Youth Campaign for human rights online

Follow-Up Group

Report of 10th meeting

12 – 13 April 2016

European Youth Centre Strasbourg, France
Opening of the meeting and adoption of the agenda

The Follow-up Group as a body of the Steering Committee on Youth (CDJ) commences its 10th meeting. The composition of the group and its mandate has however been updated in the CMJ meeting of November 2015.

Apologies were received from Jehona Roka (CDEJ), Youssef Himmat (CCJ), Finn Yrjar Denstad (The EEA and Norway Grants), Ellen Lange (European Steering Committee of Education Policy and Practice) and Fionn Scott, (National Campaign Committee Ireland, substitute for Lilla Nedeczky). The meeting was co-chaired by Aleksandra Mitrovic Knezevic and Matej Manevski.

The agenda was adopted, with the addition that Matthew Johnson would attend the lunch on 13 April; working practices within the group and conduction of the campaign evaluation were added to agenda.

1 For the campaign concept note and Follow-up group mandate see: www.coe.int/nohate
For the Joint Council Meeting (restricted) report see: https://www.coe.int/t/dg4/youth/restricted/Source/CMJ/33rd_meeting_source/CMJ%20(2015)%20PV%2033rd%20revised%20en.doc
Expectations regarding the Follow-up Group

Because of the new mandate and composition of the Follow-up Group, a round of expectations regarding the meeting and the work of the group was conducted. The main outcomes were:

- The group brings together the information and the various perspectives on the campaign from the local to the international level
- The meetings should allow for exchange of ideas and creativity, instead of lengthy and detailed updates
- The members should maintain a minimum level of communication between meetings.
- The Follow-up Group monitors and steers the work of the Secretariat regarding the implementation of the Campaign
- The group has no decision making authority, instead it prepares reports and draft decisions for the CMJ
- It is a working body of the CMJ and the chair and co-chair need to be members of the CCJ and CDEJ. However in the meeting the division between members and observers will not be strict
- The members are also considered ambassadors for the campaign and should be able to represent it. Where needed the secretariat of the campaign can assist them in this role
- The members should encourage and link the campaign with other steering bodies, representations and departments or projects of the Council of Europe and other organisations

News from the observers, other partners and their initiatives

EYCA: The next General Assembly will be in May during which the organisation’s involvement in the campaign and that of its members will be discussed. Members need to be reactivated, for example inviting them to join the Action Days. Hungary, France and Albania are strong members active for the campaign.

The main lines of involvement include:

- Adding the NHSM logo to the National EYCA cards
- Give information about the campaign and reach out to non-organised youth.
- Set up a focus group to identify how existing events that can be linked to the campaign
- Two examples from 2015:
  - 20.000 people ran in Madrid for ‘Race against Intolerance’
  - A Bike race in South Spain

Conference of INGOs: Cooperation between the Youth Department and INGO conference should be continued to maximise mutual visibility. The INGO conference:

- Has created its own fight against hate speech working group
- will run, in Karlsruhe, a Training of trainers on “fight against Hate Speech”
- will organise, during the INGO Conference in June 2016, a side event on “sexism”
- should associate both the INGO Human Rights and the Education Committees closer with the campaign
- will organise during the INGO Conference in January 2017, a side event on “No Hate World/Hate Speech”
YFJ: The European Youth Forum has until now not been actively involved in the campaign, except for 22 July (European day for victims of hate crime). The forum was also actively involved in the ‘Tolerance Trumps Hate’ conference in Brussels in 2015. The YFJ can more actively spread information about the campaign and campaign events among its member organisations. The next General Assembly of the YFJ will decide on its future involvement; the forum is working on a paper on antidiscrimination.

ERYICA: The organisation was actively promoting the Action Day on Sexist Hate Speech of 8 March among its member organisations and through its media channels. In the new newsletter there will be an article on the ECRI general policy recommendation nr 15 on hate speech. The next general assembly will include an “update” session on where the members are regarding the campaign implementation. A publication dealing with the violent radicalisation of young people will be developed as part of the framework agreement with the Council of Europe. ERYICA has developed cooperation with the Tony Blair Faith Foundation, they have asked to deliver a “working video seminar” titled ‘Talk back to hate’. Many ERYICA members are part of national campaign committees (NCC).

Conclusions from the round of updates:
- Member organisations need to be informed and remobilised
- Feedback from member organisations is weak
- There is need for an update and clear message regarding the new directions of the campaign
- A joint coordinated action by all partners in the campaign could help build a unifying moment and new energy for the campaign

Update on the implementation of the European campaign.

The Follow-up Group took note of the report DDCP-YD/ ETD (2016) 17 on the European Campaign Implementation. It is acknowledged that:
- The process of reigniting the partners and other departments of the Council of Europe for the campaign has started well
- Regional cooperation between coordinators and NCC’s from the ‘Visegrad Countries’ and between Germany, Luxembourg and Austria is encouraging.
- Support from the secretariat remains important in the (re-) launching phase of the national campaigns
- Some national priorities of Erasmus+ have become in line with the campaign and in some countries the National Agencies have joined the national campaign. In the Balkan region the agencies have started cooperation within a new regional programme that will be established on 4 July
- The ECRI general policy recommendation nr 15 on hate speech was welcomed as an important document with information, including a further developed description of hate speech and recommended actions to address hate speech. The Committee of Minters recommendation on hate speech however remains the definition with the highest political weight. The need to update it therefore remains valid

The Follow-up Group recommends that the secretariat:
- encourages the National Campaign Committees to inform the national agencies of Erasmus+ on the continuation of the campaign and invite them to the committee
To explore the possibility to present the campaign and its priorities to the national agencies of Erasmus+ cooperating in the Balkan Region on the new cooperation programme

Update on the Campaign Community

Taking note of report DDCP-YD/ETD (2016) 15, the Follow-up Group acknowledges that most National Campaign Committees (NCC’s) have or are restarting and new countries have joined in line with the campaign priorities for 2016-2017. However many NCC’s receive less funding then before and several receive less political support after changes in Government. New online activists have joined the community through national level offline events, a positive development. More needs to be done to secure better cooperation between online activists and national campaigns from a given country, to recruit online activists from countries not represented and to increase visibility of their work.

The campaign partners have been less active lately and should be engaged with on specific thematic focuses and action days. The European Youth Forum is asked to encourage its member organisations to engage with the campaign. Sport organisations are missing as campaign partners. ERYICA can promote the campaign among sport clubs member of the card and the Council of Europe can see how to engage with European sport federations through its Enlarged Partial Agreement on Sport (EPAS).

The Follow-up Group recommends that the secretariat:
- continues to update and encourage involvement of the relevant Ministries of the member states on key issues of the campaign through letters signed by the Director General
- works with the NCC’s on increasing political endorsement of the campaign at national level, for example by involving the CDEJ, the No Hate Parliamentary Alliance and Anne Brasseur
- seeks cooperation with the secretariat of EPAS and presents the campaign to its signatories

Update on financial resources for the campaign.

The Follow-up Group expressed concern over the lack of voluntary contributions received. There was support for developing idea’s for joint events or seminars in line with the campaign priorities with partners and other departments that would help to share costs. For example the campaign closing event could be co-organised with the EEA-Norway grants programme, various OSCE missions work on hate crime and hate speech and could cooperate at national or regional level. Regional cooperation between NCC’s should be encouraged; they could seek funding jointly for Bookmarks trainings and trainings for the newly developed manual on developing counter narratives to hate speech. Online courses could also be explored as a cost effective means of organising trainings, examples from the ‘The former Yugoslav Republic of Macedonia’, North South Centre and the European Wergeland Centre should be explored.

The Follow-up Group suggests that the secretariat:
- Sends to the CDEJ a list of activities and projects that can be co-funded and organised, including for the next coordination meeting of the campaign and a seminar on combatting antisemitic hate speech through human rights education
Update on Campaign Tools

**Bookmarks:** Education on hate speech using Bookmarks should be integrated more in the school programmes, this would not need to cost money but does require providing expertise. NCC’s should be encouraged to work in this direction. Trainings on Bookmarks remain important to support the distribution of translations.

**Hate Speech Watch:** The Follow-up Group was informed of the outcomes and recommendations from the ‘WatchOut hate’ Seminar held in Budapest in March, organised by NGO’s active in the campaign. It was agreed the updated Hate Speech Watch needs to clarify that submitted reports are not forwarded to relevant authorities and media platforms. Instead the Watch has an educational, testimonial and monitoring function. It was agreed that submitted reports of hate speech would be published instantly; the online activists would conduct post-publishing moderation. The technical possibility to build in warnings system for administrators to alert them of unusual high traffic to submitted reports will be explored. It was stressed that reporting of hate speech must be promoted stronger among NCC’s and its activists.

The Follow-up Group agreed on a list of thematic area’s based on the proposal from the ‘Watch Out’ Seminar. Grouping the reports in these categories will help identify trends of hate speech online. The categories are

1. Racist hate speech
2. Sexist hate speech
3. Hate speech based on gender identity and sexual orientation
4. Hate speech targeting refugees and asylum seekers
5. Antisemitic hate speech
6. Islamophobic hate speech
7. Hate speech based on religious intolerance
8. Romaphobia and antigypsyism
9. Afrophobia and hate speech against people of African origin
10. Hate speech targeting persons with physical or mental disabilities
11. Hate speech arising in conflict–stricken regions
12. Cyberbullying
13. Other grounds for hate speech

**Visibility of Campaign Activities:** More visibility must be given to activities of NCC’s and online activists, for example through the Campaign in Action Blogs or by placing information from Flashnews online. The examples from the Evaluation Conference can also be made visible online. An online space for collecting activity reports should be considered, ordered by country. The existing online tools for documenting good practices is underused.

**Campaign internet site:** The new internet site should list more manuals and publications developed within the campaign, including those from NCC’s.

**Campaign Thematic Focuses**

The Follow-up Group underlined that NCC’s can always decide on national priorities and focusses, but they are expected to also incorporating the three European Campaign
thematic focuses: Sexist Hate Speech, Antisemitic Hate Speech and Hate Speech targeting Refugees and Asylum-seekers. These three topics are considered key areas for the Council of Europe to work on within the campaign through among others activities at the EYC’s, with the aim to raise awareness of the prevalence and effects of these forms of hate speech and to challenge the underlying narratives.

**Sexist Hate Speech:** The cooperation with the Gender Equality Unit was highlighted as a good example resulting to a widely supported Action Day involving many new actors. Future actions, including the Action Day should continue to raise awareness on the magnitude of the problem, its prevalence and promote existing Council of Europe conventions addressing sexist hate speech.

**Antisemitic Hate Speech:** The group confirmed a seminar on the topic should support youth workers to understand the new forms of Antisemitic hate speech encountered online and how to respond to it through human rights education. Campaign initiatives, including the Action Day, should raise awareness of the existence (in all its forms) and magnitude of Antisemitic hate speech and how it can be addressed through human rights education.

**Hate Speech targeting Refugees and Asylum-seekers:** The campaign should seek to reject a polarised response to the influx of refugees which strengths populist and discriminative narratives. Instead the campaign should highlight the human right to claim asylum and seek protection and the need to uphold human rights standards in Europe by responding to present concerns in Europe through dialogue and alternative narratives based on human rights values that address concerns in European societies.

**Exchange of views with the Head of the Youth Department**

Antje Rothemund, Head of the Youth Department, welcomed all members of the renewed Follow-up Group. She recalled that the campaign was prolonged until 2017 as part of the “Action Plan on the fight against violent extremism and radicalisation leading to terrorism”. It is also part of the organisation’s “Action Plan for Building Inclusive Societies” and features in the Strategy on Internet Governance. This ensures the campaign receives more visibility and reconfirms its relevance within the organisation and member states. This also means that campaign initiatives should seek to involve other Council of Europe departments and is closer monitored regarding its content. The Head of Department expressed confidence in the new phase highlighting the gained experience with running a campaign online and with addressing hate speech through human rights education.

An exchange of views followed touching upon:

- Funding of the campaign, where it was suggested the Follow-up Group and CDEJ could encourage the Permanent Representations to question why the campaign is not being funded sufficiently
- Role of the Follow up group
- The NHSM remaining a youth campaign, but the build-up expertise should be made available to the many other stakeholders, including in the fields of Education and law enforcement agencies. It was mentioned the campaign could involve non organised
youth, for example through the youth centres from the Quality Labels project and other Youth Department projects, including those with the Congress of Local and Regional Authorities, such as ENTER!

- Cooperation with Sport organisations
- Campaign Evaluation process
- Follow-up after the campaign, confirming that hate speech and human rights online should become integrated in the overall work on human rights education of the Youth Department. The Council of Europe continues to address hate speech for example through its work on the ECRI recommendation nr 15 on hate speech, but no new structures are envisioned.

**Exchange of views with the Director of the Directorate of Democratic Citizenship and Participation**

Mathew Johnson highlighted that the present challenges in European societies regarding hate speech and radicalisation made clear that education and youth are not marginal issues. This political awareness brings the work of the Education and Youth Departments more to the centre of the Council of Europe’s work, but with it expectations regarding contributions and results have increased.

The director welcomed the Follow-up Group members call for a renewal of the Committee of Ministers Recommendation on Hate Speech, but underlined the need to motivate the request. The Campaign should identifying how the new recommendation will contribute to existing documents and address a gap in the existing recommendations and legal framework, for example in member states. The Director informed the Follow-up Group members that the Secretary General remains committed to the campaign and will be kept updated by him. Examples and good practices from member states would help as the Secretary General often is asked about the campaign in member states or the Council of Europe’s response to pressing issues in society that are covered by the campaign.

**No Hate Parliamentary Alliance**

Giorgio Loddo from the secretariat of the Committee on Equality and Non-Discrimination of the Parliamentary Assembly joined the meeting for this agenda point.

The No Hate Parliamentary Alliance (Alliance) was initiated under the presidency of Anne Brasseur and receives secretariat support from Giorgio. After the ending of her mandate, Mrs Brasseur has been appointed ambassador of the No Hate Speech Movement by the Secretary General

The road map of activities of the Alliance for 2016-2017 was approved early 2016. The Alliance aims to involve parliamentarians from different political colour and from all member states. With the signing up of new parliamentarians since this year, nearly all states are represented.

The Alliance will organise yearly three national seminars, inviting only national parliamentarians, and one regional seminar. The seminars can involve NCC representatives, campaign activists and national members of ECRI. Each seminar will address a thematic area of interest for the country concerned. The first national seminar was in Italy focussing
on the ECRI recommendation and Education regarding Hate Speech. The second will be in Stockholm and address antigypsism. Giorgio confirmed that Alliance members should support each other to reject political hate speech. They should also be available for meeting with youth delegations.

It was agreed that:
- NCC’s are asked to be pro-active in contacting Alliance members to invite them to campaign activities and update them regularly on national campaign developments. When NCC’s invite Alliance members, they should also inform the Alliance and Campaign secretariats
- Parliamentarians will continue to be encouraged to contact NCC’s and promote governmental support for national Campaigns. The Alliance in its next meeting will agenda the members involvement at national level
- Members of the Alliance will be invited to participate in Action Days by the secretariat of the Alliance. In addition individual members can be reached and invited through tweeter or other social media platforms

Internet Governance Strategy

Lee Hibbard, Media and Internet Governance, Directorate General Human Rights and Rule of Law joined for this agenda point.

The newly adopted Council of Europe Strategy on Internet Governance for 2016-2019 brings together various departments and units across the organisation working on governance, human rights, rule of law and democracy. The topic of democracy and Internet is little understood or addressed in existing Internet Governance fora. There is a need to integrate the Sustainable Development Goals, human rights and inclusion online into the existing European and global debates. Considering Internet governance should be a multilateral process, everybody should be involved, not only governments and industry. The Council of Europe is well placed to do so and wants to establish a platform of governments and Internet businesses; where the human rights perspective and youth perspective on Internet should be brought forward.

Hate Speech, freedom of speech and Internet: It is clear that a multi-stakeholder approach is needed. Governments need to set clear legislation within a common agree European human rights framework provided by the Council of Europe, for example through the work of ECRI. There is also a need to safeguard against overregulation, or the fear thereof. Internet companies need clearer user guidelines and should give meaningful follow up on hate speech reports submitted to them. The EU initiative on taking down of illegal hate speech after reporting is an interesting process to follow closely. However companies are often mostly motivated by concerns over the trust and reputation of their services among their users. This gives the users soft power to call for changes. There is need for a global youth mobilisation to engage in Internet governance. However most youth at grass root level lack Internet literacy to call for change of user policies, report hate speech and call for respect of human rights online. Limited numbers of youth organisations participate in internet governance processes, while national government forums do exist.
It was agreed the campaign committees and secretariat should:
- identify existing youth organisations and national Internet governance forums that it should link up with
- Discuss with the NCC’s and the CMJ the objectives of the participation in Internet Governance Fora and the Council of Europe platform with Internet businesses
- Encourage online activists and campaign partners to document hate speech reports and the follow up response of internet companies to submitted reports. Such information should be shared with relevant partners at the Council of Europe and the European Union

**Action Days 2016-2017**

The Follow-up Group confirmed that preparation of Action Days ideally starts 3 months before, and should not be planned for August. The days will be called Action Days instead of European Action Days to not exclude campaign partners for other regions.

It was decided that:
Two days will be celebrated in 2016 and 2017.
- 10 December, Action Day for Human Rights online.

In 2016 the days will be:
- 8 March, Action Day against Sexist hate Speech
- 20 June, Action Day for Human Rights of Refugees
- 9 November, Action Day against Antisemitic Hate Speech

17 May, International day against homophobia and transphobia, 2 August commemoration of the Roma genocide and 21 September peace day and day against Islamphobia will not be action days, but existing campaign initiatives will be supported through media channels of the campaign.

For 2017 no days were selected. The Follow-up Group will consult the NCC’s during the 4th coordination meeting of the campaign and decide in their next meeting in October.

**Working methods of the Follow-up Group**

The members of the Follow-up Group agreed to:
- Communicate between meetings by email
- add all persons in the email concerned with the topic in the to:, and add all remaining members of the Follow-up Group and secretariat in cc
- communicate clear deadlines to respond to email inquiries
- update each other and the Secretariat of main developments within their organisations/NCC’s/ Online activists, and of events or activities they attended

Follow-up Group members agreed to distribute responsibilities and follow developments in the campaign as follows:
Evaluation of the NHSM campaign

The Follow-up Group confirmed the need to prepare the evaluation of the Campaign 2016-2017 well in advance. The previous terms of reference for the evaluator would be reviewed as a starting point for drafting a new evaluation plan. The secretariat will explore the possibility to contract an external consultant to review how the documentation and evaluation of the campaign could be done.

It was agreed that:
- All NCC’s should be provided with clear information on the evaluation process, including an easy to use reporting structure and guidelines on how to monitor
- Campaign partners and committees should be encouraged to formulate their own indicators of success
- The draft terms of reference of the evaluation will be reviewed by participants of the 4th campaign coordination meeting
- The Follow-up Group will discuss the terms of reference in their next meeting in October 2016

Closing and evaluation of the meeting

The Secretariat will prepare the meeting report and draft summary conclusions for the Joint Council Meeting in October 2016.

The meeting was overall well evaluated and seen as a good beginning. The Follow-up Group members agreed that in its next meeting they should also work in smaller groups to allow for more in-depth discussions where needed.

Draft report for the Joint Council.

The Follow-up Group of the No Hate Speech Movement campaign, set up by the Joint Council on Youth, held its 10th meeting in its new composition at the European Youth Centre Strasbourg on 12 and 13 April 2016.
The group noted that the campaign committees in most countries have been re-established or renewed for the new phase of the campaign. The establishment of new campaign committees in for example Germany, Flanders and Luxembourg is encouraging.

Political support for the campaign remains essential and the group reminds the members of the CDEJ to regularly inform and involve the relevant governmental agencies as also the Permanent Representations in Strasbourg of the development in the campaign and the work of the national committees. Through the cooperation with the secretariat of the Committee on Equality and Non-Discrimination, Secretariat of the Parliamentary Assembly, the campaign aims to involve more parliamentarians in Action Days and national campaign initiatives.

The financial means for the campaign at European and national level remains an area of concern. Because of the initially expected closure of the campaign in 2015 many national campaign find it difficult to secure the necessary financial resources for their activities at the beginning of 2016. The group invites the Joint Council to encourage member states to make voluntary contributions towards the campaign. Member states and European partners can also co organise campaign seminars. The group asks the Programming Committee to secure funding for a seminar on combatting Antisemitic hate speech through human rights education for 2017, training seminars to support the dissemination of the new handbook on developing counter and alternative narratives to hate speech, regional seminars on bookmarks and for the 5th coordination meetings in 2017.

The three European Campaign thematic focuses: Sexist Hate Speech, Antisemitic Hate Speech and Hate Speech targeting Refugees and Asylum-seekers are addressed in the Action Days in 2016. Seminars on these themes are a key tool for involve new communities with the campaign.

The Action Days for 2016 were defined to be 8 March, Action Day against Sexist hate Speech; 20 June, Action Day for Human Rights of Refugees; 22 July, Action Day in Support of victims of Hate Crime; 9 November, Action Day against Antisemitic Hate Speech; 10 December, Action Day for Human Rights online.

At the 4th Coordination meeting of the Campaign in Albania, 23-25 September, the Action Days for 2017 proposed were **(to be completed)**. The group will confirm the Action Days for 2017 at its next meeting.

The gained experience regarding hate speech and how to address it by the secretariat and national committees can be a valuable contribution to the ongoing work of the Council of Europe on Internet Governance. The group asks the Joint Council to review the concerns of Human Rights, Rule of Law, Democracy and Inclusion online from a Youth Perspective and formulate its goals regarding the involvement of youth and youth policy in Internet Governance.
Agenda of the 10th meeting of the Follow-up Group of the No Hate Speech Movement Campaign
12-13 April 2016, European Youth Centre Strasbourg, France.

Tuesday 12 April

9.00  Travel reimbursement

9.30 – 18.00
1. Opening of the meeting, round of introductions and expectations of the meeting
2. Adoption of agenda
3. News from the observers in the Follow-Up Group, other partners and their initiatives
4. Update on the European Campaign implementation
5. Update on the Campaign Community
   a. National Campaign Committees
   b. Online Activists Community
   c. Campaign partners
6. Update on financial resources for the campaign.
7. Update on the campaign tools
8. Campaign Thematic Focuses

19.30  Dinner out

Wednesday 13 April

9.30 – 10.30
10. Strengthening the Campaign in the Council of Europe - exchange of views and Information with the Head of the Youth Department

10.30 – 11.45
11. Cooperation envisioned with other Council of Europe Sectors
   a. No Hate Speech Parliamentary Alliance and the No Hate Speech Movement Ambassador, Anne Brasseur, with Giorgio Loddo, PACE Committee on Equality and Non-Discrimination (tbc)
   b. Internet Governance, with Lee Hibbard, Media and Internet Governance

Informal lunch with the Director of the Directorate of Democratic Citizenship and Participation.

12.00 – 18.00
13. 4th Meeting of National Campaign Coordinators and Activists
14. Closing of the meeting
   a. AOB
   b. Dates next meeting, proposed: 25-26 October 2016
   c. Evaluation
List of participants

European Steering Committee on Youth

Bruno del Mazo Unamuno, Spanish Institute for Youth
Aleksandra Mitrovic Knezevic, Ministry of Youth and Sport of Serbia
Jehona Roka, Ministry of Social Welfare and Youth of Albania (apologised)

Advisory Council on Youth

Youssef Himmat, Forum of European Muslim Youth and Student Organisations (apologised)
Oleksandra Kovvyazina, World Esperanto Youth Organisation
Matej Manevski, Youth for Exchange and Understanding

Observers

Gilles Bloch, Conference of International NGOs of the Council of Europe
Finn Yrjar Denstad, The EEA and Norway Grants (apologised)
Nelli Gishyan, National Campaign Committee Armenia
Gubaz Koberidze, representative of the online activists and moderators
Ellen Lange, European Steering Committee of Education Policy and Practice (apologised)
Lora Lyubenova, European Youth Forum
Lilla Nedeczky, National Campaign Committee Hungary (by visio)
Manel Sanchez, European Youth Card Association
Imre Simon, European Youth Information and Counselling Agency

Consultant for the Youth Department

Laszlo Foldi, Online Community Manager, (by visio)

Secretariat

Menno Ettema, No Hate Speech Movement campaign coordinator, Youth Department
Marina Filaretova, Programme Officer, Youth Department
Estelle Glessinger, Campaign Assistant, Youth Department
Rui Gomes, Head of Division Education and Training, Youth Department
Lee Hibbard, Media and Internet Governance, Directorate General Human Rights and Rule of Law
Marius Jítea, Programme Officer, Youth Department
Matthew Johnson, Director of the Directorate of Democratic Citizenship and Participation
Giorgio Loddo, Committee on Equality and Non-Discrimination, Secretariat of the Parliamentary Assembly
Anca-Ruxandra Pandea, Educational Advisor, Youth Department (by visio)
Antje Rothemund, Head of the Youth Department
Katarzyna Sokolowska, Trainee, Youth Department