

# **Election Committee Report EMAlumni General Assembly 2023**

## **Report of the Independent Election Committee**

**08 June 2023**

### **Introduction**

This is the Report of the Independent Election Committee (the ‘Committee’) of the Alumni Association of the European Master’s Degree in Human Rights and Democratisation, also referred to as EMA, (the ‘Association’) concerning the 2023 General Assembly conducted in compliance with the Statute for the EMAlumni Association ASBL (the ‘Statute’), and the Act for non-profit associations dated 27 June 1921 and the Code des sociétés et des association adopted on 23 March 2019 (collectively, the ‘Regulations’).

The Committee was appointed by the President of Association/Chairperson of the General Assembly and the Board of the Association in accordance with the Statute. The Committee consists of EMA graduates Michele Romano, Florence Carrot and Lucrecia Cisneros Rincón. The Committee is assigned to verify the transparency of voting procedures and confirm the quorum.

### **Certification and Declaration**

In accordance with the designated assignment, the Committee independently observed and reviewed the conduct of the General Assembly held online between 19 May 2023, 11:00 CEST and 1 June 2023, 23:59 CEST.

The Committee hereby verifies and certifies that conduct of the General Assembly and the online vote was conducted transparently, fairly, and honestly and fully corresponded with the provisions of the Statute and the Regulations.

The Committee thus declares that:

- In accordance with Article 13.7 of the Statute, the General Assembly conducted between 19 May 2023, 11:00 CEST and 1 June 2023, 23:59 CEST. Thirty-one (31) full members participated in the General Assembly (70,45 per cent) of a total 45 full members of the Association. The General Assembly therefore achieved a quorum of more than 50 per cent of full members being present and was therefore validly organized.
- Five alumni validly nominated for five Board Member positions: Mélina Pele ; Helene Bauwens ; Róisín Webb ; Theodora Ralli ; and Nona Mohammadi.

- There were five vacant positions on the Board and thus Mélina Pele ; Helene Bauwens ; Róisín Webb ; Theodora Ralli ; and Nona Mohammadi are hereby declared elected.

The voting details are provided below. All comments received are also provided below and should be considered by the Board under the upcoming mandate.

## **Background Information**

A General Assembly was announced by email on 2<sup>nd</sup> of May 2023, well in advance of the eight days before the start of the voting procedures, as required by the Statute. The General Assembly was announced via email, via the EMAlumni newsletter, and via social network (i.e. Facebook) to all full members. [Candidates had to present their candidacies](#) before 17 May 2023, 23:59 CEST in the Association's dedicated online General Assembly forum. Within this required timeframe, 5 people were nominated candidacies for the Board. The posts of the candidacies engaged more views than the forum amounting from 16 to 121 views for each candidate.

The General Assembly took place online from 19 May 2023, 11:00 CEST to 1st June 2023, 23:59 CEST ("Voting Period") extending the deadline by a week to engage more members.

A [forum for online debates](#) around the 2023 EMAlumni General Assembly was opened during the Voting Period, but did not lead to any discussion (no post). Only 6 views were recorded.

## **Items for vote or comment**

The items submitted to vote (approval or rejection) or comment were:

1. [Presentation of the Mid-term Narrative Report 2022/2023](#) – for comment
2. [Presentation of the Mid-term Financial Report 2022/23](#) – for comment
3. [Activity plan 2022/2023](#) – for comment
4. [Approved Budget 2022 - 2023](#)
5. Election of 5 Board Members (2023-2025) – for vote
6. All Other Business - for comment
7. General Comments – for comment

The following summarises the comments received for the "for comment" items and clarifies the votes and quorum for the "for vote" items.

### **1. Presentation of the Mid-term Narrative Report 2022/23 – for comment**

[See annex 1.](#)

The Mid-term Narrative Report 2022-2023 covering the activities for the period August 2022 – January 2023 was accessible via a link.

See

Six (6) comments were received all complementing the Association and/or the Narrative Report. The comments follow:

- Congratulations on a comprehensive and engaging report! It gives a good sense of the challenges while maintaining a positive, proactive tone. Thank you
- thanks A LOT for your work and for continuing to keep our community strong and vibrant despite budgetary challenges...i am sad that the number of alumni contributing financially to the association is so small and I hope we can change this in the upcoming years <3
- Okey
- Great to see the continuation of the Association :)
- Great work!
- thanks for all the work!’

Two (2) comments also noted that they had ‘no comments’.

## **2. Presentation of the Mid-term Financial Report 2022/23 and approved year budget – for comment**

[See annex 2.](#)

The Mid-term Financial Report covering the period August 2022 – January 2023 and approved year budget and approved year budget for August 2022-July 2023 was accessible via a link.

Two (2) comments were received, as follows:

- I don't know if this question will come forward, but GA has to directly approve this report and discharge the board of their fiduciary responsibilities, no?
- Okey.’

One (1) comment noted that they had ‘No comments’

Any questions raised during the GA by supportive members will be discussed for clarifications on the next board meeting scheduled at the end of June 2023.

## **3. Presentation of Activity plan 2022/2023 and associated input/comment**

[See Annex 3](#)

A link to the activity plan drafted by the board for the period August 2022 - July 2023 was provided. It explained that the Association’s activities corresponded to its 3 objectives being :

1. to strengthen the community by bringing alumni together
2. increasing the visibility of the Association's work and impact of alumni on human rights,
3. support the professional development of alumni.

The presentation also stated the Board will be having an in-person meeting in Brussels. At the in-person meeting the Board will discuss priorities for the next year and requested input from the General Assembly participants.

The following five (f) comments were received:

- The plan is well thought out and with the right priorities. Before adding new ones, I would suggest to reinforce crucial assets such as the database (key for connections and visibility of the rich network of experts) and communication efforts (great to see the new communication style and content! Do keep it up and make it more impactful (with careful editing and no typos or grammar errors that may put off the audience). And do keep the wellbeing webinars, a fresh and much needed idea compared to what one could find anywhere else: it gives a touch of originality and attention to important aspects of human rights work/career. Many thanks!
- Apart from the forum here, it could be helpful to open up priorities and suggestions to the whole network with a short survey with results feeding into our board meeting. E.g. we can ask what would they like to see (more) from the Association, what activities they would be interested in etc.
- Okey
- Compliments and don't give up the good work!
- I can only say that this looks really great! I am based in Stockholm and would love to contribute to the community building pillar. Is there a current Ambassador or active hub in Sweden? I will contact you separately for this.

Every suggestion will be raised during the next board meeting at the end of June 2023 and their outcomes will be communicated to all supportive members that we thank for their involvement.

#### **4. Election of 5 Board Members (2023-2025) – for vote**

Five alumni put forward their candidature for the Board Member position (all candidacies being valid).

Total number of voters: 31, thus the quorum was reached.

The candidates received the following votes:

- Melina Pele (total votes 26)
- Róisín Webb (total votes 25)

- Helene Bauwens (total votes 24)
- Theodora Ralli (total votes 24)
- Nona Mohammadi (total votes 23)

As a result all candidates were elected as Board Members.

## 5. All Other Business

The Association proposed creating a Whatsapp group with supportive members to bring the Alumni community closer and share its activities in a more efficient way  
<https://chat.whatsapp.com/CWEXWVDSQC6GL1Ydlxnkvu>

Five (5) comments were received:

- . Why not use a data protection friendly messenger such as Signal or Threema instead of very problematic big tech?
- Great!
- I've joined, thank you for creating this!
- okey
- Great! I will join.

Any concerns related data protection of the EMA Alumni data will be also discussed during the next board meeting at the end of June 2023. If there are any other suggestions or concerns regarding this, do not hesitate to reach out directly to the board members or secretary general.

## 6. General Comments and Suggestions

Voters had the possibility to propose any additional comments and/or suggestions for the Association.

Nine (9) comments were received.

- Thank you for facilitating this and for the great work. It was good to see improvements and new ideas, especially in terms of communication and visibility. I also thought the Conference on HRE was/is a relevant initiative. The link with GCA is also important as long as each association keeps its identity and reinforces it through exchanges and collaboration with the others without it becoming an 'all and sundry', indistinct network. Thanks for guiding us on both networking and substantive issues. Well done and all the best for what's to come!
- Thanks, wonderful job once again! Keep up the great work!
- More events for the Alumni in Venice
- My name is XXX, EMA alumnus of 2021. I was also one of the student representatives in my year. I would like to help in getting more supportive members for the association! I would also like to organise a meet-up in London,

where I live. It would be nice to get on the phone with newly elected board members to discuss more!

- Okey
- I value the many unpaid hours the board and supporters put into making the EMAlumni Association a living organisation. Thank you :)
- I have not been receiving the newsletters anymore.. Could you double check that please? Thanks!
- I would like to see more activist actions from the group: Petitions, open letters, etc...
- The networking and community building aspects are the most attractive for me, someone who went to the Masters 5 years ago. .’

All suggestions by all supportive members are really welcome and we will try our best to reach out and satisfy them with discussions in the next board meeting at the end of June 2023.

Signed by the Independent Election Committee on 8 June 2023:

Florence Carrot



Signed by: Florence CARROT  
Date & Time: 09 Jun, 2023 13:01:39 WAT

Michele Romano



Lucrecia Gisneros Rincon



Annexes:

- Annex 1 : Mid-term Narrative Report 2022/23
- Annex 2: Mid-term Financial Report 2022/23
- Annex 3: Activity Plan for the period August 2022-July 2023.



## MID-TERM REPORT

August 2022 – January 2023

## Table of Contents

<b>Introduction</b>	<b>3</b>
<b>1. Governance</b>	<b>4</b>
1.1. Board Meetings	4
1.2. Administrative Work	4
1.3. Supportive Members	5
<b>2. Activities</b>	<b>6</b>
2.1. Community Building	6
2.1.1. EMA Alumni Award and Graduation-Inauguration Ceremony	6
2.1.2. Conversations with Alumni #3	8
2.1.3. Ambassadors, hubs and second semester students	9
2.1.4. Info-Session with Students over EMA second semester	11
2.2. Professional Development	11
2.2.1. Careers Day	11
2.2.2. EMA Skills Building Sessions	13
2.3. Promotion of Human Rights and Democracy	13
.	
<b>3. Joint – Activities with Global Campus Alumni (GCA)</b>	<b>14</b>
3.1. Meeting with the GCHR Academic Partnerships Manager	14
3.2. Meeting with ARMA Association	15
<b>4. Communications</b>	<b>16</b>
4.1. New Website	16
4.2. Video “Celebrating 25 years of HR Education”	17
4.3. GCHR Joint Communications	17
4.4. Social Media	17
4.5. Newsletter	18
<b>5. Upcoming Cycle</b>	<b>21</b>
<b>Contact</b>	<b>22</b>

## INTRODUCTION

The EMAlumni Association is pleased to present its latest midterm report. It is an overview of activities the EMAlumni Association has organised with its community and with the GCHR Europe and current EMA students, in the period of July 2022 and February 2023.

The board is the engine of the Association, taking the lead in the organisation of activities and involvement of the EMAlumni (aka Masteroni). The board is made up of eight volunteers who are elected for a two-year mandate by the General Assembly. They are supported by the Secretary General who manages the day-to-day business of running our NGO, and the many alumni who give their time, talents, and expertise to make all of the activities possible. Together, they all form an important part of the network by dedicating time in between work, family and life to keep the EMA alumni community alive. It is the active engagement, motivation, and initiative of all these people that make the EMAlumni Association thrive as a community.

The EMAlumni Association represents all of you. That representation is embedded in our annual General Assembly (GA). The GA is core for our Association and is the opportunity for alumni to stand for election to the Board and exercise their right to vote new members into the Board. It is democracy in action for the Association.

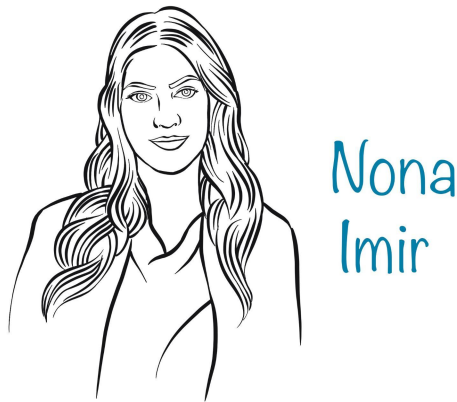
We'd like to take a moment to thank all of you for making the Association what it is today and encourage you to keep participating in the community. Please keep reaching out to the Board with suggestions, feedback or to learn more about what your EMAlumni Association can do for you and what you can do for it.

Enjoy and stay in touch!

## 1. GOVERNANCE

### 1.1. Board Meetings

The EMAlumni Association held five (5) board meetings between August 2022 and January 2023. As per usual practice, the members of the board of the EMAlumni Association came together in online meetings (September – January) to provide feedback on past projects and coordinate and decide on current and future activities.



*Interim Board Member*

In September 2022, the board welcomed alum Nona Imir, as Interim Board Member. Nona took up the “Conversations with Alumni” project and will remain interim till the 2023 General Assembly, where she will be able to place her candidature for full board membership.

### 1.2. Administrative Work

Managing an NGO requires a lot of administrative work. The administrative tasks at hand are solved by board members but in particular by the President, Vice President and the Treasurer. However, without the dedication of a Secretary General who can deal with daily administrative tasks in relations to the Belgian authorities, registration, bank issues, IT, project management, activities’ support, communications and a variety of other tasks (planned and ad-hoc), the EMAlumni Association would not be able to achieve the results it does. One measure that would allow the Association to grow further would be to allocate further resources, acknowledging the need for a stable position of a Secretary General.

This semester the EMAlumni Association faced important cooperation challenges with external service providers for IT and Accountancy services. The board was presented with all related information and has decided to change both service providers due to lack of timely, as

well as credible support to the Association. New providers are expected to be on-board in Spring 2023.

### 1.3. Supportive Members

An active board is the backbone of a thriving alumni community. Side by side with that lies an actual ongoing engagement of alumni who support the Association in a variety of ways. Whether it is through the annual minimum contribution of EUR 20, participating in EMAlumni arranged projects, connecting with alumni around the globe or simply being active in advocacy and communicating within and outside the network. Those are the alumni that keep the network alive and thriving. Who are they? Well, it is a fluid group of alumni from all years of graduation. Some have been active since day one, while others jump in and out depending on their personal lives, the activities of the Association or being nudged gently by another active alum. The beauty of it is that the network will not go away. An alum can disconnect for a while, but the alumni network will always be there for them, and it is only growing in size and activities.

Some highlights of our members' active participation are:

- The Careers Day activities in Venice where three alumni from various professional backgrounds participated;
- The EMAlumni Award and the involvement of the entire community in the campaign;
- The Ambassadors and Hubs in the second semester destinations;
- The online Conversations with Alumni, that bring together different experts on a specific human rights topic, to strengthen the network and give visibility to work of alumni.
- The Newsletter that featured news and updates of many alumni

For the Association, the paying members are increasingly important. The budget of the Association is extremely limited and the activities rely mainly on voluntarism. Hence, the small amount of money contributed by Alumni is vital for the Association's amazing projects that benefit both new and mature alumni globally. With more supporting members comes an increase in the quality of projects to the benefit of the network and human rights. Below is an overview of the latest activities undertaken by the EMAlumni Association.

The number of supportive members who made their cash contribution of minimum EUR 20 in January 2023 is 7.

## 2. ACTIVITIES



The activities that took place during this reporting cycle contribute to the realisation of the following objectives:

- To strengthen the alumni community and encourage networking within the EMAlumni community but also within the larger global alumni community represented by GCA;
- To increase the visibility of the work of alumni;
- To support their contribution to the EMA programme;
- To strengthen the professional development of alumni

### 2.1. COMMUNITY BUILDING

#### 2.1.1. EMAlumni Award and Graduation-Inauguration Ceremony

In September 2022, the EMAlumni Association organised the fourth edition of the EMAlumni Award. The Award recognizes the work of an Alum who, through their work and/or volunteering activities has made (and is making) a significant contribution to the advancement of human rights and democratisation in the world.

The 2022 panel consisted of: Manfred Nowak, Secretary-General of Global Campus of Human Rights, Dr Orla Ní Cheallacháin, EMA Programme Director, Michele Romano Board Member of the EMAlumni Association and Adam Moller, former President of the EMAlumni Association.



*Photo: Veronique Lerch (EMA 1999), Award recipient (GCHR Comms)*

This year's award recipient was Veronique Lerch, who was nominated and selected for her unwavering commitment to the promotion of children rights and her inherent capacity of fostering strong connection of alumni engaged in human rights work. The panel selected the winner among seven candidates proposed by the EMA alumni community. The award was presented by George Ulrich, GCHR Program Director. The statue is an artwork entitled Collective Memory by Belgian artist Koen Vanmechelen. The artist and the Fondazione Berengo have generously donated the piece. The award ceremony took place after the Graduation Ceremony of the EMA students of 2021 - 2022 at Scuola Grande di San Rocco in Venice on the 25th of September 2022.



*Photo: Jessica Fiorelli, President, EMA Alumni Association, Graduation/EMA Alumni Award Ceremony 2022.*

As every year, the President of the EMA Alumni Association made a short speech at the Graduation ceremony to welcome the graduating students to the alumni community and the new students to their academic year.

### 2.1.2. Conversations with Alumni # 3

The EMA Alumni Association initiated the project “Conversations with Alumni” on Zoom during the Covid-19 pandemic. The Conversations have averaged 20 alumni/participants per session and they provide a forum for Alumni to connect on pertinent topics. In each Conversation, two or three Alumni, with expertise in the subject matter, provide a brief introductory background on the topic before the Conversation is opened to the participants for questions and debate, moderated by an EMA Alumni Association board member.

*Conversations with Alumni #3* have been organised and moderated by Nona Imir, Board Member and inaugurated in November 2nd, 2022, with a discussion on the topic of “**Journalism and Human Rights**”.



The following alumni guest speakers have provided invaluable input on different aspects of journalism, media, war reporting and human rights:

**Jakub Popik** (EMA 2016), a PR Specialist for the Slovak National Centre for Human Rights, where he works to translate technical tests to general audiences, including podcasting. He is a political advisor and runs an NGO called Harm Reduction Institute. He’s also a PhD candidate at the Slovak Academy of Sciences.

**David Fischer** (EMA 2020), the Media Officer for Human Rights Watch in Berlin, where he focuses on bringing HRW's research from around the world to the press, the public and policy-makers in Germany. He has previously worked for ZDF, Hessischer Rundfunk, and Mainzer Allgemeine Zeitung.

**Iryna Matviyishyn** (EMA 2018) a journalist, producer, and analyst who has covered human rights and related issues in Ukraine since her graduation. She's still working from Ukraine even though Russia's full-scale invasion is ongoing. She has worked for several media, such as UkraineWorld, National Public Radio (US), TIME, BBC, Times Radio, La Stampa, New Eastern Europe, and more recently Kyiv Independent.

**Vladislav Davidzon** (EMA 2013), a journalist for the Tablet Magazine & Odessa Review Founder, (Uzbekistan-U.S.) and recently awarded the "TLN Freedom of the Media Award for the best Next Generation Journalism Reporting". He has chronicled the Russian war against Ukraine for several media.

The Conversations have proven to be a valuable forum for Alumni to remain connected with other graduates and the human rights professional community. The EMA Alumni Association has created a video to present and further promote this project online. Watch it here.

### 2.1.3. Ambassadors, hubs and second semester students

The Ambassadors program was created and established by the EMA Alumni Association (formally known as the "EMA Buddy"). Later it was incorporated as a GCA activity given its vision and international potential. The idea was to contribute to a global Alumni spirit, but that did not take off and the Associations do not work jointly at this moment.

Ambassadors are an important asset to the EMA Alumni Association, as they share and promote our values while helping Masterini throughout their adventure in their second-semester destinations. We have Hubs in most European countries that organise social gatherings. We hope to create more space for academic discussions and professional opportunities together with EMA universities, as well as increase our outreach since we observed a drop-down number of Ambassadors in particular regions such as Germany, the Scandinavian countries (except Denmark), the Baltic states and Eastern Europe.



Brussels Hub gathering in 2022

Ambassadors are much more than support for students during their second semester, as they promote the EMA alumni vision. To strengthen the relationship with our Ambassadors we have launched a bi-yearly Ambassadors meeting.

With this new initiative, which started off in 2021, we would like to achieve two main goals:

- To foster the connection among EMA Ambassadors, by getting to know each other, sharing best practices and experiences that may be helpful for the Masterini and alumni network.
- To strengthen the connection between the EMA alumni Association and EMA Ambassadors, we believe they play a fundamental role in the network, and we want to acknowledge the effort and time they spend volunteering.

Additionally, in 2022 the application procedure was simplified by using an open [online recruitment survey](#) for new ambassadors and the respective list has been updated. The first ambassadors' board gathering of the year happened in December 2022 and was the occasion for the alumni attending to get to know each other and exchange tips and best practices as ambassadors, but also to share on the challenges they have encountered and ways to find solutions.

Current EMA students were welcomed in the second-semester destinations by the respective Ambassador via online calls, in-person meetings and/or emails. As of January 2023, we have 19 Ambassadors in more than 12 second-semester destinations and a few more Ambassadors active in non-second-semester destinations and around the world!"

#### **2.1.4. Info-Sessions with Students over EMAsecond semester**

Following an invitation by the EMA Director, on January 16<sup>th</sup>, 2023, Filipe Vendrame and Camille Roux, board members in charge of the Ambassadors and Hubs Programme for the EMA Alumni Association delivered an info session to current EMA students. The session's objective was to inform Masterini about their second-semester experiences, explain Ambassadors program, the hub's scope and how to increase and build an Alumni network outside of Venice.

Around seventy Masterini attended the session, they asked questions on the second-semester destination, from the challenges of working on the thesis, seeking accommodation at their destination and finding support for internship programs. We engaged with the students, trying to suggest how to deal with the challenges of the second semester while enjoying the experience of living in a new country, and making the most out of it both professionally and personally.

We informed the students that their names were sent to our Ambassadors and that everyone was supposed to be contacted by mid-January 2023. We also informed those students going to the second-semester destination where we do not have Ambassadors that we are looking for Ambassadors and we are considering having a virtual Ambassador but also advising them to keep in touch with our Hubs social media where we have Alumnis who can also support the students with general forum questions.

## **2.2 PROFESSIONAL DEVELOPMENT**

### **2.2.1. Careers Day**

The Careers Day is a project run by the EMA Alumni Association and organised with the support of the Global Campus Europe ("GCE"). The aim of the Career Day is to provide current students of the European Master Degree in Human Rights and Democratisation ("EMA") with guidance on potential career opportunities in the field of human rights and democracy through an exchange of experience with alumni who serve as keynote speakers and facilitators to discuss and share knowledge, and advice, on the broad range of career choices that human rights professions can offer.

The two half-days event was scheduled to take place on 20-21 September 2022.



*Photo: EMAumni Association at the Careers Day at the Monastery (GCHR Comms)*

This year's Careers Day hosted six professional EMA alumni with a broad and varied working experience to offer students a wide perspective. As usual, the three main speakers were members of the EMA alumni community:

**Inga Reine** – Judge of the General Court of the European Union with experience in international law, international human rights law, European Law and diplomacy.

**Anita Ramsak** – Funder of the social impact consultancy firm ARSIC with extensive experience in International Cooperation, National, Regional, and International Institutions, Advocacy and NGO.

**Kayin Venner** – Doctoral Researcher at ICTA-UAB on the topic of the equity implications of financial processes in urban adaptation planning in the EU.

In addition, Filipe Vendrame, co-organiser and board member of the EMAumni Association, Jessica Fiorelli, President of the board of the EMAumni Association, and Penny Papaspyropoulou, Secretary General of the EMAumni Association, were the other three alumni participants in the Careers Day as speakers.

Board member Michele Romano, has been the main organiser of the 2022 Careers' Day.



*Photo: Career Day presenters and students (GCHR Comms)*

The sessions of the first day were:

- Advancing Human Rights through advocacy, NGOs and field experience
- Human Rights in International and National Institutions
- Making your way into the world of human rights professionals: first steps into human rights professions and alternative human rights related career paths.

Day two was intended to focus on three complementary topics that human rights professionals must always take into consideration while deciding to engage in a certain field of work: stress relief, the importance of networking, and preparing a good application. Due to the unexpected sad loss of Nicola Tonon, our colleague from the IT department of the GCHR, in the same week, presentations scheduled for the 21st of September were cancelled and rescheduled for May 2023.

### **2.2.2 EMA Skills Building Sessions**

In the framework of the academic cooperation between the Association and the GCHR, an invitation was sent out to the alumni community to express interest in the facilitation of the 2022 Skills Building Sessions, namely the “Human Rights Impact Assessment” Workshop. As a response to the call for facilitator, four applicants were assessed and alum Milica Matijevic (EMA 2005) was selected to facilitate the workshop in October 2022, on the Lido.

### **2.3 PROMOTION of HUMAN RIGHTS and DEMOCRACY**

Every activity and project we engage in has a human rights dimension to it. On top of that, we promote human rights with ad hoc actions and campaigns to support human rights defenders worldwide. Some of our most recent work has included the promotion of child rights, support to Afghan students fleeing Afghanistan, and support to Ukrainian refugees.

### 3. JOINT ACTIVITIES with GLOBAL CAMPUS ALUMNI (GCA)

The EMAlumni Association was one of the founding members of the GCA. The GCA was initially established as a brussels-based organisation which finally dissolved and only a few of its activities remained under the management of staff at the GCHR. This whole process had some negative effect on various flagship projects that were established by the EMAlumni Association and then taken up by the GCA.

An ongoing discussion about the future of this entity has been taking place during the last three years. This resulted in a process called “**Reimagination of the Global Campus Alumni**” led by Hazem Mizyed, an ARMA alumni that in summer 2022, asked for the input of all regional alumni associations on a possible way ahead.



The EMAlumni Association recognizes the power and importance of having a strong and global community for and by Alumni, taking into consideration a bottom up approach. For this reason, we continue to offer input and support during this new phase of the GCA. The hopes are that any new structure will benefit and not weaken the EMAlumni Association and fellow alumni associations from the other seven GC programs and will become a participatory platform of mutually beneficial opportunities.

What we would like to see in terms of the GC/GCA includes:

- Joint fundraising;
- Promoting the alumni associations broadly;
- Putting the alumni associations at the front to give them a stronger presence and face regionally and globally;
- Joint projects, e.g., a common narrative through a visual storytelling;
- Ensure cross alumni communication to ensure ownership by the alumni associations to the international cooperation.

#### 3.1 Meeting with the GCHR Academic Partnerships Manager

The President and Secretary General of the EMAlumni Association met in September 2022 with Ms Manuela Pegoraro, GCHR Academic Partnerships Manager, newly appointed also over GCA related issues, to get to know each other and provide feedback concerning the work

and aspirations of the Association, stating our ongoing interest to support and take part in any common activities that will be meaningful and beneficial to all associations.

Following this meeting, a call was launched by the GCHR for the position of “GCA Coordinator”, a new paid position that is expected to engage a GCHR alum who will act as focal point and main organiser for all GCA related activities.

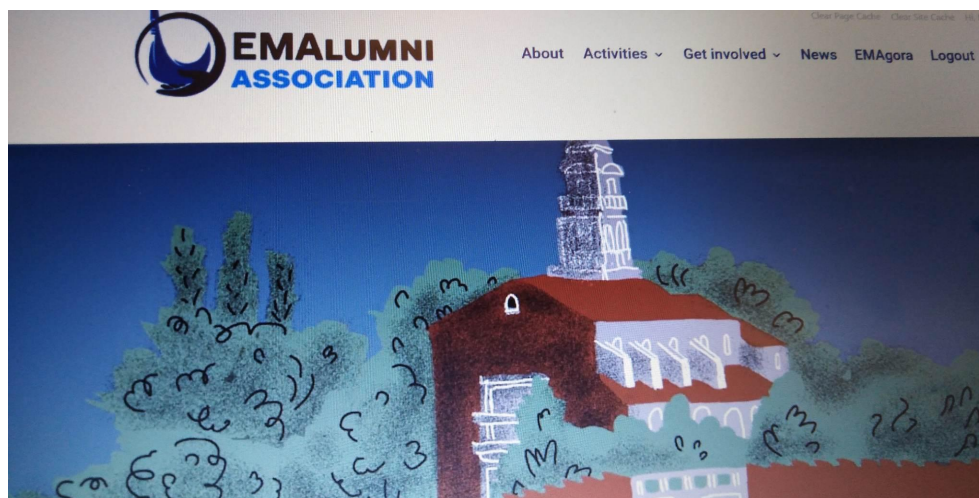
### **3.2 Online meeting with ARMA Association**

In November 2022, a meeting between the EMAlumni Secretary General and ARMA board member Ms Lien Arits took place online, with the aim to get to know each other, establish an open communication channel and exchange information on different projects and activities.

## 4. COMMUNICATIONS

### 4.1. New Website

The online activity of the EMAlumni Association has been previously hosted in the website of the Global Campus Alumni (GCA). The GCA website stopped being updated three years ago and a decision was made in 2021 to launch an EMAlumni website, as soon as possible. The aim was to create a self-managed online space that would feature the news and activities of the EMAlumni Association and its members. A wealth of information that without a common online platform cannot be shared.



New website front page - [www.emalumni.org](http://www.emalumni.org)

The new website was launched in September 2022 featuring basic information about the governance, news and activities of the EMAlumni Association. This achievement is attributed to the personal work of the new President, as at the same time we have been facing unexpected cooperation obstacles with our long-time IT Support collaborator and had to improvise and cultivate our own web design/IT skills.

Although the progress and engagement with the website is still slow, we are determined to gather our community online in one space where all alumni, know matter where they reside, will be able to connect and share their own news, proposals, job opportunities etc. Additionally, we have already started to gather and aim to present in a structured way, a lot of interesting material from the previous years of the Association that is now lost in personal files of alumni.

A section called [EMAgora](#) was created, as a **forum to connect with fellow alumni**, post job opportunities etc and is waiting for alumni to discover it.

#### 4.2. Video “Celebrating 25 years of Human Rights Education”

The EMA Program kicked-off twenty five years ago, acquiring a pioneering role in the field of high-level Human Rights Education. EMA graduates have found themselves in the front-line of human rights and humanitarian work, in research institutes and universities, at the EU/UN/OSCE/Council of Europe and in NGOs that have been instrumental in the protection and promotion of human rights worldwide.



*Snapshot from Video “Celebrating 25 years of Human Rights Education”*

In honour of the Master and the opportunities it created for alumni to dive into the human rights world, a video was created showcasing different professional paths and careers of alumni. Following an open tender process, filmmaker and EMAlum Lucrecia Cisneros Rincon (EMA 2021) took up the task to draft the script, gather individual videos and edit the final promotional video.

Eighteen alumni residing in many different countries recorded their message and became part of a beautiful collective testimony of achievements and gratitude towards the Master, both as an academic experience as well as a life changing event, that allowed for participation in an extensive EMAlumni family.

The [video](#) was released in December 2022.

Watch [here](#) for more videos by the EMAumni Association.

#### 4.3. GCHR Joint Communications

In line with the on-going strategic cooperation with the GCHR in different activities and events, we also continued the collaboration with the GCHR Communications department. Either via online meetings or through coordination via email, we have been exchanging matters of interest for both-ways publication and promotion.

Additionally, the GCHR Communications department recorded and shared the interview of the President of the EMAumni Association, during the graduation ceremony in September 2022, in Scuola Grande di San Rocco (Venice) and shared with the Association valuable visual material used for the realisation of the “25 Years of Human Rights Education” video.

#### 4.4. SOCIAL MEDIA

Social media channels are an essential part of our communication with the alumni. Apart from official communications, the alumni themselves share relevant and diverse information which help us to strengthen the community feeling. Social media channels also help us to redirect alumni to the Association’s webpage (new webpage is currently under construction).

##### Facebook group

The EMAumni Association has a closed Facebook group reserved to EMAumni. As of 31<sup>st</sup> January 2023, the group has **825 members (alumni only)** when compared to 810 members on 1<sup>st</sup> August 2022. The group is being used for direct interaction of the members of the community and in different topics.

The official [page](#) for external followers currently has **1252 likes and 1290 followers** on 31<sup>st</sup> January 2023 compared to 1233 likes and 1263 followers on August 2022.

##### LinkedIn

The EMAumni Association has a closed group on LinkedIn reserved to alumni from EMA. This group counts **510 members** on January 31<sup>st</sup> 2023, compared to 482 members on July 31<sup>st</sup> 2022. The official [page](#) for external followers, which was created in 2020, has **480 followers** on 31<sup>st</sup> January 2023 compared to 317 followers on 31<sup>st</sup> July 2022.

##### Twitter

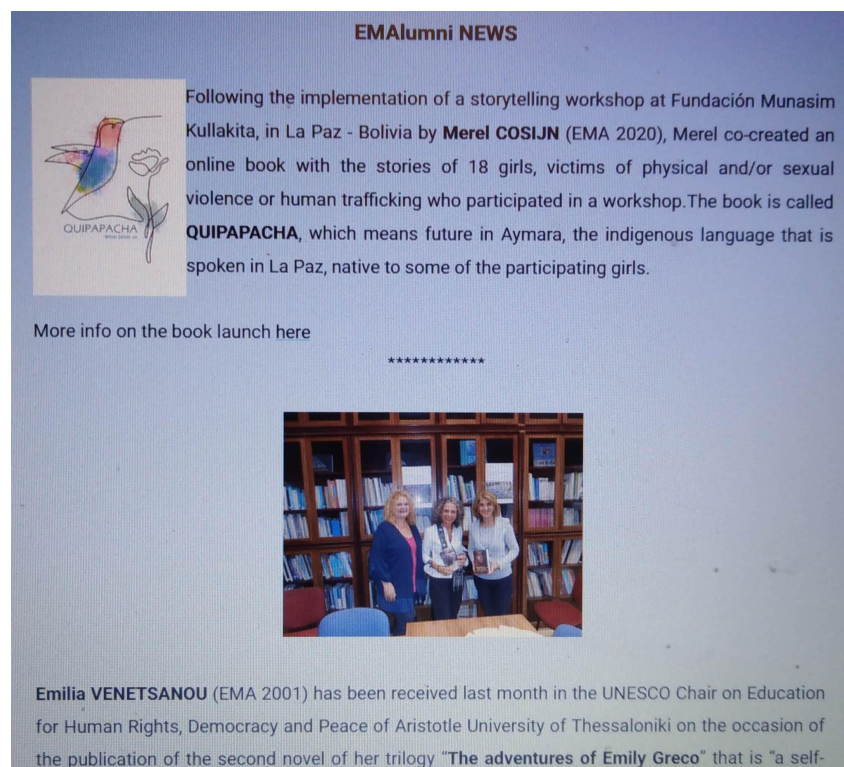
The EMAlumni Association has created a [Twitter](#) account on January 2021, counting **165 followers** by 31st of January 2023, in comparison to 158 in August 2022.

#### 4.5. Newsletter

The EMAlumni Association Newsletter is one of the basic tools through which alumni news are widely shared. It is used to highlight relevant calls for alumni, to showcase what other alumni do and to increase the awareness of not just the EMAlumni Association but also the GCA and the GCHR.

In August 2022, the newly elected board member Florence Carrot, took up the position of the editor of the Newsletter. While doing humanitarian work in DRC, Florence managed to gather information and edit the Newsletter in between deep-field missions.

The newsletter is important in our ongoing efforts to increase the alumni's level of active participation and it highlights how the network of alumni can support each other. Amongst other efforts, the newsletter also aims to encourage alumni to support the Association by volunteering or/and paying their annual membership contribution.



Screenshot from December 2022 Newsletter

The newsletter is disseminated approximately **every second month** to all Alumni members and other interested persons that have subscribed to the mailing-list through the website. Since August 2021 we have **119 more** subscribers. On average, there are around **1.516**

**recipients** with some **570** among them that open the newsletter, with **795 total opens** which counts multiple opens from individual recipients. The sections that are usually included in the newsletter are:

- Editorial from the Secretary-General, President, Vice-President or other members of the board and the community
- Calls for participation in upcoming events, projects and activities
- EMA Highlights / Alumni with outstanding contribution to human rights protection
- News from Global Campus Human Rights (courses, classes, seminars, application calls)
- News from Global Campus Alumni (events, publications etc.)
- News from the EMA Alumni network (including campaigns being run by alumni, publications, initiatives)
- Alumni hubs (photos and news)
- Job opportunities
- Other ad-hoc info
- Social Media info

Apart from the newsletter, we also use our mailing-list to send official communication, such as information on the General Assembly, and call for applications, like our Career Day's call for facilitators and nominations for the EMA Alumni Award.

Share your story at any given time to be published in one of the next [Newsletter](#) editions.

## 5. UPCOMING CYCLE

The Association has a number of projects planned for the second half of the cycle (February 2023 - July 2023) including but not limited to:

- Conversations with Alumni\_wRighting for Human Rights\_February 2023 and more
- Call for Communications Consultant\_February 2023
- New Instagram account\_March 2023
- Call for tender\_Accountant\_April 2023
- Brussels Pub Quiz\_April 2023
- EMA Careers Day\_2nd Part\_May 2023
- Wellbeing Webinars\_May 2023
- Annual General Assembly\_May2023
- Call for tender\_IT Support\_May2023
- Visibility event in Brussels on “Human Rights Education”\_June 2023
- Celebration of World Refugee Day\_June 2023
- EMAumni Association History Book\_July 2023
- In-Person Brussels Board Meeting (tbc)
- EMA HUB Meetings
- GCHR and GCA coordination activities

## Contact

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## 01.08.2022 to 31.01.2023

ARTICLE	ITEM	BUDGET LINE	SUPPLIER	TRANSACTION NR	INV. NR.	DATE	AMOUNT	VAT	TOT AMOUNT	SUBTOTAL
EMALUMNI	HR	1.1 SECRETARY GENERAL	PANAGIOTA PAPASPYROPOULOU		10/2022	31/8/2022	1.966.00	0.00	1.966.00	
EMALUMNI	HR	1.1 SECRETARY GENERAL	PANAGIOTA PAPASPYROPOULOU		11/2022	30/9/2022	1.966.00	0.00	1.966.00	
EMALUMNI	HR	1.1 SECRETARY GENERAL	PANAGIOTA PAPASPYROPOULOU		12/2022	31/10/2022	1.966.00	0.00	1.966.00	
EMALUMNI	HR	1.1 SECRETARY GENERAL	PANAGIOTA PAPASPYROPOULOU		13/2022	30/11/2022	1.966.00	0.00	1.966.00	
EMALUMNI	HR	1.1 SECRETARY GENERAL	PANAGIOTA PAPASPYROPOULOU		14/2022	31/12/2022	1.966.00	0.00	1.966.00	
EMALUMNI	HR	1.1 SECRETARY GENERAL								
EMALUMNI	HR	1.1 SECRETARY GENERAL								
EMALUMNI	HR	1.1 SECRETARY GENERAL								
EMALUMNI	HR	1.1 SECRETARY GENERAL								
EMALUMNI	HR	1.1 SECRETARY GENERAL								
EMALUMNI	HR	1.1 SECRETARY GENERAL								
EMALUMNI	HR	1.1 SECRETARY GENERAL								
										9.830.00
EMALUMNI	HR	1.2 IT TEAM								
EMALUMNI	HR	1.2 IT TEAM								
										0.00
EMALUMNI	HR	1.3 COMMS CONSULTANT								
										0.00
EMALUMNI	HR	1. HUMAN RESOURCES								9.830.00
EMALUMNI	SO	2.1 WEB DOMAINS								
										0.00
EMALUMNI	SO	2.2 EMAIL SERVER	WEBARCH		6153	1/8/2022	58.14	0.00	58.14	
										58.14
EMALUMNI	SO	2.3 MICROSOFT OFFICE								
										0.00
EMALUMNI	SO	2.4 ANTIVIRUS	BITDEFENDER			16/9/2022	74.37	15.62	89.99	
										89.99
EMALUMNI	SO	2.5 ZOOM	ZOOM	P-197922858	INV171864935	19/10/2022	118.04		118.04	
										118.04
EMALUMNI	SO	2.6 WORD PRESS PREMIUM								
EMALUMNI	SO	2.7 SOCIAL MEDIA ADS								
EMALUMNI	SO	2.8 GOOGLE DRIVE 200GB								
EMALUMNI	SO	2. SOFTWARES AND ONLINE COSTS								266.17
EMALUMNI	LO	3.1 LOCAL OFFICE / LEGADDRESS	MUNDO-B		2223003	19/12/2022	355.37	74.63	430.00	
EMALUMNI	LO									
										430.00
EMALUMNI	LO	3.2 LOCAL OFFICE / OFFICE SPACE	ULB							
										0.00
EMALUMNI	LO	3. LOCAL OFFICE								430.00
EMALUMNI	BA	4.1 BANK FEES	KBC			31/12/2022	2.50	0.00	2.50	
EMALUMNI	BA									
										2.50
EMALUMNI	BA	4.2 ACCOUNTANCY FEES								
										0.00
EMALUMNI	BA	4. BANK AND ACCOUNTANT FEES								2.50
EMALUMNI	PV	5.1 PROM&VIS COSTS/VIDEO	LUCRECIA CISNEROS RINCON		B-002	22/11/2022	600	0.00	600.00	
EMALUMNI	PV	5.1 PROM&VIS COSTS/VIDEO	LUCRECIA CISNEROS RINCON		B-003	15/12/2022	600	0.00	600.00	
										1.200.00
	PV	PROMOTION&VISIBILITY COSTS								
TOTAL:										11.728.67

Midterm Financial Report - EMAlumni Association  
01.08.2022 to 31.01.2023

ARTICLE	ITEM	BUDGET LINE	SUPPLIER	TRANSACTION NR	INV. NR.	DATE	AMOUNT	VAT	TOT AMOUNT	SUBTOTAL
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Jessica Fiorelli, President



## *Activity Plan 2022-2023*

The **Activity Plan** outlines the plans made by the Board of the EMAlumni Association and the Secretary General during its yearly in-person meeting in Brussels, when the new board mandate starts – i.e. July.

The current Activity Plan covers the period August 2022 to July 2023. It includes projects and activities which the Board coordinates together with the support of the Secretary General. The activities are organised in three pillars which support the vision and mission of the EMAlumni Association:

- ❖ **Community Building**
- ❖ **Professional Development**
- ❖ **Promoting Human Rights and Democracy**

Additionally, as an NGO legally registered in Belgium we have a set of organisational responsibilities, therefore we have a dedicated section of activities related to organisational duties and development. Because of our reporting period being August 2022 to July 2023, in this document Q1 refers to January - March 2023, Q2 refers to April - June 2023, Q3 August - September 2022, and Q4 refers to October - December 2022.

### **The EMAlumni's Vision**

Our vision is a vibrant network of graduates of the EMA programme who stay in close contact to each other, to their Master Programme and universities and to the Alumni Association and who, through this contact, engage in a mutual exchange of knowledge, experience and support and cooperation on human rights initiatives.

The ultimate aim of this community is to contribute to the strengthening of the promotion of human rights.

## **The EMAlumni's Mission**

The EMAlumni aims to create a solid community of graduates of the European master's degree in human rights and democratisation.

The aims of the Association are to promote and reinforce contacts between its members, at a professional as well as at an informal level, and to promote human rights and democracy in Europe and throughout the world.

The community we are co-creating is one of peer learning, professional development and social bonds.

## **OBJECTIVES**

Each project and activity contributes to one or more of the following objectives

1.1	Increase active participation of Alumni in activities from the Alumni Association
1.2	Increase number of Supportive Members
2.1	Facilitate professional experiences in cooperation with the EMA programme for the current students
2.2	Provide capacity building opportunities for EMAlumni
3.1	Guarantee the good development of activities and Board proceedings
3.2	Structure information management flow
4.1	Improve outreach, branding and communication
4.2	Anchor the Association in Brussels and increase capacity

<b>PROFESSIONAL DEVELOPMENT</b> <b>Promoting peer-learning</b>			
Period	Project	Activities	Status
Q3	Careers Day	Organise careers day in Venice for Masterini, engage 3 alumni to participate in it together with Board Members and Secretary General	Completed
Q2	Career and Wellbeing Webinars	Organise two webinars involving alumni as speakers as well as board members	Completed
Q1-Q4	Conversations with Alumni	Organise a series of webinars on themes relevant to human rights and democracy	Ongoing
Q4	Skills' share	Organise for an alum to travel to Venice and facilitate a skills building session	Completed

<b>COMMUNITY BUILDING</b> <b>Connecting with one another</b>			
Period	Project	Activities	Status
Q1-Q4	Online community	Create, use and update emalumni.org website	Ongoing
Q1-Q4	Hubs and Ambassadors Programme	Renew list of ambassadors and recruit new ambassadors	Ongoing
		Connect second semester students to Ambassadors	Completed
		Revise guidelines	Completed
		Organise hub meetings As of May 2023, 5 hub meetings have been organised in: Belgium, Athens, Utrecht, Budapest.	Ongoing

Q3-Q4	EMAumni Award	Organise call for the awards; Give award at Graduation Ceremony	Not started
Q3	General Assembly	Organise and conduct General Assembly	Ongoing
Q4	25 years of EMA	Celebration of 25 years of the EMA programme video of alumni	Completed
Q1-Q4	EMAumni History Book	Collect testimonies from ex EMAumni board members on the history of the association	Ongoing

### PROMOTION OF HUMAN RIGHTS AND DEMOCRACY

**Human rights are in everything that we do!**

Promote alumni's work	On newsletter, website and social media	Ongoing
Conference	Conference on human rights education in the European Parliament	Ongoing
Editorials	Editorial from alumni on topics of their expertise and/or interest	Ongoing

### ORGANISATIONAL DUTIES AND DEVELOPMENT

**A strong organisation to deliver for the EMAumni community**

Develop, implement, and monitor internal and external strategies
Continue to nurture the partnership between GCE, GC, GCA, including for mutual online visibility
Develop new promotional material
Hire and work with communications consultants

Carry out fundraising activities
Explore partnerships with stakeholders and externals
Keep accountancy up to date and maintain legal responsibilities
Update GDPR policy
Develop handover notes for incoming board members and/or changing Secretary General, as well as a short handbook to help new board members navigate the Association
Hold monthly Board meetings for coordination of activities
Work on a database of alumni
Organise a face-to-face board meeting with team building activities and planning for the new reporting year
Increase social media presence, consistency and relevance, plus open an Instagram account
Keep in touch with alumni and engage with them for activities and projects, provide availability for information and exchange

EMALUMNI Association – Budget Proposal 2022/23						
REF	Budget Line	Item	Unit value EUR	Unit	# Unit	Total
1.1	Human Resources	Secretary General (SG) fee	30,75	per hour / 12 months	768	23,600.00
1.2	Human Resources	IT team	50,00	per hour / 12 months	30	1,500.00
1.3	Human Resources	Communications Consultant	15,00	per hour / 3,5 months	100	1,500.00
Subtotal - Human Resources						26,600.00
2.1	Softwares and Online costs	Web Domains	70	per annual license	1	70
2.2	Softwares and Online costs	Email server	60	per annual license	1	60
2.3	Softwares and Online costs	Microsoft Office	70	per annual license	1	70
2.4	Softwares and Online costs	Antivirus	65	per annual license	1	65
2.5	Softwares and Online costs	Zoom	170	per annual license	1	170
2.6	Softwares and Online costs	Word Press Premium	100	per three years	1	100
2.7	Softwares and Online costs	Social Media Ads	250	lump sum	1	250
2.8	Softwares and Online costs	Google Drive 200 GB	20	per annual license	1	20
Subtotal - Softwares and Online costs						805.00
3.1	Local Office	Legal address	450,00	yearly	1	450
3.2	Local Office	Office rent	720,00	per year	1	720
Subtotal - Local Office						1,170.00
4.1	Bank and Accountancy fees	Bank fees	2,08	per month	12	25
4.2	Bank and Accountancy fees	Accountancy fees	1,200,00	lump sum	1	1,200.00
Subtotal - Bank and Accountancy fees						1,225.00
5.1	Promotion&Visibility Costs	Production Company	1,700,00	per hour	30	1,700.00
5.2	Promotion&Visibility Costs	Publishing House	2,500,00	per hour	tbc	2,500.00
5.3	Promotion&Visibility Costs	Brussels_Event_Pilot	1,000,00	per hour	1	1,000.00
Subtotal - Promotion and Visibility Costs						5,200.00
Total						35,000.00