P1 Activity Plan 2026-2027

Proposer: FYEG
Agenda item: 11. Plans

Plan text

The FYEG’s Activity Plan 2026-2027 presents the work of the organisation planned from June 2026 until June 2027. You will find the overview of the activities planned for this period below; other plans adopted in the General Assembly 2026 complete the organisation’s activity for the mandate 2026-2027.

The activities of the organisation are presented divided into the 4 Strategic focuses of the FYEG Strategic Plan 2025-2030 adopted in the General Assembly 2025. In line with the Inclusion Plan 2024-2027, an extra section that outlines FYEG’s plans to foster a more diverse and anti-racist organisation is included in this document.

1. Strengthening the FYEG Network and Membership Coordination

1.1. Statutory processes: Young Greens Forum and General Assembly

FYEG will organise two statutory activities during the mandate to facilitate political exchanges, and follow the statutory decision-making and accountability processes.

The Young Green Forum will take place a few months before the annual General Assembly (GA) of FYEG. This event will bring together representatives from Member Organisations (MOs) and other bodies. The Forum will be held online, tentatively by the end of January 2027 and will be mainly used as a space to present the financial report of the fiscal year 2026, address statutory issues ahead of the GA, and facilitate political exchanges among the Member Organisations mid-mandate.

The General Assembly, our highest decision-making body of FYEG, will bring together the delegates of the MOs to approve the main political lines of FYEG for the next mandate. In this event, the delegates will also elect the organisation's leaders and potentially vote on the expansion of the Federation.

The 2027 General Assembly will be held in late spring, together with an annual public conference that will have both high-level political discussions and workshops to foster network and connection between MOs.

Exceptionally, FYEG's 2027 General Assembly will be organised to optimise expenses while prioritising the participation of the members of the Network. The options to be considered include hosting it in Brussels (without a call for host organisation), or pairing it with the Summer Camp. The EC, together with the Office, will work on a proposal that will be presented to the MOs as soon as possible. This measure will ensure the financial viability of 2027 and 2028.

The programme of the General Assembly 2027, in line with the evaluation of the General Assembly 2026, may maintain the introductory workshops to foster understanding and constructive dialogue within the Federation. Likewise, the reform of the decision-making process regarding political papers (resolutions) may be translated to a change of the Internal Rules of Procedures, in case the trial period in 2026 is deemed appropriate during the evaluation of the trial process implemented in 2026.

The FYEG Executive Committee (EC) will hold four in-person meetings, tentatively in June 2026, September 2026, January 2027 and April 2027. The EC will meet periodically online.

1.2. FYEG Network management: Member Organisations coordination

The EC will lead the implementation of regional meetings. The responsible for each region will decide on the frequency and the agenda of these online meetings in line with the FYEG Strategic Plan and the calendar of activities of FYEG. The regional responsibles will also set up ad-hoc 1-on-1 meetings with those MOs that require it, to ensure tailored and appropriate support and follow-up.

With these exchanges with MOs and periodic check-ins within the EC, we will identify trends and interests, monitor the health of the network, promote FYEG's opportunities, etc. The coordination with MOs will also include the promotion of anti-racism at the MO level and the support that FYEG's can offer to increase this priority internally, including the translation of our Inclusion Plan, connection with anti-racist organisations and experts, and dissemination of materials and takeaways on the topic used in FYEG educational and online events.

The EC and the Office will steer the participation of the members of our network in the Green Base. The activities and opportunities available for the Network and beyond are described in the subsection below. The Executive Committee will continue the assessment started in the mandate 2025-26, to have a clear picture of the health of the MOs. As a result, we will identify which MOs will be prioritised to be visited.

FYEG will continue to track the participation and representation of its MOs in its activities and structures, particularly ensuring regional balance. FYEG's strategy to enhance the involvement of its MOs from the East includes ongoing assistance and collaboration with the Cooperation and Development Network (CDN). Due to difficulty of organising in Eastern Europe, we have seen reduced activity in some of our MOs. In order to better track the dynamic environment present, the EC members responsible for the Balkans and East will be in touch with EGP regarding potential new partners and MOs in these regions.

Membership changes are expected to be voted in the GA 2026, in line with the membership review initiated in the mandate 2025-26 within the frame of the Strategy 2025-2030. In the mandate 2026-27, the EC will continue to be the main and first contact point for the MOs.

Within the assessment of the Network, and the participation of the MOs in activities and decision-making process, the EC will work on expanding the discussion on MO participation and contribution beyond its activities, aiming to establish a joint understanding of the membership categories aligned with the capacities and representativity of each MO. This process will be carried out with special consideration to the federative nature of FYEG.

We are expecting to accept 4 candidate MOs in the GA 2026. Study Visits will be organised in case they express interest in pursuing full status.

1.3. FYEG Digital Community: the Green Base

Young Greens from across the continent, both those who are formally affiliated with the MOs and those who contribute to the movement at the European level without being necessarily active in any of our formal members, come together in the Green Base, the digital embodiment of the FYEG Community. This space was firstly established in autumn 2023, in line with the objectives of the Campaign Plan adopted in Spring during the General Assembly 2023. In the aftermath of the elections, with the aim of preserving it as a meeting point for all, the Green Base has experienced change in its internal structure. Since then, two generations of Community Crew, the EC, FYEG’s Working Groups and Member Organisations have been contributing to ensuring a lively programme with the support of the Community Officer and the logistical and technical advice of the volunteer techies.

Ahead of the 3rd mandate post-elections, after assessing the activities and potentialities of the online platform during the past 2 years, the EC and Office will implement a more structured approach to the Green Base. The objective is to better identify the objectives that can be achieved by means of investing efforts into the organisation of online activities in this platform.

In order to ensure the relevance and convenience of the opportunities offered in

the digital community, the EC and the Office will assess the existing communication channels and platforms.

The Green Base will host at least two MO-exchanges in this mandate. These exchanges will contribute to a deeper collaboration between FYEGers. These will and can be initiated either by the MOs themselves to share specific expertise or created directly by the EC, similar to the thematic framework established with the Nuclear Call in the 2025/2026 mandate. The EC and the Office will utilise the Green Base and existing coordination channels to identify these opportunities, ensuring that the activities provide tailored support and identify emerging trends within the Federation.

The members of our Community will have two opportunities to engage more deeply with FYEG through open calls for volunteers:

- Community crew: an open call will be published in autumn 2026 to select a group of volunteers to steer the activity in the Green Base.

- Digital campaigners: an open call will be published in winter 2026-27 to set up a group of FYEGers that will have the chance to follow the implementation of digital campaign, gaining basic skills on copy-writing, digital mobilisation, and the use of Action network.

2. Capacity Building

2.1. MO Trainings

Following the 2026 MO Training, the six participating Member Organisations (Jong Groen, Joves Ecosocialistes, Mladi Zeleni, Grüne Jugend, Zelena Omladina Srbije and Vihreät Nuoret) will meet during the Summer Camp to reflect on the key learnings from both the training and the camp. This follow-up phase will focus on translating these learnings into practice, with each organisation implementing 3-5 concrete actions within their structures.

This process will be complemented by a series of MO-to-MO meetings, which will provide space for peer exchange between the leadership bodies of the participating MOs to reinforce international collaboration and sharing of good practices.

Looking ahead to 2027, the MO Training will focus on social media, communication and campaigning, with the aim of strengthening the communication capacities of all Member Organisations. The programme will include collaboration with other partners of the European Green family.

Looking further ahead, and with the 2029 European elections in mind, FYEG will

launch an open call for MOs between May and August 2027 to be partners in a two-year capacity-building project focused on promoting youth participation in the 2029 EU elections. The project will begin at the end of 2027 or early 2028 and will run until 2029, supporting participating MOs in developing the tools, strategies and outreach capacity needed to engage young people in the electoral process.

2.2. Educational Activities: Intersectional feminism

Educational Activities 2026: introduction to intersectional feminism

In 2026, we are focusing on making intersectional feminism a core element of FYEG and MO's work, while also using it as a tool to equip our members with the skills to design and implement effective, real-life events that mobilise and create multiplier effects.

The Work Plan is divided into two phases:

- Summer Camp: "The FEM Camp". This activity will be designed to offer participants the opportunity to engage in an in-depth exploration of intersectional feminism and its future implications.

- Grant and coaching phase: The ideas of participants can be put into practice with financial support through subgranting schemes, as well as substantive guidance on long-term strategy and organisational sustainability. The implementation period of the grants will span from September 2026 to March 2027.

This year, we are fully leveraging the potential of our Green Base, ensuring that the learning journey is as effective, coherent and accessible as possible.

Notably, the exploration of intersectional feminism builds directly on the work carried out in 2025 to redefine social justice into an inclusive and operational concept for young Greens.

Educational Activities 2027: a deeper dive into intersectional feminism (theory of care)

In 2027, FYEG will move towards a deeper and more nuanced exploration of intersectional feminism, primarily drawing on the theory of care and its implications for contemporary green politics. As the new format of our Work Plan is being tested in 2026, the exact nature and number of activities in 2027 are yet to be determined.

Nonetheless, as we move closer to the European elections, our educational work

will increasingly address the key dilemmas we may face in 2028.

FYEG will monitor the EYF calls to organise and fund educational activities on youth co-operation with Ukraine. The information about this opportunity is scheduled to be published in the next few months by the EYF. FYEG will prioritise the organisation of a project in line with our commitment and support to Ukraine.

2.3. Financial support to FYEG's Member Organisations: MO Grants

Through the sub-granting schemes described above, FYEG will support the organisation and implementation of activities by the MOs. FYEG will support the implementation of up to 8 decentralised activities focusing on topics related to our activity plan (intersectional feminism), particularly on anti-racism, diversity and decoloniality.

The call for activities will run approximately from July to August, with selected MOs implementing their activities between September 2026 and March 2027. On this occasion, activities have to build on the knowledge from the Summer Camp to design workshops, campaigns or community projects locally, regionally or nationally.

2.4. Working Groups

The existing Working Groups of FYEG will finalise their mandate as statutory bodies of the organisation in the first months of the term 2026-2027.

In summer 2026, the Beyond Growth Platform will finalise planned projects established and designed during the mandate 2025-26, including a collaboration with the Ecosprinter and a second and final webinar on economy. After 3 years of activity with a diverse range of outputs and contribution to FYEGs and the broader European Green family, the Beyond Growth Platform will cease to exist as an official body (Working Group) of FYEG.

Similarly, the Racial Justice Task Force will cease to function as a Working Group of FYEG. The members of the WG will remain in direct contact with the FYEG Office for the development of the DEI Framework envisioned in the Inclusion Plan 2024-2027. They will also continue to contribute to foster a safer space for young racialised activists and leaders, in line with the Inclusion Plan and with the commitments to more diverse and inclusive political actions in FYEG and the broader European Green family.

While the two current Working Groups will no longer be given a mandate for the term 2026-27, FYEG has in place the tools and resources to continue striving to

integrate in its political action and internal activity the principles of pursuing and advocating for alternatives to economic growth and the establishment of an organisation aligned with our values of racial justice. The EC and the Office will monitor and facilitate exchanges on the topics related to these fields both in online (Green Base events) and offline (educational activities and MO trainings) activities, continue the support to individual activists and MOs working on them, and lobby the Green family and beyond with the learnings and takeaways of the activity of these groups.

2.5. Activities with other members of the European Green Family

After the good experiences in GEF's Greenhouse Training, FYEG will continue to coordinate with the GEF team in this relevant opportunity for Young Greens, promoting this activity and taking stock of its takeaways and outcomes.

FYEG will work with other members of the European Green family to ensure that young activists are included in their activities and opportunities.

FYEG will organise an Alumni network. People who were previously active in our structures will be invited to meet online and in-person. This will be implemented partially through the existing resources developed in the previous mandate and in other precedent experiences. This network will impact both the expertise FYEG works with and can be used for small-donor fundraising.

3. Bringing forward the Young Green vision

3.1. General Communications planning, strategising and coordination

General planning of communications

During the past years, through the development of digital strategy, consolidation of more streamlined campaigns, the continuous professionalisation of the Office and the increased support from our consultants in ECDA, the presence and impact of our campaigns has continuously been growing. During the past mandate, we gained over 6,000 followers on Instagram (50% growth) and around 1,000 subscribers to our mailing list, surpassing the 15,000 milestone.

While the increased outreach and proven success of the formats and material establish a clear path to follow, the plan of communications and engagement of our audiences needs a more comprehensive and planned approach, with a clearer internal organisation and task division between the EC and the Office. In the mandate 2026-27, we will set up a more thorough and specific process, including at least 4 communications and digital community engagement strategic meetings

distributed through the year as detailed below:

- July 2026 (or after the first EC retreat of the mandate): this meeting will focus on restating the comms and digital campaign principles introduced in the first live meeting of the EC. The participants will also set up the overall political priorities of the mandate regarding comms and campaigns.

- September 2026 (or a few weeks before the 2nd retreat): the EC and office responsibles will work together to prepare at least one session for the 2nd EC live meeting. This session’s outcome will establish a shared understanding amongst the EC on tone, topics and objectives of the comms work of FYEG. During the strategic meeting, the EC and Office will divide the tasks to prepare this session.

- January 2027 (or a few weeks before the 3rd retreat): this mid-mandate strategic comms meeting will delve into the performance of the actions implemented thus far, and establish the few last tasks left until the last retreat of the mandate.

- March 2027 (or a few weeks before the 4th retreat): Final comms strategic meeting of the mandate that will work to identify the few external communications and campaigns will establish the closure of the planned communications of the mandate, also focusing on the preparation of comms tasks ahead of the GA.

The attendees to this meetings will be - besides the Communications & Campaigns Officer and the Community Officer - the two co-spokespeople (as per IRPs, they are responsible for the external representation of the Federation), up to two other members of the EC if decided during the task division, and the Secretary General. The first comms and campaign strategic meeting will be organised and facilitated by the Office, and the others can be organised and facilitated by the EC upon agreement.

The main output of these meetings will be mid and long term plans that will identify the following stages of digital campaigning and communications of specific campaigns:

- Ideation of outputs, including task division of sourcing of topics, prioritisation of formats, and definition of the input provided from the EC and from the Office ;

- Planning and production timeline and task division ;

- Implementation, including a clear role for the EC to disseminate FYEG’s campaigns within the network through the regional chats and other

coordination spaces with Member Organisations ;

- Review and follow-up of ongoing tasks and outputs ;
- Promotion of the work inside the network, particularly how the EC regional responsibles can disseminate the outputs with their MOs.

These meetings will also be used to clarify task-division and internal decision-making processes, including identifying possibilities to collaborate with MOs and how to manage it, and enhanced and more streamlined decision-making. Any communication and campaign output should be understood as the result of a political EC discussion.

The Office will take into account and flag other communications, community and campaign tasks (set up and implementation of communications plans and maintenance of community tasks linked to FYEG educational, statutory and other activities; participation in Greens/EFA and EGP comms meetings; general maintenance of FYEG communications and community channels and spaces; overall management of CRM, including list management, recurrent meetings with digital mobilisation and campaigns consultants from ECDA; small-donors digital campaigns; etc.).

As a result, the overall comms calendar of the mandate will result on:

- 1-3 flagship digital campaigns ;
- 1-3 rapid response digital campaigns that will react to ongoing strategic events ;
- Several posts on social media (particularly on Instagram) according to capacities and calendar:
    - Promotion and dissemination of FYEG opportunities, calls for volunteers and participants, etc. While these channels of promotion bring added value to the resulting cohort of applicants to our events, the dissemination within the Federation will focus on promotion through internal channels, for which we count on international officers/contact points of MOs to commit to share FYEG opportunities with the membership base ;
    - Promotion of the digital campaigns, with reels or sharepics, particularly focusing on the calls to action (signing a petition, emailing stakeholders, making a donation, etc.) ;
    - Exploration of other channels and formats for the promotion of FYEG and its activities, like press work ;

- Explainer slides on FYEG political positions based on the EC’s priorities and guidance, and on outputs of our educational activities based on the work of the volunteers, with the guidance of the EC responsible and in line with the funder’s requirements ;
- Explainer slides on the EC’s positions on relevant news with a european or international angle, always in line with FYEG’s existing positions (resolutions, political platform, etc.) and/or ad-hoc consultations ;
- Community-affirming posts, including memes, trends, pop references, and other feel-good content with a political spin ;
- Collaboration with MOs upon request, relevance assessment and organisation through the proper channels.

Social media

Social media channels will continue to be used as means to:

- Promote FYEG’s opportunities and events ;
- Disseminate our positions (following EC’s debates or directly from GA documents) on political topics, European and international affairs, or national news if relevant at the European level ;
- Maintain FYEG’s visibility through political spin on trends, memes, and pop culture.

Explainer slides, videos, content to increase the feeling of community, diversify our audiences and increase our outreach will be designed within part of communications plans (of projects or campaigns) or following the internal calendarisation and ad-hoc collaboration with partners. The communications on social media channels - particularly on Instagram - will also include live posting during events to showcase the opportunities we offer, their innovative formats and the diversity of the participants.

The content on TikTok will include content originally created as Reels, led by the EC and executed by the Office, and also TikTok videos done by volunteers organised in the Green Base with very light guidance from the Office.

3.2. Digital Campaigning and mobilising, including small-donor fundraising

FYEG will continue to create digital mobilisation opportunities for its audiences. Through these actions, we bring topics of our interest and our

priorities to the wider public, with low-threshold calls to action normally linked to signing petitions or getting in touch with decision makers. Ultimately, this will contribute to FYEG's objective of connecting European affairs with the general public. FYEG will focus on the expansion of the mailing list, monitoring topics and formats that engage existing members while reaching to new ones. FYEG will continue to identify possibilities to create joint digital actions with the Greens/EFA and with other actors. For that, we will continue to work with the advice from the European Center for Digital Action (ECDA) to develop outreach strategies and increase our skills as digital campaigners and mobilisers.

FYEG will increase the efforts to include in the engagement ladder for its digital activist the option of contributing to the movement through donations, with a particular focus on recurrent donations. Following the good experiences in 2025 with this tool, this will further enhance our relationship with our supporters while contributing to the financial sustainability of our organisation and activities. The engagement of our audiences will be managed with the CRM Action Network, that will continue to be connected with the participants to our events, signatories of actions and members of the Green Base.

3.3. Ecosprinter

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

3.4. Advocacy: European Green Family

Cooperation and Development Network - Eastern Europe

Besides the support to CDN presented in the first chapter of this Activity Plan, we will coordinate with our sister organisation to ensure our calendars do not clash and we can promote each other's activities. With that end, we will organise channels of communication between the Offices and also EC exchanges. FYEG will continue to support CDN financially.

European Green Party

FYEG will contribute to the Working Group for the reform of the Rule Book, with the specific aim of ensuring the participation of protecting the participation of non-EU member parties in the decision-making processes of the EGP, following the reform on the regulation that concerns the internal functioning of European Political Parties.

FYEG will attend the EGP Congress taking place in Poland in December 2026, in line with the Rule Book of the EGP. The EC will participate in statutory discussions to ensure the youth perspective and FYEG's positions are reflected in the resolutions and other outputs of the Congress.

Through the collaboration with FYEG's representative in the EGP Committee, and through allocated channels (including at least one EC retreat and periodic online check-ins), the EC will be able to follow the processes and discussion in the EGP leadership. The cospokes will also participate in EGP Committee meetings following the expected invitation rules by the Annex D of EGP's Rule Book.

Green Group in the European Parliament

FYEG will continue to coordinate with the Green Group in the EP, particularly through the Stakeholders Engagement team, to identify relevant processes, from files in committees to trilogues. The main topics that FYEG will contribute to are housing, climate, civil liberties, human rights and youth.

Our work with the Group will have a double nature ; on the one hand pursuing that our priorities (or those of relevant partners and youth stakeholders) become a Group priority, and on the other hand promoting the work of the Greens in the EP. For the second one, we will explore options to connect the MOs to the main priorities at the European level through ad-hoc topical actions.

Green European Foundation

In the past mandate, FYEG became a Stakeholder of GEF, after many years being an associate member of its General Assembly. This new category puts FYEG at the same level of the other members of the European Green family. We will continue to contribute to the programmes and decision-making processes of GEF, bringing the youth perspective and lobbying its members, national and regional Green foundations, to include our Member Organisations in their opportunities.

3.5. Advocacy: institutions, cooperation with other CSOs

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

The work carried out by our elected representative in the Advisory Council on Youth of the Council of Europe is a key element for disseminating and lobbying for our green ideas. FYEG former co-spokes Sean Currie will continue his mandate at the Advisory Council on Youth, now recently elected member of the board of this body. We will increase the coordination with Sean at the FYEG level and the

promotion of his work.

FYEG will monitor upcoming opportunities to contribute to the youth representation in COP31, set up to take place in Antalya (Turkey) in November 2026.

3.6. Political platform renewal process

In the mandate 2026-2027, we will initiate the process of renewal of the Political Platform, expected to last two years and be finalised by the GA 2028, which should lead to the adoption of a new text. During the implementation of the 2026-2027 activity plan, the EC will facilitate a team of volunteers who will reach out to MOs to gather information regarding the renewal process, coordinate with the EC and the Office that the topic of the Political Platform is present at every capacity building activity of FYEG during this mandate, as well as organising activities to draft the outline of the document. This will be followed by a group of writers who will be adopted at the GA 2027 to finalise the document.

4. Maintaining Organisational Capacity

4.1. Strategic Framework 2025-2030: planning and monitoring

Once finalised the first year of the Strategic framework adopted in May 2025, FYEG will continue the monitoring of the implementation of the framework. In line with the takeaways of this task during the mandate 2025-26, we will set up a clearer internal process to collect data and comprehensively identify the ownership of the Key Performance Indicators linked to each strategic objective.

4.2. Human resources: handovers, volunteers and staff wellbeing, and internal management

To ensure seamless transitions and efficient collaboration, FYEG will prioritise structured handovers between EC members and Office staff. Allocating dedicated time for these handovers will facilitate knowledge transfer and continuity in the organisation's work. This will be particularly essential in the light of the decreased capacities of FYEG due to financial constraints.

FYEG will count with a renewed analysis of the tasks of the EC in order to enhance the task division process at the beginning of the mandate. The delegation order that rules the task division of operations and decision making between the EC and the Office will be renewed at the beginning of the mandate, adjusted to the seniority, competences, skills and experiences of the members of each body.

In line with the reduced financial capacity of FYEG, the Office will go through an internal reorganising process that will result in a team of 5 full time staff members, including the Secretary General. This process will be implemented at least in full compliance with the Belgian labour law and ideally more aligned with FYEG's values, putting at the centre of this process the rights and worth of our staff members, recognising their contribution to our organisation and facilitating their next steps in the labour market in line with their professional ambitions.

The FYEG Office will hire 1 intern per 5-month term. This intern will be hired part-time by FYEG and part-time with the Greens/EFA in the EP, continuing our shared internship programme. We will have at least one meeting with Greens/EFA to monitor and assess the internship framework agreement.

The EC and the Office will have at least a one-day joint retreat in Brussels to contribute to the team spirit between the two bodies.

4.3. Financial planning

FYEG will continue to work in a contingency plan, following the start of this process in the mandate 2025-26. This will also inform further steps to mitigate the current financial hardships that we are experiencing.

We will continue to focus on diversifying our funds, through constant monitoring of grants offered by the EU and the CoE. The EC will focus on developing our fundraising principles with strategic internal debates, to further develop the donors strategy potentially including bigger donors.

We will continue to explore the possibilities brought by our position in the Green family, calling on the solidarity of the Greens/EFA with two key objectives: revisiting the bilateral agreement to ensure our sustainability until we secure a bigger and steady flow of funds, and ensuring the donations of MEPs. Regarding the EGP, we will continue to collaborate as per the Annex D of the Rule Book as per EUPP regulations.

5. Inclusion and diversity in FYEG in the mandate 2026-2027

In general, and as a cross-cutting measure throughout all our activities, FYEG will continue to monitor the inclusion of its events, but maintaining the inclusion audit (based on self-identification), by which we have been able to measure the diversity of our events during the years of unfolding of the previous Strategic Plan.

Specifically on the programmes of activities, the focus topic is Intersectional

Feminism. The activities’ content aligns with the actionable points on “inclusive political education” previewed in the inclusion plan, and will equip the participants with knowledge and insights to increase their skills and awareness to contribute to foster more inclusive political proposals and organisations.

Regarding the MO grants, as they are linked to the educational activities on feminism, they will naturally align with the actionable point to include an intersectional and inclusivity angle.

In this mandate, the Office and the EC (particularly the EC responsible) will focus on the development of the DEI framework. Another of the main actionable points that will be put in place in line with the Inclusion Plan is the review of the anti-harassment protocol. It will also be initiated with external support of a volunteer upon the potential approval of the IRPs change by which the process of a non-EC member is given the mandate of being a member of the Permanent Awareness Team.