

Electoral Commission Report



E.MAlumni General Assembly 2018

October 12th - 28th, 2018

1. Background Information

The General Assembly was announced 8 days before the start of the voting procedures, as required by the statute. The General Assembly was announced via mailchimp email to all full members, but also via E.MAlumni newsletter and Facebook.

Candidates had to present their candidacies or agenda items before October 9th, 2018 at 23:59 CET in the campaigns forum.

Six people put forward candidacies for the Board.

The General Assembly took place **from October 12th, 2018 at 13:00 CET to October 28th, 2018 at 23:59 CET** on the [website online forum](#).

At the same time, a forum for the debates around the 2018 E.MAlumni General Assembly was opened on 12th of October 2018. Only one person engaged in the discussion, asking for clarifications on the financial report and the annual narrative report: the fees from the alumni was not reflected in the budget. An explanation was given to him that was judged satisfactory. The financial report reflects the budget received from EIUC. Next year, the board will find a way to reflect the membership fees in the budget without creating too much extra work and confusion.

The Electoral Commission is in charge of verifying the transparency of voting procedures and confirm the quorum. It is composed by:

Charlotte Campo - EMAlumni Association board member;

Anna Lucky Dalena - member of the ArMA Alumni Board;

Amila Madžak - Academic Tutor at the GC SEE/ ERMA

2. Voting items

The items to be voted on were:

1. Approval of the Financial Report 2017/18

See annex 1.

2. Approval of the Annual Narrative Report 2017/18

See annex 2.

3. Approval of the Activity Plan 2018/19

The document has been approved by EIUC but an approval by the alumni is needed as well. See annex 3 for the full document.

4. Election of 5 Board Members

Denise Venturi, Moana Genevey, Jean Marie Rogue, Igor Vorontsov, Jozefien Van Caeneghem, Penny Paspaspyropoulou put forward their candidacy for the Board.

5. Change to the Name of the Association

The amendment proposed was to change the name of the association from E.MAlumni Association to EMAlumni Association for it to be in line with the new name of the Master.

All members with right to vote were also allowed to make some comments about voting items or general comments.

3. Quorum

Only full members (also called “supportive members”) were eligible to vote. By the statute full or supportive members are those paying the annual membership fee.

The total number of people with right to vote is 61 (sixty-one). Therefore, in order to reach the Quorum, 31 (thirty-one) people have to express their vote to the single item. 36 (thirty-six) people participated to the Assembly and therefore **the quorum is considered reached**. The outcomes of the voting process are the following:

A. Voting item 1. Approval of Financial Reports 2017/18

Total number of voters: 32

Yes: 31; No: 1 (Factually, the number of “Yes” votes is 32, as one person later commented that he/she voted “No” by mistake while the intention was to vote “Yes.”)

B. Voting item 2. Approval of Annual Narrative Report 2017/18

Total number of voters: 30

Yes: 30; No: 0

C. Voting item 3. Approval of the Activity Plan 2018/19

Total number of voters: 32

Yes: 32; No: 0

D. Voting item 4. Election of 5 Board Members

Total number of voters: 36

5 out of 6 nominees with highest number of votes are selected. The exact number of votes per each candidate is available upon request to the Electoral Commission.

E. Change to the Name of the Association

Total number of voters: 34

Yes: 33; No: 1

4. Summary and Conclusions

According to the voting results:

- The Financial Reports 2017/18 are approved with absolute majority.
- The Annual Narrative report is approved with unanimity

- The Activity Plan 2018/19 is approved with unanimity.
- The five Elected Board Members are: Denise Venturi, Moana Genevey, Jean Marie Rogue, Jozefien Van Caeneghem and Penny Papaspyropoulou.
- The Name of the Association is changed to EMAlumni.

As emerged in the comments during the voting procedures, the board should take into consideration **a review of the mentoring programme**, in order to make it more engaging for alumni, and think about solutions to **put into practice the name change with less additional costs or bureaucratic procedures**. It is suggested to officially publish the name change together with the new board members. In addition, six voters congratulated the board members and secretaries-general for their work and efforts.

2nd of November, 2018

Signed:

Charlotte Campo



Anna Lucky Dalena



Amila Madžak



Véronique Lerch

Attached: Annex 1, Annex 2, Annex 3

FINAL FINANCIAL REPORT GCA/E.MALUMNI 2017/18				
IN				
Reference	Item	Date	Transaction number	Action Grant (€)
DB 04	GCA & EMAlumni last instalment 2017/18	13/6/2018	59	10,800.00
0.0	Credit Allianz	28/2/2018	24	33.98
OUT				
Reference	Item	Date	Transaction number	Amount (€)
1. Human Resources, tax and mandatory expenses				
1.1	Webdeveloper Salary January 2018	12/02/2018	15	700.00
1.2	Insurance Accident du Travail (Allianz)	15/02/2018	17	126.92
1.3	Boutique de Gestion Monthly Management Fee January 2018	15/02/2018	18	34.32
1.4	Sodexo card new SG and delivery	15/02/2018	19	15.73
1.5	SG Salary February 2018	26/02/2018	20	1,679.52
1.6	Webdeveloper Salary February 2018	26/02/2018	21	1,000.00
1.7	Sodexo Lunch Vouchers SG and Management Fee February 2018	25/02/2018	22	146.88
1.8	Local Transportation SG February 2018	26/02/2018	23	49.00
1.9	Tax Precompte Professionel Balance 4th Quarter 2017	06/03/2018	25	342.27
1.10	Idewe Annual fee 2017 - Prevention et Protection au Travail	06/03/2018	28	187.16
1.11	Idewe Annual fee 2018 - Prevention et Protection au Travail	06/03/2018	27	190.91
1.12	SG Salary March 2018	19/03/2018	32	1,678.43
1.13	Tax Precompte Professionel 1st Quarter 2018	19/03/2018	33	1,066.29
1.14	Boutique de Gestion Monthly Management Fee February 2018	19/03/2018	36	34.32
1.15	Webdeveloper Salary March 2018	26/03/2018	37	700.00
1.16	Local Transportation SG March 2018	26/03/2018	38	49.00
1.17	Sodexo Lunch Vouchers SG and Management Fee March 2018	09/04/2018	39	155.60
1.18	SG Salary April 2018	26/04/2018	44	1,679.52
1.19	Tax ONSS 1st Quarter 2018	26/04/2018	45	1,476.95
1.20	Webdeveloper Salary April 2018	26/04/2018	46	700.00
1.21	Boutique de Gestion Monthly Management Fee March 2018	26/04/2018	47	34.32
1.22	Sodexo Lunch Vouchers SG April and May 2018	21/05/2018	50	199.23
1.23	Sodexo Management Fee April 2018	25/06/2018	68	7.26
1.24	SG Salary May 2018	29/05/2018	53	1,679.52

1.25	Webdeveloper Salary May 2018	29/05/2018	54	700.00
1.26	Local Transportation SG May 2018	29/05/2018	56	49.00
1.27	Boutique de Gestion Monthly Management Fee April 2018	29/05/2018	57	34.32
1.28	SG Salary June 2018	25/06/2018	60	1,679.52
1.29	Webdeveloper Salary June 2018	28/06/2018	69	1,100.00
1.30	Boutique de Gestion Monthly Management Fee May 2018	25/06/2018	67	34.32
1.31	Tax Precompte Professionel 2nd Quarter 2018	25/06/2018	61	1,151.40
1.32	Sodexo Lunch Vouchers SG June 2018	25/06/2018	62	146.88
1.33	Local Transportation SG June 2018	25/06/2018	66	49.00
1.34	Letter Termination Contract IDEWE	12/07/2018	81	7.53
1.35	Reprobel mandatory reprography fee	12/07/2018	80	8.40
1.36	New IT Service Providers HCCC June 2018	12/07/2018	76	1,000.00
1.37	Boutique de Gestion Monthly Management Fee June 2018 and complementary entry (paid holidays)	12/07/2018	79	46.42
1.38	CESI Annual Fee 2018 - Prevention et Protection au Travail	12/07/2018	78	200.00
1.39	Tax ONSS 2nd Quarter 2018	23/07/2018	83	1,509.37
1.40	Webdeveloper Salary July 2018	30/07/2018	92	1,100.00
1.41	Sodexo Lunch Vouchers SG July 2018	23/07/2018	84	164.33
1.42	SG Salary July 2018	23/07/2018	82	1,677.34
1.43	Boutique de Gestion Monthly Management Fee July 2018	27/07/2018	91	34.32
1.44	Local Transportation SG July 2018	26/07/2018	86	49.00
1.45	New IT Service Providers HCCC July 2018	30/07/2018	93	1,000.00
			Sub total	24,164.93
2. Travel				
See CC Statement 01/03/2018	Balance GCA credit card expenses made in January - Career Day	12/02/2018	14	39.20
2.1	Reimbursement Career Day (expenses paid with E.MAlumni bank account) tickets and expenses Veronique Lerch and Michele Romano and expenses Carla Miranda (E.MAlumni)	18/03/2018	34	640.45
2.2	Reimbursement Carla Miranda EAN Career Day Tickets (GCA)	19/03/2018	35	286.25
2.3	Reimbursement Carla Miranda EAN Career Day Expenses (GCA)	22/05/2018	52	65.73
2.4	Reimbursement Annie Boud Meeting SG Brussels (GCA)	22/05/2018	49	226.41

2.5	Reimbursement Carla Miranda Global Classroom (GCA)	22/05/2018	51	68.80
			Sub total	1,287.64
3. Equipment and supplies				
3.1	Zoho Books License	15/02/2018	16	265.76
3.2	Mailchimp January 2018	13/03/2018	31	2.10
3.3	GCA Webserver membership 2017/18	06/03/2018	26	240.00
3.4	Mailchimp February 2018	10/04/2018	40	2.13
3.5	Mailchimp March 2018	14/05/2018	48	2.12
3.6	Mailchimp April 2018	11/06/2018	58	2.18
3.7	Anticipation expenses office equipment (Screen, headset and batteries)	29/05/2018	55	240.99
3.8	Reimbursement / balance expenses office equipment (Screen, headset and batteries)	25/06/2018	63	116.98
3.9	Mailchimp May 2018	10/07/2018	73	2.24
3.10	Mailchimp June 2018	03/07/2018 (paid with CC in 10/08/2018)	95	2.24
3.11	Zoho CRM (06 licences 31.07.2018 to 30.07.2019)	12/07/2018	74	1,350.00
3.12	GoDaddy - EMALUMNI.ORG Domain privacy and protection renewal	07/07/2018 (paid with CC in 10/08/2018)	95	34.09
3.13	GoDaddy - EMALUMNIASSOCIATION.ORG Domain privacy and protection renewal	13/07/2018 (paid with CC in 10/08/2018)	95	35.24
3.14	Office Supplies - enveloppes A4 (Reimbursement CM - paid together with salary July 2018)	23/07/2018	82	2.18
3.15	Microsoft Office 365	25/07/2018	85	69.00
			Sub total	2,367.25
4. Local Offices				
4.1	Legal address EMAlumni at Mundo B Mar - Jun 2018	06/03/2018	30	71.24
4.2	Legal address GCA at Mundo B Mar - Jun 2018	06/03/2018	29	71.24
4.3	Legal address EMAlumni at Mundo B Jun - Sep 2018	25/06/2018	65	71.24
4.4	Legal address GCA at Mundo B Jun - Sep 2018	25/06/2018	64	71.24
4.5	Rent Office GCA and E.MAlumni at ULB	12/07/2018	77	720.00
			Sub total	1,004.96

5. Bank Costs				
5.1	Bimonthly bank Fee card	01/04/2018	42	3.59
5.2	Quarterly bank royalty fee	01/04/2018	41	9.80
5.3	Quarterly bank fee	01/04/2018	43	1.48
5.4	Bimonthly bank Fee card	06/07/2018	71	3.59
5.5	Quarterly bank fee for messages	06/07/2018	72	2.52
5.6	Quarterly bank royalty fee	06/07/2018	70	9.80
			Sub total	30.78
6. Other				
6.1	Prince 2 Training SG (Reimbursement E.MAlumni - Paid with E. MAlumni Paypal)	13/07/2018	75	1,060.10
6.2	Project Skills Development - Prince 2 Training Michele E.MAlumni Board Member (Reimbursement)	27/07/2018	89	610.00
6.3	Paf! Promotional Material for GCA	27/07/2018	88	1,322.47
6.4	Accountant and Moniteur Belge Fees for Regularization GCA	27/07/2018	90	181.50
6.5	Accountant Fees for Tax Return GCA and E.MAlumni	27/07/2018	87	1,361.25
6.6	Project 70th anniversary of the Universal Declaration of Human Rights - video animations (Paid with E.MAlumni acct in USD)	31/07/2018	94	729,25
			Sub total	4,535.32
			Grand total	33,390.88



Together for Human Rights

**FINAL ACTIVITY REPORT FOR THE REPORTING
PERIOD: 1ST AUGUST 2017 – 31ST JULY 2018**

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Introduction

“The involvement in the E.MA Alumni Association and the GCA after graduation has been priceless in terms of the experiences I was able to gain and the network and friendships I was able to foster. I strongly believe that the E.MA Alumni Association and the GCA are one of the main assets of the Global Campus and the E.MA and they are one very good reason for me recommending the E.MA programme to new potential students.”

Quote from a graduate member of the E.MA Alumni Association (Survey March 2018)

Global Campus Alumni

This reporting period has been marked by some of the growing pains of institutionalising the associations and the relationships. Considering that most activities are virtual, an upgrade of the website was necessary in order to connect the various programmes used by the associations for the database and the website. A new IT team was hired in June 2018. Another challenge was the entry into force of GDPR in May 2018. There was also a change of staff with a new Secretary General who started in October 2018.

The GCA Board remains constant with members from the APMA, EMA and HRD alumni represented. Regular meetings with the GCA Reps took place and activities are streamlined into three Task Forces namely: Communications, Database and Projects. The focus for the GCA has been the upgrading of the Human Rights Professionals Database and further improving the GCA’s communication and outreach to maintain and increase engagement from alumni across programmes.

The Communications Taskforce is tasked with improving the GCA’s social media footprint, takes responsibility for our visual identity and coordinating content for the GCA website including the coordination of GCA Hubs and Ambassadors. The Database Taskforce is working to implement the back end changes required for external visitor access to the GCA website and is increasingly focussed on ensuring that the GCA is GDPR compliant. The Projects Task Force is where the Mentoring Programme sits and is also responsible for sourcing alumni initiatives to feature on the GCA website.

With the streamlined Task Forces in place, the new Secretary General in post and increased and improved communication with EIUC and GC colleagues, it has been a positive period for the GCA and we expect it to remain so through to the end of July 2018.

E.MA Alumni Association

The E.MA Alumni Association continued to play a leading role within GCA, in terms of human resources and project management, but also started to delegate and transfer more tasks to GCA board members and representatives.

The highlight of this period is the successful organisation of a one-day event to celebrate the 20th anniversary of the EMA, gathering more than 200 alumni from all generations in debates, workshops and celebrations. This celebration has increased for the alumni the visibility of and attachment to the association.

In October 2017, a General Assembly was organised and three new board members (Michele Romano, Jennifer Valentin and Adam Möller) were elected and a new President (Véronique Lerch).

Career support to Alumni and E.MA students has been carried out very successfully this year, with high involvement of E.MA Alumni in the Mentoring Programme, as well as the organisation of the Career Day in Venice with the support of six alumni. The welcoming of E.MA students in their second semester destination by GCA Ambassadors was organised.

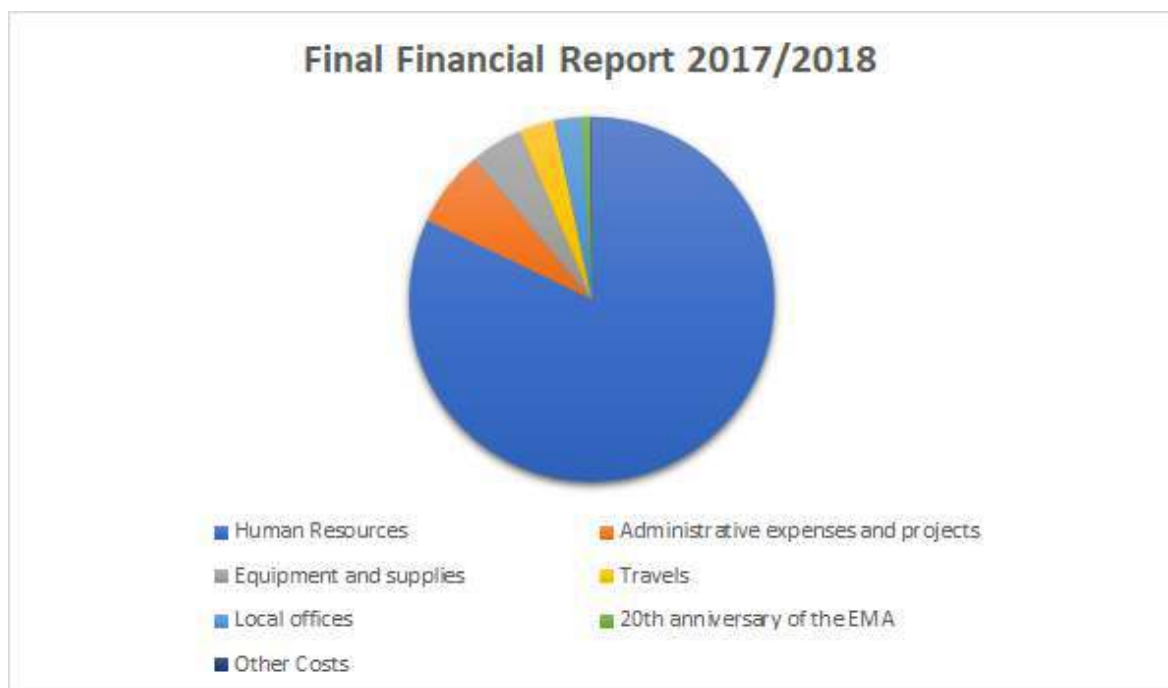
Direct contributions to EIUC's activities by Alumni were also shown in a successful Human Rights Defenders Cluster carried out by three Alumni in November and led by a Board Member as Cluster Responsible.

Communications and outreach efforts are continuing, with efforts on social media, development of new spaces on the common website, and using tools such as Mailchimp for the distribution of the E.MA Alumni Newsletter and other information. The website and a regular use of various social media (Twitter, Facebook, LinkedIn) have been used to promote E.MA and EIUC activities and courses.

Estimated Co-Financing and in-kind contribution

The GCA Network and the E.MA Alumni Association received a total of 54,000€ from EIUC for the year 2017/18 to carry out their activities. The financial report submitted to the financial department of EIUC in mid-August 2018 specifies expenditures over the full 12-month period (final reporting period).

The distribution of funds across all budget areas is illustrated in the chart below:



Similarly as in the previous cycle, the budget is almost entirely allocated to **human resources expenses** (43,770€): the salary, local transportation and lunch voucher of the Secretary General and correlating taxes (ONSS), the salary of the Web Developers, management fees for the payroll provider (Boutique de Gestion) and project management

training for the SG and one board member.

The second largest part of the budget this year was dedicated to **administrative expenses and projects** (3,594.47€).

The third largest part of the budget was spent for **equipment and supplies** (2,497.53€) covering stationary material supplies, technological equipment and softwares. The fourth largest part of the budget was spent on **travel expenses** (1,668.95€), this amount correspond to expenses related to the Career Day 2018, such as the flights and accommodation costs of the SG, the president and one board member of the E.MAlumni Association travelling to Venice in January to organise the Career Day and meet with EIUC staff, but also encompasses the participation of the SG in meetings and events held by the other alumni associations of the GCA network. The fifth largest part of the budget has been dedicated to maintain the **local offices** (1,289.92€); GCA has an agreement with ULB (Université Libre de Bruxelles, EMA partner university) that allows the rent price to be quite low. For the legal addresses, both associations have contracts with Mundo B in Brussels. Remaining expenses from the **20th anniversary of the EMA** represented the sixth largest part of the budget (405.88€) and finally, **other costs** (73.93 €) entail bank fees for the GCA bank account and credit card.

Estimated Alumni volunteer hours & in-kind contributions

The work of both associations is to a great extent made possible through volunteers and pro- bono professionals. Please find below an estimation of the overall pro-bono work. The E.MAlumni Association is run by a team of 9 Board members who all dedicate their time, skills and experience to the association. Each board member has specifically allocated tasks and projects, with some being shared between board members.

The GCA is run by a team of 3 Board members, as well as a group of representatives from each GCA member association (one or two per association).

	Unit (week/month etc)	Total hours/year
GCA Board	2 hours/week/3 board members for regular reporting/administration/phone meetings + 50 hours for projects (e.g. Global Classroom)	312
E.MAlumni Board	2 hours/week/9 board members for regular reporting/administration/phone meetings (936) Additional time spent by President: 15 hours/week (780) Additional time spent by Vice-President: 2 hours/week (104)	1820
Special Projects Activism Prize Mentoring Programme Communication Support to professional development		

		200
GCA Representative work	3 hours/month/14 GCA representatives	504
HRD Cluster module (E.MAlumni) Preparation Teaching (4 alumni, excluding travel) Essay marking		54
Orientation Days (E.MAlumni)	15 hours/2 board members	30
Career Day (E.MAlumni) Preparation + Prep sessions (3 alumni) + Teaching and student networking (3 alumni, excluding travel)		94
Total volunteer hours		3014

Activities

1. Activities related to professional development

1.1. Mentoring Programme

During this year of activity, twelve pairs were formed following a mutual agreement between mentors and mentees. Mentees were distributed in the following way: 1 from Latin America, 2 from HRDA, 3 from EAN and 6 from E.MAlumni Association.

Mid-term follow-up

Following the kick-off of the mentoring in early February, a first round of follow-up was conducted in early April. The mentoring team contacted each participant on a one-on-one basis to ask for general feedback. In particular, participants were asked about whether the mentoring had already started, how many times/meetings they had held and whether they had discussed their respective expectations and needs regarding their mentoring agreement.

For the first time since the Mentoring Programme was launched all pairs were responsive to the request for feedback by the mentoring team.

1. The answers by participants were very positive as eleven (all but one) couples reported that they had actually embarked on a mentoring relationship.
2. In addition, all of them had an initial discussion regarding their expectations, goals and availability.
3. Regarding the frequency and nature of the exchanges, there is a large difference among the couples: the frequency ranges from twice a month to ad-hoc exchanges. Two couples have not engaged in regular exchanges due to lack of availability ("I am currently involved in the very intensive postgraduate programme, so I'm not fully focused on professional career"), but in general most of the couples have met at least once a month.
4. The means of communication include email exchanges, Skype calls, Whatsapp chats or face-to-face meetups when possible.
5. As for the content or type of advice sought and provided, participants have indicated the following: CV and cover letter reviews, general advice of job market, job-seeking tools, mock interviews, discussing potential career paths.

The following are some of the positive feedback by the participants:

"The mentoring experience is highly recommended and I would like to participate next year again" (mentor)

"It has been interesting and useful. He sends "home works" and is always prepared for conversations" (mentee)

"I am very pleased to learn from my mentor [...] also on how to become myself a mentor in the future. In addition we have developed a wonderful friendship" (mentee)

Final follow-up

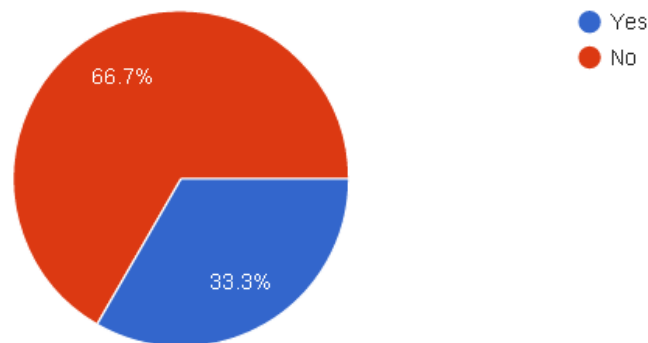
The final evaluation consisted of an online survey. One survey was designed for each role: the forms included general questions regarding the organisation and features of the Mentoring Programme, and specific questions tailored to each role, focusing on their experience and expectations, as well as outcome in terms of acquired skills. The surveys were anonymous and the answers provided were used for evaluation, statistical and advertising purposes only. The survey was completed by 6 mentees and 5 mentors (lower turnout than during the mid-term evaluation).

SURVEY Completed by MENTEES

All mentees answered that they were clear about their roles within the mentoring programme. All of them felt that the communication with their mentors was very good or good.

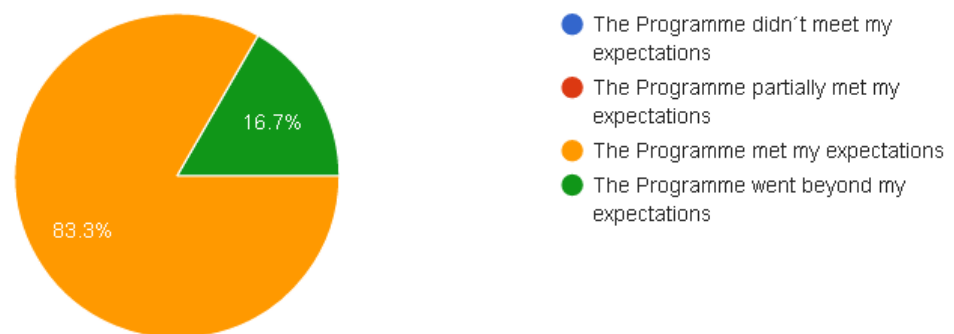
Have you ever participated in the GCA Mentoring Programme before?

6 responses



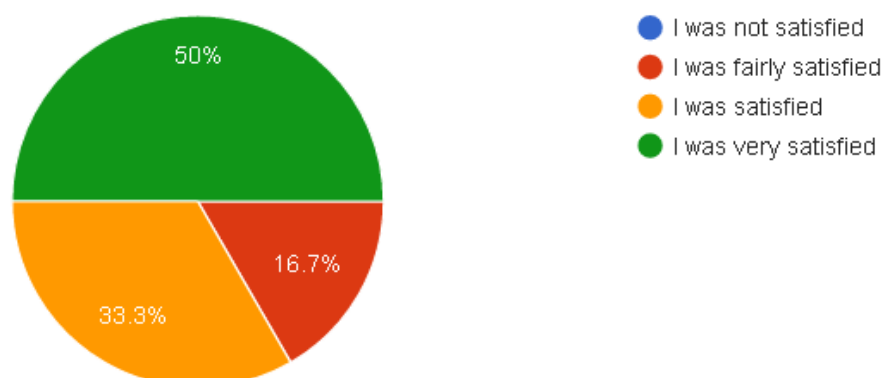
To what extent have your expectations been fulfilled?

6 responses



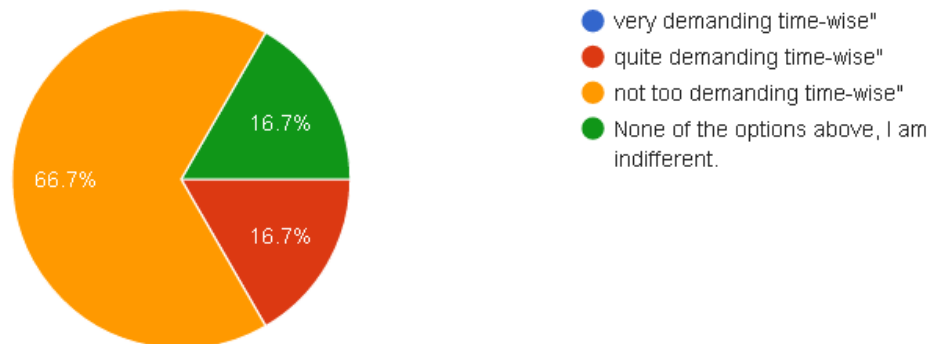
How did you feel about the methodology used by the Mentoring Programme (the pool of mentors) and your choice of mentor?

6 responses



Which of the following sentences do you agree with the most?: "Going through the pool of mentors and having to choose my own mentor was..."

6 responses



To what extent has your Mentor helped you boost your career/achieve your goals?

6 responses



The mentees who answered the survey rated the overall experience with the mentoring programme as very good (66,7 %), good (16,7 %) or just average (16,7 %).

Overall, the feedback from mentees is positive. They valued positively the chance to discuss with a more experienced graduate career options and navigate recruitment processes. There have been no communication issues and most of the couples met regularly. By the time, this evaluation was circulated three mentees had found desired jobs, which was indicated as the most successful outcome of the experience.

One mentee explained that the goal was *"to discuss my concerns with someone with more experience who has gone through the same experiences"* and concluded:

"My mentor helped me through hard times at work this year and provide guidance on how to move on".

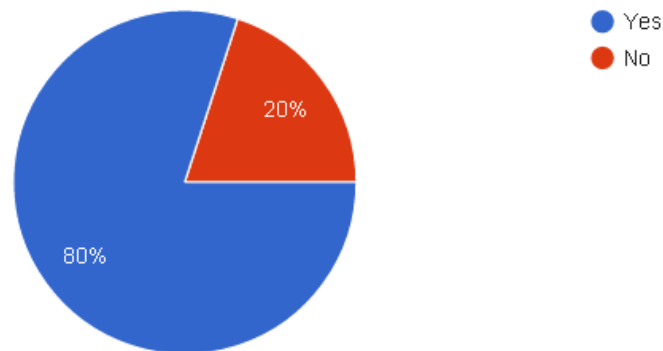
There are no features or things in the mentoring programme that the mentees who answered the survey would change. As for possible amendments or improvements, one mentee indicates that the mentoring programme should be more or better advertised, as some alumni in his/her year missed the call.

Results of the survey completed by MENTORS

60 of the mentors who answered the survey mentored more than one person.

Have you ever participated in the GCA Mentoring Programme before?

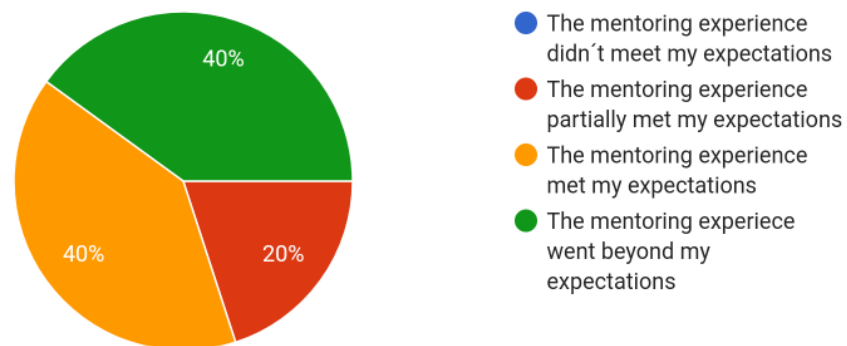
5 responses



To what extent have your expectations been fulfilled?

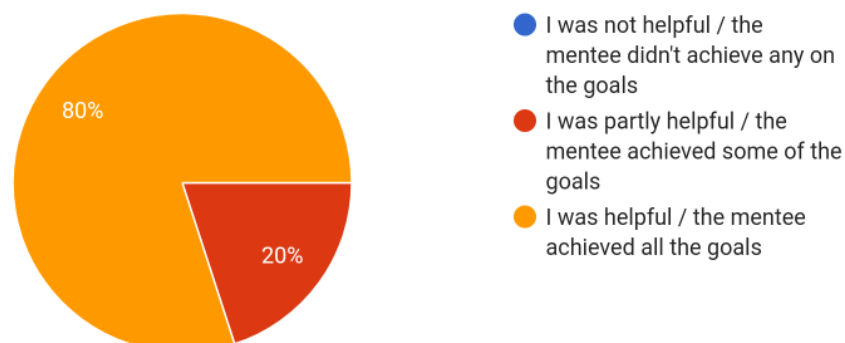


5 responses



In your opinion, to what extent have you helped your mentee boost his/her career/achieve defined goals?

5 responses



The mentors who responded to the survey rated the overall experience with the Mentoring programme very good (80 %) or good (20 %). The support provided by the mentoring team was also very appreciated as was the mentoring guide.

The mentors explained that they gained or developed new skills in their role, such as counselling and leadership. In addition, three mentors indicated the experience allowed them to reflect on their own career. On a different line, three mentors reported having developed strong bonds with their respective mentees.

“The conversations allowed me to reflect on similar experiences I had as my mentees and discuss/think about the best options to deal with the situations and issues they/we encountered. In this sense, I have gained professionally. I feel I have also developed my counselling skills by elaborating new mentoring techniques”.

In the feedback provided regarding possible improvements or changes to the programme, the following suggestion was made to put the mentees (and mentors) in different categories according to interests (CV improvement, interview skills, career in the field, work-life balance, field of work, etc.) so it is easier to go through the list of mentees

Last, one mentor suggested it was time-consuming to find a mentee, and another one explained the old matching system was preferable.

General evaluation by the Mentoring Team

In previous editions, commitment to actively take part in the Programme, stay in touch with the respective mentors/mentees and being responsive to the communications with the MT had been frequent issues. Many alumni registered to take part but very few couples actually embarked on a mentoring exchange, or if they did so, never reported back to the MT. In this edition, for the first time, all but one of the couples that were formed in the beginning of the

Mentoring Programme actively participated, provided feedback and continued with the mentoring arrangements till the end of the Programme.

The new system of forming pairs (a pool of mentors and mentees where to choose from, respectively) has yielded good results in terms of compromise and active participation. While taking into account the number of alumni that registered when the call was launched the results are not so flattering (37 mentees and 29 mentors registered), the 12 pairs that came out of the matching process have proved very committed to the mentoring experience. It is also worthy to notice that while this edition had seen the lowest number of Mentoring Agreements signed (four agreements), in contrast all couples discussed their expectations and availability and stayed committed and motivated till the end of the Programme (official duration of six months).

Overall the new matching system has received good feedback. The initial concern of the mentoring team, shared by one mentor, was that there might be too many requests by mentees addressed to those mentors with most or more valuable experience. In spite of this, only one complaint was received from a mentee, expressing the impossibility of finding an appropriate mentor and another complaint regarding the lack of response from a mentor.

The new matching process seems to be appreciated both by mentees and mentors as:

- It demands more commitment from mentees (they need to choose their own mentor), discouraging those less motivated or less in need of mentoring.
- Mentors have at their disposal more information (CV and motivation form) at their disposal and can make a more informed choice regarding their potential mentee. This modality increases ownership of the choice and facilitates the foundation for a mentoring relationship based on shared-goals and trust in each others' commitment.
- As a matter of fact, in previous editions, recurrent complaints or worries by mentors referred to the lack of commitment of the mentees, where the mentors had to take on the task of motivating the mentee to carry on with the mentoring agreement.
- At the same time, many mentees felt that their mentors were not suitable, either because they could not offer the advice they were seeking for due to lack of experience in a given field, either because they lacked availability to commit to regular mentoring.

"I felt that you found the right concept for the mentoring programme. I felt the mentees were much more involved and interested by the programme than previous year. The new system forces them to be proactive from the beginning (which was not always the case previously) and to be cleared about their motivation / objectives regarding the programme. Having access to their CV makes also things easier for the mentor. It makes the selection easier".

Mentor of the 2018 Mentoring programme

"I believe that connecting mentees and mentors is sufficient, because in it necessary for professional development to show some initiative and this is one of the ways to push mentees to be more productive and actually to gain biggest help they can in their career".

Mentee of the 2018 Mentoring Programme

1.2. E.MA Career Day 2018

Activity Plan: D.S01 - Give guidance to junior Alumni at the start of their career
2. Participate in the Career Day 2018 in Venice and promote Career days in the rest of GCA associations

Status: completed

The Career Day aims at providing current E.MA students with guidance on potential career options and opportunities in the field of human rights and democracy through an exchange of experience with alumni. The students can also receive feedbacks and tips on how to improve their CVs and cover letters. The final goal is to better prepare them to start their job search after their studies.



The Career Day took place on 26 January 2018, on the last day of the E.MA first semester.

Although some aspects remained unchanged, the scope of the Career Day was broadened this year to ensure a more interactive engagement between the masterini and the alumni by:

- **Increasing** the number of alumni present at the Career Day (6 instead of 4), which were divided as follows:
 - 3 former Alumni chosen for their outstanding professional profiles (Jean-Marie Rogue, Annika Sandlund, Antonia Barradas)
 - 2 Members of the E.MA Alumni Association Board (Michele Romano, Véronique Lerch)
 - 1 Member of the GCA (Carla Miranda who is the current Secretary General of the E.MA Alumni Association and of the GCA)
- **Broadening** the scope of the Career Day with 2 new sections: one shaped in the form of a workshop with all the speakers involved, and another one dedicated to a more in depth analysis of the single career paths;
- **Giving** more time to the CV clinic and spreading the CVs within the 6 speakers; and,
- **Ensuring** the direct participation of the masterini to General Discussion Panels by using a moderator and a facilitator that interacted directly with the students.

Results

The overall feedback received during the networking event after the Career Day was extremely positive. The students expressed their wish for it to take place earlier in the semester and to engage in more practical/interactive sessions. Although the Career Day is

set just after the E.MA trip and a few days before the second semester starts, most students remained just to follow this yearly event. However, some students had already left for their second semester destinations. The students also expressed the desire that the Career Day would take place on 2 days rather than just one.

An online evaluation form was sent to E.MA staff for distribution among students. The results were very satisfying and the students appreciated the introduction of the two new modules. However, they raised three issues that must be taken into consideration for the next edition of the Career Day:

- **Time:** most students would have appreciated to have more time to discuss the different Career Options and have insights concerning the field that interest them the most. Thus, the majority of students suggested organizing the next Career Day over 2 days, if not more.
- **Focus on EU citizens:** non-EU students complained that the Career Day did not dedicate much time to explore opportunities related to non-EU citizens. Although acknowledging that they enrolled in a “European Master”, they found part of the Career Day not so useful because of that aspect;
- **Career Focus:** As for every prior Career Day, also the 2018 edition dedicated two sections to the work of the United Nations and of fieldwork. In inviting an expert who worked for more than fifteen years in the field and who managed to balance perfectly professional and private life, the organizers thought that students could have been more attracted by listening to practical experience in working for UNHCR at global level. However, and although this might sound surprising, most students who answered the survey stated “there could be less focus on working at the UN and more on other options, like working for governments nationally or locally, etc”.

Perspectives for EMA career day 2019

The Board of the E.MA Alumni Association believes that in organizing the next edition of this event it is important to give appropriate consideration to students’ feedback in order to improve the results of the Career Day and the satisfaction of the students. It would therefore recommend that the 2019 career day edition:

- Is organized during 2 consecutive days (or at least 1 full day plus 1 half day) in order to have more time for students and, especially, the CV clinic.
- Is organised in the middle of the first Semester, rather than during the last day of the semester;
- Covers more “new and innovative topics” as, for example, careers in the field of Business and Human Rights; and,
- Focuses more on non-EU and non-UN actors active in the sphere of Human Rights, for example including a section only on National Human Rights Institutions.

1.3. Career days from other associations

Activity Plan: D.S01 - Give guidance to junior Alumni at the start of their career
2. Participate in the Career Day 2018 in Venice and promote Career days in the rest of GCA associations

On April 18th 2018, the ERMA/Global Campus South East Europe, with the support of its official Alumni Network (EAN) hosted the first “ERMA Career Day” in Sarajevo, Bosnia-Herzegovina. The event gathered a number of ERMA alumni and current students to discuss the potential career perspectives of experts in democracy and human rights, at regional and global level. The Career event was organised thanks to the participation of Delegation of the

EU in BH, the Embassy of Italy, and was realized together with the Global Campus Alumni. The Secretary-General of E.MAlumni Association took part in the discussion.



1.4. Job and Internship digest

Activity Plan: D.S02 - Provide online tools to foster knowledge and exchange

3. Harmonise the GCA Digest, ensure regular input of jobs/internship postings on the website

Status: ongoing

All Alumni registered on the website have access to three boards online:

- board for job offers: <https://globalcampusalumni.org/develop/job-board/>
- board for internship offers: <https://globalcampusalumni.org/develop/internship-board/>
- education board for fellowships, trainings, conferences and call for papers: <https://globalcampusalumni.org/develop/education/>

Alumni can access the boards at anytime, in order to go through the available offers but also to add offers themselves if they want to share interesting opportunities with the Alumni community. The boards are interactive in the format of a forum, so alumni can interact on the topics, ask for advice or ask questions to the person who posted the offer. The offers posted are compiled into a digest sent every week to those who registered for it. The digest regularly reminds subscribers to update their profile on the website.

There is a group of alumni who regularly share offers on the boards and gradually other members have also participating on it. We are regularly encouraging alumni to post opportunities. In particular, every time Alumni contact us to ask us to share an offer with other graduates or share opportunities on facebook groups, we invite them to post themselves the opportunity on the boards. Third parties also contact us to share opportunities with the alumni community indicating that Alumni and the Associations are gaining more visibility in the job market. Finally, we have noticed that more paid offers of

internships have been posted after the disclaimer on the internship board was set, stating that the Associations take a stand against unpaid internships and that the publication of unpaid offers on the internship board does not imply our endorsement.

Indicators

Due to the migration to the new website of GCA on April 25th, the old topics posted on the boards can no longer be accessed. These are the numbers of offers posted in the last three months of the cycle (between April 25th and July 31st):

Jobs: **44**

Internships: **08**

Education: **13**

2. Activities to strengthen the alumni community

2.1. Alumni Ambassadors

Activity Plan: B.SO2 - Get more alumni actively engaged with the GCA/E.MA alumni and ensure continuity of membership

4. Further institutionalise the Ambassador - Hub - Buddy strategies to help strengthen local bonds

Status: ongoing



Over the past year, the Boards continued to work towards strengthening the GCA/E.MA alumni community through the Global Campus Alumni Ambassadors and Hub Network. Two Board members from the E.MA Alumni Association oversee the smooth running of the Hubs. One is the central contact point for the Hubs and Ambassadors, whilst the other one monitors the Facebook groups for the Hubs.

In January 2018, current E.MA students were linked with GCA Ambassadors in their second

semester cities. Ambassadors helped answer questions which students had regarding their move and many met in person with students, showing them around town or just meeting for a friendly welcome meal. Moreover, in several hubs social gatherings were organized for alumni and current E.MA students to meet each other.

Contact with the Ambassadors happens regularly, often in line with calls for news for the bi-monthly newsletter. Whilst numbers of Ambassadors has slightly decreased since last year, this is reflective of our current focus on creating a solidified and relevant list of Ambassadors, reflective of people's active commitment and location. Previous Ambassadors who have moved location or whose commitment and availability has changed have been taken off the list. In the future it may be worth adjusting the Hub and Ambassador model to reflect this, considering both city specific and mobile Ambassadors. Over the next year, the Board will also focus on maintaining an updated profile of Ambassadors on the web page in order for all Alumni to access updated information quickly and easily.

There are currently 47 active Ambassadors. The team is now starting to recruit Ambassadors for 14 European cities. Regular calls are made through the Newsletter and in the Hub Facebook groups for these vacancies. There are also 30 Facebook groups, representing cities in 30 countries. While some of these groups are frequently used and have a fair number of members (for instance, United Kingdom - 42 members; Belgium - 208 members) others remain rather dormant. Still, they are an increasingly useful tool to reach other to alumni either in or with links to a specific country and we expect their relevance to further increase over the coming year.

Indicators

Number of Ambassadors: 47

Number of Hubs: 36 (Active in Europe), 14 (Vacant in Europe), 30 Facebook groups worldwide

"The Strasbourg hub is great, particularly thanks to Tania and Diana. I met many Strasbourg- based alumni with whom I shared experiences and knowledge on the programme and human rights in general. Tania and Diana's initiatives could serve as an example for other hubs."

Quote from a graduate member of the E.MA Alumni Association (Survey March 2018)

2.2. Human Rights Professionals Database

Activity Plan GCA:

B.SO1 - Build an effective strategy for data collection of E.MA alumni and expand it to all GCA associations

&

D.SO4 - Develop a human rights practitioners' community for professional exchange

1. Further build database of alumni to increase quantitative data available, and develop systems for inputting for analysis and expert identification (this depends on GCA associations to share data)

2. Put in place strategies to encourage alumni to: a) set up a profile on the GCA website; b) keep the profile updated; and c) engage with the community through participation in fora.

Status: ongoing

Since GDPR entered into force, the database project had to be reassessed with the new legal perspective. We now have a pro bono lawyer analysing the limitations and new possibilities to explore. Nonetheless, we keep working with our new IT team to improve the functionalities of the database and increase active use amongst members. For the members, it is essential we guarantee that the database is regularly consulted, and professional opportunities come from it, so they have the motivation to keep their profiles up to date. Therefore, we are keen to work more closely with Global Campus colleagues to make sure this happens in a systematic way.

Indicators

Increased number of alumni registered on the website

Currently **1,322** alumni are registered on the website.

Since August 1 2017, **107** new members registered.

Increased number of alumni registered on the website per association:

Total number of alumni registered per association as of 1st August 2018

APMAA	67
CESAA	18
ArMA (DEMA)	14
E.MAlumni	1,101
EMDHAL	29
EAN (ERMA)	35
HRDALUMNI	58

Total number of newly registered alumni by association registered since 1st August 2017

APMAA	02
CESAA	01
ArMA (DEMA)	09
E.MAlumni	72
EMDHAL	03
EAN (ERMA)	20
HRDALUMNI	00

2.3. Strengthening the community through the website and social media

Activity Plan GCA: C.SO2 - Improve outreach and communication

3. Build a common GCA social media strategy (facebook, twitter, youtube, etc)

Status: ongoing

Indicators (as of 31.08.2018)

Number of followers on the E.MAlumni Facebook page: **946**

<https://www.facebook.com/emalumni/>

Number of followers on the GCA Facebook page/community: **257 likes and 269 followers**

<https://www.facebook.com/globalcampusalumni/>

Number of members of the E.MAlumni Facebook group: **626**

Number of members of the E.MAlumni LinkedIn group: **386**

Number of followers on GCA Twitter: **160**
<https://twitter.com/GlobCampAlumni>

The website was re-launched in April 2018. In the first stage, most of changes were structural and made in the backend to enhance the user experience and the functionality of the integrated software we use. For the second stage in August/September 2018 (next reporting period), major changes in the frontend are being made as GCA's visual identity recently changed to be in line with the identity of Global Campus.

3. Activities to strengthen GCA and the associations

3.1. Institutional development of the GCA

Activity Plan: A - GOAL: Strengthen the GCA and regional associations

Status: ongoing

Unlike what happened during the previous cycle, the GCA did not have the financial support to gather the representatives from the seven associations for an in-person meeting. Regular online meetings are conducted in a monthly basis. The online meetings have shown to be a good way to follow up with the associations and know more about the activities and projects they are carrying on; however, it has been difficult to maintain the tights among the members and the GCA. That also has an impact in the integration of activities across the associations, as well as with the Global Campus.

Results so far:

A number of key follow up points emerged:

Connections with the Global Campus

The Secretary General managed to establish regular communication with the Global Campus, which is essential for the good performance of GCA and its members. We see GCA as intricately connected with the Global Campus and information is one of the main assets in this relationship. As we are an organization with scarce financial resources, it is key for us to count on enough time to prepare our participation in the GC activities. In addition, we highly appreciate the opportunity to meet with the staff and join GC activities in person, as we still do not have an established seat on the Global Campus Board, these are the moments we can better discuss our agenda and work together on the engagement of the member associations in the Global Classroom, Promotional Conference, teaching programmes etc. We would also like to see more support from the Programme Directors to their alumni associations, as well as GC, to make the connections more solid and to encourage programmes to collaborate and share information (including lists of recent graduates) on regular basis.

Representation

Following discussions with EIUC and GC, we are very keen in the idea for a representative of the GCA to have a seat on the Global Campus Board, as mentioned above, we believe

this would strengthen the connections and facilitate the communication. We still wait a position of the institutions on this topic and remain open to explore ways to make it happen.

Taskforces

Last year, during the GCA reps in person meeting specific taskforces were created allocating the reps from different associations who report to the GCA Board on the projects and activities they carry on with. In the middle of 2017/18, an evaluation of the taskforces was conducted by the Board and some adjustments were made to better answer the needs of our members. GCA now operates under three taskforces: Communications, Database and Projects.

3.2. Institutional development of GCA associations

Activity Plan: A - GOAL: Strengthen the GCA and regional associations

Status: ongoing

The GCA network is composed of seven associations at different stages of institutional development. Efforts to support democratic governance and legal establishment are ongoing in all members Associations. Overall, the involvement of the GCA member associations in GCA matters and projects has been further increased, and efforts to support each organisation are under way.

ArMA Alumni

The incorporation of the DE.MA Alumni association was completed, and the association changed its name to better represent the new generations of alumni of the programme. Last year they had new elections for the board and the new team is working on connecting and establishing the sense of community amongst all its members.

EAN

The ERMA Alumni Network Association, now more commonly referred as EAN, is supported by an Academic Tutor employed by the host universities, a system that has been proved to work very well. The association works closely with GCA to have more integrated activities and this year EAN organized its first Career Day with alumni to students with the participation of the Secretary General of GCA.

EMDHAL

EMDHAL is still a de facto association. Some registration processes were tried in Argentina and Colombia; no process is completed yet. A new board was recently elected and the new team has proposals to better integrate EMDHAL's agenda with GCA activities.

APMAA

This association is formalised and run by a committed board. APMAA is still trying to establish itself as an INGO in Nepal while in conversations with the host universities to get financial support to assist the association with its activities.

CESAA

The association is informal and unregistered. There was very little engagement of alumni

until now. The Global Campus event in Yerevan this year was a great opportunity to reactivate the association. CESAA is now negotiating with the programme the possibility to have a graduate of the programme as paid staff.

HRDA

The HRDA is not registered as an independent entity but is located within the programme hosted at the University of Pretoria. The University provides the salaried support of an Alumni Coordinator for 20 hours per week and the current HRDA Alumni Coordinator sits on the Board of the GCA.

E.MAlumni Association

In 2017, the E.MAlumni association was moved from Italy to Belgium, being now registered as a non-profit legal entity (ASBL) in that country. According to the Belgium authorities, all general assemblies and any changes in the board of the association must be officially announced and published on the *Moniteur Belge*. The Secretary General takes care of the regularization process with the support of an external accountant. In 2017/2018 three new board members and a new president were elected; besides the regularization process before the Belgian authorities, the compliance with the bank also had to be updated. The E.MAlumni Association has a part-time paid Secretary General (position shared with the GCA). The Secretary-General assists with the day-to-day management of the organisation under the direction of the elected Board.

4. Other activities specific to the E.MAlumni Association

In March 2018, the board of the E.MAlumni Association conducted a survey with the alumni. The aim of the survey was to better understand the impact that the EMA programme had on the post-EMA professional lives of the alumni and the way alumni might have benefited from being part of an alumni community. The survey was open online from 22 February to 18 March 2018 and the answers were collected anonymously. The alumni were made aware of the survey through the newsletter of the E.MAlumni Association, reminder emails and social media channels (LinkedIn, Facebook). 273 alumni representing all graduation years responded to the survey.

4.1. E.MAnniversary

Activity Plan (E.MAlumni Association):

C - GOAL: Increase awareness and recognition of the E.MAlumni Association

SO3: Use the 20th EMA anniversary as an opportunity for increased recognition among EMAlumni

Status: completed



As 2017 marked the 20th Anniversary of the E.MA program, the E.MAlumni Association organised a celebratory event gathering Alumni from all 20 generations. The event took place on the 2017 graduation week-end (23-24 September) and focused on both reflecting on the evolution of the human rights landscape in the world over the past 20 years, but also on changes in the human rights professional field. The E.MAlumni Association also issued a publication, a 20 Years Yearbook, gathering testimonies from 20 generations of Alumni, that was disseminated during the event and is available online: <https://www.globalcampusalumni.org/emalumni/explore/reunite-for-human-rights/>

The anniversary celebration was a one-day event. It started with a morning panel called: *“HUMAN RIGHTS IN A LEGITIMACY CRISIS? 20 generations of human rights professionals: changes, challenges and opportunities.”* It was facilitated by one board member, Véronique Lerch; Manfred Nowak was a respondent to the 5 panellists. The 5 panellists presenting internal and external challenges to the human rights community were all alumni from different generations.

- **Moana Genevey (EMA 2014/2015)**, Policy assistant on gender-based violence, European Commission: Addressing populism and hate speech: the (forgotten) power of counter-narratives.
- **Kersty McCourt (EMA 2004/2005)**, Senior Advocacy Advisor Open Society Justice Initiative: Civil Society Under Threat: What are the trends, what are the drivers and how should we respond?
- **Thomas Coombes (EMA 2005/2006)**, Head of Brand & Deputy Director, Communications, Amnesty International: Do we need to rebrand human rights?
- **Elaine Ryan (EMA 2002/2003)**, Who is afraid of defending the rights of police officers? Confronting human rights comfort zones and off-limits areas.
- **Vincent Hauquier (EMA 2013/2014)**, UNpaid is UNfair, the struggle for fairer socio-economic and geographical distribution of internships at UN level.

The afternoon was divided into 2 sets of interactive workshops all led by alumni on the following issues:

- **Human rights & social justice: how to foster a socio-economic discourse in human rights, and how to use it for challenging populism**
- **Advocacy in the digital era (online tools): the use of online tools for human rights activism and awareness raising**
- **Legal tools & strategic litigation: how to make strategic use of legal avenues to challenge human rights violations**
- **Human Rights - A Visual and Artistic Perspective**
- **Human rights education: creative and dynamic ways to teach and convey human rights**
- **World cafe: Our Human rights community** (a brainstorming activity with the alumni to find new ideas on how to strengthen the alumni community and the E.MA Alumni Association)

During the reception organised by EIUC, alumni sang and presented a short theatre piece. Finally, a party was organised at the Nicoli Airport.

4.2. Human Rights Defender Cluster

Activity Plan E.MA Alumni Association: D.SO3 - Promote the participation of GCA Alumni in EIUC-led activities

1. Further develop Alumni's participation as teachers in the Human Rights Defender and other modules

Status: completed

The cluster aims to contribute from a practice-oriented perspective to the academic programme of the E.MA. Many alumni have worked as human rights defenders or with organisations and institutions that work to promote and protect the work of defenders and the space within which they operate. The cluster looks at the legal and policy frameworks, studies a number of in-depth case studies and includes a practical exercise.

The HRD Cluster took place in November 2017. An alumna and former board member of the E.MA Alumni Association (Kersty McCourt) with over 15 years professional experience continued, for the third year, as cluster lead. She presented the regional and international laws and policies on human rights defenders and led a case study on Hungary. Antonia Barradas shared experiences from her work with Amnesty in particular to secure the release of the HRDs known as the Angola 15 - and Mark McGinty led students through two practical exercises. Together they identified current threats to HRDs, covered the international and regional frameworks designed to protect civic space and individual human rights defenders and analysed the drivers behind the rapidly shrinking space for civil society.

Results and feedback

The HRD cluster was successful and we received positive feedback from the students in particular in relation to the practical dimension of the cluster. Students remarked that through the cluster they were able to relate, prior more theoretical parts of the course, to current challenges on the ground. This was the third time that a Board member was the Cluster Responsible and lecturers were also made responsible for the marking of the students' essays, hence considerably contributing to the E.MA programme. This also allowed for coherence throughout the week of lectures - as opposed to a more disjointed approach in

previous years where alumni came for one day and there was no overall coordination / thread to the week.

Unfortunately funding was only available for three alumni to teach - compared to four, including the cluster lead, in previous years.

With a growing pool of alumni with extensive experience on a whole range of topics from transitional justice to gender and development it might be considered to expand our contribution to other topics on the curriculum.

4.3. E.MA Alumni Monthly Newsletters

Activity Plan: C.SO2 - Improve outreach and communication

1. Review and implement communications strategy for GCA and E.MA Alumni

Status: ongoing

The newsletters are sent bi-monthly to all E.MA Alumni who registered for it and some EIUC staff members. The purpose of the newsletter is to disseminate information on activities and projects, improving E.MA Alumni members' involvement and increasing the website's visibility.

The newsletter also functions as a promotional channel for EIUC projects and activities such as seminars, MOOCs, summer schools, mentoring programmes, etc., as well as a platform for alumni's testimonies and life stories with portraits and activities within the human rights regime, and pictures from alumni hubs gatherings. Currently, the newsletter is sent to more than 1500 recipients.

The stability of the newsletter has been improved and the distribution occurs bi-monthly. The open rate of the newsletter recipients has seen a slight increase over the summer months with more than 30% of all recipients opening the newsletter according to Mailchimp reports.

One Board member of the E.MA Alumni Association takes care of the development and dissemination of the newsletter. The format of the newsletters has been redesigned to a shorter, more visual and impactful version for a more user-friendly experience.

Indicators

Number of Newsletters disseminated: 6

(August and November 2017; January, March, May and July 2018).

The newsletters are available online:

<https://globalcampusalumni.org/emalumni/activities/newsletter/>

4.4. E.MA Graduation Ceremony

Activity Plan: D.SO3 - Promote the participation of GCA Alumni in EIUC-led activities

Status: Completed in September 2017

The President of the E.MA Alumni Association participated at the E.MA Graduation Ceremony in September 2017 in Venice, in order to present the E.MA Alumni Association to new graduates and inaugurated students and award the E.MA Activism Prize (see below). The freshly graduates were given GCA tote bags and were given information about GCA and the

E.MAlumni Association.

4.5. E.MA Activism Prize

Activity Plan: E.SO1 - Promote and support Alumni's activism/projects/awareness-raising campaigns

3. Select and award the E.MActivism Prize with particular attention to the quality/merits of the project/initiative

Status: completed

Overview:

Every year, the E.MAlumni Association organizes the E.MActivism Prize with the aim to recognise and award a particular effort in promoting the culture of human rights throughout the E.MA year. This prize is an idea inspired by the "Ubuntu Prize", which is awarded by the African Regional Master on Human Rights and Democratisation. The recipient of the E.MA activism Prize is chosen by the students, through an online voting procedure among options nominated by the students.

Indicators

5 projects selected among those nominated, as they received the highest numbers of votes:

- The E.MA Gender campaign #InMyCountry (Joana Gameiro and Danae Coquelet)
- The cultural festival (Georg Bauer, Sara Soltani, Emily McDuff, Isadora Martins and Maria Roson Sanchez)
- The partnership with Emergency (Meg Lawrence)
- The "si a la Paz" campaign (Catalina Melendez)
- The homeless project (Jessica Byron)

25 votes received.

Summary

In 2017, for the first time, the E.MAlumni Association Board decided to award the E.MActivism Prize to a project and its/their initiator(s) instead of to a single individual. This decision was based on the willingness to underline group commitment and the importance of being united for human rights.

Moreover, the Board believes that this also reinforces the E.MA Spirit and highlights the importance of students' efforts during the time in Venice. The voting procedure was divided into 2 steps:

- 1- students were asked to nominate 3 projects (and related initiator(s)), which they thought deserved the Prize;
- 2- students were then asked to vote for the nominated project that they thought was the most deserving one.

In September 2017, the Prize was awarded to the **Cultural Festival**, which is a 3-day cultural and film festival organized by a team of E.MA students in January 2017 with movie screenings, choir, theatre, poetry and dance performances, photo exhibition. It was an expanded version of the previously existing E.MA film festival. The organizing team worked for several months to organize this event. The following E.MA students were awarded: Georg Bauer, Emily McDuff, Isadora Martins de Freitas, Maria Roson Sanchez and Sara Soltani.

Usually, the Prize is received enthusiastically by the students, especially because it is awarded during the Graduation Ceremony and recognises their dedication to the cause of

human rights. It is an excellent channel to establish a contact with students, who get in touch with the Alumni Association and are invited to explore its initiatives.

The Board is also working on an **Award Prize for Alumni**. The aim is to award an alumno/a who, through his/her work and commitment, shows particular dedication to human rights and represent the E.MA values.

Activity Plan 2018-2019 E.MAlumni Association

MAIN GOALS	Specific Objectives	Means of implementation	Indicators
A - GOAL: Strengthen the E.MAlumni Association and the cooperation with GCA	A.SO1 - Improve coordination and cohesion of GCA activities	<ol style="list-style-type: none"> 1. Build capacity of the new Secretary General about process and responsibilities 2. Effective coordination and regular communication with EIUC/GC on vision and strategy 	<ul style="list-style-type: none"> - SG informed about all processes and responsibilities and clarification of processes - Meetings/communication between E.MAlumni/SG and EIUC/GC - Regular exchanges with EIUC/GC staff
	A.SO2 - Keep strengthening the E.MAlumni Association while progressively balance its role with the rest of GCA associations	<ol style="list-style-type: none"> 1. Regularization of E.MAlumni and GCA separately before the Belgian authorities 2. Draft and sign agreement between GCA and EMAlumni 	<ul style="list-style-type: none"> - Update of information and legal requirements completed - GCA/E.MAlumni agreement drafted and signed by the two boards
	A.SO3 - Ensure financial sustainability of the E.MAlumni	<ol style="list-style-type: none"> 1. Develop a fundraising strategy for the E.MAlumni 	<ul style="list-style-type: none"> - Implementation of a fundraising strategy to meet the 5% income match requirement
B - GOAL: Strengthen the alumni community	B.SO1 - Build an effective strategy for data collection on E.MAlumni	<ol style="list-style-type: none"> 1. Continue the work on the database of alumni and run annual survey to increase quantitative data available, and develop systems for inputting for analysis and expert identification 2. Put in place strategies to encourage alumni to: a) set up a profile on the GCA website; b) keep the profile updated; and c) engage with the community through participation in fora. 3. Ensure the data collection is complying with GDPR 	<ul style="list-style-type: none"> - Number of alumni details in database - Number of alumni registered to the website - Development of systems for quantitative/qualitative data analysis - Get legal opinion from Pro-Bono lawyer on GDPR
	B.SO2 - Get more alumni actively engaged with the E.MAlumni and ensure continuity of membership	<ol style="list-style-type: none"> 1. Effectively communicate the importance of Alumni support to the E.MAlumni association 2. Start using automatic renewal system for E.MAlumni Supportive Membership 3. Carry out a needs and expectations analysis within the membership of the E.MAlumni 4. Further institutionalise the Ambassadors & Hubs strategies to help strengthen local bonds 5. Develop ways for Alumni to get involved in substantial projects outside the Board structures 	<ul style="list-style-type: none"> - Number of <i>Supportive Membership</i> - System for automatic renewal of active membership in place - Number of Ambassadors - Number of active hubs - Number of alumni taking the initiative in E.MAlumni activities
C - GOAL: Increase awareness and recognition of the E.MAlumni Association	C.SO1 - Improve outreach, branding and communication	<ol style="list-style-type: none"> 1. Review and implement communications strategy E.MAlumni Association 2. Make greater use of Ambassadors to improve outreach on different initiatives 	<ul style="list-style-type: none"> - Communication strategy reviewed and implemented - Number of followers in social media - Attendance to Alumni Hubs events - Number of Newsletters disseminated
D - GOAL: Foster career development of Alumni	D.SO1 - Give guidance to junior Alumni at the start of their careers	<ol style="list-style-type: none"> 1. Support GCA to carry out the Mentoring Programme 2018/19; ensure follow up and evaluate of the changes introduced in the past edition 2. Participate in the Career Day 2019 in Venice and exchange best practices with the rest of GCA associations 3. Work on a new project offering coaching or training for Alumni 	<ul style="list-style-type: none"> - Number of applicants mentors/mentees - Follow-up participation - Evaluation report of Career Day (to be filled in by Masterini) - Number of Alumni participating in the activities offered
	D.SO2 - Provide online tools to foster knowledge and exchange	<ol style="list-style-type: none"> 1. Further promote the use of HeinOnline by Alumni 2. Promote Alumni participation in the GC Human Rights Journal and Rights Blog 	<ul style="list-style-type: none"> - Number of registrations to HeinOnline - Number of Alumni writing in the GC Human Rights Journal and Rights Blog
	D.SO3 - Promote the participation of Alumni in EIUC/GC-led activities	<ol style="list-style-type: none"> 1. Further develop E.MAlumni's participation as teachers in the Human Rights Defender and other modules (especially skills trainings) 2. Support Alumni to teach/make presentations/workshops in Venice during workshops/specialised courses organised by EIUC/GC 	<ul style="list-style-type: none"> - Participation of Alumni in EIUC/GC-led activities
E - GOAL: Increase the potential of E.MAlumni as an agent of change	E.SO1 - Promote and support Alumni's activism/projects/awareness-raising campaigns	<ol style="list-style-type: none"> 1. Select and award the E.MActivism Prize with particular attention to the quality/merits of the project/initiative 2. Keep promoting and encourage the participation of Alumni in the Alumni Initiative in the GCA website 	<ul style="list-style-type: none"> - New valuation system for E.MActivism prize - Number of projects of Alumni promoted in the website and Newsletter