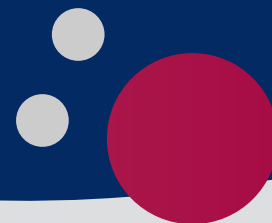




Human Rights Education Youth Network
Strategic Plan 2019-2024



What is Human Rights Education?

Human Rights Education and training comprises all educational, training, information, awareness-raising and learning activities aimed at promoting universal respect for and observance of all human rights and fundamental freedoms and thus contributing, inter alia, to the prevention of human rights violations and abuses by providing persons with knowledge, skills and understanding and developing their attitudes and behaviours, to empower them to contribute to the building and promotion of a universal culture of human rights.

(United Nations Declaration on Human Rights Education and Training 2011)

What is HREYN?

Created in 2006 in Budapest, Hungary, Human Rights Education Youth Network (HREYN) is an independent international non-governmental organisation composed of a network of trainers, activists, youth workers, youth leaders, teachers, researchers, volunteers, professionals and other people committed to promoting human rights education and the protection of human rights.

HREYN has the **mission** to work for the recognition and the development of human rights education as an essential instrument for the universal respect for and promotion of Human Rights.

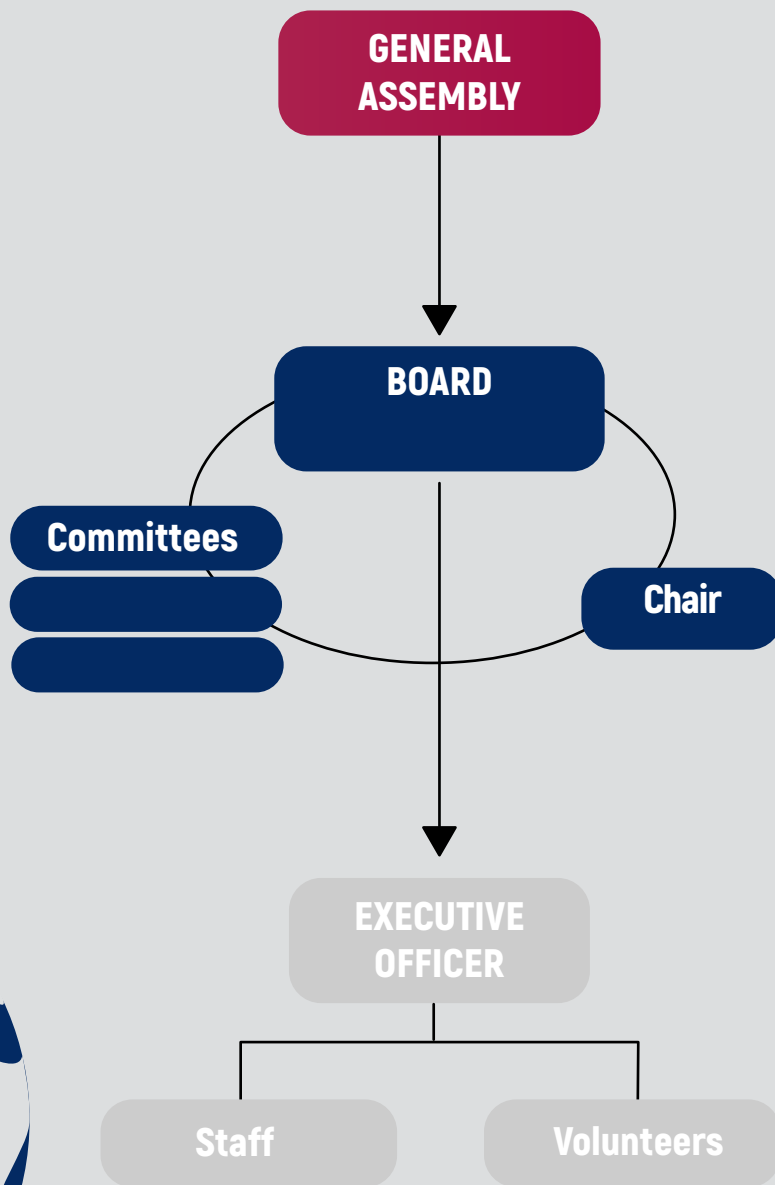
The office of HREYN is based in Brussels, Belgium

Who are the Members of HREYN?

Currently, the membership is granted to 22 entities from different countries of Europe. The Membership can be granted to the individuals or to the legal entities, which displays connection to the human rights education, hence respect and practice human rights accordingly. The mission and the values of the member should be in compliance with those of HREYN's. The organisations can only become part of HREYN if they are non-profit-making and non-governmental, meaning independent and democratic in their decision-making. Individuals who are affiliated with the member organisations cannot become an individual member of HREYN.



Organisational Structure of the Network



GENERAL ASSEMBLY

Can be called by the chair at the end of the fiscal year where the network is registered,

- Elects the board;
- Approves the strategic plan;
- Approves changes in the strategic plans;
- Approves amendments to the statutes;
- Dismisses the members;
- Decides on dissolution of the network.

BOARD

Non-paid work, decides by voting.

- Reports to the general assembly;
- Monitors the implementation of the strategic plan;
- Elects the board chair;
- Resolves disputes;
- Appoints the executive officer and the department heads if needed;
- Approves the budget and changes in budget.

CHAIR

Is chosen by the board by votes, rotates.

- Officially represent the board;
- Opens and coordinates the general assembly;
- Approves the interim and final reports;
- Coordinates the board maintenance;
- Coordinates the committees;
- In case of tie, chair's vote is of quality.

COMMITTEES

Is established by the board chair and consists of one or more board members.

- Works on the specific areas, which support the network with the mission;
- Can have a committee head;
- Is terminated by the chair.

EXECUTIVE OFFICER

Can be a paid work, can be chosen from the board (but in this case, resigns from the board) or from the member organisations, has no decision-making power over the board;

- Executes the strategic plan;
- Reports to the board;
- Initiates opening the departments;
- Recruits staff and volunteers;
- Can be dismissed by the board.

STAFF AND VOLUNTEERS

Paid or voluntary work, can be chosen from the member organisations or outside by the executive officer, department heads have to be appointed by the board.

- Supports execution of the strategic plan;
- Reports to the executive officer or department heads accordingly.

Issues Statement

Though Human Rights Education as an activity has existed for more than a half a century, the documents supporting it have been issued quite recently (EDC/HRE Charter in 2012, UN Declaration on Human Rights Education and Training 2011). There are many states that are failing to implement a policy transfer and create a sustainable action plan for human rights education and education for democratic citizenship at a national level. There's a need for the Civil Society to advocate human rights education into mainstream structures like schools and universities. It has been noted at various transnational events that the competence for human rights education is high in the civil society. The services that the civil society organisations offer to young people are very limited and often target specific groups, therefore there's a need to increase efforts to cover a larger population by allocating resources for the non-governmental sector. However, there isn't a diversity of quality standards or measures, other than CoE trainers pool

Vision Statement and Values

The vision to reach 4 general aims of the strategic plan is based on:

1. Increasing operational efficacy - HREYN should address the key issues that it has been facing in management - resources. The management should invite the members for the dialogue to increase the financial assets that will help the network to pursue the strategic plan.
2. Expansion - The network should be clear to its members and potential members on what are their role is and what's the benefit to become part of it. For the credibility of the organisation, management should put more efforts into recruiting members who will contribute to strengthen the capacity of the network;
3. Public Presence - HREYN should be the voice in Europe for Human Rights Education; this strategy involves creating a communication action plan online and offline;

The values that cross-cut the organisational management and activities are:

1. Respect and non-discrimination;
2. Transparency and accountability;
3. Up-to-dateness and flexibility.

Link to HREYN Mission and General Aims

HREYN's Mission is to work for the recognition and the development of human rights education as an essential instrument for the universal respect for and promotion of Human Rights, the activities in this strategic plan increases the opportunities for human rights education advocacy and recognition. It also supports increasing the quality of human rights education provided by the member organisations. There were 4 general aims set for the upcoming 5 years:



to promote and advocate human rights education

Objective 1.1	Tasks/projects/activity	Indicators	Outputs/Outcomes
Elaborating recommendations and participating in transnational decision-making processes	<ul style="list-style-type: none"> Organising a structured dialogue projects to channel the voice of HREYN in the European Institutions. Lobbying human rights education on the transnational, national and local events; Support research to map human rights education in governmental and non-governmental sectors at the local and national levels, support situational analysis; 	<ul style="list-style-type: none"> Mentions of human rights education in the policies and programmes of the relevant stakeholders; Attendance to international and national events to advocate human rights education. 	<ul style="list-style-type: none"> Report on human rights education policies and programmes; Updating human rights education and more mentions in the policies.
Objective 1.2	Tasks/projects/activity	Indicators	Outputs/Outcomes
Advocating the policy transfer to regional, national and local levels regarding the EDC/HRE Charter of Council of Europe	<ul style="list-style-type: none"> Study session on human rights education advocacy; creating the advocacy strategy on human rights education for Civil Society Organisations; Supporting the members to organise the round tables on EDC/HRE charter 	<ul style="list-style-type: none"> 100 trained individuals; 2 publications; 1 report; 1 research scheme 	<ul style="list-style-type: none"> action plan on human rights education advocacy for the network; guide for human rights education advocacy on the national level; EDC/HRE evaluation guide.
Objective 1.3	Tasks/projects/activity	Indicators	Outputs/Outcomes
Increasing the media presence online and offline of human rights education-related topics	<ul style="list-style-type: none"> Creating a social media strategy, including quality inputs; Increasing media presence by involving youth media outlets in the activities. Creating audiovisual materials to promote human rights education; 	<ul style="list-style-type: none"> 50 Posts; 50 Counter and alternative narratives; 3 Videos; 5 articles 10 000 Reach; 500 Followers on instagram; 10000 likes on facebook; 1 youtube channel 	<ul style="list-style-type: none"> increased competencies at managing the social media; increased quality of online campaigning; increased reach and followers;

Objective 1.4	Tasks/projects/activity	Indicators	Outputs/Outcomes
Support networking in academia	<ul style="list-style-type: none"> Recruiting members from academia; Having a quota for academia members on the transnational activities organised by the network; Support research in the field of human rights education that emphasizes the use of methods such as content and policy analysis. 	<ul style="list-style-type: none"> 5% of places per each transnational meeting or activity; Number of academic projects; Number of research projects; Number of members from academia 	<ul style="list-style-type: none"> Participation in research programme; Increase in quality in research and advocacy; Increase of members from academic sphere.



To pursue excellence of the human rights education practice

Objective 2.1	Tasks/projects/activity	Indicators	Outputs/Outcomes
Support professional growth of individuals on human rights education	<ul style="list-style-type: none"> Educational mobility activities on human rights education; Creating a pool of trainers; Support networking meetings, exchange of practice and teambuilding inside the pool; 	<ul style="list-style-type: none"> Number of mobilities; Number of trainers; Number of hours on training the trainers; Number of networking meetings. 1 platform on promoting the trainers 	<ul style="list-style-type: none"> Trained professionals at human rights education; Handouts and resources created and mobilised; Establishing the positive reputation;

Objective 2.2	Tasks/projects/activity	Indicators	Outputs/Outcomes
Creating new intellectual outputs and support exchange of practice on human rights education	<ul style="list-style-type: none"> • To create a newsletter on HRE showcasing good practices from the member organisations. • To support creating publications after each educational activity; support projects with tangible outputs; • To participate in creation of publications. 	<ul style="list-style-type: none"> • Number of newsletters; • Number of publications; • Number of printed publications; • Number of subscribers. 	
Objective 2.3	Tasks/projects/activity	Indicators	Outputs/Outcomes
Establishing quality standards for the trainers inside the network	<ul style="list-style-type: none"> • Creating a certification methodology; • Promoting the certificate and integrating innovative practices; 	<ul style="list-style-type: none"> • Quality standards are agreed upon by everyone participating in the certification process; • Quality standards are clearly stated and are part of a straightforward process; • Quality standards are in accordance with international and regional quality standards established by other organisations working in HRE; • Quality standards are easily translated into measurable outcomes 	Certification methodology is up and running with clear quality standards agreed upon by the network members



To promote human rights, democracy and rule of law.

Objective 3.1	Tasks/projects/activity	Indicators	Outputs/Outcomes
Creating learning opportunities for young people on human rights education	<ul style="list-style-type: none">• Training courses;• Study Sessions;• Youth Exchanges;• Local courses within member organisations.• Initiate count and tracking of beneficiaries.	<ul style="list-style-type: none">• number of educational activities;• number of human assets.	<ul style="list-style-type: none">• Reports• Increase of beneficiaries
Objective 3.2	Tasks/projects/activity	Indicators	Outputs/Outcomes
Supporting the innovations and services for vulnerable groups	<ul style="list-style-type: none">• Creating an online platform to support young people having obstacles to access rights and services because of discrimination.	<ul style="list-style-type: none">• number of users;• management plan;• user experience	Application and Website
Objective 3.3	Tasks/projects/activity	Indicators	Outputs/Outcomes
Supporting creation of human rights based narratives, counter and alternative narratives against hate speech	<ul style="list-style-type: none">• Create educational opportunities that includes creating the narratives;• Create tools on creating counter and alternative narratives;• Increase the presense on social media based on counter and alternative narratives.	<ul style="list-style-type: none">• Reach on social media;• Days of training on counter and alternative narratives;	<ul style="list-style-type: none">• increased competencies at managing the social media;• increased quality of online campaigning;• increased reach and followers;• compillation of counter and alternative narratives.

To develop capacities of the network and the member organisations

Objective 4.1	Tasks/projects/activity	Indicators	Outputs/Outcomes
To research on the needs of the member organizations	<ul style="list-style-type: none"> · research on the needs of the member organizations · implement focus groups with the aim to collect data on the needs of the member organizations · create questionnaires for acquiring the feedback on behalf of the membership 	<ul style="list-style-type: none"> · number of member organizations involved · number of focus groups organizes · number of questionnaires sent and filled out · report on research data collected 	<ul style="list-style-type: none"> · Research report with outlined needs of member organizations and recommendations
Objective 4.2	Tasks/projects/activity	Indicators	Outputs/Outcomes
To organize and implement training for capacity building for the member organizations and their representatives	<ul style="list-style-type: none"> · Capacity Building Project on human rights advocacy; · Planned and implemented trainings with the aim to build capacities of HREYNs member organizations and their representatives in the field of human rights education 	<ul style="list-style-type: none"> · number of trainings implemented; · number of member organizations participated; · number of individual participants; · increasing revenues. 	<ul style="list-style-type: none"> Developed capacities of member organizations to advocate for HRE and implement actions within HRE framework
Objective 4.3	Tasks/projects/activity	Indicators	Outputs/Outcomes
To build the organizational capacity of the network	<ul style="list-style-type: none"> · Development, improvement and supplementation of procedures and policies of HREYNs (evaluation and monitoring procedures, program procedures, membership revision) · To perform the activities from the Fundraising strategy · To acquire an office; · To increase the number of member organisations; · To update the membership policy. 	<ul style="list-style-type: none"> · number of procedures created; · number of protocols written; · number of improved documents; · amount of funds raised; · increase in revenues 	<ul style="list-style-type: none"> · Created organizational documents for more structured work of HREYNs; revised membership · HREYN is fully functional network with enough resources for everyday functioning · Financial management plan each fiscal year;



Monitoring and Evaluation

The special monitoring unit of the board will evaluate the strategic plan; the monitoring can be delegated to the external entities. The report will be provided by the executive officer to the board. If an executive officer is not chosen, then board will report to the general assembly.



Human Rights Education Youth Network

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