



YEN JEV

Youth of European Nationalities
Jugend Europäischer Volksgruppen

YEN General Assembly 2020

Documents

Venue: online

Date: 10 October 2020



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Invitation

Dear Member Organisations, dear Supporting Members, dear Partners,
Dear Friends!

After the trying times of corona, it is with great pleasure in accordance with paragraphs 10.1 and 10.3 of the Statutes of the Youth of European Nationalities (YEN) we are finally able to invite you to this year's General Assembly (GA), which - due to the given situation - will take place online, on the 10th of October 2020, from 9.30 am (CEST) till 2 pm.

It has been a strange year for us all, but we hope to end it on a high note. **To discuss the past year, the YEN work plan and the development of the network with you, dear Member Organisations, we therefore invite you to our annual General Assembly.** Due to the cancelled Easter Seminar, Autumn Seminar and current travel restrictions in Europe, we cannot implement a residential General Assembly. Relevant provisions of the Dutch and German law to mitigate the consequences of the COVID-19 pandemic for organisations such as ours allow us to hold an online meeting this year. Rest assured, speaking rights will be ensured for all attendees. Voting in elections will be secret and secure.

Along with this invitation and the [decision list of last year's GA](#), we send you the draft agenda that in accordance with paragraph 10.5 of the [Statutes of YEN](#) amongst others includes the following points:

Elections to the Board and Working Groups

On 31 August, you already received an "Election Newsletter" with all the information on YEN's Board elections and on how members can nominate their candidate. But you can still find all the information on the [website](#).

This year, four Board positions are to be (re-)elected: President, Treasurer, Convenor for Communication and Convenor for Minority Rights and Politics. To continue the effective and successful work of YEN, we ask you to address these positions in your organisations and to motivate potential candidates for the positions. Please use the following official [nomination form](#).

Also, we are looking for motivated young people who want to enrich the network and promote our activities and YEN through our Working Groups. Please encourage your members to sign up to be elected to one of our three Working Groups "Communication", "Member Integration", and "Minority Rights and Politics". Please use the following official [nomination form](#).



Call for events

The Member Organisations can decide who will host our future events:

1. Diversity Festival 2021
2. Autumn Seminar 2021
3. Easter Seminar 2022

A candidature of interested organisations must be made at this year's GA, otherwise these events will not take place!*

If you are interested in hosting one of these events, please contact the Board (board@yeni.org) prior to the GA and hand in the candidature for the event in the form of a 2 minute video or a poster that will be uploaded to the [GA-website](#).

** As the Easter Seminar in the German-Danish border region and KSSŠD's Diversity Festival 2020 had to be cancelled, they are still interested to host a YEN seminar in the near future and will hand in a candidature for the respective equivalent events (Diversity Festival 2021 and Easter Seminar 2022).*

Membership

The GA will have the opportunity to vote on membership applications and welcome new Member Organisations to our network.

Resolutions

We urge every Member Organisation that wishes the General Assembly to adopt a resolution to present it to the General Assembly. By adopting a resolution, you can raise awareness of issues relevant to your minority or organisation and give YEN the opportunity to disseminate/strengthen that position at the European level.

Next steps

Register your delegates until 27 September 2020. Every Member Organisation can nominate up to **three official delegates** using this [form](#).

All the votes of one ordinary Member Organisation should be held by one delegate, the two others will have the status as extra delegates. Furthermore, we would like to remind all Member Organisations who have not paid their **membership fee for 2020** yet, to pay the amount by 1st October 2020 at the latest, or if this is not possible, to get in touch with our Treasurer, Martina Jazbec (martina.jazbec@yeni.org). In accordance with article E. 3 c. of the [Rules of Procedure](#) of YEN, for Ordinary Members who didn't react to any reminders regarding the membership fee



could have the voting rights at the GA suspended. Extraordinary Members who didn't react to any reminders regarding the membership fee can be excluded from the GA.

According to the Rules of Procedure section D. 5 a minority who is represented by more than one organisation within YEN whilst one of those organisations is unable to attend, the organisation is permitted to **transfer the votes** to the other organisation from the same minority who is able to attend and to vote on its behalf using this [form](#).

By mid September, we will announce a '**roadmap to the General Assembly**'. This will showcase the various informal spaces we will run over the next 4 weeks and add more detail to the agenda based on your feedback. The first format is already scheduled for the 21 September, where we'll talk about the election procedures for Board and Working Group positions.

The **GA-folder** with all necessary documents will be distributed in the second half of September, so you have enough time to go through all the reports.

For all further information, we have created a [website regarding the GA](#) with all necessary information that will be updated regularly with the documents you will also be receiving in the newsletter. Go and have a look - all the candidatures for the Board and Working Group positions as well as the events will be presented on this site!

Finally, I want to thank all of you for a successful year. Dear Member Organisations and Supporting Members, Partners and Friends, thank you for the contribution and support you give to our network and for keeping it flourishing and vital. Although the difficulties, looking back, it has been a year with lots of experiences and valuable/exciting encounters and I am very much looking forward to what we will achieve in the coming year together and to finally meeting you in person again.

I am also looking forward to welcoming you all at the GA 2020. If you have any questions regarding registering your delegates or anything else, please contact the Board, the Office or me directly (giuanna.beeli@yeni.org).

Best regards,

A handwritten signature in blue ink that reads "Giuanna Beeli". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Giuanna Beeli
President

On behalf of the Board



Agenda

	<p>General Assembly of YEN 2020</p> <p><i>Online, 10th October 2020, 9.30 am (CEST)</i></p>
1.	Opening of the General Assembly
2.	Election of the Chair of the General Assembly
3.	Election of Two Minute Takers of the General Assembly
4.	Election of the Counters of Votes of the General Assembly
5.	Establishing of the Quorum – Roll Call
6.	Adoption of the Agenda
7.	Adoption of the Minutes of the General Assembly 2019
8.	<p>Annual Report YEN 2019/2020</p> <p>8.1 Report Board</p> <p>8.2 Report Office</p> <p>8.3 Financial Report 2019 and Budget 2020/2021</p> <p>8.4 Internal Auditors Report</p>
9.	<p>Discussion on Reports and Discharge of the Board</p> <p>9.1 Discussion</p> <p>9.2 Discharge of the Board</p> <p>9.3 Adoption of the Budget 2020/2021</p>
10.	<p>Adopting Resolutions and Statements</p> <p>10.1 YEN Resolution(s)</p> <p>10.2 Other Resolutions and Statements</p>



11.	<p>Work Plans of YEN 2020/2021</p> <p>11.1 Work Plan YEN</p> <p>11.2 Work Plan WG Member Integration</p> <p>11.3 Work Plan WG Communication</p> <p>11.4 Work Plan WG Minority Rights & Politics</p> <p>11.5 Adoption of the Work Plan for 2020/2021</p>
12.	<p>Membership</p> <p>12.1 Presentation of Candidatures for Extraordinary Membership</p> <p>12.2 Presentation of Candidatures for Ordinary Membership</p> <p>12.3 Information on the Current State of Play of Supporting Membership</p> <p>12.4 Vote on the Membership Applications</p> <p>12.5 Discussion and Vote on the Changes in the Membership Status of Non-Active MOs</p> <p>12.6 Presentation and Vote on Partnerships</p>
13.	<p>Election of the Board and the Auditor</p> <p>13.1 President</p> <p>13.2 Treasurer</p> <p>13.3 Convenor for WG Communication</p> <p>13.4 Convenor for WG Minority Rights and Politics</p> <p>13.5 Internal Auditor</p>
14.	<p>Election of the Working Group Members</p> <p>14.1 Election Working Group Communication</p> <p>14.2 Election Working Group Member Integration</p> <p>14.3 Election Working Group Minority Rights and Politics</p>
15.	<p>Call Events 2021/2022</p> <p>15.1 Presentation of Candidatures for Diversity Festival 2021</p> <p>15.2 Presentation of Candidatures for Autumn Seminar 2021</p> <p>15.3 Presentation of Candidatures for Easter Seminar 2022</p> <p>15.4 Vote on the Presented Candidatures</p>
16.	<p>Varia</p>
17.	<p>Closing of the GA</p>



Glossary

YEN Member Organisations

Arbeitsgemeinschaft deutscher Jugend - ADJ	Germans in Romania	Romania	exord. m.
Bulgarian Youth Association of Hungary – BYA	Bulgarians in Hungary	Hungary	exord. m.
Bund der Jugend der Deutschen Minderheit in der Republik Polen – BJDM	Germans in Poland	Poland	ord. m.
CroV	Croats in Vojvodina	Serbia	ord. m.
Consiliul a Tinirlor Armanj – CTArm	Aromanians in Romania	Romania	ord. m.
Deutsche Jugend in der Ukraine – DJU	Germans in Ukraine	Ukraine	exord. m.
Deutscher Jugendverband für Nordschleswig - DJN	Germans in Denmark	Denmark	ord. m.
Diverse Youth Network – DYN	Roma in Hungary	Hungary	exord. m.
Elsass-Lothringischer Volksbund	Alsations and Lorrainians	France	exord. m.
Frysk Ynternasjonaal Kontakt – FYK	West Frisians	Netherlands	ord. m.
Gemeinschaft Junger Ungarndeutscher – GJU	Germans in Hungary	Hungary	ord. m.
Giuventetgna Rumantscha – GiuRu	Romansh people	Switzerland	ord. m.
Grænseforeningen Ungdom – GFU	Danes and Germans in Border Region	Denmark	exord. m.
Grup dla mendranza ladina – GML	Ladins	Italy	exord. m.
Hrvatski Akademski Klub – HAK	Burgenland Croats	Austria	ord. m.
Karpatendeutsche Jugend – KDJ	Carpathian German	Slovakia	ord. m.
Jugendring der Russlanddeutschen – JdR	Russian Germans	Russia	ord. m.
Junge Spitzen – JSP	Germans in Denmark	Denmark	ord. m.
Kenstroll Breizh	Bretons	France	exord. m.
Klub slovenskih študentk in študentov na Dunaju – KSŠŠD	Carinthian Slovenes	Austria	ord. m.
Klub Studencki "Pomorania" – Pomorania	Kashubians	Poland	ord. m.



Koroška dijaška zveza – KDZ	Carinthian Slovenes	Austria	ord. m.
Lunjina	Aromanians in Serbia	Serbia	ord. m.
Magyar Ifjúsági Értekezlet – MIÉRT	Hungarians in Romania	Romania	ord. m.
Društvo gradišćansko-hrvatske mladine u Ugarskoj – DGMU	Burgenland Croats	Hungary	exord. m.
MLADA EL	Carinthian Slovenes	Austria	ord. m.
Mladi v odkrivanju skupnih poti – MOSP	Slovenes in Italy	Italy	ord. m.
Omladinska mreža Srba u Hrvatskoj – oMreža	Serbians in Croatia	Croatia	exord. m.
Organizácia slovenskej mládeže v Maďarsku – MASZFISZ	Slovaks in Hungary	Hungary	exord. m.
PAWK e.V.	Lusatian Sorbs	Germany	ord. m.
Rökefloose / Jöögedfloose foont Nordfriisk Instituut	Northern Frisians	Germany	ord. m.
Ruotsinsuomalaiset Nuoret Sverigefinsk Ungdom – RSN	Sweden Finns	Sweden	exord. m.
Sudetendeutsche Jugend – SDJ	Sudeten Germans	Germany	ord. m.
Südtiroler Jugendring – SJR / Junge Generation in der SVP	Südtiroler	Italy	ord. m.
Sumnal	Roma in Macedonia	Macedonia	exord. m.
Sydslesvigs danske Ungdomsforeninger – SDU	Danish minority of Southern Schleswig	Germany	ord. m.
Union of Hungarian Youth Organisations of Romania – MISZSZ	Hungarians in Romania	Romania	exord. m.
Vajdasági Ifjúsági Fórum – VIFO	Hungarians in Serbia	Serbia	ord. m.
VYCA – Vlach Youth Council of Albania	Aromanians in Albania	Albania	ord. m.
VYCM – Vlach Youth Council of Macedonia	Aromanians in Macedonia	Macedonia	exord. m.
Young ABTTF	Western Thrace Turks in Greece	Greece	exord. m.

* ord. m. = ordinary members; exord. m. = extraordinary members



Other Abbreviations

- AC - Advisory Council on Youth of the Council of Europe
- AGDM - German Minorities Working Group of FUEN
- AGSM - Slavic Minorities Working Group of FUEN
- CCIVS - Coordinating Committee for International Voluntary Service
- CfC - Call for Contributions
- Comem - Council of Members of the European Youth Forum
- EACEA - Education, Audiovisual and Culture Executive Agency
- ECMI - European Centre for Minority Issues, Flensburg (D)
- EcoSoc - Economic and Social Council of the UN
- EDF - European Dialogue Forum
- EFAy - European Free Alliance Youth (partner of YEN)
- EYF - European Youth Foundation
- FUEN - Federal Union of European Nationalities
- ICG RYAP - Informal Contact Group Meeting of the Roma Youth Action Plan
- IVS4Peace - Inclusive Voluntary Service for Peace
- MO - Member Organisation(s)
- MSPI - Minority Safepack Initiative
- PC - Programming Committee of the Advisory Council
- RYAP - Roma Youth Action Plan
- SR - Special Rapporteur
- SWG - Sub-Working-Groups
- UN - United Nations
- VPER - Vice President for External Relations
- VPIR - Vice President for Internal Relations
- WG - Working Group(s)
- YFJ - European Youth Forum (Youth Forum Jeunesse)



1. Annual Report of YEN 2019/2020

Report and Activity Overview 2019/2020 – Implementation of the YEN Work Plan

YEN Reports Overview and Implementation of Work Plan 2019/2020						
Nr.	Action	When	Where	Who	WP 19/20	Status
1.	YEN Events and Projects – EYF WPs “MYnority, My Say” and “Think Diverse! Minority Youth in a Changing World”					
a.	Easter Seminar “Speak Up!”	12 – 19 April 2019	Sfântu Gheorghe / Sepsiszentgyörgy, RO	MIÉRT, Office, Zikel	✓	✓
b.	Minority Messengers Project “Listen Up!”	28 February – 31 November 2019	Europe	Minority Messengers, MM Steering Group	✓	✓
c.	Study Session “Contrapunctus Europeus”	23 – 29 June 2019	Budapest, HU	YEN, Alliance, Pia		✓
d.	Autumn Seminar “Gather Up!”	7 – 13 October 2019	Sochi, RF	JDR - hosts, Office, Giuanna	✓	✓
e.	Kick-Off Seminar “Think Equally!”	10 – 16 February 2020	Csólnok, HU	GJU - hosts, Office, Jakub	✓	✓
f.	Easter Seminar “Think Beyond Borders!”	3 – 9 April 2020	Knivsberg, DK	DJN, JSp, SdU, - hosts, Office, Luna	✓	x
g.	YEN Digital Summer “Think beyond borders!”	May-Juli 2020	online	YEN (Office and Board)	✓	✓
h.	Diversity Festival/Europeada	21.-27. Juni 2020	Carinthia, Austria	KSSŠD, Office, Jakub and Giuanna		x
i.	Autumn Seminar “Think united!”	12.-18. October 2020	Trst, Italy	MOSP, Office, Pia	✓	x
j.	Minority Messengers HUB	January-December 2020	Europe	HUB Team		✓



k.	Podcast "MYnority, My Say"	October – December 2019		Paul Mossner, Linea Kopf, Linda Stoklasa (SdU), Alexander Wukovits (HAK), Office		✓
l.	Booklet on Project Management	Throughout the year	Europe	Office, Pia, Luna, Giuanna		
2.	Internal Relations					
a.	General Assembly 2019	18 April 2019	Sfântu Gheorghe / Sepsiszentgyörgy, RO	MOs, Board, Office		✓
b.	Board Meetings	Throughout the year		Board, Office	✓	✓
I.	<i>Board Meeting and Teambuilding</i>	<i>2 – 5 May 2019</i>	<i>Berlin, DE</i>	<i>Board, Office</i>		✓
II.	<i>Board Meeting</i>	<i>12 and 16 June 2019</i>	<i>Bratislava, SK</i>	<i>Board, SG</i>		✓
III.	<i>Board Meeting</i>	<i>8 – 11 August 2019</i>	<i>Zuoz, CH</i>	<i>Board, SG</i>		✓
IV.	<i>Board Meeting</i>	<i>6 – 7 October 2019</i>	<i>Sochi, RF</i>	<i>Board, SG</i>		✓
V.	<i>Board Meeting</i>	<i>6 – 8 December 2019</i>	<i>Berlin, DE</i>	<i>Board, Office</i>		✓
VI.	<i>Board Meeting</i>	<i>8 – 9 February 2020</i>	<i>Csolnok, HU</i>	<i>Board, SG</i>		✓
VII.	<i>Board Meeting</i>	<i>1.-3. May 2020</i>	<i>online</i>	<i>Board, Office</i>		✓
VIII.	<i>Board Meeting</i>	<i>26. May 2020</i>	<i>online</i>	<i>Board, Office</i>		✓
XI.	<i>Board Meeting</i>	<i>2.-5. July 2020</i>	<i>Berlin, DE</i>	<i>Board, Office</i>		✓
X.	<i>Board Meeting</i>	<i>31. July -2. August 2020</i>	<i>Berlin, DE</i>	<i>Board, Office</i>		✓
c.	Working Group Meetings (3)	throughout the year		Working Groups	✓	
I.a.	<i>WG Meeting</i>	<i>Easter Seminar 2019</i>	<i>Sfântu Gheorghe / Sepsiszentgyörgy, RO</i>	<i>WG C</i>		✓



I.b.	<i>WG Meeting</i>	<i>Easter Seminar 2019</i>	<i>Sfântu Gheorghe / Sepsiszentgyörgy, RO</i>	<i>WG MI</i>		✓
I.c.	<i>WG Meeting</i>	<i>Easter Seminar 2019</i>	<i>Sfântu Gheorghe / Sepsiszentgyörgy, RO</i>	<i>WG MRP</i>		✓
II.a.	<i>Joint WG Meeting</i>	<i>19 – 22 September 2019</i>	<i>Flensburg, DE</i>	<i>WG C</i>		✓
II.b.	<i>Joint WG Meeting</i>	<i>19 – 22 September 2019</i>	<i>Flensburg, DE</i>	<i>WG MI</i>		✓
d.	Preparatory meetings for YEN seminars	Throughout the year		Office, responsible Board member	✓	
I.	<i>Prep-meeting Autumn Seminar</i>	<i>6 – 8 July 2019</i>	<i>Sochi, RF</i>	<i>Office, Giuanna</i>		✓
II.	<i>Prep-meeting Kick-Off</i>	<i>13 – 14 December 2019</i>	<i>Csolnók, HU</i>	<i>Office, Luna</i>		✓
III.	<i>Prep-meeting Easter Seminar</i>	<i>20 - 21 February 2020</i>	<i>Knivsberg, DK</i>	<i>Office, Luna, Giuanna</i>		✓
3.	YEN Working Groups 2019/2020					
a.	Member Integration			Luna		
b.	Communication			Jakub		
c.	Minority Rights and Politics			Florian		
4.	External Relations					
a.	FUEN Board Meetings	Throughout the year		President	✓	
I.	<i>FUEN Board Meeting</i>	<i>13 June 2019</i>	<i>Bratislava, SK</i>	<i>President</i>		✓
II.	<i>FUEN Board Meeting</i>	<i>19 July 2019</i>	<i>Brussels, BG</i>	<i>President</i>		✓
III.	<i>FUEN Board Meeting</i>	<i>16 November 2019</i>	<i>Bleiburg, AT</i>	<i>President</i>		✓
IV.	<i>FUEN Board Meeting</i>	<i>20 February 2020</i>	<i>Berlin, DE</i>	<i>President</i>		✓



V.	FUEN Board Meeting	7 May 2020	Online	President		✓
VI.	FUEN Board Meeting	3 July 2020	Berlin, DE	President		✓
VII.	FUEN Board Meeting	1 September 2020	Online	President		✓
b.	European Youth Forum (YFJ)	Throughout the year		Zikel, Matic, Pia	✓	
I.	Council of Members	11 – 14 April 2019	Brussels, BG	Zikel, Pia, Matic		✓
II.	YFJ Strategic meeting	7 – 8 September 2019	Brussels, BG	VPER		✓
III.	Council of Members	21 – 24 November 2019	Amiens, FR	VPER		✓
IV.	Council of Members	6 June 2020	Online	VPER		✓
c.	Advisory Council & Programming Committee			Matic, Pia	✓	✓
d.	UN, EcoSoc			VPER	✓	
I.	Regional Forum on Minority Issues	6 – 7 May 2019	Brussels, BG	WG MRP		✓
II.	UN Forum on Minority Issues	27 – 29 November 2019	Geneva, CH	VPIR		✓
III.	Regional Forum on Minority Issues	21 September 2020	Online	VPER		✓
e.	European Dialogue Forum (EDF)	Throughout the year		President, VPER		
I.	EDF meeting at FUEN Congress	13 June 2019	Bratislava, SK	VPER		✓
II.	EDF meeting	27 – 28 November 2019	Strasbourg, FR			x
f.	2020 Committee, Landtag Schleswig-Holstein	Throughout the year		Britta	✓	✓
5.	Partner Events and Projects					
a.	IVS4Peace	Throughout the year	Europe	CCIVS, Office, Kristina	✓	✓



b.	Y-FED "Europe is what we make"	Throughout the year	Europe	JEF-Europe, Office, Pia	✓	✓
c.	Minority Changemaker Programme	Throughout the year	German-Danish Border Region	GFU, Office, Luna, Kristina	✓	✓
d.	FUEN BuildYourself!	Throughout the year		FUEN, YEN participants		✓
e.	ICG RYAP	13 - 14 May 2019	Strasbourg, FR	CoE, Pia		✓
f.	FUEN Congress	12 – 16 June 2019	Bratislava, SK	Board, SG	✓	✓
g.	So Keres, Europa?	16 – 21 July 2019	Novi Sad, RS	Phiren Amenca, Andjelo		✓
h.	Dikh He Na Bister	28 July – 3 August 2019	Kraków, PL	ternYpe, Pia	✓	✓
i.	ECMI Summer School	6 September 2019	Berlin, DE	ECMI, Giuanna		✓
j.	DevelopMENT Workshop for Young Leaders	15 September 2019	Žabice, IT	Krožek Anton Gregorčič, MOSP, Pia		✓
k.	RYAP Seminar "What now?"	24 – 26 September 2019	Strasbourg, FR	CoE, Pia		✓
l.	Networking meeting of youth from the national minorities in Germany and German minorities in Europe organised by the Minderheitensekretariat and the AGDM in Berlin	1 – 3 November 2019	Berlin, DE	Minderheitensekretariat, Board		✓
m.	Junge Lüüd: Political-Cultural Evening	4 November 2019	Berlin, DE	Giuanna, Kasia, Niederdeutsche sekretariat, Minderheitensekretariat		✓
n.	FUEN AGDM-Meeting	4 – 7 November 2019	Berlin, DE	AGDM, AGDM Youth, Giuanna		✓
o.	FUEN AGSM-Meeting	14 – 16 November 2019	Bleiburg, AT	AGSM, Giuanna		✓



p.	Europeada 2020 Draw	16 November 2019	St. Kanzian, AT	FUEN, Giuanna		✓
q.	ECMI Empowering Future Minority Leaders	9 December 2019	Flensburg, DE	ECMI, Giuanna		✓
r.	FUEN Forum of the European Minority Regions	11 – 12 December 2019	Potsdam, DE	Giuanna		✓
s.	EFAy Extraordinary GA	13 – 14 December 2019	Munich, DE	Pia, Jakob		✓
t.	Co-creating Erasmus+ and the European Solidarity Corps	28– 29 January 2020	Brussels, BG	Kasia		✓
u.	MSPI: Hearing in the EU Commission	5 February 2020	Brussels, BG	FUEN, Giuanna		✓
v.	YFJ Academy	15 – 20 June 2020	online	Office		✓
w.	Jugendaustausch minderheitWEIT	27 – 30 June 2020	online	Romano Sumnal, ifa, KDJ, Lenau Haus, St. Gerhard Sombor, YEN		✓
x.	Roma Youth Advocacy Training	5 September 2020	online	Phiren Amenca, Pia		✓
y.	Solidarity in Action Conference	1 October 2020	online	UNITED, Pia		✓
6.	Management of YEN – Office Report 2019/2020					
7.	Finances Report 2019/2020 and Budget					
8.	Internal Audit Report, 6 – 7th March 2020					

1.1. Board Report 2019/2020

Introduction

With our work, activities and structure, we continue to grow as a self-determined and self-governed youth organisation consisting of the minority youth organisations. Due to the corona outbreak it was a weird year, but still exciting and dynamic. We have gathered very good feedback from young people involved in our network and activities, as well as from various stakeholders.



In 2019, the focus of our events and projects was on youth participation with the aim of strengthening participation of young people in Europe. Via three seminars (Kick-Off, Easter Seminar, Autumn Seminar), a Study Session, the Minority Messengers Project and many more activities, we connected and brought together youngsters from different European countries and various backgrounds and explored the European values such as democracy, human rights, rule of law, freedom and equality. With our trainings and other activities, we aimed to increase their opportunities in engaging themselves in different aspects of the society. The feedback we have received for our work in 2019 has been very positive and indicated that our work and activities have contributed to empowering many youngsters around Europe to be active in their society and community, to participate in the political decision-making, as well as to create new partnerships and networks. Our campaign #MYnorityMYsay has received great feedback, not only from young people, who were the authors of the statements, but also from decision-makers, who were our main target group.

With our activities, work and structures, we kept strengthening the understanding and identity of our membership as self-organised and self-determined youth organisation of young people from ethnic, autochthonous national minorities. What is more, the continuation of the Minority Messengers Project helped us achieve our goals of empowerment of young people (Minority Messengers), raising awareness on youth participation (through the content and trainings provided by the Minority Messengers and the Toolkit on Youth Participation developed in that connection) as well as making young peoples' voices better heard in the society.

In the light of the EU Parliament Elections, which were an important event last year, but also other national and local elections, we aimed to motivate young people from the minorities to become active in the campaign time. With bringing their concrete concerns into the political discourse during Easter Seminar – held from the 12th till the 19th of April 2019 in Sepsiszentgyörgy/Sfântu Gheorghe, Romania, and hosted by MIÉRT – and then consequently taking part in the elections, young people from minorities realised their impact on their reality and community. With the topic of the Autumn Seminar – held from the 7th till the 13th of October 2019 in Sochi, Russian Federation, and hosted by JdR – we have also supported young people by creating space for them to explore a variety of ways to participate and engage themselves outside of the 4-year-election-cycle. With the project management training and a seminar on youth participation, we disseminated the knowledge about other ways of participation, such as a dialogue with policy makers (EU Youth Dialogue), self-representation (advocacy for the minority youth by the minority youth) and engagement through various programmes such as the European Solidarity Corps.



At the end of the year, we also managed to run a new project “Podcast: MYminority MYSay”. The project idea was developed during the Autumn Seminar and with the support of YEN Office, the financial resources were secured for that project (through the German Federal Ministry of Interior). A group of young people was therefore able to implement an idea and record a podcast hosting two guests, a young Sinti woman from Germany as well as a young Sorb who recently developed a digital application focused on the Sorbian culture. Since then another episode was published with our CoE-trainer Cihan Kilic. The work on the podcast and new episodes does not stop.

In 2020, under the motto „**Think diverse! Minority youth in a Changing World**”, we are focusing on the role and reality of young people from national, ethnic and linguistic minorities in a changing world, in the light of current developments, challenges and opportunities. At a time when Europe faces populist, far-right, nationalistic notions, it is even more important and relevant for the minority youth to step up, defy these ideas and show a positive way of how we, with strong minority identities, can stand up for a diverse, inclusive, open-minded and peaceful Europe.

We kicked-off the year from the 10th till the 16th of February 2020 in Csolnok/Tscholnok, Hungary, hosted by the Germans in Hungary (GJU), where we started to explore this many-sided topic by taking a closer look at human rights, human rights education and activism and giving the notion “Minority rights are human rights!” content. To follow were Easter Seminar “Think beyond borders” and our GA planned for the 3 bis 9 April 2020 on Knivsberg (in cooperation with DJN, SdU and Jungen Spitzen) as well as Diversity Festival in Carinthia (Austria), between 20 and 27 June 2020 (together with KSSŠD) and the Autumn Seminar “Think united” in north of Italy (with MOSP). Because of the COVID-19 pandemic the Easter Seminar, Diversity Festival as well as the Autumn Seminar had to be cancelled.

As a small comfort, we were able to shift a part of the work plan to the online space in the form of the “YEN Digital Summer”. The YEN Digital Summer was a success. Our wonderful trainer Cihan Kilic led a very engaging training on hate speech and populism. During the webinars we hosted three interesting guests, who, specifically to their field of expertise, talked about youth participation, the fight for minority rights and how the COVID-19 crisis impacted our minority communities. If you missed the live webinars, you are welcome to have a look at our YouTube-channel. In addition, YENies interested to dive deeper into the topics joined discussion groups to reflect on the content and keep the spirit of exchange and connection that usually comes with the seminars alive, even through these trying times.

The Minority Messengers Project which goes into the last phase in 2020, was affected least by the difficult situation. Based on the experience of the MMP of the previous two years, we want to



elaborate a document, that should be ready by the end of the year 2020, with which we want to strengthen our position in civil society and the connections within our network, partners and European institutions by sharing our expertise, data and knowledge from working with minority youth, filling in this way a “content gap” on the current state of play of minorities in Europe, and make it accessible to European institutions, youth organizations, our network etc., and with this providing a tool for lobbying and information.

The work plan has demanded a great deal from everyone involved, but in 2019 and until March 2020 it has been successfully implemented. With COVID-19 we saw the boundaries of youth work when being restrained to the online world. Although there were ways of being active during these times, we can't wait for it to bring our minority youth from all over Europe back together again for cultural exchange and united empowerment.

On the external side we have again participated in many meetings and events throughout Europe, which has made us more visible among minority representatives, political stakeholders, the media and potential new partners. Increasing the visibility of European minorities and being a loud voice of young minority members is one of the most important tasks of YEN, and we have been able to do so to a high degree during this year. The connection with the partners of the past year has continued to be cherished and maintained through visits to joint events, which resulted into the renewal of the partnership with the European Free Alliance Youth (EFAy).

But read the detailed reports for yourself on what YEN's activities and events have accomplished in the past year.

The Board wishes to thank all those who have made the YEN-year 2019/2020 so successful, and is full of anticipation for the upcoming year, in which a lot of exciting, new, and motivating things await us again.

1.1.1. YEN Events and Projects

a. Easter Seminar “Speak Up!”

The main focus of the Easter Seminar “Speak Up!”, taking place from the 12th till the 19th April 2019 in Sfântu Gheorghe/Sepsiszentgyörgy, Romania, was in using the reflections and knowledge gathered during last year's Kick-Off Seminar “Step Up!”, where the aim was to raise awareness on how youth participation can be an effective method of expressing one's own interests, in practise. The seminar was hosted by the Hungarian Youth Conference from Romania (MIÉRT) and attended by 47 participants deriving from 13 countries, split in 3 groups and guided by 3 senior trainers (Ana Caterina Reis Morgado, Cihan Kilic – both from the CoE Pool of Trainers and latter already with us



for several events, – and Thomas Hauptvogel (the Alliance of European Voluntary Service, also a recurrent trainer to our events, held the workshop in German; and 3 junior trainers (Andjelo Pavlovski - VYCM, Linea Kopf – SdU, and Zsolt Balogh - MIÉRT) from our network. It was run as a dialogue event, providing space for young people to discuss matters important to them with politicians and decision-makers. The focus lay on the political aspect of youth participation and used the elections for the EU Parliament as an example of possible youth participation. The participants had the opportunity to learn more about democratic processes, the possibilities to participate in the political decision-making on all levels and they learned how to prepare and participate in a debate in an effective way.

The main aim of the seminar was to bring young voices from minorities to the public and for young people from national, ethnic and linguistic minorities to formulate demands and address them directly to policy makers in the dialogue with stakeholders. The dialogue session was a challenging but enlightening moment for different reasons and the participants used this experience of encounter with the stakeholders and discussion on the demands to be even more empowered.

The demands have not stayed in Romania, but they were the main content we built our visibility campaign “MYnority – My Say” on. The campaign has so far gathered a lot of positive feedback – some of the stakeholders explained to us that finally they can imagine what young people want and what their interests are. Also, it is very important to have concrete proposals and suggestions, when lobbying for more participation of young people and more understanding.

b. Minority Messengers Project “Listen Up!”

2019 was the second out of the three years of the Minority Messengers Project. It was the second and final summer for Minority Messengers visits, in 2020 the project will go into a new stage.

From mid-February until November 2019 Minority Messengers went on 20 visits throughout Europe. Messengers visited among others local youth organisations, events from ternYpe in Poland and Phiren Amenca in Serbia, the German minority secretariat, the education centre against antigipsyism in Berlin, a volunteering organisation and minority organisations. Additionally, Minority Messengers went on visits to schools thereby also facilitating an exchange between youth from minority and majority societies. We also continued to collect information from minority organisations for the Database, which you can find on the homepage in the Minority Messenger section.

Ydwine Scarse took over the role as a Coordinator for the project supported by the YEN Office for a day to day work. The Steering Team of Minority Messengers also underwent some changes and



became smaller and more effective. They met once in February and once in November, where a final evaluation of the project took place.

We experienced some difficulties with upkeeping the motivation of already experienced Minority Messengers and communicating the ideas behind the project to interested new Messengers. Nevertheless, the feedback we got from the Minority Messengers as well as from the visited organisations and groups was very positive. We also updated the Database for which the Minority Messengers were collecting information during their visits, you can find it on our website: <http://www.yeni.org/minority-messengers/#minority-database>

We thank all the Minority Messengers for their great work!

c. Study Session “Contrapunctus Europeus”

Building on the Resolution on Key Issues Concerning European Youth adopted in March 2017, Youth of European Nationalities (YEN) and Alliance of European Voluntary Service Organisations (Alliance) designed an educational activity in cooperation with the Youth Department of the Council of Europe that tackled two global issues – populism and xenophobia. Study Session “Contrapunctus Europeus – European Youth Against populism and Xenophobia” took place at the European Youth Centre in Budapest between the 23rd and the 29th of June 2019 and gathered 28 youth leaders from 21 countries. The Study Session was prepared and facilitated by the team of four facilitators, two of them from YEN Network – Pia Šlogar (YEN Vice President for External Relations) and Georgina Laboda (Diverse Youth Network). Throughout the week participants analysed different cases of discrimination, reflected on the competences of youth workers when dealing with xenophobic beliefs, improved their critical thinking competences and explored, how youth workers can challenge discriminative attitudes and raise awareness about the role of populism in forming them. As concrete outcomes participants developed recommendations for the prevention of exclusion and discriminatory practices in international youth activities.

d. Autumn Seminar “Gather Up!”

During the last seminar of the year 2019, which took place in Sochi, Russian Federation, and was hosted by Jugendring der Russlanddeutschen (German minority youth in Russia), we set the focus on other ways of youth participation than taking part in the elections. Under the title “Gather up!” the 42 participants from 11 countries explored together with the 3 trainers (Cihan Kilic – CoE Pool of Trainers, Marija Pantelić - Alliance of European Voluntary Service and Marta Gawinek Dagargulia – Brain Embassy) the different possibilities of how young people can achieve their goals through coming together and acting in a youth organisation or youth group. When acting and “gathering up”



together our voice can be stronger and our part in shaping society on local, regional, national and European level greater.

Another part of the seminar was the training on Project Management. During this phase, the participants thought of the projects they would like to run (either new ones, or something that already exists) and using them as examples, learnt the steps of the project management, from planning to follow-up. One of those projects, the first two episodes of a podcast on minority topics, could already be implemented by four participants of the seminar and was recently published. The others will be gathered in a booklet on project management, to be published latest by summer 2020.

The main aim of the seminar was to raise awareness, disseminate information and empower young people to participate in society and politics with youth organisations and youth groups (beyond taking part in the elections).

e. Kick-Off Seminar “Think Equally!”

Under the title “Think Equally” we have started our first (*and then not yet knowing the only one for a while*) of the year, hosted by the Gemeinschaft Junger Ungarndeutscher (GJU) in Csolnok/Tscholnok, Hungary between the 10th and the 16th of February 2020. The focus of the seminar were living rights, human rights education and civic activism. Workshops – led by Cihan Kilic and Pia Šlogar - began with a reflection on the different parts of one’s multiple identity and offered space to share personal experiences of rights being violated. After looking at the different realities of minority and human rights around Europe through a prism of critical thinking we dived into identifying opportunities for our own engagement and human rights activism by collecting good practices and ideas in addressing these topics in our local communities.

f. Easter Seminar “Think Beyond Borders!”

Easter Seminar «Think beyond borders» and our GA was supposed to take place on Knivsberg, Denmark from the 3. bis 9. April 2020 (in cooperation with DJN, SdU and Jungen Spitzen). Due to the Corona-Pandemic we decided to cancel the event.

g. YEN Digital Summer “Think Beyond Borders!”

Since we still wanted to address the issues of the Easter Seminar we implemented a variety of online activities “YEN Digital Summer: Think beyond borders!” from mid of May until mid of July. We organised several webinars, discussion rounds and an e-training all looking at topics related to populism and nationalism, critical thinking and self-reflection or current challenges in the time of the corona pandemic. To round everything up, we organised a final Digital Summer Party.



h. Diversity Festival/Europeada

Due to the Corona pandemic, the Europeada 2020 in Carinthia/Koroška has been postponed to 2021. This was followed by YEN's decision to also cancel Diversity Festival 2020.

As we have already secured a large part of the funding through the Erasmus + programme, we have consulted with our member organisation on spot which submitted the Erasmus + application – KSSŠD, and decided to move the Diversity Festival to 2021. This way the Diversity Festival can take place at the same time and place as the Europeada and we can use the opportunity to keep the funding from Erasmus+ for next year.

i. Autumn Seminar “Think united!”

In light of many uncertainties connected to COVID-19: rising cases and quickly changing travelling restrictions across Europe, the board of YEN has decided to cancel the Autumn Seminar “Think united!” in its originally planned format. We have also consulted this decision with our member organisation MOSP, which was supposed to host the seminar and we all agreed that it is the best decision in terms of safety and financial responsibility.

At the moment, we are working on an alternative format which offers the space and possibility to discuss the issues of discrimination, intersectionality and solidarity with other minority groups.

j. Minority Messengers HUB

In 2020 the Minority Messenger Project went into its next phase: the **Minority Messenger HUB**. The aim of the HUB is to develop a “State of Play of Young People from Minorities in Europe” collecting and documenting the outcomes from YEN’s work in 2018, 2019 and 2020, and thereby making the voice of minority youth heard.

The Steering Team of the HUB was formed in the beginning of the year and met once in Berlin and several times online (after more actual meetings had to be cancelled). The task of the Steering Team is to collect the outcomes of the Minority Messenger Project as well as the other YEN events from 2018 - 2020 and to combine it into a report which shows the topics and concerns of youth from our network. All the existing information has been collected and reviewed, the project was presented at the KickOff Seminar in February and a survey has been conducted within the YEN network. The Steering Team is currently working on a first draft of the report. In the coming months the Steering Team will reach out to the YEN network again to receive their feedback. The report should be ready in the beginning of 2021.



k. Podcast “MYnority My Say”

During the Autumn Seminar 2019 a group of participants developed the idea to produce a Podcast hosted by minority youth that would address topics important to them. Due to the funding opportunity from the German Federal Ministry of the Interior, Building and Community (BMI) the group of participants who developed the podcast idea was able to implement their project.

Paul Moßner (SdU) who was at the time intern at the YEN office and also part of the podcast group, took over the organisational part of implementing the project. The office supported him in writing the application to the BMI which granted the funding for the planning and recording of two podcast episodes.

The team consisted of young people from the Danish minority in Germany and the Burgenland Croats in Austria. They met once in Berlin to record two episodes, one episode in German and one in English, each with a guest. For the German Episode they talked to a German Sintiza about Sinti and Roma and the question of self-representation and for the English Episode they talked to a Lusatian Sorb about digitalisation and its value for minorities.

The postproduction was finished in early 2020 and the episodes were sent to the German Ministry of the Interior (BMI) together with the report of the project. In April 2020 we finally received the green light to publish and advertise the podcast. You can find it on Spotify, Google Podcasts and Achor.fm under the title “Mynority Mysay”.

After the end of the project the Podcast Team and YEN Office evaluated the whole process, the Podcast Team decided that they would like to continue with it. Since then the Podcast Team has produced one more episode in English on human rights education, with Cihan Kilic, a trainer who led our last two seminars. Another episode with a German Member of European Parliament is currently in postproduction.

In agreement with the YEN Board it was decided that the Podcast Team would apply to become part of Working Group Communication during the next GA with the production of the Podcast as their main task.

l. Booklet on Project Management

As a result of the Autumn Seminar 2019, which focused on project management and engagement in youth organisations, we decided to create a Booklet on Project Management – to document the knowledge from the seminar and pass it to those, who didn’t participate. Another very important role of the booklet is to showcase the great examples of projects that already exist in our network.



With a collection of interesting and creative ideas, we hope to inspire other young people and youth organisations to take the initiative.

An application for the production of the booklet (including design and print) has been submitted and then accepted by the European Cultural Foundation. For the first time, we have received a project funding from the institution for 4812,50 EUR.

Currently, we are in the last phase of writing, translating and proof-reading the texts. In the booklet eleven projects from our Member Organisations will be described and presented, as well as theoretical part on project management, an in detail example of project management (about the Podcast “MYnority MYSay”) and some additional information on fundraising. We hope to have the shiny printed booklets in the beginning of 2021 (in both: English and German).

1.1.2. Internal relations

a. General Assembly 2019

The General Assembly (GA) 2019 was held the day after the last workshop-day of the Easter Seminar, on Thursday, April 18, 2019, in Sfântu Gheorghe/Sepsiszentgyörgy, Romania. We have welcomed four new organisations as extraordinary members in our network:

- Diverse Youth Network (DYN), representing various minorities from Hungary,
- Kenstroll Breizh, representing Breton minority youth from France,
- Omladinska mreža Srba u Hrvatskoj (oMreža) representing Serbian minority youth in Croatia,
- Grænseforeningen Ungdom (GFU), representing various minorities in Denmark and the Danish-German border region.

Moreover, MIÉRT's (Hungarian Youth Conference from Romania) membership status was upgraded from extraordinary to ordinary membership.

Four new people were elected to the Board: Kristina Anxhara (VYCA) as Vice President for Internal Relations, Martina Jazbec (MOSP) as Treasurer, Luna Rahr Futtrup (SdU) as Convenor for the Working Group Member Integration and Florian Leduc (Kenstroll Breizh) as Convenor for the Working Group Minority Rights and Politics. In addition, Pia Šlogar (Pomorania) resigned from the position as Treasurer and became YEN's new Vice President for External Relations.

The members of the 3 Working Groups were elected unanimously as follows:



- Communication: Matti Ulrich (SdU), Iris Kessler (SdU), Nina Peckelsen (FYK), Andrej Müller (Mlada EL), Fabian Sawatzki (SdU), Joris Franke (SdU), Diana Jurkovits (HAK), Lola Kirchner (Rökefloose), Linea Kopf (SdU) and Bruno Mishtaku (VYCA);
- Member Integration: Nastja Slavec (MOSP), Angelica Augustin (GiuRu), Petru Szedlacsek (Supporting Member), Silvan Brügger (GiuRu), Anna German (JdR), Valeria Mayer (JdR) and Nis Ove Kahl (Rökefloose);
- Minority Rights and Politics: Ydwine Scarse (FYK), Viktoria Kuzmits (HAK), Christopher Ferencz (MIÉRT), Zsolt Balogh (MIÉRT), Davor Danevski (Lunjina), Andjelo Pavlovski (VYCM), Stefan Pitz (RDJ), Alexandru Bujicu (CtARM) and Christian Jiru (CtARM).

Also, the GA voted on one change (regarding membership, points C.2.e. and C.3.d.) and one addition (regarding resolutions and statements, points G.2.m.i.-v. and K.10.a-m.) of the Rules of Procedure (RoP).

Next to the statutory agenda points, the membership of YEN had the opportunity to present their organisations during the "Minority Runway". Also, Géza Hábel (DYN) presented their work and projects with various minorities within Hungary in an interesting key-note speech.

For a detailed overview on the decisions and discussions, please check the minutes of the GA 2019 in the Appendix.

b. Board Meetings

From the 2nd to the 5th of May 2019 the new Board and the old Board came together in Berlin for the first Board meeting and a team building event.

The aim of the meeting was to build up the team spirit and getting to know each other. The transition from the old to the new Board went on smoothly and the new Board was presented to the Board role, functions, tasks and procedures. Each member of the Board discussed their personal priorities and objectives in the Board and then separate meetings were held in which the positions, assignments, ongoing projects, particular roles and responsibilities in more detail were explained to the new Board members by the respective predecessor. The President of YEN presented the organization in general, the Board, the "basic rules" within the Board and communication channels, while the Secretary General introduced new members to the position, function and tasks of the Office. The Secretary General also clarified YEN's financial and expenditure structure (income, expenditures, donors etc.) All the old Board members reported for their last year's work and afterwards the new Board, with the assistance of the old Board, analysed the current state of play



of all the ongoing projects and future events and took decisions on the necessary further steps to be taken.

The second Board Meeting took place from the 12th to 16th of June 2019 in Bratislava, Slovakia and its main aim was laying the ground for the strategy for the next two years. It was the Board meeting with only the new Board present and everyone contributed with ideas for shaping the next two years. We developed the general idea for the strategy, and we brainstormed on specific topics. Furthermore, internal and external relations were discussed and each ongoing project and previous events during were evaluated.

From the 8th till the 11th of August 2019 the Board met in Zuoz, Switzerland for a meeting focused entirely on the work-plan of the next year. The aim of the meeting was Working out a work-plan for 2020 and reassessment of the work of the Board so far and motivational boost for the months to come. The reason we met in Zuoz was to also join the festivities for the 100th anniversary of Lia Rumantscha and support Member Organization GiuRu. Working on the work-plan, which was later handed at the EYF, took most of the agenda, however, a round of evaluations on ongoing projects and future events also was part of the meeting. Our work-plan for 2020 is "Think Diverse! Minority Youth in a Changing World", and we focused a lot on critical thinking skills, analytical skills, digital skills, self-reflection, minority rights as human rights, solidarity etc. For each activity of the work plan two Board members were selected as responsible. For two different sessions the Board members became part of a discussion podium of the festivities and the rest of them took part in the "Human Library" organized in the centre of the village where we talked about our own experiences, minority identity, and youth activism. Both sessions were a great opportunity to present YEN and meet the Rumantsch minority.

The Board met again prior to the Autumn Seminar in Sochi, Russian Federation from the 6th till the 7th of October 2019. It was a short Board meeting, but much necessary. The visibility and external representation of the organization of the organization were discussed extensively, a round of evaluations on ongoing projects and future events took part and YEN's comments in Public Consultations on the Draft Strategic Outcome document of the 2019 International Year of Indigenous Languages (IYIL2019) were discussed.

The last Board meeting of 2019 took part from the 6th till the 8th December in Berlin, Germany. It was a meeting for reflection, evaluation of the past year and planning for 2020. We focused on our internal organization, we discussed the structure of the Working Groups and identified possible issues and potential changes we could make in the future. The Board reported on internal relations, external relations, each convener reported on their respective Working Groups, we had a look at the



general situation in the office, discussed the events of 2020, appointed one responsible person from the Board for each event of 2020, we discussed further finances, memberships and individual MOs, as well as we did individual evaluations for 2019.

We started the year 2020 in Csolnok, Hungary, where prior to our “Kick-Off”, we had a Board meeting from the 8th till the 9th of February. It was a dynamic and very productive Board meeting. We reported to each other with the aim of being on the same page and working towards the same goals in 2020. We kick-started the work on a new visual identity for YEN and we focused a lot on the Working Groups, we discussed the new #minoritytonguetwisters challenge, brainstormed on the MO couch and worked on the upcoming events of YEN.

During the year we furthermore had many Skype meetings. These are not always official Board meetings with all the Board members present but are often used to get an idea of how things are going, how everybody is doing, and serve as a tool to motivate each other.

Due to the COVID-19 pandemic, we were forced to cancel physical board meetings and we intensified our short Skype meetings to once a week. We had our first official long-online meeting from the 1st–3rd May 2020. It was a challenge at first, as it included many hours of online group work, however the board and office managed to surpass the challenges and to work efficiently. We started the meeting with our usual reports and during the meeting we discussed mostly YEN Work-Plan 2020/2021 and adoptions we had to make due to the new situation. We also worked in smaller groups “Working Meetings” and each group discussed and worked on individual topics in more detail.

On the 26th of May we had another official one day online meeting. The meeting was dynamic and we were more used to online work. During the meeting we mainly discussed finance- and project-related matters and we further worked on our “YEN Digital Summer”.

On the 2nd - 5th July part of the Board met in Berlin for a working meeting dedicated to writing a grant-application for European Youth Together. The rest of the board joined online only for brainstorming sessions and was updated afterwards on the work done and the remaining tasks.

From the 30th July – 2nd August 2020 fortunately most of the board could already travel and we had a physical meeting in Berlin, with part of the board following the meeting online. The first day we updated our reports, discussed all our events and projects and the next two days were dedicated to EYF Work-Plan Application 2021.



c. Working Group Meetings

A big thanks to all Working Group members and the three Convenors for their tireless effort in favour of YEN. For the detailed reports see below.

d. Preparatory Meetings for YEN Seminars

Besides all the Board meetings and other activities, the Office and the responsible Board Members went to prep-meetings for the Autumn Seminar in Sochi, the Kick-Off in Csolnok, and the Easter Seminar on the Knivsberg. The prep-meetings are of great importance and relevance to both, the host organisation and the Office and Board, in order to clarify organisational questions and settlement of the content of the seminar. In this regard we want to thank all host organisations for their great effort, their motivation and the wonderful seminars.

1.1.3. YEN Working Groups

a. Member Integration

Convenor: Luna Rahr Futtrup (SdU)

Working Group members: Angelica Augustin (GiuRu), Silvan Brügger (GiuRu), Anna German (JdR), Nis Ove Kahl (Rökefloose), Valeria Mayer (JdR), Nastja Slavec (MOSP), Petru Szedlacsek (Supporting Member)

Through the year 2019-2020 the working group Member Integration has had its focus on finishing and running our two main projects, the **Minority Cookblog** and the **Handbook**.

During the Easter Seminar 2019 a working group meeting was held to finish up tasks and make them ready to be handed over to the next WG. The newbies were also introduced to YEN and its projects during two small evening sessions.

Sadly, we had to realise that the making of the Minority Handbook for Beginners was more difficult than we anticipated. Because of lack of time and motivation, it was decided to make a presentation/promotion flip book of all our Member Organisations instead. The process of translating, proofreading and collecting data from all our MOs has been very time consuming, which is why it has taken much longer than expected, but we managed to finish, with all the forms that were sent in by our Member Organizations and will continue on the layout.

The Minority Cookblog has been running very successfully for nearly one year now, with almost weekly #MinorityMealMonday posts presenting a recipe supplied by our Member Organisations.



The Board has decided to end the cookblog activity for now, but the recipes collected over the last year will still be accessible on our website.

Besides our projects the WG has been following the Minority Messenger Project. They members of the WG have stayed in contact with the Organisations our Messengers met and visited throughout Europe, after the project ended.

Together with the WG Communication we held a **joined Working Group meeting** from the 19th to the 22nd of September 2019 in Flensburg. Sadly, only two of the seven elected WG MI members were able to participate in person, but a productive Skype meeting was held with nearly all members present. The WG meeting gave both working groups the chance to follow up on our joined projects and come up with new ideas to raise visibility about the projects and YEN's work in general. One of these ideas the "YEN Tongue Twister Challenge" (#minoritytonguetwisters) was implemented at the Kick-Off seminar in Csolnok this year.

Part of our work is also to expand and do research on possible new Member Organisations and partners. We are excited to report that we have one new **application for extraordinary membership** from DM+ this year.

Besides the application for membership, we are glad to report that we will continue our **partnership** with the European Free Alliance youth (EFAy) and are looking forward to another year of good cooperation.

Thanks to the exemplary work of our Vice President for External Relations and our President, who have represented YEN on the external front, we have expanded our contact list this year and the WG will keep working closely with our Vice President to maintain these contacts. One of the outcomes of this has also been a renewal of our partnership agreement with EFAy.

Throughout the year we have introduced a new concept the "**MO Couch**". This has been an amazing way to meet new organisations attending our events, reconnect and follow-up with old ones and to give organisations the chance to approach the Board with possible problems, challenges or anything else they might need help, support or guidance with. The MO Couch has gotten very good feedback, so we will continue to schedule it during our seminars.

The COVID19 outbreak in Europe has also been a challenge for us. Many organizations had to put their activities and work on hold, and so did the WG of Member Integration to some extent. To make our meetings more fun and interactive, the Convenors of all 3 WGs decided to host joint WG skype



meetings for all WG members. These were mainly meant to keep up the spirit amongst us all, but also to finish up the last loose ends of our projects before the GA.

A big thank you from the Convenor to the Working Group Members for their effort and time this year. We managed to get a lot of things done and we are looking forward to the next year with new projects, fun and motivation.

b. Communication

Convenor: Jakub Schäfer (Pawk).

Working Group members: Matti Ullrich (SdU), Iris Kessler (SdU), Diana Jurkovits (HAK), Nina Peckelsen (FYK), Andrej Müller (Mlada EL), Linea Kopf (SdU), Lola Kirchner (Rökefloose), Bruno Mishtaku (VYCM), Jonas Franke (SdU), Fabian Sawatzki (SdU).

The work of this working group never stops, and this year was no different. All social-media channels must be kept up to date during the average days, by reporting on anything that might interest members of our network. We reported about the events, celebrations and all important meetings, where our YEN members and YEN member organisations have participated. At events this working group really needs to take its work to the next gear.

Everything should be documented on photos, videos and in writing. Facebook posts are created, reports are written, interviews are conducted, and participants are marked in the pictures. This is the daily work of the Working Group Communication.

By September, 15, 2020, we had 3,919 (2019: 3,336) likes on Facebook and 4,077 subscribers, 616 (2019: 370) on Instagram and 372 (2019: 310) on Twitter.

Together with the office we produced some postcards as give-aways.

The campaign #MYnorityMYSay was a complete success. There, in connection with last year's work plan, we formulated and published your statements, wishes and demands to the political decision makers, the feedback was very good. Many thanks to everyone who agreed to support our campaign with their face and statement.

Together with the WG Minority Rights and Politics the #YENsDay is continuing successfully. Every Wednesday we publish an interesting fact about our MOs, other minorities and partners. On 9 September we were able to publish 100th #YENsDay post.

Further we maintain our YEN-Shop, in which we offer YEN merchandise designed by Working Group Members.



In cooperation with the WG Member Integration we have also participated in the creation of YEN Minority Cookblog. Delicious recipes are regularly published on Mondays on the official YEN website and on Facebook and Instagram under #MinorityMealMonday. 35 recipes from our Member Organisations can be found on our website.

Also, we have just completed the Tongue Twister Challenge with our member organizations. Thank you very much for your participation.

We are also working on other important and big projects like the Minority Handbook, a new design for the YEN flyer and official letters.

A big project for our working group was the redesign of our website. Special thanks go to Bruno Mishtaku, who did a great job in parallel to his work and redesigned the website.

Many thanks to all members of the Working Group Communication for the great work.

c. Minority Rights and Politics

Convenor: Florian Leduc (Kenstroll Breizh)

Working Group members: Zsolt Balogh (MIÉRT), Alexandru Bujicu (CTArm), Ferencz Christopher (MIÉRT), Davor Danevski (Lunjina), Cristian Jiru (CTArm), Viktoria Kuzmits (HAK), Andjelo Pavlovski (VYCM), Stefan Pitz (RDJ), Ydwine Scarse (FYK)

During 2019/2020 the Working Group (WG) has continued the tasks started the year before and achieved new tasks.

This work has been challenging and it has highlighted the need for the convenor to get training that could support her/him in managing a working group of young people, in planning and organizing tasks and working plans, and in communicating with the group. It has also highlighted the importance of capacity building among the working groups members as everyone lived far away from each other and all have personal and professional commitments, which prevent them to be available at the same time. However, those weaknesses have been gradually and partially surmounted thanks to the great work of the Working Group members but also of the YEN's Board and Office.

The target groups (re-named "sub-working group - SWG" in the 2020-2021 work plan), which were set up the past two years within the WG were continued this year as they are effective in defining tasks and who should take them on. The sub-groups for this year were: a) external affairs, b) resolutions, c) news, and d) education.



The #YENsDay has continued during the whole year. It has been the task where most of the working group members have participated. It was mainly supported by the Vice-President for External Relations. Two statements were published so far: one on the occasion on the International Mother Tongue Day and a statement on solidarity and diversity in the wake of the corona pandemic were published on YEN's Facebook page.

Two members of the WG have attended the United Nations Minority Regional Forum on the 6th and the 7th of May 2019 in Brussels, Belgium. The Forum discussed education in and of minority languages. The WG shared its work and the work of YEN in general concerning education, including the "Minority Academic Exchange", which aims to get into contact with universities and institutions. The WG also emphasized the importance of preserving linguistic diversity in Europe and its will to contribute and to collaborate with relevant stakeholders in this way. It is important to highlight that YEN was one of the only youth networks participating at this high-level forum dealing with education, thus a youth issue.

The WG also submitted proposals for the Strategic Outcome Document of the 2019 International Year of Indigenous Languages organized by UNESCO. This document informed the Member States of the United Nations of the follow-up, results and achievements of their General Assembly resolution 71/178 proclaiming 2019 as the International Year of Indigenous Languages. The WG included in its submission the importance of taking into consideration youth perspective and expectation on this topic and to engage them as much as possible when establishing policies on minority languages.

The WG supported the Vice President for Internal Relations in her participation in the UN Minority Forum, which took place in Geneva in November 2019. Through her statement, the VPIR brought into the discussion the point of view of youth from minorities in Europe on education of and in minority languages. This event was at the same time a good opportunity for networking, bringing youth perspective into international debates and training young leaders with diplomacy and lobby skills.

One draft resolution has been written on the impact of the COVID-19 pandemic on youth from minorities and will be proposed at the GA 2020 to members organisations. This resolution talks about the challenges met by YEN during the crisis but also by young people coming from minorities. It emphasizes the need of better protection and support for sustainability of young organizations.



Two online joint YEN's working groups meetings have been organized to make the different WGs members to know each other and to start collaborating on common projects, which are now under way.

Limits met during the year have taught us lessons and what is still to be achieved can be a good starting point for the coming year.

Finally, what has been achieved in 2019/2020 is overall positive thanks to the work and volunteering of the members of the Working Group, to the great support of the Vice Presidents of Internal and External Relations and the President of YEN as well as to the help of the other Board Members and the important work of the YEN Office.

1.1.4. External Relations

a. FUEN, Board Meetings

As YEN President, Giuanna Beeli is also part of FUEN's Presidium and participates as such at the Presidium meetings but also at various other events organised by FUEN. At the FUEN Congress in June 2019, a new Presidium was elected. This newly constituted body held FUEN Presidium meetings throughout the period 2019/2020 - offline as well as online after the Corona outbreak -, all of which YEN President attended. By participating in the FUEN Presidium meetings, Giuanna took active part in the shaping of FUEN structural decisions as well as its policy. Furthermore, she informed the FUEN Board about issues concerning youth and YEN's projects. The co-operation between FUEN and YEN is working well. Both sides are aiming for a strong partnership between the organisations to draw positive outcomes out of each network as well as to share good practices and projects.

b. European Youth Forum (YFJ)

As an official member, YEN's representative attended the events of the European Youth Forum (YFJ), the biggest platform of national youth councils and international non-governmental youth organisations in Europe. The YFJ works to empower young people to participate actively in the shaping of Europe and the societies they live in, and to improve the living conditions of young people as European citizens in today's world. Since April 2018 Pia Šlogar - Vice President for External Relations - has been YEN's official delegate at the COMEMs (Council of members) and GAs of the YFJ. These meetings are a great way for YEN to not only strengthen its cooperation with partners such as Alliance (Alliance of European Voluntary Service Organisations), JEF (Young European Federalists) or TEJO (World Esperanto Youth Organisation), but also to meet potential new partners



and exchange practices with organisations that work on minority topics, such as EFAY (European Free Alliance Youth) and Phiren Amenca International Network.

12-13 April 2019 young representatives from youth organisations across Europe came together for the YFJ Council of Members (COMEM) in Brussels, where delegates raised their voices on many crucial issues that young Europeans are facing. One outcome of these discussions was a new “Resolution in support of youth demanding urgent climate action”. The highlight of the event were the elections of the representatives for the Advisory Council on Youth of the Council of Europe. Pia Šlogar was elected as a representative of YEN for the 2020-2021 mandate and therefore can strengthen minority youth voices and shape the Council of Europe’s youth sector till the end of 2021. During the COMEM, YFJ also hosted the Young European of the Year 2019 award ceremony that awarded Yasmine Ouirhrane for her commitment to equality for women and equal participation opportunities for migrants in Europe.

The second bi-annual COMEM took place 21-23 November 2019 in Amiens (France). During the COMEM the YFJ reported on its progress, finances, budget and membership applications. More than 100 youth organisations discussed and adopted the following documents: a) „Policy Paper on the Future of Work” – outlines on how we must ensure that all young people’s social and economic rights are met as the world of work changes; b) “Resolution on Expanding Space for Youth Organisations and NYCs”; c) “Declaration on the 20th University on Youth and Development”.

In September 2019, YEN was also present in Brussels (Belgium) at the face-to face consultations where we had an opportunity to shape the strategic plan by bringing minority voices to the table and set them as high on the agenda as possible. As a result of this wider consultation of Membership of YFJ the new “Strategic Plan 2020-2023” has been adopted at the COMEM. This document will guide YFJ for the next four years about the ways to represent the rights and interests of young people

Due to the COVID-19 pandemic, YFJ held its first-ever online Extraordinary General Assembly (ExGA) on 6 June 2020. Member Organisations adopted the most essential decisions that allowed the platform to continue day-to-day operations. The decisions included the approval of the annual accounts, the membership fees as well as ratification of the new Secretary General.

As the only European minority youth organisation that has a full membership status in YFJ, we will continue to underline the importance of youth organisations reaching out to young people from socially excluded and culturally diverse backgrounds and keep pushing for diversity in European-level youth organisations.



The next statutory meeting will take place online 20-22 November 2020.

c. Advisory Council (AC) and Programming Committee (PC)

Council of Europe's Youth Sector remains; YEN entering the third mandate in the Advisory Council on Youth*

Not only one, but prepare for two good news during this report. YEN was re-elected for the position in the Advisory Council on Youth (AC) of the Council of Europe (CoE) for another two year mandate, and even more important, the Youth Sector of the CoE is "here to stay".

YEN's second mandate in the AC was connected with very challenging times for the whole institution, and especially the youth sector. The budgetary cuts, that were proposed by the CoE contingency plan, were at the certain point proposing the total shut down of the Youth Department. This triggered a severe mobilisation of the youth movement around Europe, against such rigorous and disproportional measures. Thanks to thousands of youngsters all around Europe that expressed their solidarity and opposed the plan, the CoE realized the importance and the outreach of the youth sector. Fortunately, an agreement between the Russian Federation and the CoE, to pay their membership fees was reached and the contingency plan was off the table, ensuring the budget for the activities and programmes of the youth sector. During this mandate YEN also assured that minorities remain a priority in the 2020-21 biannual. It is part of the 3rd strategic priority, ensuring "peace-building and intercultural dialogue to prevent and combat discrimination, exclusion and violent extremism", under the specific focus point "Roma youth and other minority groups".

This way, youth organisations promoting minority rights will be able to apply for grants and activities with the Council of Europe. However, since the CoE is in a transition, YEN should remain a strong advocate for vulnerable, marginalised and minority groups, inter-connecting the cause with other related interest groups. Since the CoE is one of the crucial partners of YEN, and as such also a great supporter and defender of minority rights, it is important that the voice of minority youth is heard.

Thus we say goodbye and thank you to Matic Germovšek Žnidaršič., who represented YEN in the AC over the last two mandates, and wish all the best to our newly elected representative Pia Šlogar, current Vice President of YEN.

*[The Advisory Council on Youth](#) is the non-governmental partner in the co-management structure which establishes the standards and work priorities of the Council of Europe's youth sector and makes recommendations for future priorities, programmes and budgets.



It is made up of 30 representatives from youth NGOs and networks in Europe and its main task is to advise the Committee of Ministers on all questions relating to youth. Specifically, the Advisory Council helps to ensure youth policies are mainstreamed into the Council of Europe's programme of activities by providing opinions and proposals to all of the Organisation's bodies. It also ensures that young people are involved in other activities of the Council of Europe and promotes the policies beyond the Organisation.

The Advisory Council on Youth promotes the co-management system in decision-making processes at all levels as a good practice for youth participation, democracy and inclusion, whilst preparing and encouraging young generations to take responsibility to build their desired society.

d. United Nations (UN), United Nations Economic and Social Council (EcOSOC)

YEN has been actively attending the sessions of the Forum on Minority Issues organised by the Office of the United Nations High Commissioner for Human Rights (UN OHCHR), taking the floor on certain topics and putting in written recommendations on all topics of the forum. Since July 2016 YEN also has a consultative status of the United Nations Economic and Social Council (ECOSOC). So far, however, we have not had resources to send a representative to the ECOSOC conferences. Our capacities till now have been focused on the advocacy work at European level, where we have achieved satisfying results, new partnerships, secured a new mandate in the Advisory Council on Youth, and have established ourselves among youth organisations as a competent partner and expert on minority issues. Therefore, current Vice President for External Relations (VPER) believes that we can shift some of the resources into our presence on the global policy decision-making processes and is committed to maintain the ECOSOC consultative status. In this regard VPER is developing a strategy that will set out the statutory objectives of YEN external relations and principle for their implementations, mainly in regards to the work of the United Nations.

I. Regional Forum on Minority Issues

On the 6th and 7th of May 2019 the European Regional Forum on Education, Language and the Human Rights of Minorities took place in the European Parliament in Brussels, Belgium.

During the Forum, organised by the UN Office of the High Commissioner for Human Rights and the UN Special Rapporteur on Minority Issues, topics about teaching of and education in minority languages were discussed. Each of the four panels had a specific issue according to the main theme of the Forum and started with participation of experts on those issues. YEN was represented by the Convenor of the Working Group Minority Rights and Politics, Florian Leduc, as well as Stefan Pitz, member of the mentioned WG (representing the Rat der Deutschsprachigen Jugend (RDJ)) from Belgium.



Florian brought in a statement during the first panel, underlining that States must urgently integrate curricular aspects on linguistic and cultural minority in their educational systems. He also stressed that they must reinforce their support of youth organizations from minorities and help them to sensitize their communities about existing linguistic and minority rights. Finally he urged that the EU Member States should implement the Minority Safepack Initiative. The third panel was about sharing practices in minority education, where Stefan described the YEN and the projects and goals of the WG MRP and asked the panellists for advice about what youth and YEN can do to raise awareness on linguistic rights and to implement them. All the recommendations were collected by the UN Special Rapporteur on Minority Issues, Fernand de Varennes and the Tom Lantos Institute which will present a report of the outcomes of the event to the UN plenary.

II. UN Forum on Minority Issues

From the 28th till the 29th of November YEN attended the twelfth session of the Forum on Minority Issues organized by the Office of the United Nations High Commissioner for Human Rights in Geneva, Switzerland. The theme of the forum was “Education, Language and the Human Rights of Minorities”.

The work of the Forum was guided by the Special Rapporteur on minority issues, Fernand de Varennes. About 600 participants from all over the world attended the Forum, including representatives of States, United Nations mechanisms, bodies and specialized agencies, funds and programmes, non-governmental organizations, representatives of minorities, academics and experts on minority issues.

The Forum discussed issues pursuant to the Human Rights Council Resolution 6/15 of 28 September 2007 and Resolution 19/23 of 23 March 2012 and conducted four thematic panel discussions. a) On human rights and minority language education, b) public policy objectives for education in, and the teaching of, minority languages, c) effective practices for education in, and the teaching of, minority languages, and d) language, education and the empowerment of minority women and girls.

The Forum addressed education in, and teaching of, minority languages as a human rights issue, in line with the principles and rights enshrined in the UN Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities and other relevant international instruments, and aimed to provide guidance to further implement the Declaration.

YEN was represented by its Vice President for Internal Relations, who addressed the Forum during the first panel and handed in the statement and recommendations. The statement was in line with



YEN's work plan and its "White Paper on Minority Rights", while it was one of the few bringing the perspective of young people on the issues as hand.

The recommendations drawn during the Forum will be presented at the 43rd session of the Human Rights Council.

III. Regional Forum on Minority Issues 2020

The autumn edition of the European Regional Forum on Minority Issues is focusing on hate speech, social media and minorities and provides European regional insights, which will feed into the thematic work of the Special Rapporteur on minority issues for his report to the 46th session of the UN Human Rights Council in March 2021. Furthermore, discussions at the Regional Forum will also inform the work and recommendations of the 13th Session of the UN Forum on Minority Issues, which will take place in Geneva, on 19 and 20 November 2020.

On the day of writing this report YEN has submitted its application for the participation at the event that will be taking place online 21-22 September and will be represented at the event by Pia Šlogar, YEN's Vice-President for External Relations. We have expressed our interest for interventions in two sessions: a) session on the causes, scale and impact of hate speech targeting minorities in social media; and b) session about positive initiatives to address online hate speech.

e. European Dialogue Forum (EDF)

The goal of the European Dialogue Forum is to establish political representation at the European Parliament and the Council of Europe. It is composed of members of the European Parliament (EP), seven representatives of FUEN and two representatives of YEN, YEN President and Vice President for External Relations. The FUEN representatives were elected at FUEN Congress 2019 in Bratislava, Slovakia. Being in a passive role, this year's aim of the EDF was to give itself a more active and visible role, being our organisation's link to the European Union institutions and the Council of Europe, improving the already well-functioning cooperation and finding new ways to enhance and strengthen it. With the Minority Intergroup re-established in the EP, the EDF has now a stable link to the Parliament.

At the moment, the main objective is to promote the European Citizens' Initiative, Minority SafePack. During the EDF meeting on the 27th and the 28th of November 2019, the proposals of the MSPI Expert Group were presented for the first time to the public.



f. 2020 Committee, Landtag Schleswig-Holstein

The 2020 Committee was established in 2018 by the German Landtag of Schleswig-Holstein to plan the commemoration of the 1920 Schleswig plebiscites in the border region (North Schleswig/South Schleswig), which decided about the - until then unstable - border between Germany and Denmark.

In Denmark there has been a similar 2020 Committee established. The differences between the planning groups are, that Denmark celebrates a reunion and Germany wants to commemorate the year.

The [Committee](#) in Germany consists of around 25 people from Universities (with the historical, legal, and European expertise), NGOs, minority organisations (Frisians, Germans in Denmark and Danish in Germany) and political stakeholders. Britta L. Tästensen represents YEN in the Committee, giving a voice to the youth and providing the Committee with the European perspective.

Britta has attended the committee meetings every third month, which took place either in Landtag Kiel or in the mayor's office in Flensburg. The meetings were held in order to coordinate events for 2020. As there were funds to apply for an activity and all organisations and stakeholders planned different events, it led to a year full of events, scheduled for every week and almost every weekend. The committee decided to set up a [website](#) for all activities and other information.

Before the meetings, Britta informed herself about events and activities in the field of youth and minorities. This information was presented to the committee. In December 2019 Britta, as the representative of YEN, received an invitation from the Queen of Denmark and the Prime Minister, to attend the opening celebration of the anniversary-year 2020. The event took place in the Royal Theatre in Copenhagen, where the Prime Minister held a speech followed by a cultural program. Representatives from Denmark, the border region and the German Schleswig-Holstein attended the ceremony.

Due to the COVID-19 pandemics, all events planned by the 2020 committee were cancelled. The events were due to start from first of march, however, no events took place. There is no information on a further plan yet.

Find more information here:

https://www.schleswig-holstein.de/DE/Themen/V/volksabstimmung_100_jahre.html

1.1.5. Partner Events and Projects

a. IVS4Peace

We are partner in this ongoing project (2018-2020) that aims to make short term voluntary services (workcamps) more inclusive. Other partners of the project are network-organisations in the field



and local organisations offering short term voluntary services. The project aims to develop a toolkit, an online course and policy recommendations that will be supported by awareness raising actions. YEN's role in the partnership is mainly to advise, since we do not offer workcamps ourselves.

In 2019, the IVS4Peace Team worked on the Toolkit by testing the previously described tools in the regular year cycle. The task for YEN in 2019 was to test the "outreach phase" described in the Toolkit. We informed the YEN network about IVS4Peace and the possibility to participate in a workcamp – we did face some difficulties and reported them back to improve this part of the Toolkit. Additionally, YEN supported the project in reviewing the texts for the Toolkit.

In March 2020, the final project management and development meeting was supposed to take place. Due to the coronavirus the meeting was changed into an online week. The team started preparing the MOOC (massive open online course) as well as the Advocacy work and policy recommendations. The online meeting was very productive, however since there is still a lot to do, there probably will be another physical meeting at some point (when and where will be decided at a later time). Since a lot of the project's activities could not take place due to the coronavirus, the project is being prolonged until mid of 2021, with the final conference probably taking place in May 2021.

b. Y-FED "Europe Is What We Make of It"

The project "Y-FED: Europe is what we make of it", aims to bring the EU institutions closer to the EU citizens in order to support the implementation of the European youth goals on a local level. The project is coordinated by the Young European Federalists (JEF-Europe), YEN is a partner.

In order to achieve the above-mentioned goals, the project is divided into three steps. In the first phase, hackathons will be carried out throughout Europe as a preparatory measure. Afterwards a simulation of the European Union will take place and finally everything will culminate in a conference, where the young participants can discuss with partners, decision makers and other relevant persons about the current state of European youth and the needs and requirements.

The role of YEN in the project was to organise the training for the organisers of the hackathons (March 2020) and to support them in this. In addition, young people from the YEN network will be invited to the big EU simulation and other activities.

The project will also cover YEN staff costs.

The project is co-financed by the Erasmus+ programme of the European Union.



c. Minority Changemaker Project

The Minority Changemaker Project is a three-month educational programme led by Grænseforeningen, a Danish-German organisation from the border region. The start of the programme was planned for the end of March 2020 but because of the Corona pandemic the project was rescheduled to 2021.

The target group are young people, who belong to national minorities or who have interest for the minorities. The idea of the project is based on the concept of a Højskole – the participants live in the outskirts on Flensburg, receive an academic input from the University of Southern Denmark (SDU) and participate in other non-formal activities of the Jaruplund Højskole.

YEN has supported the programme with promotion and exchange. It was also planned that the participants of the Minority Changemakers Project participate at the YEN Easter Seminar 2020. Some of the youngsters from our network had signed up for the programme.

d. FUEN BuildYourself!

Since November 2019, the Build Yourself! training series is taking place. It aims at knowledge-based organisational development of FUEN and its member organisations, us as YEN included, by teaching modern approaches and methods in the field of NGO work.

Three weekend seminars were held, on different topics (lobbying for NGOs - presentation and public speaking; online communication/campaign communication; fundraising - recruitment), with professional trainers, twice in Berlin and once in Vienna and several YEN members participated. The fourth and fifth training (organisation and communication management as well as corporate identity, design/photo and video editing) unfortunately had to be cancelled due to the current health situation in Europe. At the moment, there's no exact date when the upcoming trainings will be taking place, but we continue to follow this project and hope to have you on board for the next trainings. All current information can be found at: <https://buildyourself.fuen.org/>

e. Informal Contact Group Meeting of the Roma Youth Action Plan (ICG RYAP)

On 13-14 May 2019 Roma and pro-Roma organisations involved in the activities of the Roma Youth Action Plan - a plan that is the response by the Council of Europe to the challenges faced by young Roma in Europe - gathered at the Informal Contact Group Meeting of the Roma Youth Action Plan in Strasbourg (France). In her capacity as YEN VPER, our Board Member – Pia Šlogar – was taking part in the group's last meeting, as the Roma Youth Action Plan (RYAP) ended in 2019. Throughout the course of the Roma Youth Action Plan meetings of the Informal Contact Group were held to



coordinate, inform and build synergies among partners active in the field of Roma youth participation and to support the implementation of the Roma Youth Action Plan.

This specific meeting: a) explored opportunities for complementarity, cooperation and joint advocacy in key activities at the European and national levels, b) reviewed and made proposals regarding double mainstreaming of Roma youth issues in the Council of Europe and with partners, and c) reviewed the role of Council of Europe activities with Roma youth in 2019 and 2020. This meeting was a good opportunity to report on YEN activities that support the empowerment of Roma young people, but also to underline YEN's continuous support towards issues young Roma face. Particularly in relation to participation in policy decision-making processes and structures at European level as well as multiple realities of discrimination.

The Informal Contact Group Meeting also provided the space to strengthen our partnerships with Roma organisations, such as ternYpe - International Roma Youth Network, Phiren Amenca, European Roma Grassroots Organisations Network (ERGO) and to think about future collaboration.

f. FUEN Congress *Living diversity –*

The Anniversary Congress of the Federal Union of European Nationalities - 70 years of FUEN, took place from 12-16 June 2019 in Bratislava/Pozsony/Pressburg and Dunajská Streda/Dunaszerdahely, Slovakia. The congress was co-hosted by FUEN Member Organisations; the Party of the Hungarian Community in Slovakia (Magyar Közösség Pártja) in cooperation with the Carpathian German Association in Slovakia (Karpátendeutscher Verein in der Slowakei).

From YEN, Giuanna Beeli, Kasia Siemasz, Pia Šlogar, Kristina Anxhara, Martina Jazbec, Luna Rahr Futtrup and Laura Sturm participated in the Congress, while YEN Board Member Jakob Schäfer participated as a representative of the organization Domovina/Pawk. The Official Delegate of YEN was YEN Secretary General, Kasia Siemasz. The YEN representatives supported FUEN staff with some organizational tasks during the Congress, but also participated actively in the sessions. At the Official opening of the "70 Years of FUEN – Anniversary Congress", on Thursday, 13 June, YEN President, Giuanna Beeli, participated in the panel discussion entitled "What lies ahead the next 70 years – the future of Europe's autochthonous minorities", which was moderated by Pia Šlogar and Jakob Schäfer.

At the Assembly of Delegates, which took place on Saturday, 16 June, YEN President, Giuanna Beeli, presented the annual report on the work-year of YEN and underlined the importance of YEN representation at FUEN Congress as the voice of young people. Giuanna also expressed the hope for a good future and further cooperation with FUEN, as for example in the project of the Minority SafePack Initiative. At the Assembly of Delegates, new FUEN Presidium was elected. Before the



elections YEN representatives interviewed each candidate on youth issues and their vision of YEN role in the future collaboration with FUEN.

During the whole Congress YEN representatives made YEN mission clear with strong statements and significantly increased YEN visibility by actively participating in the panel discussion and other sessions and by personally presenting the organization to the candidates.

g. So Keres, Europa?

The seminar “So Keres, Europa?” organized by Phiren Amenca from the 19th till the 21st July in Novi Sad, Serbia, was all about building bonds and social inclusion of people from different ethnical communities, through means of non-formal education, using methods similar to those in YEN’s Diversity Festivals. YEN was invited to contribute with a workshop and our junior trainer, Andjelo Pavlovski, took up this task. The seminar was divided in four workshops: history, minority rights, singing/dancing and art. YEN’s workshop was focused on minority rights, for which topic the participants prepared a play that showed the current stand of minorities in different societies. Overall, the workshops were well structured, the dance group prepared a live performance of Romani dances and songs, the art group designed interesting drawing compositions regarding bonds, and the history group provided us with knowledge about the background of certain ethnic groups.

h. Dikh He Na Bister

A delegation of four YENies from YEN Member Organisations, Board and Office participated in the Dikh He Na Bister (Roma Genocide Remembrance Initiative) in the context of the 75th anniversary of 2 August – the Roma Holocaust Memorial Day. From the 28th of July to the 3rd of August 2019 around 500 young Roma and pro-Roma activists and participants from across Europe gathered in Cracow, Poland to take part in workshops and lectures about the Roma Genocide, human rights education and youth activism. Workshops allowed participants to explore mechanisms of antigypsyism, social exclusion, and hate speech, and share ideas and exchange practices on tackling racism, as well as reflect about remembrance and the role of youth in addressing forms of discrimination. The programme raised awareness about the Roma Genocide also through meetings with survivors and witnesses, and remembrance ceremonies.

On the 2nd of August YEN Vice President for External Relations, Pia Šlogar, joined other representatives of the biggest European youth organisations (European Union of Jewish Students, European Youth Forum, Advisory Council on Youth of the Council of Europe) in a moderated stage discussion regarding the importance of young people in remembrance and commemoration



activities and the role of young people in the fight against antigypsyism, prejudiced treatment and hate crimes that Roma communities are facing in everyday life.

i. ECMI Summer School

The first week of September 2019, the ECMI Summer School a joint initiative of the European Centre for Minority Issues (ECMI) and the Coppieters' Foundation, took place in Berlin, Germany. The focus lay on national minorities in border regions and asked for "The Legacy of '89: 30 years of redrawing borders and rethinking minorities". YEN President, Giuanna Beeli, participated in the concluding panel discussion on Friday, 6 September 2019, on the topic of "Minorities and Cooperation: Old and New Challenges". The panel discussion brought together representatives of organisations involved in cooperation-based minority activism, being experts in various aspects of cooperation between minorities within Germany, international minority cooperation, cooperation between minorities with different statuses (new and old minorities, recognised and unrecognised minorities) as well as cooperation between minority and majority communities.

These different aspects of cooperation were discussed, putting the main focus on the challenges that the experts and their organisations are facing in their work, both historically and currently. The panel talked about how different aspects of cooperation have changed since 1989 and how they work today. Also, the panellists shed a light on the role that cooperation plays in the further development of minority communities and discussed solutions to the challenges faced by organisations engaged in cooperation-based activism. After an animated open round of questions from the public, the panel discussion was followed by a World Café session based on the issues discussed in the panel discussion. It gave the 23 Summer School participants from more than 15 countries an opportunity to ask the experts more in-depth questions about their work and the challenges they face. YEN could share its experience with international cooperation in the youth and minority field as well as highlight the positive impact we observe it has in society.

j. DevelopMENT Workshop for Young Leaders

YEN Vice President for External Relations was invited in September 2019 to facilitate a workshop for the representatives of the Slovenian minority in Italy at the event "DevelopMENT" organised by Krožek Anton Gregorčič and YEN Member Organisation MOSP – Mladi v Odkrivanju Skupnih Poti. The visit was two-folded; Pia facilitated a session on youth participation on the European level and also presented YEN and its mission to the participants of the event. For the participants, who are mostly active locally, thinking about working together as youth on a European level was a great new input. Pia hoped to inspire them to think outside the box and raise interest in the new territory of international cooperation. The visit was also an opportunity for YEN to find out more about the



latest developments in MOSP and network with young minority members from different regions in Italy.

k. RYAP Seminar “What now?”

In September 2019 we have been invited to participate at a “Roma Youth Participation: What Now?” Seminar at the European Youth Centre in Strasbourg organised by the Youth Department of the Council of Europe in cooperation with the Roma and Travellers Team. The seminar brought together stakeholders, experts and multipliers of the Roma Youth Action Plan (RYAP) including: Roma youth organisation and networks, the members of the Informal Contact Group of the RYAP, governmental institutions reached by the RYAP activities, young people and organisations involved in the RYAP at the national and local levels, representative of national youth council, trainers and Roma youth leaders. The aim of the seminar was to thoroughly assess the overall impact of the RYAP project, its response to the needs and aspiration of Roma youth, and to identify future priorities for the youth sector regarding Roma youth participation and combating antigypsyism. Having a sit at the table means that YEN had a unique opportunity to advocate for the interests of its Roma member organisations and contribute to the setting of the guidelines for future programmes for Roma youth of the Council of Europe, thus showing that even though the Roma Youth Action Plan is ending Roma youth organisations and its allies are still committed to the cause.

l. Networking meeting of youth from the national minorities in Germany and German minorities in Europe organised by the Minderheitensekretariat and the AGDM in Berlin

From the 1st till the 5th of November 2019, the Minderheitensekretariat (Minority Secretariat) had invited the four autochthonous, national minorities and ethnic groups of Germany to Berlin for a first youth exchange. The interest in the exchange was very great. More than 30 young people from the Danish minority from Schleswig-Holstein, German Sinti and Roma, North, Sater and West Frisians as well as Lower and Upper Sorbs had registered, among them many participants from our three MOs; SdU, Rökefloose and Pawk.

During the four-day programme, common social challenges were discussed, as well as perspectives and ideas for a long-term common commitment of the young people of the national minorities in Germany. YEN, represented through Board and Working Group members Kristina Anxhara, Giuanna Beeli, Ydwine Scarse and Pia Šlogar, met with young members of minorities and talked about YEN’s work and objectives for one afternoon. It became clear in the animated discussions that it is precisely a look beyond the horizon of one's own minority that is important for a strong, solidary appearance.



It is very important to participate in events where we have the possibility to connect with other young people that are not yet part of our network.

m. Junge Lüüd: Political-Cultural Evening

More than 130 interested people - especially young representatives of the Danish minority from Schleswig-Holstein, German Sinti and Roma, North, Sater and West Frisians, Lower and Upper Sorbs as well as Low German speaker group took part in the political-cultural evening on the 4th of November 2019 at the Representation of Schleswig-Holstein to the Federal Government in Berlin. The young people were the focus of this joint event of the Low German Secretariat (Niederdeutschsekretariat) and the Minority Secretariat (Minderheitensekretariat). Young people from all groups presented projects in which they dealt with their culture and language. The political-cultural evening showed the diversity as well as the cohesion of the minorities and the speaker group of Low German among each other and offered YEN, represented through YEN President, Giuanna Beeli, and Secretary General, Kasia Siemasz, an excellent opportunity for maintaining contacts and networking.

Living diversity –

n. FUEN AGDM Annual Meeting

The main annual meeting of AGDM, Working Group of German minorities within the FUEN, took place from the 4th to the 7th of November 2019 in Berlin, Germany. The first day started off with a meeting of the AGDM youth representatives with Federal Government Commissioner for Matters Related to Ethnic German Resettlers and National Minorities, Bernd Fabritius. The youth delegates from 15 countries presented their work and engaged in a discussion with the Commissioner about 4 key challenges they're facing in their work: networks, generational gap, cooperation with other institutions/planning and funding. YEN President, Giuanna Beeli, presented YEN's work and emphasized the opportunities for German minority youth organisations to exchange within our network and the efforts made to work together with the youth group of the AGDM. Otherwise the conference included numerous meetings with high-ranking political decision-makers and funders. In addition, the position of Speaker of the AGDM needed to be elected. Bernard Gaida (German minority from Poland, who held the position up until now) was re-elected for 3 years and presented his goals for the next term, where he wants to focus on youth work as one of the main points.

Vielfalt leben!
Living diversity –
Vielfalt leben!

o. FUEN AGSM Annual Meeting

The 22nd Seminar of the Working Group of Slavic Minorities inside FUEN took place from the 14th till the 17th of November 2019 in the Carinthia/Koroška region, Austria. Over 30 representatives of Slavic minorities from over 10 different countries came together in Pliberk/Bleiburg. YEN President, Giuanna Beeli, was on spot for FUEN Presidium meeting, but also seized the opportunity to



exchange with the Slavic Member organizations of FUEN. As shown above, Working Group meetings offer a great environment to get to know the “adult” organisations better and to advocate for youth interests.

p. EUROPEADA 2020 Draw

The European football championship of national minorities, EUROPEADA 2020 in Carinthia, Austria will be opened by a game between two minorities celebrating a 100-year jubilee. The host Team Koroška (Carinthian Slovenes) will face Team Nordschleswig (Germans from Denmark) on the opening day of EUROPEADA. A record number of teams will compete between the 20th and the 28th of June 2020.

On Saturday, 16 November 2019, the official draw held in Sankt Kanzian – Skočjan decided who the 24 men’s and 7 women’s teams will face in the group stage. The event was a spectacular show and a good preview of what to expect next year. The competing teams, the FUEN Presidium with YEN President Giuanna Beeli, FUEN staff, local organizers and sponsors were present at the draw, which could be followed live on the FUEN and EUROPEADA 2020 Facebook pages. One of the highlights of the evening was local band Matakustix presenting the official anthem of the EUROPEADA.

q. ECMI Empowering Future Diversity Leaders

On Tuesday, 10 December, 2019, a delegation of young minority leaders from Moldova visited FUEN Office in Flensburg. The study visit was part of the project “Empowering Future Minority Leaders” which took place in Moldova and Germany, coordinated by ECMI and funded by the German Federal Foreign Office. Twelve members from various minority groups in Moldova – amongst them representatives of the Russian, Belorussian, Gagausian, Polish, Bulgarian and Ukrainian minority – spent five days in the German-Danish border region to learn about the local minority institutions and best-practices.

During their visit at the FUEN office in Flensburg, Matic Germovšek Žnidaršič, coordinator of FUEN’s Slavic Working Group, informed the guests about the history and structure of FUEN as well as recent initiatives such as the Minority SafePack Initiative or the Dialogue for a Stable Future in Ukraine. Giuanna Beeli, President of YEN, arranged a spontaneous trip to Flensburg and presented the youth work activities first hand, which was met with particular interest by the young Moldovan visitors.

r. FUEN Forum of the Minority Regions

During the 11th and the 12th of December 2019 experts, regional and minority leaders as well as decisionmakers discussed ways in which minority regions can counter the effects of workforce migration and brain drain at FUEN’s Forum of the European Minority Regions in Potsdam, Germany.



YEN President, Giuanna Beeli, participated in the last panel discussion, trying to answer the question of how to motivate young people to move back or stay in their home regions. This panel focused mainly on personal experiences of members from minority communities and reflected on how the economics can overtake politics and make language skills valuable, on how cultural heritage can become a drawing force and on the importance of finding niches and using them to develop the society.

The Forum drew the conclusion that brain drain is a global problem. It showed that it is a formidable challenge, but that there are also successful ways of promoting remigration through politics, policies, cross-border collaboration and civic activism.

s. EFAY Extraordinary General Assembly

As a result of the EFAY-YEN 2019 partnership agreement, European Free Alliance Youth (EFAY) has had a stable representation at YEN events despite the internal restructuring of EFAY. YEN's last external mission of the year 2019 was joining the EFAY Extraordinary General Assembly that took place in Munich (Germany), 13-14 December, 2019. EFAY Membership discussed the Working Plan 2020, adopted new Statutes and Rules of Procedure, and elected new representatives. Participating at the Extraordinary GA was an important opportunity for YEN to learn more about the structure of EFAY, and to meet representatives of marginalized nations from Western Europe. While YEN aims at empowering minority youth, EFAY focuses on political activism for the rights of stateless nations. In these aspects the two organisations complement each other in their work for cultural, linguistic and national diversity in Europe. In order to explore new possibilities for collaboration between EFAY and YEN the representatives of both organisations have decided to prolong the partnership agreement, that was first signed during the Autumn Seminar 2018 in Bratislava, Slovakia, and reinforced their commitment to developing a long lasting and sustainable partnership between the two organisations.

t. Co-Creating Erasmus+ and the European Solidarity Corps

The "Co-creating Erasmus+ and the European Solidarity Corps" meeting was organized on the 28th and the 29th of January 2020 by the European Commission in Brussels. YEN has been invited by the European Youth Forum and our Secretary General, Kasia Siemasz, attended.

The main aim of the meeting was discussing the Programme Guide for Erasmus+ and the European Solidarity Corps 2021-2027. As the EU operates with long-term budgets, the next budget will be valid for 2021-2027 (so called multiannual financial framework). Erasmus+ also operates within the same framework and this meeting was an opportunity to design the Programme Guide differently.



The event was supposed to bring together all the stakeholders to discuss the Programme Guide for 2021-2027.

The final decisions need to be taken by three actors: the Commission, the Parliament and the Council and that is quite difficult. With our participation and engagement for the demands of the European Youth Forum (YFJ), we strengthened our visibility towards YFJ and other youth organisations, but the main added value for us was to gain some insights in the current state of negotiations and advocacy strategy regarding the Programme. It is good, if we keep this in mind and remember that there are relevant issues for us also happening at the EU level, where European Youth Forum really contributes a lot with their advocacy work and where possibly new funding opportunities for us and our MOs might come up.

u. MSPI Hearing in the EU Commission and the EU Parliament

The legislative proposals based on the nine points of the Minority SafePack Initiative were presented on Wednesday, 5 February 2020 to the European Commission. The European Citizens' Initiative "Minority SafePack" aims to promote the rights of national and linguistic minorities, ensure their protection at EU level and calls on the EU to use the tools at its disposal in this regard. Although the EU Treaty lists the respect for rights of persons belonging to minorities as an EU value, EU action and EU legal measures for protecting national and linguistic minorities are absent. The MSPI delegation, including YEN President Giuanna Beeli met Věra Jourová, Vice President of the European Commission for Values and Transparency, Responsible for the European Citizens' Initiative system; Mariya Gabriel, European Commissioner Responsible for Innovation, Research, Culture, Education and Youth; and several representatives of the Secretariat General and Directorate General.

The decision, whether to start a legislative process, lies solely at the European Commission. Nonetheless it is of utmost importance that the European Parliament backs the MSPI and encourages the Commission to take this step. For this, a public hearing in the premises of the European Parliament in Brussels was set to take place in March but had to be rescheduled to the online space for Wednesday, 15 October 2020, to discuss the proposals with all stakeholders such as Members of the European Parliament, Commissioners, Representatives of the Council of Europe, the MSPI Citizen's Committee and Expert Group, and Members of FUEN and YEN. It is an excellent occasion to highlight the strong political and professional support behind the MSPI.

Originally, the European Commission needed to make a decision by July 10. But due to the COVID-19 pandemic the time limit for the examination stage of the European Citizens' Initiative has been



extended. The new deadline for the Commission's reply is 15 January 2021 (3 months after the date of the public hearing in line with Article 4 of Regulation (EU) 2020/1042).

v. YFJ Academy

The Youth Academy is organised by the European Youth Forum every two years and aims at capacity building of the Member Organisations mainly supporting the secretariats. Since the 2020-edition took place online (due to Corona virus), there are plans to organise the next one already in 2021.

This year there were three groups, one for senior management (1), one focused on lobby and advocacy work (2) and one on communication (3). The format of the Academy were three webinars à 2 hours for each group as well as additional webinars on different topics for those interested (prepared by member organisations and a session on the Rights-Based-Approach).

YEN's Secretary General Kasia participated in the first group gathering ca. 30 people in the positions of Secretaries General or Executive Directors, mostly from the International Youth Organisations (very few from the National Youth Councils).

In that group the discussed subjects were e.g. finances, team management and leadership, as well as communication and cooperation with the board. The last webinar focus on leading an organisation in the Corona times.

YEN's Project Manager Eva participated in the second group focussing on Advocacy and Policy together with about 25 employees but also board members or volunteers active in this field both from International Youth Organisations and National Youth Councils.

The introduction was a basic overview of Advocacy and the different forms it can take. Secondly small groups prepared an example advocacy plan on which they got feedback from the YFJ – staff but also a staff member working for a Member of the European Parliament. In the last webinar the effects of the Corona Pandemic on advocacy work were discussed with the chair of the AC of the CoE, a representative of the European civil society network and the Good-Lobby.

The Academy was a great event for our office members to receive some input regarding youth work and network. The networking part was a bit more difficult as the event was online, but it was quite helpful to get a better overview of the organisations gathered in the European Youth Forum and their activities.

w. Jugendaustausch minderheitWEIT

"MinderheitWEIT - European Diversity" was the motto of an international digital workshop jointly organised by ifa (Institut für Auslandsbeziehungen) cultural managers from Hungary, Serbia and Slovakia. During the workshop, young people from German minorities immersed themselves in the



world of podcasting, exchanged views and conducted interviews that provided a small insight into how diverse Europe really is.

YEN President Giuanna presented YEN to the group of participants and four volunteers from our network - Linea (SdU), Uolf (GiuRu), Andor (ADJ) and Vera (HAK) - talked with the four podcast-groups about their experiences of being a minority representative in Europe.

x. Roma Youth Advocacy Training

On 5 September 2020, Phiren Amenca, close partner of YEN, organised a Roma Youth Advocacy training that gathered young Roma activists in order to strengthen their capacities as young advocates and leaders to represent their communities and articulate their interests.

YEN's Vice-President for External Relations accepted the invitation to join the event online and presented to the participants the efforts of YEN in the field of advocacy for minority rights and her own experience with advocacy on European and international level.

y. Solidarity in Action Conference

YEN's Vice-President for External Relations will conduct a workshop on the effects of the COVID-19 pandemic on minorities and minority youth and provide output in the form of a recommendation at the Solidarity in Action conference organised by UNITED for Intercultural Action, an European network against nationalism, racism, fascism and in support of migrants, refugees and minorities. The event will be taking place 1-2 October 2020 online.

1.2. Management of YEN – Office Report 2019/2020

The full-time office of YEN has been located in Berlin since 2012. In the last years, we had to move quite a lot - in 2018 and then again in 2019 after our contract was terminated (the landlord wanted to use the space for themselves). After finding new office space in Charlottenburg (Kaiser-Friedrich-Str. 90, 10585 Berlin), we decided to move in the same constellation of organisations (as previously in Milastraße) – with the Society for Threatened Peoples (GfbV), the Federal Union of European Nationalities (FUEN) and an employment company „Berliner Arbeitszeiten“.

Sharing of the common space has a positive impact on the work in the minority field and fosters better exchange and transfer of knowledge.

The Office is also always open to the representatives of our Member Organisations, who want to visit and say “hello”.

Staff



Until the end of 2019 1.75 full time positions were filled at the Office. From 1 January 2020 there are two full time positions supporting the organisation in running the daily businesses. 1.75 position is supported by the administrative grants and 0.25 of the Project Manager position is funded by the project "International Voluntary Service 4 Peace - IVS4Peace" (coordinated by CCIVS), which runs until the end 2020. That translates to 10 hours per week of the Project Management.

In order to appreciate the work of the office in 2019, the Board has decided upon an additional payment for both employees of the office, amounting to 50% of their regular salary. Furthermore, a one-time compensation of local transportation expenses amounting to the costs of a yearly ticket for Berlin city transportation has been paid.

With receiving a new project "Y-FED" in cooperation with JEF Europe (Young European Federalists), we have received funds for another staff position. In the beginning of 2020, we have published the open call and, in the recruitment process, decided to employ Olga Dobriakova as Project Assistant for 15h/week from 1 April 2020. As the project goes until the middle of 2021, the position is limited until the end of June 2021. With Olga, whom we warmly welcome in the team, all three workspaces (desk and computer) in the office are filled.

Due to COVID-19 the Office has been working from home between March and August 2020. From September 2020 we have returned to the Office, however we keep monitoring the situation and will react accordingly. The productivity of the Office has not changed, however the hand-over and welcoming of the new employee digitally has been a challenge.

In 2019 there were three persons who supported the Office as interns: Theodora Savva, Andor Barabás (German and Hungarian minority in Romania) and Paul Moßner (Danish minority in Germany). Theodora has been involved in preparing the Easter Seminar and took up the task of General Rapporteur. Andor was mainly involved in organising the Autumn Seminar and Paul has implemented his own project of the podcast MYnority MYSay during his internship. The goal of an internship is to provide young people with insights into the field of minority and youth work and - depending on the possibility, - provide them with the opportunity to conduct workshops or projects as a learning experience. We would like to thank Theodora, Andor and Paul, who have contributed to the Office work with enormous creativity, enthusiasm and hard work.

What is interesting is that we did not promote the internship positions, but the interested people approached us with self-initiative. As there is no more workspace (desk and computer) available at the moment, only part-time internships are possible. However, due to COVID-19 we won't be accepting any interns until the end of 2020.



Activity

The tasks of the Office include:

- Support to the Board and Member Organisations;
- Application writing, accounting and reporting of the project applications and administrative grants from EYF, EACEA, the autonomous region of Trentino-South Tyrol, as well as Schleswig Holstein and the German Federal Ministry of the Interior, Building and Community;
- Assistance in the preparation, implementation and follow-up of the projects and activities of YEN;
- Accounting and care of the accounts in the Netherlands and Bautzen, as well as of the cash register;
- Preparation of the annual financial statements;
- Supervision of the Office including the corresponding administrative and technical matters.

The time since Easter Seminar 2019 was intense, but with the stable situation of the staff, we managed to handle the events and the daily business of the Office.

The three seminars and other activities have played a central role in 2019. The preparation and implementation of the seminars increased the time capacities of the Office spent on the travel activities as well as the accounting after the projects (e.g. due to the number of the transfers for travel reimbursements).

The Office would like to thank all volunteers, working group members and Board Members for their cooperation and support. We are looking forward to the upcoming year with you.

1.3. Finances Report 2019/2020 and Budget

Finances Report 2019/2020

2019 was a very intense and successful year for YEN. The structure, which was developed in previous years with Kick-Off, Easter Seminar, Autumn Seminar was retained and anchored in the network. Because of no applications for the host organisation (at the General Assembly 2018) and the intensity of the year it has been decided to leave out the Diversity Festival, but only as an exception. This event however, shall be again a part of the Workplan 2020. A new project and type of activity introduced in 2018 was the Minority Messengers and their visits and that was continued throughout 2019. The number of participants at our seminars reached 130 plus the additional 32 Minority Messengers (total 162). For the comparison: in the previous years the numbers were as follows: 2018- 203, 2017 - 171, 2016 -271.



The financial year 2019 ended with a minus of 4.387,05€. All travel expenses for the years were reimbursed. The solvency of YEN was not at risk in 2019 at any time. Salaries were paid on time and in full.

The annual financial statements for 2019 were prepared together with our tax office. The examination of the accounts was conducted by the (internal) auditors during the meeting in Berlin, which took place on the 7th of March 2019 (see the auditors' report).

Membership Fees 2019

- The letters and invoices for the membership fees (to all organisations and supporting members) were sent for both 2019 and 2020 by the Treasurer.
- For 2019 a total of 8.970,93 € in membership fees was paid (8.120 € in 2018, 8.555 € in 2017).
- There are regular talks between the Treasurer and the Secretary General and the MOs who missed to pay.
- 30 out of 42 organisations have paid their contribution for 2019.
- Three organisations: KSŠSD, BJDM and Pomorania asked for a reduction of the fee in 2019. All requests were granted. Upon request the Board decided to delete debt of two organisations – CroV and VYCA.
- The youth organisation of the German speaking community in Belgium (RDJ) has cancelled their membership in YEN as of 2020.
- Six Supporting Members have paid their fees for 2019. Currently there are seven Supporting Members, the membership of two was terminated automatically in line with the statutes, as they have not paid a supporting membership fee two years in a row.

Bank / Cashbox

At present, YEN has an account in the Netherlands and at the Sparkasse in Bautzen. A cash register is in Berlin (cash office) and is managed by the Secretary General. In the Sparkasse Bautzen we have a credit line of 15.000 € which has not changed and is available to YEN.

Administrative Budget

EU-Funding

The administrative application under the three-year "Framework Partnership Agreement" for 2018-2020 was submitted on the 14th of December 2017 under the "Erasmus+" for a sum in the amount of 50.000 € for each year. Every year we have to submit a renewed application.



- 2018 and 2019: The reports for the EU-funding have been submitted on time. The report was accepted, and the remaining grant transferred.
- 2020: The application for 2020 has been filled in December 2019 for 50.000 €, the decision is positive.

EYF Structural Grant

EYF Structural Grant for 2 years 2020-2021 has been submitted in September 2019. We have been granted the 46.160 € (23.080 € per year). In comparison for 2018-2019 the grant amounted to 31.118 € (15.559 € per year). Therefore, we were able to increase the position of Project Manager to 0.75.

The reporting for the years 2018-2019 has been submitted in May 2020, the examination from the side of EYF is pending.

Funding by the Autonomous Region of South Tyrol-Trentino

The application for 2019 and 2020 amounting to 10.000 € per year has been handed in. Unfortunately, the money for 2019 has been transferred only in March 2020, which makes budget planning more challenging. The similar situation occurred already in 2017, when the grant was paid only a year later.

There has been no decision or money for 2020 yet.

Funding by Schleswig-Holstein

The report for the administrative funding from Schleswig-Holstein for 2018 as well as the application for 2019 have been submitted. The 10.000 € were transferred for 2019, we have not received the examination report yet.

The application for 2020 together with the report for 2019 have been prepared and submitted in the end of June 2020. The decision is still pending.

Funding of the Projects 2019

Financing of YEN by the European Youth Foundation (EYF):

The financial report for the Work Plan 2019 has been submitted and approved. The report has been accepted and the rest of the funds has been transferred.

Funding by the German Federal Ministry of Interior

The funding for Easter and Autumn Seminar 2019 has been applied for and granted. The reports for both events have been submitted.



Additionally, as the 30 000 € were not spent, we applied for funding for the additional project: Podcast “MYnority MYsay” which was developed by the participants of the Autumn Seminar. The Ministry has been very helpful and supported the implementation with 4.217,09 €.

The Federal Administrative Office in Germany which examines our reports for the German Ministry of Interior, has requested additional documents for all the seminars supported by them in years 2014-2019 (13 events). With a lot of time and effort between October 2019 and March 2020 these have been prepared and filed in. The documentation for two seminars is still prepared as the main part of the documents is in the hands of the host organisations (our MOs).

Funding of the Projects 2020

For the deadline on the 1st of October 2019, in cooperation with the Board, the application under the title “Think diverse! Minority youth in a Changing World” has been prepared and written. The work plan includes three seminars with the focal points: Human Rights, Solidarity and Critical Thinking:

- the Kick-Off Seminar in February in Csolnok, Hungary (co-organised by GJU, youth organisation of German minority in Hungary),
- the Easter Seminar on Knivsberg, Denmark (organised by the border region organisations: SdU, Junge SPitzen and DJN) (cancelled due to COVID-19),
- the Autumn Seminar in Trst, Italy (MOSP),
- as well as the activities of the Minority Messengers HUB.

The requested grant was 50.000 € for these four activities, which was approved in the full amount. This sum is not enough to fully finance all events but is a great foundation for the year of 2020. 60% of the grant has already been paid. The payment of the remaining grant follows after examination of the interim and final reports.

As the Easter Seminar and the Autumn Seminar had to be cancelled in the originally planned format and the digital formats are cheaper to organise (no travel and accommodation costs), we won't spend 50.000 €.

Furthermore, for the first time, we applied for funding from the European Cultural Foundation and were granted 5.020 € for creating a booklet “Youth, make some noise!” on good practise of youth organisation. The project is being currently implemented.

The budget 2020/2021 is attached as a separate document (Appendix 2).



1.4. Internal Audit Report 2020

Internal Audit 2019, taking place on 7 March 2020 in Berlin

Present:

- Kostika Poci (Auditor, Vlach Youth Council of Albania)
- Martina Jazbec (Treasurer of YEN)
- Kasia Siemasz (Secretary General of YEN)

Not present (but briefed afterwards):

- Michael Krahl (Auditor, PAWK e.V.)

Present documents: office report, cash and bank accounts, documents for all YEN events, membership fees, annual accounts, budgets.

Introductory remarks / recommendations

- It is considered positive that wages, fees and expenses are paid promptly and expeditiously.
- The submission of projects applications and reports was done on time.
- The South Tyrolean fund has not been received for the year 2019, we recommend the Office to keep contact with them and research for new opportunities of fundraising.
- The auditors take note of the Diversity Festival 2019 not taking place, affected the budget changes, the continuity of YEN yearly strategy and the yearly participant numbers of YEN events, therefore we strongly recommend that the future planned events should take place. MOs hosting seminars must support the office by submitting invoices and documents in a timely manner.
- The office is very much on the edge of capacities due to the number of events; therefore, we recommend that the host organizations should get involved more in fundraising and organizing. A Board, Office and Host MO event planning info meeting should take place right after the GA.
- The development of activities (both qualitative and quantitative) is a sign of the living network of YEN and should be maintained.
- Based on the German law for the non-profit statutes Board allowances cannot be paid unless it is explicitly mentioned in the statutes of the organisation. YEN's statutes don't mention that; therefore the board allowances cannot be paid anymore. The suggestion is to include this amendment next time when changing the Statutes of YEN.
- It is recommended that the President and the Vice President for Internal should be invited as guests in the next Auditor meeting in order to get a diverse overview of the YEN activity.



- The equipment of the WGs with their own budget has had a positive effect on the work of the groups. This flexibility should be further exploited and developed so that the groups can meet when needed and not when possible. It is recommended that WGs commit to using at least part of the budget.
- Financial reserves should be built up to secure YEN's long-term financial security. These should be at a level so that YEN can survive for a year without administrative funds. Through donations and participation of the MOs, a financial cushion can be established, which may not be spent on other projects. The receipt of the charity is therefore positive and should represent a financial relief for the future. This has to be however coordinated in line with the German tax law and regulations for the non-profit organizations that limit the possibility of savings at the end of the year.
- It is positively noted that the total number of YEN employees has increased and is thus heading towards the second full-time position. However, it is recommended on the one hand, due to the increased level of activity and the wage cost situation in Berlin, to increase YEN office to two full-time employees and to increase the wage in the future, if the financial situation permits. It should be examined which administrative subsidies can be used and / or projects that contain an administrative budget to achieve this.
- MOs should, if they have the opportunity, assist the Board in Board meetings or visits (find or provide accommodation and spaces for the sessions).
- The scope of the projects should be maintained, with three seminars (early in the year, before Easter and in the autumn) and another cultural project of a flexible kind.
- It is positively noted that an internship at YEN enjoys great popularity. This is further desirable because it facilitates or supports the office and work.
- Auditors should continue to be briefed during the year on what is going on in the Office, Board and YEN in general.
- The topic of account and registration in the Netherlands remains an issue, although it does not imply any major restrictions on YEN. Nevertheless, a long-term solution to the NL account should continue to be found where the power of attorney is transferred to the Secretary General of YEN.

Examination of membership fees

The number of missing contributions remains unacceptable and unsustainable for an organization with these activity levels even though the increase of MOs paying the fee. It is also important for all MOs to understand that an organization such as YEN can only exist if staffing in the form of a business office can be guaranteed. For this purpose, these funds are indispensable. Furthermore,



such facts can have a long-term effect on grant applications. In addition, paying membership fees is also a sign of solidarity with YEN network and, in addition to the right of a MO, also one of its duties.

Recommendations on membership fees

- The contact between the Treasurer and the missed MOs is considered positive and should continue to be so.
- MOs who cannot contribute in part in one year are urged to contact the Office early to address the issue. There is always a solution.
- Non-existing MOs should be deleted from the membership list.
- MOs who pay membership fees on a regular basis, if they miss the payment once, they should pay the missing amount first in the following year.
- MOs who after a long period of failure to pay their membership fees are active and paying again, must be informed of the outstanding amounts. If there is no possibility for them to pay the missing amount, a solution must be found together with the Board.
- Documentation of memberships: The contact details of the MOs should be requested regularly (for example at YEN events). Each member organization has a duty to inform YEN about relevant changes.
- The Statutes and Rules of Procedure should be adhered to in terms of membership and membership fees.
- A restructuring of the membership fees should take place in the future.

Examination of the documents

The accounts of YEN were randomly examined and critically examined. No flaws were found. Thus, there is no complaint.

The auditors found that the expenses incurred in the 2019 financial year were necessary, that they were economical and sparingly, and that the information corresponded to the books.

Miscellaneous

A request for documentation fulfilment regarding YEN activities 2013-2018 has been received from the German Federal Ministry of Interior, therefore the Office has fulfilled this request on time and correctly.

It is recommended that the General Assembly approves the discharge of the Board.



KostikaPoci, Vlach Youth Council of Albania

Michael Krahl, PAWK e.V.

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2. Resolutions and Statements

2.1. Draft YEN Resolution

Resolution on the impact of the COVID-19 crisis on minority youth

The Youth of European Nationalities (YEN), is a European umbrella organisation that represents young people identifying as ethnic, national and linguistic minorities. YEN is run and led by young people, for young people, and it sees itself as a self-determined and self-organized youth organization. Its activity is carried out and determined by youth and provides them **a space to exchange their experiences and support each other in promoting**, defending and supporting minority rights, youth rights and cultural diversity.

Background

The year 2020 has been profoundly impacted by the world sanitary crisis caused by the COVID-19 pandemic.

This crisis had, has and will continue to have negative impacts on everyone. However young people belonging to minorities, are hit even harder because of their socio-cultural status.

Since the beginning of March 2020, international events have been cancelled. Among them youth exchanges that bring together young people from different backgrounds and foster understanding, the valuing of cultural diversity and counteract the rise of populism, ethnocentric nationalism, racism and discrimination.

The crisis forces States and public institutions to revise and create new policies. It also brings all of us to deeply question our ways of living and our ways of thinking.

Overall objective

The crisis did not change the main mission of YEN, which is to defend the rights of minority youth in Europe and to offer them a space to express their identity and culture and to foster their empathy and solidarity.

The COVID-19 pandemic is before everything an unprecedented health and socio-economic crisis. Nevertheless, it also gives opportunities to question fundamental structures of our society, including the ones that have been holding back the fulfilment of minority and youth rights.

This crisis will create deep democratic, socio-economic and cultural breaches in our globalized world. We can only overcome them with a collective effort, by each of us showing solidarity and taking our



individual but also collective responsibilities towards society. As young people we have been on the front lines of different socio-economic fights, coming up with creative solutions to world challenges, and are eager to offer these experiences also in the light of this pandemic. However, monumental changes cannot be done alone. As members of minorities we continuously show that our strength is in building alliances, and we encourage the world to show empathy, and not allow solidarity and diversity to remain just slogans but rather strive to live up to their potential.

Recognitions

As YEN, one of the biggest European network of young people from minorities, we observed:

- That political representation, good socio-economic circumstances, education, and the expression in culture and language are all factors that often are a given for the majority. In contrast many minorities are still denied those rights and their lack has proven to be a serious, even deadly, obstacle;
- That managing of the pandemic while respecting human rights has been, is and will be an extensive challenge in many European States. The global spread of the coronavirus has fuelled the populist rhetoric masked as nationalistic “stand united” calls to actions. It is diminishing any kind of acknowledgement of diversity and is driven by hate speech, xenophobia, hatred and stigmatization of minorities. The pandemic should not act as an excuse to trade off fundamental rights to privacy and to exploit existing security measures and citizens’ fear under the pretext of safety;
- Attacks against democratic values and fair representation as emergency laws are put in place. What is more, we see a threat in governmental representatives singling out minorities as scapegoats for the crisis and a health hazard, prompting prejudiced measures;
- That poor socio-economic factors and linguistic bias can deepen inequality of minorities. Many minority communities become even more isolated, and proper access to online, educational or health services are not secured;
- That access to information on health and governmental decisions was, and in some countries still remains, limited, exclusive, even discriminatory when it is only offered in one official language;
- That the economic crunch will be felt by vulnerable groups as well as minority youth long after this health crisis recedes. The economic crunch will have a significant impact for their livelihood, but also for their cultural, educational, and youth activities as income and public funding will likely drop.



YEN is particularly concerned that help and support in economical, cultural and social domains are distributed to minority youth last, or even not distributed at all. This reinforces all former observations and pushes minority youth further to the margins of society.

Operative clauses

Therefore, YEN:

1. **Endorses** measurements that take into account the diversity of Europe;
2. **Calls for** well-considered national measurements and policy-processes that are not based on xenophobia, racism or discrimination;
3. **Stresses** the importance of inclusion of young people in discussions and decision making processes, including young people from minorities;
4. **Highlights** the importance of social, economic, educational, cultural and linguistic inclusion of minorities as this crisis will deepen inequalities with long lasting effects;
5. **Highlights** the need to hold governments accountable for any breach and violations of human rights and democratic values;
6. **Urges** everyone to reflect on the management of the crisis by their representatives, especially the consequences of governmental decisions on human and minority rights;
7. **Asks** local, regional, national and international institutions for practical and economic support of minority and youth organisations so they can practice and support their unique culture and/or language, and to help them to become more resilient and sustainable;
8. **Urges** youth organisations to stay active and to let their voices be heard;
9. **Presses** for governments to reflect on all consequences when imposing border restrictions and to accommodate cross-border minorities as well as international exchange and cooperation of minorities;
10. **Calls** for everyone to show solidarity, empathy and benevolence and step up to tackle this crisis without exclusion or prejudice;
11. **Asks** the media and all communication actors to raise awareness on the fragile situation of minorities within the COVID-19 crisis;
12. **Highlights** the major role of everyone defending minority youth rights during the crisis and their need of strong support;



13. **Calls** all actors working with minority youth to create a protocol or a document with the most important issues for minority youth and forward it to the relevant institution. Thereby making sure that when planning emergency actions, minority youth rights are respected and not forgotten.

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3. YEN Work Plan 2020/2021

3.1. Activity Overview 2020/2021

YEN Activity Overview 2020/2021				
No	Action	When	Where	Who
1. YEN Events and Projects				
a.	Autumn Seminar "Think United!"	5 – 11 October 2020 cancelled	Trieste, IT	MOSP, Office, Board responsible
b.	Minority Messengers HUB	throughout the year		HUB members, Eva Schubert (Office)
c.	Kick-Off 2021	cancelled	North Macedonia	VYCM, Lunjina, Office, Board responsible
d.	Easter Seminar 2021	26 March – 1 April 2021	South Tirol	SJR, GML, Office, Board responsible
2. Partner Events and Projects				
a.	IVS4Peace	2018-2020		Eva Schubert (Office), VPIR
b.	Y-FED: Europe is what you make of it	2020-2021		Office, VPER
c.	FUEN Assembly of Delegates	24 October 2020	online	President
d.	Minority Changemaker Project	Spring 2021	Europe	WG MRP, WG MI, Board, Office
3. External representation				
a.	European Youth Forum, 2 meetings	<i>tbc</i>		VPER
b.	FUEN, Board meetings	throughout the year		President
c.	UN, EcoSoc	<i>tbc</i>		VPER, WG MRP, President
d.	Advisory Council and Programming Committee, 4 meetings	throughout the year		Pia
4. Management of YEN				
a.	Board Meetings (6)	throughout the year		Board, Office
b.	Working Group Meetings	throughout the year		Working Groups
c.	Admin applications (EYF, EACEA, South Tyrol, Schleswig-Holstein)	throughout the year		Office, Board



d.	Project applications and reports (EYF, BMI)	throughout the year		Office, Board
e.	Fundraising	throughout the year		Office, Board
5.	WG Communication			
I.	Events/Meetings			
a.	Team Building WG meeting	<ul style="list-style-type: none"> • Get to know each other and create project groups across the Working Groups. • Have a brainstorming session for new projects. • Do short capacity building workshops in developing different skills that are useful for the WG's work. • Create a visibility strategy. 	November 2020	WG Communication
b.	Joint Working Group Meeting	<p>Work on current projects</p> <p>Follow up on tasks and projects.</p>	January/ February 2021	WG MI, WG C, WG MRP
c.	Easter Seminar- WG meeting	Finish the project or make them ready for a hand over to the next WG.	1-2 days before the Easter seminar	WG Communication
d.	Weekend work visits or MO visits	<p>The Members of the WG Communication will have the opportunity to visit each other and organise small working weekends within their project groups.</p> <p>They can also take the opportunity to visit sleeping or inactive MOs and rebuild contact.</p>	Over spring/summer 2021	WG Communication
e.	Skype meetings	Keep the Convenor and Board informed about the status of the projects and tasks.	Every two month	WG C
II.	Visibility Plan			



a.	#MYnorityMySay	Giving young people and member organisations a voice and making concrete demands on politicians and decision-makers	Till the end of 2020	WG C
b.	International celebration and commemoration days	Make our members and supporters aware of a topic and express their support.		WG MRP and C
c.	#MinorityMealMonday	Every Monday a recipe is published, which informs about the culinary diversity of the minorities.		WG MI, WG C
d.	#YENsday	Publish interesting facts and trivia about minorities and YEN member organisations.		WG MRP, WG C
e.	Merchandise	Increasing the visibility of YEN as a brand with cups, T-shirts, pens and other merchandise.		WG C
f.	Podcast	Talk about current events, keep in touch with our member organisations and discuss issues.		WG C
g.	Wikipedia	Introduce ourselves as an organization and provide professional information about our work, organization and our goals.		WG C, Office
6.	WG Minority Rights and Politics			
I.	<i>GOAL 1: Supporting the external affairs strategy of YEN (SWG1)</i>			
a.	Supporting the Vice President for External Relations	throughout the year	online mainly	SWG1
b.	Drafting an invitation letter template for international experts	Month 1	online / WG meeting	SWG1
c.	UN Minority Forum (Geneva)	August – November	Geneva or online	Ad hoc SWG needed



d.	Regional minority Forum	August - September	Bruxelles or online	Ad hoc SWG needed
e.	Researches on youth and minority	throughout the year	online / WG meeting	Ad hoc SWG can be created on each research
f.	ECOSOC	throughout the year		SWG1
g.	Following UN Human Rights Office's work	throughout the year	online	SWG1
h.	Following FUEN, YFJ, Advisory Council on Youth of the CoE, Dialogue Forum, ECMI, UNPO, and work of other relevant actors	throughout the year	online	SWG1
i.	MSPI	throughout the year	online	SWG1
II.	<i>GOAL 2: Following minority and youth news in Europe, the rest of the world and within YEN's network (SWG2)</i>			
a.	Keeping track of news on minorities, youth and cultural diversity	throughout the year Database creation deadline: Month 3 Database update: Months 3 – 12	online	SWG2: - statements - news follow-up - database update To be decided: ad hoc SWG for the creation of the database
b.	#YENsday	throughout the year	online	Dedicated SWG
c.	Creation of a calendar with youth and minority events	Creation deadline: Month 2 Update: Months 2 – 12	online	SWG2
III.	<i>GOAL 3: Raising the voice of minority youth on education matters (SWG3)</i>			
a.	Writing of an educational plan	tbd	tbd / WG meeting	SWG3
b.	Following up the Minority Academic Exchange project	throughout the year	online	SWG3
c.	Track developments related to minority in educational systems over Europe	throughout the year	online	SWG3



d.	Following up the FUEN WG on Education	throughout the year	online	SWG3
e.	Research on minority languages educations and minority friendly education systems	throughout the year	online	SWG3
IV.	<i>GOAL 4: Drafting a minimum of two resolutions for YEN on contemporary issues (SWG4)</i>			
a.	YEN adopted resolutions	throughout the year	online	SWG4
b.	YEN new resolutions	throughout the year until two months before GA	WG meetings and online	SWG4
c.	Support MOs writing resolutions	throughout the year	online	SWG4
V.	<i>GOAL 5: Enhancing the working group capacities (SWG5)</i>			
a.	Managing the WG mailbox	throughout the year	online	<i>tbd</i> <i>(each member can watch the mailbox for one month for example)</i>
b.	Organizing online WG meetings	once a month throughout the year	online	Convenor
c.	Revision of objectives and goals	throughout the year	online	All
d.	Regularly updating YEN Board	throughout the year	online and meetings	Convenor
e.	YEN's events participation	All seminars		All
f.	Joint-WGs meeting			All
g.	Handover	Months 6 – 12	online	Convenor
h.	Working Plan 2021-2022	Months 6 – 12	online	Convenor Vice President of External Relations
7.	WG Member Integration			
a.	Joint Team Building WG meeting	<ul style="list-style-type: none"> Get to know each other and create project groups across the Working Groups. Have a brainstorming session for new projects. 	November 2020	WG Communication, WG Member Integration, WG Minority Rights and Politics



		<ul style="list-style-type: none"> Do short workshops in different skill that are useful for the WG work. Make a strategy for visibility. 		
b.	Joined Working Group Meeting	<p>Work on current projects</p> <p>Follow up on tasks and projects.</p>	January/ February 2021	WG MI, WG C, WG MRP
c.	Easter Seminar- WG meeting	Finish the project or make them ready for a hand over to the next WG.	1-2 days before the Easter seminar	WG Member Integration
d.	Weekend work visits or MO visits	<p>The Members of the WG Member Integration will have the opportunity to visit each other and organise small working weekends within their project groups.</p> <p>They can also take the opportunity to visit sleeping or inactive MOs and rebuild contact.</p>	Over spring/summer 2021	WG Member integration
e.	Skype meetings	Keep the Convenor and Board informed about the status of the projects and tasks.	Every two month	WG Member Integration
8.	Additional Projects			
a.	Booklet on Project Management	Office, Board	January 2021	
b.	Podcast	WG C, Office, Podcast-Team	throughout the year	

3.2. Work Plan YEN – Strategic Priorities

We represent 41 Member Organisations all over Europe.

We represent thousands of young people with minority background, which makes us the largest network of youth organizations of autochthonous, national, ethnic and linguistic minorities in Europe.



Our mission is to work for the preservation and development of the rights of minorities and ethnic groups and to empower youth.

We want to contribute and shape the European discourse on minorities and youth rights, as well as strengthen the voice of young people from national, ethnic and linguistic minorities.

We want to encourage and qualify young people to become active citizens in a diverse Europe.

We are convinced that only with the engagement and inclusion of young people from national, ethnic and linguistic minorities, Europe can master the challenges of the future whilst upholding its values and rights.

At the Board meeting in December 2019, the Board evaluated the first half of the mandate and together set the priorities for the 2020. The priorities are based on YEN's Strategy 2020/2021, which was handed in to the European Youth Foundation in Autumn 2019. With setting priorities, we do not mean to neglect our other fields of activity. The priorities set the frame where the Board sees the biggest potential for development of our organisation.

The focus lies on:

- ★ Internal strengthening and development of our network and its structures;
- ★ External relations and visibility;
- ★ Expertise in the minority and youth field.

	Priority		How?
1.	Internal strengthening and development of our network and its structures		
	<i>Improving YEN structures</i>		
	<ul style="list-style-type: none"> ● Working Groups 		<ul style="list-style-type: none"> - Making the activity within the Working Groups more meaningful for the WG members through tailored capacity building trainings, in-person meetings, own projects and certification. - Implement more one-year projects to increase ownership of the outcomes within the members of the WGs. - Use the synergies between the three WGs more.
	<ul style="list-style-type: none"> ● Communication 		<ul style="list-style-type: none"> - Open and clear communication within the structures of YEN, using the different channels (newsletters to the MOs,



		<ul style="list-style-type: none"> - mailing-lists and group-platforms for the WGs, social media for the broad public - Start a mailing-list for individual members of our MOs (participants of our seminars) to ensure the dissemination of information on grass-root level.
	<ul style="list-style-type: none"> ● Partnerships 	<ul style="list-style-type: none"> - Agree on formalized partnerships with organisations interested in becoming members of YEN. - Use the instrument of partnerships to diversify our network and reach out to organisations working in related fields. - Make use of the different expertise partners bring in and use the partnerships as resources for capacity building of our members.
	<i>Sustainable funding</i>	
	<ul style="list-style-type: none"> ● Administrative funding 	<ul style="list-style-type: none"> - Diversify the administrative funding to ensure a stable financial basis. - Increase the administrative funding to secure the current office structure and to be able to pay fair wages.
	<ul style="list-style-type: none"> ● Projects and events 	<ul style="list-style-type: none"> - Partner up in projects of like-minded organisations but also filing own grant applications to large-scale projects on European level. - Explore funding possibilities at international youth structures. - Seek for funding through minority regions, for projects or administrative purposes. - Explore the opportunities of in-kind sponsoring by businesses and foundations.
	<ul style="list-style-type: none"> ● Social Fund 	<ul style="list-style-type: none"> - Promote the Supportive Membership and gain more supportive members. - Promote the Social Fund within our membership and encourage the membership to make use of it.
	<i>Strong membership</i>	
	<ul style="list-style-type: none"> ● Supporting our MOs 	<ul style="list-style-type: none"> - Offer more trainings and capacity building opportunities through us and our partners to support the work of our MOs on grass-root level.



			<ul style="list-style-type: none"> - Advise, encourage and support our MOs to use the YEN platform to bring forward issues and be active within our structures.
	<ul style="list-style-type: none"> • Connection between our MOs 		<ul style="list-style-type: none"> - Encourage and create synergies and connections between our MOs. - Continue to create events/space for cultural exchange and learning. - Encourage our MOs to do events with each other and possibly support initiatives with funding.
	<ul style="list-style-type: none"> • Membership in general 		<ul style="list-style-type: none"> - Strengthen the current membership to ensure the relevance and advantages of our network for every single member. - Pursuit the strategy of WG MI to reactivate Sleeping MOs. - Hold study visits, Board or WG meetings at our MOs to keep and improve the contact. - Reach out to other minority youth organisations all over Europe to diversify our membership and to include underrepresented groups. - Advertise YEN in a way new organisations want to join our network and see a clear advantage of being part of our network.
2.	External relations and visibility		
	<i>External relations</i>		
	<ul style="list-style-type: none"> • Local and national level 		<ul style="list-style-type: none"> - Connect YEN and our MOs with National Youth Councils in the countries of our membership, to <ul style="list-style-type: none"> o raise concerns and ensure communication between different groups of society in one country. o raise awareness on minorities. - Encourage MOs to join National Youth Councils. - Encourage our MOs to establish cooperation with like-minded organisations on local level. - Collect and promote already existing good practices that are happening on the local and national level.



		<ul style="list-style-type: none"> - Support our MOs' in seeking/establishing/upholding contacts with local governments.
	<ul style="list-style-type: none"> • European level 	<ul style="list-style-type: none"> - Establish and continue strong collaboration and partnerships with European civil society organisations to promote the image of a diverse, multicultural, multilingual, inclusive, democratic and solidary Europe. - Build bridges together between different minority groups as well as between minority and majority.
	<ul style="list-style-type: none"> • Worldwide 	<ul style="list-style-type: none"> - Make better use of the connection to the UN through the consultative status at the EcoSoc. - Connect to other UN bodies within the Human Rights Council. - Follow what is happening abroad in other minority communities.
<i>External visibility</i>		
	<ul style="list-style-type: none"> • Communication 	<ul style="list-style-type: none"> - Use many and various channels of communication to reach different groups. - Find a balance between fun reporting and hard content and expertise on minority rights, youth work, non-formal education etc. - Ensure a constant flow of quality information to the outside, communicating our activity also in the regions.
	<ul style="list-style-type: none"> • Statements and resolutions 	<ul style="list-style-type: none"> - Improve the use of the two official instruments of statements (throughout the year, decided by the Board) and resolutions (at the GA, decided by the membership) and provide quality expertise. - Condemn negative developments to underline our mission as independent European minority youth organisation for the preservation and development of the rights of minorities and ethnic groups and to empower youth. - Present good practices from our network and beyond to promote the image of a



			diverse, multicultural, multilingual, inclusive, democratic and solidary Europe.
	<ul style="list-style-type: none"> Dissemination of results 		<ul style="list-style-type: none"> Next to the intercultural exchange and learning, we hold meaningful content-oriented seminars. The outcomes of the seminars should not only be used for reporting purposes to our funders but should be used in our external missions and communication.
3.	Expertise in the minority and youth field		
	<ul style="list-style-type: none"> Consolidate expertise 		<ul style="list-style-type: none"> Continue and develop the training for trainers focused on minority expertise. Provide and generate documents and methodologies. Strengthen minority youth organisations through this.
	<ul style="list-style-type: none"> Provide expertise to the outside 		<ul style="list-style-type: none"> Doing what we do, we are experts in various fields (minority rights and languages, youth participation focused on youth from disadvantaged areas, youth activism, intercultural dialogue, human rights education, social inclusion, access to rights, empowerment through voluntary work) and it is our duty to bring this expertise to the outside.

3.3. Work Plan WG Member Integration

During the year 2020-2021 the Working Group Member Integration will focus on three main aims:

1st: Rebuild and strengthen the contact with Sleeping YEN Member Organisations

With a growing Organisation as big as YEN it is important to have strong and informed network. COVID19 has been a challenge for all our Member organizations, so having and maintaining a strong network in these times is highly important. To achieve this, we will:

- Make a strategy to wake up sleeping Member Organisations from the last three years, in particular RSN, Elsass-Lothringer Volksbund Jugendgruppe, Mlada EL, KDZ and Grup dla mendranza ladina (GML).
- Make smaller visits to sleeping or inactive Member Organisation.
- Help Organisations when faced with a “generation” change within their organisation. This makes YEN able to maintain a sustainable cooperation.



- Keep in regular contact with our Member organisation
- Inform our Member Organisations of ongoing projects and events through: newsletters, Facebook and Instagram posts and invitations to our events.
- Organise a MO Couch at each seminar.
- Do a needs assessment to follow up on current issues and challenges we can help our members with, especially in face of COVID19 where many of our MOs are under more pressure and new challenges.

2nd: Broaden the YEN Network beyond our Member Organisations

To keep our position as a platform and a voice for our member organisations and minority languages, culture and rights, it is important to work with organisations outside our network. To do so, we will:

- Work closely with the Vice President for External Relations (VPER) and the President, who represent us on the external front and who attend functions, seminars, trainings and meetings where they meet like-minded organisations.
- Follow up and stay in contact with the contacts made through VPER and President, and obtained in the Minority messengers Project.
- Visit interested organisations in their home cities/ countries.
- Do research on possible organisations who could join YEN.

3rd: Restructure the Working Groups and come up with new projects

Through this year, it has become more and more clear, that there needs to be a change in the Working Group structures and that we need new projects to spark motivation amongst the working group members. In general, we will try to come up with smaller projects that can be prolonged and where the working groups can work together and join forces. We will do this by:

- Hosting a joint Working Group teambuilding after the new working group members have been elected. Here we can get to know each other and work together as a team right from the start.
- Use the joint WG teambuilding for a brainstorming session on new projects and plan smaller workshops that will be of use for the work in the WGs.
- Plan a working group meeting before each seminar/event, to follow up and work on our projects.
- Make sure to encourage suggestions and own initiatives from the WG members and our Members.
- Bring the Board and the WGs closer together.



- Make it possible for the WGs to do smaller trips to visit possible new Member Organisations or attend events with the Board.

3.4. Work Plan WG Communication

During the year 2020-2021 the Working Group Communication will focus on three main aims:

1. Involve and strengthen YEN member organisations

With a growing Organisation as big as YEN it is important to have a strong and informed network.

To achieve this, we will:

- Encourage our member organisations to participate with actions and tasks.
- Report on the work of our member organisations and thus to value them.
- Present once a month a member organisation of the YEN family, as a podcast or article, and thus give the minority youth the voice they need for their concerns.
- Use quizzes and questions/puzzles to get members to interact on social media.

2. Bringing YEN to life

For many, YEN is a large umbrella organisation, fighting sometimes there, sometimes there for the rights of minorities and youth. In order to make it more transparent and report about the work of the Board and Office, we will:

- Present members of the Board in more detail, including the topics they bring with them and goals/ideas for the future work of YEN.
- Publish once a month a video diary of a member of the Board, where he/she takes us into his/her private life or better presents his/her work for the YEN. Especially when travelling to missions to represent YEN.
- Create a short film about the Office and document their daily work and private connections to minorities, as well as their grown experience and experiences with YEN.

3. Restructure the Working Groups and come up with new projects

Through this year, it has become more and more clear, that there needs to be a change in the Working Group structures and that we need new projects to spark motivation amongst the Working group members. In general, we will try to come up with smaller projects that can be prolonged and where the Working groups can work together and join forces.

We will do this by:

- Hosting a Joint Working Group team building after the new Working group members have been elected. Here we can get to know each other and work together as a team right from the start.



- Use the Joint WG teambuilding for a brainstorming session on new projects and plan smaller Workshops that will be of used for the work in the WGs.
- Plan a Working group meeting before each seminar/event, to follow up and work on our projects.
- Make sure to encourage suggestions and own initiatives from the WG members and our Membership.
- Bring the Board and the WGs closer together.
- Make it possible for the WGs to do smaller trips to visit Possible new Member Organisations or attend events with the Board.

3.5. Work Plan Minority Rights and Politics

The Working Group Minority Rights and Politics of YEN (WG MRP) is the body within YEN structure, which supports YEN Board, especially the Vice President for External Relations, to increase awareness on minority and youth rights alongside minority youth and the society, to raise the voice of minority youth within public institutions and to promote a sustainable, inclusive and peaceful society. Moreover, the WG gives the opportunity to all its members to develop their personal skills and knowledge on youth and minorities, which can be re-transmitting to their own communities.

The WG is formed by one coordinator (Convenor) and up to ten members. The Convenor is part of YEN Board.

All members must actively participate to the enhancing of the working plan by proposing action points and initiatives, which can help the achievement of the following overall objectives and concrete goals. At the beginning of the new mandate, all members are invited to read and comment this document and to bring their own expertise and expectation. During the first WG MRP meeting, they can propose new goals, adaptations and prioritization. Sub-working groups (SWG) dealing with the five concrete goals mentioned below should be created at the beginning of the mandate, members can choose into which one they want and can contribute. All members are part of the SWG5 on enhancing the WG capacities. Ad hoc sub-working group (ad hoc SWG) can be created within those SWG to deal with a specific issue during a specific period of time.

Overall objectives:

- Objective 1: Enriching personal skills
- Objective 2: Supporting YEN's work
- Objective 3: Defending youth and minority rights

Concrete goals:



- Goal 1: Supporting the external affairs strategy of YEN (SWG1)
- Goal 2: Following minority and youth news in Europe, the rest of the world and within YEN's network (SWG2)
- Goal 3: Raising the voice of minority youth on education matters (SWG3)
- Goal 4: Drafting a minimum of two resolutions for YEN on contemporary issues (SWG4)
- Goal 5: Enhancing the working group capacities (SWG5)

Overall objectives

For members of the working group

- Enriching their own knowledge on minority rights and youth work;
- Improving and developing skills for activism and advocating for minority rights and an inclusive and peaceful society;
- Sharing and implementing their own knowledge, experiences and way of thinking;
- Getting to know young people from other minorities and discovering new ways of thinking, working and advocating;
- Working with other minorities and within an international team;
- Having fun working in an international environment;
- Discovering politics and diplomacy;
- Helping their own communities;
- Staying active with YEN outside the seminars' weeks;
- Developing their personalities and their self-confidence.

For YEN

- Promoting YEN's work in external events and among external actors;
- Promoting YEN's White Paper on Minority Rights;
- Supporting the Vice President of External Relations;
- Supporting YEN Board;
- Drafting a minimum of two resolutions on contemporary issues and trends;
- Lobbying for implementation of YEN adopted resolutions;

For minority youth

- Improving visibility of youth from minorities;
- Following up on the Minority Safepack Initiative and the development of other European and international minority policies and programs;



- Developing an educational plan for the inclusion of minority topics in schools and raising youth perspectives on this topic among relevant actors;
- Drafting statements on current topics/news;
- Promoting and raising awareness of minority rights among youth and the society;
- Collecting opinions, views and perspectives of youth from minorities on relevant topics.

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4. Membership applications

4.1. Extraordinary Members

The Board received one application for extraordinary membership in YEN. The applying organization is the Youth Association of Slovenes in Italy – DM+ (Društvo mladih Slovencev Italiji), which is a youth association founded in autumn 2019, that works with and for the youth from different Slovene minority communities in the border region between Slovenia and Italy. They mainly organize trainings for young people between the age of 20-35, where they can acquire basic management and group skills, rediscover their minority background and meet other minorities and throughout these processes become active citizens in their communities while at the same time gain an international and European view on their reality.

DM+ has participated in YEN events since the Autumn Seminar 2019 in Sochi, Russian Federation.

4.2. Ordinary Members

There have been no applications for ordinary membership to the Board this year.

4.3. Supporting Members

Currently there are seven Supporting Members – in alphabetical order, Stefan Kleinschmidt, Madlena Kowar, Michael Krahl, Roman Kühn, Judith Scholze, Petru Szedlacsek and Anke Tästensen. The Supporting Members do not need to represent a minority organisation, but their participation in YEN should appear to be reasonable and they have to support the aims and interests of YEN. The membership fees of the Supporting Members go into the YEN Social Fund, which aims to help and support participants of YEN events financially.

4.4 Vote on the Membership Applications

The Board of YEN has revised the membership application and recommends accepting the above-mentioned organisation, DM+, as Extraordinary Member of YEN.

DM+ has become a very active and dynamic network, that also represents one of our current Member organizations, MOSP. Their activities and aims are well aligned with those of YEN and would, as we see it, enrich our network.

DM+ has attended both the Autumn seminar 2019 and the Kick-Off 2020 as guests. All contact with them has been pleasant and the documents for their application have been handed in before the deadline, as required by our Statutes.



4.5 Discussion and Vote on the Changes in the Membership Status of Non-active MOs

We currently have five Sleeping Member Organisations. They are listed below together with their membership status.

- RSN - Finnish minority in Sweden (Extraordinary Membership)
- Elsass-Lothringer Volksbund Jugendgruppe (Extraordinary Membership)
- GML- Grup dla mendranza ladina (Extraordinary Membership)
- Mlada EL- Slovenes in Austria (Ordinary Membership)
- KDZ - Slovenes in Austria (Ordinary Membership)

The Board would recommend to keep their status.

Also, we sadly received notice from the organisation of German speaking youth in Belgium (RdJ), that they wish to leave YEN and terminate their membership due to the reassessment of their needs and priorities as an organisation. As of the 1st of January 2020, RdJ is no longer a Member of YEN.

4.6 Partnerships

In January the Board renewed the partnership agreement with the European Free Alliance Youth (EFAy) for another year. The last years partnership has been very fruitful with at least one participant from EFAy attending every event. With this partnership, YEN will:

- Invite up to two representatives of EFAy to all YEN events;
- Send participants to EFAy events;
- Share information about the activities of YEN and its members.

EFAy will:

- Invite up to two representatives of YEN to all EFAy events;
- Send participants to YEN events;
- Share information about the activities of EFAy and its members.

We are looking forward to another year of collaborations.



5. Elections of the Board

The Board consists of the President, two Vice Presidents, the Treasurer and three Working-Group Convenors that shall be elected by the General Assembly. The positions within the Board shall be occupied by people from different member organisations and not more than two of them shall belong to one minority from one country. The term of office shall be two years for each member of the Board. It shall not be possible to re-elect a Board member more than once. It is the task of the Board to manage YEN.

This year, the following positions are to be (re-)elected:

- **President**
- **Treasurer**
- **Convener for WG Minority Rights and Politics**
- **Convener for WG Communication**

In addition, the GA needs to vote on the position of one

- **Internal Auditor**

who is, together with the second Internal Auditor, Kostika Poci (VYCA), responsible to inspect the financial management and the accounts. The Internal Auditors report to the General Assembly on the outcome of their inspection and give a recommendation regarding the discharge of the Board.

6. Elections of the Working Group Members

The Working Groups' aim is to develop ideas and conduct projects for YEN in accordance with their main working focus and to advance the strategic orientation and the content of YEN's work. Every WG consists of up to 10 members and is headed by the responsible Convener. The WG members must be supported by their member organisation and are elected for 1 year.



7. Call Events 2021/2022

We are looking for hosts for our events which are coming up soon:

1. Diversity Festival 2021
2. Autumn Seminar 2021
3. Easter Seminar 2022

A candidature of interested organisations must be made at this year's GA, otherwise these events will not take place!*

If you are interested in hosting one of these events, please contact the Board (board@yeni.org) prior to the GA and hand in the candidature for the event in the form of a 2 minute video or a poster that will be uploaded to the [GA-website](#).

** Both the Easter Seminar in the German-Danish border region 2020 with SdU & DJN and KSSŠD's Diversity Festival 2020 (in Carinthia, Austria) had to be cancelled. Both hosts are still interested to host a YEN seminar in the near future. They will hand in a candidature for the respective equivalent events (Diversity Festival 2021(KSSŠD) and Easter Seminar 2022(SdU&DJN)).*

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Appendix 1: Minutes of YEN General Assembly 2019, Sfântu Gheorghe, Romania

Time		General Assembly of YEN 2019 <i>Sfântu Gheorghe / Sepsiszentgyörgy / Sankt Georgen, 18th April 2019, 9.30 am</i> Minute Takers: Eva Schubert (YEN-Office), Leta Arpagaus (GiuRu)												
9.56	1.	Opening of the General Assembly Welcome by the Giuanna Beeli (GB, Board), the GA is opened at 9.56.												
10.00	2.	Election of the Chair of the General Assembly GB gives a short Explanation of the voting procedure Zikel Anxhara (ZA) is elected, by applause, as chair of the GA 2019. ZA welcomes everyone.												
10:00	3.	Election of Two Minute Takers of the General Assembly Eva Schubert (YEN-Office, ES) and Leta Arpagaus (GiuRu, LA) are elected as minute takers of the GA 2019.												
10.01	4.	<p>Election of the Counters of Votes & Establishing of the Quorum Vera Buranits (HAK), Aykut Garipoğlu (Young ABTTF), and Andreas Jessen (Junge Spitzen) are elected, by applause, as Counters of votes for the GA 2019.</p> <p>Establishing of the quorum: ZA will read out the names of every ordinary MO, when they are called, they should state that they are present.</p> <p>Ordinary members present with their number of votes:</p> <table border="1"> <tbody> <tr> <td>HAK (6)</td> <td>PAWK (6)</td> </tr> <tr> <td>SdU (6)</td> <td>JdR (6)</td> </tr> <tr> <td>Rökefloose (6)</td> <td>Junge SPitzen (3)</td> </tr> <tr> <td>DJN (3)</td> <td>CTArm (6)</td> </tr> <tr> <td>GiuRu (6)</td> <td>Pomorania (6)</td> </tr> <tr> <td>MOSP (6)</td> <td>VYCA (6)</td> </tr> </tbody> </table>	HAK (6)	PAWK (6)	SdU (6)	JdR (6)	Rökefloose (6)	Junge SPitzen (3)	DJN (3)	CTArm (6)	GiuRu (6)	Pomorania (6)	MOSP (6)	VYCA (6)
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MOSP (6)	VYCA (6)													



		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">FYK (6)</td> <td style="width: 50%; text-align: center;">Lunijna (6)</td> </tr> </table> <p>Extraordinary MOs present (without voting rights):</p> <ul style="list-style-type: none"> ● VYCM ● ADJ ● MIERT ● Maszfisz ● Young ABttf <p>Other partners/guests present (without voting rights):</p> <ul style="list-style-type: none"> ● Kenstroll Breizh ● GFU ● DYN ● EFAY <p>Establishing of the Quorum:</p> <p>Votes possible: 120 Votes present: 78 Quorum: YES</p> <p>We have a quorum, out of 120 possible votes, 78 are present. The quorum is established, we can proceed.</p> <p>Absolute majority: 40 $\frac{2}{3}$ majority: 52</p>	FYK (6)	Lunijna (6)	
FYK (6)	Lunijna (6)				
10.05	5.	<p>Roll call/giving out voting documents</p> <p>ZA: (Reads out the names of the MO's) Of every present ordinary member organisation, one representative is asked to come to the front, where the organisation receives an envelope with the voting documents and need to sign the reception.</p> <p>ZA asks each organisation to control if there are enough voting cards. No MO has to many or not enough voting cards.</p> <p>ZA explains the voting procedure: Every minority, represented by an ordinary member, has 6 votes and if there are more organisations belonging to one minority, the 6 votes of the minority are spread among them. For the elections every organisation with voting rights will receive 8 packages for voting. (all MOs have right to discuss and attend GA).</p>			



10.08	6.	<p>Adoption of the Agenda GA 2019</p> <p>ZA: Proposes to add the following point to the Agenda</p> <ul style="list-style-type: none"> • Under Point 17 (Election of the Board) the point: <i>17.6 Election of Treasurer</i> <p>ZA shortly explains the voting system with the voting cards/by a show of hands (with a voting card).</p> <p>Vote: Point <i>17.6 Election of treasurer</i> is added to the agenda. (78 in favour)</p> <p>Vote for adopting of the Agenda (including the newly added point):</p> <p>We vote with the voting cards/ by a show of hands.</p> <p>Vote: The Agenda is adopted with 78 in favour.</p>
10.11	7.	<p>Adoption of the Minutes of the General Assembly 2018 (Opole/Oppehn, Poland)</p> <p>There are no comments on the Minutes of the GA 2018.</p> <p>Vote: The minutes of the GA 2018 are adopted unanimously.</p>
10.12	8.	<p>Annual report YEN 2018/2019</p> <p><i>8.1 Report Board &</i></p> <p><i>8.1.1 Activity report &</i></p> <p><i>8.1.2 Internal relations</i></p> <p>ZA gives the word to GB.</p> <p>GB gives a general report (on p.12 ff in the german GA folder / p.12ff in the English GA folder) about the activities, the work of the Board and the Internal Relations, accompanied by a picture show.</p> <p>There have been four events and 54 Minority Messenger visits, GB thanks everyone involved. The Board is looking forward to the new year.</p> <p><i>8.1.3 External relations (ZA gives a short report)</i></p> <p>The cooperation with FUEN is working well and Pia Šlogar (PŠ) will start her mandate with the AC in 2020. Matic Germovšek Ž. mandate with the AC will end with the end of 2019. A video of Matic explaining the is played.</p> <p>There are no questions and remarks on the report of the Board.</p> <p><i>8.1.4 Working Groups</i></p> <p>The report on the working Groups and the IVS4Peace Project will be done with the "World Café" method (ZA explains about the procedure). The reports can be found in the GA folder (German version p. 30 &39ff, English version p. 29 &37ff).</p>



11.00		<i>Coffee Break</i>														
11.22	9.	<table border="1"> <tr> <td>HAK (6)</td> <td>PAWK (6)</td> </tr> <tr> <td>SdU (6)</td> <td>JdR (6)</td> </tr> <tr> <td>Rökefloose (6)</td> <td>junge Spitzen (3)</td> </tr> <tr> <td>DJN (3)</td> <td>CTArm (6)</td> </tr> <tr> <td>GiuRu (6)</td> <td>Pomorania (6)</td> </tr> <tr> <td>MOSP (6)</td> <td>VYCA (6)</td> </tr> <tr> <td>FYK (6)</td> <td>Lunijna (6)</td> </tr> </table> <p>Roll Call</p>	HAK (6)	PAWK (6)	SdU (6)	JdR (6)	Rökefloose (6)	junge Spitzen (3)	DJN (3)	CTArm (6)	GiuRu (6)	Pomorania (6)	MOSP (6)	VYCA (6)	FYK (6)	Lunijna (6)
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MOSP (6)	VYCA (6)															
FYK (6)	Lunijna (6)															
11.23	8.	<p>Continuation of the Annual report YEN 2018/2019</p> <p>8.2 Report office</p> <p>Kasia Siemasz (SZ) gives the report about the Office (GA folder p. 41 english, p.44 german).</p> <p>The Office of YEN is in Berlin and welcomes visitors. It is currently shared with FUEN and the GFBV (the Society for threatened peoples), all have to move this year and want to look for a new office together. Currently YEN has 1,75% of employees (until the end of 2020), the Secretary General, Kasia Siemasz and the Project assistant, Eva Schubert, both started work in the last year. The office had two interns in 2018 and are happy to have other interns in the future. The main tasks are finances (application, budgeting etc) and preparing of seminars/events.</p> <p>GB comment: There have been a lot of changes in the last year, GB and the Board thank Roman Kühn and Helen Christiansen for their work with YEN and is also happy about the new office staff.</p> <p>8.3 Financial Report 2018 and Budget 2019/2020</p> <p><i>Financial Report 2018</i> (GA folder EN p.44 ff; DE p.46 ff)</p>														



KS and PŠ (treasurer) give the Financial Report and present the Budget 2019/2020). The financial report is given according to the calendar-year. The financial situation of 2018 is similar to last year, YEN ended it with a plus, all reports for funders were handed in on time, salaries and travel reimbursements are all paid. The financial year of 2018 is closed.

Since the last GA, YEN has approved 9 supporting members, a new status introduced in the GA 2018, their contribution will be used for the social fund. The non-profit status of YEN in Germany has been approved and is valid since beginning of 2019

MO fee letters were sent in time, 22 out of 39 MOs paid until end of 2018, two MOs got a reduction of membership fees. The treasurer is always in contact with the MO's, it is very welcome to talk to anyone on the Board or in the Office if an MO has problems paying the fees.

KS explains how YEN was funded in 2018 (EN p.46, DEp.47). Our structural grant (for administrative costs) was lowered, since the EYF as part of the CoE has financial problems. The AC is part of CoE, so it is good that Pia got the mandate. For funding of projects/events YEN encourages partnering MOs to apply for Erasmus+ grants, since YEN can only apply for it for events in the Netherlands. The Office can assist in applying for the grant.

Budget 2019

For getting funding for 2019, applications were done until the end of September 2018. We have four activities in our Workplan, for which we received a grant. For the Easter Seminar, YEN probably also gets funding from the German ministry of the interior.

Budget 2020 Proposal

The proposal is added to the Document Folder (the last column on the table). KS explains the budget table – in more detail since it will be voted on. The Income is lower than the last years, due to the expected cuts in the grant from the EYF. Expenses changed slightly compared to earlier Budgets, since costs for accommodation, food are increasing and also because YEN Board members will probably travel more, to increase YENs visibility. The budget planning and way to spend money is very much related to YEN plans events and what is seen as important



ZA asks if there are any questions or comments:
 Aykut Garipoğlu (ABTTF) asks if there are plans to find replacement for lesser funding from COE?
 Pia Šlogar (treasurer) replies: There will be budget cuts in the COE but EYF (European Youth Foundation) will not be touched by cuts, it should stay the same. In the year 2020 there will be several changes and YEN is looking into new ways to stay sustainable. Pia stresses that one important point is that MOs pay their membership fees. The president, the treasurer and the Secretary General are looking for new ways of funding, also to allow YEN to grow as an organisation and pay the employees better and also increase the number of employees if needed.
 KS (Secretary General) replies: YEN should try to diversify its funding sources, to create a sustainable financial structure. It is also important to talk to partners, therefore it was good that Frédéric Piccavet (a member of the Board of the Youth Forum) visited the Easter Seminar. He can lobby for us and he already mentioned other options for funding. It is important to keep in contact, learn about new options, find allies and stay in contact with others in the field.
 Nina Peckelson (FYK) compliments the Office for the hard work.
 There are no more comments to the Financial Report 2018 and Budget 2019/2020.

8.4 Internal Auditors Report

PŠ explains what internal auditors do: two people, that are not part of the Board, are checking the finances. The check if the money was spent in the best interest of YEN. The internal auditors for 2018, Kostica & Mikhael (PAWK) meet with the treasurer, Roman Kühn (since he was SG for parts of 2018) and the current Secretary general on the 1.3.2019 to check the reports and budget. They gave several positive remarks, on event planning and the timely reimbursement of travel expenses.

And some advice:

- Need to build secure long-term financial situation
- It would be good to consider a 2nd full time position – since there is more work
- It would be good to increase the salaries
- It might be good to use MOs places/spaces for meetings to lower costs

And some Recommendations:

- Regarding MO fees, it is important to have personal connection between treasurer and MO's;



		<ul style="list-style-type: none"> - Asking MOs to always address financial problems so that YEN can help and to please notify YEN about changed in MOs structure; - non-existing MOs should be deleted from list; <p>The Internal Auditor did not have any complaints regarding documents, all expenses were necessary, economically and the books are correct.</p> <p>KS comments: The Board would be happy to be invited by MOs, for example to do a Board meeting and also meet and visit you “at home”.</p>
12.07	10.	<p>10.1 Discussion on Reports and Discharge of the Board</p> <p>ZA asks if there are any comments or questions?</p> <p>Luna Futtrup (SDU) thanks the Board and Office, we know it is a lot of work and we welcome to new office.</p> <p>There are no other comments.</p> <p>10.2 Discharge of the Board</p> <p>Vote: The Board is discharged unanimously.</p> <p>10.3 Adoption of the Budget 2019/2020</p> <p>There are no other questions/comments on the Budget 2019/2020.</p> <p>Vote: The Budget 2019/20 is adopted unanimously</p>
12.10	11.	<p>Addition to the RoP (Rules of Procedure)</p> <p>11.1 Discussion on the Addition to the Point “Membership in YEN”</p> <p>ZA gives the word to Nastja Slavec (SC, Board) to present the proposed addition to the RoP.</p> <p>❖ BINGO! Angelika GiuRu – wins the first GA bingo- more prizes are waiting.</p> <p>NS (Board) explains the proposed addition to the RoP – (GA folder p. 50 EN, p. 52 DE). The addition is regarding the application process for Organisations wanting to become part of YEN, so far it was not explained in the RoP in what language the documents should be handed in.</p> <p>The Board proposes to add under <i>C. Membership in YEN, - 2. Regulations for the admission of ordinary Membership</i> as a point e.</p> <p style="padding-left: 40px;"><i>e. The application for ordinary membership and the activity reports shall be provided in one of the two working languages of YEN, English or German.</i></p> <p style="padding-left: 40px;"><i>The statutes shall be submitted in their original language(s) together with a</i></p>



translation to English or German, if the original language differs from one of these two.

The Board proposes to add under *C. Membership in YEN, - 3. Regulations for the admission of extraordinary Membership* – added to point d.

d. (...) The application and the activity reports shall be provided in one of the two working languages of YEN, English or German. The statutes shall be submitted in their original language(s) together with a translation to English or German, if the original language differs from one of these two.

Kristina Anxhara (VYCA) asks if an official translation is needed.

NS answers, that it is enough if the organisation does the translation.

Kristina Anxhara (VYCA) asks if it is possible to add this.

GB clarifies that this is not necessary, since the addition to the RoP only says translation and not “official translation” in the proposed change.

There are no further questions or comments.

11.2 Vote on the Addition

Vote: The addition to the RoP (to the point “Membership in YEN”) are accepted unanimously.

11.3 Discussion on the Point “Resolutions” and “Statements” to RoP

ZA gives the word to Ydwine to present the proposed addition to the RoP.

YS (Board) Resolutions and Statements are not specified in the RoP until now, this should be done through adding the following new points

Under point “K General Assembly”, sub-point *10. Resolutions.*

K. General Assembly

10. Resolutions

- a. A resolution is a formal expression of opinion, will, or intent that is voted for by the GA.*
- b. A resolution can be proposed to the GA by the YEN Board, a YEN Working Group, or a Member of YEN. It shall be submitted in both working languages before the GA.*
- c. The GA shall discuss the proposal and accordingly can make amendments approved by simple majority.*
- d. The proposed resolution shall be approved and adopted by the GA by simple majority.*



- e. When adopted, the resolution shall be published on YEN media channels and shall be presented to YEN Members and stakeholders.*
- f. The adopted resolution shall be integrated into the strategy and work of YEN.*

Under point "G. The Board and Executive Board; 2. Functions of the Board", the sub-point *m. The Board can adopt statements regarding developments and current affairs concerning minority youth*

G. The Board and Executive Board;
 2. Functions of the Board

m. The Board can adopt statements regarding developments and current affairs concerning minority youth

i. A statement is a formal expression of opinion, will or intent regarding developments and current affairs concerning minority youth.

ii. A statement can be proposed to the YEN Board by a YEN Board member, a YEN Working group or a Member of YEN.

iii. -The YEN Board shall discuss the proposal and according to the YEN values, can amend, support and adopt the statement.

iv. When adopted, the statement shall be published on YEN media channels and shall be presented to YEN Members and relevant stakeholders.

v. The adopted statement shall be integrated into the strategy and work of YEN.

There are no questions to this proposed addition.

11.4 Vote on the Addition (and the new RoP)

ZA explains that the GA votes on both Additions to the RoP together.

Vote: The two Additions to the RoP. "Membership in YEN" & "Resolutions" and "Statements" are accepted unanimously.

ZA explains that we now also have to vote on adopting new RoP (including the before added points).

Vote: The new RoP is adopted unanimously.

ZA: since we have time, we look ahead to point 13.1.

13.1 YEN Resolution



		<p>ZA asks the Mo's to read the resolution over lunch, the discussion will take place afterwards.</p> <p>YS mentions the title of the resolution <i>"Resolution on the Inclusion of Minority Youth in the European Union Parliament Election Process"</i></p> <p>PŠ underlines that YS and the Working Group Minority Rights and Politics, especially Kristina Anxhara (VYCA) and Davor Danevski (Lunjina) have been working a lot on this and wants to thank them.</p>														
12.30		<p>Sadly, there is no keynote-speaker.</p> <p>ZA invites everyone for Set up of the Minority Runway until Lunch starts, we start again at 14:00 the with minority runway.</p> <p>After some strategical questions: Davor (Lunjina) has 2nd Bingo...or not (it was a false alarm)</p>														
13.00		<i>Lunch</i>														
14.00		<p>GB explains how Minority Runway works, since MOs are YENs core, we want to know what you are doing.</p> <p>GB opens the Minority Runway: The Presentations from Member Organisations</p>														
14.48	12.	<p>ZA reminds that we have two official languages, German and English, in case someone feels more comfortable with German, we have translations for it.</p> <p>Roll Call</p> <table border="1" data-bbox="343 1422 1029 2004"> <tr> <td>HAK (6)</td> <td>PAWK (6)</td> </tr> <tr> <td>SdU (6)</td> <td>JdR (6)</td> </tr> <tr> <td>Rökefloose (6)</td> <td>junge Spitzen (3)</td> </tr> <tr> <td>DJN (3)</td> <td>CTArm (6)</td> </tr> <tr> <td>GiuRu (6)</td> <td>Pomorania (6)</td> </tr> <tr> <td>MOSP (6)</td> <td>VYCA (6)</td> </tr> <tr> <td>FYK (6)</td> <td>Lunijna (6)</td> </tr> </table>	HAK (6)	PAWK (6)	SdU (6)	JdR (6)	Rökefloose (6)	junge Spitzen (3)	DJN (3)	CTArm (6)	GiuRu (6)	Pomorania (6)	MOSP (6)	VYCA (6)	FYK (6)	Lunijna (6)
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14.51	13.	<p>Adopting Resolutions and Statements</p> <p><i>13.1 YEN Resolution</i></p> <p>ZA: The Working Group Minority Rights and Politics puts forward a resolution “Resolution on the Inclusion of Minority Youth in the European Union Parliament Election Process” (as presented before Lunch). We can now discuss the Resolution; we would really appreciate comments.</p> <p>Nina Peckelsen (FYK) asks what we are you going to do with the resolution if it is adopted?</p> <p>YS (Board) explains, that if we adopt it, we will stand for what we demand, post on social media, we can refer to it when we write other statements in the future. The Minority Messengers are given it to promote it until EU election.</p> <p>Linea Kopf (SDU) says that SDU thinks it is addressing everything and they are supporting it.</p> <p>Vera Burantis (HAK) says they like the resolution and that the Working Group Minority Rights and Politics is doing good work, they don’t think something is missing in it. However, there is not much time left until the election.</p> <p>YS (Board) Agrees that it is short before the election. The reason for this is that a resolution can only be adopted by the GA. To avoid this problem in the future the point “Statements” was added to the RoP earlier. The WG Minority Rights and Politics can now prepare a statement that only needs to be approved by the Board, with this YEN can react quicker. Resolutions still need to be approved by the GA. To make the resolution more “lasting”, “future EU-elections” were added in the resolution as well.</p> <p>Nis Kahl (Rookeflööse) comments that a phrasing in the German version does not sound good. (Line 64 : “Nichts destotrotz” and the following sentence)</p> <p>GB (Board) explains, that it is a continuation of the sentence before and thus makes sense, for future discussion GB asks for a suggestion to write it otherwise.</p> <p>Aykut Garipoğlu (Young ABTTF) also thinks it is a good resolution but agrees with Nina that maybe more action is needed, it should be send to EU candidates who work for youth issues to ask them to sign the document and then share it in social media.</p>



PŠ (Board) explain that YEN uses resolutions to strengthen own position, YEN is using it for external representatives, they are used/shared by Minority Messengers and the Board. YEN promotes them in all the other groups it is in. This resolution is sadly too late to be discussed in the Youth Forum (who before already adopted one of our resolutions). Resolutions are a way to mainstream our ideas. PŠ invites MOs to contact the Board if they have any idea for a resolution or ideas on how to promote them. If YEN adopts a resolution it means all MOs adopt it, so it is also up to MOs to promote the resolutions.

NS (Board) adds that the resolution should also send to FUEN, to show what we are doing and that we are thinking about elections.

Nina Peckelsen (FYK) asks if we can check if it had effect on the election and make statements on it.

YS (Board) explains that the resolution also calls for general things, it refers to the complete EU election process and other points reflect on youth policy in general. It can be seen as a cycle, a document that can be reused in every election process.

Nis Kahl (Rookeflööse) returns to his previous point about rephrasing, saying that "JEV" should come after the adjective, not the other way around.

Kristina Anxhara (VYCA) asks for clarification on how it sounds bad, since the German and English version should be identical.

GB (Board) clarifies that Nis Kahl's suggestion is just a matter of syntax, the meaning is the same.

The phrase in questions is projected on the wall.

ZA asks for clarity if the suggestion does not change the meaning but is simply a matter of saying it properly.

Junge Spitzen and Röökefloose propose to change it into the following:

" Nichtsdestotrotz

- Beobachtet die JEV

Joris Franke (SDU) adds that if this change is adopted the whole paragraph needs to be changed accordingly and the grammar and spelling corrected.

ZA projects the latest version of changes on the wall and explains that it will still be checked for grammar and typos afterwards.

Voting to adopt the amendments:

Vote: The amendments are passed, with 66 in favour and 12 abstentions.



		<p>ZA asks for other comments: Petru Szedlacsek (supporting member) asks if it would not be better to send out proposed resolution earlier, so that such comments could be made before a GA. YS (Board) agrees but adds they did just not manage to do so, next year they will try.</p> <p>Voting on the adoption of the resolution “Resolution on the Inclusion of Minority Youth in the European Union Parliament Election Process” Vote: The Resolution is adopted unanimously.</p> <p>13.2 Other Resolutions and Statements ZA asks if there are any other resolution and there are no replies.</p>
15.25	14.	<p>Work Plans of YEN 2019/2020</p> <p>14.1 Work Plan YEN</p> <p>ZA Passes the floor to Giuanna to present the overall Workplan for the time from the Easter Seminar 2019 to the Easter Seminar 2020; GA folder EN p.52, DE p.55) Year 2019 is under the theme MYnority MySay, after the Easter Seminar, two more activities under Mynority Mysay are left: The Minority Messenger Summer, from the end of February until the end of October 2019 and the Autumn Seminar: “Gather Up!” in Sochi with JDR as host. 2020: Kickoff in Hungary, with GJU as host; Easter Seminar 2020 in the border region with SDU, DJN and Junge Spitzen as hosts.</p> <p>We also participate in other events with our partners in 2019:</p> <ul style="list-style-type: none"> ● IVS4 Peace – volunteering opportunities throughout the Summer, ES (Office) is taking care of ● FUEN congress – YEN will take part with representatives ● Dikh He na Bister – in August, we want to promote it more, also since the Roma community is underrepresented in YEN. We want to have a group taking part, so that the MO’s and we all can learn from it ● Minority Changemaker project – YEN is a partner <p>External representation:</p>



YEN is represented in various other committees and groups, such as the European Youth Forum, FUEN, UN forums, the Advisory Council on Youth and other. Board and WG meetings take place throughout the year. The office is working on the administrative aspects, doing project applications and reporting, one priority is to find new sources of funding.

14.2 Work Plan WG Member Integration

NS (convenor for Member Integration) presents the Workplan of the Working Group. (GA folder EN p. 55, DE p. 58)

There are two main aims

1. developing contact with new minority youth organisations and motivate two to become members. With a focus on western Europe, since we don't have many there.
2. strengthening contact to MO's, gathering information about there activities and collecting of the InfoSheets. Therefore we need time to talk about issues, assess needs and re-establish contact with sleeping MOs (such as Sued-Tirol Jugendring or KsSSD)

Other activities are the Minority Cook Blog and the Newbie-Meetings during Seminars and WG meetings.

14.3 Work Plan WG Communication

JS (Convenor for Communication) presents the Workplan of the Working Group. The Workplan does not change much, since it is a lot of continuous work, but there are some new projects. Activities are the "Monday-Meals", "YENSday", YEN-Shop, updating of the homepage, MM campaign, Mynority MySay and Working Group meetings.

14.4 Work Plan WG Minority Rights & Politics

YS (Convenor for Minority Rights & Politics) presents the Workplan of the Working Group. (GA folder EN p53, DE p56). The Working Group deals with external representation. Therefore, its members attend several events, posts on social media and gather information. It works on resolutions and currently works on the educational plan.

ZA opens the floor to questions?



Luna Futtrup (SDU) asks about the MSPI campaign. Since there is not a lot going on at the moment, are we waiting for something to happen, are we still promoting it? YS (Board) answers, that we adopted a resolution on it, describing that our aim is to support it, hopefully after the EU elections it will be on the agenda again.

JS (Board) explains that the WG Communication wants to report on what is happening in the EU elections and with the MSPI.

Vera Burantis (HAK) asks the general question whether YEN's event/seminars at the right time. Since for them (in Austria) they are usually during time of high workload at universities. Maybe this can be as reason why some MOs are inactive. Is it possible to do something in summer, during free time?

NS (Board) answers, that YEN knows that there can be problems with having time to come for a whole week. Next year there will be Europeada in Summer.

Organisations becoming inactive often has different reasons though. Often Boards are changing, and information don't get passed on and we miss a link. NS therefore appeals to the MOs that if they have a new BOARD, they need to be informed about YEN and YEN needs their new contact information.

PŠ (Board) adds that this is definitely something we keep thinking about, since there are a lot of students active. It is good to approach the Board/Office before the dates are set, but it's also not always possible to adopt to all. So please approach the Board/Office about this. PŠ also reminds the MOs about the CALENDAR, asking them to inform the Board/Office about their own events/dates. The Board/Office are also young, open to talk, so come to us if there are repeating issues so that we can possibly adapt.

ES (Office) adds that YEN is planning long term so it would need time to adapt.

❖ Kristina Anxhara has BINGO! - there is still one price left!!!

ZA (Board) adds a personal comment regarding dates of events. Usually events are in the same timeslots imply for planning reasons, but if it is an issue it needs to be taken into consideration. ZA also urges the MOs to approach the Board/Office with a proposal.

There are no other comments.

14.5 Adoption of the Work Plan for 2019/2020

Voting on the adoption of the Work Plan for 2019/2020

Vote: The Work plan 2019/2010 is adopted unanimously.



16.	<p>ZA mentions that we are good in timing and can start with point 16.1. (Membership) <i>16.1 Presentation of Candidatures for Extraordinary Membership</i> There are 4 organisations applying for Extraordinary Membership. Kenstroll Breizh, Diverse Youth Network, Graenseforeningen Ungdom, Omreža/Serb National Council NS (Board) will present those who are not present at the GA, GFU and Omreža who can't be here but send presentations.</p> <p>NS (Board) presents GFU. GFU is the youth organisation of GF. Its aim is to promote understanding and strengthen democracy. They do not only focus on one specific minority but all, including "new" minorities. They want to promote minority issues in the Danish-German border region and have 99 members in different Danish university cities and an office in Copenhagen. As activities they hold debates and social events on topics regarding culture, language, politics and cross border cooperation. They wish to join YEN because it is a great opportunity to gain more knowledge, to share information and experience (cultural, social, lingual, politics), enlighten Europe and work for greater democratic power and also enlighten ourselves. Also, they know how much fun YEN events are. They participate in YEN seminars since last year.</p>												
16.00	<i>Coffee break & Energizer</i>												
16.33	<table border="1"> <tr> <td>HAK (6)</td> <td>PAWK (6)</td> </tr> <tr> <td>SdU (6)</td> <td>JdR (6)</td> </tr> <tr> <td>Rökefloose (6)</td> <td>junge Spitzen (3)</td> </tr> <tr> <td>DJN (3)</td> <td>CTArm (6)</td> </tr> <tr> <td>GiuRu (6)</td> <td>Pomorania (6)</td> </tr> <tr> <td>MOSP (6)</td> <td>VYCA (6)</td> </tr> </table>	HAK (6)	PAWK (6)	SdU (6)	JdR (6)	Rökefloose (6)	junge Spitzen (3)	DJN (3)	CTArm (6)	GiuRu (6)	Pomorania (6)	MOSP (6)	VYCA (6)
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FYK (6)	Lunijna (6)			
16.33	16.	<p>Continuation of</p> <p><i>16.1 Presentation of Candidatures for Extraordinary Membership</i></p> <p>NS (Board) presents oMreža. oMreža is a youth networks of Serbs in Croatia, it currently has 7-10 active members and was first a voluntary civic initiative. Their activities are: giving information, organising language courses, giving employment recommendations, working actions (re-building, clearing and helping to reconstruct). Since there is still a lot of stigma about Serbs in Croatia, oMreža sees itself as a possible way to keep their identity though education and thus YEN is a good platform for them. They participate in YEN events for 2 years and hosted the KickOff 2019.</p> <p>ZA: are there any questions regarding the application of GFU and oMreža?</p> <p>Luna Futtrup (SDU) asks how having an organisation that represents more than one minority would affect their voting rights.</p> <p>NS (Board) explains that our statues do not mention anything against having MOs that represent more than one minority. Also, extraordinary Members (which is what GFU is applying for) do not have voting rights. If they want to become ordinary Members, then they would be asked to specify one minority they want to represent with the voting rights.</p> <p>YS (Board) elaborates that it would be necessary for them to choose one minority because of our statues. If a minority (in one country) is represented by more organisations, then they share their votes.</p> <p>Nis Kahl (Rökefloose) asks how well GFU fits into YEN, since they are very broad and also represent members of the majority, he asks YEN had an organisation like this before and if they could also send non-minority members.</p> <p>NS (Board) answers, that this is the first time we would have such an organisation. GFU explained that they want to be part of YEN so that they can send members to YEN events who cannot be part of SDU anymore since they moved from Germany to Denmark and that our idea is to encourage them to send minority youth.</p>		



There are no more questions.

Applying organisations who are at the GA present themselves.

Kenstroll Breizh (Milio Urvoy, Manon Le Gourrierec, Youen Le Bris) present their organisation. Kenstroll Breizh is one year old and send a participant to the KickOff 2019. Its aim is to protect cultural and language diversity, create opportunities and make link with other minority-groups. Bretons don't have minority rights, there is no recognition of their languages (Breton and Gallo). With population of 4.5 million about 220.000 Breton speakers. The languages are taught in a few schools, there is an administrative network but a lack of funding from state level. The languages decreased due to assimilation policies, lack of understanding and support, even though not a lot of people today speak Breton or Gallo, they still identify as Breton. There is a need for more recognition. Kenstroll Breizh wants to tell and show YEN more and want to be a member and a host for a Seminar soon.

ZA are there any questions?

Angelika Augustin (GiuRu) comments that it is great and important to point out that Kenstroll Breizh also wants to link with other minorities in France and not only work for themselves.

There are no other comment or questions.

Diverse Youth Network is presented by Géza Buzás-Hábel. The Diverse Youth Network is 1 ½ years old, its members are mostly university students, they participated in voluntary work and wanted to get a formal framework to pass on their knowledge and experience (especially also enabling youth from the Roma community) and thus funded DYN.

DYN wants to build bridges, cooperate, fight against discrimination, strengthen diversity of society and putt youth in power. DYN does not want to be only for Roma or Gypsy Youth since interaction and exchange with the rest of the community is central.

Regarding Roma Youth Géza explains that it is difficult to speak about "them" since it is a very diverse group. Also in Hungary there are many differences, their social problems are different compared to others, they are mainly social and educational problems. Discrimination against Roma is strongest in education, health, labour market and housing. Especially education is an issue since school prepares and



forms the community often Roma children are educated in separate groups and there is no exchange but only stereotypes.
 DYN's activities are language/social initiatives, such as teaching Roma languages or programs to motivate girls to continue education; participating in the International Roma Day (focussing on different topics i.e. about trad. Gender roles), Seminars, conferences, meetings, flash mobs, religious celebrations, minority friendships to get to know each other.
 DYN includes 13 minorities in Hungary and sees itself as a platform for the minority youth, to help to cooperate between minorities. They have an office in Pécs.
 There are no questions.

16.2 Presentation of Candidatures for Ordinary Membership

Chris Ferencz presents **MIÉRT**. MIÉRT is the largest youth organisation in the Carpathian region. It is a response to the needs of youth and the organisation has grown and strengthened in the last years. MIÉRT became an extraordinary member last year and this year wants to become an ordinary member to become even more active in YEN.
 There are no questions.

16.3 Presentation of the Supportive Members

PŠ (Board) present the idea behind having Supporting Members, which is to be able to have a social fund to enable participation in seminars for those who could not afford it otherwise. GA folder EN p 61, DE p 64
 Supporting members apply to the BOARD, which decides on their acceptance.
 Currently YEN has 9 supporting members.
 There are no questions.

16.4 Vote on Membership Applications

Roll Call – all present
 The GA votes by voting cards. An absolute majority (min. 40 votes) is necessary.

- **Diverse Youth Network**

Zikel invites the representatives of the **Diverse Youth Network** to leave the room.



NS (Board) presents the recommendation of the WR Member integration. DYN's application was on time and correct, they are participation since 2 years. Regarding the possible concern, that they represent more than one minority they ensured that only minority members would come to events. The Working Group Member Integration advises to vote for accepting DYN as extraordinary member!
Vote: DYN is accepted as Extraordinary Member unanimously.

- **Kenstroll Breizh**

ZA invites the representatives of **Kenstroll Breizh** to leave the room.

NS (Board) presents the recommendation of the WR Member integration.

Kenstroll Breizh's application was on time and correct, they are participation since 1 year, it's been a nice collaboration, would be good to have them as MO since we don't have an MO from France yet and they are very motivated. The Working Group Member Integration advises to vote for accepting Kenstroll Breizh as extraordinary member!

Vote: Kenstroll Breizh is accepted as Extraordinary Member unanimously.

- **oMreža** (no representatives present)

NS (Board) presents the recommendation of the WR Member integration. oMreža's application was on time and correct, they are participation since 2 years and already hosted a Seminar. The Working Group Member Integration advises to vote for accepting oMreža as extraordinary member!

Vote: oMreža is accepted as Extraordinary Member unanimously.

- **Graenseforeningen Ungdom** (no representatives present)

NS (Board) presents the recommendation of the WR Member integration.

Graenseforeningen Ungdom's application was on time, correct and nice to read. We don't think it is a problem that they represent not only one minority. The Working Group Member Integration advises to vote for accepting Graenseforeningen Ungdom as extraordinary member!

Vote: Graenseforeningen Ungdom is accepted as Extraordinary Member with 72 votes in favour and 6 abstentions.



- **MIÉRT**

ZA invites the representatives of MIÉRT to leave the room.

NS (Board) presents the recommendation of the WR Member integration. MIÉRT 's application was on time and correct. They paid their fees on time and hosted the Easter Seminar 2019. The Working Group Member Integration advises to vote for accepting MIÉRT as ordinary member!

Vote: MIÉRT is accepted as Ordinary member, with 54 votes in favour and 24 abstentions.

16.5 Discussion and Vote on Changes in Membership Status of Non-active MOs

ZA: The Board proposes to terminate the membership of the Serbian Youth Forum in Croatia. The organisation has not paid their membership fee for a long time. We have not been able to contact them. Based on the research of the Working group Member Integration, the organisation does not exist anymore. The Board propose to the GA to terminate their membership.

Davor Danevski (Lunjina) asks if YEN has any information on their activity.

NS (Board) replies that it was not possible to reach them for four years, oMreža also researched and said they don't exist anymore.

Vote: The membership of the Serbian Youth Forum in Croatia is terminated (unanimously).

General Comment: Anna German & Nikita Heidt (JDR) announce that they have to leave and are sorry about it, they asked someone to represent them in applying to be a WG member. Anna German gives back the voting cards of JDR.

ZA announces that the therefore the situation of votes changed, from no on only 72 votes are present.

Establishing of the Quorum:

Votes possible: 120

Votes present: 72

Quorum: YES

Absolute majority: 37

$\frac{2}{3}$ majority: 48



	<p>Roll Call:</p> <table border="1"> <tr> <td>HAK (6)</td> <td>PAWK (6)</td> </tr> <tr> <td>SdU (6)</td> <td>JdR (6)</td> </tr> <tr> <td>Rökefloose (6)</td> <td>junge Spitzen (3)</td> </tr> <tr> <td>DJN (3)</td> <td>CTArm (6)</td> </tr> <tr> <td>GiuRu (6)</td> <td>Pomorania (6)</td> </tr> <tr> <td>MOSP (6)</td> <td>VYCA (6)</td> </tr> <tr> <td>FYK (6)</td> <td>Lunijna (6)</td> </tr> </table>	HAK (6)	PAWK (6)	SdU (6)	JdR (6)	Rökefloose (6)	junge Spitzen (3)	DJN (3)	CTArm (6)	GiuRu (6)	Pomorania (6)	MOSP (6)	VYCA (6)	FYK (6)	Lunijna (6)
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17.30	<p>17. Election of the Board</p> <p>17.1 Vice President for Internal Relations</p> <p>ZA opens the elections and asks for proposals for the Vice President for Internal Relations.</p> <p>Linea Kopf (SDU) nominates Kristina Anxhara (KA) from VYCA.</p> <p>ZA asks for other nomination, but there are none, ZA asks KA if she accepts the nomination.</p> <p>KA accepts the nomination and presents herself</p> <p>KA says she is from Vlach youth Council of Albania and has a long experience with YEN and feels like now it's the right time to work with YEN and for the Vlachs in Albania more. She wants to support YEN in supporting it's MO's.</p> <p>ZA explains that the vote will be with the specific voting cards (anonymously) and explains the process of voting.</p> <p>-----</p> <p><i>During the Voting, collecting and counting of the voting cards, the GA talks about point 19.1 (it can be found in the protocol according to the numbering)</i></p> <p>-----</p> <p>17.1 Results of the election of the Vice President for Internal Relations</p>														



Vote: Kristina Anxhara (VYCA) is elected as Vice President for Internal Relations with 71 votes in favour and one invalid vote.
 KA accepts the election and says she is looking forward to it and already has ideas.

17.2 Vice President for External Relations

ZA opens the elections and asks for proposals for the Vice President for External Relations.

Ydwine Scarse (FYK) nominates Pia Šlogar (PŠ) representing the Kashubian minority saying that Pia is a treasure and was our treasurer. She decided to resign from this and apply for Vice President for External Relations since it is especially fitting with her coming mandate for the AC.

ZA asks for other nomination, but there are none, ZA asks PŠ if she accepts the nomination.

PŠ accepts the nomination and presents herself. She says she starting form a small, local organisation, went to YEN events, joined a WG and became YEN's treasurer.

She explains that although she enjoyed being treasurer a lot other interests became stronger and since she already experienced being in the Youth Forum delegation and now will be an AC member, it is a natural continuation to try to become Vice President for External Relations.

GB adds the position of the Board and says there was a lot of discussions about this switching and that the Board is supporting it.

During the Voting, collecting and counting of the voting cards, the GA talks about point 19.2 (it can be found in the protocol according to the numbering)

17.2 Results of the election of the Vice President for External Relations

Vote: Pia Šlogar (Kashubians) is elected as Vice President for External Relations unanimously.

PŠ: Thank you very much!

17.3 Convenor for WG Member Integration

ZA opens the elections and asks for proposals for Convenor for WG Member Integration.



KA (VYCA) nominates Luna Futtrup (LF) from SDU.
 JS and NS says the Board support her nomination and would be happy to see her on the Board since she is passionate and will do a good job.
 ZA asks for other nomination, but there are none, ZA asks LF if she accepts the nomination.
 LF accepts the nomination and presents herself. She explains that she was in WG Member Integration before and knows the work well and that she is looking forward to learning everything she does not know yet.

During the Voting, collecting and counting of the voting cards, the GA talks about point 19.3 (it can be found in the protocol according to the numbering)

17.3 Results of the election of the Convenor for WG Member Integration

Vote: Luna Futtrup (SDU) is elected as Convenor for WG Member Integration with 69 votes in favour and 3 invalid votes.

LF says it is a great opportunity for her and SDU, which did not have a YEN Board member for a long time.

17.4 Convenor for the Working Group Minority Rights and Politics

ZA explains that the current Convenor for the Working Group Minority Rights and Politics is resigning. YEN got the resignation letter in time. Therefore, the position is open for a 1 year mandate.

ZA opens the elections and asks for proposals for Convenor for WG Member Integration.

NS (MOSP) nominates Florian LeDuc (FL) from Kenstroll Breizh, explaining that he has been very active and very motivated Working Group member so far and that he also send a video to present himself.

ZA asks for other nomination, but there are none.

ZA explains that the Board has asked FL in advance if he would accept the nomination and he said yes.

YS (Board) says she supports FL, since he was in the Working Group Minority Rights and Politics and did a great work.

FL's video is shown, he explains that he is a cofounder of Kenstroll Breizh and knows YEN since 2017, took part in seminars, the Minority Messenger Project and



the Working Group Minority Rights and Politics. He also says that he has an expertise in the relevant topics and wants to work with different people & support young people from minorities and give them a voice.

Milio Urvoy and Youen Le Bris (Kenstroll Breizh) add that they support FL's nomination explaining that he got them in contact with Kenstroll Breizh and YEN.

During the Voting, collecting and counting of the voting cards, the GA talks about point 19.5 (it can be found in the protocol according to the numbering)

17.4 Results of the election of the Convenor for Working Group Minority Rights and Politics

Vote: Floran LeDuc (Kenstroll Breizh) is elected as Convenor for Working Group Minority Rights and Politics unanimously.

17.5 Internal Auditor

ZA explains that one position as Internal Auditor is open for election and that the current internal auditor, Kostika Poci, has expressed his will to continue his work for another mandate.

ZA asks for proposals for the Internal Auditor, but there are none. He explains that the Internal Auditor is elected by hand sign/voting cards

Vote: Kostika Poci, is elected as internal auditor unanimously.

17.6 Treasurer

ZA explains that since the current treasurer is resigning the position is open for a 1 year mandate.

ZA opens the elections and asks for proposals for treasurer.

Asa Hendry (Giuru) nominates Martina Jazbec (MJ) from MOSP.

NS (Board) supports Martina, saying that she is very active in MOSP since 2017, is a reliable person and that she send a video to present herself.

ZA explains that the Board has asked MJ in advance if she would accept a nomination and she said yes.

MJ's video is played: she explains that she is a member of MOSP and is also active in other minority organisations. The Easter Seminar 2017 was her first event and later she went to other seminars. In February 2019 she joined the Steering group for



	<p>Minority Messengers, she is interested in and working for human rights and an inclusive society and wished to collaborate with YEN in the future. ZA asks for other nomination, but there are none.</p> <p>-----</p> <p><i>During the Voting, collecting and counting of the voting cards, ZA explains how the election of the Working Group members will take place, saying that the groups will be elected en bloc.</i></p> <p>-----</p> <p>17.6 Results of the election of the treasurer. Vote: Martina Jazbec (MOSP) is elected as treasurer unanimously.</p> <p>ZA: since we already talked about points 19.1 - 19.3 (Call for Events 2020/2021) GA will now go to point 19.4 to vote on the hosts of the Events.</p>														
<p>19.10</p>	<p>18. Election of the Working Group Members Roll Call</p> <table border="1" data-bbox="344 1099 1027 1675"> <tr> <td>HAK (6)</td> <td>PAWK (6)</td> </tr> <tr> <td>SdU (6)</td> <td>JdR (6)</td> </tr> <tr> <td>Rökefloose (6)</td> <td>junge Spitzen (3)</td> </tr> <tr> <td>DJN (3)</td> <td>CTArm (6)</td> </tr> <tr> <td>GiuRu (6)</td> <td>Pomorania (6)</td> </tr> <tr> <td>MOSP (6)</td> <td>VYCA (6)</td> </tr> <tr> <td>FYK (6)</td> <td>Lunijna (6)</td> </tr> </table>	HAK (6)	PAWK (6)	SdU (6)	JdR (6)	Rökefloose (6)	junge Spitzen (3)	DJN (3)	CTArm (6)	GiuRu (6)	Pomorania (6)	MOSP (6)	VYCA (6)	FYK (6)	Lunijna (6)
HAK (6)	PAWK (6)														
SdU (6)	JdR (6)														
Rökefloose (6)	junge Spitzen (3)														
DJN (3)	CTArm (6)														
GiuRu (6)	Pomorania (6)														
MOSP (6)	VYCA (6)														
FYK (6)	Lunijna (6)														



ZA explains the election process: The Elections of the Working Group Members will take place by list election/en bloc. That means all candidates for each Working Group will be elected together as a group. On the voting cards you can therefore either add a cross for YES/NO/Abstention.

Before the vote the candidates come forward to present themselves and their motivation, for those who are not at the GA, another person must step to do so.

18.1 Election Working Group Communication

Matti Ulrich (Sdu)

Iris Kessler (SDU)

Nina Peckelsen (Fyk)

Andrej Müller (Mlada EL)

Fabian Sawatzi (SDU)

Joris Franke (SDU)

Diana Jurkovic (HAK)

Lola Kirchner (Röökef)

Linea Kopf (SDU)

Bruno Mishtaku (VYCA)

Vote: The Working Group Communication is elected unanimously.

18.2 Election Working Group Member Integration

Nastja Slavek (MOSP)

Angelika Augustin (GiuRu)

Petru Szedlacsek (supporting member)

Silvan Brügger (GiuRu)

Anna German (JdR)

Valeria Mayer (JdR)

Nis Ove Kahl (Rökefloose)

Vote: The Working Group Member Integration is elected unanimously.

18.3 Election Working Group Minority Rights and Politics

Ydwine Scarse (FYK)

Viktoria Kuzmits (CtARM)



	<p>Christopher Ferenzc (MIERT) Zsolt Balogh (MIERT) Davor Danevski (Lunjina) Andjelo Pavlovski (VYCM) Stefan Pitz (RDJ) Alexandru Bujicu (CtARM) Christian Jiru (CtARM) Vote: The Working Group Minority Rights and Politics is elected unanimously.</p>
<p>19.1 19.2 19.3 19.5 were discussed during waiting period of point 17</p>	<p>19. Call Events 2020/2021</p> <p><i>19.1 Presentation of Candidatures for Autumn Seminar 2020</i></p> <p>ZA asks if there are any proposals or candidates to host the AS2020</p> <p>NS (MOSP) says that MOSP would like to host the AS 2020.</p> <p>ZA asks for any other proposals or candidates but there are none and thus asks MOSP to give a small presentation.</p> <p>NS explains that MOSP represent the Youth of Slovenes in Italy, the headquarters in Trieste and their activities are mostly cultural. They are active in YEN since many years and already hosted a KickOff in 2017.</p> <p>They have 10 Board members and 50 members,</p> <p>They got non-formal education skills from YEN already before and want more experiences with YEN know with the new Board. MOSP is very excited about having this experience of hosting YEN, they see it as an important opportunity, to gain visibility and get new members for MOSP and YEN...and Trieste is beautiful.</p> <p>ZA asks for questions or comments but there are none.</p> <p><i>19.2 Presentation of Candidatures for Kick-Off 2021</i></p> <p>ZA asks if there are any proposals or candidates to host the KickOff2021</p> <p>Andjelo Pavlovski (VYCM) says that VYCM&Lunjina want to host the KickOff 2021.</p> <p>ZA asks for any other proposals or candidates but there are none and thus asks VYCM&Lunjina to give a small presentation.</p> <p>The presentation is a Rap (if you can look at the video) – “We don’t need a state... Vlachs scattered around the Balkans” ... “2 organisation, 2 nations”. Davor Danevski adds that Lunjina has its headquarters in Belgrade and that although the Vlachs are scattered across the Balkans they are working together. Andjelo Pavlovski adds</p>



	<p>that VYCM wants to become more active again, it ss a whole new group and they are excited. ZA asks for questions or comments but there are none.</p> <p>19.3 Presentation of Candidatures for Easter Seminar 2021</p> <p>ZA asks if there are any proposals or candidates to host the ES2021</p> <p>GB (Board) says that YEN got an application from Sued-Tiroler Jugendring together with Ladina (GML). In the letter they say that after hosting YEN events in 2000, 2005 and 2012 they would like to collect youth together again to create our future together.</p> <p>ZA asks for any other proposals/candidates or questions/comments.</p> <p>Youen LeBris (Kenstroll Breizh) asks when the hosts of the Seminars 2020 will be decided or where they will take place.</p> <p>GB (Board) explains that during last GA in 2018 YEN voted on the events in 2019/2020 (until the Easter Seminar). The Kickoff 2020 will be in Hungary with GJU, the ES2020 will be in the border region with JungeSpitzen, DJN and SDU. So, during this GA YEN is voting on the Autumn Seminar 2020, the KickOff 2021 and the ES 2021. She adds that YEN is also planning to have a Diversity Festival in 2020 and since the Europeada takes places in summer 2020 hosted by the Corinthians in Kärnten, the Board suggests to combine the Diversity Festival with it.</p> <p>NS (Board) adds that YEN also has regular Board meetings and Worknig Group meetings and that the Board would be happy to be hosted by any MO for them.</p> <p>Luna Futtrup (SDU) adds that she thinks it is a great idea to do a Seminar with Sued Tiroler Jugendring and Ladina since they were inactive for so long and probably had a change in generations, an event is a great idea for re-establishing contact.</p> <p>ZA asks for any other proposals/candidates but there are none.</p>
<p>19:00</p>	<p>19. 19.4 Vote on the Presented Candidatures for the Events 2020/2021</p> <p>ZA explains that we are voting with voting cards 8by hand sign.</p> <ul style="list-style-type: none"> ● Autumn Seminar 2020 <p>Vote: It is decided unanimously that MOSP will host Autumn Seminar 2020.</p> <ul style="list-style-type: none"> ● Kick Off 2021 <p>Vote: It is decided unanimously that VYCM& Lunjina will host the KickOff 2021.</p> <ul style="list-style-type: none"> ● Easter Seminar 2021



		<p>Vote: It is decided that Sud Tirol Jugendring & Ladina will host the Easter Seminar 2021, with 66 votes in favour and 6 abstentions.</p> <p>19.5 Look-out to the Upcoming Events</p> <p>GB (Board) lists YEN's upcoming events in 2019. (GA folder EN p.63, DE p. 66)</p> <ul style="list-style-type: none"> - From February till October 2019, the <i>Minority Messenger</i> project is running, and we are looking forward to hear about your visits. If you have an idea for a visit or want to know more about projects or become a MM please approach the Board or the office. - In October 2019 (7.-13.10.) YEN's <i>Autumn Seminar</i> takes place in Sochi, hosted by JDR. The focus of the seminar is Youth participation in the civic society. - The <i>KickOff 2020</i> (February) will take place in Hungary with GJU as hosts. - The <i>Easter Seminar 2020</i> will take place in the border region (Denmark/Germany) and will be hosted by SDU, DJN and JungeSpitzen. <p>YEN is also a partner in several events:</p> <ul style="list-style-type: none"> - <i>Study Session</i> Contrapunctus Europeus "European youth against Populisms and Xenophobia" will take place end of June in Budapest, the Call will follow soon. - <i>Dikh He na Bister</i> in Krakow (29.7.-4.8.) will remember the 75th anniversary of the Roma genocide, it will be a powerful week and YEN would like to go there with a group. - <i>Minority Changemaker</i> Project (3 months in 2020), an education program/"Summerschool" about minority issues. We will keep you updated. <p>GB: We are really looking forward to the events and to seeing you there.</p> <p>There are no comments or questions.</p>
19.30	20.	<p>Varia</p> <p>ZA announces that this is the last point on the agenda.</p> <ul style="list-style-type: none"> ❖ Kristina Anxhara (VYCA) has BINGO (again) and wins the biggest prize ! <p>ZA explains that this is an open space for any other points somebody wants to discuss.</p> <p>Maylis Rossberg (EFAY): Says that she personally but also in the name of EFAY wants to thank YEN for inviting her/EFAY and for the partnership. She thinks that YEN and EFAY can learn from each other. EFAY has been a little inactive due to internal issues but they are fixed and are now looking forward to more close work with YEN and hope to send a representative to every seminar from now on (maybe</p>



Maylis herself). She will go home and tell about her experience and what she has learned and is sure she can use it at home.

Aykut Garipoğlu (young ABTTF) says that he heard that internships in the YEN office are unpaid and declares that he does not consider this a good thing. He hopes a solution can be found.

KS (office) Clarifies that it is not true that internships are unpaid. She can only speak for the time that she has been in the Office, for her as Secretary General it is important to pay people even though YEN does have a lot of money. So sometimes YEN can only offer less than what it should and sometimes people say they don't expect being paid anyway. KS's policy is then to give some small amount anyway, but its also a matter of how long the internship was and what the tasks of the intern were and how the internships was structured. An internship of one or two weeks for example would not be paid since it is usually not rather more work for the Office and an offer to get an insight than really work from the intern. Otherwise it is KS's policy to pay at least some money and she agrees that it is important for youth organisations to pay intern.

Youen Le Bris (Kenstroll Breizh) says thank you all for accepting us as an extraordinary member, Kenstroll Breizh wants to invite everyone for the Diversity Festival 2021 and thus be considered as a host.

ZA explains that the GA 2020 will vote on the host for the Diversity Festival 2021.

Geza Buzás-Hábel (DYN) says that DYN has internship positions to offer and that they would love to have someone from YEN. As university students they could benefit from the Erasmus + internship program and work at civil societies such as DYN.

GB (Board) says it's the time to thank everyone.

First the Board members, with whom it has been a wonderful year, a successful year with some challenges and changes, She thanks Pia, Nastja, Ydwine Jakob and Marin (who greets everyone here from Belgrade were he has to work). She also thanks Eva and Kasia in the Office, for the good collaboration.

GB also mentions that it is time to say goodbye, and that event though she is looking forward to working with the new Board it is hard to say goodbye to the old Board members. To say goodbye individually we prepared some pictures for all Board members leaving.



		<p>The slide shows for the leaving Board members Marin, Nastja, Ydwine are Zikel are shown.</p> <p>NS thanks the Board for the work and time together and YEN for empowering her and making her feel safe.</p> <p>YS thanks for the opportunity to learn here where it was also ok to make mistakes and then learn from it, she also thanks her WG members.</p> <p>ZA says that it has been an amazing time, for him speaking his language and being with people of his minority is like going home and it has been a great journey with YEN.</p>
20.10	21.	<p>Closing of the GA</p> <p>ZA thanks everyone involved in the GA, Christi for passing the microphone, Petru for opening the doors, the minutes taker, the vote counters and of course all MOs.</p>
20:19		<p>The GA of 2019 is officially closed at 20:19.</p>

Vielfalt leben!
 Living diversity –
 Vielfalt leben!



Appendix 2: YEN Budget 2020/2021

Budget Draft 2020/2021 - Income

INCOMES	BUDGET 2019 ADOPTED	BUDGET 2019 FINAL	BUDGET 2020 ADOPTED	BUDGET 2020 EXPECTED	BUDGET 2021 PROPOSAL
1. Institutional support	103.077,00 €	88.156,42 €	106.099,00 €	123.227,56 €	113.971,90 €
1.1 Constitutional meetings/members	9.680,00 €	10.820,93 €	9.400,00 €	7.500,00 €	9.000,00 €
Membership Fees	9.000,00 €	10.070,93 €	8.500,00 €	7.200,00 €	8.500,00 €
Supporting membership	680,00 €	750,00 €	900,00 €	300,00 €	500,00 €
1.2 Administrative	90.397,00 €	75.559,00 €	94.199,00 €	115.307,38 €	103.771,90 €
EU Administrative grant	50.000,00 €	50.000,00 €	50.000,00 €	50.000,00 €	50.000,00 €
Administrative grant EY F	16.077,00 €	15.559,00 €	15.559,00 €	19.391,50 €	23.080,00 €
Region Trentino-South Tyrol	10.000,00 €	- €	10.000,00 €	10.000,00 €	10.000,00 €
Schleswig-Holstein	10.000,00 €	10.000,00 €	10.000,00 €	10.000,00 €	10.000,00 €
IVS4Peace (staff)	4.320,00 €	- €	8.640,00 €	9.611,82 €	5.791,53 €
Y-FED Europe (staff)				6.632,63 €	4.900,37 €
German Ministry BMI			- €	7.608,93 €	
European Cultural Foundation (Booklet)				2.062,50 €	
1.3 YFJ, FUEV and joint projects	3.000,00 €	1.776,49 €	2.500,00 €	420,18 €	1.200,00 €
YOUTH Forum reimb	2.000,00 €	788,81 €	2.000,00 €	- €	400,00 €
Council of Europe	1.000,00 €	812,18 €	500,00 €	- €	500,00 €
Other		175,50 €		420,18 €	300,00 €
2. EVENTS	112.200,00 €	80.252,68 €	137.000,00 €	34.158,49 €	85.235,00 €
2.1 Regular event	112.200,00 €	80.252,68 €	137.000,00 €	34.158,49 €	85.235,00 €
Work Plan previous year	7.200,00 €	6.950,00 €	7.050,00 €	7.050,00 €	4.200,00 €
Kick-Off	12.000,00 €	11.840,00 €	14.500,00 €	13.073,04 €	- €
Easter Seminar	40.000,00 €	21.566,47 €	53.450,00 €	4.976,05 €	35.879,00 €
Diversity Festival	30.000,00 €	8.129,00 €	27.000,00 €	- €	6.000,00 €
Autumn Seminar	23.000,00 €	22.997,21 €	30.000,00 €	3.000,00 €	22.359,00 €
Minority Messengers / HUB	- €	8.770,00 €	5.000,00 €	6.059,40 €	- €
e- Activity (IA2) 2021					4.250,00 €
Regional Trainings (IA3) 2021					12.547,00 €
2.2 Other event	- €	- €	- €	- €	- €
	- €	- €			
3. PROJECTS	4.000,00 €	6.786,94 €	- €	8.234,87 €	1.938,50 €
IVS4Peace	4.000,00 €	2.133,00 €	- €	- €	240,00 €
Podcast	- €	4.653,94 €	- €	- €	- €
Booklet	- €	- €	- €	1.451,50 €	1.298,50 €
Y-FED Europe	- €	- €	- €	6.783,37 €	400,00 €
4. OTHER	6.000,00 €	7.322,88 €	3.000,00 €	100,00 €	3.000,00 €
Donations	5.000,00 €	3.804,00 €	2.000,00 €	- €	2.000,00 €
other income (reimbursements Visa card,..)	1.000,00 €	3.518,88 €	1.000,00 €	100,00 €	1.000,00 €
TOTAL	225.277,00 €	182.518,92 €	246.099,00 €	165.720,92 €	204.145,40 €



Budget Draft 2020/2021 – Expenses

EXPENSES	BUDGET 2019 PROPOSED	BUDGET 2019 FINAL	BUDGET 2020 PROPOSED	BUDGET 2020 EXPECTED	BUDGET 2021 PROPOSAL
1. Institutional activities	112.347,00 €	91.021,72 €	114.092,00 €	116.686,17 €	116.450,00 €
1.1 Constitutional meetings/board	22.000,00 €	15.177,49 €	22.000,00 €	17.971,17 €	15.800,00 €
Internal Audit	1.000,00 €	527,56 €	1.000,00 €	724,57 €	800,00 €
GA	3.000,00 €	299,47 €	3.000,00 €	7.246,60 €	3.000,00 €
Board allowances	3.000,00 €	3.000,00 €	3.000,00 €	- €	- €
travel board	6.000,00 €	5.680,74 €	6.000,00 €	4.000,00 €	5.000,00 €
Food and accomodation board	6.000,00 €	4.666,89 €	6.000,00 €	3.000,00 €	4.000,00 €
Working Group Meetings/Cookbook/Handbook	3.000,00 €	1.002,83 €	3.000,00 €	3.000,00 €	3.000,00 €
1.2 Administrative	86.500,00 €	73.208,06 €	88.000,00 €	97.150,00 €	98.100,00 €
Permanent Staff & honorar	70.000,00 €	61.898,48 €	70.000,00 €	86.000,00 €	86.000,00 €
Secretariat travel	1.000,00 €	870,19 €	1.000,00 €	300,00 €	500,00 €
PR-material	500,00 €	14,14 €	500,00 €	800,00 €	500,00 €
Office supplies and rental	7.000,00 €	5.383,27 €	8.000,00 €	4.750,00 €	5.000,00 €
Post & Com	2.000,00 €	721,90 €	1.500,00 €	800,00 €	1.000,00 €
Bank	500,00 €	265,86 €	500,00 €	300,00 €	400,00 €
External Auditor incl. Accounting program+freelance	5.000,00 €	3.905,47 €	6.000,00 €	4.000,00 €	4.500,00 €
Website and web tools, server costs	500,00 €	148,75 €	500,00 €	200,00 €	200,00 €
1.3 YFJ, FUEV and joint projects	3.847,00 €	2.636,17 €	4.092,00 €	1.565,00 €	2.550,00 €
Youth Forum Jeunesse membership	1.597,00 €	1.584,00 €	1.597,00 €	1.565,00 €	1.600,00 €
YFJ travel costs	2.000,00 €	602,17 €	2.000,00 €	- €	500,00 €
FUEN representation	250,00 €	450,00 €	250,00 €	- €	450,00 €
Minority safeback/YFJ GA	- €	- €	245,00 €	- €	- €
2. EVENTS	109.040,00 €	86.768,77 €	129.450,00 €	30.151,83 €	86.910,00 €
2.1 Regular event	108.360,00 €	86.768,77 €	128.950,00 €	30.151,83 €	86.710,00 €
Work Plan previous year	1.000,00 €	- €	- €	- €	1.850,00 €
Kick-Off	12.000,00 €	17.470,48 €	14.500,00 €	13.272,66 €	- €
Easter Seminar	40.000,00 €	27.917,25 €	53.450,00 €	4.819,77 €	34.500,00 €
Diversity Festival	30.000,00 €	2.485,06 €	25.000,00 €	- €	6.000,00 €
Autumn Seminar	23.000,00 €	28.626,11 €	30.000,00 €	3.000,00 €	24.740,00 €
Minority Messengers /HUB	- €	8.767,25 €	5.000,00 €	9.059,40 €	- €
e- Activity (IA2)					5.000,00 €
Regional Trainings (IA3)					14.620,00 €
Work Plan next year	1.000,00 €	1.502,62 €	1.000,00 €	- €	- €
2.2 Other event	680,00 €	- €	500,00 €	- €	200,00 €
Social Fund	680,00 €	- €	500,00 €	- €	200,00 €
	- €	- €	- €	- €	- €
3. PROJECTS	4.000,00 €	5.432,31 €	500,00 €	10.626,52 €	700,00 €
IVS4Peace	4.000,00 €	1.533,43 €	500,00 €	56,30 €	300,00 €
Podcast		3.898,88 €		1.036,85 €	- €
Booklet	- €		- €	2.750,00 €	- €
Y-FED Europe	- €		- €	6.783,37 €	400,00 €
4. OTHER	750,00 €	731,71 €	1.000,00 €	1.750,00 €	1.250,00 €
Representation	- €	- €	- €	250,00 €	250,00 €
other costs (Auslagen, Versicherungen, etc.)	750,00 €	731,71 €	1.000,00 €	1.500,00 €	1.000,00 €
Taxes / Steuern	- €	- €	- €	- €	- €
TOTAL	226.137,00 €	183.954,51 €	245.042,00 €	159.214,52 €	205.310,00 €
Final result	- 860,00 €	- 1.435,59 €	1.057,00 €	6.506,40 €	- 1.164,60 €



Appendix 3: YEN Strategy 2020/2021

Strategy YEN

Living diversity – vielfalt leben! 2020/2021

(Handed in to and approved by the EYF in Autumn 2019)

YEN is supported by the European Youth Foundation of Council of Europe



Co-funded by the Erasmus+ Programme of the European Union



Region Trentino Südtirol and Land Schleswig-Holstein



REGIONE AUTONOMA TRENINO-ALTO ADIGE
AUTONOME REGION TRENINO-SÜDTIROL
REGION AUTONOMA TRENIN-SÜDTIROL





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1. Introduction

The mission of YEN has been continually *work for the preservation and development of the rights of the minorities and ethnic groups*. In order to realise our mission, we have developed this strategy, that reflects current developments, challenges and opportunities of our changing society. That strategy can be seen as a roadmap for the upcoming two years, guiding the organisations' efforts to achieve its goals.

With this plan for the next two years, we want to contribute and shape the European discourse on minorities and youth rights, as well as strengthen the voice of young people from national, ethnic and linguistic minorities. With our activities and work, we want to also encourage and qualify young people to become active citizens in a diverse Europe.

The strategy has been created by the Board and members of the Working Groups, which corresponds to the understanding of YEN as self-organised and self-determined youth organisation. We had a look at the current chances and challenges young people face today and especially young people from minorities, who belong to our network. With that as a foundation, we have defined our priorities and focal points to deal with in the years to come. With implementing this strategy, we make sure to keep YEN up to date; we can work closer with the target group and represent it efficiently externally as well.

The milestone of YEN work in the last years has been the "White Paper on minority rights", published by YEN in 2014 and written by the members of YEN over a period of 12 months. That paper continues to be a foundation for our work and therefore this strategy. It lays out the history of YEN as well as the state of play of the most urgent matters of young people belonging to minorities.

We believe that with our work, we empower young people, who are better equipped to actively participate in various aspects of political and societal life at local and regional level. This is essential for social inclusion, cultural diversity, democracy and social prosperity in today's Europe. Since we are convinced that minorities enrich Europe, we believe young people who belong to a minority can contribute to building a better society through organized joint actions and sustainable work. For that reason, it is important to support and motivate them, provide them skills and means, and give them the space and opportunity to participate in decision-making processes. Be it in YEN itself, their local organisations on the spot, or society as such. We are convinced that only with the engagement and inclusion of young people from national, ethnic and linguistic minorities, Europe can master the challenges of the future whilst upholding the values and rights as put down in the European Convention on Human Rights.

The direction we want to develop YEN towards, is two-folded. We want to concentrate on young people from minorities, who are the core of our work. We want to empower them and create opportunities to support them. That means also strengthening connection between YEN and minority youth organisations at local and regional level as well as strong and sustainable network. We will develop more efficient ways to support our members, to disseminate the results of our activities and to share ideas, knowledge and skills.

Empowerment of young people continues to be in focus of our work, making it possible for them to experience international youth work, strengthening their identities, taking on responsibility, and



applying what they've learned within their own minority and organization. Further aims are to support minority and youth organizations and networks on grass root level, to help them to be stronger, more active and more sustainable, to motivate and empower young people to participate in various aspects of social life of their communities. We want to support them in their participation, we want to advocate for their rights on a local and regional level.

Furthermore, we also want to look beyond, as we observe that the minority communities are more and more interconnected with the majority. The challenges of the globalising world are also directly seen by the minority and often have particular impact on young people. Therefore, we want to make sure, that young people from minorities are well prepared and equipped in tools to navigate in today's world. For that we believe the good way to go is to build alliances and strengthen solidarity among different social groups. The background of that is the realisation of the last years, that when the rights of one minority are violated, other minorities can also start to fear for their rights. Also a lot of our goals, such as empowerment of young people, social inclusion, fight against discrimination and recognition of volunteer work are impossible to achieve alone. We also believe that through joining our efforts, we can better shape our communities and spark a meaningful change.

As we stated in our Resolution on Key Issues Concerning European Youth from 2017, which we wrote together with our partner organisations Voices of Young Refugees, Phiren Amenca and Alliance of European Voluntary Service Organisations, *today, increasing obstacles to social inclusion, particularly for minorities, and marginalised and vulnerable groups in Europe can be observed. This is largely due to increasing polarisation and fear of the 'other', lack of representation and participation in society, especially in the political, institutional and legal structures.* These challenges we want to tackle within our Workplan 2020, but also with our regular work. Through positive approach we want to share knowledge and train young people, so they can have better access to rights, access to education, but also so they can counteract discrimination. In that, we want to partner up with other minority youth organisations and include young people with disabilities, those identifying as LGBTQI youth, young Roma, refugees and deaf youth.

This strategy is built around our thematic aims and internal developments. In the first part, we describe our understanding of the challenges and topics relevant for young people from minorities and the way, how we as YEN want to respond to them. In that chapter, our understanding of the subject is presented, the goals within this topic and correspondingly concrete implementation plan.

The thematic aims are followed by the internal developments. These relate to the structures and the way of working, which we want to adjust, in order to be more effective.

In the last chapter "implementation" we elaborate on the plan, HOW we want to reach the aims and objectives. Following this strategy, we will define a work plan for each year to come, that shows how the implementation ideas will be realized.



2. Achievements 2018/2019

In order to look ahead and plan our work for the next years, it is crucial to evaluate our achievements so far and identify the current state of play. In the last years, we have managed to achieve quite a lot. Also the situation of some of our member organisations as well as minorities themselves have improved. By following the White Paper and our two-years strategies YEN managed to increase the quality of our seminars and intensify our lobby and advocating efforts. However, not everything could be achieved.

Even though Youth of European Nationalities have a secretariat that supports the work of the Board and other volunteers securing the sustainability of the organisation, we observe the problem of limited capacities in the light of increasing administrative work. Also, the organisation of our activities requires more resources – not only financial, but also personal.

In terms of the situation of young people from minorities, we have observed that the current situation in Europe, especially the rise of the nationalistic and populist rhetoric, very often leads to increasing discrimination of national, ethnic and linguistic minorities (e.g. in Poland, Croatia or Romania).

Therefore, we have to continue with our efforts in the next years to come. By evaluation of current situation and our achievements so far in regard to our focal points, we have assessed if we should continue with remaining points of our agenda from the last years, to continue our efforts or adjust them.

Social inclusion

National, ethnic and linguistic minorities belong to marginalised and discriminated group in the society. Very often members of the minority cannot use their minority language in the official situations, they have a limited access to media in their language and their culture, they face prejudice and stereotypes. Furthermore, as minorities live often in the rural areas, their life situation is also impacted by that with less mobility possibilities etc. Young people from minorities are then very often confronted with double or multiple discrimination as they are also often not taken seriously as youngsters.

With our work, we want to empower young people from minorities and boost their self-confidence. With the workshops we train them, so they gain skills and competencies improving their chances at education and job market later on.

In the last years we have introduced the “Social Fund” allowing young people without funds to join our seminars – they didn’t have to cover any travel costs or participation fee.

Also we continue IVS4Peace Project, in which we are engaged in making voluntary services more inclusive. Currently, we are developing the policy recommendation as well as tool, to use for the youth workers.



Roma

Building upon our cooperation with Phiren Amenca from 2017, we have been quite active in our efforts to support Roma in their fight for equality and equal rights. With Matic Germovšek Žnidaršič, our member in the Advisory Council on Youth, who is a CMJ Rapporteur on Roma issues, we were engaged in the Roma Youth Action plan.

We have managed to expand our membership to another Roma organisation – Diverse Youth Network from Hungary and cooperate with the Roma trainers during our activities. Also, our other Roma organisation from Macedonia - Sumnal, has been active in our seminars again.

Furthermore, we have continued to participate in Dikh He Na Bister which is organised around the Roma Genocide Remembrance Day, every year with a larger representation. We reported on our experiences in the social media and involved Minority Messengers in that event. Through our visibility actions, we raised awareness on Roma and Travellers issues as well as displayed solidarity with the biggest minority group in Europe.

Furthermore, we have started cooperation with the Educational Centre Against Antigypsyism, situated in Berlin. After a study visit of our Board, we continue to plan a Minority Messenger visit in 2019 and conduct other common activities.

Even though we are quite contented with our efforts resulting in more exchange between our non-Roma organisations and Roma members as well as more interest for the Roma among our network, the external situation does not look that optimistic. Roma and Travellers continue to face the biggest marginalisation of all minorities in Europe, being exposed to many attacks and acts of discrimination.

Language

In preserving minorities, their rights and culture, language plays a very important role, as it is a visible sign for minorities as well as part of personal identity, shaping the way of how people express themselves. Unfortunately many minority languages are endangered as the number of speakers is very low.

In 2018 we organised a Diversity Festival called “Terp of Tales” during which the importance of minority languages were discussed and directly practised in the preparation for the final show.

Also the Minority Messengers in their visits have promoted their minority language and brought it closer to majority society.

Youth participation

Recognizing the need of young people from our network to learn more on youth participation, to gain tools and methods, but also to support them in participating, we have focused our Workplan 2019 MYnority MYSay on that subject. In the series of our seminars, we discussed the conditions for effective participation, but also formulated concrete demands of young people from minorities. These demands were discussed with the stakeholders during the Easter Seminar 2019, but continue to be disseminated and used for advocacy work.



Also after the Kick Off Seminar “Step up!” we have developed a toolkit on youth participation, which is a great tool for us and our Member Organisations.

We have also mainstream youth participation in all our events involving people from the network in preparing, running and evaluating the events. Also last year for our General Assembly, we have run extra sessions for new and old delegates to encourage all in the most important decision body of the organisation, explaining also the structures and procedures, so that everybody is well informed.

Personal development through voluntary service and recognition of voluntary work

With our Minority Messengers activity of 2018 and 2019 we trained young people from our network, who organised workshops and meetings with the non-formal education methods. With this peer-to-peer approach they managed to encourage other people to become active (see youth participation), but also managed to train themselves through exercise and organising their visits.

With our approach of junior trainers, who support senior trainers, we give the opportunity to young people from our network to use their newly gained skills in facilitating the workshops. We still must work on forming a functioning pool of trainers that will support the network in a sustainable way.

When looking at the evaluations of the seminar, we can conclude that participants joining the workshops recognize personal development and empowerment. In their feedback they state that they are more motivated and inspired than before joining our activities.

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3. Thematic Aims and objectives

The aims of YEN are set in the statutes: *YEN shall work actively for the promotion and further development of the language, culture, identity and rights of European autochthonous, national minorities in order to maintain this cultural heritage for the general understanding among nations. It is YEN's aim to achieve a higher level of tolerance for different cultures within our society. One particular focal point shall be work with children, teenagers and young adults.*

This last point of working with young people impacts the way, methods and tools of reaching our goals. In the last years we have observed more clearly than ever that the youth work in the field of minorities differs from that of adults. The needs and challenges young people from minorities face are different from that of adults. Also the world and society we live in has dramatically changed in the last years, impacting the situation of young people much greater than this of adults.

After analysis of actual situation, challenges and opportunities, we have decided to adjust the focal points from the last years and define them as following:

- Social inclusion
- Roma
- Youth participation
- Empowerment and personal development through voluntary work

Additionally to these five focal points, following areas related more to internal structures and developments are of great importance:

- Membership development
- Communication
- External Representation
- Funding

These internal points are recognized and identified as of priority for the next years of the organisation. These four areas are also relevant for the thematic priorities of YEN – only with strong members organisations, good communication, strong network and representation as well as solid and sustainable funding, we are in the position to effectively work on the subjects important for young people from national, ethnic and linguistic minorities.

3.1. Social inclusion

Social inclusion means improving the terms and possibilities of all individuals and groups participating in the society. It can mean improving the abilities, making opportunities and securing the dignity of those, who are disadvantaged because of how they identify. This concept has a special meaning for YEN, as it is often national, ethnic and linguistic minorities that have a disadvantaged



situation. Young people from minorities, often face multiple exclusion or discrimination – because of the minority background, they differ from the majority because of the language they speak, the culture they grow up with. Additionally, as national minorities are not recognized or supported in many European countries, there is a structural and systemic discrimination that minorities are confronted with (rural areas with worse infrastructure, worse access to job market, less education opportunities). Due to the biographies and realities, young people from minorities

As a network organisation of youth organisations from different national, ethnic and linguistic minorities, the Youth of European Nationalities sees namely its role in providing young people with the opportunities they would not otherwise have, in terms of trainings or international mobility. We want to enable them to preserve, develop and access their rights, and provide them with means of influencing their communities and realities.

In the next years, we want to however expand our understanding of social inclusion also to other groups. As the aim of YEN is to break down barriers and reduce inequalities, it must apply to all young people, to all minorities and social groups. It would make it much easier for us, national, ethnic and linguistic minorities if the majority of the society showed us solidarity. Therefore, if we wish and expect that from others, we also need to find solidarity in us.

Because of that, we have also decided to broaden our approach and adjust it in the positive way. Therefore, differently than in the last strategy, to fighting discrimination we added also promoting the human rights. That is namely the basis, we should work on and that is something that brings all the minority and social groups together. On that foundation, we want to build our alliances. Also the knowledge and understanding of human rights leads to potentially better access to rights. For that, we want to work more with the Human Rights Education.

With our future workplans as well as strategical approach we want to develop understanding of how to reach social inclusion, but also what social inclusion requires from us. Through the partnerships and cooperation with other organisations and actors, we want to include other vulnerable groups to work together on topics like multiple discrimination or conflict transformation.

3.1.1. Promote diversity

To foster social inclusion YEN wants to promote diversity. That refers not only to promoting diversity among the majority population, by making them sensitive to others, but it means also intercultural learning and enriching one another.

We observe, that our work, promoting diversity and intercultural learning can have good impact on peace building and conflict resolution. In our case it is mainly the Balkan States, in which we notice, how youth work and our activities, bring national groups together. In that post-conflict area, it is even more clear, that with so many ethnic groups, the mutual work and activities, contribute to conflict resolution and social cohesion. When difference is not seen as an obstacle but as a resource, it can also prevent conflicts und build alliances. We believe, that it is the youth work that offers special opportunity as young people tend to be more open and have more faith in cooperation with one another.



With the HUB, which shall lead to creation of the “State of Play of Young People from European Minorities”, we want to show the diversity of the national, ethnic and linguistic minorities. That process shall include also our strategical work so far and depict the diversity of our own network, with different life situations of young people.

We want to dedicate our attention, to creating a positive narrative, building understanding for other cultures and breaking down of prejudices. During the visits to different European minorities, the participants of the activities have the chance to experience other cultures on the spot, expend their curiosity and knowledge about the other minorities and cultures. When everybody sees the opportunities a diverse society offers, minorities will face less exclusion and discrimination.

Implementation:

- Organize and run sessions on diversity where participants will learn from each other, share and exchange their values, present their cultures and languages, e.g. during the cultural exchange market or other sessions during the seminars;
- Organise and run Diversity Festival -a cultural activity (working with theatre, music etc.), which is directed to young people with less experience in non-formal education, these who have not been to many international events and whose language (English or German) may not be very good.
- Organise and run workshops focusing on cultural diversity and present the results to the majority population, e.g. during the Diversity Festival.
- As follow up of the No Hate Speech Movement and “Diversity Connects” campaigns we will use online tools to disseminate the results of the campaigns and continue to promote and spur mutual understanding between young people from different cultural backgrounds.
- Run actions and flash mobs during seminars and statutory events to make the majority population aware of the positive aspects of diversity.
- Run a visibility campaign to create a positive image of minorities in Europe.
- Run a project “Inclusive Voluntary Service 4 Peace” together with CCIVS which works on the social inclusion of young people with fewer opportunities, migrants and refugees– develop the guidelines for more inclusive voluntary services and create toolkits for that.

3.1.2. Fight discrimination and promote human rights

Discrimination has many faces and takes place in many ways. Discriminated people are often excluded, have worse access to rights and less opportunities to participate in their community or decision-making processes. As national, ethnic and linguistic minorities, young people from our network, bring a lot of personal experiences of discrimination, however not always they can identify these experiences as discrimination or human rights violations. Therefore, preventing and counteracting discrimination cannot succeed without a positive element – human rights been



implemented and followed. That is why, we see those two concepts and tasks as a set, we want to work on.

This approach comes also from the inclusive understanding – in order to protect our (national minority) rights, we also need to contribute and think of combating all forms

of discrimination (Article 14 of the European Convention on Human Rights). Our workplan of 2020 will handle exactly this subject of discrimination and human rights with its activities. During the next years, we want to look closer and understand the concepts of multiple discrimination as well as systematic discrimination. For the efficient advocacy work for youth and minorities, we need to strengthen our engagement in the political discussion. By encouraging the youth to stand up for their rights, we also want to encourage them to become more visible on a higher, political level.

Multiple discrimination is an issue that many minority members face as they are often discriminated already for being a minority. So multiple discrimination comes easily to minority members, especially to young minorities, but also to LGBTQI, youngsters with disabilities or young women facing discrimination. We understand the importance of social inclusion of young refugees, securing their access to education and social system. We will help building a refugee-friendly environment to prevent discrimination and exclusion of refugees and build inclusive societies.

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Implementation:

- Support members in fighting discrimination on all levels. Get the minority members into dialogue with each other about their history, culture, traditions and make them analyse where they stand now to develop a strategy of how they want to work in future.
- With the WG Minority Rights and Politics monitor the situation of minorities and their rights around Europe- if violated, report about it.
- Support our Member Organisations in their access to rights – especially towards the local authorities in questions of using their national language, or access to culture.
- Cooperate with the Minority Monitor in cases of human and minority rights violations.
- Work more closely on the issue of multiple discrimination during workshops and seminars to reduce obstacles of marginalized groups.
- Create safe spaces at the activities and within working structures, so nobody feels excluded or discriminated.
- Advocate for the rights and empower LGBTQI youngsters to equally participate in society through the partnerships with LGBTQI.
- Invite young refugees to our seminars in order to foster their social inclusion through partnership with the Voices of Young Refugees in Europe (VYRE).
- Invite other minority groups to our seminar (especially for the activities of the Workplan 2020) and follow up on that cooperation – building strong alliances and solidarity among minority youth organisations.



- Include other minorities group and organise a friendly football game during Europeada 2020.
- Continue to campaign against xenophobia, racism and hate speech by using our online tools to fight against all forms of discrimination, prejudices and stereotypes and consequently violent extremism.
- Use Human Rights Education Methods and promote the Manual Compass on HRE.
- Exchange of experiences: Learn from the past; learn from positive examples of other organizations that reached already an elevated level of social inclusion.
- Support initiatives that deal with minority rights on European level.

3.1.3. Organisational structures and inclusion within YEN

As mentioned in the beginning of this chapter, social inclusion means for YEN also providing young people with training and mobility possibilities, that otherwise would not be available to them. Therefore it is important to us, to provide our network with variety of offers – for the leaders of the network, who are willing to represent YEN towards policy makers and partners, for the volunteers, who want to further develop their competencies and learn more, but also for those, who have certain fears and little to no experience with international mobilities.

Also in that regards we want to provide young people with the possibility of building their capacity. Therefore, it is crucial for us, that our office in Berlin is supported by interested youngsters as interns or trainees. For that we want to explore the financial possibilities such as Erasmus Plus Traineeships, European Voluntary Service as well as bilateral agreements e.g. German-Polish Youth Office. The opportunity to experience the work of office directly can contribute to building up personal capacity, improving language skills (English and German is used) and understanding how the international organisations work. Also the experience of living abroad in a vibrant and young city as Berlin can contribute to personal development.

Implementation:

- Exploring and promoting possibilities of internship or traineeship in Berlin office of YEN.
- Making sure that the internships in the Berlin office are of good quality.
- Organising and running events and activities of YEN so that they are accessible to young people with disabilities.
- Active promotion and support of gender equality within the organisation: use of code of conduct during meetings and events, supporting young women to take over leading positions, creating informal groups if needed or wished for.
- Use of gender neutral and non-discriminatory, non-violent language.
- During the activities: providing young people with the possibility to speak another language than English – either by organising German workshops or finding a language assistance.



- Promoting and using the “Social Fund” which allows to waive the participation fee or travel costs contribution for those, who cannot afford that.

3.2. Roma

Roma face the biggest marginalisation of all minorities in Europe. Many live at the edge of society and most of them live in poverty. Roma face defamation, discrimination, as well as political, economic and social marginalisation in European countries. Moreover, in some countries Roma are attacked and persecuted.

Even though, Roma is one of the minorities assembled in our organisation, we believe that young people from Roma face particular difficulties in today’s Europe. These difficulties are intersectional: it is problems of social inclusion, but also of many obstacles in participation (it is too often spoken about Roma, without Roma) or access to their rights.

Therefore, we want to continue our partnership with Phiren Amenca, a Roma youth organisation as well as ternYpe. We also want to develop our newly gained partners, such as Educational Centre Against Antigypsyism, where one of the Minority Messengers visits is planned to take place. In the long perspective, we would also expand our network to more member organisations of Roma – at the moment, YEN has two Roma member organisations (from Macedonia and Hungary), one of them joining in 2019.

In the subject of Roma we have two-folded approach, we want to build up and continue cooperation with Roma organisations and relevant stakeholders. Next to that, we also want to build up capacities among our participants as Roma allies – we want to make sure that our network has profound knowledge on the Roma situation. In the respect, we want to build solidarity among our network.

3.2.1. Build up and continue cooperation with Roma organisations and relevant stakeholders

After collaborating during the creation process of “Resolution On Key Issues Concerning European Youth” we developed a close cooperation and partnership with Phiren Amenca in 2017. Following that, we have also partnered up with ternYpe, when participating at Dikh He Na Bister. In 2019 we have also visited Educational Centre Against Antigypsyism where we had a meeting of our Board with the project team and had a chance to visit the current exhibition on Roma discrimination in Germany. Our partners are invited to our events, but we also look for new ways to collaborate.

Implementation:

- Invite Roma networks to YEN events; organize and run joint seminars, study visits and/or study sessions on joint problems.



- Include Roma from our members and partner organizations in developing the “State of Play of European minority Youth” (IA4 Workplan 2020).
- Continue to participate in Dikh he na bister – with hopefully larger representation.
- Follow up on the Roma Youth Action Plan, keep in contact with the actors involved in the informal contact group of RYAP.
- Provide support to Roma youth structures regarding coordination and capacity building, also continuing acting as a platform for Roma youth organisations who are affiliated with our network.
- Deepening the knowledge and understanding of Roma situation among our network – creating solidarity

3.2.2. Deepening the knowledge and understanding of Roma situation among our network – creating solidarity

Implementation:

- Continue to commemorate Roma and Sinti genocide Remembrance Day together with our partner organizations and Roma networks.
- Invite and motivate young people from our network to join trainings and seminars organised and focused on Roma issues and antigypsyism .
- Cooperate with trainers, who are themselves Roma, so they can share their experiences and provide them with space to share their experiences.
- Report about the rich culture of the Roma society through our online platforms, to lead the focus away from negative prejudices towards the Roma society.
- Continue to fight together with our Roma partner organizations against antigypsyism, discrimination and raise awareness on existence of prejudices and stereotypes through ECOSOC, YFJ and other networks we are a part of.

3.3. Youth Participation

Youth participation has become a popular term, used by many, including politicians. Slowly it seems that it is increasingly being recognized, that young people need to have their say in society and politics. However, simply using the term regularly does not mean that youth participation is actually happening. A lot needs to be done.

For us, as the young people coming from national, ethnic and linguistic minorities, it is crucial to get engaged in shaping the world around us. Very often we face multiple discriminations and hurdles connected with the fact that we are young people who additionally belong to minorities. Therefore, it is of great importance to the Youth of European Nationalities to strengthen the voice of young



people from minorities, to empower them to participate and boost their engagement within their minority, in their society but also on a wider European and international level. For the Youth of European Nationalities, participation is also a crucial part of our own basic principles: as an international youth network, all of our activities are based on self-organisation, we pass our decisions in a democratic way involving our members and we are ready to assume responsibility.

YEN is striving to overcome increasing obstacles for youth to participate, particularly for minorities and marginalised and vulnerable groups. We noticed a lack of representation and participation of youth in society, especially in the political, institutional and legal structures. Young people are not sufficiently informed about opportunities, meaning of and means for participation. To answer these issues, we will throughout our activities inform young people about the possibilities and opportunities of their active participation in society and using non-formal education methods. We will motivate them and give them means and skills needed for active participation.

As national, ethnic and linguistic minorities live in particular regions, most of our Member Organisations work locally and/or regionally and do not have national structures. As we work directly with our members, we have a very strong contact to the local and regional level, which gives us a great opportunity to support our members in building up local and regional partnerships and have a direct impact on the community. It is therefore also easier to disseminate the recommended actions and knowledge directly to people doing local and regional work. Our aim in that field is to support our organisations and therefore young people from minorities to participate locally and regionally, but also to advocate for more transparent and inclusive decision making processes.

For the upcoming years, we want to continue empowering young people from minorities in their participation efforts. We want to support them in taking action and ownership of their communities and networks, to bring their voice into societal or political discourses, but also to use their youth organisations in order to have a say in their local communities or minorities. With our work we want to support and motivate young people using non-formal education methods to equip them with the means to engage in concrete actions.

Implementation:

- Mainstreaming of Youth Participation in all YEN events through preparatory phase, running the seminar as well as evaluation.
- Disseminating "Have your say" manual to our Member Organisations, partners and young people in our network and to public authorities which we or our Member Organisations cooperate with. Using the manual during the events as a great source of knowledge and tools to effective participation.
- Further dissemination and implementation of the MYnorty MYsay statements also in our advocacy and lobby work.
- Active advocacy and lobby work towards "adult" minority organisations and other partners underlying how important youth participation is and what the conditions of participation are (e.g. during the FUEN-Congress, through the Working Group of German Minorities). Making sure, that minority policies include the perspective of young people.



- Disseminate the Toolkit on Youth participation as well as create other online media products, info and promotional material to describe how decision making and democratic processes work, and how youth from marginalized social groups can better participate in democratic processes.
- Advocate towards policy makers and local and regional authorities (together with our member organisations) for more transparency in decision making processes by using user friendly tools, such as online platforms and public dialogue.
- Disseminate and implement the recommendations from “Resolution on the Inclusion of Minority Youth in the European Union Parliament Election Process”.
- Engage and run the long-term project with JEF Europe - Young European Federalists “Europe is what we make of it” which encourage active citizenship of young people.
- Participate as YEN in the European and international decision-making processes and bringing the voice of young people from minorities to the discussion: using the ECOSOC consultative status, participating in the Internet Governance Forum, UN Minority Forum etc.

With our Working Groups: WG Minority Rights and Politics, WG Communication as well as WG Member Integration, we want to create partnerships with local/regional authorities with the aim to establish sustainable structures and processes for young people to participate in the decision-making processes. The WG Minority Rights and Politics follows closely the minority politics in the regions of Europe and takes action when young people from the network decide that it is needed. WG Member Integration and Communication have direct contact with the member organisations and therefore youth organisations on the spot and shall support them in their local and regional efforts for the rights of youth and minorities.

Implementation:

- Supporting our Member Organisations in capacity building and training (as they are also self-organised and self-determined youth organisations). See more under internal developments.
- Create partnerships and establish dialogue and cooperation between representatives of minorities on one side and local /regional authorities on the other side to create user friendly tools, such as online platforms, public dialogue and different channels of communication.
- Create strategic partnerships between local minority organizations and non-governmental organizations on local level to campaign, advocate for and raise awareness on human rights, decision-making processes and active democratic citizenship in the education system.
- Develop and create new partnerships with the National Youth Councils and cooperate in the questions of participation.
- Promote the Revised European Charter on the Participation of Young People in Local and Regional Life – disseminating the Charter during our events as a crucial tool for our Member Organisations in their local and regional work.



We also want to take a look at YEN structures and make sure, that we follow and embody the participatory approach also in our work and functioning.

Implementation:

- Regular reflection within the Board and office of the organisation on participatory way of leading the organisation (regular check if the membership is informed about the developments of the organisation, knows about the ways to participate in the decisions and actions and if the structures are easy accessible).
- Introduce internet governance processes, e.g. decisions that cannot be taken by the GA or the Board to be taken by the membership.

3.4. Personal development through voluntary work and recognition of voluntary work

YEN understands itself as a self-organised and self-determined youth organisation, run by volunteers for volunteers. All the Board members as well as the Working Group members work voluntarily. Also our activities are run by volunteers, with the employees supporting them in the administrative work.

All of our activities and work has one common aim, which is inextricably linked to our self-understanding and that is the empowerment and personal development of young people. Already the fact, that young people with little time (with the formal education system and today's pressure on youngsters, often they have less spare time than many adults), dedicate their free time to volunteering is a value on its own. By involvement in the youth organisations, young people live democracy, exercise participation in its fullest form and shape their community.

Therefore, it is one of the central themes for us, to provide the volunteers, the participants and the leaders in our network, with the opportunities of personal development, through their participation in non-formal activities and processes. In this way they can broaden their horizon and develop a stronger personality. People having participated in international networks show a stronger tendency to also participate in society later on and contribute to democracy. Furthermore, voluntary work plays a crucial role in active citizenship. Through workshops and dialogue sessions, we want to encourage our participants to become active citizens.

3.4.1. Develop skills and competences

During all events and meetings that YEN runs, we have the clear aim to develop the skills of the participants and provide them with the opportunity to win new competencies. We want them to develop leading, organisational, communication, as well as other social skills. For that we want to continue to work with the methods of non-formal education, but also to develop understanding of the non-formal setting and its advantages among our participants.



Important part of the trainings is intercultural learning so the youngsters know about the setting they are in and can deal with cultural differences also in the future. We want to develop the training competences within YEN, to motivate and train participants of former events to run their own events in the future, also potentially outside of YEN-network.

For the experienced volunteers we hope to provide opportunities, to develop their motivation to stay in YEN as experts and to hand over experiences.

Implementation:

- Include intercultural training and introduction to non-formal education during our seminars.
- Make sure, that the trainers of the events support the personal development of the participants.
- Continue with the concept of junior trainers from our network supporting senior trainers.
- Work on establishing a team or pool of trainers to have qualified and motivated trainers for YEN events.
- Implement the long term project with JEF – Young European Federalists “Europe is what we make of it” which offers space for young people to learn about the work of European Institutions and share their view how should the institutions work in order to be more representative and accountable to the citizens.

3.4.2. Stronger recognition of voluntary service

We consider that youth work, especially volunteer work is important for today's societies in Europe and that it supports an active citizenship and leads to direct influence of citizens on local level. Therefore, youth and volunteer work play a vital role in the development of citizenship and democracy. For this reason, we think recognition of volunteer youth work is of immense importance. We are committed to acknowledgement of non-formal and informal learning to recognize the abilities and competences of youth workers and volunteers.

We want to give a stronger recognition for the activities the volunteers organized and the time they spend in YEN, as well as for representing YEN at different European levels. We also aim at showing the impact we have. Also having the work stronger recognised, the volunteers can show to the “outside world” what they have done and learned during their time they were active with YEN.

Implementation:

- YEN will continue to use certificates for the participants mentioning the skills gained in our events and workshops and as Minority Messengers.
- Continue to use existing tools like the “Youth Passport” and the “European Portfolio for Youth Leaders and Youth Workers” to document the personal development of the volunteers in YEN.



- Raise awareness towards employees on the positive aspects of voluntary work and their impact on the participants. For that reason, YEN will support the initiatives of the European Youth Forum (YFJ) to recognize not only school and university marks as qualifications, but also those qualifications obtained through youth work in youth organizations.

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4. Internal developments

In order to achieve our aims and work for the preservation and development of the rights of the minorities and ethnic groups, we also need to develop internally. The strength of YEN lies in its Member Organisations and the work they accomplish in European regions. Therefore, we need to also invest some resources into structural developments, which contribute to our sustainability and effectiveness. That is also reflected in the strategy so YEN can reach the best possible outcome.

Those topics are:

- Membership development
- Funding
- Communication
- External representation

4.1. Membership development

YEN is a membership- based organisation. All power is with the members. They take decisions on the life of the network and in which direction the network should go. The members elect the leadership and decide which organisation will host the next events. Furthermore, they participate in all events. In order to give them all possibilities of participation, YEN has to ensure that they get all necessary information on YEN issues as well as minority and youth issues happening in Europe.

The situation of national, ethnic and linguistic minorities in Europe is very different. Some are officially recognised by their state and have good access to rights. Some are not recognized and are subject to systemic discrimination. That corresponds often to the situation of minority structures and minority organisations: some have access to funds; others live by the work of volunteers and small donations only.

Also that variety is to be seen among YEN member organisations. That corresponds very often to organisation's engagement in YEN's structures and their involvement. With limited resources and a lot of work on the spot, some of the organisations don't manage to send or delegate youngsters to engage in YEN in the same dimension as others.

Nonetheless, YEN stands for all our member organisations and therefore we need to make sure, that even if not able to contribute, the voice of the smaller or less resourceful youth organisations will be taken into consideration and that they have the possibility to shape the organisation and co-decide on the direction YEN follows.

Implementation:

- Run study visits or have Board meetings together with less active members (to have at least one Board meeting per year in the region of the member organisation).
- Discuss problems and develop a strategy to support less active members.



- Send Minority Messengers to less active members.
- Establish contacts and have study visits to new possible member organizations and their minorities.
- Collect information via Minority Messengers on the different situations of minorities in Europe and publish it.

4.1.1. Empowering our Member Organisations

The need and aim of the Youth of European Nationalities is decided by its member organisations. They are the core of YEN's existence and it is in their interest that the YEN acts. The strength and success of the YEN lies in the diversity of our members. As such, YEN is more than a sum of its members.

In order to strengthen and support our Member Organisations in their efforts, we want to share the expertise that lies in our network.

Implementation

- Including experts from various Member Organisations in the Working Groups and using their expertise to run the work of YEN.
- Providing Member Organisations with the possibilities of training and capacity building – by providing them with information, but also organising trainings e.g. with FUEN within Build Yourself Up! Series.
- Facilitating the European and international engagement of member organisations in all relevant settings.
- Supporting and advising Member Organisations to be able to fully take part in the Platform.

4.1.2. Support and foster networking between members

As a European network of minority youth organisations, YEN aims in providing these organisations with space and possibility to meet and exchange. One of our principles is to expand our horizons through international contacts, knowledge of diversity and various cultures. By bringing our member organisations together, we bring and connect people from conflicted areas (especially Balkan countries) or border regions impacted by long conflicts over the borders. With the workshops and non-formal education, we actively promote intercultural learning and aim to overcome potential misunderstandings and reluctance.

Most of the time, our members work multilaterally in the framework of YEN and meet on our seminars and during activities. However, members should also be enabled to run projects between themselves (bilaterally), like EVS or e.g. pilot projects supported by the EYF or other voluntary schemes.

Implementation



- Continue to design our events so that the space for intercultural learning and international exchange is provided.
- Run info sessions on the sponsoring programs during YEN events.
- Run sessions on program management and on the implementation of projects.
- Support the members with the pool of trainers.
- Support the members with information on potential funding and grant opportunities.
- Encourage members to develop joint projects by promoting examples of successful collaboration on YEN social media.

Continue to support the German Minorities in their process of creating the Youth Group – e.g. by regular contact and exchange with the Youth Coordinator.

Support the exchange of experiences, sharing of ideas and discussion of problems between members during YEN events.

4.2. Enforce communication

In order to keep our membership informed and motivated, a good flow of information between member organisations, Board, working groups and office is needed. Young people in our network need to be able and have the needed means to participate and discuss the subjects relevant for the organisation and for them.

Also, what we have observed in the recent years is that in order to keep young people from the network motivated, building direct relations is crucial. Therefore, we need to adjust our ways of communication, including communicating indirectly through social media and personally during events. Sometimes that requires more time and investment, but it proves to bring the most dedicated engagement of young people.

Implementation:

- Send newsletter for the members and partners.
- Updates through social media (Facebook, Homepage, Twitter).
- Engage in the exchange and regular contact with our partners (FUEN, European Youth Forum).
- Create Facebook Groups for the seminars, so participants are better connected to one another.
- Run info sessions for new participants during YEN events (so called Newbies Sessions).
- Protect personal data of our participants and young people from our network – introducing transparent communication in terms of how we deal with data. Supporting our Member Organisations in that matter.



4.3. External representation

In the recent years we came to a clear realisation, that even though it is important to strengthen the cooperation between national, ethnic and linguistic minorities, we need to continue our efforts externally. Also, in order to fulfil our goals, we need to not only create awareness among the majority, but also join the efforts with other youth organisations and minority organisations. Only together, by finding allies and partners, by showing solidarity, we can make sure that our voice is heard, and we create inclusive and peaceful societies.

Therefore, we want to use the channels and networks we are already a part of. Our external efforts are twofold: we want to cooperate with other youth organisations on the subjects relevant for young people, but also continue our partnership with other minority organisations, who work in the field of minority rights.

Among the youth organisations, one of the important partners for us is the European Youth Forum (YFJ), a biggest European platform of youth organisations and national youth councils. Also, we want to continue our work as a member of Advisory Council on Youth of the Council of Europe (elected for the mandate 2020-2021), as it is important for us to be active on both levels: among the Member States of the European Union as well as Council of Europe.

In regard to minority organisations, we want to continue our partnership with the Federal Union of European Nationalities (FUEN), but also develop the newly established relation with the Educational Centre Against Antigypsyism (from Berlin), European Union of Jewish Students (EUJS) and European Union of the Deaf Youth (EUDY). Furthermore, we plan to continue our involvement within the United Nations Structures, taking advantage of the consultative status in the ECOSOC as well as our cooperation with the Society of Threatened People (STP). Both organisations work globally, which opens a great opportunity for us, to build up good co-operation with neighbouring and other world regions.

Implementation

- Invite youth organisations of other minorities/marginalised groups to our events and collaborate with them – during the Autumn Seminar 2020 but also beyond that.
- Follow the responsibilities in the Advisory Council on Youth of the Council of Europe.
- Follow the responsibilities in the European Youth Forum by active engagement in the strategic planning of the organisation as well as involvement in various activities and meetings.
- Continue the cooperation with partner organisation such as FUEN- participating in their Congress, but also providing them with our expertise on youth issues (e.g. within the German Minorities Working Group).
- Strengthen our Cooperation with ECOSOC by participating in sessions and handing in statements on minority issues.



- Strengthen our Cooperation with UNESCO, follow up on the activities and developments from 2019 International Year of Indigenous Languages.
- Develop the partnership with the Educational Centre Against Antigypsyism by organising common activities and exchange of good practices and knowledge.
- Participate actively in international conferences on minority issues in other regions of the world, e.g. in ECOSOC or STP for minority issues, CCIVS for volunteering issues or VYRE for refugee issues.
- Support Internet Governance processes and participate in the Internet Governance Forum
- Seek for new ways and channels of representations.
- Seek for new partnerships.

4.4. Funding

The funding of our network is two-fold: first we focus on ensuring the funding for our events, that prove to be a crucial tool in achieving the aims of our organisation. Secondly, sustainable funding is important to secure the work of the Secretariat, which deals with great deal of administrative work. A network of 42 Member Organisation which are spread all around Europe, mostly without federal or national structures, demands a lot of investment in building up relations with the organisations on spot as well as individuals in the responsible positions. A continuous work of quality would be impossible without the support of the Secretariat.

However, both the costs of the events as well as running of the secretariat are increasing and we need to make sure that we have enough funding. Also, when following our approach of visiting the organisations on spot, where the minorities live, means very often organising the events in the rural and remote areas. That increases the travel costs, but we see a great added value in that approach (empowering the organisations on spot, increasing visibility of the minority with our seminar by drawing the attention of the media, strengthening the identity of the youngsters, better learning effects when being on spot).

4.4.1. Ensure funding for events

The events of YEN are run in the way to create the best possible educational environment, in which young people from the minorities can learn, reflect and become the actors of change in their respective communities.

With all our events, we empower young people in their minority identity, and we see the empathy and solidarity developing. That combined with gaining knowledge, tools and competencies in the field of human rights education, youth participation, anti-discrimination leads to higher level of participation of these young people.

Our events are very often the first international experience for young people and the feedback we gather can be only summed with "more events are needed". Therefore, we need to secure the



events we plan, but in the long-term perspective, we shall consider running even more seminars, as there is a need for that.

On the other hand, however, we note the increasing costs of the seminars whereas the funding often stays the same.

We continue the implementation of the „Solidarity Fund“ which consists of the membership fees of the supportive members. This fund is to cover the travel costs (usually the 30% which is covered by the participants) or the participation fee of the participants, who have trouble covering that themselves. In the last year this Fund has been used at each event and especially when the travel costs were high, the demand and interest in the “Solidarity Fund” was high.

Implementation:

- Apply for funding at the youth structures for events such as EYF, Erasmus+, German Federal Ministry of Interior, etc.
- Cooperate with more minority regions (South Tyrol and Schleswig Holstein as an example).
- Gain more supportive members.
- Address business and regions for the in-kind sponsoring more frequently.
- Find ways of fundraising and run actions.
- Concretise and implement the financial strategy.
- Promote and make use of the “Solidarity Fund”.

4.4.2. Ensure administrative funding

To support the activities of YEN as well as to give professional support to the Board and the Working Groups, a stable Secretariat is needed. It is also to be observed that the workload connected to the events is growing over the years (young people travelling A-B-C instead of A-B-A; weak local structures of the organisations requiring more engagement of YEN; translation and description of the invoices etc.).

To finance this, administrative funding resources are needed as costs are very high. Besides this, a stable financial basis needs to be set. This means in case administrative funding cannot be obtained for any reason, the network does not run any risk of being dissolved.

Implementation:

- Apply for administrative funding.
- Concretise and implement the financial strategy especially regarding the work of the Secretariat.



5. Implementation

This strategy depicts the aims and objectives that YEN has set for the next years and links them with the ideas for implementation. From this document a work plan for each year will be drawn. The thematic aims will be the subjects of the seminars. Those themes are of utmost importance to work on as they provide the content YEN is works on. The aims and objectives mentioned under point 4 will be mainly for internal discussions in the Board and in the Working Groups. However, a plan of action for this will be drawn up by the bodies mentioned to tackle those issues. By realising its seminars and leading discussions many of the networking aspects are realized automatically, so that they can be implemented together with the content based- objectives.

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