

YOUTH

ACT

policy

plan

22/23

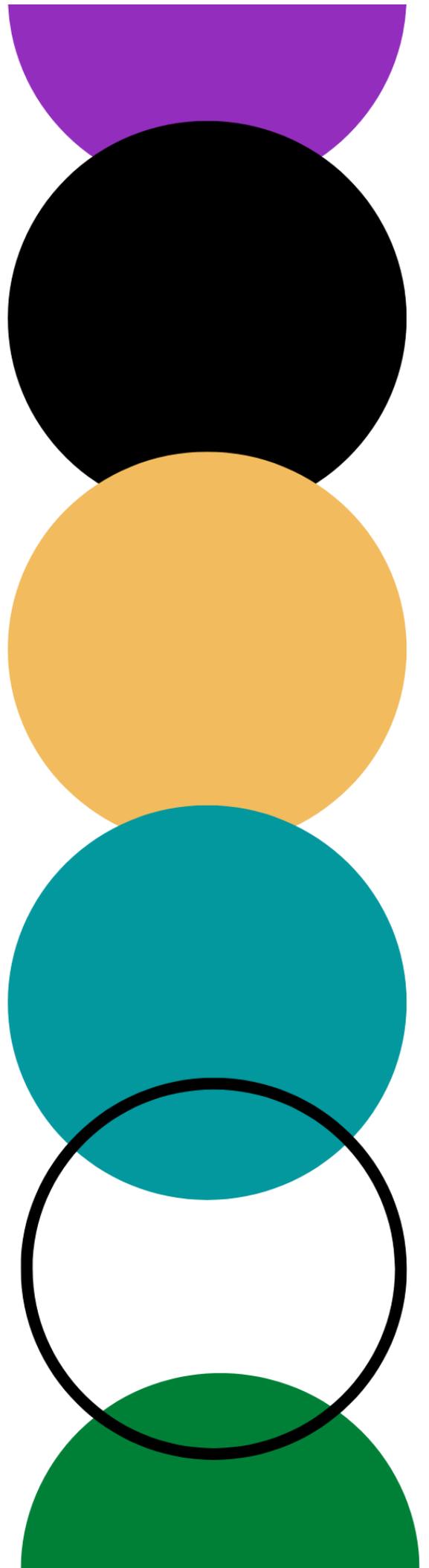


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1. Introduction

Stichting YOUTH ACT (“YOUTH ACT”) is an inclusive hub for young change makers. It was initially developed out of a collaboration between the Amsterdam-based United Nations Children’s Fund and Amnesty Student Teams, namely the 2019 YOUTH ACT Conference. The goal was to go beyond awareness by addressing human rights and social justice topics through practical workshops and seeking advice from local initiatives, thereby demonstrating *how* young people can take action. Following the momentum of the conference, the founders were inspired to establish YOUTH ACT as an independent foundation. In July 2020, YOUTH ACT registered at the Chamber of Commerce (“Kamer van Koophandel”) as an official foundation in the Netherlands. Following a year of market research, experimentation, and the recruitment of a promising team, YOUTH ACT had its first operational year in 2020.

This policy plan lays out its goals for the coming year (2022-2023). At the start of every operational year, September, YOUTH ACT’s policy plan is to be renewed and agreed upon internally while maintaining alignment with the general purpose and statutory objectives of YOUTH ACT. Although the Executive Board (“the Board”) has full autonomy on deciding YOUTH ACT’s strategy, it will cooperate with the wider community of YOUTH ACT to consult them on the Policy Plan.

1.1 Vision

YOUTH ACT’s ultimate goal is to strive towards a society where young people (under 29) with diverse experiences are empowered to participate in political, social and economic decision-making. Our vision is to be:

- an **inclusive hub** that stimulates young people to become advocates, activists and social entrepreneurs;

- an **accelerator for people** providing a range of opportunities for personal and professional development;
- an active **challenger** of the idea that only those who are privileged and powerful can be change makers by increasing opportunities for those who have been marginalised by systems of oppression.

1.2 Mission

YOUth ACT aims to achieve its vision by facilitating to anyone who may be interested:

- Critical and empowering social, political, and economic education;
- Skill-based training programs;
- Access to volunteering, board, internship and full-time employment opportunities;
- A community-based network for young founders, advocates, activists, and social entrepreneurs;
- Inclusion consultancy services to dismantle barriers to equal participation.

1.3 Values

YOUth ACT is guided by the following foundational values, which provide the basis for our decision-making and interpersonal relations by:

- A strong commitment to intersectionality, equity, diversity and inclusion;
- Ensuring an inclusive, safe community for everyone no matter their gender, ability, sexuality, socio-economic, ethnic, religious background and/or identity;
- Actively lowering entry barriers to create a low-threshold community;
- Actively challenging cultural, structural, systemic and individual oppression;

- Taking an explicit anti-racist, decolonial stance;
- Taking an explicit anti-sexist, intersectional feminist stance;
- Taking an explicit anti-transphobic and anti-homophobic stance;
- Taking an explicit anti-classist stance;
- Taking an explicit stance on changing the current economic system;
- Taking an explicit anti-ableist stance;
- Democratic character and shared power among Board members;
- Being reflective, reflexive and responsive to feedback;
- Practicing openness to learn;
- Ensuring accountability and transparency in decision-making;
- Prioritising the mental and physical well-being of our volunteers and wider community;
- Facilitating respectful, open and kind social relations;
- Providing a space where people can communicate their boundaries and respecting those;
- Strong commitment to climate justice and ecological well-being;
- Adopting sustainable practices and behavior;
- Actively minimising negative environmental impacts where possible.

2. Organization

Chamber of Commerce (KVK) number	78481414
Fiscal number (RSIN)	861419285
ANBI-status	in process

2.1 The Executive Board

All people involved with YOUth ACT as Board Members are volunteers. They may only receive reimbursement for expenses made on behalf of the organisation, if desired.

President (<i>voorzitter</i>):	Kornelija Gruodytė
Vice President (<i>secretaris/penningmeester</i>):	Georgia Nelson

Legal Director (<i>bestuurslid</i>):	Sam de Visser
Community and Inclusion Director (<i>bestuurslid</i>):	Emmanuela Antwi
Action Director (<i>bestuurslid</i>):	Ana Contreras
Media Director (<i>bestuurslid</i>):	Ramya Balbon

2.2 Teams

All people involved with YOUth ACT as Team Members are volunteers. The functioning of the Teams falls under the responsibility of their respective Director in the Board, yet these persons have no legal responsibility or power regarding decision making in YOUth ACT.

2.3 The Advisory Board

The functions of the Advisory Board can be listed as advising the Board with its main operations, issues of governance, and fundraising for YOUth ACT. The Advisory Board may give solicited and unsolicited advice to the Board on any topic; however, no advice shall be binding upon the Board and its functioning. The Advisory Board should have at least three sitting members, with more than half being YOUth ACT alumni. Membership for the Advisory Board is for a period of two years and members may be reappointed based on a decision by the Board. The current members of the Advisory Board are as follows:

Bárbara Oliveira Soares

Lena Hoffman

Ken Ngai

Kevin Groen

Ruben Brave

Isabel Braadbaart

3. Outline of Framework

3.1 Ambitions

YOUth ACT's ambitions for the coming year (2022/2023):

- Establish and cement an **inclusive hub with increased self and societal reflection** that has **intersectional approaches to social and environmental issues**;
- Serve as a social and professional **accelerator for young people**;
- Empower through educational and critical **content and activities**;
- **Amplifying** existing causes and **mobilising** our community;
- Influence existing non-profits/social startups to become more **inclusive, sustainable, and accessible**;
- Develop a **sustainable organisational infrastructure**, in the areas of fundraising, governance, and location/logistics (physical space).

3.2 Operations

General (financial/governance)

To maintain a sustainable organisational infrastructure in the areas of funding, governance, and location/logistics (physical space) by:

- Securing sustainable finance for the organisation
 - o Through (monthly) donations;
 - o Organising a crowd-funding campaign focused on sourcing a first revenue stream;
 - o Engaging with sponsors/partners through acquisition rounds who align with YOUth ACT's core values;
 - o Setting up a secure and sustainable financial administration.

- o Applying for operational grants
- Maintaining a sustainable governance structure;
 - o Adhering to the legal backbone for the governance of the organisation
 - o Adhering to the Internal Conduct Manual of the organisation
- Continuing the development of the brand of the organisation by providing both an online and offline presence.

Community and Inclusion

Foster a community with increased self- and societal reflection that has intersectional approaches to societal issues by:

- Actively reaching out to a wider demographic, specifically, the marginalised layers of society. Provide youth with tools to deconstruct the causes of social and/or environmental issues from critical and multidisciplinary perspectives:
 - o Continuing the *Archive* format organized around different topics, which are interlinked and suitable for different backgrounds and learning styles.
 - o Releasing supplementary materials and guides to the *Archive*.
- Hosting (monthly) events with formats allowing for both online and offline participation.
- Continuing the development of the brand of the organisation by providing both an online and offline presence.
- Growing the online community to create a virtual space for learning and exchange of knowledge.
- Maintaining the “Vriend” Program to help youth enhance their professional opportunities and expand their network with industry professionals.

Action

Accelerator programs for young people should be continued and further developed as follows:

- *Starter Pack* is an introductory leadership and development program that provides mentorship and workshops to young entrepreneurs with the aim of enhancing their capacity to act in social and/or environmental concerns.
 - Researching what skills and knowledge are needed in the market.
 - Collaborating with nonprofit organizations, social startups, and founders.
 - Collaborating with experienced mentors and workshop trainers.
- The *Conference* format is designed to bring together youth and change-makers with the aim to connect them with positions, internships, and volunteer opportunities in the field of social justice and human rights.
 - Attracting 300-400 participants who ultimately expand their networks.
 - Facilitating connections between young people and potential employers/initiatives.
- Assessing the value and consistency of all action formats.
- Maintaining a critical perspective on whether the Starter Pack is fulfilling its mission of inclusivity and accessibility. In the event that this is not the case, provide appropriate and adequate responses.

Media

Facilitate community-building through content by:

- Aiming to be the first point of contact for youth who are interested in advocacy, activism, and social entrepreneurship.

- Expanding existing online presence and engagement both in terms of followers and in terms of platforms
- Ownership of website operation, social media channels, and offline media.
- Increasing responsiveness to current ideas/discourse/events.
- Creating authentic and thought-provoking content to provide a place for learning and a platform to voice lived realities, initiatives, thoughts, and ambitions.
 - Using accessible and inclusive language.
 - Working with the Community team for to create *Archive* content
- Marketing and Visualisation of Events and the work of other committees.
 - Coordination of organic marketing paid marketing, and brand building
 - Outreach campaigns to new demographics.

External Relations

Continue our partnerships with appropriate organisations who share similar objectives to YOUth ACT by:

- Actively supporting each other's mission;
 - Public support via social media platforms;
 - Collaborative events
 - Consistent communication to combat trans-organizational problems.
- Integrating our communities actively.
- Engaging, where possible, in reciprocal financial support.

Consulting

Influence existing non-profits/social startups to become more inclusive, sustainable, and accessible by:

- Piloting and evaluating 2-3 case studies at other non-profit organizations.
- Selecting areas of specialized consulting

- Possibly operationalize the consultancy branch in 2022

4. Finances

4.1 Funds and Spending

YOUth ACT has a non-profit motive; therefore, it raises funds through grants, active fundraising, and donations. The capital is spent on the development of the abovementioned ambitions and activities following these ambitions. Residual capital of a financial year is deposited in the savings account of YOUth ACT at Triodos Bank Nederland. The funds of such a savings account are meant for future activities and innovations that are aligned with YOUth ACT's mission.

4.1 Compensation Policy

As above mentioned, Board and Volunteers are entitled to reimbursement for products and services purchased for and/or on behalf of the organization, if desired. This compensation is to be done by the Treasurer. The financial health of the organization will be discussed at least monthly in board meetings and the treasurer can be requested to show financial data by any board member at any time. This goes for both the financial administration and the bank account. No payments of more than €50 to any party shall be made without the prior approval in writing of at least two board members, one of which always will be the treasurer ("four-eyes principle"), unless otherwise agreed in writing by the entire board.