

**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<sup>[1]</sup> 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 11<sup>th</sup> 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

#### 1 Bringing Eastern European Young Greens Together

#### 2 General Assembly

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

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

24 [Minutes of the General Assembly](#).

#### 25 Annual Work Plan on Climate: Bring Your Tote Bag 26 But Smash the System

27 The realization of the Work Plan has passed successfully, with core elements of  
28 the first activity, Eastern European Climate Summer Camp, being the facilitation  
29 of space where young activists met, learned from the facilitators and each other  
30 about climate crisis and related adverse effects, and shared and gained skills  
31 necessary for tackling these issues on different levels of influence (political,  
32 societal, educational...), hence contributing to the aim of the Work Plan, which  
33 was to equip the young people from Eastern Europe with better understanding of  
34 climate crisis and skills for mobilising the youth around the issue, in order to  
35 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](#).



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## 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.

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## 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-  
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

- 1 As per [Internal Rules of Procedure](#) (2.2.19-20), the Executive Committee has  
2 selected following individuals as Presidency to chair the General Assembly 2024:
- 3 • Kateryna Andrieieva, former Executive Committee Member (2021-2023) of CDN  
4 ◦ [kateryna.anv@gmail.com](mailto:kateryna.anv@gmail.com)
  - 5 • Asia Górska, Europe Regional Co-coordinator of Global Young Greens, Local  
6 Prep Team of 2023 GA  
7 ◦ [asia.gorska@globalyounggreens.org](mailto:asia.gorska@globalyounggreens.org)
  - 8 • Elena Petrovska, former Executttive Committee Member (2020) and Project  
9 Assistant (2020-2022) at CDN  
10 ◦ [petrovska.elena97@gmail.com](mailto:petrovska.elena97@gmail.com)

## F4 Preparation Rules of the Genreal 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

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

8 The budgets run from:

- 9 • January 1st, 2024 - December 31st, 2024
- 10 • January 1st, 2025 - December 31st, 2025

### 11 Expenditure:

#### 12 Category 1: Personnel Costs

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

#### 28 Category 2: Infrastructure and Operating costs

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

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### 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.

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## 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 2<sup>nd</sup> 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

#### 1 Summary:

2 The report shows the State of Finances from 1st of January this year to 31<sup>st</sup> of  
3 December.

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

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

#### 18 Expenditure:

##### 19 Category 1: Personnel costs

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

##### 25 Category 2: Infrastructure and operating costs

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

##### 29 Category 3: Administrative expenditure

30 Compared to the Financial Plan approved by 2023 General Assembly, we spent 78%.  
31 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.

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

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

- 101                   ■ make the call for voting;
- 102                   ■ count votes after each voting;
- 103                   ■ make sure that voting and elections are taken according  
104                   to the IRPs and Statutes
- 105                   ■ take down the minutes of the GA
- 106           20.   The presidency members cannot be running for any positions, or  
107           be members of organisations that are running for membership of  
108           CDN, they should be unbiased and cannot make content-related  
109           comments regarding any of the candidates or amendments.
- 110           21.   The General Assembly has to approve the final agenda before  
111           any further proceedings can take place.
- 112           22.   Once approved, the agenda can be modified during the General  
113           Assembly by 2/3 majority.
- 114           23.   EC recommends the number of members to be elected for the  
115           new  
116           EC. This recommendation should be announced in the call for  
117           the EC candidates. The General Assembly confirms the decisions  
                by 2/3 majority.

118   3.   Voting and elections:

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

- 134                   ■ Supermajority : At least 2/3 of present votes;
- 135                   ■ Absolute majority: 50% plus one vote of present votes;
- 136                   ■ Simple majority: the highest number of all present
- 137                   votes.
- 138           7.    In principle, all decisions must be made with an absolute
- 139                   majority of vote, unless determined otherwise. Only final
- 140                   adoption of the organisational documents (IRPs, Political
- 141                   Platform, Statutes) require 2/3 majority.
- 142           8.    For the membership in CDN as a MO/OO a 2/3 majority in favour
- 143                   of the present votes at the General Assembly is required.
- 144           9.    For the election of the Secretary-General, a candidate must
- 145                   secure a majority of all present votes at the General
- 146                   Assembly. In the event that no candidate achieves an absolute
- 147                   majority in the first round, a second round of voting will be
- 148                   conducted. If, after the second round, no candidate secures a
- 149                   majority, the candidate with the highest number of votes will
- 150                   be selected for the position of Secretary-General. In the case
- 151                   of a tie among candidates in the second round, subsequent
- 152                   rounds of voting will occur until one candidate obtains a
- 153                   majority.
- 154           10.   For becoming member in the CDN Executive Committee a 2/3
- 155                   majority in favour of all present votes at the General
- 156                   Assembly is required.
- 157           11.   If more candidates secure a 2/3 majority of votes in favor
- 158                   than there are available seats, the candidate with the highest
- 159                   number of votes in favour will decide.
- 160           12.   If one or more candidates get less than 2/3 majority in favour
- 161                   of all present votes at the General Assembly,
- 162   4.    **Minutes:**
- 163           1.    The Minutes are to be written by members of the presidency.
- 164                   The Minutes are to be passed on from the Secretary General
- 165                   within 21 days after the end of the General Assembly to all
- 166                   Member and organisations.
- 167           2.    The Minutes of the General Assembly has to include all
- 168                   resolutions, decisions, motions and votes together with the
- 169                   necessary explanatory information.

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

172 **3. Executive Committee rules and procedures:**

- 173 1. After the end of the General Assembly, the new Executive Committee  
174 shall have its first meeting together with the members of the former  
175 Executive Committee.
- 176 2. The summary of the minutes of the live EC meetings has to be  
177 published latest 30 days after the EC meeting, unless there are  
178 justified circumstances and accompanied by an explanation by the  
179 Secretariat.
- 180 3. On every Executive Committee Meeting the last meeting's minutes  
181 should be checked and approved.
- 182 4. Each physical meeting should be announced to the Network at least 15  
183 days prior to the meeting and regular e-meeting time should be  
184 published at website
- 185 5. Comments, suggestions and proposals can be sent by any MO and these  
186 motions have to be discussed during the meeting.
- 187 6. Each Executive Committee Meeting has a standard form for the Agenda  
188 of the Meeting. This form should be completed and sent to the EC  
189 list at least five days prior to the meeting.
- 190 7. The Agenda should be annexed by documents and information needed to  
191 further explain points of the Agenda.
- 192 8. The list of issued calls and report of official correspondence  
193 should be prepared for every Executive Committee Meeting.
- 194 9. The Executive Committee can make decisions on a non-objection basis  
195 between the meetings, unless requested otherwise by one of the EC  
196 members or by the Sec-Gen and in that case this issue has to be on  
197 the Agenda on the following Executive Committee Meeting.
- 198 10. In case of EC member's unnotified absence for over 30 days, the rest  
199 of the EC has a right to co-opt a new person until the end of their  
200 mandate upon:  
201 ■ exhausting the means of reaching out to the missing EC member;  
202 ■ informing the Member Organisations about it.
- 203 1. The new EC member should be co-opted by consensus of all the  
204 remaining EC members after a dedicated discussion. When  
205 possible, the new EC member will be elected in a democratic  
206 way, via online election of registered delegates. This person  
207 should be satisfying the EC candidate criteria stated in the  
208 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

249 ■ eventually Vice-Chairperson

250 17. Further responsibilities and tasks are defined by Internal  
251 Delegation Order, which outlines the authority granted to one or  
252 more individuals to make decisions on behalf of CDN, as well as the  
253 procedures involved, where applicable. It is adopted by the  
254 Executive Committee on an annual basis with 2/3 majority, detailed  
255 procedres are defined within the document.

256 18. The Treasurer is obliged to make a financial update to the EC at  
257 every physical meeting (including general expenditures and incomes).  
258 The treasurer also presents a detailed annual financial report to  
259 the MOs and POs at the General Assembly at the end of their mandate.

260 4. These Executive Committee positions are to be chosen by Executive  
261 Committee members from amongst themselves and this decision, alongside  
262 adopted delegation order, has to be published after the first in-person EC  
263 meeting.

264 5. In case of the lack of capacities, the Executive Committee has a right to  
265 delegate a person outside of the EC (member of MO, OO, alumni, WG member,  
266 etc.) to represent CDN on certain occasions. A written report has to be  
267 presented to the Executive Committee during 10 days after the end of the  
268 event.

269 6. All EC members should be coming from the countries of Central and Eastern  
270 Europe and located in the countries of Central and Eastern Europe, or the  
271 neighbouring regions (EU/EEA, North Africa, Middle East, Central Asia)  
272 during the whole mandate. An exception can be made if EC member travels to  
273 different region for a maximum of 2 months period. In case this is not  
274 satisfied, the EC has the right to replace this EC member according to  
275 point 3.1.10.

276 7. All Executive Committee Members are obliged to respect and represent the  
277 wider interests of CDN and not solely represent the interests of their  
278 organisation.

279 8. Executive Committee tasks include the following:

280 ◦ Making strategic and political decisions concerning the organisation  
281 during their term - based on the strategy and CDN's best interest;

282 ◦ Contribute to the implementation of Activity Plan, shaping and  
283 adhering to the political direction while ensuring alignment with  
284 the strategy;

285 ◦ Maintaining close and continuous communication with Member  
286 organisations;

287 ◦ Monitoring work-flow of CDN structures;;

288 ◦ Representing and promoting CDN during its and partners' activities;



- 289           ◦ Actively participating in the regular online and in-person EC  
290           meetings .
- 291           ◦ Keeping track of the well-being of CDN's Office
- 292 **9. Study visits**
- 293   1.    The study visit is the tool to get an overview of an organisation.
- 294   2.    The EC mandates one or several persons to perform the study visit.
- 295   3.    Project study visit is obligatory for every international project  
296       and activity of CDN and it must gather all necessary information  
297       concerning the activity, capability and ability of an organisation  
298       especially concerning their obligations as a host organisation  
299       (including the preparation, facilities, local circumstances and  
300       hosting environment of the activity).
- 301   4.    At the end of the study visit, the appointed persons have to send  
302       the report on the study visit to the members of the EC, not later  
303       than 45 days after the study visit. The report has to provide clear  
304       and objective picture of the situation so that, based on that  
305       Report, the EC members can make relevant decisions.

306 **10. Member, and Observer organisations:**

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

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

340 **11. Working groups and Action teams:**

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

- 356 ■ It is recommended that one EC member is a member of the  
357 Working Group. If there is no EC member in the Working Group  
358 EC has to choose one of its members to follow its work. The EC  
359 has to follow the main developments in the WG and be always  
360 able to update the rest of EC regarding changes in the WG.
- 361 2. The Working Group should have at least one meeting per year.
- 362 3. Working Groups are obliged to send a report on their activities and  
363 plans to the General Assembly.
- 364 4. Working Groups can propose project ideas to the EC and develop them  
365 further with the consultative role of the Project Coordinator and  
366 the EC responsible. CDN will then can apply for the project in the  
367 WG name, the project coordinator will be selected by the Executive  
368 Committee.
- 369 5. Executive Committee can terminate the Working Group if there is  
370 violation of CDN Statutes, IRPs, or Political Platform, if there is  
371 no activity for a year and no initiative for the following year, or  
372 on the wish of the Working Group itself.
- 373 6. Each WG has a right to propose to the GA a social media campaign  
374 that should last a maximum of 2 months. In case the campaign becomes  
375 part of the CDN activity plan, the videos, pictures, texts and any  
376 other materials that will be uploaded on CDN social media, should be  
377 sent to the EC for comments at least 2 weeks before the start of the  
378 campaign and the whole campaign, including the visual identity and  
379 content, should be reviewed and confirmed by the EC and/or  
380 Secretariat.
- 381 7. Action Teams are comprised of three or more people who collaborate  
382 to accomplish specific aims or objectives within the organisation.  
383 These teams are formed to initiate and execute projects, actions, or  
384 campaigns aimed at advancing CDN's mission and goals. Action Teams  
385 operate under the guidance and approval of the Executive Committee,  
386 ensuring alignment with the organisation's Political Platform.

## 387 12. Preptteams:

- 388 1. Preptteams are temporary bodies for the planning, organisation and  
389 follow- up of specific projects.
- 390 2. Prep team members are selected by the EC via an open call. In case  
391 of prep team member opting out, EC can co-opt a new prepteam member.
- 392 3. At least one EC member should be part of the prepteam and be a  
393 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;

- 432                   ■ Support of the EC work and facilitation of EC meetings;
  - 433                   ■ Reporting of all of its responsibilities to the EC;
  - 434                   ■ Other duties and responsibilities of the office are explained
  - 435                   in the internal documents of CDN and secretariat contracts.
- 436       7.       The detailed explanation of the work and responsibilities of the
  - 437       members of the office are written and described their contracts.
  - 438       8.       The Executive Committee has to publish an open call for candidates
  - 439       for any paid position longer than 3 months.
  - 440       9.       Short term employees for up to 3 month can be excluded from the open
  - 441       call.
  - 442       10.      The selection criteria for an employee will be decided by the
  - 443       Executive Committee.

#### 444 14.   **Age limitations in events and structures:**

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

#### 455 15.   **CDN Events**

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

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

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

38 EGYE does fulfil sustainability criteria. It is an organisation established in  
39 2019 that organises several projects. It also has democratic structures, as  
40 defined by statutes.

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

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

## 50 [JEF-Georgia](#)

51 This recommendation letter is written to present the assessment made by the  
52 2023-2024 CDN Executive Committee on the application of JEF-Georgia to become a  
53 Member Organisation of CDN.

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

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

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

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

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

70 To sum up, CDN Executive Committee is willing to cooperate with JEF-Georgia as  
71 well as other JEF's branches in Eastern Europe, but based on Internal Rules of  
72 Procedures EC evaluates that JEF-Georgia does not fulfil the membership criteria  
73 now. The EC is encouraging JEF-Georgia's members to establish contact with CDN  
74 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 negative recommendation 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

- 149 recognition of all sexual orientation, gender identities, and gender  
150 expression and sex characteristics;
- 151 • that governments ensure equal access to social rights for people of all  
152 genders;
  - 153 • LGBTI+ people should have equal rights with regard to marriage, adoption  
154 and parenting, work-related benefits, pension rights and immigration and  
155 asylum;
  - 156 • that sex work is regulated -- or at the minimum decriminalised -- to  
157 protect the human, health and labour rights of sex workers;
  - 158 • proportional representation of all gender identities in assemblies on all  
159 levels of government.

## 160 Social security

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

168 We demand:

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

## 183 Youth

184 As an organisation of young people, we recognise the key role of youth in  
185 society. Youth is not only the future of society but its present too. Often,  
186 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

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

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

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

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

35 This document is just a set of mechanisms/ techniques for constructing a safe  
36 space environment but is not a definitive document. We welcome you all to give  
37 us feedback and further suggestions for ensuring safe space at the following  
38 email address: [office@cdnee.org](mailto: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, linguicism, 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, it's 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

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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

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

238       • HEGs and Morning circles

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

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

252       • Safe Space Persons

253 Elaborated in the fourth chapter.

254       • Question/Feedback box

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

## 262 **After an activity**

263       • Evaluation

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

268       • Privacy

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

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

273 • Data storage

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

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

## 280 Reporting and measures

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

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

### 291 Definition of SSPs

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

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

305 SSPs are present at events to help raise awareness about the topic, intervene in  
306 questionable situations where Safe space principles are breached, and provide a  
307 listening ear to participants who have felt harassed. Nonetheless, we highly  
308 encourage everyone to be proactive in creating an atmosphere where the safety of  
309 others is validated. In case of a safe space breach, there are three stages that  
310 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

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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

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

## 37 Internal

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

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

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

## 57 Process

58 This is the context in which this four-year strategy is being developed and  
59 drafted. The process formally started at 2023 General Assembly (GA) in Warsaw  
60 that included Strategic Planning Meeting (SPM) that aimed to extract ideas and  
61 guidelines for the next years of operation. The event brought together  
62 21 delegates from 13 Member Organisations. The SPM was led by external facilitator  
63 who conducted four sessions with the aim to gather input from delegates  
64 representing MOs. Sessions included SWOT analysis, understanding people,  
65 political priorities, as well as resources, and action areas.

66 Taking the report from SPM into account, the Secretary General led the process  
67 and together with an EC representative worked on the initial draft, which was  
68 subsequently reviewed and approved by the entire Executive Committee. In the  
69 second phase<sup>1</sup>, the draft was shared with MOs and Partners with a survey to  
70 gather feedback, guiding further revisions. Simultaneously, Secretary General  
71 organised several meetings with stakeholders including in-person feedback  
72 session during Study Session in Budapest attended by 10 participants. Based on  
73 the input, Secretary General and a designated EC member further refined the  
74 strategy. Finally, the Strategy Paper underwent the process of review,  
75 amendments, and final adoption by Member Organisations during the 2024 General  
76 Assembly.

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## 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

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

156 Overarching approach:

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

165 2. We will Strengthen the Network by:

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

188 3. We will Bring Eastern European Perspective by:

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

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

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

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

## 205 **BOLSTERING OUR CAPACITY FOR EFFECTIVE STRATEGY** 206 **DELIVERY**

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

### 211 **Internal Management:**

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

### 223 **Communications:**

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

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

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

## 230 Human Resources:

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

## 237 Finances:

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

## 243 IMPLEMENTING, MONITORING AND EVALUATION

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

### 253 Implementing

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

260 In coordination with our Annual Activity Plans, Executive Committee presents a  
261 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.