



## Activity Plan 2021/2022

### 1. A RESILIENT AND SECURE EUROPE

Since the European Elections in 2019, Europe has experienced a lot of Green successes – the concern over climate change and the vote of young people are what we think have been the main drivers of the Green Wave that has spread across the continent. In several Northern and Western European countries, green parties achieved their best results ever in the European Elections. In the year that has passed since, Greens have continued to take over national and local parliaments all over Europe, such as in Switzerland, France, Ireland, Belgium, Poland, Bulgaria, Germany and Croatia.

At the same time we see nationalist and conservative forces win ground – in Hungary, Viktor Orbán has passed a law allowing him to rule by decree, in Poland right-wing nationalist Andrzej Duda has been re-elected as president and across the continent, we see nationalist, anti-foreigner sympathies grow in the polls as a response to closed borders and other measures taken by national governments in the light of Covid-19 that has created a new everyday living situation across Europe (and the World) over the last year.

The pandemic has, beyond showing us that the openness, inclusivity and democracy that we might take for granted is more fragile than we want to believe, also shown that the systems we have in place to secure a good welfare and good living conditions for people are not enough. In the upcoming year, a lot of focus will be on discussions around not only how Europe will recover from Covid-19, but also how a Europe that can stand similar crises in the future can be built. For us, as Young Greens, it is clear the concept of security must be re-defined, focusing on the security of people instead of the security of states. This must, among many other things, include equal access to health care and vaccines regardless of where in Europe you live, a more sustainable production sector, better food security and the ensuring of all people's right to participate in democratic processes, in order to be able to form a **resilient and secure Europe for all**. This focus will be an underlying theme in all of our work in the coming year.

This activity plan outlines how FYEG will work concretely for the Europe we want to see in the upcoming year.

### 2. POLITICAL PRIORITIES

FYEG remains committed to the political priorities that have defined our work, while taking on board ongoing political developments. FYEG has been advocating for system change consistently, and as we (hope) to move to a post-pandemic recovery, that this will be defined by the priorities FYEG campaigns for. Through political advocacy, and working with our member organisations and progressive movements, we will fight for justice.

These are:

#### A democratic, antiracist and inclusive Europe

2021 will see FYEG's activity plan focus on a Brave New Europe: where young greens will reimagine our societies after the COVID-19 crisis, to empower young people in influencing decision-makers on inclusive and active citizen participation, and for young greens to become decision makers themselves. We see that Europe is yet to be fully democratic: from authoritarian governments to disillusioned voters, to the restrictions of civil society taking part in protests or decision making. We also see that most political decisions are taken by old, white, straight, cis and non disabled men. FYEG dreams of an anti-racist, anti-facist society that is truly representative. Therefore FYEG is committed to keeping the political space open to all, to call out oppression, and to reflect on our own organisation to become more inclusive. The Future of Europe is where everyone's voice is heard.

#### Climate and Social Justice

As FYEG recognises an intersectional approach to all political areas, we recognise that there is no climate justice without social justice. The consequences of the climate crisis are disproportionately felt by BIPOC, women, LGBTQIA+, disabled people, workers, lower-income people and Most Affected People and Areas (MAPA) who are most at risk of losing their homes, jobs, and health. Our fight against the climate crisis and loss of biodiversity must be rooted in social and human rights.

FYEG will continue to take this approach in our campaigning:





to recognise the different struggles people face and to back the movements led by environmental defenders and people fighting for their social and human rights.

### **A feminist and intersectional Europe**

The F in FYEG could stand for Feminist. We are a proudly intersectional feminist organisation, and commit to reflecting this in our structures and communications. This means looking with a critical eye at our work, and learning where we can do better. We recognise that smashing the patriarchy means to dismantle the structures that affect people in different ways and rebuilding the system with everyone in mind. Feminism means to reexamine power and how in a patriarchy having power means at the cost of someone else, usually marginalised people. In a truly feminist society power is shared, and FYEG will look to see how its work can empower people.

## **3. EDUCATIONAL ACTIVITIES**

### **A new look at empowerment through education**

In the times of COVID-19, we've had to reimagine how we approach educational events. On one side we've come to value even more the possibility to organise live activities where we bring Young Greens together for knowledge exchange, skill-building and co-creation. On the other, we observed and have been inspired by the online spaces and learning opportunities that sparked out of this time and aim to use this knowledge to create a more diverse educational offer for young people inside and outside our Green network.

We'll consider all of the following and more in how we build our educational activities: hybrid events, online courses, online horizontal exchange or harvesting of knowledge and outsourced professional and tailored training opportunities.

We want to make it easier than ever for our radical analysis and solutions to be shared by Member Organisations. For this reason we'll develop a strategic plan on educational activities looking at content, format, outputs and follow-up to our resources. We will also develop a concept on how to make sure that the outputs of our educational activities are

easily reachable on our website so that they are followed upon by MOs, participants and other activists. We would like to consolidate FYEG's educational work and facilitate learning continuity so that participants transfer the knowledge to their MOs, or evolve from participant to trainer by becoming prep-team members in other FYEG activities and finally become trainers for others, for example by participating in Greenr (Green European Foundation's pool of trainers).

Additionally, we'll build frameworks towards more inclusion and accessibility in our organisation and events and will do so by revisiting our existing guidelines and create new ones, such as accessibility, volunteer and host organisation guidelines.

### **Brave New Europe Work Plan**

In 2021, FYEG will reimagine our societies after the COVID19 crisis, starting from our organisations all the way to how we young Greens can be a strong voice in our communities to shape what the "normal" should look like after this global crisis.

Firstly we will create a space for members from FYEG Member Organisations to share their first-hand expertise in topics central to the resilience of our movement, such as mental health of activists, the building and maintenance of organisational culture and democratic methods of facilitation and participation. Then, we'll provide support to our MOs to host decentralised summer camps and guide them to explore their organisational structure, decision-making processes and discriminative tendencies, as well as to imagine a better way of youth participation and the tools needed to achieve it. Finally, we'll harvest the knowledge of these groups online by organising a write-a-thon and sharing the findings to a wider audience.

### **The Politics of Mental Health Work Plan**

In past years, FYEG's educational work focused on young people's poor access to social rights as well as youth influence on democratic and inclusive processes. In 2022, we will organise a series of activities to explore what are the mental health challenges deriving from these issues.

FYEG Member Organisations acknowledge mental health





as an important barrier to their members' engagement and expressed their interest in exploring, learning and exchanging best practices to face this issue. Moreover, poor mental health is increasingly discussed among social and climate movements, while particularly affecting oppressed activists, such as queer activists of color, disabled activists, LGBTI+ or BLM activists who are learning methods of regenerative activism to address this. Finally, even outside of youth political organisations and movements, young people who are deprived of personal and financial security in today's societies increasingly report suffering from stress, depression and anxiety.

Mental health is political. With this work plan we will explore its causes and consequences and construct the solutions that Young Greens will implement and promote in the future.

### Work that Works for All: Shaping Europe's Future of Work

Together with CDN, FYEG was organising a study session to place in October at the European Youth Centre in Budapest, Hungary last year. It was cancelled due to the EYC's Covid restrictions and we now plan to host it in mid-November 2021. With this activity we aim to empower 40 young Europeans in accessing their social rights - the right to decent work (the right to work, and the right to adequate social protection - and support them in becoming agents of change in their local communities through human rights education.

### Climate activism

Last year, the annual UN conference on climate change was postponed. Therefore, COP26 will take place in November 2021 in Glasgow. The outbreak of the COVID-19 pandemic has made it even more obvious: addressing the climate emergency means taking real action. FYEG has always participated in the COP when possible, giving voice to young climate activists and stakeholders. FYEG's activities for COP26 include setting up a delegation of activists to attend the conference, collaborating with other young partners in the context of AlterCOP, and coordinating with partners of the Green Family in events during and around COP26 (for example, the European Ideas Lab organised by the Green Group in the EP will focus on Climate and will take place during the first days of October, immediately after the Youth4Climate of the pre-COP26).

FYEG's aim is working on its political priorities (Kick Polluters Out, Transparency in the negotiation process, Just Transition), while organising creative protests and having a role in the design of actions.

This year through our climate activism we would like to support non-partisan climate youth movements. We will map various youth-led climate movements around Europe and other youth NGOs that work on climate, we will coordinate our climate campaigns with them, we will ensure they participate in our events as participants or speakers and we will also ensure that we participate in their activities, where possible or support them financially or through our communications efforts.

## 4. FYEG...

### 4.1. As a federation

FYEG is nothing without its member organisations. The MOs constitutes the base on which FYEG operates as a federation, and it is through our MOs that we have our best possibilities to achieve change on an everyday basis. Therefore, it is clear that our MOs need to be at the center of FYEG's work.

In the past years, FYEG has tried different ways to maintain good communication channels with its Member Organisations between General Assemblies. It is important to include the voices, thoughts and extremely valuable knowledge and experiences of our MOs in FYEG's activities, communication and strategic decisions. FYEG will organise an **MO Forum**, a few months before the General Assembly, preferably in person. Discussions will also take place in **regional chats** and the ambition is that regular **regional calls** will take place.

In the coming year, FYEG will continue to make the MO work more strategic, by building on the MO strategy that has been drafting throughout the last year, and have a **more individual approach towards MOs**, building on individual MO strategies. An ambition is also to actively explore the possibilities to find new MOs in countries where the FYEG does not yet have representation.

FYEG will continue to organise **MO-to-MO training**, in





order to increase bottom-up MO engagement and learning between statutory events and to take advantage of the skills, experiences and knowledge that lie with our MOs. Moreover in 2021 and 2022, we would like to organise activities targeting MO's committee members and staff, especially those in finance and human resource roles. Instead of organising a 2-day in real life MO Training, we will organise online training, either individualised for the MO's needs or general. We hope to increase our MOs capacities especially but not only fundraising and communications. Where possible, we will bring experts on these areas to provide the training.

Most importantly, we will continue our strategic work, in order to ensure that we are a strong, stable, strategic and a visionary organisation that works in sync with its Member Organisations, its partners and other youth movements. This is especially important for us ahead of the potentially very critical EU elections in 2024. We will build a strategic plan for 2022-2025, with the input from our Member Organisations.

Finally, FYEG Executive Committee will continue to provide MOs with **transparent information** about their work, what's happening externally and internally in the organization, through sharing of EC minute and newsletters.

#### 4.2. As a voice for Young Greens

At FYEG we are uniquely positioned to focus on the Green issues that impact across borders. We will use this position to act as the voice for young Greens across Europe. We will wield this responsibility with care by ensuring our communications are strategic and well planned. With the increased capacities in the office, we have started to analyse our communications and build our strategy accordingly. We will continue to do so with our strategic communication meetings. We will also continue building FYEG communications strategy.

We will strive to reach high numbers of people with our Green message. This message will be made up of political statements and opinion pieces focused on current and meaningful issues, produced to reach as many of our target audience as possible.

The power of FYEG comes from its member organisations. Our communications will include collaborations with our MOs.

We will facilitate more topical discussion on topics that are within and outside of our Activity Plan priorities and receive input from our MOs. We will ensure our activities and political statements are presented in a way that makes them shareable by our MOs and partners.

Alongside our activities and statements, through the lens of communications we will empower and support the work of the Ecosprinter Editorial Board.

As a youth organisation, it is imperative that we continuously evaluate our communications methodology to ensure we are not losing touch with younger generations. We will evaluate and update our communications tools and channels, starting with our website and our mailing tools, in order to ensure FYEG is presented the way we truly want it to be and we are reaching our desired audience.

#### 4.3. As a changemaker

A changemaker is someone who strives to take progressive and creative action to address injustices. "Be the change you want to see in the world" is an overused saying, but FYEG strives to sow the seeds for change and at times break down the door. We want to build a feminist, anti-racist, diverse and just world. To achieve this, we must continue to offer diverse trainings to build skills and capacities in our members.

We must also continue to support our members in campaigning to be in governments, or at least to influence governments. Where greens lead, others follow so we must continue to make our voice loud. FYEG commits to relaunching its **Young Candidates Platform** based on feedback from the MO Forum. It will include guidelines and trainings in different areas, and create a space for MOs and young candidates to exchange best practices. FYEG continues to combine political institution work with activism, so that young greens are present in all political spaces and can work together. We work with parliamentarians and campaign with petitions, letters, and legislative initiatives. FYEG does not refrain from partaking in or supporting acts of civil disobedience. Through grassroots campaigning, political lobbying, and capacity building, FYEG looks towards the future and how to change it for the better.





FYEG must also continue to look internally to ensure we reflect the changes we want to see in society. For a truly feminist, anti-racist, diverse and just world, FYEG must also see that its own structures support this and create a safe environment for its members. To achieve this FYEG must continue to work on making its structures more inclusive and asking itself the hard questions as to why this isn't always the case. In the past year, FYEG has worked with a consultant to focus on organisational change to improve structures for mental health and inclusion. FYEG will continue to work on this and not allow the current progress to be forgotten, not now nor in the future. As part of this shift, FYEG commits to anti-oppression strategies, trainings and structures. FYEG EC and Office will continue to work with the AC, Awareness Team, and working groups to achieve this.

#### **4.4. And its partners**

Working with our Green partners allows FYEG to increase its capacity and reach new audiences. We continue to work closely with the European Green Party as its independent youth wing. FYEG will send delegates to the EGP Councils and table radical resolutions highlighting the issues and struggles young people are impacted by, to push the Green movement in the progressive direction. We will work with the EGP on joint projects and campaigns that cover climate and social justice, democracy, and equality.

We will continue to cooperate with the Green Group in the European Parliament, in particular with the young MEPs and secretariat on initiatives that are also political priorities for FYEG. FYEG will reach out to (young) MEPs who are working on policy FYEG has interest in, or to invite them to speak at FYEG events, or endorse FYEG campaigns. FYEG will maintain relations with the Green Group secretariat including its campaigners to work together to deliver strategic and creative campaigns. This way, the young green voice is heard within the European Union, as well as working with movements and other organisations led by young changemakers.

FYEG remains committed to working with green foundations, especially Green European Foundation, Green Forum Sweden and Heinrich Böll Stiftung. Our work involves collaborating on projects where the youth voice should be represented and heard, and so that their resources can be beneficial for young

greens. This year FYEG will outline a GEF partnership strategy to improve our collaboration and make it more long-term looking.

FYEG will continue to encourage and enjoy a close working relationship with Cooperation and Development Network and the Global Young Greens and to support them in bringing the youth perspective to the global green movement. We will work with CDN and GYG to create more knowledge development and exchanges. FYEG will attend CDN and GYG events and vice versa, and explore ways to support the organisation of the next GYG congress.

FYEG has been involved with the European Youth Forum on varying levels. In 2022 we would like to assess what we expect from a cooperation with the European Youth Forum and decide on the capacity it requires and develop a strategy. FYEG has been trying to build an Alumni Network since forever. This year with the increased capacities in the office we would like to bring a more strategic approach for the Alumni Network. We would like to create a register of FYEG Alumni, understand the needs and desires of our Alumni from such a network and build a strategy.

#### **4.5. And its EC and Office**

The past year has been intense for the EC and the Office as all the meetings in 2020 and 2021 took place online. However, this also enabled us to understand where we fall short and can improve. In 2021 and 2022, together with the support of the organisational change consultancy, we would like to build frameworks for the Executive Committee, where there can be a clear task division among the Office and the EC. For example in 2021 we started having EC members responsible for particular policy issues (e.g. climate crisis, social rights, migration, human rights, feminism, etc.), which was very helpful in clear task division among the EC and the Office.

We realised the need for a comprehensive welcoming guide for FYEG's newly elected Executive Committee, that can be used to onboard them by providing technical and political information that they need to know before they start their work as FYEG EC. We currently have a similar system for newly recruited staff members.





FYEG has started a mental health protocol, and will keep on working on it with the aim of taking greater care of the mental health and wellbeing of staff and volunteers. We also started looking into financial compensation of the work of FYEG Executive Committee and will start evaluating its effectiveness.

In 2021 FYEG will continue the investment in Office and continue monitoring the working conditions of the staff, especially the workload. We have been doing a great job in increasing the salaries of the staff members, for now we will continue monitoring and assessing the working conditions. We will invest more in staff training and will come up with a strategy to ensure that each staff member can participate in training that will help their professional and personal growth. FYEG will develop detailed task divisions and performance goals for each staff member to ensure that each staff member has ambitious yet achievable goals, in order to ensure that staff members are not lost and burned out fighting too many fights but have concrete tasks and goals that are attainable. The office will continue holding weekly office meetings which has been a very useful practice and will plan office retreats when new interns arrive (twice per year) and to help the team building and motivation of the office.

#### 4.7. And it working groups

As in line with our Strategy for 2021 and 2022, we will continue fostering Working Groups and empowering them to come up with radical ideas for Europe. In order to do this more effectively, we will build a strategy and framework for Working Groups and their coordination, which also includes how to use the Working Group budgetline more effectively. We will do a needs analysis and build a strategy accordingly.

Meanwhile in 2021 - 2022, FYEG will have one working group, whose mandate will be written by the newly elected EC:

- A Democratic and Inclusive Europe Working Group that will be working on the 2021 "Brave New Europe" Workplan, as well as on issues such as the future of Europe, discrimination, racism, mental health.

## Annex A - Mental Health Protocol

The Federation of Young European Greens is an organisation run mostly by volunteers. In short, we can't do this without you! Your work may put you in contact with FYEG members from all around Europe, cultural diversity, personal information and delicate material among others. To make your engagement a rewarding and positive experience, the organisation commits to build a safe space for all its members by implementing good health and safety practice including a high level of respect and caring, no sexual harassment and support for your mental wellbeing.

## Volunteer Guidelines & Rights Ensuring Measures

The following part explains all rights and responsibilities of our volunteers and which measures FYEG puts in place to ensure those at any time.

### Rights of FYEG's volunteers

1. **You have the right to balance in your life.** You are volunteering for FYEG but we are aware that you have other duties simultaneously. You always have the right to pursue those, to prioritise recreational breaks and to decide yourself which amount of work for FYEG is appropriate in order for your life to be balanced. You have the right to carry out your responsibilities and duties to the best of your abilities, but to not overcommit to your role. Working with the organisation should be fun.
2. **You can take breaks whenever you need them.** You have the right to take time out and feel comfortable in doing so. In order to deconstruct barriers that hinder the exercising of this right, the following measures will be implemented:
  - **Prioritising tasks:** Volunteering work, especially EC work, will be divided into priority and non-priority work, so that people can scale back their engagement if necessary without having a guilty conscience. The priority of tasks will be decided on and reviewed on a regular basis during meetings.
  - **Shadow person system:** Two people are assigned to





all prioritised tasks: A main person in charge and a shadow person who has the capacity to temporarily take over the task or parts of it when the main person needs a break.

- **A system to communicate availability** will be provided, where EC members can announce their availability and breaks beforehand.
3. **You have the right to have a clear understanding of your role within FYEG and to be provided guidance, support, training, mentorship and resources** in order to effectively complete your tasks and responsibilities. To ensure this right, the following measures will be implemented:
    - The EC Members will be given a **clear description of a task** before it is distributed, preferably in a written form.
    - An **EC Welcome Pack** will be developed and sent out to new ECs. It will include extensive information on their different tasks and duties.
    - At the beginning and mid-term of the mandate of any structural body of FYEG, the volunteers are **fully informed about their rights, responsibilities and mental health structures**.
  4. **You are entitled to maintain good and stable mental health.** You have the right to maintain regular contact with your team, committee or working group and update them on your current situation. FYEG provides the following measures to give you the best support in this:
    - **Buddy system** between EC members: As it is easier to check in with one team member instead of the whole group, each EC member will get an EC buddy and, through check-in times at least once a month at the beginning of an EC meeting, the buddies can exchange about their situations and how they are feeling.
    - A regular **mental health assessment**: The state of the mental health of our activists and office continues to be monitored by a survey, at least once in the operational year, in order to see if progress is taking place, if the measures are helping and to find out where there is room for improvement.
    - An **input sheet** for personal updates at long EC Meetings, where EC members can communicate their current availability/situation, etc., to maintain regular contact with your team, committee or working group.
    - **Regular calls** of the coordinators of a team, committee or working group with their EC responsible in order to check their current tasks workload and mental health situation, provide support and answer questions.
    - Appointing a **Mental Health Officer** and their shadow person to support the implementation of this protocol and keep track of the measures, the process and their effectiveness. The Mental Health Officer makes sure that all of the structures put in place by the Mental Health Protocol are implemented and reminds the volunteers of their rights and the different support measures that they should use.
    - **Mental Health Trainings** will be offered to EC members and Working Group coordinators once a year.
  5. **You have the right to let your voluntary work be guided by your interests and by what you are passionate about.** To ensure this, FYEG has the following measures in place:
    - Giving EC Members the possibility to create their **own task division** that prioritises the tasks of their interest and gives them the flexibility to abandon irrelevant or not prioritised tasks, while still in line with the Strategic and Activity Plans.
    - EC members can give an update on their activities within FYEG related to their personal priorities and interests in the **input sheet** and at every long EC Meeting this will be discussed and followed up upon.
    - **Clear task divisions and delegations processes** that ensure efficient workflows and no overwhelming responsibilities for any volunteer.
  6. You are entitled to work in a safe space, free from harassment, coercion or other problematic behaviour. Therefore, FYEG has the following structures in place:
    - **The Anti Harassment Protocol**: FYEG has a zero-tolerance policy on sexual harassment at all its events, within all its structures and during all activities. The Executive Committee will designate an Awareness Group for anyone presenting allegations of physical, verbal or online sexual harassment.
    - The **Safer Space Policy**, where we define our high expectations on how we behave towards each other in our meetings, actions and social spaces.



### **Responsibilities of FYEG's volunteers**

1. You have the responsibility to communicate with your team about your availability and your capacities. EC Members can use the availability system to indicate breaks and off-time and express in the personal updates sheet whether they need help with anything.
2. **You should only take responsibility for tasks for which you have enough capacities and for which you can meet the deadline.** Of course, miscalculations or sudden events can happen, and therefore you should always notify your shadow person or someone else of your team in case you need help.
3. In order to ensure an effective workflow during meetings, **you are responsible for being on time for meetings or announcing prior to a meeting if you cannot attend a meeting or are late.**

### **Dropping out Procedure**

In the past it has happened several times that an EC Member or a person of another FYEG body (suddenly) dropped out of volunteering for FYEG without notifying a fellow team member. This led to a work overload for the other team members. Therefore the following structure will be put in place.

If a team member is either not responsive two weeks in a row or does not attend two meetings in a row without notification (whichever of these cases occurs first counts), during the next meeting the rest of the team members will discuss the situation and ask the buddy of the unavailable team member to reach out to the person personally to ask about their current situation and needs. Furthermore, if necessary, the tasks of this person will be temporarily redistributed between the team members. If further attempts to make contact fail, the team can decide whether to distribute the tasks of the unresponsive person differently, to not carry them out for the time being or to have a new person elected to the team. It is encouraged to fill the missing seat at the latest after 6 weeks of failed contact with the team member. In the event that the absent person is an EC member, the rest of the EC may propose the resignation of the member and the further process and replacement will be handled according to the IRPs.

### **Mental Health of FYEG's employees**

FYEG employees also have the right to receive support from the organisation in maintaining good mental health. Therefore, the Mental Health Assessment will also include office members. Clearer task divisions and delegation structures between the office and the EC will also be developed, which should eliminate ambiguities and reduce workload. FYEG will review these measures and the tasks of the EC's office responsible and, if necessary, develop further structures that can improve the mental situation of employees.

