

## ANNEX 2: Activity Report 2017 and 2018

### 1) Citizens For Europe

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CFE is a non-profit company established in 2014 and successor of the association established in 2009.

CFE

CFE focuses on the establishment of participatory and inclusive societies in Europe. CFE is a German non-profit company operating since 2009. CFE combines applied research with activist interventions, business case development and service delivery. It promotes an inclusive and participatory society and works across Europe with a strong focus at local level. Its eight multi-ethnic team members are professionals in campaigning, diversity management and training, change management, transnational project management, education and social science. The organisation is steadily growing its turnover from €190,000 in 2015 to an expected €440,000 in 2018. Of this, 20% is generated from client services, 40% from public project funding programmes, and 40% from private project funding programmes. CFE has experience in turning civil society projects into business cases and turn activists interventions into demand for services.

### 2) Finances

Turnover: (only CFE non-profit company)

2015: € 193,000

2016: € 270,000

2017: € 340.000 (draft reporting)

2018: € 440.000 (draft reporting)

### 3) Project Frames

Thematic Structure:

A: Empowering Civil Society

B: Advocating for Inclusion

*For the purpose of the application to REC-RDIS-DISC-AG-2016, Section B (Advocating for Inclusion) is most relevant.*

#### A: Empowering Civil Society

##### 1) Project: European Democracy Network

- Topic: counterbalancing the erosion of democracy & shrinking civic space in Europe
- Places: Poland, France, Germany, Denmark, Czech Republic, Slovakia
- Duration: 24 months, until May 2020
- Budget: €170,000€
- Target Group: individual activists who stand against the erosion of democracy & shrinking civic space
- Output: training programmes, public actions, audio-visual material, network of activists
- [https://citizensforeurope.org/european-democracy\\_network/](https://citizensforeurope.org/european-democracy_network/)

##### 2) Project: CHIEF

- Topic: designing Multi-Stakeholder-Partnership (MSP) for inclusive European Identity and Cultural education for young people
- Duration: 18 months, until March 2020
- Budget: € 96.000

- Target Group: researcher, academics and university Staff
- Output: trainings and manual to implement and MSP
- <https://citizensforeurope.org/chief/>

### 3) Project: Action Funds ViRaL

- Topic: training and financial support to informal initiatives in rural areas to implement public actions against racism and promoting diversity
- Duration: 24 months, until December 2019
- Budget: € 187.000
- Target Group: volunteer activists
- Output: trainings, audio-visual training material, project in rural area
- <https://citizensforeurope.org/aktionsfonds-viral/>

## B: Advocating for Inclusion with a focus on Diversity and Equality Data activities

- 1) Project: Collection of Equality Data in Berlin's public administrations (GER)
  - Topic: development and testing a methodology to collect primary equality data
  - Duration: December 2015- April 2018
  - Budget: 300.000 €
  - Report: [www.vielfaltentscheidet.de/vielfalt-in-berliner-oeffentlichen-einrichtungen](http://www.vielfaltentscheidet.de/vielfalt-in-berliner-oeffentlichen-einrichtungen)
- 2) Project: Collection of Equality Data in Thuringia's public administrations (GER)
  - Topic: comprehensive collection of equality data among 20.000 civil servants
  - Duration: August 2017 - March 2020
  - Budget: 360.000 €
  - [www.vielfaltentscheidet.de/vielfalt-entscheidet-thueringen/](http://www.vielfaltentscheidet.de/vielfalt-entscheidet-thueringen/)
- 3) Project: Promoting Diversity in Berlin's cultural institutions (GER)
  - Topic: analysis of existing data, policy recommendations, pilot collection of primary equality data, qualitative research on discrimination experiences
  - Duration: Mai 2017- September 2019
  - Budget: 150.000 €
  - Report: [www.vielfaltentscheidet.de/handlungsoptionen-zur-diversifizierung-des-berliner-kultursektors](http://www.vielfaltentscheidet.de/handlungsoptionen-zur-diversifizierung-des-berliner-kultursektors)
- 4) Project: Pilot collection of equality data within University (phd colloquium)
  - Topic: pilot collection of primary equality data, policy recommendations
  - Duration: December 2017- April 2018
  - Budget: 40.000 €
  - Report: classified, not public
- 5) Projects: Consulting Private and Public Organisations on Diversity and Inclusion
  - Topic: recruiting of personnel, bias, equality data collection, diversity mainstreaming, organisational development, diversity sensitive communication, et al
  - Duration: since 2015 ongoing
  - Scope: > 100 interventions, from keynote speeches to 3-days-seminars and design of diversity concepts
  - Budget: > 100.000 €
  - publicly available content: [www.youtube.com/playlist?list=PLbH2fDemgYFCiPFUEvpqbhPthyq0dsXBgno](https://www.youtube.com/playlist?list=PLbH2fDemgYFCiPFUEvpqbhPthyq0dsXBgno)
- 6) Projects: political advocacy
  - Topic: informing policy developments and regional and national level
  - Duration: since 2015 ongoing
  - Scope: public actions, policy proposals, lobbying, presentations, press articles, flyers, handouts
  - Budget: € 0
  - <https://vielfaltentscheidet.de/category/aktuelles/>