

## **P1 Activity Plan 2024- 2025**

Proposer: FYEG EC  
Agenda item: 9. Plans

### **Plan text**

1 The 2024-2025 Activity Plan for this GA will present FYEG's work from August  
2 2024 until June 2025. You will find the overview of all of FYEG's activities  
3 planned for this period below. The activities are divided into the 4th  
4 overarching objectives of the FYEG 2022-25 Strategy.

### **1. Strengthening the FYEG Network and Membership Coordination**

7 FYEG will organise the already traditional two network activities during this  
8 mandate to facilitate political exchanges.

9 The **Young Green Forum**, which will serve as a precursor to the annual General  
10 Assembly (GA) of FYEG, where representatives from Member Organisations (MOs),  
11 working groups, and other FYEG bodies convene online to exchange ideas and  
12 discuss organisational and political issues. It is an excellent opportunity for  
13 FYEG members to network, establish stronger connections, and provide feedback to  
14 enhance FYEG's activities. The Forum will be held online, tentatively by the end  
15 of January 2025, and will be mainly used as a space to present the financial  
16 report of the fiscal year 2024, address statutory issues ahead of the GA, and  
17 facilitate political exchanges among the Member Organisations mid-mandate.

18 The **General Assembly**, our highest decision-making body of FYEG, where MO  
19 delegates will approve the main political lines of FYEG for the next mandate. In  
20 this event, the delegates will also elect the organisation's leaders and approve  
21 new potential members. The 2025 General Assembly will be held in late spring. It  
22 will be followed by the annual public conference that brings together experts,  
23 representatives of the federation, young activists and FYEG partners to discuss  
24 and debate a particular political topic.

25 FYEG Executive Committee will hold three live EC Meetings, tentatively in  
26 September 2024, January 2025, and April 2024.

27 **Membership Coordination**

28 FYEG remains committed to fostering the growth and coordination of its MOs,  
29 which form the essence of our Federation. In pursuit of this goal, FYEG will  
30 hold **regional meetings** and put in place other spaces for feedback, coordination  
31 and update, such as 1-on-1 meetings.

32 As mentioned in the previous Activity Plan, the outgoing EC decided to divide  
33 the former region Center-West into Center and West. This division will remain  
34 unless deemed otherwise by the newly elected EC. The Executive Committee members  
35 responsible for these regions will oversee the organisation of regional  
36 meetings, the frequency will be decided following the recommendations from the  
37 last mandates and the objectives established in the framework of the current  
38 Strategy, and will foster coordination and communication across all regions.

39 The Executive Committee aims to provide more attention and assistance to  
40 strategic and priority MOs. These MOs are established at the beginning of the  
41 mandate following political criteria. Dedicated budget for MO visits is  
42 allocated for the EC to visit these MOs (see financial plan and its attached  
43 budget). MOs are encouraged to invite the FYEG EC to visit their activities.

44 The Membership Coordination will start to converge with the development of  
45 FYEG's digital strategy and the set up of our online space hosted in the Green  
46 Base (Discord). With that aim, the EC and the Office will steer the  
47 participation of the members of our network in this digital platform, with the  
48 aim to foster more independent and bottom-up relations between the FYEGers and  
49 their MOs.

50 FYEG's strategy to enhance the involvement of its MOs from the East includes  
51 ongoing **assistance and collaboration with the Cooperation and Development**  
52 **Network (CDN)**.

53 Furthermore, FYEG will continue to **track the participation and representation of**  
54 **its MOs** in its activities and structures, with special care for the MOs in  
55 Southern and Eastern Europe and in the Balkans.

56 Estonian Young Greens MTÜ Noored Rohelised will be in its third year of  
57 candidacy and should move to full membership in the next mandate, unless they  
58 wish to revoke their membership, a Study visit should be organised before spring  
59 2025. Romanian Young Greens Tinerii Verzi will be in their second year; the EC  
60 is suggesting to exclude them from the network. Should the MOs not support the  
61 recommendation of exclusion and wish to move to full membership, a Study visit  
62 should be organised.

## 63 2. Capacity Building and Educational Activities

### 64 *MO trainings*

65 After a hiatus of one year in 2024, FYEG is bringing back the Young Greens  
66 Decentralised Trainings (YGDT). In this edition, and with the aim to work  
67 towards a greater incorporation of this programme into FYEG's activities and  
68 calendar, a number of novelties will be introduced. The programme will take  
69 place during a period of 6 months, will focus on building the recruitment and  
70 digital capacities of the Member Organisations, and will include a training on  
71 Digital Organising by the European Centre for Digital Action. The trainees will  
72 also visit Brussels and the European Parliament during the live meeting, and the  
73 programme includes as a part of its practical exercises applying for a FYEG  
74 grant in order to organise a strategic meeting of the national board of the MO.

75 The call will open in late autumn 2024. The selected participants will commit to  
76 follow the steps of this project (online training and live meeting in Brussels)  
77 and implement the decentralised meeting of the board through the financial  
78 support offered by FYEG (therefore acquiring hands-on experience on grant  
79 application and reporting).

### 80 *Educational activities: Focus on social justice*

81 The 2-year long project that FYEG implemented to prepare and implement the EU  
82 elections campaign comes to an end in autumn 2024:

- 83 • The 5-day event "**Ready, Set, Go - The Green Future**" will bring together  
84 around 40 participants from all over Europe, from FYEG MOs and other youth  
85 organisations. The activities will focus on exploring the means of  
86 political and activist participation, now beyond the participation in  
87 elections. The event will take place in Baku (Azerbaijan), in parallel to  
88 COP29; the event will therefore include activities focused on exploring  
89 ways of sustainable environmental activism, as well as participation in a  
90 peaceful demonstration and actions linked to the main events of COP29. The  
91 EC and Office have put special care into considering the safety of the  
92 participants, as well as our local young greens on the ground, to ensure  
93 all participants are safe and that our colleagues in Azerbaijan are not in  
94 danger after the implementation of the activity. Upon the announcement of  
95 Azerbaijan as the host country, FYEG and CDN have been working together  
96 for the organisation of this event.

97 In 2025, the participants to FYEG's educational activities will share their  
98 understanding of social justice and the dimensions of its evolution through the

99 **“One for all, all for one”** Annual Work Plan. FYEG will host three main  
100 international activities:

- 101 • At the beginning of the year, a 3-day event, **“European Lab: Social**  
102 **justice, here and now”**, will bring together around 50 young people from  
103 FYEG MOs, environmental and progressive youth movements, and young  
104 politicians to explore the existing social justice definitions and  
105 critically assess whether they are sufficient. In this event, participants  
106 will develop a young green understanding of social justice that will guide  
107 the work during the remaining two phases of the AWP.

108 The Annual Work Plan 2025 will expand during the mandate 2025-2026 with two more  
109 activities:

- 110 • A 6-day summer camp, **“Policies of today, and of tomorrow”**, will focus on  
111 policies that function in the legal and political sphere of contemporary  
112 Europe, both on the European and national/regional levels. This event will  
113 gather approximately 40 young people, be it participants of the previous  
114 event or new ones. The participants will be informed what policies are,  
115 how to evaluate them, and will engage in activities that will allow them  
116 to explore in detail concrete regulatory proposals related, among others,  
117 to access to rights, environmental protection, animal rights and  
118 migration. They will also create their own policy assessment projects, to  
119 put their newly-gained skills into practice, and power FYEG’s social  
120 justice informational campaign.

- 121 • A 4-month long online learning academy on social justice, **“Young Green**  
122 **Academy: Social justice in theory and practice”**, will take place in the  
123 FYEG digital space, developed during the WP23 and WP24 on Discord. The  
124 activity will begin with two interactive workshops led by experts who will  
125 support the participants in discovering the realm of policies around the  
126 topics of:

- 127 ◦ Equality and youth representation;
- 128 ◦ Environmental Justice and the New Green Deal;
- 129 ◦ Food justice and plant-based revolution;
- 130 ◦ Fair and just security.

131 **MO Grant Programmes**

132 After two years of great successes in the implementation of the subgranting  
133 schemes, in 2025, FYEG will fund decentralised activities through the  
134 **“Empowering the EU” Grant Programme**. FYEG will support the implementation of up  
135 to 10 decentralised projects designed to protect and promote rights and EU  
136 values, with a particular emphasis on addressing issues of racial justice and  
137 fostering the independent living and empowerment of European youth. The awarded  
138 MOs will implement their projects between June to October.

139 In this occasion, we bring two different topics for the interested applicants to  
140 choose from two topics:

141 - 1. Strengthen the MO’s capacity to protect and promote rights and EU values.

142 By applying to this grant topic, the MO will receive funds to organise and  
143 implement an in-person training / strategic meeting of its structures (board,  
144 secretariat, etc.) with the aim to develop a plan to strengthen the organisation  
145 and its capacities to promote EU values.

146 The participants to the Young Greens Decentralised Training must apply for this  
147 MO grant, and include in the programme of this strategic meeting a space to  
148 share with their peers the learnings of the programme. Other MOs are also  
149 eligible (selection is subjected to availability of funds and quality of the  
150 applications).

151 - 2. Increase citizens awareness on EU rights and values

152 The MOs applying to receive funds for this topic will have to design an online  
153 and/or offline campaign (printed material, campaign events, social media posts...)  
154 and/or dissemination activity (conferences, educational event, creation and  
155 publication of media...) on relevant issues connected to European rights and  
156 values.

157 The call for decentralised events will be open for two months, after its launch  
158 around february. An info session will be organised for all interested MOs.  
159 Especially the second type of action will be specially considerate and  
160 positively evaluated by including emphasis on topics related to racial justice  
161 and/or youth independent living, empowerment and participation in decision-  
162 making processes.

163 The actions should be implemented from June to October. The call for actions  
164 will provide more in-depth information.

165 ***Working Groups***

166 After several years of developing and overseeing working groups, the Executive  
167 Committee (EC) has evaluated the process and decided to restructure and enhance  
168 their flow. Moving forward, working groups will transition to FYEG's digital  
169 space (the Green Base hosted on Discord) to streamline their creation and  
170 operation. An EC representative will be assigned to each group to ensure their  
171 efforts align with and strengthen FYEG's structures and plans.

172 The two currently existing Working Groups, the Beyond Growth Platform (BGP) and  
173 the Racial Justice Task Force (RJTF) will therefore fully transition to the  
174 Green Base. This move aims to make both groups more accessible to all the young  
175 greens members of the digital community, fostering greater collaboration and  
176 engagement and promotion of their initiatives, opportunities and work.

177 The RJTF will continue to serve as a safe space for young greens of racialised  
178 and ethnicised communities to organise, with the support of the Office and the  
179 EC, the activities and lead the projects of their preference in the field of  
180 antiracism. To ensure the principles of racial justice are integrated into  
181 FYEG's formal structures, and with the conviction that antiracism and  
182 inclusivity in FYEG is not a task that should be on the shoulders of racialised  
183 and ethnicised young greens only, an Anti-Racism group will be established.

184 The EC, with the support of the Office, will monitor potential proposals for new  
185 Working Groups as a result of exchanges and discussions among the members of the  
186 Green Base. The EC will also empower the young greens to take part in ad-hoc  
187 efforts, creating limited-duration groups with specific objectives, similar to  
188 the great experiences of the teams created in this past mandate linked to the EU  
189 elections campaign 2024.

### 190 **3. Bringing forward the Young Greens perspective**

#### 191 ***General communications and campaigns; FYEG channels and*** 192 ***Ecosprinter***

193 FYEG General Communications bring European and international politics closer to  
194 our audiences. We aim to deliver clear, impactful political messages through  
195 social media on current events and critical issues, with special attention to  
196 the priorities of the MOs. To achieve this ,we will communicate on our political  
197 statements and advocacy on current topics using explainer videos or slides to  
198 raise awareness, understanding and engagement with EU news and topics.

199 Collaboration with our MOs, the Greens/EFA in the European Parliament, and the  
200 European Green Party will help us expand our reach. We will also continue to  
201 collaborate with other like-minded Civil Society Organisations (CSOs) and youth-  
202 led organisations to create joint actions and/or statements.

203 The **Ecosprinter** will continue to be independently coordinated by the Ecosprinter  
204 Editorial Board, providing a platform for young Europeans to express their views  
205 on various topics, and with the support and ad-hoc steering of one of the  
206 members of the EC.

207 ***Lobbying and advocacy; influencing and collaborating with***  
208 ***partners and relevant stakeholders***

209 The joint efforts of the FYEG Executive Committee (EC) and the FYEG  
210 representative in the European Green Party (EGP) Committee will be pivotal in  
211 2024. We will continue to work closely with the EGP to design youth-oriented  
212 events and include young members of EGP's member parties in these events through  
213 engaging formats. The FYEG EC will actively participate in the EGP Congress in  
214 December 2024, ensuring that the youth perspective is represented. We aim to  
215 replicate the success of the 2023 Lyon Congress by increasing the presence of  
216 FYEG members through strategic collaboration and influencing the EGP's guest  
217 list for the event.

218 We will formalise a bilateral agreement between FYEG and the Greens/EFA Group,  
219 including both financial and political dimensions. This agreement will ensure  
220 FYEG's involvement in youth-related issues within the CULT Committee and other  
221 relevant matters in the European Parliament and the Group's campaigns. Our  
222 participation will extend to the Greens/EFA's strategic group meetings,  
223 including regular attendance at weekly communications meetings and ad-hoc  
224 presence at other critical group meetings. FYEG will also ensure representation  
225 at any Greens/EFA retreats that may occur.

226 We will continue to support our sister organisation in Eastern Europe (CDN). We  
227 will continue to work closely for the creation of joint campaigns and statements  
228 like the "Divest from Russia" or the position on the situation in Nagorno-  
229 karabakh. In 2024, the 3rd activity of the 2024 AWP is also organised in  
230 collaboration with CDN. Based on the great experience of having the chance to  
231 count with the leadership of CDN in the latest EGP Congress, we will continue to  
232 advocate for such opportunities of collaboration.

233 FYEG will maintain its role in the Advisory Council of the Council of Europe,  
234 building on the efforts of previous FYEG members to prioritise climate action  
235 and social policies in the Council of Europe's recommendations to its member  
236 states.

237 FYEG will actively participate in the European Youth Forum (YFJ) spaces,  
238 including coordination meetings among Political Party Youth Organizations. Our  
239 representation in these forums will help amplify the youth perspective on  
240 various issues and foster stronger collaboration with other youth organisations.

241 FYEG set up a delegation to attend the COP29 in November in Baku (Azerbaijan).  
242 Similarly to previous occasions, a group of young activists will be selected to  
243 access the UNFCCC with FYEG's observer NGO badges. FYEG COP delegates will work  
244 with our partners in the Green Family, coordinate with youth-led organisations  
245 on the ground, and meet with the participants of the educational event organised  
246 in parallel to COP.

247 ***Disseminating FYEG's work and ideas through digital***  
248 ***campaigning and the promotion of outputs***

249 In 2024, FYEG will further develop and implement the digital strategy initiated  
250 in 2023, which includes digital campaigning and a CRM system. This strategy aims  
251 to expand our mailing list and volunteer base, thereby nurturing our Member  
252 Organizations. We will focus on creating specific, engaging opportunities and  
253 mobilising activities for our membership base to foster a stronger sense of  
254 community among FYEGers.

255 FYEG's mailing strategy, supported by the European Centre for Digital Action  
256 (ECDA), will explore new possibilities for digital engagement while also  
257 prioritising fundraising efforts. This approach will ensure that our digital  
258 campaigns are not only effective in disseminating our work and ideas but also in  
259 securing the necessary resources to sustain our initiatives.

260 **4. Organisational Growth**

261 ***Strategic Framework***

262 As the current Strategy (2022-25) approaches its end, FYEG will continue the  
263 processes for its membership base, including Member Organizations (MOs) and  
264 volunteers, to contribute to the development of the new Strategy (2025-30) that  
265 started in Spring 2024. The new strategy will be approved at the General  
266 Assembly in 2025.

267 Member Organizations will participate in a MO Survey, designed with the support  
268 of external consultants, to gather diverse insights and feedback. Additionally,  
269 a reduced group of FYEG members, advised by external experts, will engage in  
270 Focus Group Discussions to delve deeper into specific areas of interest.

271 The EC, following the guidelines and insights provided by the consultants, will  
272 lead the creation of the new Strategy. The EC will collaborate closely with the  
273 Office to establish a robust Strategic Framework that aligns with the needs of  
274 the FYEG community, ensuring a cohesive plan for 2025-2030.



275 FYEG will develop a framework to measure the **Inclusion Plan 2024-2027** that  
276 complements the Strategic Plan. Further measures included in the Inclusion Plan  
277 will be detailed in the Activity Report or any other required document or  
278 channel for monitoring and accountability.

279 ***Human Resources, internal management and transfer of***  
280 ***knowledge***

281 To ensure seamless transitions and efficient collaboration, FYEG will prioritise  
282 structured handovers between EC members and office staff. Allocating dedicated  
283 time for these handovers will facilitate knowledge transfer and continuity in  
284 the organisation's work.

285 Team-building activities will be an essential part of the process, aimed at  
286 fostering a cohesive and collaborative working environment within both the EC  
287 and the Secretariat. These activities will help build strong interpersonal  
288 relationships, enhance communication, and ensure that all team members are  
289 aligned with FYEG's goals and values.

290 Following the recommendation of the EC, FYEG will explore the possibility of  
291 hiring the co-spokes, allocating time and resources to thoroughly investigate  
292 this option and potential organisational changes that should be taken to  
293 implement this measure.

294 Additionally, FYEG will continue to focus on improving internal processes and  
295 enhancing the efficiency of its operations. This includes the ongoing evaluation  
296 of the task division within the EC, based on feedback from previous mandates, as  
297 well as a comprehensive and updated delegation order, that is in line with our  
298 standards of efficiency, transparency and professionalism. By maintaining a  
299 focus on well-being and working conditions, flexibility and understanding, FYEG  
300 will support its members and staff in achieving a healthy work-life balance.

301 In 2023, FYEG created two new positions, the Campaign and Events Officer and the  
302 Community Manager. Their tasks and responsibilities were linked to the campaign,  
303 and therefore the former has already finished their contract and the latter will  
304 be leaving the office soon. The EC decided to create a junior part-time  
305 position, the Community Officer, that will be responsible for the continuation  
306 of the development of the digital community and the engagement of the volunteers  
307 after the major efforts invested in this structure in the past months. One month  
308 of handover is planned between the Community Manager and the Community Officer.

309 ***Diversification of funds and preparedness***

310 Following significant growth in financial capacity due to the success of the

311 2019 EU elections, which also enhanced the office's grant application  
312 capabilities and contributed to an increased FYEG budget, FYEG is now capable of  
313 designing, planning, and implementing more events than ever before. In light of  
314 reduced resources from the Green Family members, our focus will be on two key  
315 areas:

316 • **Maintaining Core Grants:** We will prioritize securing our primary current  
317 grants, including the European Youth Foundation's Annual Work Plan and the  
318 Commission's CERV Programme. For the latter, we plan to apply for the  
319 Framework Agreement (2026-2030) in Spring 2025, aiming to ensure a steady  
320 flow of funds.

321 • **Diversifying Funding Sources:** We will intensify our efforts to diversify  
322 our funding base by exploring new funding opportunities, such as Erasmus+,  
323 with special focus on investing these funds into MO training programs,  
324 ensuring the long-term sustainability of these activities.

325 In line with the development of the Digital Strategy, FYEG will further explore  
326 the possibilities of fundraising through targeting small donors.

## **P2 Financial Plan 2024 - 2025**

Proposer: FYEG EC  
Agenda item: 9. Plans

### **Plan text**

1 Note: This is the written financial plan for the budgets of 2024 and 2025. They  
2 run from:

- 3 • January 2024 - December 2024
- 4 • January 2025 - December 2025

### **1. Summary**

5  
6 FYEG's financial plan for 2024 has mainly evolved in two ways, since last  
7 approval in the 2023 General Assembly : (1) more personnel costs due to the  
8 newly adopted salary grid, inflation, and replacement of two Office staff, (2)  
9 more costs related to the EU24 campaign. As already detailed in the 2023  
10 financial report, most of the costs related to the campaign were initially  
11 foreseen to happen in 2023 but were actually spent in the beginning of 2024.

12 FYEG's financial plans for 2024 and 2025 are presented below. In order to  
13 increase the accessibility of the information the 2024 budget plan is first  
14 presented through a simplified version with a few important comments and then  
15 through a detailed version with both a narrative breakdown and the full budget  
16 plan in Annex. This financial plan also includes a section on gender budgeting.  
17 The 2025 budget plan annotated is presented in Annex.

### **2. 2024 Budget plan**

#### **a. Simplified version**

18  
19  
20 Below you will find a simplified version of FYEG 2024 budget plan annotated to  
21 briefly explain the difference between the provisional budget voted by the

22 General Assembly in 2023 and the updated budget.

23 (see table in the PDF version uploaded on [www.fyeg.org/ga24](http://www.fyeg.org/ga24) )

24 **Explanation of the difference between the budget voted and the budget report:**

25 - 1. In 2024 we expect inflation, as we have had in 2023, but also two handover  
26 periods as two of the office staff are expected to be replaced.

27 - 2. Administrative expenditures will be higher because the statutes still need  
28 to be notarised and because we expect higher bank fees (partly due to the new  
29 ING fee for the "Know Your Customer" program that we already had in 2023).

30 - 3. This General Assembly is more expensive than expected.

31 - 4. More expenses for the EU24 Campaign.

32 - 5. Administrative revenues are increasing thanks to the Maribel fund.

33 **3. Detailed version**

34 [Annexed](#) to this plan you will find a table with the detailed budget plan for  
35 2024. The difference between the budget voted at the GA 2023 and the updated  
36 budget plan is briefly explained in the 'Comment' column, only when it diverges  
37 by more than 10% and more than 500€. Below is the detailed narrative version.

38 **Expenditures - Category 1: Personnel costs**

39 This budget category includes all the personnel costs for FYEG: salaries,  
40 benefits, social security and other employment tax contributions, payroll  
41 service fee, worker's insurance, etc.

42 The total personnel costs for 2024 will see a significant increase. This is  
43 because, (1) based on 2023 inflation, we expect a significant inflation rate in  
44 2024 too, (2) a new position (Network and Membership Officer) was created and  
45 the new hire will start in September with a month overlap with the outgoing  
46 Community Manager for a smooth handover, (3) it takes into account an estimated  
47 amount of paid overtime, (4) a new salary grid was approved in 2023 and new  
48 salaries were implemented in January 2024, (5) the Communication and Campaign  
49 Manager also intends to leave and we will have ideally a handover period with  
50 their replacement.

51 **Expenditures - Category 2: Infrastructure and operating costs**

52 This budget category includes all office-related expenses: rent, office meetings  
53 and retreats, staff training, softwares and equipment, office supplies, postal  
54 charges and utilities, etc.

55 The total infrastructure and operating costs for 2024 will very slightly  
56 decrease, mainly because of expectations for the training costs for staff and  
57 the lesser costs of mobile phones.

58 **Expenditures - Category 3: Administrative expenditure**

59 This budget category includes all FYEG's general administrative expenses:  
60 extraordinary administrative costs (such as work-permit costs, costs related to  
61 the internships, etc.), external accountant, official registration of newly  
62 elected Executive Committee members, bank account fees and insurances.

63 These costs increased because we still need to get the statutes notarised and  
64 because of the bank fees. In 2023 we were surprised by a 500€ fee from ING for  
65 the "Know Your Customer" (KYC) program. They told us that this fee will occur  
66 every year from now on. This might lead us to scouting other banks to check if  
67 they all have this huge fee and maybe switching banks.

68 The "bank fee" budget line also increased in 2024 because we did some  
69 fundraising and platforms (Lunda and Stripe) took a small fee on every donation  
70 we received. Those fees are accounted for in this budget line but are linked to  
71 an income.

72 **Expenditures - Category 4: Meeting and representation costs**

73 This budget category includes all expenses related to the meetings of FYEG's  
74 network and bodies, as well as representation in partners meetings: Executive  
75 Committee meetings and allowances, the General Assembly, Member Organisations  
76 training, Young Greens Forum, FCAC meeting, membership fee to EYF, contribution  
77 to CDN, visits to Member Organisations and representation to meeting of the  
78 European Green Party, the Greens/EFA Group in the European Parliament and other  
79 partners.

80 This category increases because the 2024 General Assembly is more expensive than  
81 expected.

82 We also aim at decreasing the costs of the Executive Committee's meeting, given  
83 that there will be only 3 and not 4 this year due to the date of the General  
84 Assembly.

85 **Expenditures - Category 5: Direct Costs: projects and campaigns**

86 This budget category includes all expenses related to projects and campaigns:  
87 the Annual EYF work plan, the Spring Conference organised together with the  
88 General Assembly, the activities organised around COP, Study Session organised  
89 with the Council of Europe's Youth Department, Campaigns, Ad Hoc projects and  
90 working group projects.

91 The total direct costs for projects and campaigns in 2023 will increase a  
92 little, mainly because we had costs in 2024 for the Young Candidate Platform  
93 (included in the budget line 5.1.1 EYF Work Plan, even though it's not actually  
94 funded by EYF) and because, as already explained, the majority of the expenses  
95 related to EU24 finally were made in the beginning of 2024.

96 FYEG and EGP will jointly organize a one-day event during the Summer Conference  
97 to explore the concept of EU enlargement from both international and pan-  
98 European perspectives and to establish common priorities for the upcoming  
99 parliamentary mandate, particularly concerning youth issues and European  
100 integration. This event will be attended by Young Greens from strategic  
101 countries and will also be open to the attendees of our General Assembly,  
102 maximising its impact and allowing the network between the two groups.

103 The budget line "5.4.1 Ad hoc Projects" is higher in 2024 than the other years  
104 because, given that there were campaigns and elections this year, more ad-hoc  
105 events were realistically going to happen. Until now, some of it was reallocated  
106 to the campaign team meetings and to the young candidate platform as well as the  
107 LevelUp delegation. This budget will also be used for the strategy consultancy  
108 (planning the objectives for 2025-2030) and the mediation needed by Executive  
109 Committee members.

110 **Expenditures - Category 6: Allocations to the next year and reserves**

111 This budget category includes allocations and reserves for the next few years.

112 We are not going to allocate money to funds or reserves this year, as was  
113 planned.

114 **Revenues - Category 1: Administrative Income**

115 This budget category includes all of FYEG's administrative grants and revenues.  
116 The total of this category for 2024 is slightly higher than previously planned,  
117 mainly because we are getting a little bit more money from the Maribel Fund  
118 (part of our Project Officer' salary is now also on it).

119 **Revenues - Category 2: Projects & Campaigns income**

120 This budget category includes all of FYEG's projects grants and revenues as well  
121 as the funds available for cooperation with the Greens/EFA Group in the European  
122 Parliament.

123 The total of this category for 2024 will probably be a bit less than the budget  
124 plan adopted at the 2023 GA. Mainly because we won't be able to collaborate with  
125 GEF this year.

126 We also increased a little the total amount planned through cooperation with the  
127 Greens/EFA group because we secured the first-half (approximately 35k) and we  
128 are foreseeing to maintain at least 15k contribution for the second half of the  
129 year (in the previous mandate we were getting 22.5 per term – this is therefore  
130 a relatively conservative projection while we prepare for the negotiations). .

131 **3. Gender budgeting**

132 As a feminist organisation, FYEG believes it is important to realise its budget  
133 from a Gender perspective. Through its quota systems and attention to balanced  
134 representation within all its bodies FYEG already has the essentials in place  
135 for gender budgeting. For 2024 FYEG will also continue to plan its activities  
136 and work through the gender budgeting lens by implementing the following  
137 measures:

- 138 • Ensure the basis elements of a safe space when budgeting and planning for  
139 activities;
  
- 140 • Improve the working conditions and workload for all its employees;
  
- 141 • Improve the conditions and workloads for its volunteers, especially  
142 amongst volunteers in elected positions;
  
- 143 • Review the use of the gender budgeting and reporting framework to better  
144 fit the needs and vision of FYEG and its member organisations.

145 **4. 2025 Budget Plan**

146 [Annexed](#), find the detailed budget plan for 2025.

147 In 2025, FYEG will experience the two following major changes affecting the  
148 budget, mostly structural and activities changes linked to the reduced financial  
149 capacities of our partners linked to the EU 2024 elections results. The EGP will  
150 have to downsize its staff and also the activities they organise, including  
151 those addressed to young people in its Member Parties. FYEG decided to implement  
152 some structural changes to ensure that the opportunities previously provided by  
153 EGP will still be partly available to like-minded young Europeans in our network  
154 and beyond. Therefore:

- 155 • FYEG will employ starting in January 2025 the Project Assistant that  
156 organised EGP projects addressed to young people, until now designed in  
157 collaboration with the FYEG's EC. This decision has been taken after the  
158 announcement that the EGP cannot maintain this position and being mindful  
159 of the relevant task that EGP's activities addressed to young people have  
160 on young greens and progressives across Europe. The Project Assistant will  
161 be responsible for the implementation of the MO training programme (see  
162 the bullet point below) and other activities associates to this activity  
163 (MO Grants, fundraising)
  
- 164 • FYEG will readjust the Young Greens Decentralised Training previously  
165 organised by the EGP, and adapt it to our capacities, offering the members  
166 of our network capacity-building opportunities

167 With this, we expect a loss of around 25k EUR. This is planned to be a one-time  
168 exception that does not have a substantial impact on FYEG's accounts overall due  
169 to the consistent investment on our financial stability and diversified funding.  
170 Special extra efforts will be invested in the next mandate to get more funding  
171 to be able to maintain the current offer of opportunities to our membership  
172 base.

## 173 **5. FCAC recommendations**

174 In the financial plan, the treasurer elaborates on the FCAC recommendations of  
175 the previous year (in this case FCAC 2022-23) that are planned to be  
176 implemented. This is in line with the Financial Plan 2023 adopted by the General  
177 Assembly 2024.

### 178 **Recommendation 1: Develop a Liquidity Plan**

179 It was recommended to create a liquidity plan to ensure timely payments and



180 prevent cash shortages, especially given the annual funding cycle with European  
181 grants.

182 In close coordination with the FCAC 2023-24, a formal liquidity plan was not  
183 implemented. Instead we will use a simple indicator, an Account Coverage  
184 Indicator for ensuring account coverage. The Account Coverage Indicator shall be  
185 developed in cooperation with the FCAC 2024-25.

## **P3 Inclusion plan 2024 - 2027: Towards a more racially just FYEG**

Proposer: FYEG EC  
Agenda item: 9. Plans

### **Plan text**

#### **1 Introduction**

2 While fighting for a diverse and feminist Europe, the Federation of Young  
3 European Greens (FYEG) allocates special efforts on developing its actions in  
4 line with its values of feminism, inclusion, and antiracism. These ongoing  
5 measures implemented at different levels make FYEG a feminist organisation that  
6 takes measures to counterbalance gender discrimination. This Inclusion Plan  
7 expands on the efforts that FYEG allocates to ensure its inclusion of racialised  
8 and ethnicised young greens and identifies room for improvement to make FYEG a  
9 truly antiracist, and racially- and culturally-inclusive organisation.

10 The proposals and objectives of this Inclusion Plan are the result of the joint  
11 work of the Racial Justice Task Force and FYEG's Office, EC and MOs, as outlined  
12 in the Activity Plan 2023-24 approved in the General Assembly 2023.

13 The implementation of this plan is to be conducted taking into account that  
14 racialisation, ethnicisation and processes of minoritisation are not the same  
15 across all national and cultural contexts. Issues like ethnicity, culture, or  
16 nationality are included in the creation of the objective and suggested steps of  
17 the plan.

18 Following the principle "nothing about us without us", this plan foresees the  
19 participation of racialised and ethnicised youth in its implementation. At the  
20 same time, all FYEGers need to be active agents of change and foster racial  
21 justice and antiracism in FYEG and its Members Organisations.

22 Offers of support and outreach to racialised youth are often equated with the  
23 substantive confrontation with racism. This can lead to racialised young greens  
24 being unintentionally turned into experts on racism and non-racialised young  
25 greens knowing too little about racism. Further, racialised young greens come to  
26 FYEG interested in a variety of other topics that they are keen on dealing with.  
27 They should not be made to feel like the burden of conducting FYEG's anti-racist

28 work is on them. Our aim is therefore to make a stronger distinction between  
29 anti-racist educational and structural work on the one hand and measures to  
30 support and address racialised young greens on the other hand. Anti-racist work  
31 is the work of all of us, because it concerns us all.

32 The implementation of this plan (through designing, enforcing, and evaluating  
33 its actions) should not be seen as the finalisation of the efforts to ensure  
34 that FYEG and its MOs act in line with their values of antiracism and racial  
35 justice.

## 36 **Structural changes**

37

### 1. **Activity Plan and Strategy Plan**

#### 38 **Activity Plan**

39 FYEG will expand on and highlight its current and future efforts to focus on  
40 racial justice by creating a specific section in the Activity Plan that  
41 describes the planned actions in this field. This section should also include  
42 the measures planned to include racialised and ethnicised young greens and young  
43 participants in FYEG's actions, educational activities, campaigns, etc.

44 FYEG will strive to ensure an intersectional focus in the planning stages,  
45 including programme design when applicable, on the actions (events, campaigns,  
46 educational events, capacity-building, lobbying and networking, etc.) described  
47 in the Activity Plan. In the ideation and planning of activities, there will be  
48 a specific section that describes how intersectionality will be taken into  
49 account.

#### 50 **Strategy Plan**

51 The Strategic Plan (2025-2030) will incorporate inclusion more generally in its  
52 objectives. Further actions not described in this Plan can be included as  
53 Strategic Objectives, like currently implemented monitoring already present in  
54 the Strategic Plan 2022-2025 and/or updated or expanded versions of them.

55 The Strategy Plan and any other plans created and implemented during the  
56 validity of the Strategic Framework (like this one) should play strong  
57 complementary roles. The Strategic Plan will therefore preview the expansion of  
58 its strategic objectives in order to incorporate the assessment of the

59 fulfilment of the Strategic Objectives to those described in other plans.

60

## 2. Racialised and ethnicised young green leaders

61 FYEG will proactively offer support and tools to people who self-identify as  
62 racialised or ethnicised that are considering running for any leadership  
63 position especially, but not limited to, the Executive Committee.

64 FYEG will provide technical, political and organisational support to these  
65 individuals by offering resources, for example:

- 66 • Access to online tools to support campaigning and being in touch with the  
67 membership base (like platforms for online calls)
  
- 68 • Access to software to produce campaign materials, like FYEG's graphic  
69 design platforms, word processors and other digital tools
  
- 70 • Liaison with the members of the Advisory Committee to receive advice and  
71 input
  
- 72 • Liaison with relevant stakeholders of the Green Family, like staff or  
73 leaders of the EGP, GEF, or the Green Group in the EP to build Support  
74 from the Office in any other way etc.

75 Having access to these support will be proactively included and promoted in the  
76 call for positions, and the Office and members of the EC will also strive to  
77 ensure that all racialised and ethnicised young greens have priority on getting  
78 this support.

79 FYEG will also put special emphasis on promoting those candidates who self-  
80 identify as racialised or ethnicised. FYEG will send an email with all the  
81 candidates running for positions, and will highlight the and promote ethnicised  
82 and racialised candidates through different strategies.

83 FYEG will also be available to offer such support to young greens that are  
84 pursuing positions of leadership and responsibility in its MOs and/or mother

85 parties.

86 Through the development and curation of this actions, FYEG aims to pave the way  
87 and encourage young greens of colour and minoritised groups to feel empowered  
88 and supported by the organisation in becoming leaders at the European and  
89 national levels.

90 During the process of writing the inclusion plan, our RJTF put forward the  
91 suggestion to include a racialised and ethnicised minority quota for elected  
92 bodies. This suggestion shall be critically assessed against potential impact,  
93 envisioned value, and its practicability.

94

### 3. **Comprehensive Diversity, Equity and Inclusion policies**

95 FYEG will create a Diversity, Equity and Inclusion (DEI) Framework covering the  
96 areas of hiring practices, office culture and monitoring.

97 This framework will be designed seeking to ensure that the inclusion work  
98 developed in FYEG's activities and processes is also present in the Office, its  
99 configuration and internal processes. The Office and its members will be  
100 empowered and supported by the EC to play an active and conscious role in  
101 continuing making the Office a diverse space inclusive for all workers.

#### 102 **Better hiring practises**

103 In order to ensure that FYEG is an equal opportunity employer, applicants should  
104 be informed of FYEG's DEI Framework. Said Framework will be linked in vacancies  
105 in order for potential applicants to read prior to applying, and will inform the  
106 applicants of:

- 107 • The measures implemented by FYEG in the bodies involved in the recruitment  
108 process (Office and EC) to minimise biases during recruitment processes,  
109 including the interview panel.
  
- 110 • The steps taken by FYEG to foster an inclusive and welcoming environment  
111 for applicants and its workers, within the Office and between the members  
112 of the Office and the employer in the development of their task.

113 • Specific information about FYEG’s capacities and support on processes to  
114 apply for visa and/or work permit in Belgium. The DEI Framework will  
115 preview periodic training for the HR responsible in the office to ensure  
116 FYEG’s preparedness to take on this task.

117 • The right of any applicant to address complaints about biases during the  
118 hiring process, or any other instance of discrimination.

119 Such transparency and practices contribute to presenting FYEG as an inclusive  
120 employer that offers an inclusive work environment and seeks to encourage  
121 applicants from more diverse backgrounds to apply.

122 At the political level, FYEG will lobby its partners of the Green Family (EGP,  
123 Greens/EFA, GEF) to implement similar measures, especially taking into account  
124 that in general they count with greater capacities.

#### 125 **Inclusive office culture**

126 The members of the Office will be empowered to be active actors in making their  
127 shared work space a safer space for expression of racialised and ethnicised  
128 staff and belonging to other marginalised communities.

129 With that aim, the members of the Office will be encouraged to take part on  
130 racial- and cultural-sensitivity training, without detriment to other training  
131 that the staff desires to undertake as per their right.

132 The Diversity, Equity and Inclusion Framework for an inclusive office culture  
133 could include:

- 134 • Processes for the monitoring of data on the Office members and on the  
135 facilitators/trainers on joint staff training (excluding the trainings  
136 pursued by the staff individually).
  
- 137 • The provision of allocated efforts to count with mediators who have  
138 experience with racial- and cultural- (and/or other relevant-)sensitivity  
139 to support mediation processes within the Office and beyond, especially to  
140 deal with disputes in which race, ethnicity, culture, and/or another  
141 identity has been a factor.

142 The DEI Framework will be included in the Office guide, and promoted

143 particularly during the onboarding process of newly hired staff and in exit  
144 interviews.

145 The Office will make sure that the interns are also included in these processes  
146 as any other staff member, without detriment of the specific learning objectives  
147 established by the intern at the beginning of the programme.

148 The members of the Office are encouraged to come together and join a labour  
149 union and/or be in touch with other workers of the same sector or the Green  
150 Family and share good practices with other workers on pursuing more inclusive  
151 and welcoming working environments.

## 152 **Monitoring**

153 The Diversity, Equality, and Inclusion Framework will preview monitoring and  
154 assessment of the measures undertaken. On top of the data listed in the points  
155 above, and in order to have a better overview each year of the DEI framework and  
156 potential areas for improvement, a specific avenue for input from the members of  
157 the Office will be put in place to evaluate the work environment. Potential  
158 complains on the hiring process received through the allocated channel as  
159 previewed above will also be taken into account.

160

## 4. **Inclusion reporting**

161 Just as the Activity Plan is reported upon yearly at the General Assembly via  
162 the Activity Report, the Inclusion Plan should have an annual Inclusion Report  
163 which consist of (i) reporting specifically on the status of the implementation  
164 of the Inclusion Plan and (ii) general inclusion reporting.

### 165 **Inclusion Plan reporting**

166 The Inclusion Report should detail efforts that have been made to implement the  
167 recommendations of the Inclusion Plan, including both successful implementation  
168 as well as challenges, failures or mistakes in this implementation.

169 Where a recommendation cannot or can no longer be implemented, this should be  
170 explained in the Inclusion Report.

### 171 **General inclusion reporting**

172 Any Key Performance Indicator (KPI) evaluated in the context of the Strategy  
173 Plan that is related to inclusion will be included in the Inclusion Report.

174 The inclusion report will account also for:

175 The advances in the creation of or changes and updated included in the  
176 Diversity, Equality and Inclusion Framework

177 If applicable, challenges or takeaways in the fulfilment of the KPIs

178 Other issues on inclusion that may be outside the specific recommendations or  
179 objectives of the Inclusion Plan or the Strategy Plan.

#### 180 **Intersectional inclusion data reporting**

181 When reporting on the KPIs and other relevant data and statistics regarding DEI,  
182 wherever possible, reporting should include intersectionality. The creation of  
183 KPIs in the context of this Inclusion Plan or the Strategy Plan will, and the  
184 provision for their linked data collection, analysis, and interpretation will  
185 strive to include an intersectional manner.

#### 186 **Cultural changes**

187

### 5. **Safer Spaces Policy**

188 The Safer Spaces Policy strives to create an inclusive, respectful, and  
189 supportive atmosphere. Effective implementation of a comprehensive Safer Spaces  
190 Policy can ensure the well-being and encourage the participation of racialised  
191 and ethnicised young greens and other marginalised young greens, through  
192 fostering a community free from discrimination, harassment, and violence. FYEG  
193 Safes Spaces Guidelines recognise the evolving nature of the document. These  
194 steps will be implemented regarding the Safes Spaces Policies in line with the  
195 objectives of this Inclusion Plan.

#### 196 **Proactive in addition to reactive**

197 The educational content promoted in FYEG events will include tools for the  
198 participants in the events to increase their ability to identify instances of  
199 discrimination. The aim is to equip participants with the knowledge to be



200 proactive co-responsibles in the creation of an atmosphere of inclusion and  
201 respect. FYEG will therefore expand on the current opening sessions in its  
202 events to equip the participants with these knowledge and capacities. The  
203 corresponding materials (tool kit, session outline, or any other sort of  
204 document in the shape and support deemed more convenient) will be created with  
205 that aim.

#### 206 **Renovation of the anti-sexual harassment protocol**

207 The anti-harassment protocol will be renewed to reflect the evolution of the  
208 structures it introduces and clarify a few existent inconsistencies.

209 Given the evolution of the protocol since the last Inclusion Plan to now tackle  
210 all forms of discrimination, the protocol and its guidelines will be rehauled  
211 accordingly. The guidelines in particular should incorporate racism and other  
212 forms of discrimination, harassment, islamophobia, antisemitism, and violence  
213 and where possible an intersectional explanation of intersecting oppressions, as  
214 well as guidance on support. Measures should be introduced obliging the  
215 Awareness Team to be familiar with these guidelines and the protocol prior to  
216 their appointment.

#### 217 **A living document subject to regular review**

218 The Safer Spaces Policy should be a dynamic, evolving document, reflecting its  
219 evolving practice, in order to ensure effective implementation. It is thus  
220 necessary to regularly review and update it to reflect whether we meet the needs  
221 of marginalised communities, involving young greens of these communities in  
222 these processes. These updates and the processes undertaken to reach their  
223 conclusions should be clear and communicated transparently.

224 In addition to the document, the permanent awareness team is a valuable resource  
225 in ensuring internal processes are continually evolving. Due to working  
226 specifically on the aspects of safer space and inclusion, the awareness team  
227 will have a unique insight about the areas of inclusion where we are not doing  
228 enough, and it would therefore be valuable to use the work of the permanent  
229 awareness team to further ensuring our practices are evolving where we need it  
230 to, as well as reaching FYEG arenas.

231

## 6. **Political education**

232 FYEG provides its members with knowledge and skills in line with the values that

233 bring us together to participate actively and effectively in democratic  
234 processes and civic life to build the world we believe in. It goes beyond  
235 enhancing individual understanding; it involves critically examining how the  
236 world works, both past and present, to empower young people to actively  
237 participate in shaping a better future. Through this process, youth can learn to  
238 question existing systems, understand the root causes of societal issues, and  
239 develop the skills and knowledge necessary to drive meaningful change.

240 In order to better educate young greens on issues of racism, decoloniality,  
241 islamophobia, anti-romani sentiments, antisemitism, and other issues affecting  
242 racialised and ethnicised communities, FYEG will partly or completely pursue:

#### 243 **MO trainings on antiracism**

244 FYEG will integrate these issues within the MO training programmes, for example  
245 by ensuring at least one session on organisational inclusion and  
246 intersectionality, in order to provide MOs the tools to strengthen their efforts  
247 on inclusion and offering them important insights on intersectionality, race  
248 relations, the root causes and political manifestations of racism, and the need  
249 for a more inclusive organisation and society - which they can then carry on in  
250 their own efforts.

#### 251 **Education on antiracism at the start of events**

252 FYEG will dedicate time at the start of its events to explain and discuss  
253 general principles of anti-racism and microaggressions, as described in the  
254 corresponding title of the "Safer Spaces Policies" above.

#### 255 **General political education in FYEG events**

256 FYEG will use its educational activities and communications to educate and  
257 promote among young greens, and beyond to our broader audiences,  
258 intersectionality and social justice, and important concerns of racialised and  
259 ethnicised young greens, thus encouraging more awareness and sensitivity of  
260 young greens participating at events and in general.

261 FYEG will expand and enhance, based on past good practices, the incorporation of  
262 sessions on inclusion in its events. The expansion and enhancement should  
263 consolidate this good practice to become a requirement in all activities and to  
264 be expanded to sessions on other issues concerning racialised and ethnicised  
265 communities, and ensure an intersectional approach in the design, implementation  
266 and evaluation of said sessions.

267

## 7. Inclusive politics

268 FYEG will strive to include an intersectional approach in the creation of its  
269 actions, including educational programmes, actions, political positions and  
270 texts, campaign, etc.

### 271 **Inclusive event and campaign organisation**

272 Following the principle of “nothing about us without us”, FYEG will allocate  
273 efforts on gathering input from young greens of racialised and ethnicised  
274 communities and other marginalised communities in the creation of its actions,  
275 especially but never limited to, those that delve on issues related to  
276 racialised and ethnicised communities or other marginalised communities. Seeking  
277 further support and contact partner organisations, experts, NGOs and Civil  
278 Society Organisations, that work on the field of antiracism, racial justice,  
279 inclusion and diversity will also be a measure to ensure FYEG’s programmes and  
280 campaigns are in line with an intersectional and inclusive foundation.

281 Additionally, when inviting speakers, panellists, or other such guests, we will  
282 strive for inclusion of voices from racialised and ethnicised communities and  
283 other marginalised communities.

284 FYEG will update its service provider questionnaire to ensure the premises and  
285 equipment used in the activities are as inclusive as possible for people with  
286 disabilities.

### 287 **Inclusive political content**

288 FYEG’s political proposals and the actions to promote them through campaign and  
289 social media actions will reflect the efforts to include contributions of  
290 marginalised communities, including racialised and ethnicised communities, as  
291 detailed in the point above.

292 FYEG’s political positions are the meeting point of the political positions of  
293 the Member Organisations of the network. As such, FYEG’s political positions  
294 tackle the actions that are suggested to implement or promote at the European or  
295 International level to pursue liberation from oppression, by addressing systemic  
296 barriers to the full participation of marginalised communities in politics and  
297 society.

298 FYEG fosters providing support to its Member Organisations to become more  
299 diverse and include more young greens from racialised and ethnicised communities

300 and other marginalised communities in the creation of their political positions  
301 young greens and young greens of other marginalised communities.

### 302 **Solidarity and cooperation**

303 FYEG will continue to work with organisations of different nature working on  
304 fostering racial justice and will expand and enhance the efforts so far,  
305 establishing objectives to diversify its partners in this field, also to  
306 organisations outside Europe.

### 307 **Safety and wellbeing for all young greens activists**

308 Activism is a fundamental part of FYEG politics. Racialised and ethnicised  
309 communities and other marginalised groups, especially those from migrant  
310 background, those who are in irregular administrative situation, people with  
311 gender-non-conformins identities and appearance, disabled people, and  
312 neurodivergent people is often targeted and especially criminalised by police  
313 and other “order” bodies of the state. FYEG will work on the creation of a  
314 comprehensive guideline to assess the safety and act on the protection of these  
315 groups in the context of actions of civil disobedience.

### 316 **Capacity-sharing**

317

318

## **8. Support to MOs in their efforts to become more inclusive and diverse**

319 FYEG will provide support to its MOs in order to increase their inclusion and  
320 ensure the development of steps at the MO level to attract young people from  
321 racialised or ethnicised communities. With that aim, FYEG will at the request of  
322 any MO translate this Inclusion Plan for the leadership to reflect on potential  
323 steps that can be adopted at their national or regional level mirroring and  
324 adapting when needed the actions to the MOs context and its capacities. FYEG  
325 also encourages the bigger MOs to steer local branches to opt for this support.

326 This support will be promoted in FYEG events, including regional calls,  
327 educational events, and statutory activities.

328 FYEG will organise at least one session per year to foster exchange of good  
329 practices on inclusion and diversity within MOs.

330

## 9. Inclusion guidelines and criteria in grants to MOs

331 FYEG's MO Grants Programmes will include specific reporting and evaluation on  
332 inclusion. FYEG will work on the creation of a template that complements the  
333 current data evaluation on gender mainstreaming to also include data and  
334 reporting on diversity and inclusion, striving to include an intersectional  
335 approach.

336 The MO Grants Programmes will also encourage the applicant organisations to work  
337 on and include topics linked to racial justice and antiracism, and incorporate  
338 partnership with organisations at their local level working on the same topics.  
339 The inclusion of said topics and/or said partnerships in an application will be  
340 positively taken into account in the evaluation phase of the proposed project.

### 341 Inclusion guidelines

342 The MOs will have access to inclusion guidelines on how they can approach event  
343 planning and organisation through an intersectional and inclusive approach. This  
344 will include a venue questionnaire that takes in consideration accessibility.

345

## 10. Accessibility for all participants

346 FYEG will put in place specific actions to further ensure and systematically  
347 mainstream the inclusion of all participants to its events.

### 348 Visa assistance

349 FYEG will continue to cover expenses to obtain visas to participate in events.  
350 FYEG will follow a more extensive timeline and invest extra efforts on ensuring  
351 enough prevision to ensure that all participants in need of visa can pursue the  
352 process in a timely manner so that they can participate in the FYEG activities.  
353 FYEG will create a guideline to mainstream and systematically kick-off this  
354 efforts when applicable, said guideline should undergo periodic updates to  
355 optimise Office's efforts and ensure successful visa application processes.

### 356 Inclusion at events

357 FYEG will increase the efforts to raise awareness among the members of its  
358 bodies and among the participants to events about the need to ensure an  
359 inclusive and welcoming environment, also by using an accessible and common  
360 language. The outline for the first session of educational events will delve on  
361 the need to use easier language, avoid acronyms, etc.

### **Explanation**

As approved in the last General Assembly through the adoption of the [Activity Plan 2023](#), the Racial Justice Task Force led the efforts for the creation of a new Inclusion Plan, that especially focuses on racial justice and the inclusion of racialised, culturally- and ethnic-minoritised youth in our organisation and in our politics.