

ANNUAL REPORT 2024

HUMANITY IN
ACTION
The Netherlands



TABLE OF CONTENTS

Introduction

3

1. About Humanity in Action

7

- Our Mission and Vision
- Our Methodology
- Our Impact

9

9

9

2. Our activities

11

Fellowships

- Amsterdam Fellowship
- MBO Youngsterteam
- Democracy Fellowship

12

14

21

28

Trainings

36

3. Our Community

38

Senior Fellow Network Activities

39

- Iftar 40
- Senior Fellow Network Dinner 40

4. Our team

42

5. Diversity, inclusion, and safety

45

6. Financial policy

48

7. Our partners

52

Word of thanks

55

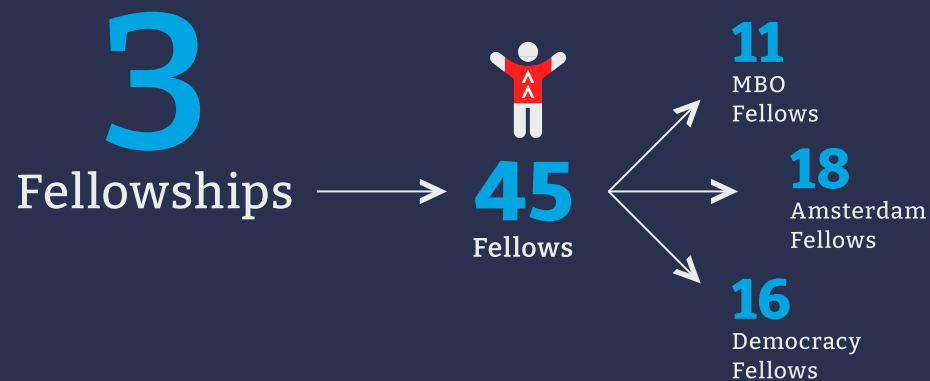
The background of the entire image is a dark blue-grey color, overlaid with a repeating pattern of small, upward-pointing triangles. These triangles are arranged in a grid-like fashion, with their colors alternating between a muted reddish-orange and a light blue-grey, creating a subtle, textured effect.

INTRO


2024

at **Humanity in Action**
The Netherlands

in a nutshell



30 professionals
trained on racism and
discrimination in the
workplace



Network diner
with Senior Fellows



Community
Iftar



€12.000
Donations campaign



New
merchandise



New
office

INTRODUCTION

2024 was a year of profound developments, both in the Netherlands and globally. For the first time, our country was led by a radically right-wing cabinet, which introduced budget cuts to civil society organizations and failed to take a clear moral stance on the ongoing violence in Gaza, where the death toll continues to rise. Globally, more than half the world's population voted in elections, with a significant shift marked by Donald Trump's return to power in the U.S. Authoritarian regimes are increasingly challenging the rule of law, and democratic values are under threat worldwide. This highlights the urgency of defending democracy and human rights.

In 2024, Humanity in Action the Netherlands celebrated its 25th anniversary. Since 1999, we've connected, inspired, and challenged young people through our Fellowship programs. We are proud of the network of changemakers we have built. At the same time, we made the difficult decision to end our partnership with the Alfred Landecker Foundation. This decision had major financial consequences, but for Humanity in Action the Netherlands, the principle was clear from the start: we must remain true to our values, no matter the circumstances.

This year, we continued to strengthen our programs. We introduced a mentorship program within the Amsterdam Fellowship to support participants in their Action Projects and foster cross-generational exchange. The Democracy Fellowship focused on the theme *Politics of Memory*, which led to powerful projects. We also launched a new pilot program for MBO (vocational education) students, in collaboration with the Anne Frank House — an important step toward making our educational offerings more inclusive.

Our activities extended beyond the Fellowships. Our Senior Fellows continued to support and motivate each other during our network activities. We provided space for reflection on Gaza during an FTAR and hosted Dining Dialogue Tables, where our network discussed urgent social issues.

Finally, we took steps to diversify our funding. We launched a major donation campaign, introduced branded merchandise, and delivered our first external training at the Dutch Cancer Institute. We aim to share our knowledge and expertise beyond the scope of our Fellowships — contributing to a more resilient and inclusive society.

I invite you to explore this report and join us in reflecting on a year of resilience, commitment, and collective action.



Jorien Janssen
Executive Director
Humanity in Action The Netherlands



“ We build an inclusive society by fostering dialogue and empowering youth to take action.”





1. ABOUT HUMANITY IN ACTION

Humanity in Action The Netherlands



Founded in
1999



Educational non-profit
organization



Focuses on themes like
human rights, democracy,
and an **inclusive society**



Informs, connects, and
inspires people to engage in
dialogue and take **action**



Organises leadership
programs (**Fellowships**), for
students, recent graduates,
and young professionals



Supports civic
engagement activities
(**Action Projects**)



Support a network of
changemakers
(**Senior Fellow Network**)



Offers **training programs**
for companies



Part of the international Humanity
in Action Network with offices
in **Bosnia and Herzegovina,**
Denmark, Germany, Poland and
the United States.

Our mission and vision

Humanity in Action firmly believes that **education** and **dialogue** are essential to addressing the challenges facing democratic societies. Through our Fellowship programs, young people gain knowledge and skills, engage with diverse perspectives, and learn to critically reflect on society and their own position within it. This enables them to grow personally and inspires them to contribute meaningfully to society.

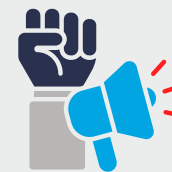
After their Fellowship program, participants become part of our alumni network, **the Senior Fellow Network**, a powerful community of committed human rights advocates who challenge and support one another in their personal and professional choices. In the long term, this contributes to **fostering responsible leadership** in the Netherlands and beyond, focused on democracy, a strong rule of law, and an inclusive society.

Methodology:



REFLECTIVE LEARNING

Gain knowledge and professional skills through lectures, workshops and dialogue



SHORT-TERM ACTION

Actively contribute to society by executing an Action Project

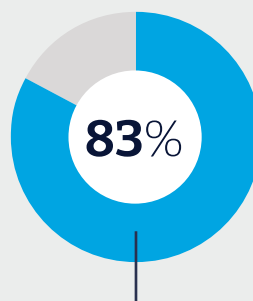


LONG-TERM ACTION

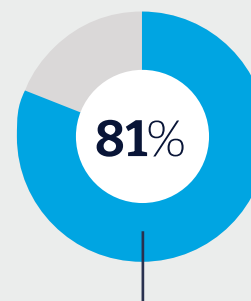
Stay socially engaged in both private and professional life, with lifelong support from the Humanity in Action network.

Impact:

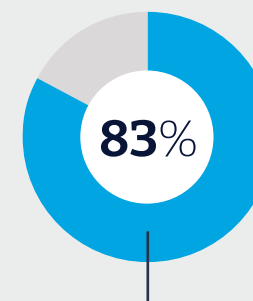
What participants say about our Fellowship programs:



gained new knowledge about **democracy, inclusiveness** and **human rights**



learned to reflect on their **position in society**



now gives **social impact** a central role in their lives





2. ACTIVITIES

In 2024, Humanity in Action The Netherlands

Organised **3 Fellowship programs**

Supported **28 Action Projects**

Welcomed **8 hosts**

Involved **19 mentors**

Trained **30 professionals**

Reconnected **50 alumni**

The Humanity in Action Fellowships

Since 1999, Humanity in Action has organized annual Fellowship programs for students, recent graduates, and young professionals. In these programs, we provide a space where people from diverse backgrounds come together to engage in dialogue on pressing social issues, foster connection, and drive meaningful change. Participants gain new perspectives on topics such as inequality, racism, and democracy. In doing so, they are encouraged to step outside their comfort zones, build new skills and knowledge, and take ownership of their future.

- >> The **Amsterdam Fellowship**
- >> **MBO Youngsterteam**
- >> The **Democracy Fellowship**

Action Projects

Action Projects are a core component of all our Fellowship programs. These independent initiatives allow participants to promote democratic values and inclusivity within their own communities. The aim of the Action Projects is to help participants learn about, and gain hands-on experience with, how they can create impact themselves.



The Amsterdam Fellowship

Reclaiming Narratives:
Where History and Activism Meet
to Pave the Future



The Amsterdam Fellowship

The Amsterdam Fellowship is our flagship program for applied sciences and university students, as well as recent graduates, between 20 and 30 years old. The 2024 edition took place from May 6 to June 24. This year's theme was:

Reclaiming Narratives: Where History and Activism Meet to Pave the Future, with a special focus on colonial history and its repercussions in today's society.

The Amsterdam Fellowship consisted of:

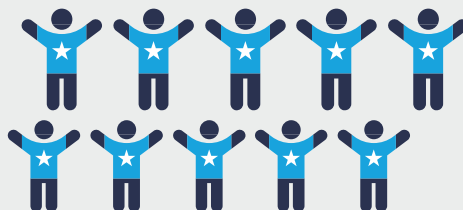
18

selected
Fellows



10

mentors



Knowledge:

- Dutch Colonial history
- World War II
- Decolonization
- Ableism
- Ethnic profiling
- Strategic Litigation
- Democracy and Rule of Law



Skills:

- Non-violent communication
- Human Rights Dialogue
- Design Thinking
- Campaigning

HIGHLIGHTS OF THE PROGRAM:

- Sessions on Non-Violent Communication and Community Guidelines, where participants were **equipped to engage in difficult conversations**.
- **'Pearls of Wisdom'**, where Fellows shared their personal expertise and life experiences with the group, such as insights on Denmark's colonial history and a spoken word workshop.
- Sessions with Controle Alt Delete (against police violence) and PILP (providing legal support to activists), **inspiring Fellows on how activism can drive real change**.
- Panel discussion with documentary makers Joenoes Polnaja and Daan Citters on the **impact of intergenerational trauma**.
- Celebratory **Closing Ceremony**, where participants reflected on their experiences with family, friends, and the Senior Fellow Network.
- International participants were housed by **local hosts**, fostering additional exchange of perspectives.
- Senior Fellows served as **mentors**, guiding participants through the implementation of their Action Projects, and creating a strong foundation for peer-to-peer learning.

A full overview of the program can be [found here](#).



16
guest
speakers



5
Senior Fellow
speakers



4
excursions



2
panel
conversations



3
art
performances



5
workshops



1
documentary

IMPACT OF THE PROGRAM:



Learning from Experts

Through a combination of workshops, excursions, lectures, and reflection, participants deepened their understanding of topics such as colonial history, human rights, pluralism, the rule of law, and democracy.



Community Building and Dialogue

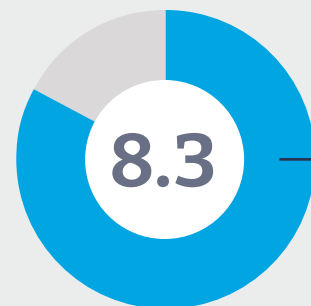
In an environment of safety and trust, a close-knit community was formed, where participants learned both from and with each other. Participants noted that it felt like a safe space where they could be vulnerable, while also being challenged in the process.



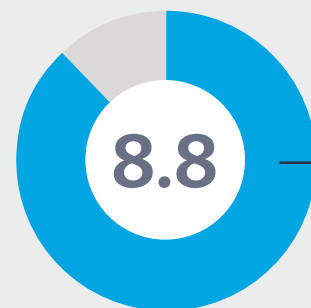
From Reflection to Action

Fellows were given practical tools to create impact through workshops on Design Thinking and Campaigning. As one participant shared:

“I learned to start doing.
I can spend a lot of time
intellectualizing the world’s
problems, but here I needed
to take action.”



Average rating on
the **overall program
experience**:
8,3 out of 10.



Average rating on the
**quality of facilitation
and staff support**:
8,8 out of 10.



“Not only did my eyes become more open to the systemic issues all around me, but my sensitivity towards the experiences of others heightened, and my skills in debating and having difficult conversations were honed. I found this experience to be extremely valuable, and my journey with HiA has only just begun.”

Magdalena Schulz, Amsterdam Fellowship 2024



“I feel that I have grown both personally and professionally during my time with HiA. The program challenged me to think critically, to listen actively, and to approach problems with a more nuanced perspective.”

Adisa Čakanović, Amsterdam Fellowship 2024

ACTION PROJECTS

In the months after the in-person Fellowship program, participants worked on an Action Project, an individual project where they learned to make an impact by promoting democratic values and inclusivity in their own communities.

Fellowship Return Day

To better support our Fellows and advance the impact of their Action Projects, we continued the 2023 initiative to organise a Fellowship Return Day in 2024. We invited former participants to share the lessons learned from their projects, while current participants **brainstormed about their ideas**. They also explored ways **to support one another** in their endeavors.

Community Support Hubs

In cooperation with the other Humanity in Action offices, 4 virtual Community Support Hubs were organized from September 2024 until May 2025. These allowed Fellows to get in touch with the **international network** of Humanity in Action and offered skills and support in the realization of their Action Projects.

Examples of Action Projects by 2024 Fellows:

Somali Sonic Archive

Khatra Nur

For her Action Project, Khatra Nur launched the *Somali Sonic Archive*: an online collection that documents and preserves the musical and cultural heritage of the Somali diaspora. Drawing from her family's cassette-tape collection, which she digitised and contextualised with stories and descriptions, Khatra created a SoundCloud platform to share these rare recordings. The archive offers a window onto personal traditions and memories while serving as a collective repository of cultural memory, filling gaps left by colonial loss and civil-war destruction. Next, Khatra is developing a sound-based exhibition to deepen public engagement with this heritage.



Who is that Muslim Woman?

Maryam Abdelalim

Maryam Abdelalim observed how the voices of women who wear the hijab are often drowned out by stereotypes and external narratives. In response, she created a safe space for women to share their own stories. Her Action Project culminated in the event *Who Is That Muslim Woman?*, held at Pakhuis de Zwijger as part of the *Diaspora Dialogues Series*. The gathering brought together women of Islamic backgrounds to engage in open conversation about life as a Muslim woman in a “progressive” country like the Netherlands. Together, they explored questions like: Which assumptions are made about this community? How do they navigate the balance between being Muslim and being Dutch? And where do these women draw their strength and resilience from? The event offered a meaningful moment of connection, reflection, and empowerment.



Othering Ourselves

Emma Aellen



With *Othering Ourselves*, Emma Aellen brings emotional intelligence and decolonial perspectives into education. Through interactive workshops on self-reflection, cultural awareness, and open dialogue, she encourages educators to recognise their assumptions and implicit biases. In April 2025, she shared her methodology with 20 researchers at the Amsterdam University of Applied Sciences, highlighting how personal emotions and perspectives shape the production and sharing of knowledge. Participants reported deeper insight into their roles as cultural gatekeepers. Emma is now developing visual materials and creative tools to broaden access to her approach for educators and researchers in diverse contexts.

MBO Youngsterteam

'Jongeren actief
tegen discriminatie'



MBO Youngsterteam

'Jongeren actief tegen discriminatie'

In 2024, we launched a pilot program in collaboration with the Anne Frank House, aimed at a new target group: vocational students between the ages of 16 and 20. The program was developed in response to the limited availability of citizenship education activities for this specific group. Throughout five weekend sessions, participants explored topics such as identity, discrimination, racism, and prejudice, and learned how to engage others in meaningful conversations about these issues. Each weekend featured Senior Fellows who contributed to the programming and provided mentoring support.

The MBO Youngsterteam consisted of:

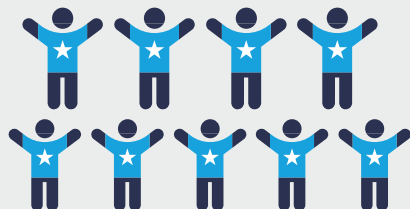
11

selected
Fellows



9

mentors



Knowledge:

- Migration History
- Colonial History and slavery
- World War II
- Local politics
- Identity
- Prejudices
- Racism and Discrimination
- Religion



Skills:

- Active Listening
- Presenting
- Circles of Influence
- Projectmanagement
- Storytelling

HIGHLIGHTS OF THE PROGRAM:

- Visit to the City Council of The Hague, gaining **insight into the political decision-making process**.
- Poetry workshop by Senior Fellow Nichelle Buyne, offering a **creative space for expression**.
- Theater workshop by Senior Fellow Jelle Zijlstra, where participants **reflected on their position in the world** and the issues they care about.
- Tour by 'Het Verhalenhuis Belvédère', telling the **untold migration stories** of the Katendrecht neighborhood.

Visits to
4 different cities:





IMPACT OF THE PROGRAM:



In-Depth Knowledge and New Perspectives

Participants valued the opportunity to explore new perspectives and deepen their understanding of social and political issues. They gained a better grasp of how issues like discrimination and inequality affect society, learning to view societal topics from diverse angles.



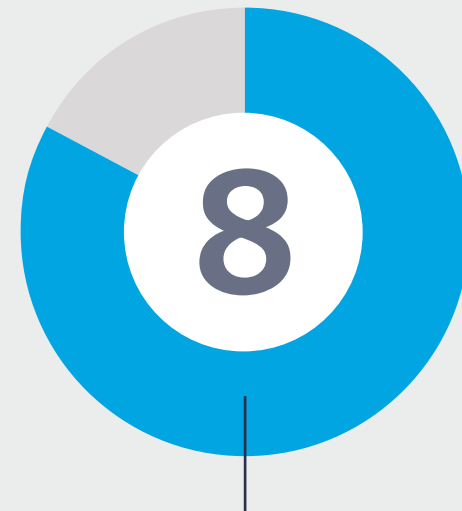
Personal Development and Skills

Participants honed essential presentation skills and learned how to work effectively in groups. This boosted their confidence in discussing societal issues and voicing their opinions, making them feel better equipped to actively engage and share their ideas.

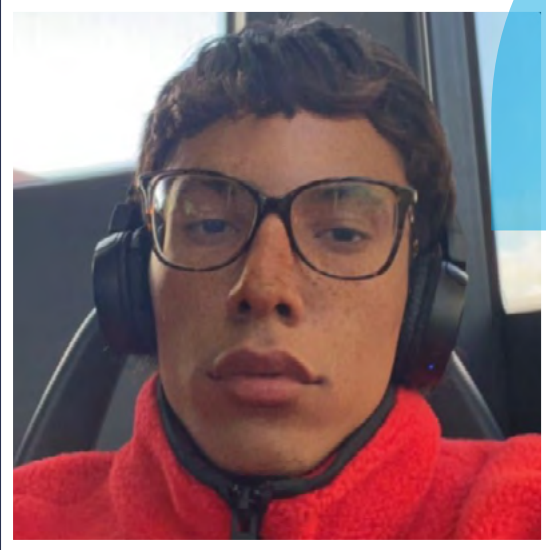


Support and Independent Action

The guidance from mentors and the Humanity in Action team provided participants with the confidence and resources to independently design and execute projects. This experience equipped them with the practical knowledge to take action and drive social change.



Average rating on
the **overall program**
experience: 8 out of 10



“I really enjoyed being able to work on my own project.”

Medo Ghariri, Youngsterteam 2024



“I’ve learned to be open about the things I find important. Often, you’re not the only one. It’s important to reach out to each other— together you are stronger.”

Elillienne Silie, Youngsterteam 2024

ACTION PROJECTS

During the Fellowship, participants worked on an Action Project, an individual project where they learned to make an impact by promoting inclusivity in their own communities.

Examples of Action Projects by 2024 Fellows:

Exhibition About the Emotional Impact of Discrimination

Mette van den Boomgaard

Mette focused on raising awareness about the impact of discrimination on the mental health of young people (12 to 18 years old). Her core values of this project are: openness, honesty, empathy, creativity and community. Through Instagram, she shared content such as polls and informative posts that explored the link between discrimination and mental well-being. In addition, she organized a physical exhibition in her hometown Yerseke, featuring a painting that captures the emotions young people experience in response to discrimination. The artwork aims to communicate these stories in a powerful visual and emotional way. With this approach, Mette sought to engage a wide audience in the conversation about discrimination and its psychological effects.

Praatgroep voor jongeren met ADHD en autisme

Elillienne Silié

Elillienne focuses on creating a safe and supportive environment for students (16-19 years old) with autism and ADHD at ROC Almere Poort. The core values of this project are recognition, understanding, accessibility, support and community. She is setting up a discussion group where young people can share their experiences, get advice and discuss themes such as overstimulation, stress, school-life balance and social relationships. There is also space to talk about the prejudice and discrimination that neurodivergent students face, both inside and outside of school.

The meetings take place in a quiet room after school to ensure a low-stimulus environment. In addition to the physical meetings, she is exploring how the group can help improve support and awareness around neurodiversity within the school. Using her personal experience, Elillienne aims to build a community where students feel heard and understood, and where neurodivergent youth feel less excluded or stigmatized.

The Democracy Fellowship

Democracy and
the Politics of Memory



Democracy Fellowship

The Democracy Fellowship is a joint initiative by the Humanity in Action offices in Germany, Poland, the United States, and the Netherlands. The program is designed for young professionals aged 30 to 40 with proven leadership experience. Fellows receive support in developing projects that reimagine democratic spaces and challenge systems of inequality.

The 2024 theme, **"Democracy and the Politics of Memory,"** invited participants to reflect on questions such as:

How do different societies confront historical injustices, including post-colonial legacies?

And *how are historical narratives used to shape present-day political discourse and policymaking?*

The Democracy Fellowship consisted of:

16
selected
Fellows



Knowledge:

- Remembrance Activism
- Memory Culture
- Decolonialism
- Minority Cultures
- Interfaith Dialogue



Skills:

- Fundraising
- Op-ed writing
- Media and Communication Strategies
- Building Effective Teams

HIGHLIGHTS OF THE PROGRAM:

- **Pod meetings** during which project ideas were received and feedback was exchanged.
- Workshops providing learning on fundraising and **project implementation**, and promotion.
- Lecture by Prof. Nivedita Prasad offering insights on **historical narratives and remembrance**.
- Building **life-lasting relationships** with other activists during the real-life Action Academy in Berlin.



8

online training
sessions



1

online Action
Academy



1

real-life Action
Academy



9

guest
speakers



7

Senior Fellow
speakers



6

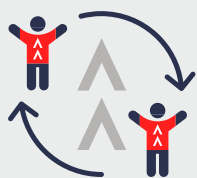
workshops

IMPACT OF THE PROGRAM:



From Ideas to Action

Fellows translated complex topics like memory politics, borders, and post-conflict dialogue, into concrete projects. Expert-led sessions provided practical tools and frameworks that helped participants design impactful initiatives tailored to their local contexts. Many noted how the Fellowship re-energized their activism and helped them move from theory to real-world action.



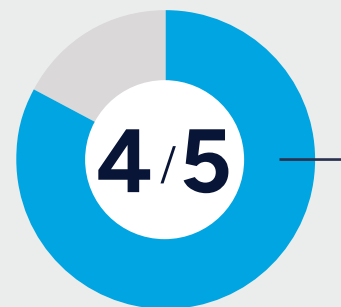
A Community of Peers

The Fellowship created a strong international network of like-minded changemakers. Through structured systems like pods, buddy pairings, and collaborative sessions, Fellows felt supported, challenged, and inspired by one another. Many described this peer community as the most meaningful part of the program, offering lasting connections and a sense of belonging.

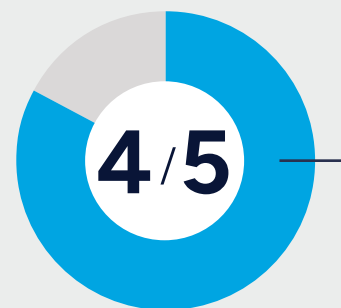


Personal Growth and Confidence

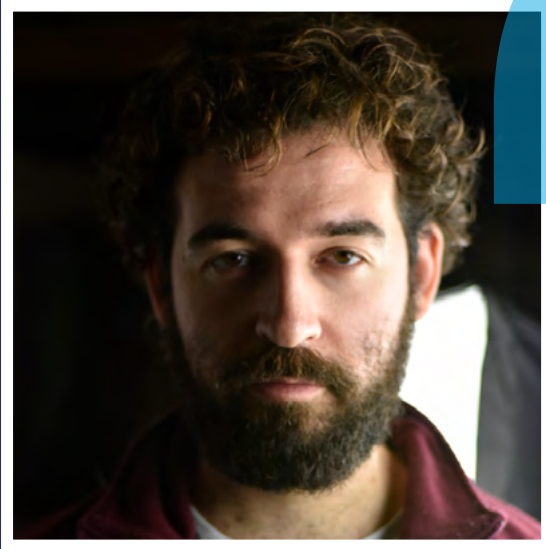
With space, time, and mentorship, Fellows developed their voice and vision. They built skills in project development, learned from diverse perspectives, and grew more confident in their ability to create change. Several participants said they left the program feeling more empowered, both professionally and personally, to continue their work for a just and inclusive society.



Average rating of the level to which the program contributed to knowledge on the theme **'Politics of Memory'**:
4 out of 5



Average rating of the level to which the program contributed to **Action Project motivation and inspiration**:
4 out of 5



“I emerged as a more capable activist, researcher, and, most importantly, a better person. The Fellowship provided me with invaluable opportunities to cultivate myself, expand my horizons, and gain a deeper understanding of the people around me. This experience has reaffirmed my dedication to making a positive impact and to contributing to the creation of just societies.”

Nikos Bakirtzis, Democracy Fellowship 2024



“I was deeply moved by the intentionality of the training sessions and the diversity of perspectives shared. This wasn’t just a Fellowship—it was a launching pad. I leave this experience grounded in who I am and more prepared than ever to lead powerful, community-rooted stories that can shift systems and inspire action.”

Brittany Turner, Democracy Fellowship 2024

ACTION PROJECTS

As part of the Fellowship program, participants implemented civic engagements projects developing a meaningful and sustained impact in society.

Examples of Action Projects by 2024 Fellows:



Bersama Collective: Reclaiming Hidden Histories

Sacha Verheij

As part of her Action Project, Senior Fellow Sacha Celine Verheij founded the *Bersama Collective*—an initiative rooted in her personal journey to explore her Dutch, Surinamese, and Indonesian heritage. Central to her project is the question: *Who is allowed to remember, and who is permitted to forget?*

Bersama Collective creates artistic spaces for untold narratives and overlooked histories of colonization—stories long overshadowed by dominant perspectives. Through a website, a (short) documentary, a photography series, a spoken word album, and an interdisciplinary live event (combining music, theatre, and spoken word), Sacha brings these silenced voices into the spotlight.

Driven by a deep desire to make others feel seen and heard, Sacha explains: “Not seeing yourself reflected in society makes it hard to understand who you are.” Her project sheds light on layers of colonial history that are often left out of textbooks, fostering belonging and broadening our collective understanding of the past.

Sarajevo Debates

Nedim Hadrovic

Sarajevo Debates is a youth-led initiative in Bosnia and Herzegovina that aims to revive critical discourse and challenge the political manipulation of historical memory. The project empowers young people from diverse backgrounds to engage in open dialogue, storytelling, and public debate on issues related to memory politics.

Over the course of four months, 12 passionate young Bosnians worked with expert mentors to strengthen their critical thinking, media literacy, historical insight, and content creation skills. The program was closed with a celebratory final public debate event, where participants engaged in debates amongst each other, and participated in cross-generational dialogues with established policy makers.

Founder Nedim Hadrovic plans to establish *Sarajevo Debates* as an annual event, amplifying marginalized youth voices and encouraging critical reflection on historical narratives in a polarized society.





Trainings

This year, we began to translate our 25 years of expertise into training offers for organizations. These trainings serve a dual purpose: improve inclusive cultures within companies and generate income to sustain our Fellowships.

A first training on Recognizing Racism and Preventing Discrimination was given at the Dutch Cancer Institute.

“The session combined theory with practical case studies, deepening our understanding of the dynamics of racism and exploring tools to foster a more diverse and inclusive work environment. Together with the trainers we created a series of real-life examples of discrimination in healthcare and discussed these with the participants -- which led to meaningful group discussions. Overall, the workshop was insightful and engaging, and helped us in thinking about new policies for our organization.”

Allard van Renterghem, Medical Researcher.



iedereen
heeft
recht op
vrijheid

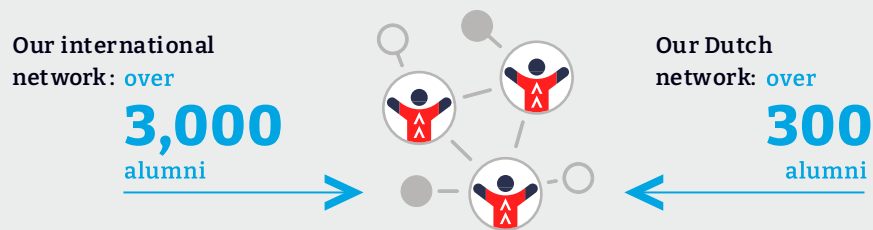




3. OUR COMMUNITY

Senior Fellow Network

After completing their Fellowship, participants become part of the Senior Fellow Network. This alumni network plays a vital role in amplifying the impact of our programs. Senior Fellows support one another with advice, expertise, and continued inspiration through our network events. Many remain actively involved by contributing to the promotion of our programs, or by serving as speakers and mentors. Together, they form a **community of changemakers**, committed to building democratic and inclusive societies.

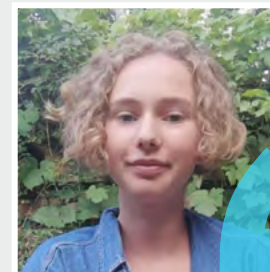


Examples of Senior Fellows who were involved in our 2024's programming:

- *Emma Harjadi Herman* (2006 AMS Fellowship): facilitated a dialogue on contemporary decolonization at the Stedelijk Museum as part of the Amsterdam Fellowship.
- *Nicchelle Buyne* (2023 AMS Fellowship): provided a poetry workshop as part of the MBO Fellowship.
- *Hui-Hui Pan* (2021, Democracy fellowship): provided a session on what helped her continuing the work she was doing during the Fellowship after finishing as part of the Democracy Fellowship.

MENTORSHIP

In 2024, we launched a mentorship program aimed at providing Fellows with additional support in implementing their Action Projects. Each participant was paired with a member of the Senior Fellow Network, allowing them to benefit from the experiences and insights of previous generations. At the same time, alumni had the opportunity to develop their coaching skills. This approach fostered intergenerational exchange and connection within the Humanity in Action community from the outset of our programs.



“Ik voelde me echt gesteund door de mentoren. Ze gaven me vertrouwen en moedigden me aan om mijn ideeën te delen.”

Hella Dwars, Youngsterteam 2024

SENIOR FELLOW NETWORK ACTIVITIES

Iftar - All eyes on Gaza



Senior Fellow Zeyneb Kasmi (John Lewis Fellowship 2020) organized an Iftar to reflect on the crisis in Gaza and create space for **shared connection**. She read Palestinian stories and poems, along with her own work, and invited staff and Senior Fellows to openly share their thoughts and feelings.

Senior Fellow Network Dinner

We continued the tradition of hosting our annual Senior Fellow Network dinner, reimagined this year as **Dining Dialogue Tables**. In multiple rounds, Fellows engaged in meaningful conversations on topics such as the rise of the far right, the situation in Israel and Gaza, and how to create impact through their work. This structured approach successfully facilitated connections and sparked valuable discussions between Fellows from various cohorts.





een brief.
Verander
een leven.

WRITE
OR
RIGHTS
6

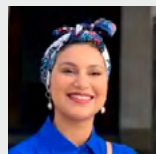


4. OUR TEAM

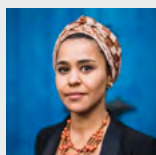
TEAM



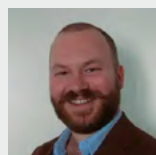
Jorien Janssen
Executive Director



Samar Hashish
Programs Manager



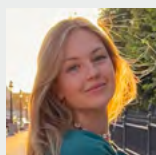
Luiza Braga
Communications and
Community Manager



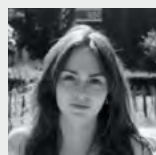
Pascal Snijders
Office Manager
until May, 2024



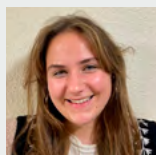
Julie Ouwehand
Office Manager
as of August, 2024



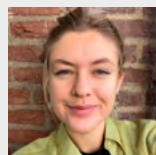
Anne Floor Groen
Programs Intern,
*September 2023 -
January 2024*



Kelai Dissen
Programs Intern,
*February - August
2024*



Jet Laven
Communications
Intern, *February -
August 2024*



Vera Doelman
Programs Intern
*September 2024 -
February 2025*

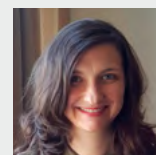
BOARD



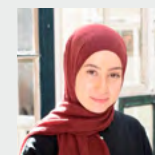
Brigitte Boswinkel
(1999 AMS Fellow)
Chair



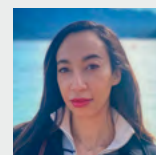
Lex Sietses
Treasurer



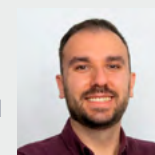
Nejra Kalkan
(2007 AMS Fellow)
Secretary *until 1
February 2024*



Sümeyye Ekmekci
(2015 AMS Fellow)
General Board Member



Zeyneb Kasmi
(2020 John Lewis
Fellow) General Board
Member



Sebastian Sawicki
General Board Member
as of 24 January 2024

Brigitte and Sümeyye started their second term as board members in December.

ADVISORY COMMITTEE

Carla Aalse, Boris Dittrich, Astrid Elburg, Felix Guttman, Mostafa Hilali, Dienne Hondius, Nando van Ketwich Verschuur, Uğur Pekdemir, Awraham Soetendorp, Marian Spier, Tof Thissen, en Anna Timmerman en Nout Wellink.



Bridging past
and present to
inform the
future of

democracy,
liberalism and
human rights.

5. Diversity, inclusion, and safety

Diversity, inclusion, and safety are core values of our organization

This is reflected both in our Fellowship programs as well as in the working culture of the organization itself.

Everyone who performs work for Humanity in Action signs our Code of Conduct (which contains expectations regarding the creation of a safe and respectful environment) and our Non-Disclosure Agreement (which contains agreements regarding the handling of confidential information). The Code of Conduct also applies to participants in our educational programs.

Humanity in Action The Netherlands has an external ombudsperson. This person is available to anyone in the network who experiences discriminatory or other forms of inappropriate behavior, needs an independent listening ear, or sparring partner regarding a sensitive or conflict situation.

The organization's workforce, the participants in and speakers during our programs, represent a great diversity of backgrounds. The pursuit of diversity is explicitly mentioned in our vacancies and taken into account when choosing partners and participants..







6. FINANCIAL POLICY

FUNDING

In 2024, we were fortunate to receive support from [the Democracy and Media Foundation](#), [VSB Fonds](#), [Vfonds](#), [Oranjefonds](#), [Fonds 1818](#) and [Stichting Janssensfonds](#).

In 2024, we also launched a donation campaign, raising €11,692.68.

Humanity in Action The Netherlands is deeply grateful for these partnerships and contributions, which enable us to continue delivering impactful programming.



FINANCIAL STATEMENTS

Humanity in Action The Netherlands annually publishes financial statements on their website.

- Budgeted income: 281.129 euros.
- Actual budget: 236.148 euros.

This difference is because less income from funds has been raised than expected. To help offset this gap, a large-scale donation campaign was launched, generating additional income from our network. We also began offering paid training sessions and merchandise.

- Budgeted expenses for activities: 246.988 euros.
- Actual expenses for activities: 205.029 euros.
- Budgeted overhead expenses: 41.111 euros.
- Actual overhead expenses: 36.047 euros.

(includes non-program staff costs, office and general overhead)

Cost-saving measures were implemented. For instance, there were no salary increases or inflation adjustments. The Amsterdam Fellowship was executed on a tighter budget, in part by using guest accommodations instead of hotels.

Not all program-related expenses are reflected in our annual financial statement. The Democracy Fellowship was organized jointly with the Humanity in Action offices in Germany, Poland, and the United States, with program costs covered by Humanity in Action Inc. The MBO Youngsterteam was carried out in collaboration with the Anne Frank House, with program costs accounted for by the Foundation.

The financial year of 2024 was closed with a negative result of 6.812 euros. The financial shortfall will be covered using our continuity reserve. For further details on the financial year, please see the financial statements.

FINANCIAL RESPONSIBILITY AND CONTROL

- The Executive Director is responsible for the day-to-day financial administration and accounting of the organization.
- The treasurer of the board oversees the finances. Clear agreements on the expenditure policy have been laid down in the financial policy. The Executive Director and Treasurer maintain regular contact regarding the financial situation. At least three times a year, the budget and realization of costs, including forecasts, are discussed.
- All administrative documents are scanned and processed in Visma. The bank mutations are read into the same program. All payments are linked to the document they relate to. In this way, each payment can be traced back to a unique item in the accounts. The internally processed accounts are checked and, if necessary, corrected by an external bookkeeper, Agaath Administraties. The accounts can be viewed online by the board at any time.
- The financial statements are prepared by Agaath Administraties. Since 2019, the financial statements have been accompanied by a composition statement by the accounting firm Stolp+KAB Adviseurs en Accountants B.V.





7. OUR PARTNERS

In 2024, the following people and partners were part of our programming:

Speakers

Akef Ibrahim
Alice Priori
Anabella Stieren
Anna Duensing
Anna Stalfort
Arne Bartelsman
Asha Iman Veal
Ayesha Noelle Standar
Brindusa Nastasa
Daan van Citters

Dagmar Punter
Dina Zbeidy
Eline Pollaert
Emmanuelle Harjadi Herman
Floris Robben
Fredrik Forslund
Irene Conversano
Ioana Lupascu
Jair Schalkwijk
Jelle Klaas

Jelle Zijlstra
Jennifer Tosch
Joenoel Polnaja
Johannes Lukas Gartner
Lara Nuberg
Louisa van Lin
Mamobo Ogoro
Nicchelle Buyne
Nim Ralph
Noor Anwari

Pelle Koppen
Roman Gautam
Rose Fernando
Shawn Reilly
Sinthujan Varatharajah
Wilhemina Agbemakplido
Willeke Asselbergs
Wim Manuhutu
Yasmin Al-Douri
Zeyneb Kasm

Organizations

Amnesty International
Anne Frank House
BKB
Black Heritage Tours
Citizens Lab
Controle Alt Delete

Eusebius Church Arnhem
The Hague City Council
PILP
ProDemos
Represent Jezelf

Springroll Media
Stedelijk Museum Amsterdam
Verhalenhuis Belvédère
Wereldmuseum Amsterdam
Wereldmuseum Rotterdam



The background of the image is a dark blue-grey color, covered with a repeating pattern of small, upward-pointing triangles. These triangles are arranged in a grid-like fashion, with some triangles in a reddish-orange color and others in a lighter, muted blue-grey color, creating a subtle, textured effect.

THANKS

Word of thanks and looking ahead

Humanity in Action The Netherlands could not exist without the commitment of our team, partners, speakers, funders, advisors, and the continued support of our Senior Fellows. We are deeply grateful to everyone who helps bring our mission to life.

In 2025, we will continue to inform, connect, and inspire young people to engage in dialogue and take action for human rights, democracy, and a more inclusive society. We aim to further strengthen the action component of our Fellowships, equipping participants to translate ideas into impactful initiatives.

In addition, we will focus on expanding our target audiences. Humanity in Action aspires to be a unifying platform that reaches across different segments of society. We intend to establish the MBO Fellowship as a permanent part of our offerings and to further develop and promote our training programs for companies. By doing so, we hope to generate revenue that supports our free Fellowship programs for young people—contributing to the long-term sustainability of our organization.

Thank you!





HUMANITY IN ACTION

Humanity in Action The Netherlands informs, inspires, and connects youth, students and professionals in the field of human rights, democracy and an inclusive society. Humanity in Action The Netherlands empowers a new generation of inclusive and empathetic leaders.

www.humanityinaction.nl | www.humanityinaction.org

Contact

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1016 DR Amsterdam

KVK number: 34190868

Phone: +31- 681528164

Email: netherlands@humanityinaction.org