54 in elementary and high schools about the adverse effects of burning crops in
55 autumn and proposing composting as solution. Czech Young Greens worked on
56 mobilisation and green movement building around climate issues, organising
57 meetings, and producing a publication. Protest from Latvia took an artistic
58 approach and developed a performance which was played twice, coupled with
59 complementary street actions. Young Greens of Greece joined the regional
60 Campaign conducted by Green Youth of Serbia and MODOM (North Macedonia) who,
61 together with two partner organisations from Croatia (Green Window) and
62 Montenegro (URA), organised a pan-Balkan "Let's TRAIN" Campaign, focusing on
63 advocating for improved and more sustainable railway infrastructure in the
64 Balkans, directed at stakeholders in their respective countries. The showcase of
65 Local Actions results can be found [HERE](#).

66 Regional Focus

67 Regional focus remains integral part of our work. On that account, we organised
68 feminist cross-regional meeting for young women activists in Green political
69 parties. Furthermore, each EC member is assigned entire region and MOs within
70 now and is responsible to organise quarterly catch-up calls. The cross-regional
71 meeting brought together dozen women from Green parties and youth wings across
72 Eastern Europe. We used non-formal methodology as guiding tool for the session
73 that were led by team of volunteers thus creating safe environment with peer-to-
74 peer learning principle. We also had expert invited to deliver 1/3 of sessions
75 that was highly evaluated by the participants. Our focus equipped young women
76 from political parties with necessary skills to actively take part in political
77 processes. One of the prep team members run for the local council of Belgrade
78 and was elected in December 2023. Within the framework of the event, we
79 organised public panel discussion with women politicians, including co-chair of
80 Green-Left Front and MP Biljana Djordjevic, from Serbia to discuss their
81 experience, challenges and hopes - livestream is available [HERE](#).

82 Contributing to Green Peace & Security Debate

83 During the six days of the Study Session “Green Perspectives on European
84 Security” that was held in the European Youth Centre in Budapest in October
85 2023, co-organised by the Cooperation and Development Network Eastern Europe
86 (CDN), Federation of Young European Greens (FYEG), and Green European Foundation
87 (GEF), in cooperation with Youth Department of the Council of Europe, 34
88 participants from 17 European countries, together with a team of 5 people from 5
89 countries, discussed, exchanged experiences, and generated knowledge about the
90 state of play regarding the security situation in Europe, questions of what
91 security means to people from different backgrounds and what areas of life are
92 impacted the most by the security concerns, what frames of reference we need in
93 order to interpret current security issues, and what the Green movement has to
94 offer in terms of the way policies are formed around concerns of European
95 security. During the session, we primarily focused on the following objectives:

- 96 • Fostering intercultural dialogue between youth from different European
97 countries by providing a space to discuss the concept of security
98 intersectionally;
- 99 • Exploring the concept of security as at the intersection of diverse
100 societal factors, and the effects of the interrelationship of security
101 with various societal factors on policy decisions;
- 102 • Deepening the participants' understanding of the current state of affairs
103 of security in Europe, existing approaches to the concept of security and
104 their strengths and weaknesses, and perspectives and lived experiences of
105 those outside their lived contexts;
- 106 • Exploring the role of young people to ensure sustainable and resilient
107 security and peace in European countries, and the tools and solutions at
108 their disposal to do so, such as Human Rights Education and collective
109 action;
- 110 • Through these explorations, working towards concrete outputs, such as a
111 toolkit, that set out common learnings and understandings gained to act as
112 a referential resource for future actions and initiatives of FYEG, CDN,
113 their respective member organisations, and other organisations represented
114 centred on these themes;
- 115 • Motivating participants to push organisations, be it FYEG, CDN, their
116 respective member organisations, or other organisations they are involved
117 in, to consider security issues on their agenda and further develop the
118 topic in their platforms.

119 Being organised by both CDN and FYEG, this Study Session provided a unique
120 opportunity for gathering of young people involved in the green movement from
121 both (traditionally understood) Western and Eastern Europe, and engage them in
122 discussions related to current concerns around European security, as well as for
123 fostering a dialogue between young people coming from different political,
124 geographical, economic, and social realities, and carrying with them a different
125 set of experiences and historical baggage. The group saw a positive and fruitful

126 setting of the common ground, and common goals to pursue, while acknowledging
127 the diverse perspectives and unequal needs of people from different parts of
128 Europe.

129 With a common vision in mind: that of a peaceful, prosperous, cooperative, and
130 green Europe, participants and the team behind the Session produced the Toolkit,
131 to serve as a guiding document for organisations and individuals seeking to
132 bring this vision into reality.

133 Professionalisation and growing internal 134 capacities

135 Looking inwards and ensuring relevance and sustainability of the organisation
136 was high on the priority of 2024 working year. As planned, we organised less in-
137 person activities while focused to improve the quality of the events. We managed
138 to this by better preparation, smooth logistics, as well as better content with
139 invited experts to deliver several sessions.

140 There was a restructure in office and office assistant got promoted to Finance
141 and Office manager that contributed to improved management and clearer division
142 of roles with Secretary General. At the same time, we did not renew position of
143 Project Assistant due to lack of relevance and need. The process of restructure
144 is ongoing. 2023 was the first year during which we started fully using new
145 accounting software that improved financial management as well as transparency
146 and accountability.

147 In order to improve and better coordinate the work of the Executive Committee,
148 we adopted "Delegation order" that outlines decision making authority for
149 individual assigned EC responsibilities. This has significantly improved the
150 effectiveness of the work of the EC, collaboration between staff-EC and overall
151 health of organisational management. Simultaneously, we developed more detailed
152 Task List of the Executive Committee that includes all responsibilities
153 throughout the year with descriptions that enables better understanding of their
154 work by EC members. Task list corresponds with delegation order.

155 During 2023 General Assembly, we started the working on a new, four-year
156 Strategy. We heavily invested in this process, organised strategic planning
157 meeting attached to the GA to ensure its relevance for the MOs. Taking the
158 report from SPM into account, the Secretary General led the process and together
159 with an EC representative worked on the initial draft, which was subsequently
160 reviewed and approved by the entire Executive Committee. In the second phase,
161 the draft was shared with MOs and Partners with a survey to gather feedback,
162 guiding further revisions. Simultaneously, Secretary General organised several
163 meetings with stakeholders including in-person feedback session during Study
164 Session in Budapest attended by 10 participants. Based on the input, Secretary
165 General and a designated EC member further refined the strategy. The Strategy is
166 ready for the amendments and final adoption by Member Organisations on the 2024
167 General Assembly.

168 Finally, process of updating Visual Identity and Website starting by the end of
169 2023 and finished in March 2024 from which CDN has a new logo, visual identity,
170 and well-working website.

171 Building alliances and Networking

172 CDN continued the good cooperation with Young European Greens. We had joint
173 study session “Green Perspectives on European Security”. Throughout the year we
174 took part in the FYEG activities (General Assembly, Summer Camp) as well as
175 provided space for FYEG participants on our events. We planned the cooperation
176 in the activities for 2024 (European Train Tour, Alter-COP) and scheduled the
177 joint EC-EC meeting during the European Green Party Congress in Lyon, February
178 2024. Following the 2023 CDN GA decision, we revised the relations paper that
179 was published in May 2023.

180 The EC and Office were invited for the European Green Party Congress in Lyon,
181 February 2024 even though our role is limited as an observer the meeting brings
182 different stakeholders together with whom it is possible to organise side
183 meetings. We participated in other events organised by EGP and other European
184 Green organisations: Secretary General took part in European Ideas Lab organized
185 by EGP and Greens/EFA in March and together with two EC members in European
186 Green Academy in November.

187 Other Green stakeholders remained on our radars. As the side event of our study
188 session we met with Hungarian Green mayor, MPs and youth. We did not organise a
189 study visit in the country where we do not currently have a member organisation
190 and are underrepresented in our network – we moved it to 2024.

191 We also increased CDN’s engagement with other stakeholders with whom we share
192 basic values. Secretary General took part in the Consultative Meeting of Council
193 of Europe and in the two Ulex training.

194 Executive Committee Work

195 All of the activities that are explained in the document are enabled by the work
196 of the Executive Committee and office. Throughout the year we organised 4 live
197 EC Meetings during which the EC decided on their responsibilities and tasks;
198 discuss upcoming and asses past activities; map and establish the topical
199 priorities for the next year’s projects; share takeaways from the regional calls
200 and feedback from the members; make other relevant decisions.

201 As mentioned in the strategy document, we want to strengthen the position of
202 Treasurer within the EC. Based on the inputs of the 2022 treasurer meeting, we
203 implemented the recommendations such as a financial overview during the EC
204 meetings by the treasurer, closer communication between the treasurer and
205 Secretary General; higher involvement of the treasurer in decision-making
206 regarding the budgets. Treasurer visit took place attached to the second
207 Executive Committee Meeting in May.

208 We adopted the important documents regulating the work of EC, namely the Task
209 Delegation and Communication Strategy.

210 Digital Activities

211 Throughout the year CDN published 9 statements, disseminated the resolutions
212 voted on 2023 GA, promoted young green candidates in elections in Poland and

213 Serbia and hosted two episodes of ElectionVisions on Turkey and Poland as well
214 as scheduled the next episode on Serbia in January 2024. We continued the open
215 space for others to [suggest online activity](#) that resulted in organisation of
216 webinar on the relevant political issues ("Increasing russian influence in
217 Georgia while waiting for EU candidate status" in August).

218 CDN started creation of social media campaign focusing on sanctions on companies
219 still operating in Russia. The videos being part of the campaign were recorded
220 during the study session and the campaign was scheduled for January and February
221 2024.

F1 Minutes of 2023 General Assembly

Organization: CDN
Resolution date: 12.03.2023
Agenda item: 1. Formalities

Motion text

- 1 Minutes of the [2023 General Assembly](#) was published on the CDN website within a
- 2 time set by the IRPs.
- 3 [Acces here.](#)
- 4 *Link:
- 5 [https://static1.squarespace.com/static/65ccbc7d223cc759efa7aacf/t/660eb5f5036a7b-](https://static1.squarespace.com/static/65ccbc7d223cc759efa7aacf/t/660eb5f5036a7b-586638894b/1712240117541/Minutes_CDNGA23.pdf)
- 6 [586638894b/1712240117541/Minutes_CDNGA23.pdf](https://static1.squarespace.com/static/65ccbc7d223cc759efa7aacf/t/660eb5f5036a7b-586638894b/1712240117541/Minutes_CDNGA23.pdf)

F2 Agenda

Organization: Executive Committee
Resolution date: 13.02.2024
Agenda item: 1. Formalities

Motion text

1 VILNIUS, LITHUANIA

2 DAY 0, 26 APRIL

3 Arrival

4 DAY 1, 27 APRIL

5 9:00-9:30

6 Registration Open

7 9:30-11:00

8 Opening of the GA:

- 9 • Welcome speech by Executive Committee and Host Organisation
- 10 • Verification of the presence of the delegates from Member Organisations;
- 11 • Quorum check and validation of General Assembly;
- 12 • Adoption of Presidency;
- 13 • Presentation of IRPs GA chapter;
- 14 • Presentation of the GA rules, (voting, majorities);
- 15 • Voting on the minutes from the last GA;

16 11:00-11:30

17 Coffee Break

18 11:30-13:00

- 19 • Presentation and adoption of the Agenda.
- 20 • Greetings from Green friends;
- 21 • Secretary General Candidate
- 22 • Presentation of Candidate Organisations;
- 23 • Presentation of Executive Committee candidates;
- 24 • New Strategy 2024-28

25 13:00-14:30

26 Lunch Break

27 14:30-15:00

28 Reports & Plans Presentations:

- 29 • Activity and Financial report
- 30 • Sec-Gen report
- 31 • WG report/update
- 32 • Activity and Financial Plan

33 15:00-16:00

34 Work on Amendments and Resolutions

35 16:00-16:30

36 Coffee Break

37 16:30-18:00

38 Panel Discussion on Fight against Authoritarianism in Eastern Europe and
39 Influence of EU elections

40 18:00-20:00

41 Dinner

42 20:00-21:00

43 Work on Amendments (if needed)

44 **DAY 2, 28 APRIL**

45 9:30-11:00

46 Questions and Answers:

- 47 • Candidates Organisations
- 48 • Executive Committee Candidates
- 49 • Secretary General Candidate

50 11:00-11:30

51 Coffee Break

52 11:30-13:00

53 Panel Discussion of Belarusian Young Greens

54 13:00-14:30

55 Lunch Break

56 14:30-15:15

57 Voting

58 15:15-15:25

59 Short Break

60 15:25-16:00

61 Discussion on Candidates (Delegates Only)

62 16:00-16:30

63 Group Picture/Coffee Break

64 16:30-18:00

- 65 • Elections

- 66 • Closing of the GA: Speeches by Outgoing EC, Outgoing Sec-Gen, and Elected
- 67 EC Members and Sec-Gen

68 18:00-20:00

69 Dinner

70 21:00-

71 Farwell and Party

F3 Presidency

Organization: Executive Committee
Resolution date: 01.03.2024
Agenda item: 1. Formalities

Motion text

As per [Internal Rules of Procedure](#) (2.2.19-20), the Executive Committee has selected following individuals as Presidency to chair the General Assembly 2024:

- Kateryna Andrieieva, former Executive Committee Member (2021-2023) of CDN
 - kateryna.anv@gmail.com
- Asia Górská, Europe Regional Co-coordinator of Global Young Greens, Local Prep Team of 2023 GA
 - asia.gorska@globalyounggreens.org
- Elena Petrovska, former Executtive Committee Member (2020) and Project Assistant (2020-2022) at CDN
 - petrovska.elena97@gmail.com

F4 Preparation Rules of the General Assembly

Proposer: Executive Committee

Agenda item: 1. Formalities

Motion text

- 1 The rules of the preparation of the General Assembly has been fulfilled and all
- 2 deadlines met.
- 3 The only exception is the call for the Executive Committee, with the original
- 4 deadline on March 28th, which was extended until April 7th, Sunday, due to the
- 5 lack of candidates.

FP Financial Plan 2024-25

Proposer: Executive Committee
Agenda item: 4. Reports and Plans

Motion text

The financial plan follows the proposed activity plan. The plan with income and expense has similar pattern to the previous year with minor changes. Important difference is that from now on, we will publish not only for the year in which the General Assembly votes for the plan but for the year afterwards. In this case, here is Financial Plan for 2024 and 2025. Besides, we have applied for new grant, which, if successful, would bring new activities, staff, and significantly boost the budget.

The budgets run from:

- January 1st, 2024 - December 31st, 2024
- January 1st, 2025 - December 31st, 2025

Expenditure:

Category 1: Personnel Costs

Backbone of our organisation is our staff who manage day-to-day operations. This budget line covers salaries, trainings, and meetings. The salaries are budgeted for three full-time (35 h/w) employees: Secretary General, Office & Finance Manager, and Project Coordinator. Compared to 2023, salaries have been significantly raised (20-30%) to ensure good working conditions and currently it is line with the wages in non-profit sector of Serbia. This increase was allowed by employing one less person as we decided not to continue the position or "Project Assistant." Nevertheless, this decision did not negatively affect the capacities or workload to the remaining staff. In the proposed budget, total personnel cost is less compared to the previous year. However, due to the increased amount of work and in-person activities, in case of confirmation of new grant from Swedish Institute (SI), CDN will have a chance to hire two more people for the tentative positions of: Projects Officer and Logistics & Events Officer. Since the project is not approved, it is not yet reflected in the budget but is separate budget line both for revenue & expense.

Category 2: Infrastructure and Operating costs

This category covers office, infrastructure, and operational costs related to physical and digital maintenance, ensuring smooth operations, and supporting organisational functionality. It includes expenses such as office rent, utilities, office equipment, different software and website maintenance, all vital for sustaining smooth and effective daily operations. Total costs of this category are similar to that of 2023.

35 Category 3: Administrative expenditure

36 As can be guessed from the name, this budgetary category covers costs related to
 37 administrative functioning that includes legal fees, extraordinary admin costs,
 38 audit, and bank charges. Compared to previous year, it is reduced due to less
 39 legal fees related to work & residence permit for staff as well as Statutes
 40 update related notary costs.

41 Category 4: Statutory Meetings

42 General Assembly and Executive Committee Meetings that ensure governance of the
 43 Network are covered by this budgetary category. Due to this increased number of
 44 participants and overall expensiveness of Vilnius, General Assembly will cost
 45 more than previous year as well despite it being 2 days less. While committee
 46 costs are reduced to accommodate other expenses and is based on the figures of
 47 the previous year. In case of approval of Swedish Institute grant and
 48 allocations in the budget, it will be possible to increase this cost. Besides
 49 these to activities, this category covers participation of CDN representatives
 50 to the events of partner organisations and study visits to (potential) member
 51 organisations.

52 Category 5: Capacity Building and Regional Activities

53 This category represents the largest share in the annual costs of the network
 54 amounting to more than half of the entire budget. The category includes all
 55 activities and projects: Work Plans, (Cross)Regional Meetings, Study Sessions,
 56 etc. As per new Strategy, we have new project (to be confirmed) which will be a
 57 16-months training programme which in total will be amounting to 1.5 million SEK
 58 (approx. 129 000 EUR) out of which 58,000 EUR will be allocated for 2024 while
 59 remaining 71,000 for 2025. Besides, other items are similar to the previous year
 60 with some differences. For instance, total cost for EYF Work Plan (WP) is
 61 reduced here while in revenue is higher this is due to the fact that starting
 62 from this year, EYF allows staff and administrative costs to be accounted on the
 63 Work Plan therefore parts of the costs we distributed across Category 1-3. When
 64 it comes to the Regional Meeting, as mentioned in the activity plan, it will be
 65 incorporated into Summer Camp, however it will remain a separate budget line but
 66 will account as co-funding of the WP. Study Session is remaining in the category
 67 despite costs being account as 0 as the activity is not directly financed by us
 68 but European Youth Centre however, we have costs (Prep Team Meeting, ad hoc
 69 expenses) that are later reimbursed by the Council of Europe thus in the end the
 70 expense is 0. Similar is with the Green European Foundation's (GEF)
 71 collaboration project "Green Perspectives of European Security" through which we
 72 will organise Conference that will be mostly paid directly by GEF but since we
 73 could have expenses, it should be in the budget.

74 Revenue:

75 Category 1: Administrative Income

76 This category covers core funding of CDN and compared to the previous year,
 77 there are no significant changes in the administrative income. With Green Forum
 78 we have 3 year long project with same income per year however due to currency
 79 fluctuations (SEK to EUR) it is different, this year we budgeted for the average
 80 of 2023 which amounts to 38,500 while in SEK sum remains the same - 442,000.
 81 European Youth Foundation awarded us Structural grant for 2024 and 2025 which in
 82 total amounts to 52,607.16 EUR thus per year 26,303.58. Our sister-organisation
 83 Young European Greens will continue financially supporting our work. In
 84 addition, to ensure balance in the budget and well organised General Assembly,
 85 we added participation fee for 2nd delegates and guests in total amounting to
 86 1,600 EUR. While donations are currently set at 0, there is a possibility of
 87 increasing them.

88 Category 2: Projects

89 Most of the activities that we organise are covered through this income and
 90 includes annual and/or short-term projects. It is largely similar to 2023 with
 91 few changes, increases and decreases. EYF has increased our funding from 50,000
 92 to 60,000 and simultaneously allowed to account administrative & staff costs
 93 that has allowed to better distribute the income and have more flexible co-
 94 funding for the Summer Camp for which we have engaged with Heinrich Boell
 95 Foundation (Pending) as well as put participation fee. As explained above, Green
 96 European Foundation will not be directly financing CDN but instead pay for the
 97 activities that we collaborate such as Conference. We will continue partnership
 98 with International Foundation GroenLinks which this year, with reduced budget
 99 due to electoral changes in the Netherlands, will finance General Assembly with
 100 Panel Discussion. We have applied for a new grant to Swedish Institute "Creative
 101 Partnerships Programme" in collaboration with Green Forum which will fund 16-
 102 months training programme focusing on key pillars of sustainable and effective
 103 organisation. The results will be published by the end of the May therefore we
 104 only included this as a separate line both for Expense and Income. In case of
 105 approval, there will not be separate budget line for SI but will be added to
 106 Green Forum while Expenses will have its line in Category 5 while parts will be
 107 allocated to Categories 1-3 to cover staff and other administrative costs.

108 [Annex.1: Financial Plan 2024-25](#)

FR Financial Report 2023

Proposer: Executive Committee
Agenda item: 4. Reports and Plans

Motion text

Summary:

The report shows the State of Finances from 1st of January this year to 31st of December.

As of the end of the year, most of the activities and thus financial has already happened and we have spent the planned the budget approved by the General Assembly. However, we could not aim to spend 100% of the GA budget as our income is not matching the income presented at the GA as actual income for 2023 is 10% less. Therefore, adjustments had been made to ensure minimisation of difference between expenditure and income.

In regard to financial management, 2023 was important year and we strategically focused to enhance this aspect of our work. To ensure that, we promoted the office assistant to Finance and Office Manager which improved financial operations. Besides, we introduced new practice of review of bi-monthly financial reports that is provided to Treasurer who checks and approves. This was first year in which we used new Accounting Software which reduces risks of errors and increases transparency; besides it was great help to analyse state of finances and plan for the upcoming period.

Expenditure:

Category 1: Personnel costs

You will see here that we will spend less than approved by the GA; it is due to having one person less in staff for 3 months as well as cutting down on training costs. At the same time, we promoted office assistant into Office and Finance Manager and increased salary. Besides, under this category, we organised Treasurer meeting. We spent 6.63% less for this category.

Category 2: Infrastructure and operating costs

In this category we also underspent by 14.03% due to the lower cost of utilities, a lower amount of post usage, office equipment, not having in-person office retreat.

Category 3: Administrative expenditure

Compared to the Financial Plan approved by 2023 General Assembly, we spent 78%. However, we have overspending in most of the budget lines and the down-size is a

32 result of moving visual identity and website update into different budget line
 33 and covering it through Work Plan. Bank costs are significantly higher than
 34 budget due to more transactions per year (compared to 2022) while legal expenses
 35 are slightly higher as residence & work permit costs in Serbia got more
 36 expensive.

37 Category 4: Statutory Meetings

38 We spent almost exact amount as planned (99%) in this category in Total.
 39 However, there are changes within the budget lines. While we overspent General
 40 Assembly (137%) – that was budgeted too optimistically and having longer event
 41 (4 days)- we are spending less on Executive Committee Meetings largely due to
 42 having one less meeting in 2023 (but instead in February 2024) but also having
 43 smaller EC and organising meetings in Serbia that cut down travel costs for
 44 staff. Besides, we did not carry out Study Visit due to lack of capacities, but
 45 we engaged few organisations to take part in our activities during which we
 46 organised side-meeting that served as a tool to understand organisation and
 47 possibility of engagement with CDN.

48 Category 5: Capacity Building and Regional Activities:

49 This is the category with the most spending, and we spent almost entirely with
 50 96%. However, since this is project-based we must look into project by project
 51 as it is not possible to shift between the Budget Lines as each line is attached
 52 to each project. There was overspending of the EYF Work Plan, namely Summer Camp
 53 which was budgeted to cost 38K EUR while the real cost was 41K EUR. On the
 54 positive side, some of this overspending was covered by shifting the unspent sum
 55 from the Local Actions budget to Summer Camp but it was capped at 3K in order
 56 not to increase the need for higher co-funding. However, the gap remained
 57 between income for the Work Plan and Cost as well as 1/3 co-funding was not
 58 fully secured and thus, we had to use our savings.

59 Other projects costed the same as they were budgeted, the slight difference
 60 would be Cross-Regional which costed a bit less than 7K however this was a cap
 61 from Green Forum and International Foundation GroenLinks (funders of the event)
 62 budgets. When it comes to Study Session, we spent 2,631.47 which was reimbursed
 63 back by the Council of Europe therefore, as planned, the cost is 0. There was
 64 little difference due to currency and we received 0.87 more, reflected in
 65 incomes. As for Green Perspectives on European Security, we spent 100% of the
 66 budget but the difference (78%) is showing due to reallocation between budget
 67 lines: salary was accounted to 1.1.1 (Staf fees) and thus direct cost was
 68 remaining 8,298.74.

69 Incomes:

70 When it comes to income, we are getting 10% less than budgeted. The biggest
 71 down-size is due to Green Forum - just 71% of the planned sum - for which we
 72 applied (52K) that they approved 42K (442000 SEK) but the final sum that we
 73 actually got is 38K due to large currency differences (they operate in SEK and
 74 almost every year we are getting less due to currency fluctuations). Besides, we
 75 had higher income from FYEG as well as IFG that co-funded Summer Camp and Cross-

76 Regional Meeting. We had slightly lower income for participant's contribution to
77 projects (work plan) as well as carry-over from 2023 while we didn't carry out
78 fundraising from MEPs.

79 Profit and Loss:

80 As a result of difference between expenditure and income, we ended the year with
81 -7,824.10 which was covered by savings which amounted to 17517.82 as reported in
82 2021 Financial Report. The remaining amount is 9,693.72.

83 [Annex.1: Financial Report 2023](#)

IR Internal Rules of Procedure

Proposers:

Agenda item: 3. Organisational and Governance Documents

Motion text

1. Introduction:

1. These rules of procedure are supplementary and subordinate to the Statutes of Cooperation and Development Network Eastern Europe, hereinafter referred to as CDN.
2. These rules of procedure regulate the implementation of the Statute.
3. In case of contradiction between the Statute and the Rules of Procedure, the former shall prevail.

2. General Assembly Rules of Procedure:

1. The rules of procedure for the efficient realization of the General Assembly (GA) shall be shown and explained at the beginning of every General Assembly.

2. GA announcement and preparation:

1. The location of the General Assembly is to be decided by the Executive Committee based on an open call for the host organisation of the CDN General Assembly.
2. The open call for the host organisation has to be sent at least 120 days before the General Assembly by the Secretariat.
3. If the capacity allows, the study visit for potential host organisation should be organised at least 45 days before General Assembly.
4. The open call for amendments on the documents of CDN, open call for new Member organisations and the open call for new Executive Committee members have to be sent at least 60 days before the General Assembly by the Secretariat.
5. These open calls are to be sent together with relevant applications and other relevant information included.

- 27 6. The collection of all open calls, applications, working group
28 reports and other internal documents needed during the
29 preparation of the General Assembly is included in the file
30 called CDN General Assembly preparation – internal documents,
31 available in the Secretariat.
- 32 7. Changes of these internal documents from 2.2.6 are subject to
33 the EC decision and all of these changes should be presented
34 to the following General Assembly.
- 35 8. Application procedures for membership, and observership:
36 ■ The Executive Committee has to formulate a report on the
37 membership application. This report must be written
38 along the membership criteria.
39 ■ The membership application has to be put on the agenda
40 of the General Assembly.
41 ■ Representative of a candidate which is running for
42 membership, or observership has to present the
43 application. If no one to present the organisation is
44 present on the GA, someone from the EC has a mandate to
45 do it.
46 ■ After the presentation of the application, one EC member
47 has to report from the Executive Committee on the
48 application membership to the General Assembly
- 49 9. The draft agenda has to be decided by the Executive Committee.
- 50 10. The announcement of the date and location of the General
51 Assembly has to be sent out by the Secretariat to all member
52 organisations 90 days in advance of the General Assembly. The
53 official invitation to the General Assembly including a draft
54 agenda has to be sent out 90 days in advance.
- 55 11. Each member organisation shall inform the Secretariat of the
56 names of their representatives at 45 days before the General
57 Assembly. Each Member and organisation can send as many
58 representatives as it can afford.
- 59 12. Every second delegate of MOs and POs has to pay participation
60 fee of 10 EUR, unless they are younger than 25.
- 61 13. Any member organisation may propose changes on the agenda.
62 If
63 the proposal is sent five days before GA it has to be
circulated through the Network.

14. Amendments to the documents of CDN and resolutions can be submitted by the Executive Committee, any Member organisation or working group 15 days prior to the GA.
 1. In case of amendments to amendments as well as amendments to the resolutions the compromise can be reached between the proposers during the GA and a new version/alternative can be suggested.
 2. Emergency resolutions can be submitted after the deadline but no later than the opening of the General Assembly. The Executive Committee should decide if the resolution is eligible to be discussed and voted on.
15. Applications for new Member, and Observer organisations and applications for new Executive Committee members have to be submitted according to the Open call latest 30 days prior to the GA.
16. If the minimum criteria from the Statutes are not met, the Open call will be extended till the first day of the GA.
17. Amendments on the documents of CDN, applications for new Member and organisations and applications for new Executive Committee members (together with other necessary documents requested in the call) will be sent to the Network at least 10 days before the General Assembly if sent to the Secretariat until that point.
18. The legal fulfilment of all obligations of the General Assembly described in Statutes and the IRPs has to be validated by 2/3 majority of the present organisations before the start General Assembly. This is verification that GA is entitled to make valid decisions according to the quorum prescribed by the Statutes and IRPs.
19. At least 30 days before the General Assembly Presidency, consisting of at least 3 and maximum of 6 persons, is to be selected by the EC of CDN and ratified by the GA. The main responsibilities of the Presidency is to:
 - chair the meeting;
 - give word to the presenters;
 - read out the amendments;
 - moderate the discussions;

- make the call for voting;
- count votes after each voting;
- make sure that voting and elections are taken according to the IRPs and Statutes
- take down the minutes of the GA

20. The presidency members cannot be running for any positions, or be members of organisations that are running for membership of CDN, they should be unbiased and cannot make content-related comments regarding any of the candidates or amendments.
21. The General Assembly has to approve the final agenda before any further proceedings can take place.
22. Once approved, the agenda can be modified during the General Assembly by 2/3 majority.
23. EC recommends the number of members to be elected for the new EC. This recommendation should be announced in the call for the EC candidates. The General Assembly confirms the decisions by 2/3 majority.

3. Voting and elections:

1. Every Member organisation has two votes on the General Assembly. Votes can be distributed between one or two delegates attending General Assembly. Candidates for the Executive Committee do not have voting rights.
2. Unless otherwise determined, votes are taken by showing the voting card. If any of the delegates propose secret voting it should be put on vote and if passes by simple majority, secret voting should take place
3. Each delegate entitled to a vote shall have a voting card.
4. Elections for EC and candidate MOs, POs and OOs must be by secret voting.
5. The quorum can be questioned at any time by any delegate.
6. Definition of voting majorities:
 - Present votes at the General Assembly: all registered votes at the beginning of a General Assembly;

- Supermajority : At least 2/3 of present votes;
- Absolute majority: 50% plus one vote of present votes;
- Simple majority: the highest number of all present votes.

7. In principle, all decisions must be made with an absolute majority of vote, unless determined otherwise. Only final adoption of the organisational documents (IRPs, Political Platform, Statutes) require 2/3 majority.
8. For the membership in CDN as a MO/OO a 2/3 majority in favour of the present votes at the General Assembly is required.
9. For the election of the Secretary-General, a candidate must secure a majority of all present votes at the General Assembly. In the event that no candidate achieves an absolute majority in the first round, a second round of voting will be conducted. If, after the second round, no candidate secures a majority, the candidate with the highest number of votes will be selected for the position of Secretary-General. In the case of a tie among candidates in the second round, subsequent rounds of voting will occur until one candidate obtains a majority.
10. For becoming member in the CDN Executive Committee a 2/3 majority in favour of all present votes at the General Assembly is required.
11. If more candidates secure a 2/3 majority of votes in favor than there are available seats, the candidate with the highest number of votes in favour will decide.
12. If one or more candidates get less than 2/3 majority in favour of all present votes at the General Assembly,

4. Minutes:

1. The Minutes are to be written by members of the presidency. The Minutes are to be passed on from the Secretary General within 21 days after the end of the General Assembly to all Member and organisations.
2. The Minutes of the General Assembly has to include all resolutions, decisions, motions and votes together with the necessary explanatory information.

3. The list of the delegates is annexed to the minutes of the session.

3. Executive Committee rules and procedures:

1. After the end of the General Assembly, the new Executive Committee shall have its first meeting together with the members of the former Executive Committee.
2. The summary of the minutes of the live EC meetings has to be published latest 30 days after the EC meeting, unless there are justified circumstances and accompanied by an explanation by the Secretariat.
3. On every Executive Committee Meeting the last meeting's minutes should be checked and approved.
4. Each physical meeting should be announced to the Network at least 15 days prior to the meeting and regular e-meeting time should be published at website
5. Comments, suggestions and proposals can be sent by any MO and these motions have to be discussed during the meeting.
6. Each Executive Committee Meeting has a standard form for the Agenda of the Meeting. This form should be completed and sent to the EC list at least five days prior to the meeting.
7. The Agenda should be annexed by documents and information needed to further explain points of the Agenda.
8. The list of issued calls and report of official correspondence should be prepared for every Executive Committee Meeting.
9. The Executive Committee can make decisions on a non-objection basis between the meetings, unless requested otherwise by one of the EC members or by the Sec-Gen and in that case this issue has to be on the Agenda on the following Executive Committee Meeting.
10. In case of EC member's unnotified absence for over 30 days, the rest of the EC has a right to co-opt a new person until the end of their mandate upon:
 - exhausting the means of reaching out to the missing EC member;
 - informing the Member Organisations about it.
1. The new EC member should be co-opted by consensus of all the remaining EC members after a dedicated discussion. When possible, the new EC member will be elected in a democratic way, via online election of registered delegates. This person should be satisfying the EC candidate criteria stated in the previous GA calls.

- 209 11. In case of EC member's notified absence for more than 45 days, the
210 EC has right to co-opt a new person based on the same principles as
211 in the previous point. Exceptions can be made for force majeure
212 situations like war, etc.
- 213 12. In case of SS violation or harm to the organisation by an EC member,
214 their continuation or termination of mandate can be decided by a 2/3
215 majority vote within the EC. If SS violator is a member of the
216 secretariat, their contract may be terminated by a 2/3 majority vote
217 from EC. The person who is subject to vote does not participate in
218 the voting, and the 2/3 majority is defined by the number of members
219 in the EC with a voting right.
- 220 13. The procedure for decisions on non-objection basis:
221 ■ A deadline shall be set by the Secretary General for the EC
222 members to give their vote on the issue concerned.
- 223 ■ In case one of the EC member does not give their vote in due
224 time, their vote will be automatically counted as positive
225 (approval).
- 226 ■ Derogation from this is accepted only if the respective EC
227 member has announced in advance to the rest of the EC and
228 Secretariat that they will not be available for communication
229 for a certain period of time that coincides with the decision-
230 making period.
- 231 ■ In this case the decision is either postponed until all EC
232 members are available or the vote of the absent EC member will
233 be counted as they specify in their note of absence
- 234 14. The Executive Committee can establish financial regulations
235 concerning travel expenses for participants at any CDN activity or
236 meeting of CDN bodies within the confines of the Financial Plan.
237 Unless other financial regulations are decided upon by the EC the
238 general rule for all CDN events is that participants who are subject
239 to reimbursement can only get reimbursed for their travel costs only
240 in the case of 85% of their attendance of official programme
241 (exceptions can be made under adequately justified circumstances).
- 242 15. These financial regulations have to be transparent to all which are
243 subject to that.
- 244 16. The Executive Committee should comprise of 5-7 people with different
245 responsibilities::
246 ■ Chairperson
- 247 ■ Treasurer
- 248 ■ Secretary

■ eventually Vice-Chairperson

17. Further responsibilities and tasks are defined by Internal Delegation Order, which outlines the authority granted to one or more individuals to make decisions on behalf of CDN, as well as the procedures involved, where applicable. It is adopted by the Executive Committee on an annual basis with 2/3 majority, detailed procedures are defined within the document.
 18. The Treasurer is obliged to make a financial update to the EC at every physical meeting (including general expenditures and incomes). The treasurer also presents a detailed annual financial report to the MOs and POs at the General Assembly at the end of their mandate.
4. These Executive Committee positions are to be chosen by Executive Committee members from amongst themselves and this decision, alongside adopted delegation order, has to be published after the first in-person EC meeting.
 5. In case of the lack of capacities, the Executive Committee has a right to delegate a person outside of the EC (member of MO, OO, alumni, WG member, etc.) to represent CDN on certain occasions. A written report has to be presented to the Executive Committee during 10 days after the end of the event.
 6. All EC members should be coming from the countries of Central and Eastern Europe and located in the countries of Central and Eastern Europe, or the neighbouring regions (EU/EEA, North Africa, Middle East, Central Asia) during the whole mandate. An exception can be made if EC member travels to different region for a maximum of 2 months period. In case this is not satisfied, the EC has the right to replace this EC member according to point 3.1.10.
 7. All Executive Committee Members are obliged to respect and represent the wider interests of CDN and not solely represent the interests of their organisation.
 8. Executive Committee tasks include the following:
 - Making strategic and political decisions concerning the organisation during their term - based on the strategy and CDN's best interest;
 - Contribute to the implementation of Activity Plan, shaping and adhering to the political direction while ensuring alignment with the strategy;
 - Maintaining close and continuous communication with Member organisations;
 - Monitoring work-flow of CDN structures;;
 - Representing and promoting CDN during its and partners' activities;

- Actively participating in the regular online and in-person EC meetings .

- Keeping track of the well-being of CDN's Office

9. Study visits

1. The study visit is the tool to get an overview of an organisation.
2. The EC mandates one or several persons to perform the study visit.
3. Project study visit is obligatory for every international project and activity of CDN and it must gather all necessary information concerning the activity, capability and ability of an organisation especially concerning their obligations as a host organisation (including the preparation, facilities, local circumstances and hosting environment of the activity).
4. At the end of the study visit, the appointed persons have to send the report on the study visit to the members of the EC, not later than 45 days after the study visit. The report has to provide clear and objective picture of the situation so that, based on that Report, the EC members can make relevant decisions.

10. Member, and Observer organisations:

1. The definition of Member and organisation is explained in detail in the Statutes.
2. Observer organisations have the right to fully participate in CDN's events and Working Groups. Furthermore, observer organisations have the right be present at the General Assembly. Reimbursement of travel costs to statutory meetings will be done according to CDN's financial possibilities. Observer organisations are not necessarily bound to Eastern Europe geographically but express interest in the political and topical issues of the region and want to get involved and contribute to CDN.
3. Criteria for becoming a Member, or Observer organisation:
 1. General criteria:
 1. Youth organisation (NGO, Youth wing of Green party, youth movements, youth of organisations that are dealing with issues applicable with CDN aims)
 2. Do not need to be registered, but statutes needed

2. Sustainability criteria:
 1. Not one project-based organisation
 2. Democratic structure (as understood by the GA on an ad hoc basis)
3. Value and issue criteria:
 1. Compatible with CDN Political Platform
 2. Open for Green values as a whole, even if actions are streamed towards specific issues
4. All Member, and Observer organisations must name one contact person from their organisation and provide contact details to the Secretariat.
5. Member, and Observer organisations can send comments, suggestions and proposals to the EC or Secretariat at any time. EC or Secretariat has to reflect to this motion latest 7 days after receiving.
6. Dismissal and suspension of Member, or Observer organisations is explained in detail in the Statutes.

11. Working groups and Action teams:

1. The Executive Committee may set up a Working Group if the following conditions are fulfilled:
 - The initiative working group is active for one year and had at least two meetings;
 - Working on a specific topic or goal to achieve that is according to the Political Platform of CDN and its objectives;
 - It has its own aims, goals and has activity plan for the following year;
 - It consists of at least 3 members from different Mos, OOs or other organisations or interested individuals from different countries;
 - The Executive Committee is keeping the right not to set up the Working Group even if the conditions above are fulfilled. In that case is EC has to formulate and published the reasons for that;

- It is recommended that one EC member is a member of the Working Group. If there is no EC member in the Working Group EC has to choose one of its members to follow its work. The EC has to follow the main developments in the WG and be always able to update the rest of EC regarding changes in the WG.

2. The Working Group should have at least one meeting per year.
3. Working Groups are obliged to send a report on their activities and plans to the General Assembly.
4. Working Groups can propose project ideas to the EC and develop them further with the consultative role of the Project Coordinator and the EC responsible. CDN will then can apply for the project in the WG name, the project coordinator will be selected by the Executive Committee.
5. Executive Committee can terminate the Working Group if there is violation of CDN Statutes, IRPs, or Political Platform, if there is no activity for a year and no initiative for the following year, or on the wish of the Working Group itself.
6. Each WG has a right to propose to the GA a social media campaign that should last a maximum of 2 months. In case the campaign becomes part of the CDN activity plan, the videos, pictures, texts and any other materials that will be uploaded on CDN social media, should be sent to the EC for comments at least 2 weeks before the start of the campaign and the whole campaign, including the visual identity and content, should be reviewed and confirmed by the EC and/or Secretariat.
7. Action Teams are comprised of three or more people who collaborate to accomplish specific aims or objectives within the organisation. These teams are formed to initiate and execute projects, actions, or campaigns aimed at advancing CDN's mission and goals. Action Teams operate under the guidance and approval of the Executive Committee, ensuring alignment with the organisation's Political Platform.

12. Prepteam:

1. Prepteam are temporary bodies for the planning, organisation and follow-up of specific projects.
2. Prep team members are selected by the EC via an open call. In case of prep team member opting out, EC can co-opt a new prepteam member.
3. At least one EC member should be part of the prepteam and be a communication person between prepteam and EC.

- 394 4. Prepteam can take decisions regarding the project independently and
395 can consult EC for a support or in case of internal problems.

396 **13. Office rules and procedures:**

- 397 1. The daily work of the Network is carried out by the
398 Office/Secretariat under the responsibility of the Secretary
399 General.
- 400 2. The Secretary General is elected for a two-year term by the General
401 Assembly. Pre-selection of candidates is carried out by Executive
402 Committee in accordance with the delegation order. Candidates not
403 selected by the Executive Committee can still run for the position
404 and present themselves at the General Assembly minding that they
405 will not have support of the Executive Committee. Final decision is
406 made by the General Assembly. The term of the Secretary General may
407 be extended once but cannot exceed two terms in total. The duration
408 served as an "interim Secretary General" does not count toward the
409 official mandate duration.
- 410 3. The Secretary General is responsible for the legal representation of
411 the organisation; managing the secretariat; coordinating the work of
412 the Executive Committee; supervising the HR processes; supervising
413 statutory activities; overseeing finances with the relevant employee
414 and a treasurer; overseeing external communication; keeping good
415 communication with partners and relevant stakeholders; representing
416 the organisation to 3rd parties; tracking and monitoring major
417 political and social developments throughout Eastern Europe.
- 418 4. The Secretary General has to be selected by the 2/3 majority of the
419 Executive Committee.
- 420 5. All members of the office are appointed by the Executive Committee
421 based on the proposal by the Secretary General. EC cannot dismiss
422 any member of the office without the consultation of the Secretary
423 General.
- 424 6. The office is responsible for:
425 ■ Daily Management of the organisation;
- 426 ■ Supervising of development and responsibility of all formal
427 contract obligations of projects towards funders;
- 428 ■ External communications with 3rd parties (administrative
429 responsible contacts) i.e. fundraiser, organisations;
- 430 ■ Coordination and facilitation of the CDN Activity Plan and
431 Strategy Statement;

- Support of the EC work and facilitation of EC meetings;
- Reporting of all of its responsibilities to the EC;
- Other duties and responsibilities of the office are explained in the internal documents of CDN and secretariat contracts.

7. The detailed explanation of the work and responsibilities of the members of the office are written and described their contracts.
8. The Executive Committee has to publish an open call for candidates for any paid position longer than 3 months.
9. Short term employees for up to 3 month can be excluded from the open call.
10. The selection criteria for an employee will be decided by the Executive Committee.

14. Age limitations in events and structures:

1. Participants of CDN events can't be older than 35 at the moment of applying, while only 15% can be older than 30;
2. Prep Team members can't be older than 35 at the moment of applying for PT, while only 1/4 can be older than 30;
3. EC members can't be older than 35 in at the moment of applying for EC, while only 1/4 can be older than 30
4. Office members can't be older than 35;
5. WG members should not be older than 35;
6. Members of temporary structures (presidency, electoral committee, etc.) can't be older than 35 years old;

15. CDN Events

1. In order to minimise the environmental impact of our events, all participants, PT members, EC, office, guests and trainers should be travelling by land to CDN events, in case their trip would last less than 15 hours. An exception can be made for people that have health-related issues, or urgent obligations that do not allow them to have long travels (e.g. work, exams, etc.).
2. At events CDN and LPT should strive for participants to have sustainable and nutritiously balanced vegan or vegetarian diet,

464 unless they require different nutrition based on their medical
465 requirements.

OR-REC Executive Committee Recommendation on the Membership Applications

Proposer: Executive Committee
Agenda item: 8. Candidate Organisations

Motion text

Human Development Research Initiative

This recommendation letter is written to present the assessment made by the 2023-2024 CDN Executive Committee on the application of Human Development Research Initiative to become a Member Organisation of CDN.

The Executive Committee has evaluated that Human Development Research Initiative does not satisfy the criteria for membership indicated in Internal Rules of Procedure § 5.3.

First of all, Human Development Research Initiative is an organisation that is not based in Eastern Europe, therefore cannot be a Member Organisation. HDRI was also never active in CDN.

HDRI does not fulfil general criteria for membership, as it is not youth organisation. In the application form, HDRI stated that it is "youth-led think tank", but the Executive Committee could not evaluate that because of lack of previous work with HDRI. The organisation is registered and has statutes.

HDRI does fulfil sustainability criteria. It is an organisation established in 2017 that organises several projects. It also has democratic structures, as defined by statutes (with Executive Board and General Assembly).

HDRI does not fulfil value and issue criteria. The Executive Committee evaluates that the field of activity of HDRI is compatible with CDN political work, but cannot evaluate its compatibility with CDN political values because of lack of previous work with HDRI. Because of that, the EC is also not able to evaluate HDRI's openness for Green values as a whole.

Therefore, the Executive Committee gives a negative recommendation for the General Assembly to vote on HDRI's candidacy as a Member Organisation. The EC is encouraging HDRI's members, especially those coming from Eastern Europe, to take part in CDN activities during 2024.

Eco Group Youth Environmental NGO (EGYE)

This recommendation letter is written to present the assessment made by the 2023-2024 CDN Executive Committee on the application of ECO Group Youth Environmental NGO (EGYE) to become a Member Organisation of CDN.

The Executive Committee has evaluated that EGYE does not satisfy the criteria for membership indicated in Internal Rules of Procedure § 5.3.

EGYE was never active in CDN and/or FYEG. There was no previous contact between CDN and EGYE before receiving the membership application. Moreover, CDN already has a Member Organisation from Armenia (Frontline Youth Network).

EGYE does fulfil general criteria for membership. It is a youth organisation that is registered and has statutes.

EGYE does fulfil sustainability criteria. It is an organisation established in 2019 that organises several projects. It also has democratic structures, as defined by statutes.

EGYE does not fulfil value and issue criteria. The Executive Committee evaluates that the field of activity of EGYE is compatible with CDN political work, but cannot evaluate its compatibility with CDN political values because of lack of previous work with EGYE. Because of that, the EC is also not able to evaluate EGYE's openness for Green values as a whole.

Therefore, the Executive Committee gives a negative recommendation for the General Assembly to vote on EGYE's candidacy as a Member Organisation. The EC is encouraging EGYE's members, especially those coming from Eastern Europe to establish contact with CDN by taking part in CDN activities during 2024.

JEF-Georgia

This recommendation letter is written to present the assessment made by the 2023-2024 CDN Executive Committee on the application of JEF-Georgia to become a Member Organisation of CDN.

The Executive Committee has evaluated that EGYE does not satisfy the criteria for membership indicated in Internal Rules of Procedure § 5.3

JEF-Georgia was never active in CDN and/or FYEG. There was no previous contact between CDN and JEF-Georgia before receiving the membership application. Moreover, CDN already has a Member Organisation from Georgia (Young Greens of Georgia).

JEF-Georgia does fulfil general criteria for membership. It is a youth organisation that has statutes.

JEF-Georgia does not fulfil sustainability criteria. It is a newly established organisation that organises projects only on specific issues. It has democratic structures, as defined by statutes.

JEF-Georgia does not fulfil value and issue criteria. The Executive Committee evaluates that the field of activity of JEF-Georgia is compatible with CDN political work, but cannot evaluate its compatibility with CDN political values because of lack of previous work with JEF-Georgia. Because of that, the EC is also not able to evaluate JEF-Georgia's openness for Green values as a whole.

To sum up, CDN Executive Committee is willing to cooperate with JEF-Georgia as well as other JEF's branches in Eastern Europe, but based on Internal Rules of Procedures EC evaluates that JEF-Georgia does not fulfil the membership criteria now. The EC is encouraging JEF-Georgia's members to establish contact with CDN by taking part in CDN activities during 2024. This would also help in developing

75 their political programme and strategy for them to fulfil the membership
 76 criteria in coming years.

77 Therefore, the Executive Committee gives a negativerecommendation for the
 78 General Assembly to vote on JEF-Georgia's candidacy as a Member Organisation.

79 Czech Young Greens

80 This recommendation letter is written to present the assessment made by the
 81 2023-2024 CDN Executive Committee on the application of Czech Young Greens to
 82 become a Member Organisation of CDN.

83 The Executive Committee has evaluated that Czech Young Greens satisfies all
 84 criteria for membership indicated in Internal Rules of Procedure § 5.3.

85 Czech Young Greens were visibly active in CDN and young green movement as a
 86 whole during last year. There were participants from Czech Young Greens both at
 87 our Summer Camp and Study Session. The organisation also conducted the local
 88 action as a part of our that was proven to be successful. It's worth to note
 89 that Czech Young Greens used to be Partner Organisation of CDN until 2019 and
 90 lost this status only because of organisational change, not because of political
 91 differences. The re-establishing Czech Young Greens as a Member Organisation was
 92 one of the aims of the 2023-24 Executive Committee.

93 Czech Young Greens fulfil the general criteria for becoming a Member
 94 Organisation. The applying organisation is a youth organisation, the youth wing
 95 of the Czech Green Party, has the statutes and is registered.

96 The sustainability criteria are also fulfilled by Czech Young Greens. The
 97 organisation has clearly defined democratic structures (Assembly, Board and
 98 Audit Committee) as well as four local groups. The activity of Czech Young
 99 Greens are of wide range, as proven by participation in CDN events on various
 100 topics as well as by having the young candidates in elections.

101 Regarding value and issue criteria, the Executive Committee evaluates them as
 102 fulfilled. Czech Young Greens is a green organisation, with programme compatible
 103 with CDN political values. The political manifesto is rather short, the
 104 Executive Committee believes though that membership in CDN will help Czech Young
 105 Greens to build their political platform and/or strategy during 2024 (as already
 106 proven during the local climate campaign with ideological gathering).

107 Therefore, the Executive Committee gives a positive recommendation for the
 108 General Assembly to vote on Czech Young Greens' candidacy as a Member
 109 Organisation.

PL Political Platform

Organization: CDN

Resolution date: 12.03.2023

Agenda item: 3. Organisational and Governance Documents

Motion text

1 Introduction

We, the Cooperation and Development Network Eastern Europe (CDN), are committed to upholding and advancing the values of the Green movement. We believe that the well-being of people and the flourishing of the environment are closely linked and that one cannot defend the interests of one while forgetting the other.

We are convinced that a radical change of our current social, political, and economic institutions is necessary. Eastern Europe – where issues such as corruption, armed conflicts, pollution and discrimination loom large – can only profit from a Green vision. We strive for a world in which human rights are upheld, the genders are truly equal, people actively participate in democracy, minorities are included, and the environment is protected. We believe that human and social rights are fundamental everywhere and that global affairs must be conducted in a spirit of peace, solidarity and fairness.

As Greens, we know that our values are interrelated and that solutions are sustainable only when these values mutually support each other.

This document lays out the values that inform and motivate our actions.

1. Democracy

We believe in democracy as one of the cornerstones of a free and just society. Democracy includes more than just elections – a strong and fair institutional framework, free and diverse media, human rights, and economic and social equality are all crucial. It is especially important that our political structures are inclusive and give a voice to minorities and the disenfranchised.

We strive for a democracy that enables and encourages active participation in the shaping of our common future.

Democracy

We believe in democracy as the fairest way of governance. But for democracy to fulfil this promise all citizens must have equal rights and the capacity to be involved in decision-making processes. Election systems must be representative and inclusive in order to give a voice to the disenfranchised and to avoid the unjust accumulation of power. We support self-governance at the grass-root level as the most non-discriminatory and just manifestation of democratic governance. We believe in self-determination as all people's right to pursue their

33 independent political status or cultural development without external
34 interference.

35 We stand for actively engaged civil society as an integral part of democracy. An
36 appropriate environment for a sustainable and well-functioning civil society is
37 of utmost importance for the development and stability of democratic practices.
38 Voluntary action and active citizenship is important tool to strengthen
39 democracy.

40 We demand:

- 41 • democratic governance in all social and political institutions;
- 42 • the implementation of grass-root methods on all levels of governance;
- 43 • the support decentralisation policies;
- 44 • that community activism and human solidarity be encouraged by the
45 legislative framework;
- 46 • the recognition and validation of voluntary work by employers and
47 educational institutions;
- 48 • the guarantee of youth participation in institutional politics;
- 49 • that the voting age is lowered to at least 16.

50 Human rights and the rule of law

51 We believe that human rights are universal. A democratic society must ensure the
52 protection of individual liberties, human rights and the rights of minorities.
53 Freedom of expression and speech must always be respected. We acknowledge that
54 respect for human rights cannot be guaranteed without recognizing and combating
55 hate speech, which affects the most vulnerable groups in society.

56 The protection of human rights depends on the rule of law. Equality, before the
57 law is imperative for all societies for it, ensures that all people, regardless
58 of their status, get equal access to the rights they are entitled to. It
59 furthermore allows governmental decisions to be challenged on an equal footing.

60 The rule of law both depends on and enables transparency, which is a crucial
61 element and backbone of democratic societies. Transparency provides powerful
62 tools that enable people to hold their governments to account and help prevent
63 abuse of power and corruption. We believe that transparency and rule of law are
64 not only a matter of justice, but it further enables people to empower
65 themselves.

66 We demand:

- 67 • open and accessible government documents and data;
- 68 • fair and accessible legislative processes;
- 69 • that states recognize and fight hate speech;
- 70 • that laws are designed in accordance with people's rights;
- 71 • the active participation of civil society in the design and management of
- 72 public institutions;
- 73 • that governments ensure full and equal access to justice for all citizens.

74 Media and digital rights

75 A free, diverse and critical media landscape is crucial to a well-functioning
76 democracy, allowing citizens to express their views, gain information, and
77 engage in political deliberation. We believe that only a media that is not
78 controlled by a few big enterprises and political actors can fulfil its role in
79 holding governments accountable.

80 Media must be supported in this task by adequate transparency laws and the
81 protection from government interference and arrest.

82 The internet has quickly become one of the main public spaces where people gain
83 and exchange information, both among themselves as well as with those who are in
84 positions of government. For the internet to remain a space where society can
85 meet and deliberate, we must ensure that the internet is free from mass
86 surveillance both by government and commercial entities. New online forms of
87 participatory democracy and culture must be explored. We must encourage the
88 formation of free and open online social spaces that are self-governed and
89 inclusive.

90 We demand:

- 91 • an end to censorship and threats to free media - both online and offline;
- 92 • a media law that ensures that media is not controlled by the economic
- 93 elite advancing their own interests;
- 94 • an end to the detention and imprisonment of journalists;
- 95 • the protection of journalists' sources and whistle-blowers;
- 96 • an end to invasions of privacy online both by governments and by
- 97 companies;
- 98 • establishment and sufficient support of an independent public
- 99 broadcasting;
- 100 • support for alternative online communities that function according to
- 101 principles of self-governance and inclusion;
- 102 • net neutrality, which implies treating all Internet communications
- 103 equally;
- 104 • affirmative action programs that foster the active participation of women
- 105 and other disadvantaged genders in the digital sphere;
- 106 • ensuring equal access for everyone regardless of geographical disbalances.

107 Solidarity against nationalism

108 An inclusive society and long term sustainable prosperity can only be achieved
109 with a defeat of exclusionary ideologies such as right-wing nationalism and
110 populism. Applying the populist narrative to politics, social and economic
111 policy leads to insecurity, divisions and exclusion of the most threatened
112 groups. This can, in the future open space for conflicts between these groups.
113 Nationalist and xenophobic political agendas further weaken the disenfranchised
114 and strengthen the powerful. Nationalism is often bound up in racism and
115 bigotry, organising against which is a key part of Green politics.

116 We believe solidarity to be a foundation on which all progress is built. We
117 stand for cooperation and mutual collaboration as solutions to the split
118 societies that exclusionary ideologies create.

119 We demand:

- 120 • the rejection of politics of division and politics that seek to use
121 nationalistic or any other kind of exclusionary rhetoric at the expense of
122 minorities and vulnerable groups;
- 123 • not to provide a public arena for rhetoric and policies that aim at
124 inciting hatred;
- 125 • an end to the discrimination of groups that do not conform to national
126 customs shared by the majority.

127 2. Social rights

128 We believe that social rights are essential for all people to be autonomous
129 members of their societies. Social rights should be considered fundamental and
130 be provided by all governments. Social rights include equal access to quality
131 education and healthcare, right to housing and employment. It is crucial to have
132 a strong implementation of social rights to have an inclusive, equal and just
133 society in peace.

134 Gender

135 Gender equality is fundamental to a just society.

136 The capitalistic economic system and mode of production, alongside long-
137 standing patriarchal traditions, have resulted in the oppressive, exploitative
138 and discriminatory treatment of non-males, effectively relegating them to
139 second- class status. Sustained action, guided by a strong feminist perspective,
140 is needed to overcome this problem. Gender equality is the necessary foundation
141 for a peaceful, prosperous and sustainable world. The first step in achieving
142 these rights is the proportional representation of people of various gender
143 identities in representative bodies.

144 We demand:

- 145 • equal access to the labour market, opportunities and fair pay for people
146 of all genders; the gender pay gap must be eliminated;
- 147 • better policies against gender-based violence with determined combating
148 of discrimination and hate crime against LGBTI+ people and legal

recognition of all sexual orientation, gender identities, and gender expression and sex characteristics;

- that governments ensure equal access to social rights for people of all genders;

- LGBTI+ people should have equal rights with regard to marriage, adoption and parenting, work-related benefits, pension rights and immigration and asylum;

- that sex work is regulated -- or at the minimum decriminalised -- to protect the human, health and labour rights of sex workers;

- proportional representation of all gender identities in assemblies on all levels of government.

Social security

We believe that one of the strongest cohesive forces in any society is social solidarity expressed in practice through state-guaranteed social security. Social security is an important means for achieving prosperity for all, equality and meaningful lives. A welfare state should enable all inhabitants to lead dignified lives. In order to achieve this social security should not only ensure survival but enable people to actively participate in the cultural and social life of their communities.

We demand:

- free, accessible and adequate healthcare guaranteed by the state;
- affordable, accessible, adequate housing as well as free public housing guaranteed by the state with a special emphasis on the housing needs of young people;
- the right to an income that covers physical and social needs and which does not depend on employment;
- that all citizens have full and equal opportunities for personal and social development.
- that the housing market/rental market is regulated on the local level, through decisions made by the local government civil society and local communities as equal partners;
- that state bans (either by expropriating or purchasing property) large landlords in the city and turns the property into free or affordable social housing.

Youth

As an organisation of young people, we recognise the key role of youth in society. Youth is not only the future of society but its present too. Often, they are not seen as an active and equal actor in the political, social,

187 cultural, and economic spheres and are excluded from decision-making processes
188 or treated as mere tokens. We support youth rights in every aspect of social and
189 political life and strive for making youth's voices heard. We believe that
190 active citizenship should be encouraged among youth and, as a minimum, youth
191 rights should be proactively defended in order to strengthen their position in
192 society. Education is one of the most important means enabling youth to stand up
193 for their rights and fully contribute to democracy. We believe the current
194 educational system must be fundamentally reformed enabling the direct and equal
195 participation of students in the learning process. Education is for progress,
196 sustainability, diversity, and prosperity. We highlight the value and importance
197 of non-formal education as an inclusive alternative to current institutional
198 forms of education and as a major provider of skills to foster participation in
199 democracy.

200 We demand:

- 201 • free, accessible, and adequate education for all;
- 202 • ensuring youth political representation on national and local levels;
- 203 • accessible legal means for youth to insist on their rights;
- 204 • youth centres in every community;
- 205 • independent funds for youth projects by youth;
- 206 • learning processes that are adjusted to individual learners' needs,
207 competencies and interests;
- 208 • support for and recognition of non-institutional and alternative forms of
209 education.

210 Inclusion

211 As a Green organisation encompassing a geographically and ethnically diverse
212 region, cultural rights and non-discrimination is a vital part of our world-
213 view.

214 Cultural diversity is of fundamental value to us. Protection of diversity
215 fosters inclusion and equal participation of every person in state affairs,
216 public and everyday life, and guarantees that each individual has equal
217 opportunities for personal and social fulfilment. Inclusion and openness help
218 create a more welcoming society, where a variety of ideas, efforts and
219 perspectives may thrive.

220 We believe that every community has the right to use their own language and to
221 preserve their traditions as long as they do not violate the rights of others.

222 Therefore we stand for social sensitivity, peaceful co-existence, preservation
223 of local languages and cultural heritage and traditions where their compatible
224 with non-violence and inclusion of vulnerable groups. We condemn any
225 discrimination based on race, ethnicity, gender, sexual orientation, belief,
226 self identity et cetera.

227 We demand:

- 228 • that state guarantees for the protection of cultural heritage for all
229 ethnic and cultural groups in accordance with values of non-violence and
230 non-exclusion;
- 231 • that discrimination based on race, ethnicity, gender, sexual orientation,
232 belief, self-identity etc. is made illegal;
- 233 • that state guarantees for the usage of minority languages in areas where
234 accepting them as official languages is reasonable;
- 235 • that states do not impose any defining characteristics, such as
236 exclusionary cultural norms, as the ones to be followed by citizens.

237 3. Environmental justice

238 We as Young Greens take ecology and environmental justice as guiding principles
239 in our world view and political ideology. Out of all species on Earth, human
240 beings are the only ones drastically using and subduing nature to suit their own
241 needs. Pollution, the altering of habitats, extinction of species, climate
242 change, active hostilities, et cetera affect all living organisms. A healthy
243 environment and stable ecosystems are a prerequisite for a healthy society. At
244 this moment many are living beyond the capacities of this planet and have little
245 awareness of the repercussions thereof. We need to start acting responsibly and
246 humbly, building a society on the principles of sustainability and respect of
247 nature's capacities, limiting our own harmful impact.

248 Climate change

249 Decisive action to counteract climate change should be taken immediately. The
250 global scientific consensus has laid out very clear warnings that this is non-
251 negotiable. As an issue that will have irreversible and tragic effects on all of
252 humankind, this is something we understand as urgent and a priority. To properly
253 fight the acceleration of climate change, climate action should be taken at all
254 levels, from the personal to the global.

255 We condemn the discourses in mainstream politics relying on future solutions to
256 mitigate the effects of the climate crisis, such as carbon (re)capture, nuclear
257 fusion and heavily electrified machinery. These instruments promote growth based
258 economies which are exploitative of our natural resources and most of
259 individuals in the society. Furthermore, all these solutions shift the
260 responsibility to future generations, while it's in fact, up to us to act today
261 to prevent the worst effects of climate change.

262 We demand:

- 263 • the ownership of responsibility to mitigate the effects of climate crisis
264 by the political and business elites;
- 265 • that the biggest polluters – both companies and countries – are held
266 accountable for their contribution to climate change and care for its
267 victims;
- 268 • that all states create comprehensive plans to transition to 100% renewable
269 energy that is produced and controlled locally and affordable to everyone;
- 270 • that no plans for new fossil fuel extraction or burning are made or
271 approved and divestment from fossil fuel is encouraged;
- 272 • that global climate policy (i.e. UNFCCC) is not a vehicle for corporate
273 interest and instead puts the needs of all citizens first.
- 274 • the application of present solutions to mitigate climate change instead of
275 potential future instruments;
- 276 • the dismissal of exploitative growth based economy in favour of a just
277 degrowth based economy.

278 Environmental preservation and biodiversity

279 We recognize that the planet does not serve just humankind but all living
280 beings. We believe that the protection of natural resources and the Earth itself
281 is crucial. Other living beings and their preservation should be considered an
282 important part of all decision making. Energy should be produced sustainably and
283 not do irreversible damage to the planet.

284 We demand:

- 285 • that all policies' effects on the planet are considered and that harmful
286 extraction techniques (e.g. fracking) are banned;
- 287 • that authorities stop deforestation and support the growth of new forests
288 and trees;
- 289 • that animals be given legal rights that go beyond their utility for
290 humankind;
- 291 • more education on endangered plants and animals and the crucial role
292 plants and animals play in our ecosystem;
- 293 • that the use of agricultural land for fuel is forbidden and that research
294 into recovering fuels from waste is promoted.

295 Water and food

296 Water and food security have to be one of the primary concerns and aims of
297 society. They are basic for the survival of every human being. Access to clean

298 water resources and quality food should be unconditionally guaranteed as an
299 intrinsic right for all living beings. Consumers should be incentivised to
300 change their habits, prioritising a low carbon diet by consuming local and
301 organic food. We oppose any monopolisation in food production and seed. Food
302 production should be done with great care for their impact on human health, the
303 environment and other living beings and based on principles of sustainability.

304 We demand:

- 305 • clean and potable water for every household; the privatisation of water
306 sources should be forbidden;
- 307 • that water and food are secure and sustainable based on the latest
308 scientific knowledge and social values;
- 309 • access to true adequate, easy to understand information about the
310 production, origin, content and health effects of the food products we
311 consume;
- 312 • a ban on the use of additives and other substances that harm living
313 organisms, soil and water;
- 314 • regulation of the monopolies in food production and water provision.

315 Urban ecosystems

316 Urban areas are the most quickly developing human settlements in the world. A
317 majority of the population now lives there, making cities a crucial part of our
318 societies. Cities have high demands for goods (e.g. food, water and energy)
319 which they are not fully able to satisfy themselves, and which are imported from
320 other areas. As big concentrations of people and human activity, cities produce
321 and are subject to high pollution and lower standards of living than in rural
322 areas. Cities should not continue to function in a way that is harmful to their
323 inhabitants and the rest of the planet and its people.

324 We demand:

- 325 • that measures of precaution are taken to ensure that the Air Quality Index
326 (AQI) in inhabited areas stays below 100;
- 327 • that public transportation is a reliable, accessible, fast and cheap or
328 free option of transport for all citizens;
- 329 • that urban areas are transformed to encompass green zones and prioritise
330 cycling and walking to other means of transport;
- 331 • an uncompromising zero-waste policy for all national and local waste
332 management systems, with strong incentives (e.g. high fees for unsorted
333 waste);
- 334 • the promotion of waste prevention and re-usage of materials from an early
335 age and to all generations of society, and simple and accessible recycling
336 for everyone.

337 4. Economy

338 We believe that we urgently need a new form of organising our economy. Our
339 societies should orient themselves away from consumerism and the accumulation of
340 wealth and instead provide everyone with the opportunities needed to live a
341 fulfilled life. The current economic model has had serious negative consequences
342 for people and the environment. Firstly, the unequal distribution of wealth
343 directly affects countless lives and entrenches power imbalances. Secondly, the
344 use of natural resources to produce more and more material goods endangers the
345 environment and affects especially the lives of the marginalised and future
346 generations.

347 We believe that the answer can only be a community-based approach based on
348 cooperation and sustainability where meeting everyone's fundamental needs –
349 including our desires for sociality and creativity – take centre stage.

350 Labour

351 Work constitutes a large part of most people's lives and livelihoods are often
352 directly linked to income generated by labour. Therefore, fair and just labour
353 rights are crucial aspects of personal well-being and functioning democracies.
354 The right not to be exploited in the workplace is fundamental for a healthy
355 society. Women, youth and minorities are still the most vulnerable to
356 exploitation in their work- there should be stronger protections for these
357 groups. Today's economic model has seen a rise in jobs that offer unsatisfactory
358 working conditions such as low wages, unstable hours, tasks that are not
359 mentally stimulating, and precarious contracts. These developments are
360 detrimental to society as a whole. Our economy and concept of work should focus
361 on providing jobs that give enable material and mental well-being.

362 We demand:

- 363 • equal labour rights for all people, regardless of their gender, race,
364 sexual orientation, disability, or nationality;
- 365 • abolishment of unpaid internships;
- 366 • a living wage, or income that is enough to sustain your basic needs;
- 367 • abolishment of contracts that do not guarantee a set number of hours;
- 368 • protection of labour unions and collective bargaining;
- 369 • that the highest salary in a company is no more than 6 times the lowest
370 salary.

371 Trade

372 As one of the key drivers of globalisation, trade is a crucial aspect of our
373 societies and current economic model. This has resulted in the proliferation of
374 economic inequality and instability, rather than creating an economy that
375 benefits everyone. This has been driven by reckless self-interested behaviour by
376 multinationals and the financial sector and aggressive trade policies that are
377 created in the interest of corporations, not the wider society. This gives
378 unequal power to business interests, leading countries to a democratic deficit.
379 Trade is important and can benefit humanity greatly, but it must be undertaken
380 in the spirit of fair cooperation and respect for the environment.

381 We demand:

- 382 • trade with aggressor countries and authoritarian regimes should be
383 limited;
- 384 • that undemocratic trade deals that favour corporate over citizens'
385 interests are replaced with fair trade deals where partners benefit
386 equally;
- 387 • that all trade agreements are put under serious scrutiny: negotiations
388 must be transparent and review from citizens groups and civil society
389 should play a crucial role;
- 390 • that trade relationships between Eastern Europe and the EU and other major
391 partners are truly beneficial to all parties;
- 392 • that all trade agreements have a sincere environmental evaluation chapter
393 taking the centre stage of the contract.

394 Alternative economic organisation

395 We envision a system of economic organisation that is based on collective
396 stewardship of our natural resources and collective control of the means of
397 production. Communities need to be in control of the production facilities and
398 decide themselves what their needs are and how they can be best fulfilled. We

399 need to put an end to the privatisation and commodification of our common goods:
400 our environment, our cultural heritage and the knowledge produced by the
401 sciences.

402 Work must allow people to contribute to our common good and realise their
403 capacities. Less stress should be put on the production of material goods and
404 more on collaboration, the provision of social goods, and the development of the
405 arts and sciences. This new economy needs to be sustainable in all aspects and
406 always include the needs of future generations and of our environment in its
407 thinking.

408 We demand:

- 409 • reform of intellectual property rights law;
- 410 • progressive taxation and prosecution of tax avoidance;
- 411 • transparent and participatory budgets controlled by citizens;
- 412 • a stop to the privatisation of common goods;
- 413 • a re-democratisation of privatised public and common goods;
- 414 • support for the establishment of cooperatives.

415 5. Global Affairs

416 We strongly believe that the social change we envision can only be achieved
417 through cooperation at the global level aimed at reaching sustainable solutions.
418 We support international organisations, unions and agreements that work towards
419 peaceful solutions to armed conflict and foster cooperation on climate issues,
420 fair international trade and humanitarian support. We call for the countries
421 that have the most access to the wealth to assume responsibility for their
422 historical behaviour and act to lower the difference with the majority of
423 countries, which have suffered and still suffer from exploitation. All
424 international relations should be based on non-violence and conflicts should be
425 solved in negotiations based on mutual respect and multilateral communication. A
426 fairer and more equal world, with a more balanced distribution of goods and
427 resources, is better for everyone.

428 Peace

429 We as Young Greens strongly stand for peaceful means as a core principle and
430 strive to create a world with a culture of non-violence. War is both the cause
431 and consequence of great human suffering and as such must be overcome if people
432 are to live fulfilling lives. International cooperation and peaceful
433 facilitation of negotiations should be the primary way of addressing conflict.

434 We condemn all behaviour by public and private stakeholders that aims at
435 profiting from armed conflict and see it as complicit in the perpetuation of the
436 destruction of societies and the earth. We want to build a strong and
437 sustainable peace by strengthening tolerance, economic equality, environmental

438 protection, respect of human rights and social security in all parts of the
439 world.

440 We demand:

- 441 • the abolishment of organisations that propagate military actions, except
442 when acting in self-defence against armed oppressive regimes;
- 443 • the pursuit of general and complete disarmament and a stop to arms trade;
- 444 • an international agreement to ensure a complete and definitive ban on
445 nuclear, biological and chemical arms, anti-personnel mines and depleted
446 uranium weapons;
- 447 • respect for everyone's right to self-determination, specifically the
448 peaceful separation of countries who desire independence;
- 449 • that the international treaties on armed conflicts, such as the Geneva
450 Convention, are respected in all armed conflicts and that breaches of
451 these treaties are severely punished.

452 European Union

453 We understand Europe as being more than just an accumulation of individual
454 countries. Cultural, economic, historical and political reasons make Europe an
455 interdependent and transnational community.

456 The European Union should be a mutual and crucial project to enhance the
457 cooperation among the countries of the continent. The European Union must be a
458 community based on mutual respect, transparency, and prosperity. We see the
459 future of Eastern European countries as being part of this community, however,
460 not at the expense of becoming a source of underpaid labour or a market for
461 otherwise unwanted products.

462 We demand:

- 463 • that the EU guarantees equal treatment and rights of Eastern European
464 citizens coming to work within the EU in law as well as in practice;
- 465 • that Eastern European countries are treated as equal partners within and
466 outside of the EU;
- 467 • the democratisation of the EU's institutions – direct elections for the
468 Commission, real decision making power for the Parliament;
- 469 • that accession negotiations are transparent and in the best interest of
470 all people and that information regarding accession criteria and progress
471 are publicly available;

472 Migration

473 Both voluntary and involuntary migration has increased in recent years due to
474 various factors – it is one of the most pressing matters of our age. Economic
475 uncertainty, armed conflicts and climate change are all driving people away from

476 their homelands in search of a safer existence. We understand that we all bear
477 the responsibility of providing a safe environment and a fair asylum system for
478 the people fleeing conflict, hunger and oppression. We condemn any form of human
479 trafficking, human rights violation and abuse of power by authorities regarding
480 refugees.

481 We believe that freedom of movement is the right of every human being. We strive
482 to create a world in which no person is considered illegal, where people are not
483 forced to leave their homes, and where societies show solidarity with all people
484 seeking refuge. Not only does diversity boost the economy and innovation, but a
485 diverse and culturally rich society is a strong one.

486 We demand:

- 487 • a right to asylum in all countries and the abolishment of the concept of
488 illegal persons;
- 489 • easing naturalisation procedures;
- 490 • the right to reunite with one's family;
- 491 • the availability and accessibility of institutions that facilitate
492 integration;
- 493 • that the international agreements guaranteeing the basic human rights of
494 refugees and asylum seekers (regardless of their official legal status) be
495 respected;
- 496 • that all refugees and asylum seekers have the same social rights as
497 citizens and be allowed to settle in the country of their choosing;
- 498 • the abolishment of visa regimes that obstruct the free movement of people,
499 especially between Eastern European countries and the EU.

SP Safe Space Policy

Organization: CDN

Resolution date: 12.03.2023

Agenda item: 3. Organisational and Governance Documents

Motion text

1 Introduction

Cooperation and Development Network Eastern Europe is a capacity-building network comprised of different youth and green-minded organisations from Eastern and Central Europe. Fighting for a Green movement is our common goal but at the same time, we acknowledge that we differ a lot based on the diverse cultural environments we come from. In addition, patriarchy/sexism/ nationalistic discourses are highly embedded in our societies, therefore the creation of a safe space is a crucial component for CDN activities in helping to dismantle existing power structures and challenge oppressive mechanisms. This way we ensure the creation of a welcoming environment where participation is equalised for all despite the ethnicity /religion/ sexual orientation/gender identity/ class background and different abilities of all (participants, Executive Committee, Prep Teams and Office).

In general, Safe space policies are the rules by which a community agrees to behave. They help in guaranteeing that everyone feels free to express themselves and help prevent some of the problems common in our societies (such as racism, sexism, transphobia, etc.) from becoming part of the community.

This document provides an overview of what safe spaces are, the definition of inappropriate behaviour, and what key principles/mechanisms should be followed when establishing such spaces in CDN's activities and structures (CDN Executive Committee and Office, Prep Teams and Working Groups). This document is developed by a Working team comprised of some of the members of CDN Executive Committee/ Secretariat/ Gender Working Group, and adopted by the General Assembly as an internal document of CDN in 2021. CDN aims to create a respectful, understanding and open space, and we encourage everyone, from organisers to participants, to be pro-active in creating an atmosphere where the safety of everyone is validated.

This document is a result of consecutive meetings of the Working team throughout the period between November 2020 - February 2021. The document refers to experiences documented by previous CDN EC members and Secretariat, who have recorded cases where safe space was breached at CDN activities. Guidance has also been taken from other similar youth-oriented organisations, which have documents in establishing safe spaces, and we are grateful towards all the organisations who shared with us their resources (see more on page 12).

This document is just a set of mechanisms/ techniques for constructing a safe space environment but is not a definitive document. We welcome you all to give us feedback and further suggestions for ensuring safe space at the following email address: office@cdnee.org.

39 Types of unacceptable behaviour

40 In this chapter, we will explain the types of behaviours that violate the safe
41 space as a whole and which we aim to prevent. In case of recognizing some of
42 these behaviours, please report to Safe Space Persons (SSP). We are aware safe
43 space is an individual perception, and this list contains general behaviours,
44 whilst other violations are not excluded. Any other situations that are not
45 mentioned here but would lead to someone feeling uncomfortable, unsafe or
46 excluded will be assessed as a violation of safe space and people are welcomed
47 to voice them out.

48 Disclaimer: This chapter contains examples of unacceptable types of behaviour
49 which some readers might find triggering. Examples are listed for the purpose of
50 better understanding of these types of behaviour. The following behaviours can
51 vary from moderate to severe violations of safe space, and the measures are
52 taken accordingly (elaborated further in the last chapter).

53 Physical:

54 Breaking personal boundaries

55 Indicating personal boundaries, whether physical or emotional should be a basis
56 prior to interaction and should be respected at all times. The boundaries are
57 often defined internally and presented with body language and verbal statements.
58 These need to be observed, recognized (or verbalized) and respected.

59 Example: Person X has said they do not want to be touched, and person Y teases
60 them and “jokingly” touches the person X, and gets within their personal space
61 without their consent.

62 Physical assault

63 Inflicting physical harm or unwanted physical contact upon someone. Any kind of
64 physical violence or touching without consent is completely unacceptable. Any
65 kind of touching between people has to be consensual and thoroughly
66 communicated. Physical assault can also be sexual harassment and is a severe
67 violation of safe space and personal boundaries. In the physical form of sexual
68 harassment, assault can be anything from inappropriate touching and teasing to
69 severe sexual assault and rape (further explained in point Sexual harassment).

70 Example: Person X punches person Y because of a disagreement of their opinions
71 during an intense informal discussion about some topic.

72 Usage of hate/disrespectful symbols

73 Carrying (jewellery, clothing, accessories) or physically presenting (writing,
74 drawing, mimicking) disrespect and/or hate symbols connected to religious,
75 national and extreme ideological beliefs. List of international recognized hate
76 symbols (link: <https://www.adl.org/hate-symbols>).

- 77 Example A: During an art session on a CDN activity, the participant draws a
78 swastika on a piece of paper and shows it to others.
- 79 Example B: participant comes to an activity wearing a T-shirt with disrespectful
80 writings about Muslims.

81 Verba:

82 Stereotyping and discrimination

- 83 Stereotyping is acting based on assumed ideas or beliefs regarding someone based
84 on their gender, sexual orientation, national, religious identity, physical
85 appearance. Includes assuming facts about someone based on their identities. For
86 example: assuming that a feminine man is gay. Discrimination is the act of
87 making unjustified distinctions between individuals on basis of race, gender,
88 age, ethnicity, language, sexual orientation, disability or other
89 characteristics. It involves restricting members of one group or an individual
90 from opportunities that are available to others. Extreme discriminatory
91 behaviours like racism, chauvinism, nationalism, linguisticism, homophobia,
92 transphobia and similar will not be tolerated in CDN activities.
- 93 Example: A group of participants in a session refuse to involve a participant
94 with hearing difficulties because this person speaks in a manner the group finds
95 uncomfortable.

96 Objectifying

- 97 This behaviour conveys the idea of treating a person as a commodity or an
98 object. Another form, sexual objectification is the act of treating a person as
99 a mere object of sexual desire. Everyone's individuality and autonomy are their
100 own and objectifying behaviour is destructive of these characteristics.
- 101 Example: participant X is told by another participant "hey girl! You would be
102 prettier if you smiled".

103 Sexual harassment

- 104 Even though sexual harassment can be physical, its verbal form is explained in
105 this chapter. Along with objectifying and bullying, it is the root of other
106 unacceptable behaviours that can lead to physical assault. Sexual harassment
107 involves the use of explicit or implicit sexual overtones, non-verbal cues and
108 signals, unwanted and non-consensual touch and sexual assault.
- 109 Sexual harassment includes a wide range of behaviours and interpretations,
110 examples of which can be found here
111 (<https://www.un.org/womenwatch/osagi/pdf/whatish.pdf>)

112 Mansplaining

- 113 The explanation of something in a patronizing manner, usually by someone who is
114 privileged because of their gender. This behaviour is often present in group

115 discussions when the privileged person or a group of people are not allowing
116 others to present, speak and behave in an authentic way. Mansplaining severely
117 disturbs dynamics and create a sense of hierarchy and domination of a privileged
118 person or group.

119 Example: A cis-gender white man dominates the discussion about gender equality
120 and argues with the points of the wage gap and denies the existence of
121 inequality.

122 Invisibilising / belittling

123 The act of not giving chance to speak, speaking over someone, ignoring opinions
124 etc.

125 Excluding someone from the conversation on purpose by either not giving them a
126 chance to speak, speaking over them or ignoring what they are saying. To
127 marginalize someone and to erase or ignore their presence or contribution.

128 Example: During an event, participants are divided into small groups and working
129 on some presentation. Within one group, one participant is missing because has
130 gone to the bathroom, Meanwhile, the rest continue with the work and take some
131 important decision without the presence of this participant.

132 Shaming and blaming

133 Shaming is the act of bringing negative attention to an individual or a group
134 because of their opinions; actions; physical, racial, ethnic, religious or
135 cultural characteristics or activities. Blaming an individual or a group is a
136 way of shaming them based on actions and the development of a situation.
137 Unexpected or undesirable results are not a responsibility of the action doer,
138 and no one should be blamed or feel guilty.

139 For example: participant X is approached by another participant and asked: "What
140 is wrong with you? Why do you behave like this?" or "The situation that happened
141 is your fault and you should face consequences"

142 Ridiculing/bullying

143 Using dismissive language or behaviour towards someone. Especially problematic
144 when done based on someone's gender identity, sexual orientation, language,
145 national or religious identity. Bullying can be verbal, but also physical and
146 then is seen as physical assault.

147 Example: Participant X calls participant Y offensive names and laughs at them.

148 Criticism without constructive feedback

149 Criticism, if presented in a constructive way, is a tool for growth and
150 development, however it is often misunderstood. If offered without constructive
151 feedback, criticism can be connected to insulting, ridiculing and similar
152 behaviors. However, everyone must be aware of different levels of knowledge,
153 language, experience, and different opinions, and give feedback accordingly.

154 For example: While discussing over a topic participant X responds to participant
155 Y in the following way: "This is stupid, you should stop talking".

156 Threatening and blackmailing

157 Threatening behaviour includes physical or verbal actions that don't involve
158 actual contact/injury (moving closer aggressively), general verbal or written
159 threats to people. Blackmailing is manipulative behaviour that includes the act
160 of demanding personal and material belongings or degrading and non-consensual
161 activities with the threat of revealing personal information or compromising
162 autonomy.

163 Example: Person X found out person Y is queer, and forces person Y to give them
164 money or they will "out" them on social media.

165 Ideological claims

166 (Extremist) Ideological claims are strict beliefs about certain groups,
167 geographical locations, religious beliefs, cultures and similar identifications
168 that lead to conflict or violent thoughts and actions.

169 For example: As it is stated in CDN Political Platform, we should strive to
170 acknowledge and reject the politics of division and politics that seek to use
171 nationalistic or any other exclusionary rhetoric at the expense of minorities
172 and vulnerable groups.

173 Tools and mechanisms

174 This chapter enlists some practical tools and practices that can help making and
175 obtaining a safe space environment. These tips are mostly associated with
176 activity planning and executing, but most of them are suitable for an
177 organizational level as well.

178 Before an activity

179 • Inclusivity

180 One of the first steps in the creation of an inclusive environment is enabling
181 the participation of people of different backgrounds. When selecting
182 participants, CDN Secretariat, EC member(s) and Prep Teams (PT) are paying
183 special attention to underrepresented groups and ensuring their participation.
184 Depending on the topic of the activity, CDN will spread its calls for
185 participants to various channels, putting efforts into reaching out to these
186 marginalized groups even outside of the Green family. Both regional and gender
187 balance (a minimum of 50% of participants are young people that self-identify as
188 woman, trans or genderqueer) are taken into consideration.

189 • Ability

190 Addressing the needs of everyone prior to the activity with a simple
191 questionnaire (e.g. question box within an application form) will help

192 organizers (CDN) to be aware of everyone's needs and assist accordingly if
193 needed. Local PT (hosting the activity) will secure that the venue/hotel is
194 accessible for all differently-abled people.

195 • Accessibility

196 When checking potential venues for the activity, Local PT should take into
197 account a provisional number of participants and search for working areas that
198 can host this number of people comfortably (and in different arrangements - e.g.
199 sitting in circle). It is recommended to choose well-lit venues and ensure
200 accessibility to all different venues/toilets/rooms of use to participants/Prep
201 Teams/EC Office members.

202 • Information

203 Prior to the activity, Local PT should assemble an Infosheet with all the
204 essential information (local transport & hotel), including a brief cultural and
205 political background, as to make participants more comfortable with their
206 travelling. CDN will provide all the other key information about the event
207 itself, along with the schedule (agenda) and this policy, to familiarize new
208 participants with the Safe Space.

209 **During an activity**

210 • Introduction

211 At the beginning of each activity, CDN organizes an introduction session, going
212 through the agenda, background of the project and CDN. During the Introduction
213 session, PT will go through moderation rules and introduce diverse communication
214 tools that will be used throughout the activity. During an introduction session
215 or shortly after, CDN will propose a round where participants will express their
216 needs on obtaining a safe space throughout the activity.

217 • Spatial organisation

218 How CDN arranges participants and chairs in the room depends on the session
219 itself - whether there's a movement involved, small groups division, etc.
220 However, it is recommended arranging participants in a circle/horizontal
221 arrangement, rather than having a classroom arrangement, for having a more
222 inclusive environment. Moreover, working room/venue should be noise sensitive.

223 • Language

224 Facilitators (CDN) will take steps to equalize participation, ensuring all
225 participants are heard and diverse gender identities are respected - at the
226 beginning of an activity, all participants will be asked to share their pronouns
227 and have them along with their name attached visibly.

228 Facilitators will make sure to speak slowly, clearly, avoiding jargon and
229 excessive academic language. Acknowledging that the activity is held in English,
230 participants will be encouraged to use the language sign 'L' when a word/phrase
231 is unclear. Moreover, participants should be encouraged to speak in English also

outside of sessions, not to exclude participants - when someone is using their native language, anyone can raise it with 'Bora Bora' rule. This will be a gentle reminder for everyone to speak in English. Nonetheless, if someone does not speak English well, this should not be a basis for excluding person from activity and that CDN will strive to have at least one more person speaking some other language that person understands and helps with translation.

- HEGs and Morning circles

HEGs are designated groups of smaller number of participants, organised almost every day of the activity after a full-day programme and moderated by one of the PT members. This is a space where participants can reflect and share how they felt throughout the day in a more intimate environment. Each PT member shares the main thoughts/comments/concerns expressed by the participants during HEGs at the evening PT meeting. PT can make changes in an agenda, raise some points during a Morning Circle or introduce new rules according to the results of HEGs evaluation.

Morning circles are organized every day, before the actual programme begins and are moderated by one of the PT members. During this circle with all of the participants, PT will go through any changes/announcements/technical reminders for the day in question. This is also a space for PT to remind everyone of safe space and raise a point if anything had happened against safe space guidelines.

- Safe Space Persons

Elaborated in the fourth chapter.

- Question/Feedback box

During the event, there shall be a box where participants can leave written notes to facilitators and the PT members with feedback and questions. Some people might prefer this way of flagging something up, asking a specific question, or asking for support or a need to be met. The question/feedback box should be placed in a visible place where everyone can access it, and its purpose should be explained at the beginning of the activity. Other tools for anonymous messages can be also used for this purpose.

After an activity

- Evaluation

Participants share how they felt during the event and tell if there were any situations that made them feel uncomfortable. Safe space persons can also be contacted online after the activity for the purpose of improving CDN safe space regulations.

- Privacy

No pictures shall be posted on public sites or social networks without the explicit consent of the individuals who can be identified in them. In the

participants list, every participant will sign a separated column regarding the consent to be photographed and the consent to disseminate these pictures.

- Data storage

CDN stores personal data (collected through application forms) of the participants/Prep-team members and ensures the safety of data. Data erasure can be done on the demand of the participant.

Finally, the best and most basic preventive measure is to educate ourselves, acknowledge privileges we have and build understanding and solidarity for one another.

Reporting and measures

The aim of this chapter is to create a sustainable system to prevent, identify and react to different types of unacceptable behaviour (outlined at chapter 2), which is not in compliance with the rules for the provision of a safe space environment in CDN activities (online and offline). These guidelines are written from the perspective of an international umbrella youth organization.

Disclaimer: This chapter contains hypothetical cases of unacceptable behaviour which some readers might find triggering. Examples are listed for the purpose of better understanding of these types of measures taken against these behaviours. The following cases can vary from moderate to severe violations of safe space, and the measures are taken accordingly.

Definition of SSPs

The central pillar of the Safe Space preventive measures and reporting mechanism evolve around the concept of Safe Space Persons (SSP). The SSPs are elected by the organizers prior to the event and are usually members of CDN EC / Secretariat/ Prep-teams that aim to prevent, identify and react to cases of unacceptable behaviour not only during activity sessions but applicable to breaks and informal parts of events. An SSP should be a person who is internalized with the Safe Space document and preferably has participated in previous CDN events. Depending on the capacities, it is recommended to elect two SSPs.

Safe space persons are beforehand provided with Safe space Toolkit, a document created by CDN along with Safe Space policy document, which provides knowledge and detailed procedures of creating safe space and dealing with its potential violations.

SSPs are present at events to help raise awareness about the topic, intervene in questionable situations where Safe space principles are breached, and provide a listening ear to participants who have felt harassed. Nonetheless, we highly encourage everyone to be proactive in creating an atmosphere where the safety of others is validated. In case of a safe space breach, there are three stages that an SSP goes through: 1- Prevention; 2- Identifying; 3- Reporting.

311 Prevention

312 The main aim is always to prevent unacceptable behavior from happening and safe
 313 persons should guarantee this. Before the start of an offline/online event, they
 314 can briefly present the Safe Space document and measures/mechanism entailed in
 315 the document. Prevention methods are elaborated in chapter 3.

316 Since the document will be sent to participants in advance, the safe space
 317 person should open the floor for questions from the participants, in case that
 318 there is something unclear from the document. After the presentation, the safe
 319 space person should let participants know that he/she/they are the right person
 320 to approach, in case that somebody faces unacceptable behaviour, and this
 321 behaviour goes unnoticed from the safe space person.

322 Along with the preventive measures from chapter 3, participants and SSP should
 323 conduct regular emotional screening and be observant.

324 Identifying

325 Safe Space persons are trained to identify unacceptable behaviours in CDN
 326 activities and observe participants in a non-intrusive way for the sake of
 327 timely reactions. Unacceptable behaviours are not necessarily obvious and
 328 visible for bystanders and (if not verbalize) can be recognized through body-
 329 language. SSPs are trained to recognize subtle signs and react if someone feels
 330 uncomfortable. This of course depends on the specific context.

331 The key action in creating safe space, along with prevention, is identifying the
 332 breaches of safe space and boundaries in groups and on a personal level. There
 333 are different ways of recognizing and identifying safe space violations:

- 334 • Direct report to SSP;

335 These are usually subtle cases when the SSPs are notified or approached by
 336 participants/ or active bystanders who have noticed some kind of violation or
 337 strange situation. This can be a person directly seeking action to prevent
 338 further harassment, a complaint against other participant, seeking advice etc.
 339 If someone from bystanders notices someone else is feeling uncomfortable, they
 340 can inform SSP who will take further measures.

- 341 • SSPs observation ;

342 As mentioned previously, SSPs are observant and notice disturbed power dynamics,
 343 uncomfortable situations etc. by observing body language of participants
 344 (Example: Person A repeatedly sits next to person B on a break, each time person
 345 A moves away and appears uncomfortable. This keeps on happening and person B is
 346 retreating to their room). SSPs in these cases approach these participants and
 347 make sure to understand if there is some underlying issue that needs to be
 348 resolved.

- 349 • Feedback from the box

350 The box represents an opportunity specifically for reporting of safe space
 351 violations. The tips can be reported anonymously and will be researched further

352 by SSP and PT members. Messages in the feedback box don't necessarily have to be
353 reports, but also suggestions, for example, to rearrange groups or be aware of
354 some situations happening outside the venue (for example accommodation). The box
355 is checked daily for feedback along with other preventive measures, but should
356 not stop participants of contacting SSP or other PT members on anything
357 relevant.

358 Reporting:

359 The SSP serves as the first line of contact and provides a type of first aid.
360 Depending on the context, there are different ways of reporting the incident:

- 361 • the immediate reaction from the SSPs

362 In this scenario, the SSP are reacting immediately on spot to address the issue
363 that have disrupted the safe space. This is sometimes done in a very intrusive
364 way.

365 Techniques: educating participants, collective emotion check, body awareness
366 exercise etc.

367 Examples: For instance, an SSP notices that only some participants are speaking
368 in a discussion, therefore the SSP suggest to leave space for others who have
369 not engaged much with the discussion.

- 370 • communication with victim/perpetrator

371 In case when there is a breach of Safe Space, SSPs try to identify the victim
372 and perpetrator and have a moderated conversation separately with each of the
373 sides involved in the dispute. Through this conversation, the SSP can understand
374 the reasoning behind the perpetrator's behaviour and provide emotional support
375 to the victim.

- 376 • communicating with the PT;

377 After consulting with both sides involved in the incident, SSPs sum up the case
378 to the PT. This way, the PT can adjust the sessions accordingly in order to
379 avoid similar cases for the rest of the programme, and make sure that everyone
380 feels included and comfortable.

381 Measures

382 Based on the scale of the misbehaviour (mild-severe-extreme) there are different
383 measures to be taken by the SSPs and PT of the activity. We will exemplify this
384 by showing one hypothetical incident and different escalation of it from mild to
385 an extreme incident. Let's imagine that we are facing a case where a transgender
386 participant is being misgendered by another participant.

- 387 • Mild case: After the SSPs approach the "harasser", it turns out that this
388 is done unintentionally due to the lack of information on the topic/
389 misuse of the PGP.

390 Measures: moderated communication/ SSPs remind participants again to read the
391 Safe space document and ask if something is unclear.

- 392 • Severe: After the SSPs approach the “harasser”, it turns out that this is
393 done intentionally due to the discrimination based belief. For instance,
394 person believes, that only ciswoman are categorized as women and
395 transwomen are men.

396 Measures: Emotional support to the victim, explanation to the harasser why their
397 behaviour is unacceptable and they are asked to apologize to the harassed
398 person. We can communicate with the problematic participant that if the
399 behaviour will be repeated, then further measures will be taken. This will be
400 taken into consideration for their future participation at CDN events, follow-up
401 from the EC. If the participant is part of CDN MO, CDN EC will proceed with
402 contacting the MO contact person.

- 403 • Extreme: when it involves instances of physical harassing/unwanted touch
404 etc.

405 Measures: They can bring people to a safe place, away from whomever they felt
406 harassed by. Furthermore, decisions and actions regarding what happens to people
407 and an event remain with the organizers and/or CDN EC.

408 Other measures:

- 409 1. Group discussion can also be made during the event, where people
410 collectively discuss the situation, and then participants can propose
411 measures.
- 412 2. In case if there's an extreme situation (ex. if there is a fight, if the
413 safety of participants is risked), then the next measure will be:
 - 414 2.1 contact the authorities;
 - 415 2.2 expel the participant involved in the physical incident.

416 Safe space in online environments

417 CDN online spaces in which SS needs to be monitored include chats, mailing lists
418 and online calls. This is monitored by SSP in accordance to SSP document and “SS
419 guidelines for online spaces”. If possible, every chat should have at least one
420 - preferably more SS persons who will overlook discussions and react in case of
421 SS breaches.

422

423 General rules of SS in an online environment

- 424 1. Space for all
- 425 CDN chats are a space for all people, no matter one's gender, sexuality, race,
426 religion, nationality, physical ability, etc. Stereotypes and insults are not
427 allowed on chats. Personal opinion is valued, but it's crucial to give space to

428 people who are experiencing the discussed issues directly and encourage all
429 people to share their thought.

430 2. Respect

431 There should be respect towards everyone no matter their identities. No
432 previously outlined unacceptable behaviours are allowed in CDN chats. Trying to
433 force religious and/or cultural beliefs is forbidden.

434 3. Gender and pronouns

435 Every member should respect other people's pronouns which should be clearly
436 defined (or clarified if not clear). Disrespectful remarks towards a person's
437 gender and gender identity is unacceptable.

438 4. Trigger warnings

439 If a participant is discussing topics that could be triggering to someone, it's
440 crucial to use trigger warning (TW) or content warning (CW).

441 5. Misinformation

442 It's prohibited to spread misinformation in the chats.

443 6. Verbal and non-verbal communication in calls

444 Be aware of distracting behaviours you might show in videos, which might be
445 interpreted as offensive, insulting or simply distract the speaker (eg.
446 discussions in chats of the meeting, facial expressions, physical needs,
447 personal obligations, discussions in chats).

448 7 Safe space in EC and office

449 In order to ensure SS in the working structures of CDN, there should be similar
450 concepts of ensuring SS in terms of unacceptable behaviours and general rules.
451 It is recommended that 2 safe space persons are appointed - one from office and
452 one from EC, who mutually consult and communicate on ensuring SS in these
453 structures. Along with standard preventive methods of ensuring safe space, it is
454 recommended that SSPs conduct regular (at least every 2 months) SS check with
455 all members of structures, including persons under temporary contracts with CDN.
456 In addition to the previously mentioned examples of SS breaches, the SSPs shall
457 pay attention to the following conditions and situations: burnout states, mental
458 health issues, communication within the team, working hours and vacation times
459 etc. SSPs will gather recommendations on the improvement of working conditions,
460 structure them, and regularly implement new positive practices.

461 Methods of ensuring SS in online spaces

462 SSP is responsible for chat monitoring, issuing warnings, ending conflicts, and
463 reporting members that have been warned more than three times for not following
464 the SS guidelines. SS guidelines are a document outlining procedures and
465 unacceptable behaviours which can occur in online spaces and ways how to
466 overcome them, similar to outlined SS policy procedures.
467 Additionally, SSP for online spaces should be aware and moderate gender balance
468 and encourage all groups concerned to participate in the discussion. SSP can
469 restrict people from dominating discussions in order to provide SS for everyone
470 to share.

471 If personal attacks, accusations, spreading misinformation or defensive
472 communication occurs, chat members need to be reminded by the SSP to keep

473 discussions constructive and reminded of the SS Guidelines and Policy. If
474 participants ignore this reminder then SSP needs to contact involved
475 participants privately and bring to their attention the issue.

476 If necessary SSP should create smaller chats for specific conversations. In case
477 that conversations are getting out of hand then SSP (also an admin) should
478 install slow mode (in Telegram chats).

479 In online meetings in cases of inappropriate verbal and non-verbal communication
480 or breaking of moderation, SSP should remind of the SS guidelines and if the
481 behaviour is not stopped after 3 warnings, SSP can restrict online activity as a
482 meeting admin. In extreme cases of this behaviour, SSP can restrict activity
483 without warning and contact the involved persons with a warning and
484 clarification.

485 Resources

486 Hereby we would like to thank the following organisations for providing
487 materials and resources with us in the process of creating the Safe Space
488 Policy.

- 489 • Col·lectiu Eco-Actiu/ The Ulex project [“Anti-oppression toolkit: A](#)
490 [facilitator’s guide”](#)
- 491 • Association des États Généraux des Étudiants de l’Europe (AEGEE) [“Smash](#)
492 [guidelines: Structural measures against sexual harassment”](#)
- 493 • Federation of Young European Greens (FYEG) [“Smash Glass ceiling: Handbook](#)
494 [for brave feminist leaders”](#)
- 495 • Federation of Young European Greens (FYEG) [“Internal Rules of Procedure”](#)
- 496 • European Network of Equality Bodies (Equinet) [“Safe Space Policy for](#)
497 [Equinet Events”](#)

ST Strategy 2024-2028

Organization: Executive Committee
Resolution date: 11.04.2024
Agenda item: 3. Organisational and Governance Documents

Motion text

1 VISION

2 ...Eastern Europe that is peaceful, inclusive, social, and sustainable. Eastern
3 Europe with multiparty democracy in which young people with progressive values
4 are relevant and actively engaged in civil society, politics, and decision-
5 making processes at all levels of governance.

6 MISSION

7 Our mission is to empower and support young progressive changemakers in Eastern
8 Europe, enabling them to increase their political relevance and impact. With our
9 activities and events, that include trainings, seminars, conferences, as well as
10 leveraging digital tools, platforms, and resources, we strive to equip them with
11 the necessary skills and knowledge to lead the change for more just, open, and
12 sustainable societies.

13 BACKGROUND

14 External

15 We embark this strategy period in a very different reality. The unprovoked,
16 illegal, full-scale invasion of Ukraine by the Russian Federation has turned the
17 world upside down and had immense complications for the globe and especially for
18 our region. Meantime, we are witnessing rise of populism and authoritarianism,
19 democratic backsliding, deliberate weakening of the institutions, attempts of
20 state capture, attacks on civil liberties, civil society, and independent media.
21 Consequently, it is increasingly difficult to be young, green, progressive, and
22 democrat in this restrictive context where activism and engagement in politics
23 is becoming more and more challenging, exhausting, and dangerous.

24 In opposition to this, we are also witnessing a growing movement actively
25 fighting to counter and challenge backlash on democracy. Young activists play a
26 vital role in this movements of resisting authoritarianism and advocating for
27 progressive policies.

28 Young people are an integral building block of the diverse coalition that drives
29 the Green and Progressive political movement in Europe. However, the gap between
30 West and East and North and South of Europe in terms of success of
31 Green/Progressive parties remain wide. While Western European Green parties have
32 made significant strides in gaining political representation and influence, the

same progress has been slower to materialise in the Eastern European context. Nevertheless, recent years have seen the emergence of progressive political movements in the region with increasing influence on the forefront for the fight for democracy, equality, and sustainability.

Internal

Over the past three years, CDN has seen notable changes and developments. We have worked diligently to enhance our operations by professionalising our work, better organising tasks and responsibilities within the Executive Committee (EC), balancing workload, and improving working conditions for staff.

Furthermore, we have updated our Statutes, transitioning partner organisations into Member Organisations (MOs), a move aimed at fostering inclusivity, and creating a more cohesive network. This shift maintains primary focus on non-EU member countries while encouraging greater participation from Eastern European countries within the EU. Simultaneously, we are striving to reach and include more independent progressive activists, young politicians as well as relevant organisations.

Given the restrictive nature of governments in specific Eastern European countries, some of our Member Organisations face significant challenges in becoming more politically engaged and operating effectively within their respective nations. In recent years, numerous activists have had to relocate due to these constraints. MOs that collaborate closely with local communities in their respective countries constantly contend with the looming threat of government intervention and limitations, stemming from the intensified scrutiny on activists and NGO activities.

Process

This is the context in which this four-year strategy is being developed and drafted. The process formally started at 2023 General Assembly (GA) in Warsaw that included Strategic Planning Meeting (SPM) that aimed to extract ideas and guidelines for the next years of operation. The event brought together 21 delegates from 13 Member Organisations. The SPM was led by external facilitator who conducted four sessions with the aim to gather input from delegates representing MOs. Sessions included SWOT analysis, understanding people, political priorities, as well as resources, and action areas.

Taking the report from SPM into account, the Secretary General led the process and together with an EC representative worked on the initial draft, which was subsequently reviewed and approved by the entire Executive Committee. In the second phase¹, the draft was shared with MOs and Partners with a survey to gather feedback, guiding further revisions. Simultaneously, Secretary General organised several meetings with stakeholders including in-person feedback session during Study Session in Budapest attended by 10 participants. Based on the input, Secretary General and a designated EC member further refined the strategy. Finally, the Strategy Paper underwent the process of review, amendments, and final adoption by Member Organisations during the 2024 General Assembly.

77 SWOT LANDSCAPE

78 Leveraging Strengths: Sustaining and Amplifying Impact

79 CDN, as an organisation, possesses certain strengths that should be harnessed
80 and expanded upon to achieve its mission and vision effectively. These
81 strengths, rooted in the organisation's values and operational practices,
82 include a solid reputation built on trust, a commitment to inclusiveness, and
83 the promotion of intersectionality. CDN's diversity, both culturally and
84 geographically, adds significant value, enhancing its ability to adapt to
85 different contexts within the Eastern Europe. Furthermore, the organisation's
86 dedication to democratic principles and quality work, underpinned by a well-
87 structured network, empowers its members, and provides space for knowledge and
88 experience sharing.

89 Addressing Weaknesses: Strengthening the Foundation

90 Despite its notable strengths, CDN has encountered specific challenges over the
91 past few years. Some of MOs have exhibited instability and inactivity within the
92 network, and in their local initiatives. Motivation levels among MOs and
93 activists associated with CDN have been inconsistent. The secretariat has faced
94 recurring challenges stemming from relatively poor working conditions and issues
95 with staff well-being, along with difficulties arising from inadequate internal
96 communication tools and task division. These challenges are compounded by
97 several weaknesses, including high turnover of staff, limited impact assessment,
98 reluctance towards innovation, difficulty to reach new audiences, insignificant
99 political influence, insufficient knowledge transfer, a dearth of comprehensive
100 policies, and an absence of a dedicated social media presence. Addressing these
101 challenges and weaknesses is essential for CDN's continued growth and impact in
102 the region.

103 Using Opportunities: Embracing Strategic Advantages

104 CDN's strategic planning capitalises on emerging opportunities in the political
105 and organisational landscape. We are witnessing growing engagement of youth in
106 politics even though the methods are different from traditional ways such as
107 party or organisational membership. At the same time, there is rising Green
108 movement in Central and Eastern Europe (CEE) as well as increased focus from the
109 wider Green movement in the region with aim to support progressives on the
110 ground. CDN, with its established presence and expertise, is uniquely positioned
111 to seize this moment. CDN should explore extensive partnership opportunities,
112 foster sustainable collaborations, and facilitate the exchange of experiences
113 and ideas with partners. Furthermore, embracing intersectionality and digital
114 technologies can enhance CDN's influence and reach.

115 Mitigating Threats: Safeguarding Organisational Resilience

116 To secure its future, CDN must address potential threats that could interrupt
117 its mission. These are the potential threats to successful achievement of the
118 mission: consolidation of far-right, authoritarian, and populist governments in

119 the region that create hostile environment for progressive activists; shrinking
120 space for civil society; all these accompanied with economic challenges that
121 result in demoralisation and high level of brain drain of CDN's primary target
122 group; Besides, visa and border restrictions hindering in-person events.

123 STRATEGIC GOALS:

124 1. Empower Progressive Changemakers

125 ...and equip activists and leaders with necessary capacities to actively engage
126 in political processes; Provide comprehensive training, political education,
127 opportunities for knowledge exchange, and utilise digital tools to foster their
128 growth, reach, and impact.

129 2. Strengthen the Network

130 ...and connect further with the existing Member Organisation as well as welcome
131 new ones. Moreover, prioritise intra-organisational growth and
132 professionalisation of CDN to enable greater and more sustainable impact.

133 3. Bring Eastern European Perspective

134 ...and cultivate a strong understanding of regional dynamics and political
135 developments in Eastern Europe. Position CDN as influential source and a
136 reference point within Green and Progressive European circles.

137 STRATEGIC OBJECTIVES:

138 1. We will Empower progressive changemakers by:

- 139 1. Developing and implementing effective training events to enhance
140 their capacities;
- 141 2. Strengthening theoretical knowledge in key subject areas (such as
142 the climate crisis, security, social justice, democracy) by
143 organising educational events such as seminars, conferences, Study
144 Sessions, as well as knowledge-sharing outputs such as publications,
145 podcasts and recordings;
- 146 3. Design and implement tailored mentoring year-long projects with
147 series of in-person and digital meetings focusing on key areas of
148 impactful and sustainable organisation.
- 149 4. Elevating attention towards 1. young members within political
150 parties who are not necessarily involved in youth wings; 2.
151 progressive activists who are not part of member organisations;
- 152 5. Collaborating with professional organisations, companies, experts,
153 and academics to support preparatory teams in creating relevant and

high-quality content for activities as well as deliver at least 1/4 of sessions during the events.

Overarching approach:

- Promoting Inclusivity: Ensure that all our activities are inclusive and accessible to a diverse range of participants. Implement measures to accommodate different backgrounds and ensure safe space;
- Ensuring intersectional approach: embed an intersectional approach into all our initiatives, recognising the interconnectedness of environmental issues with social justice concerns, as well as acknowledging the complex interplay of personal characteristics such as race, gender, sexuality, class, and ability;

2. We will Strengthen the Network by:

1. Evaluations and annual membership survey to gather feedback and ensure relevance of upcoming activities;
2. Expanding Network Membership, particularly in countries where we currently lack representation. Additionally, giving special attention to the independent activists and young members of progressive political parties;
3. Focusing on further Professionalisation of the organisation: improve internal management, governance processes, policies, transfer of knowledge and documenting.
4. Diversifying Funding Sources: Develop a fundraising strategy to maximise support from Green foundations while actively seeking new funding sources. Concurrently, increase attention towards small-donor donations and launch fundraising campaigns.
5. Developing well-being-oriented Human Resource policies, fostering skill and knowledge development, and enhancing the working conditions and retention of staff and the Executive Committee;
6. Organising productive and well-planned Executive Committee Meetings and invigorating General Assemblies;
7. Enhancing communication channels and strategies, including the use of digital platforms and social media, to effectively disseminate information, statements, share success stories, and mobilise for collective actions and campaigns.

3. We will Bring Eastern European Perspective by:

1. Strengthening Partnerships with Progressive and Green Stakeholders: Foster ongoing and extended collaborations with partner organisations like Federation of Young European Greens, as well as

European Green Party, Green European Foundation, and Heinrich Boell Offices in the region.

2. Increasing political communication on Eastern Europe issues and developments: publishing statements and opinion pieces by Executive Committee Members, Secretary General, and other relevant individuals, organising webinars, providing input to other Green and Progressive actors;

3. (Re)Introducing and maintaining Newsletter to share important updates, insights, and perspectives from Eastern Europe. Highlight the contributions of Member Organisations and other progressive forces from the region, actively engage with them to gather input and provide informed contributions on key regional and political developments.

BOLSTERING OUR CAPACITY FOR EFFECTIVE STRATEGY DELIVERY

To ensure our ability to execute the strategy effectively, we recognise the importance of building organisational capacities which are essential not only for our strategic success but also for achieving our goals. Consequently, we have identified following four priorities:

Internal Management:

- Develop a comprehensive governance handbook that outlines roles, responsibilities, and decision-making processes for the Executive Committee, office as well as for temporary structures (such as Presidency, Prep Teams);
- Improve delegation order and reinforce in practice;
- Develop transfer document for each staff position (replacing of single document for whole staff);
- Optimise office structure and positions, ensuring more efficient task allocation and defined responsibilities:
 - In case of financial possibilities, prioritise the following new staff positions for: 1. Finances and Admin 2. Communications

Communications:

- Utilise digital organising tools such as petitions and establish newsletter using 'Action Network' platform (transfer data from all other

sources). Initially, to be distributed quarterly, with the goal of transitioning to a monthly basis;

- Targeted social media presence and increased political communication;
- Improve internal communications by unifying communications channels;

Human Resources:

- Revise contracts to ensure their legal compliance and practical applicability;
- Prioritise office well-being and professional growth;
- Update guide for onboarding and offboarding procedure;
- Establish a systematic performance assessment process, including regular evaluations and feedback sessions;

Finances:

- Reinforce intra-organisational financial procedures and rules;
- Strengthen fundraising efforts to diversify income streams by applying a minimum of two grants from sources beyond our existing partners. However, ensuring that any new projects do not overburden existing staff;
- Facilitate sub-granting possibilities to member organisations;

IMPLEMENTING, MONITORING AND EVALUATION

To bring our vision and mission to life, CDN is led by its Executive Committee and Secretary General, elected by member organisations at our annual General Assembly. The daily operations are carried out by staff, based in Belgrade, under the responsibility of the Secretary General. Our guiding document, the Political Platform, adopted by member organisations at the General Assembly, outlines our political positions and values. While Internal Rules of Procedure regulates framework of our operations. In addition, Safe Space Policy provides practical guidelines for ensuring inclusive and safe environment during our activities as well as general work.

Implementing

Central to our implementation strategy are the Annual Activity Plans that are developed and presented by the Executive Committee to be adopted at the General Assembly. They serve as a roadmap for the year ahead, outlining specific initiatives and activities aligned with our strategic objectives. Developed through inclusive and democratic processes, these plans provide detailed guidance for action, defining objectives, and timelines.

In coordination with our Annual Activity Plans, Executive Committee presents a Financial Plan which is subsequently adopted at the General Assembly. This plan

262 is designed to efficiently allocate resources in alignment with our strategic
263 objectives and initiatives, ensuring the availability of the financial support
264 required to achieve strategic objectives.

265 Monitoring and Evaluation

266 The fulfilment of Strategic Plan is monitored by the Executive Committee under
267 the guidance of Secretary General. They identify and track Key Performance
268 Indicators (KPIs) directly linked to our strategic objectives. These KPIs
269 undergo an annual review to assess their progress and effectiveness in advancing
270 our strategic priorities.

271 As part of the monitoring process, progress reports related to the Annual
272 Activity and Financial Plans are presented at the General Assembly. These
273 reports offer a comprehensive overview of each initiative, highlighting
274 achievements, challenges, and areas for adjustment, while also showcasing their
275 alignment with our strategic objectives and progress toward fulfilment.

276 CDN values feedback from participants of our events, Member Organisations,
277 partners, and other stakeholders. We actively seek input through surveys,
278 consultations, and feedback mechanisms to gain diverse perspectives on our work.
279 This continuous feedback loop helps us identify areas for improvement, refine
280 our strategies, and enhance the impact of our initiatives.

281 The strategy will undergo a mid-term assessment at the two-year mark to evaluate
282 its relevance, progress, and effectiveness in advancing our strategic
283 priorities. The review process will be led by Secretary General and involve
284 analysing feedback from conducted activities, interviews with several
285 participants, stakeholders, selected Member Organisations, and partners. Based
286 on the feedback, the Executive Committee should discuss amendments to the
287 Strategy to be proposed at the 2026 General Assembly.

288 1 NOTE: While this section describes activities in past tense, it's done for
289 clarity and anticipates that, by the document's effective date, these processes
290 will be completed. As of now, the document has completed phase one and two and
291 is currently submitted to the General Assembly for amendments and final
292 approval.