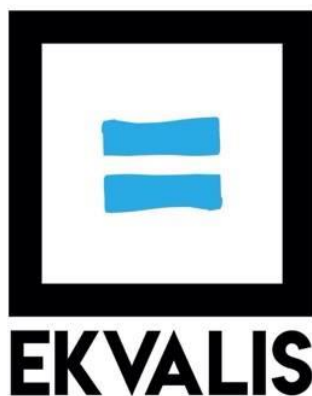


ASSOCIATION FOR EDUCATIONAL
DEVELOPMENT EKVALIS

ANNUAL REPORT 2018



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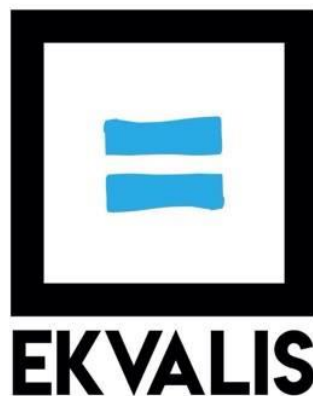
Report preface:

Association for Educational EKVVALIS through the 2018 Annual Report highlights the main educational programs, trainings and workshops, membership and public activities, internships, international affiliations, networking and partnership activities in 2018.

At the end of the report, we have made a provisional engagement in numbers and we are proud to announce that in 2018 Ekvallis through its activities engaged around 1000 people of which 246 direct beneficiaries and 720 indirect beneficiaries.

The report also includes inflow and outflow financial report of the organisation and funding reported from grants, membership and exchange fees.

EKVVALIS expresses gratitude to all donors, supporters, experts, institutions, commercial partners, media and most of all volunteers who have made 2018 a successful year.



EDUCATIONAL PROGRAMS

1. Gender Equality Program | “What Gender Got to Do with It?”

Association for Educational Development EKVVALIS implemented its own educational program on gender equality “What’s gender got to do with it“. The topics in focus in the framework of this program were: identity, human rights, gender and sex, stereotypes and prejudices based on gender, gender equality, LGBT rights, legislation regarding gender and media presentation of gender and sexuality. The program involved high school and university students who were following intensive 6 weeks process on gender education with 5 workshops and one final event for closing the program.

The first part of the program created a safe space for the participants to get to know each other better, getting familiar with the facilitators and presenting EKVVALIS as organisation. During these activities the participants shared interesting aspects of their life through the exercises “The Colour Reveals“ where they had to choose gummy bears and depending on the candy colour they shared something about their education, friends, social life or work. As a next phase the exercise “Two Truths, One Lie“ enabled the participants to have dialogue through presenting two truths and one lie about themselves and trying to guess which of the presented information is true or false.

The core part of the program was focused on the topics in focus. Diverse aspects and complexities of identity as topic were revealed through an exercise where identities were discussed through an illustration of a flower and its constituent parts. We challenged the participants to find out the differences between sex and gender through the exercise “Gender bread“ where they discussed the concepts of gender, sex, sexual orientation and gender expression. Through the analytic exercises “Heroes and Heroines“ the group examined the stereotypes and prejudice of the male and female character and body from the society. The topic of media representation in the media in this workshop was discussed with using the newspaper as a medium. The participants were split into groups and created their own magazines and newspapers with using pieces of already existing Macedonian



newspapers and to make the portrait of the gender in Macedonian media. Moreover, the body objectification in music videos was analysed as media platform and the media message related to gender in the Disney cartoons. The groups created its own comics images with focus on gender discrimination at the workplace. As a next step they recorded a slow-motion video with using the comic images. Finally, LGBT rights and challenges of the community were discussed with the “World Cafe” method.

The final part of the program was open air workshop where we evaluated what was learnt during the program with making a newspaper of comparing the fears and expectations that were written by our participants at the beginning of the program with the lessons learnt at the end of the program. We also discussed the following steps our organisation can take in promoting and education about gender equality.

The partners for making this program possible were People to People International Skopje-Macedonia, Social Center Dunja and Velo Coffee.

2.Intercultural program “Cultural Transitions”

Association for Educational Development EKVALLIS implemented the program “Cultural Transitions” in May and June. The aims of this program were to equip participants with the necessary skills set when entering new cultures, acknowledging the existence of culture shock and finding common ways to overcome it and using the diversity in cultures in education and at work as effective environment to grow professionally. 20 participants from Macedonia, Turkey, France, Germany, Denmark and Japan attended this program, while more people joined in the experience sharing part of the program.

The workshop on “Entering new cultures”highlighted the specific elements of culture and what to expect when entering culture different than once home culture. Through various exercises, open discussions and simulations the participants shared their views and opinions on how they see and perceive the world. We were also



joined by two guest speakers, Macedonian university students who study abroad. Melpomenie Doubi studying at New York University in Abu Dhabi and Tamara Barsova studying at Yale University in Singapore shared their experiences of their contact and way of living into these cultures.

The second workshop on “Culture Shock and Re-entry Shock” covered some aspects of culture shock and re-entry shock from diverse perspectives. Through the exercise “Derdians” the group had to simulate that they are indigenous tribe and a group of engineers who had to learn the tribe how to build a bridge. The simulation required some specific behaviors like greetings the fellow tribe members with kiss on a shoulder, staying together and touching each other, answering with “yes” even if you mean no. The engineers had to figure those patterns of living on their own while they guide the tribe how to build their bridge in the country of Derdia. There was also an open space for sharing our personal experiences on how the individual members of the group have experienced culture shock or re-entry shock in real life having in mind that the group was multicultural.

“Cultural Diversity in Education and at Work” was the topic for the third workshop for the program. Diverse perspective of cultural diversity in education such as segregated housing by race or gender, criteria for receiving scholarships, school uniforms and their acceptance by students and values at work were discussed with the Human Barometer where participants share their opinion for set of statements while positioning on different levels in the working room with one end being the “Agree” field and the other end “Disagree” field and everything in between. The workshop ended with ideas for contribution for increasing cultural diversity in educational institutions and work organisations.

Besides the regular workshops each Saturday, the activity “Cultural Conversations” was completed as group work in mixed intercultural groups. The groups were supposed to discuss a topic in focus each week while they are spending time together. There was freedom in arranging the meetings in terms of date and time and the groups were let to be creative in terms of what are they going to do or visit while discussing the topics. They could go at the park, in the cinema, visiting a local festival, cooking together food from their countries or sing karaoke. The three topics in focus for the cultural conversations were: friendships (nature of friendships), cultural perspectives (language, primary cultural identity, other cultures you identify with, misconceptions about culture, cultural symbols and multicultural societies) and education as a culture.

For the end of the program the participants gathered to evaluate their participation on this program. The evaluation was made with the help of Dixit cards. Each participant chose one illustration that described their experience from this program and shared it with the rest of the group. The final meeting was used to give certificates to the participants.

This program was supported by People to People International Skopje, People to People International (European Office) in Brussels, Youth Office of the Municipality in Center and Center for Youth Activism- KRIK. The program was implemented by Angel Dimitrievski- trainee at Association for Educational Development EKVVALIS through the Erasmus + work placement program.

TRAININGS AND WORKSHOPS

1. Training on Peace Education

Association for Educational Development EKVALLIS implemented the first training on Peace Education from our project “Peace Education for Inclusive Classrooms” supported by the European Youth Foundation of the Council of Europe. This training was implemented for 20 high school students from the high school “Braka Miladinovci” in Skopje (Dracevo area) in order to enhance multi ethnic dialogue and cohesion as our group was ethnically diverse.



On the first day the participants followed intensive program on team building, team cohesion and getting to know each other which was an introduction to their participation in this training consisted of three workshops and one study visit. At the second part of the workshop, we have discusses and worked with the concepts of culture, diversity, social inclusion and combating prejudices, stereotypes, discrimination and segregation. We had the opportunity to familiarize the students with the European Youth Foundation and the Council of Europe who are funding this project. Aleksandra Dichevska, Advisor for International Cooperation at the Agency of Youth and Sport introduced the European Youth Foundation and invited the students to a visit at the Agency for Youth and Sports and the school principle Elizabeta Angeleska for wishing us a warm welcome for the beginning of our project.

The second day workshops were divided in two parts also. The first part of the workshop involved the students in understanding and practicing the influences of non-verbal and verbal communication towards conflict resolution. Through the usage of frozen image theater, the groups presented three specific examples of physical violence: domestic violence, gender based violence and ethnic based violence and they discussed the reasons of why those events occur and how can they prevent them. Within the second part of the workshop, we have worked with the concepts of gender and the gender representation in media. The groups needed to examine the content in newspapers that represent the gender in a positive or negative perspective.

There were different examples detected in relation to the gender representation in media connected to fashion, sports, politics, division of house work and educational opportunities.

On day 3, the students participated in a role play exercise called “Power Walk“. They needed to enter a certain role of a person in the society and according to the statements read by the trainers to position themselves in different parts of the school gym. With those positions and statements they afterwards discussed the levels of marginalization and privilege in the society and tried to make correlations. At the last stage of the workshop, the students detected three common problems in the school: physical violence, understanding of the roles of the school psychologists and segregation at the school. For each problem, the groups suggested three actions and created two plans of action for conflicts resolution in Macedonian and Albanian language. The plans of actions will be presented to the other students at the school in the dissemination phase after the training will end.

The last working day of the training was organized in a form of study visit outside the school. All students participated on a study visit at the Youth Center “Sakam Da Znam/ I want to Know“. They had the opportunity to learn about the different opportunities that this Center offers such as free services to psychologist, dermatologist, HIV testing or gynecologist. Meri Cvetkovska from HERA talked about the different approaches of how HERA tries to include young people in promoting comprehensive sexual education. We have also discusses some myths the society has about HIV and how violence can be manifested in relationships. Doroti Pachkova from the organisation One Can joined this study visit and introduced our students the single parent forms of families as legitimate forms of families in the Macedonian society. Doroti talked about the challenges single mothers deal with in various aspects, but also how they try to include single fathers in their organisation. Related to the 16 activism days of eliminating violence against women, One Can also presented common examples of how single mothers have previously faced violence and what is being considered as violence in a marriage or relationship.

2.Training on Initiating Dialogue through Shadow Theater

As part of the project “Peace Education for Inclusive Classrooms“ we implemented the training “Initiating Dialogue through Shadow Theater“ throughout December. This training was attended by 20 high school students, aged 15 to 18 coming from diverse ethnicities and who study at the high school “Braka Miladinovci“ our partners in this project.

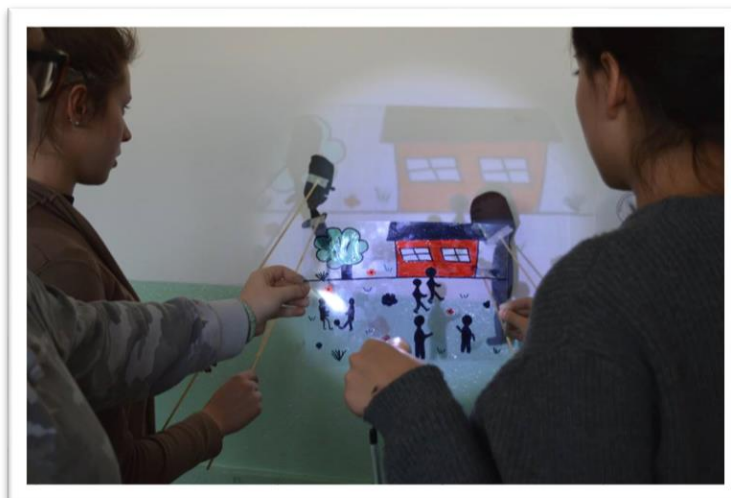
At the first, the students got familiar with what is shadow theater and how is performed. We also introduced the European Youth Foundation and how the foundation is supporting young people. Within these sessions we created a space for getting to know each other and sharing what we dream about, what we are good at and what are our fears. The students have also learned about the constituent parts of creating a shadow theater story. Following the explanations, they detected 4 different problems at the school from which they wrote short

stories containing the necessary parts which will be used in the next workshop for making of puppets, settings and making of storyboard. Those stories covered the problems of verbal violence in the classroom, school violence at the school gym, gender equality in school sports and graffiti spreading hate speech based on ethnicity.

On the second working day, following the previous working day from this training, the participants used the stories they created as a material to build storyboard for their short shadow scenes. They also divided roles for who will be making background materials, puppets and give voices to the characters. In the next sessions, the students made their backgrounds, sets and puppets from handmade materials. All students took part in the creation process with their best suitable skills: sketching, drawing, cutting or sawing. Finally, the students created the materials and scenarios for two shadow scenes: verbal violence on the Math class and team of girls at the school requiring to have a female basketball team.

At the end of this process, the students visited the Shadow Theater “Shadows and Clouds” to perform their short scenes created on the training “Initiating Dialogue through Shadow Theater”. The first group of students created shadow scene that highlighted the problem of verbal violence happening on the Math class. The second group of students visualised the problem of under-representation of women in the school sport teams. These shadow scenes were created not just to visualize a problem, but also to offer appropriate solution for overcoming them. In the first case, the students in the scene concluded that Math is a science that can have different approaches in finding solution and that verbal violence should not be tolerated by the professors and the peers. While the second case was resolved with a group of girls at the high school requesting to form a female basketball team at the principal office. At the end of the visit, the students discussed the presented problems in the scenes, the solutions they offered and their relevance to their school surrounding. We have also evaluated the overall participation of the students in this training.

This training was organized in cooperation with the project partner- Shadow Theater “Shadows and Clouds” that brought valuable, creative and transformative experience for the young students who participated in the project. The project “Peace Education for Inclusive Classrooms” is financially supported by the European Youth Foundation of the Council of Europe.



3. Workshop “Youth Activism for Community Service Project“

This workshop was organized with 10 young people who are active members in the organisation. The aim of the workshop was to equip those young people with the necessary skills set for implementing a community service project before they proceed with the implementation in practice. This workshop highlighted several topics such as:

- The role of youth in helping marginalized Roma community
- Approaches for fundraising
- Best practices for organisations that implement fundraising campaigns
- Communication skills for working with community service projects

MEMBERSHIP AND PUBLIC ACTIVITIES

1. Open Day with EKVALIS

EKVALIS organized the first open day for recruiting new members at the organisation. Within the open day, we presented the vision, mission and strategic goals of EKVALIS. We presented our programs on gender equality, cultural transitions, our youth exchange in Tallinn- Estonia and the internship that were completed this summer. Participants from each of the programs were invited to speak about their experience of participation in those programs and how these programs helped them to develop.

We asked the young people of what they would like to see in future in the organisation. Some of the answers included: new projects, more social events, exchanges and trainings abroad, intercultural evenings with foreign volunteers who can share about their systems and IT workshops.

The open day was closed with registrations for new members. 20 members registered to join our organisation.

2. Team work and team cohesion activities

The new EKVALIS members attended their first workshop on team building and team communication. In the first part of the workshop, the members had the opportunity to get to know each other, share interesting aspects of their identities. At the next stage, they had to work in teams (groups, pair and as a whole team) to solve problems and challenges in forms of exercises and thus enhance their team cooperation and to find strategies to overcome those problems. The youth workers also explained the constituent part of the team such as

cooperation, understanding, mutual respect, transparency, democracy and other related concepts.

In the second part of the workshop, the participants worked on developing the team communication. The youth workers from EKVVALIS explained the different modes of verbal and non-verbal communication which the participants exercised and reflected on through a series of simulations and role plays.

We organized this workshop as one of our many events for forming a stronger EKVVALIS team that will serve the community better and spread impactful results of our work.



3. Outdoor team building activities

The new members of the organisation attended a one day outdoor challenge “Mission Impossible” where in groups of 5 the members got to compete in completing a list of 30 tasks. Through interaction with the public and completing various interesting challenges and tasks, the members got to know each other better and also work on their communication skills when interacting with citizens who do not know what they were doing.

One winning team earned a prize a full experience at one of the escape rooms that was a gift from our supporter The Cube- Escape Room.

4. Movie Nights and Discussions

EKVVALIS organized several movie nights that were opened for the membership and also for the public. Movie nights aired movies that are socially engaged, that are educational by nature and that can be beneficial for having productive discussion after the movie. The movies we showed were mostly focused on LGBT+ topics and nationalism issues.

5.Social events (picnics)

EKVALIS welcomed the new members at the organisation on a non-formal gathering (picnic) at the City Park. The purpose of this hang out was to get to know ourselves better in a non- formal setting despite the different age groups we represent. We also played some interesting games typical from our childhood like “Zbiraj Foto” or “Associations”.



6.NGO Fair

Ekvalis participated on the NGO Fair “Together Towards a Better Community” organized by Volunteers Center Skopje and supported by the City of Skopje. The fair was organized in celebration of December 5-th- International Volunteering Day. Our organisation attended the fair and promoted the past activities as well as the planned activities for 2019.

7. Charity actions

As a mutual effort of our active members, Ekvalis implemented a charity action named “Humetnost” which consisted of two parts. In the first phase, members got together each weekend to make handmade Christmas cards and sold those cards in order to collect donations for charity.

The second part of the charity campaign included organizing two fundraising events. Our first event was an open Saturday night out with music, selling handmade pictures and Christmas cards. As a second event, our volunteers organized poetry reading. We hosted around 10 youth who read their own poetry and poetry of other authors. Both of the events were great success.

Through these events we were able to collect funds and implement our concept “School Kit for All Children” and to support children who are at risk from the Daily Center for Children on Streets at Shuto Orizari.

TRAINEESHIPS AND WORK PLACEMENTS IN EKVALIS (COOPERATION WITH EUROPEAN UNIVERSITIES)

EKVALIS hosted two Masters Degree students on a full time work placement through the Erasmus+ Traineeship and Work Placement program of the European Commission. Angel Dimitrievski was trainee for four months from the University of Tampere in Finland and Bozhidar Kolov was our trainee for two months from the University of Tartu in Estonia. With these possibilities we strengthened our cooperation with European Universities.

Angel was our first trainee who started to work with us in May, 2018. During the traineeship he was in his last phase of pursuing a Master Degree in Media Education at the University of Tampere in Finland. In the first part of his traineeship Angel was working on implementing an intercultural youth program “Cultural Transitions” with representatives from 7 different nationalities. At the second stage of the traineeship Angel is dedicated on data collection for his master thesis on “Media Education at the Third Space: Case Study of the High School Protest Camp and University Autonomous Zone in Skopje-Macedonia”. Ekvalis is granted with the permission to use the findings of this thesis after the completion is over. He has been modeling ideas for future projects of our organisation and actively participated in applying them in local and international foundations and institutions.

Bozhidar was the second trainee at EKVALIS since the recent outset of the organization. He is originally from Sofia but he currently lives in Tartu, Estonia where he is obtaining a Master degree in European Union – Russia Studies. His previous education in Political Science as well as his experience with Erasmus+ and Erasmus for Young Entrepreneurs made the traineeship mutually beneficial. Bozho, as we call him, worked with us on various projects and initiatives, the most prominent of which are related with the Erasmus+ programme and our international cooperation. With his help EKVALIS partnered in the European Youth Exchange “Alcohol, No Thanks” that was implemented this August in Tallinn- Estonia. Ekvalis had 6 representatives on this youth exchange. Additionally he organized discussions and film projections which proved relevant for our agenda topics such as tolerance and discrimination, equality and xenophobia.

Erasmus+ supports traineeships (work placements, internships, etc) abroad for students currently enrolled in higher education institutions in Programme countries at Bachelor and Master level as well as for doctoral candidates. These opportunities are also open to recent graduates.

By doing a traineeship abroad with Erasmus+, students can improve not only their communication, language and inter-cultural skills, but also soft skills highly valued by future employers, as well as become more entrepreneurial.

INTERNATIONAL EXCHANGES

EKVALIS had 6 participants who were national representatives on the Youth Exchange “Alcohol, No Tnx!” in Tallinn- Estonia. Throughout the exchange, non-formal learning activities were implemented as we believe it's the suitable way to reach an understanding of the really important issues that the exchange dealt with, which is alcohol abuse, its causes and its impact. More specifically, the participants:

- ✚ discussed in groups about alcohol and it's adverse effects on the psychosomatic health of individuals
- ✚ searched for the primary causes that lead young people to alcohol through dialogue, narration of experiences and outdoor interviews of citizens. The results of the activity were presented in a short video created by the participants' groups
- ✚ engaged in a play of theatrical roles with the representation of inter-family situations and behaviors sometimes for imitation and sometimes for avoidance, on alcohol. At the end of each play, both the actors and the spectators described the feelings they have experienced
- ✚ suggested alternative ways of entertainment, free of substance abuse such as alcohol and cigarettes
- ✚ gained valuable tools that will help them with problem solving, self-esteem boosting, stress relieving, sustaining healthy relationships and making new contacts, etc.
- ✚ created informative and advisory brochures for young people in English

The Macedonian team implemented their own workshop „ALCOHOL = FUN, myth or reality” after their return in Macedonia. The purpose of the workshop was for them to transfer the knowledge which they gained on the exchange.

NETWORKING AND INTERNATIONAL AFFILIATIONS

Media Literacy Network

In 2018 Ekvális became a full member of the Media Literacy Network. The Media Literacy Network is created in order to facilitate the communication and consultation between different entities in the country working on raising the level of media literacy of all citizens. It should contribute to more frequent cooperation between the relevant factors and for better and more sustainable results from the projects.

European Youth Foundation

Association for Educational Development EKVÁLIS became member of the European Youth Foundation (EYF) in 2018. The European Youth Foundation (EYF) is a fund established in 1972 by the Council of Europe to provide financial and educational support for European youth activities. Only youth NGOs from Council of Europe member states as well as the European Cultural Convention Signatories: Belarus, Kazakhstan and the Holy See, can apply to the Foundation. It is a division in the Youth Department of the Council of Europe's Directorate of Democratic Participation, Directorate General of Democracy. Ekvális was granted with funding of 7,500 Euro from the European Youth Foundation to implement the project "Peace Education for Inclusive Classrooms".

Erasmus +

Erasmus+ is the EU's programme to support education, training, youth and sport in Europe. Its budget of €14.7 billion will provide opportunities for over 4 million Europeans to study, train, and gain experience abroad. Set to last until 2020, Erasmus+ doesn't just have opportunities for students. Merging seven prior programmes, it has opportunities for a wide variety of individuals and organisations.

The aim of Erasmus+ is to contribute to the Europe 2020 strategy for growth, jobs, social equity and inclusion, as well as the aims of ET2020, the EU's strategic framework for education and training.

Erasmus+ also aims to promote the sustainable development of its partners in the field of higher education, and contribute to achieving the objectives of the EU Youth Strategy.

Specific issues tackled by the programme include:

- Reducing unemployment, especially among young people

- Promoting adult learning, especially for new skills and skills required by the labour market.
- Encouraging young people to take part in European democracy
- Supporting innovation, cooperation and reform
- Reducing early school leaving
- Promoting cooperation and mobility with the EU's partner countries

Ekvalis was partner organisation in Erasmus+ youth exchange in Tallinn- Estonia and hosting organisation for Erasmus+ work placements of two MA students from higher education institutions in Finland and Estonia.

PARTNERSHIPS

- ✚ High School “Braka Miladinovci”
- ✚ Shadow Theater “Shadows and Clouds”
- ✚ People to People International Skopje-Macedonia
- ✚ People to People International (European Office in Brussels- Belgium)
- ✚ Foundation Open Society- Macedonia
- ✚ Social Center “Dunja”
- ✚ Youth Office of the Municipality of Center
- ✚ Agency for Youth and Sport
- ✚ Center for Youth Activism KRIK
- ✚ Agency for Audio and Audiovisual Media Services
- ✚ Velo Café
- ✚ Escape Room “The Cube”
- ✚ Umbrella
- ✚ Old School Café
- ✚ Daily Center for Children on Street
- ✚ Baltic Odysseuses, , Tartu Tartumaa Estonia

ENGAGEMENT IN NUMBERS

In 2018 Ekvalis through its activities engaged around 1000 people of which 246 direct beneficiaries and 720 indirect beneficiaries.

- ✦ Gender Equality Program “What Gender Got to Do with It?” – 15 young people
- ✦ Intercultural program “Cultural Transitions” – 30 young people
- ✦ Team work and team cohesion activities – 20 young people
- ✦ Workshop “Youth Activism for Community Service Projects” – 20 young people
- ✦ Training on Peace Education – 20 direct engaged young people and 500 indirect engaged young people
- ✦ Training on Initiating Dialogue through Shadow Theater – 20 direct engaged young people and 100 indirect engaged young people
- ✦ Charity actions “Humetnost” – 15 direct engaged young people, 100 indirect young people and 20 beneficiary (kids and young people)
- ✦ Movie Nights and Discussions – 80 young people
- ✦ Social events (picnics) – 20 young people
- ✦ Youth Exchange “Alcohol, No Tnx!” Tallinn- Estonia – 6 young people

FINANCIAL REPORT - 2018

Income:

DESCRIPTION	PERIOD	SUM
Participation on Youth Exchanges	June	1800 MKD
Grant from the European Youth Foundation	September	368280 MKD
Membership	October	300 MKD

Outflow:

DESCRIPTION	PERIOD	SUM
Working materials for all the activities during 2018	02 - 12.2018	22191 MKD
Transport (local public transport and renting mini bus for transporting young people)	09 - 12.2018	28200 MKD
Food and refreshments for all the activities during 2018	02 – 12.2018	78964 MKD
Renting space for theatre performances	12.2018	9000 MKD
Contractual for all experts working for EKVALLIS activities	04 – 12.2018	85400 MKD
Promotion materials	02 – 12.2018	6100 MKD
Accounting costs	2018	7080 MKD
Bank fees	2018	2718 MKD
Taxes	2018	9489 MKD