



# Manifesto

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## Key Goals

For a more detailed description of how we can achieve EMA's key goals read the [Aegean Grassroots Report's](#) policy recommendations section.

- 1) To unite communities across Europe to welcome refugees and asylum seekers through relocation
- 2) To ensure dignified reception conditions and alternatives to camps in Greece and along Europe's external borders
- 3) To secure a fair and humane European policy on asylum and migration

The drawn-out crisis we have witnessed in the Aegean since 2015 is complex and involves many layers of decision making, from the municipal to the European and even global level. There is therefore no single perfect easy fix that can take us to reaching our key goals.

But there are viable alternatives to barbed wire, fences and violence. Europe Must Act is committed to raising the profile of these alternatives. The current crisis is the result of inaction, we call on European leaders to act by exploring, embracing and implementing alternatives to deterrence, detention and deportation.

From our lived-experience on the ground we know that relocation across European countries, however politically unpopular, is key to a lasting solution to the overcrowded, unsafe and undignified camps on the Aegean islands.

## Mission Statement

Europe Must Act is a growing grassroots movement that brings together volunteers and NGOs to campaign for the humane reception of refugees in Europe. Through local action in cities across Europe as well as joint-advocacy efforts of grassroots NGOs we aim to influence the European migration policy, beginning with the decongestion of the Aegean islands camps.

## Core Principles

- 1) We are non-violent.
- 2) We are not affiliated with any political ideology.
- 3) We are based on autonomy and decentralization.
- 4) We are volunteers.
- 5) We avoid shaming and blaming.

## Additional Principles

- 6) Everyone who agrees with our manifesto can be part of any team in Europe Must Act.
- 7) We involve people and teams in making and evolving decisions that affect them.
- 8) We take a dynamic and adaptive approach, remaining highly responsive to changing circumstances, welcoming new visions, ideas and activities, failing fast, and learning quickly.
- 9) We strive to make everyone feel appreciated for their contribution.
- 10) Each support team, project team and city chapter support each other. No team is more or less important than the other.
- 11) Direct experience responding to Europe's refugee and humanitarian crisis should influence our decision-making and strategy.

Please read our [HR Handbook](#) before joining any working groups to see the type of environment we're striving to create at EMA. It includes our policies on Safe Spaces, Grievance, Disciplinary Procedure, Whistleblowing and Termination.

## Political Statement

Europe Must Act's aims are rooted in ethical and humanitarian principles. We do not subscribe to any political ideology, recognising that the realisation of a rights-based migration and asylum policy will require close collaboration across the political spectrum. We therefore do not endorse political parties or seek their endorsement. But we welcome everyone, regardless of political affiliation, who subscribes to EMA's core principles and goals.

# Inclusion Policy

Europe Must Act takes the broadest possible view of diversity. We value the range of qualities that make you the person you are. We respect and appreciate the experiences you have had, drawing on these to add value to our strategy. We welcome your unique perspective. We celebrate the differences and commonalities between us, both are strengthening elements. Inclusion and equity are vital practices to ensure our team enhances its diverse approach to problem-solving. We recognise that all should have the opportunity to act with us, so we endeavour to build equity into all processes. We commit to this and strive to improve these actions as we grow outwards.

# Partnership and Collaboration Statement

The systemic violence faced by refugees and asylum seekers along Europe's external borders is immense and complex. Achieving positive change will require close collaboration and coordination of actions with partner organisations across Europe. Collaboration is part of Europe Must Act's DNA. We do not seek to duplicate the efforts of others, rather to amplify their voices. Ideas and values come before names and logos.

Developing and making partnerships effective for all involved can be challenging. In order to overcome this challenge Europe Must Act uses 3 categories of partnerships.

<b>City Chapter Partner</b>	For organisations actively supporting refugees and asylum seekers that have a local focus and reach but want to link up with a transnational European network. They can be part of a City Chapter or operate as one of our city chapters.
<b>European Movement Partner</b>	For organisations that focus on awareness-raising and campaigning at national or transnational level. Europe Must Act has a growing network called the 'European Movement Cooperation' where good practices are exchanged and Europe-wide actions are coordinated. Europe Must Act doesn't see itself as the owner of the network but as a facilitator, movements are welcome to pitch ideas and take the lead on actions.
<b>Unique Partner</b>	Many partnerships are unique, they require a personalised approach. When an opportunity for collaboration with an organisation exists we pursue it and look for the best fit through dialogue.

## Criteria for Partnership

Europe Must Act only partners with actors who are in alignment with our key goals and principles. We decide our partners on a case by case basis [using this criteria as a guide](#).

# Structure & Decision-making

There are 3 team types: the Coordination team, central support teams, and city/national Chapters.

## The Coordination Team

All EMA members are welcome to join the Coordination team, with a commitment of 6 hours/week. Please contact any member of the Coordination Team for more information. Purpose/role:

- The coordination team facilitates the communication and coordination between all teams to be transparent and get feedback from everybody involved.
- The coordination team keeps an overview of the progress and activities of Europe Must Act and develops a strategy for Europe Must Act.
- The coordination team meets once a week and reviews, discusses and decides on all proposals made for Europe Must Act. Everybody can make a proposal to the Coordination team. The Coordination team uses the “Huddle and Muddle” format to make decisions. Further information on this can be found [here](#).

## Support Team Guidelines

- 1) Teams act autonomously: Teams can act and decide on their own up to the point that other teams are affected.
- 2) Teams decide if an issue can be coordinated directly with other teams or if it needs to be brought up to the Coordination team.
- 3) Each team has at least one focal point and has at least 1 member in the Coordination team.

## National Teams (of Local Chapters) Guidelines

National teams support each other and develop effective national strategies and guidelines.

Each national team should have a National Focal Point to:

- check in with Chapters which are not engaging with the national campaign
- onboard new City Chapter Focal Points

Guidelines of National WhatsApp Groups:

- Every member of the team can post messages.
- Includes all Chapter Focal Points, and optionally more members of individual Chapter Teams if they have specific roles e.g. social media

## Inter-team Communication

All EMA members should be in the **Announcements** WhatsApp group to keep up to date with important campaign information, such as:

- Calls to action, e.g. social media posts, open letters, new campaigns
- Calls for skills and help, e.g. lawyers
- Calls for team members
- Updates on EMA strategy/structure

If a team member wants to post an update in the Announcement channel, please ask an Admin.

We are in the process of moving to a new platform, Slack, to improve our communication. Please join our Europe Must Act workspace. If Slack is new to you, check out this how-to [document](#) and [video](#).

## Support Team Communication Joining Links (WhatsApp / Slack)

All EMA members are welcome to join any team that matches their skills and interests.

When joining a new team, please **introduce yourself** (name, city, skills/interests, time commitment), e.g.: *“Hello my name is Ylva, I am from Huddinge and have experience in EU policy. I hope to help support City Chapters with their political outreach. I can commit 3 hours/week for the next 3 months.”*

[Links will be provided after your initial Onboarding call]

Name	Purpose	Focal Point(s)
EMA Social Media Team	Social media and newsletter strategy, post-creation & scheduling	Cecilia
EMA Social Media Ideas	Resources sharing platform	Cecilia
Choose Alternatives	Part of the Social Media Team. Research & write posts on alternatives to the camps	Cecilia
EMA Press	Writing press releases, contacting Europe-wide journalists, developing resources	Christian
EMA Chapter Press Strategy	For members of national Chapters to support each other/create Chapter-specific resources	Christian
National Chapter Representatives	For Chapter representatives to develop our campaign strategy, create resources, and administer the Chapter database	Claire
Inter-chapter Support	For Chapter Focal Points to share ideas/requests for help,& social media content	Claire
Raising Voices	Sourcing/editing/developing audiovisual content from refugees/asylum seekers	Eva
EMA Aegean MPRIC Research	For professional researchers to develop their work in the Aegean with field contacts	Dora
Europe Movement Cooperation/ Action Day Planning	Planning Action Days, creating resources; working with our partners	Heike
Fundraising	To find and apply for funding	Jacob
EMA Diversity & Inclusion	Working to ensure EMA is a diverse and inclusive movement and improve representation across teams. <a href="#">Overview here.</a>	Rukaia
Translations	For translations of any EMA documents	Rukaia
EMA HR & Onboarding	Creating HR policies, supporting new members, creating recruitment posts	Claire

EMA Volunteers' Mental Health & Socials	Developing monthly socials and sharing mental health resources for volunteers	Claire
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### **National Team Communication Joining Links (WhatsApp / Slack)**

<b>Country</b>	<b>National Email Address</b>
Austria	austria@europemustact.org
Belgium	belgium@europemustact.org
Denmark	denmark@europemustact.org
France	france@europemustact.org
Germany	germany@europemustact.org
Greece	[athens@europemustact.org]
Ireland	ireland@europemustact.org
Italy	italy@europemustact.org
Netherlands	netherlands@europemustact.org
Luxembourg	luxembourg@europemustact.org
Portugal	[lisbonmustact@gmail.com]
Spain	spain@europemustact.org
Sweden	[malmoe@europemustact.org]
Switzerland	switzerland@europemustact.org
UK	uk@europemustact.org