



Program report Active Citizens 4 Human Rights March 2021 - March 2022

About the program

The program was intended as an online and offline capacity building process organized by the Norwegian Helsinki Committee, the entity designated to deal with bilateral relations on behalf of Norway under the Active Citizens Fund and the The Civil Society Development Foundation and Frivillighet Norge, on behalf of Active Citizens Fund Romania. The program has been running **from March 2021 to March 2022**, with online meetings in 2021 and an offline event in Oslo, Norway in March 2022.

Our **goal** with this program was to give the opportunity for organizations from beneficiary countries of the EEA Grants and organizations from Norway to come together, learn and discuss issues that they have in their organizations and in their work, especially in relation to specific challenges for building capacity of human rights NGOs. We envisaged **to create a platform** for learning and sharing experience about capacity building for human rights NGOs and **to enhance cooperation** and enable partnership between entities in Norway and beneficiary countries in relation to capacity building for human rights issues. Now, at the end of the program, we hope the participant organizations have **raised awareness** in dealing with capacity building issues; **raised understanding** about different strategies applied by organizations in relation to capacity building and **raised cooperation** among participating organizations for possible future international partnerships.

The Active Citizens 4 Human Rights Program directly brought together around 45 organizations working on human rights issues from all Active Citizens Fund beneficiary countries and Norway, hence there was an eclectic group of organizations working on different human rights topic with different stand points in their work, that brought added value for the program, since **sharing experiences** was also one of our main objectives.

About the online meetings of the program

As mentioned before, our program was divided into an online part and an offline part, due to the pandemic situation. For the online part, all 45 organizations were invited to engage in monthly meetings of approximately 4 hours each, March - June 2021, on various topics of interest:

1. March - Connecting month - a first online facilitated meeting that brought together organizations involved in the program where we created the context in which they meet and started sharing important aspects related to their work, a meeting where organizations got to know each other and where we extracted ideas about their capacity building needs through a dedicated instrument - a [self-assessment organizational matrix](#).

Date: 25th of March 2021, 09.00 - 13.00 CET

2. April – Crisis management month - for this topic we invited Frank Elbersm consultant in organizational development and researcher on civil society, to share with the organizations from the program how to address crisis situations in the pandemic reality (but not only) especially from the point of view of the [organizational structure and agility](#), also talking about a [business model](#) for them.

Date: 27th of April, 09.00 - 13.00 CET

Link to the recording of the meeting:

https://drive.google.com/file/d/105tkWNpGH_IMOVZqLJ45mN-tBilUBbU/view?usp=sharing

3. May – Constituency month - for this meeting we invited [Karolína Miková and Filip Vagač](#) from PDCS to facilitate the group in discussions on processes and methodologies on how to attract more supporters for the organization's activity. [HERE](#) materials from the workshop and also [HERE](#) what participants actually worked on. We also had with us Gytis Blaževičius presenting a [study case](#) from the Norwegian association Natur og Ungdom.

Date: 18th of May, 09.00 - 13.00 CET

Link to the recording of the meeting:

<https://drive.google.com/file/d/1RpZMy8iQQHYOSW02yVKjxclbmYENVdl/view?usp=sharing>

4. June – Campaigning month - for the last topic of the online series of workshops we invited Dennis VAN DER VEUR, former FRA, to introduce the [10 Keys](#) on Communication developed for the Agency. We also had with us Stian Antonsen presenting a [study case](#) from the Norwegian association SAIH.

Date: 10th of June, 09.00 - 13.00 CET

Link to the recording of the meeting:

https://drive.google.com/file/d/10TsFGvVo4PWdypGe5_DRu9mc4sJF5CAO/view?usp=sharing

In the periods between the monthly meetings, there were a series of “homeworks” that hopefully consolidated the learning process from the workshops, on the proposed topics.

On the 7th of December we also had a last online meeting for 2021, to discuss a little bit about the year to come but also to make an overview on the year that has passed, having also a presentation from Richard Youngs, researcher of [Carnegie Europe](#), on their most [recent study](#) on the pandemic and NGOs.

About the offline meeting of the program in Oslo, Norway, 14 - 16 of March 2022

Agenda [Active Citizens 4 Human Rights](#)

Location: [Kreftforeningen](#), Oslo, Norway

Day 1 - 14th March 2022

In the first part of the day we had introductory plenary talks from the following guest speakers:



- **Jon Erik Strømø**, Director Section for Central-Europe and the EEA and Norway Grants, [Norwegian Ministry of Foreign Affairs](#)
- **Berit Lindeman**, Head of Policy, Norwegian Helsinki Committee. Link to the speech [HERE](#)
- **Magnhild Vasset**, Executive Director of Field Operations in [Norwegian Refugee Council](#) talking about the situation in Ukraine and not only. Link to the presentation can be found [HERE](#)
- **Iryna Sabaor**, [The Ukrainian Association in Norway](#) talking about the Ukrainian perspective and how to help people of Ukraine from anywhere in the world. Link to the presentation can be found [HERE](#)
- **Anders Thorheim**, Head of Social Security and Preparedness, [Norwegian Red Cross](#), talking about how the pandemic affected our work. Link to the presentation can be found [HERE](#)

In the second part of the day we attended parallel workshops related to fundraising, as follows:



Workshop: How to do fundraising to attract individual and corporate donors

Marit Sophie Egge and Øystein Tamburstuen, Kreftforeningen/ [Norwegian Cancer Society](#)

Marit Sophie is the leader of the Pink Ribbon campaign undertaken in Norway by the Breast Cancer Association and the Cancer Society. Within the workshop, Marit Sophie and Øystein immersed the participants in how Pink Ribbon gets their funds, with best practices involving individual donors but also corporate donors, based on the Kreftforeningen strategic approach.

Link to the presentations from the workshop can be found [HERE](#)

Workshop : Project based fundraising and how get to understand institutional donors

Vlad Dumitrescu, Civil Society Development Foundation/ [Active Citizens Fund Romania](#)

Vlad is a programs manager within the Civil Society Development Foundation in Romania, working for 22 years in the national and international NGO sector. Within the workshop, Vlad proposed an honest and practical conversation with the participants about institutional donors (private and public), how to think about granted projects in a more sustainable way, and invited participants to share their reflections on interaction with institutional donors. The conversations were directed towards what type of institutional donors the organizations might have and Vlad also shared some ideas of possible donors.

Workshop: Financial sustainability and how to create a strategy that works

Ragnhild Lindahl Torstensen, [Light up Norway](#)

Ragnhild is a social scientist and general manager of Lightup Norway. She has notably done work on the question of young people and porn use. Through the workshop, she shared best practices on becoming more financially sustainable, talking about fundraising strategies that work.

Link to the presentation from the workshop can be found [HERE](#)

In the last part of the day we had an Open Space. Through the format of the Open Space, we left the last session self-directed to everyone's needs. Hence, anyone could propose a topic of conversation, share best practices from their organization or simply go to people and listen and talk. For the first Open Space we directed the conversation to the situation in Ukraine, inviting Filip Malejewski from Refugees Szczecin, Poland to open the space for conversations. There were also other ad hoc conversations on several topics: fundraising and institutional donors, gender equality backlash in Eastern Europe.



Day 2 - 15th March 2022

Throughout the second day of the offline event we had a series of parallel workshops related to the management of human resources in NGOs, how we do communication in our NGOs but also a plenary talk/ workshop on impact assessment for NGOs, held mainly by representatives of Norwegian CSOs and institutions, important to bring about the Norwegian perspective on the topics.

The workshops were as follows:

Workshop: Motivation and retention of people

Ragna Eskeland and Ingvild Gjone Lyberg, [Amnesty International in Norway](#)

Ragna is an experienced HR manager with more than 12 experience in the humanitarian sector. Key competencies include international recruitment, deployment of personnel, talent management, staff care, organizational development, managing change processes, security and risk assessments and crisis management. Ingvild is the Assistant Secretary General of Amnesty International in Norway, focusing on good management, ambitious strategy development and fostering a safe and stimulating work environment. Through the workshop they talked about Amnesty's experience in motivating and retaining its staff, ensuring the sustainable operation of the organization.

Link to the presentation from the workshop can be found [HERE](#)



Workshop: NGO constituency and membership base/ volunteers

Guri Idsø Viken, Frivillighet Norge/ [The Association of NGOs in Norway](#)

Guri is a senior political adviser of Frivillighet Norge. She has been working on politics and communication for the last 16 years, and is also a journalist and media commentator in several Norwegian newspapers and on radio. Within the workshop she will guide the participants through best practices on how Norwegian NGOs gather people around their organizations and do networking.

Link to the presentation from the workshop can be found [HERE](#)

Workshop: NGO and burnout

Vlad Dumitrescu, Civil Society Development Foundation/ [Active Citizens Fund Romania](#)

For the workshop, Vlad shared a best practice on preventing activist burnout in addition to practical exercises and tools on the topic, to be used at a personal and organizational level.

Link to the presentation from the workshop can be found [HERE](#)



Workshop: Strategic communication

Tone Foss Aspevoll, [Agenda Rådgiving](#)

Tone has been involved in establishing Agenda since 2018 and has a background in the press, organizational life and politics. She has worked as communications manager in the Children's Ombudsman, information manager for Bellona, journalist and news manager in Klassekampen. Within the workshop Tone shared with participants views, tools and best practices on how to communicate strategically.

Link to the presentation from the workshop can be found [HERE](#)

Workshop: Social media and activism

Lasse Thomassen, [Norwegian Helsinki Committee](#)

Lasse works as Communication Adviser at NHC, loves accurate language and is concerned with making important stories come alive. Lasse has significant communication experience from NGOs and startups. In the workshop he guided people in how to effectively use Social Media profiles such as FB, TW, IG, be it through text, videos, or images.

Link to the presentation from the workshop can be found [HERE](#)

Workshop: Storytelling

Anette Torjusen, Kirkens Nødhjelp/ [Norwegian Church Aid](#)

Anette is a communications consultant at Norwegian Church Aid. She has worked for many years as a journalist at NRK. After 20 years as a journalist, she started in Norwegian Church Aid in 2019 with a desire to make visible the great work that is being done. Within the workshop, Anette guided the people in how to deliver good stories about their NGOs.

Link to the presentation from the workshop can be found [HERE](#)

Impact measurement workshop - Daniel Arnesen, [Institute for Social Research](#)

Daniel holds a Master's degree in sociology from the University of Oslo and is interested in research topics such as civil society and democracy, voluntary organizations, and civic engagement and participation. Through the workshop he started a conversation on the transformative organizational landscape and how we can start thinking about our impact.

Link to the presentation from the workshop can be found [HERE](#)

Same as the day before, **in the last part of the day** we proposed the format of the Open Space and left part of the last session self-directed to everyone's needs. Hence, anyone could propose a topic of conversation, share best practices from their organization or simply go to people and listen and talk. For this last open space we had some one-on-one conversations among participants but also some group discussions about the situation in Ukraine.



Day 3 - 16th March 2022

For the last day we organized 3 different study visits to organizations based in Oslo, Norway, consisting of a two hours long visit to the headquarters of the organizations and having conversations related to the organizations' work. The following organizations were involved/ visited:

The [Norwegian Helsinki Committee](#) - a non-governmental organization working to ensure that human rights are respected in practice. It was established by activists from across the political spectrum in 1977 and the name refers to the security and human rights agreement signed in Helsinki in 1975. NHC is a group of people devoted to the struggle for justice and freedom worldwide and they do this through monitoring, reporting, teaching and democracy support.



[Kirkens Bymisjon](#) - The Church City Mission is an inclusive, nonprofit organization, which works in towns and cities across Norway, among people who face challenges in life for various reasons. The visit was made at [Tøyenkirken](#) Center, an open and inclusive community in the capital, where everyone will experience being seen, valued and given opportunities for development.

[FRI - The Association for Gender and Sexuality Diversity](#) - a nationwide organization that works politically and socially so that people with diverse gender and sexuality can live openly without fear of being excluded, discriminated against or harassed. FRI has been a clear voice and a premise provider for LGBT rights since the 1950s and has about 4100 members divided into 11 county teams. The organization has a total of 20 employees in various job fractions, but most who work for and with FRI do this on a voluntary basis.

Some pictures from the offline event can be found [HERE](#)

List of participants to the Active citizens 4 Human Rights meeting in Oslo, 14 - 16 March 2022

#	Name and surname	Organization	Country
Participants from Beneficiary States			
1	Dilyana Koleva Giteva-Gantcheva	CLA Voice in Bulgaria	Bulgaria
2	Liliya Dragoeva	Bilitis Resource Center Foundation	Bulgaria
3	Denitsa Lyubenova	Youth LGBT organization Deystvie	Bulgaria
4	Monika Dubravčić	Udruga Ludruga	Croatia
5	Sanja Galović	Informativno pravni centar	Croatia
6	Elizabet Takac	ROM-HR	Croatia
7	Lucie Stanjurová	Centrum inkluze o.p.s.	Czech Republic
8	Zuzana Demlová	Kvas o.s.	Czech Republic
9	Camille Latimier	Society for the Support of People with Mental Disabilities	Czech Republic
10	Viive Aasma	Ausamad Riigihanked NGO	Estonia
11	Ioannis Rizos	A21	Greece
12	Tarsia Alexandrou	DIOGENES MKO	Greece
13	Madara Lapsa	Center Marta, Liepaja branch	Latvia
14	Natalja Novikova	LiveIntegro association	Latvia
15	Ilona Dzene	LiveIntegro association	Latvia
16	Lina Grudulaitė	Pabėgėlių Taryba (Refugee Council of Lithuania)	Lithuania
17	Rūta Ribinskaitė	Lithuanian Jewish (Litvak) Community	Lithuania
18	Martina Urso	The Daphne Caruana Galizia Foundation	Malta
19	Barbara Biskup	Regionalne Centrum Wolontariatu w Kielcach	Poland
20	Filip Malejewski	refugees szczecin	Poland
21	Jan Marković	Subcarpathian Association for Active Families	Poland
22	Katarzyna Dudkowiak	Łódzkie Dziewuchy Dziewuchom/ Gals4Gals	Poland
23	Ewa Stokłuska	Fundacja Edukacja dla Demokracji	Poland
24	Isadora Martins de Freitas	Pista Mágica Associação	Portugal
25	Patrícia Carreira	Academia Cidadã	Portugal
26	Diogo Figueiredo	Fundação Calouste Gulbenkian	Portugal
27	Andre Radulescu	Asociatia Identity.Education - Identitate.Educatie	Romania
28	Andra Camelia Cordos	Go Free Romania	Romania
29	Tamás Ana	Asociația CARE	Romania
30	Gabriel POP	Asociația pentru Respectarea Drepturilor Omului	Romania

31	Andrea Skakalova	Tanana	Slovakia
32	Alzbeta Palkoci	Zensky algoritmus / Female algorithm	Slovakia
33	Andrej Drdul	Slovak Association for Spina Bifida and/or Hydrocephalus	Slovakia
34	Bojana Vajt	KUD AAC Zrakogled	Slovenia
Participants from Norway			
35	Alexandra Linnerud	LIN (Likestilling, Inkludering og Nettverk)	Norway
36	Ingvild Kallevik	LIN (Likestilling, Inkludering og Nettverk)	Norway
37	Kirill Gurvich	KUN Likestillingscenteret	Norway
38	Lelia Marcau	Technology for Human Rights (Tech-R)	Norway
39	Asude Burcu Karapinar	Technology for Human Rights (Tech-R)	Norway
40	Abdimaalik Abdirahmaan	Global Social Development	Norway
41	Kristine Meek Stokke	Europeisk Ungdom	Norway
42	Magnhild Vasset	Norwegian Refugee Council	Norway
43	Anders Thorheim	Norwegian Red Cross	Norway
44	Marit Sophie Egge	Kreftforeningen	Norway
45	Øystein Tamburstuen	Kreftforeningen	Norway
46	Mathias Scott Pascual	Kreftforeningen	Norway
47	Ragnhild Lindahl Torstensen	Light up Norway	Norway
48	Ragna Eskeland	Amnesty International	Norway
49	Ingvil Gjone Lyberg	Amnesty International	Norway
50	Tone Foss Aspevoll	Agenda Rådgiving	Norway
51	Anette Torjusen	Kirkens Nødhjelp	Norway
52	Eli van der Eynden	Kirkens Nødhjelp	Norway
53	Daniel Arnesen	Institute for Social Research	Norway
Organizers/ speakers			
54	Guri Idsø Viken	Frivillighet Norge	Norway
55	Stian Slotterøy Johnsen	Frivillighet Norge	Norway
56	Jean-Christophe Delmas	Norwegian Helsinki Committee	Norway
57	Lasse Thomassen	Norwegian Helsinki Committee	Norway
58	Ioana Florea	FDSC/ CSDF	Romania
59	Vlad Dumitrescu	FDSC/ CSDF	Romania
Other guests			
60	Rannveig Skofteland	Norwegian Ministry of Foreign Affairs	Norway
61	Jon Erik Strømø	Norwegian Ministry of Foreign Affairs	Norway
62	Anna Gabrielle Striethorst	EEA and Norway Financial Mechanism Office	Belgium
63	Jean-Marc Tshona	EEA and Norway Financial Mechanism Office	Belgium
64	Berit Lindeman	Norwegian Helsinki Committee	Norway