



2023 Report

So various The Others

іншыЯ * Дазволь Іншым быць Іншымі



Contents

Introduction	3	Promoting social inclusion.....	31
About us	7	Zero Discrimination Week 2023	32
Team.....	9	International dates	34
The Others in facts and figures	13	Building and increasing the resilience of vulnerable groups to external factors	35
Our activities	17	Training Retreat “Grounding”	36
Mainstreaming cross-cutting issues.....	18	Analysis of the psychological state of the relocated activists	38
Articles on the website theothersby.org	19	Personal data for NGOs	40
“What’s New?” Digest.....	21	Plans	41
Online educational program “Course on Values”	22	How to support us.....	42
Making spaces and events more inclusive	24		
Guidelines for event organizers	25		
Survey “How are things going in the field of inclusion?”.....	26		
All Inclusive 2.0. Forum. Strategies of work in current conditions ...	28		
Database of Inclusive Practices	30		



Introduction



2023 was not an easy year for us, for Belarus and for the world as a whole.

We worked in conditions when the wave of populism and anti-Semitism was raising in the world, while people in Belarus continued to be detained, recognized as “extremists” and “terrorists” and given unjust sentences.



It's not easy to work in these conditions but our team continued to do everything possible to influence the situation. We never got the whole team together offline but here's what we managed to do:

- organized plenty of events for Belarusians,
- published useful materials on our website and on social networks,
- conducted several researches,
- expanded the team,
- integrated new digital tools,
- set up various work processes,
- were meeting a psychologist,
- opened an office in Lithuania,
- created our own merch, and now...

... are excited to share the results of our 2023 with you!



The most important thing is thank you!

We did a lot of things in 2023 in partnership with cool organizations, initiatives, activists and experts: posts, articles, events and even entire projects! And now we want to say a big thank you to all of our partners! We are very happy to work with you and look forward to its continuation. It's a pity that for various reasons we can't mention all of you in this report.



About us



Mission

Promoting an inclusive and tolerant society where everyone feels a sense of self and is not discriminated against

Values

- Human rights, including mutual respect, equality, non-discrimination
- Inclusion
- Gender equality
- Environmental stewardship

Activity areas

- Mainstreaming cross-cutting issues
- Making spaces and events more inclusive
- Promoting social inclusion
- Building and increasing the resilience of vulnerable groups to external factors

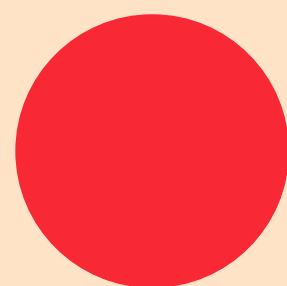
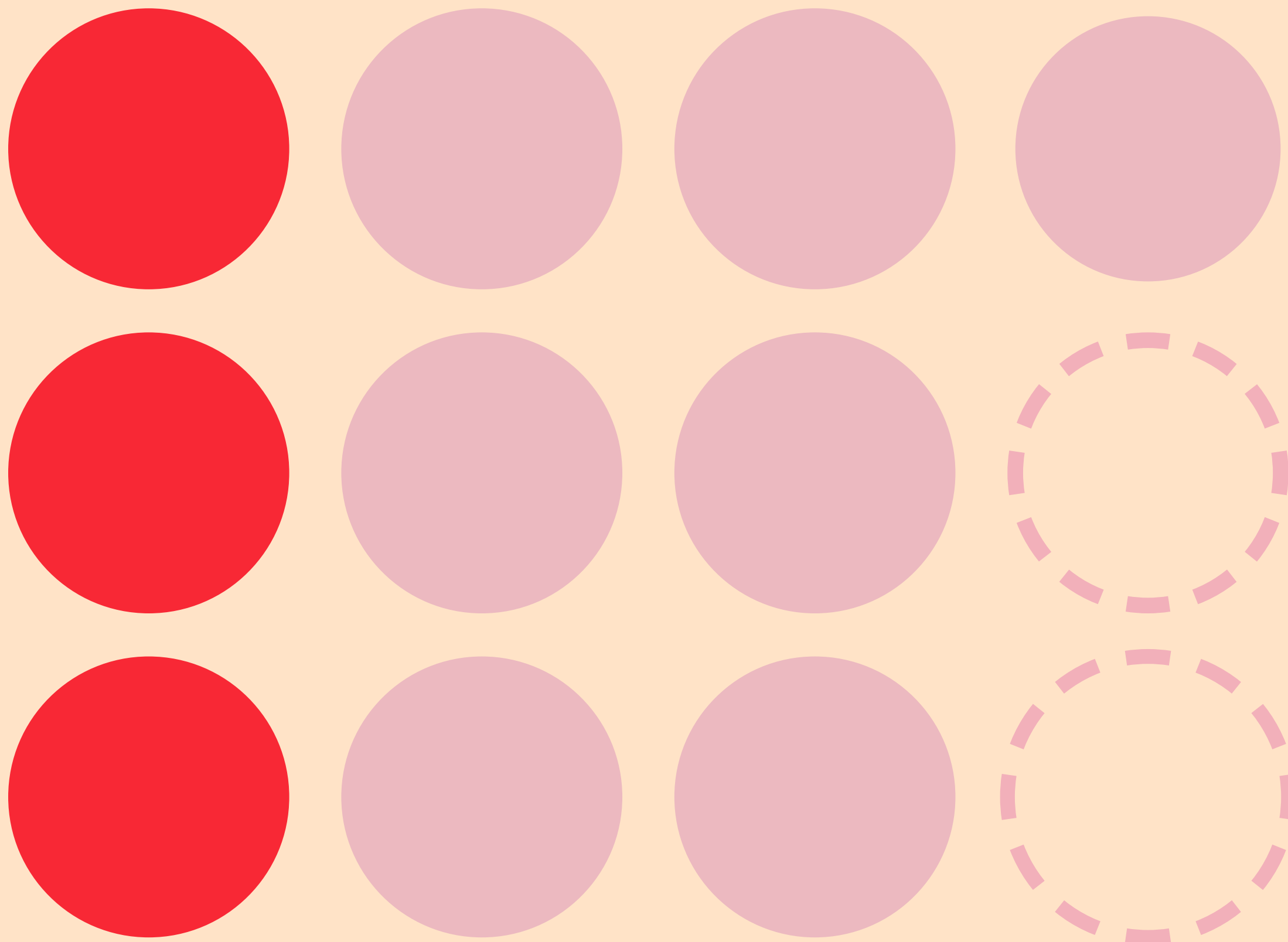
NEW!



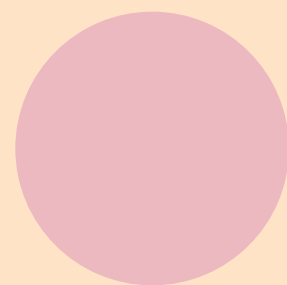
Team



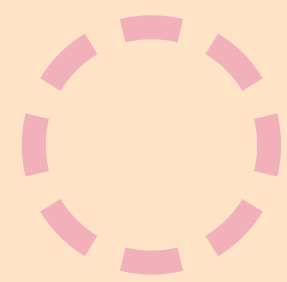
10 people



3 partners — the core of the team, which is responsible for setting and achieving goals and objectives



7 supporters — people who help the organization achieve its goals and objectives



This could be you — keep an eye out for vacancies on our social networks and email us if you'd like to join our team!



Co-founders and partners



Maryna

project manager



Dima

project manager, director



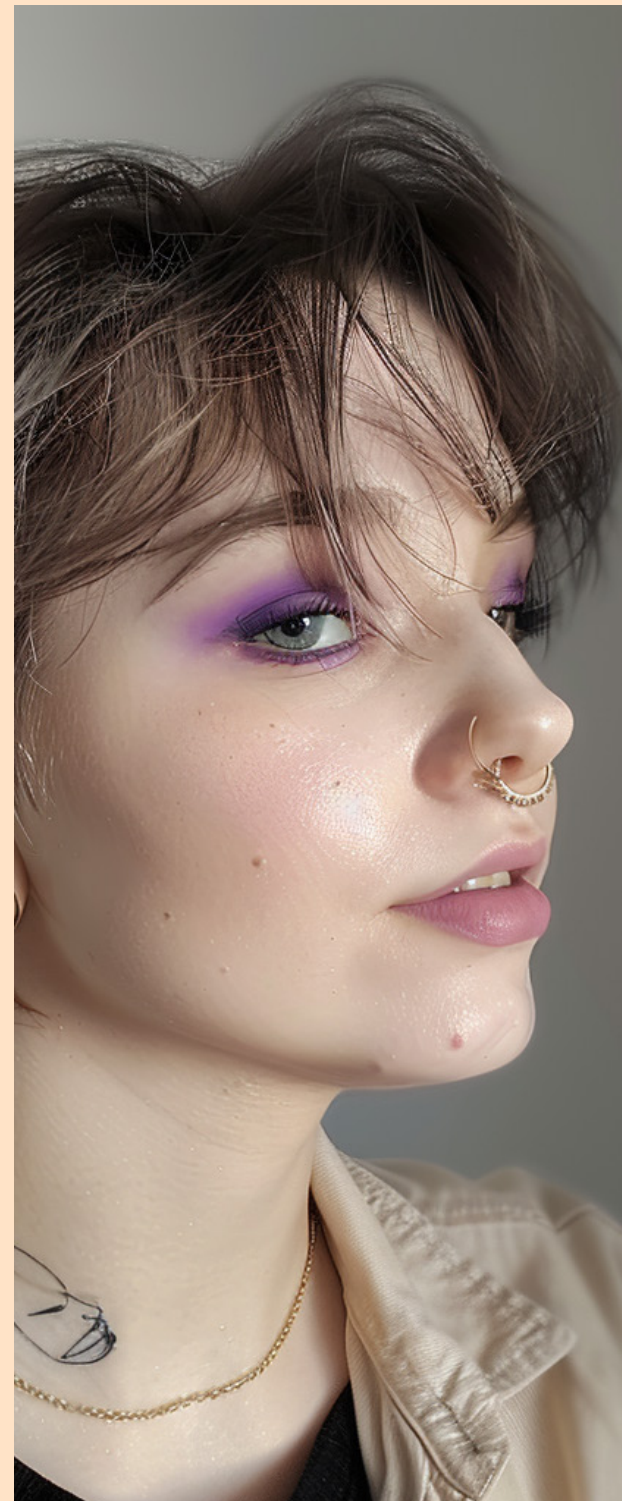
Sasha

designer, psychologist

We want to stay visible even in these challenging times. But unfortunately, it's not safe for all the people on our team. To keep some of us private and at the same time present everyone on an equal footing, we asked Midjourney's neural network to create portrait images of us.



Supporters



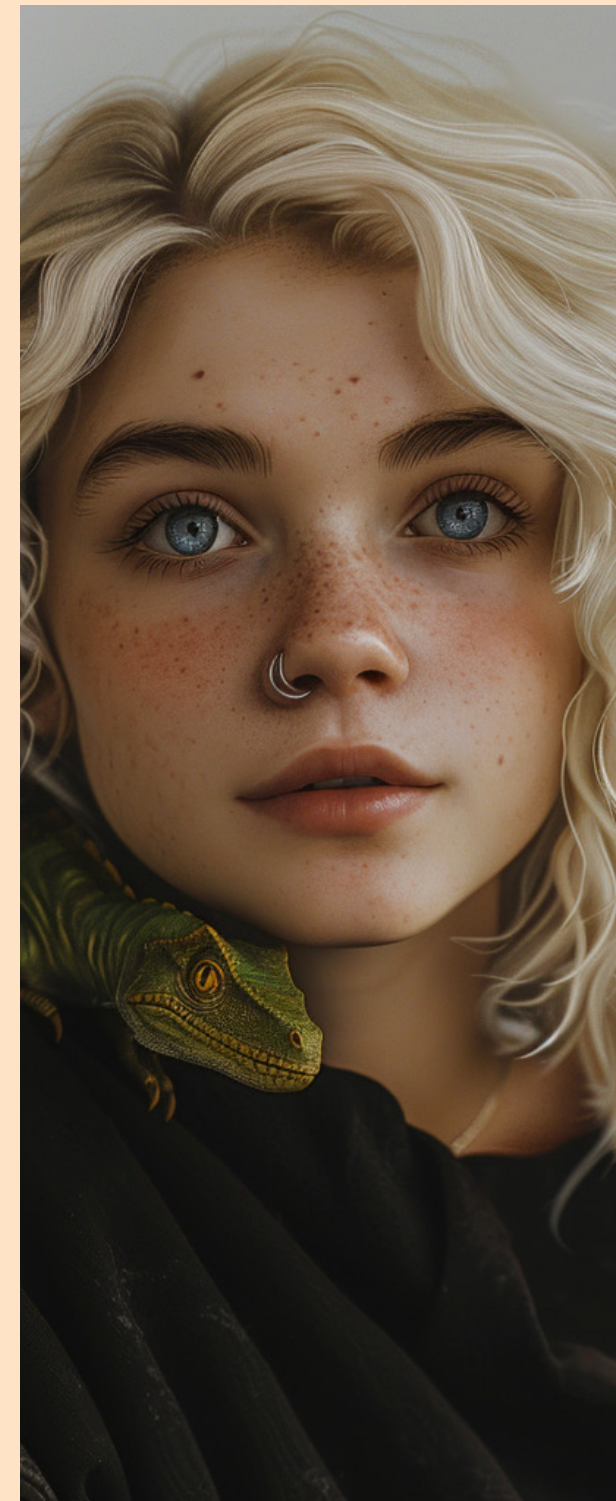
Dasha
ZDW coordinator



Arysha
PR and event making



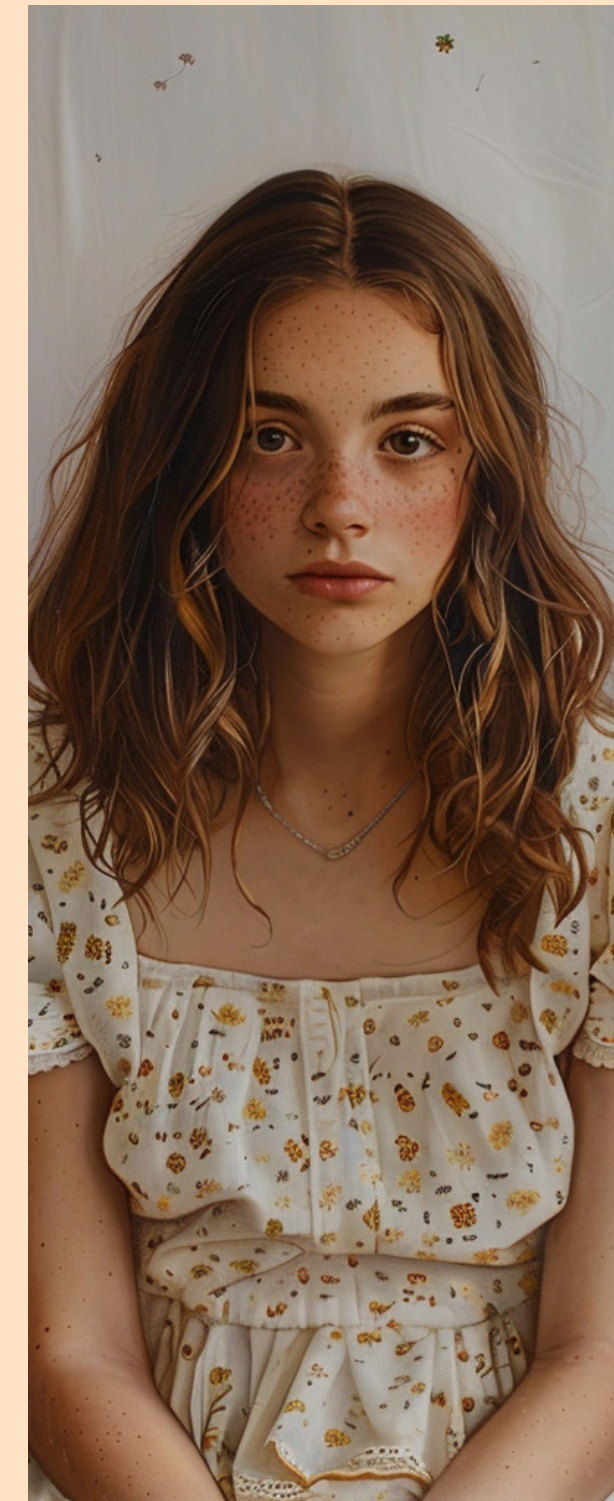
Dima
financial manager



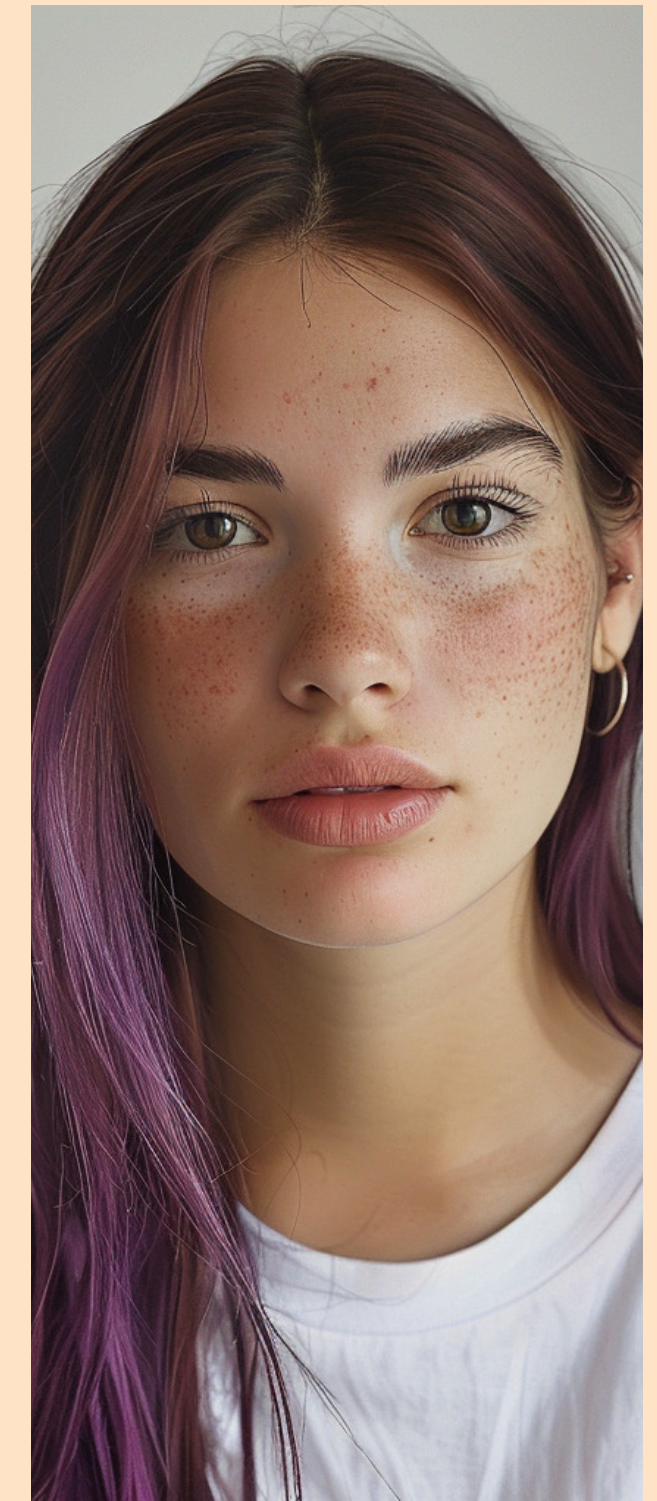
Zhenya
editor



юЮ
Inclusive practice base
coordinator, translator,
editor



Volya
translator



Kate
SMM-specialist



The Others in facts and figures



37

events

470+

participants

9

online

/

28

offline

The Others

21

events

240

participants

10

in Belarus

/

18

abroad

In partnership

16

events

230

participants

20

partners within ZDW
2023



53

new articles on the website

12

issues of the “What’s New?” digest

72

inclusive practices in the Database
(+30 to 2022)

3600+

social media followers

13 000+

website visitors

185 000+

social media coverage



1

new office in Lithuania

4

countries where the team members

4300+

hours of team work

20

psychological support group
meetings for the team

344.57 €

came as 1.2% of taxes
of Lithuanian residents

**Infinite
support
and love**



Our activities



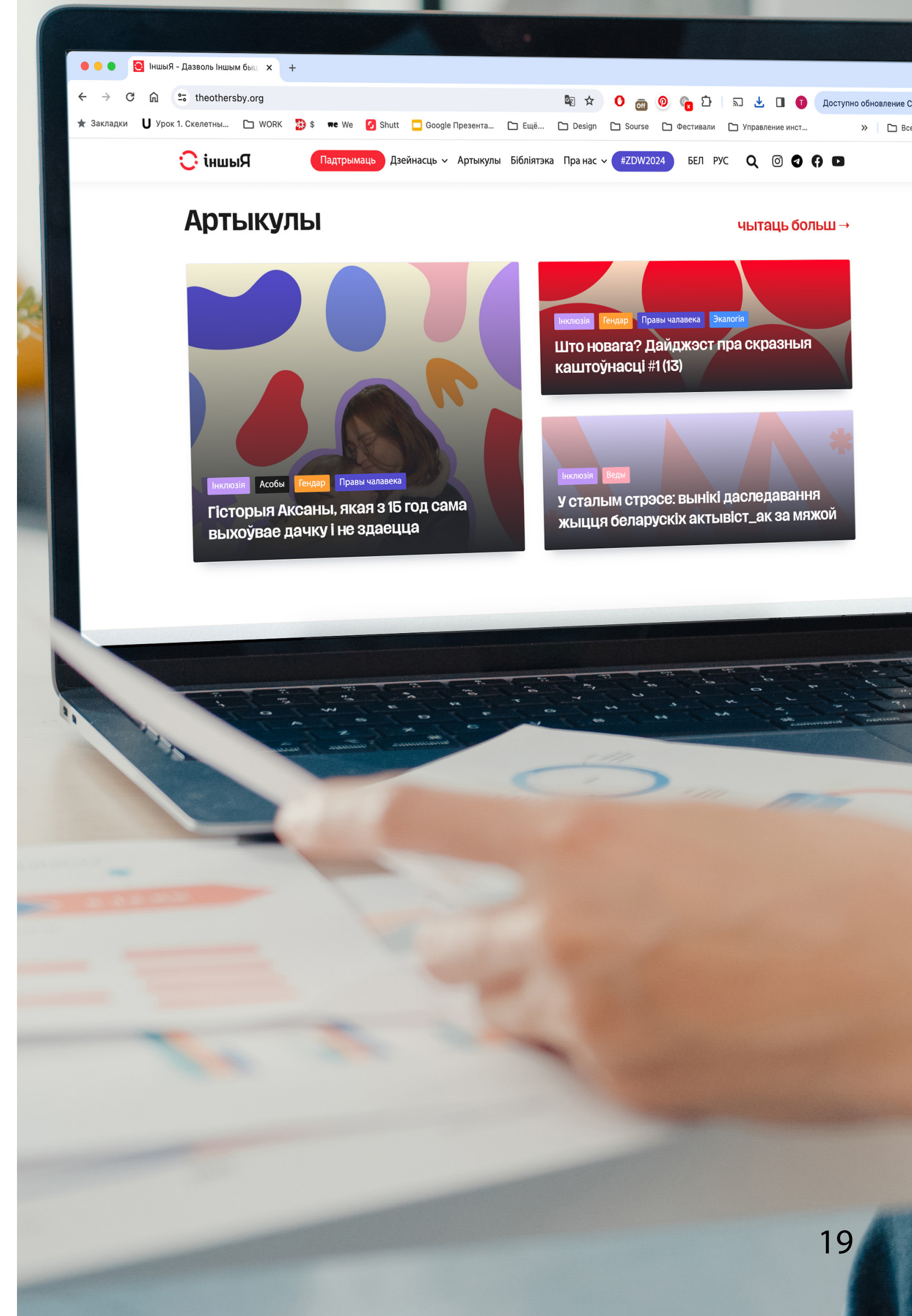
Mainstreaming cross-cutting issues



Articles on the website theothersby.org

In 2023, we relaunched the website and published **53 new articles**, which have been read by more than 13,000 people. Articles in Belarusian and Russian promote different aspects of cross-cutting values, the experiences of different social groups and how to make activities and the world around us more inclusive.

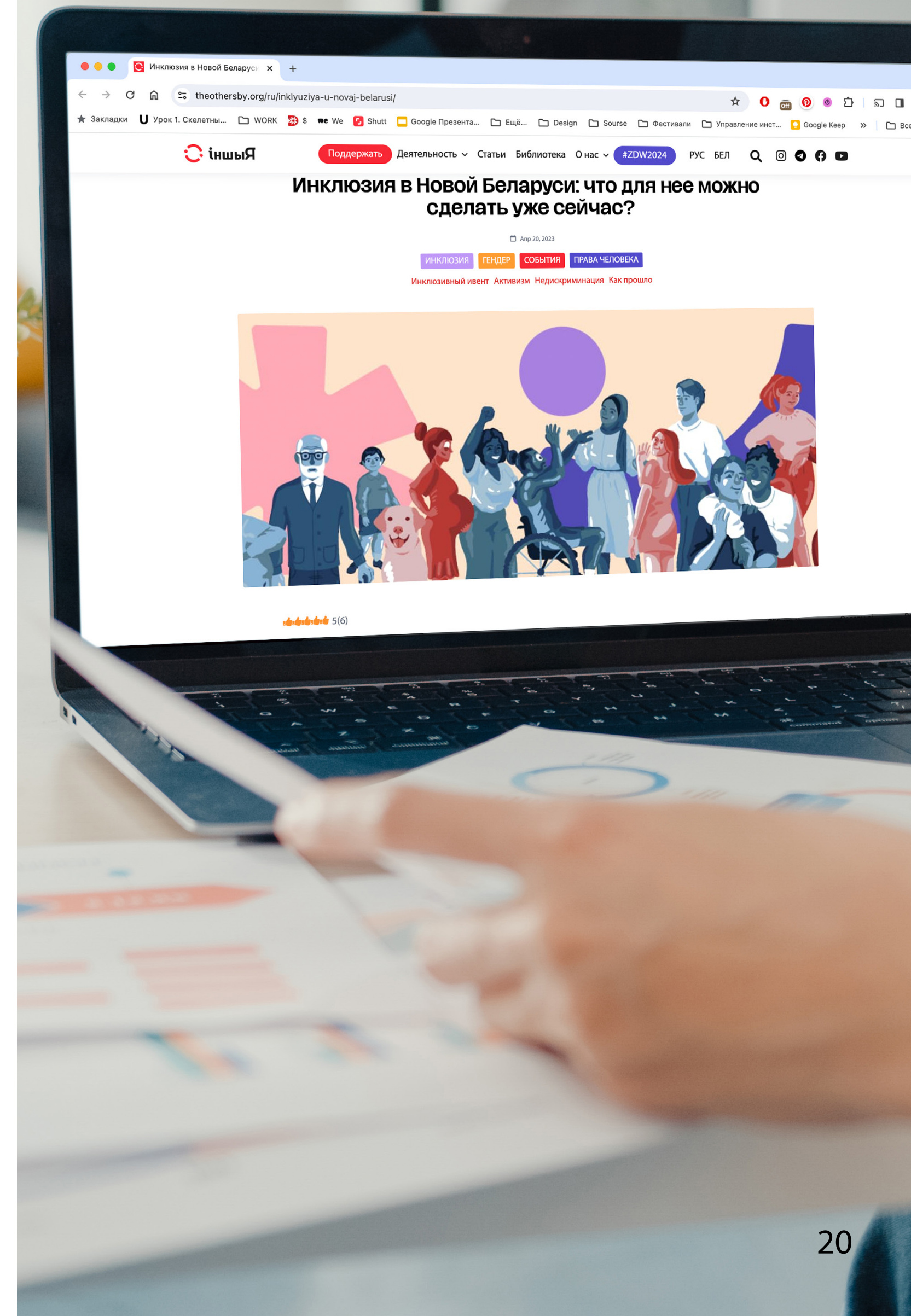
Text by our journalist Sasha Kamko [“How to organize an event that visually impaired and blind people will attend”](#) won the **1st place** in the category “Article on equality and non-discrimination of vulnerable groups” of the **J4T AWARDS 2023** from [“Journalists for tolerance”](#) initiative.





The most popular articles of 2023

- Inclusion in New Belarus: what can be done for it now?
- Mistakes to avoid for an event to be truly inclusive
- Communication and once again communication or Why a ramp does not mean inclusion
- Five reasons why Belarus does not need (anymore) NPPs
- What is greenwashing and how not to fall for it?





“What’s New?” Digest

It is a new product of the organization that highlights **important news** in the areas of human rights, inclusion, gender equality and environmental stewardship **on a monthly basis**. You can read the digest [on our website](#) and on social media. But if you want to receive it as soon as possible, [subscribe](#) (it’s free) — and the digest will get into your mailbox before anyone else’s at the beginning of each month.

300 people are already receiving our digest! If you’re not among them yet and are wondering whether to subscribe, here’s a digest feedback to help you decide:



like that for a month you can get basic information on different thematic areas, as well as the main results of the month. It is also good that every month you can see the progress on certain topics, it is very impressive because it shows in figures what is happening with the Belarusian context.



[Read all the digests of 2023](#)

Subscribe

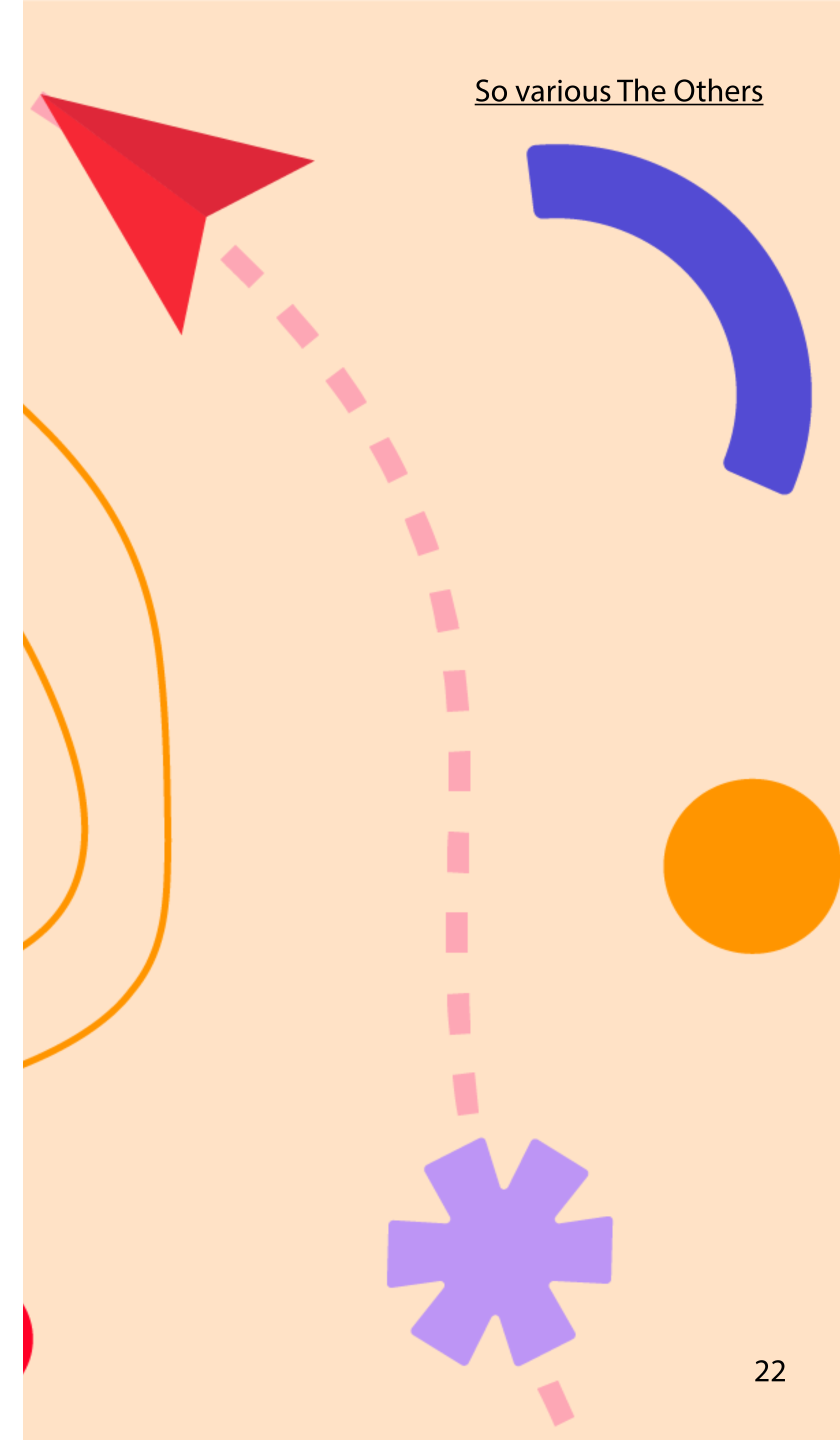


Online educational program “Course on Values”

The program was held in the autumn-winter of 2023 and was aimed at Belarusian activists who wanted **to incorporate cross-cutting issues into their work**. Theory was available on the educational platform, and online classes were practice-oriented.

Following the educational part, attendees prepared plans for changes in their organizations/initiatives to incorporate cross-cutting values into their work:

- conducted an eco-audit of the space,
- discussed and clarified the rules for organizers of events in the space,
- translated the materials of the Russian-language educational course into Belarusian,
- prepared subtitles for the video,
- discussed their values and agreed on how to communicate them to the target audience.





Program statistics

43 %

(13 of 30 participants) completed the course

38 %

(5 out of 13 graduates) made a change plan

77 %

(10 out of 13 graduates) increased and / or systematized their knowledge

3

out of 5 change plans were fully implemented

Participants feedback



Thank you so much for the opportunities and resources provided! I feel that working on the plan has given us the opportunity to review our work with our target audience, to find out what we are doing well and what we can improve on. Our organization felt united in our values, which we were very encouraged by! Thank you so much for that! It has strengthened us as a team!



It was very useful for me to 'test' my knowledge once again and pump up the organization even more. I am very happy that the course pushed us towards eco-audit, and we have already started to buy eco-certified products. Thank you!





Making spaces and events more inclusive



Guidelines for event organizers

Guidelines “How to prepare and host an inclusive event” is our attempt to bring together **all the experience in inclusion** that we and our colleagues have and pass it on to those who are just starting their journey in inclusion and are afraid to take the first step.

In the guidelines we focused on the needs of the following groups:

- people with limited mobility,
- blind and visually impaired people,
- people who are deaf or hard of hearing,

- people with mental and intellectual disabilities,
- parents with young children,
- LGBTQ+ community,
- people following an eco-friendly lifestyle.

The guidelines are available in Belarusian and Russian.

60 out of 100 printed copies of the recommendations have already found their owners.

[Download the guidelines](#)

[Get a printed copy](#)





Survey “How are things going in the field of inclusion?”

To prepare the forum, “All Inclusive 2.0. Strategies for working in current conditions” (discussed below) we needed additional information about what is happening in the field of inclusion now. For example, how it has changed since 2020, what are the barriers and needs, and whether they are different for activists inside and outside Belarus.





In January 2023, we conducted a survey among **47 Belarusian organizations and initiatives** for which inclusion is a line of work or a value.

62 %

of respondents
(or 29 people):

- believe that the situation in the field of inclusion in Belarus has (significantly) worsened after spring 2020;
- noted that for effective work in the field of inclusion they lack activities for exchange of experience with other organizations;
- indicated that their work in the field of inclusion is extremely influenced by the fear and / or danger of working within Belarus.

The results of the survey were presented at the All Inclusive 2.0 Forum as well as at [the 11th International Congress of Belarus researchers](#) in September 2023 in Gdansk, Poland.

[Full survey results](#)

[Article on the survey results](#)





All Inclusive 2.0. Forum

Strategies of work in current conditions

March 31 – April 2, Vilnius, Lithuania

The Forum attended **53 representatives of**

- Belarusian NGOs working with the topic of inclusion and vulnerable groups,
- new democratic forces,
- donor organizations working with Belarus.

During the Forum, we presented the results of the survey on the situation in the field of inclusion and discussed what (im)possible to do in the current conditions in the field of inclusion and how to address current challenges. An important part of the event was a discussion with donor organizations about the possibilities of including inclusive practices in projects and increasing donors' interest in this.

On the second day of the Forum an **inclusive party** was held in partnership with the [Girls Gang Party](#) and [Human Constanta](#) organization within Week for equality and inclusion.

[The article on the results of the Forum](#) has become **the most popular article** on the website!





Participants evaluation of the Forum

4,2

out of 5 points — usefulness of the Forum for professional activities

68 %

became more aware of the needs and interests of vulnerable groups

42 %

found potential partners

Participants feedback

“ The forum gave new acquaintances, deepening in the topics of inclusion, new thoughts about more inclusion in the activities of the organization ”

“ It’s great that representatives of donor organizations were invited, like a little more understanding of how to work together ”

“ I really had a tremendous exchange of experience and valuable material for working in an inclusive field ”

“ I received important information about the changes in the field of inclusion since 2020 and what kind of organizations and experts are working in this field today ”





Database of Inclusive Practices

For several years now we have been collecting various inclusive practices in one place. This is how we want to make the work of different organizations and initiatives in the field of inclusion **more visible**. In the database you can always find **not only new contacts but also inspirational examples** of inclusive work!

By creating this database we want to show that inclusion is also about diversity. Inclusion does not necessarily have to be expensive and complicated, and it does not necessarily have to consist only of a ramp and physical accessibility. **Inclusion comes in many forms — find yours in our database!**

During 2023, 30 new practices were added to the database.

Totally there are 72 practices in the database, which are organized into 23 categories.

[Database of inclusive practices](#)

[Add your practice](#)

User Feedback



The main advantage [of the database] is that you can find those who are involved in a particular area to see what you should do if you want to do it too. It's also a good opportunity to learn and change what you do.





Promoting social inclusion

By social inclusion, we mean changing public opinion about stigmatized and discriminated groups and improving their position in society by increasing the visibility of individuals, their problems, interests, and achievements in public space.



Zero Discrimination Week 2023

March 1 – March 8

On March 1st, the world commemorates Zero Discrimination Day. It is an annual day initiated by the UN and aimed at increasing equality of all people before the law and in practice.

In 2020 we celebrated the Day with other organizations and in 2021 we dedicated an entire week to it. That's how Zero Discrimination Week came to be.

The main goal of the Week is to increase knowledge about discrimination and methods to combat it, to increase the visibility of the consequences of discrimination and rights violations.

ZDW 2023 Page





Within the Week 2023 **19 events** were organized together with partners: 3 online and 16 offline in Belarus, Lithuania, Poland and Georgia. Among the events were a game meeting with our “Believe it or not” board game about stereotypes and discrimination in Belarus, trainings, a conversation café, an art club, a pub-quiz, a film watching, a collage workshop, a social game, a thematic meeting, a book club, a newspaper theater and a play reading.



8

days

20

partners

98

posts with hashtags

70-100%

of participants gained new knowledge

19

events

213

participants

55K

content coverage



International dates

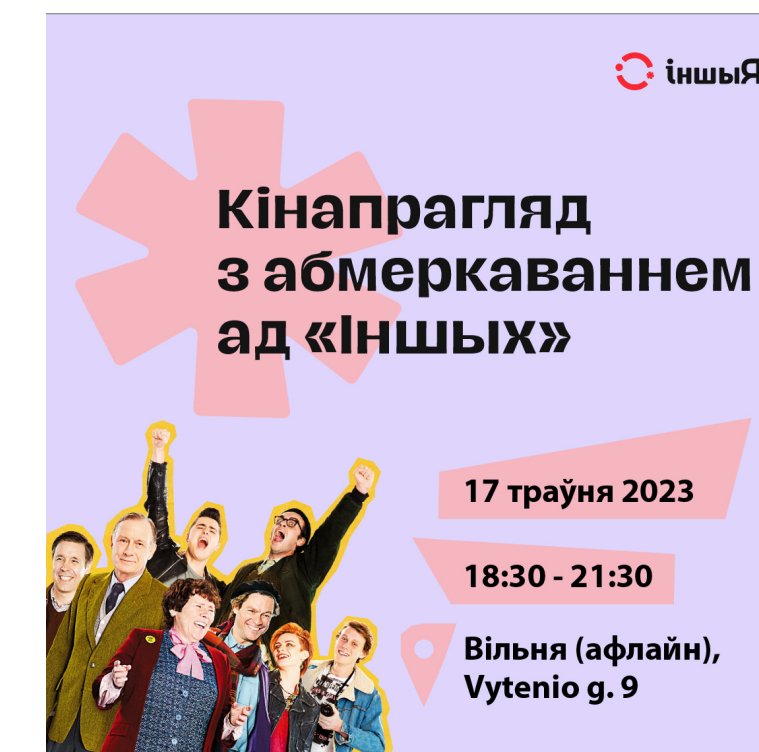
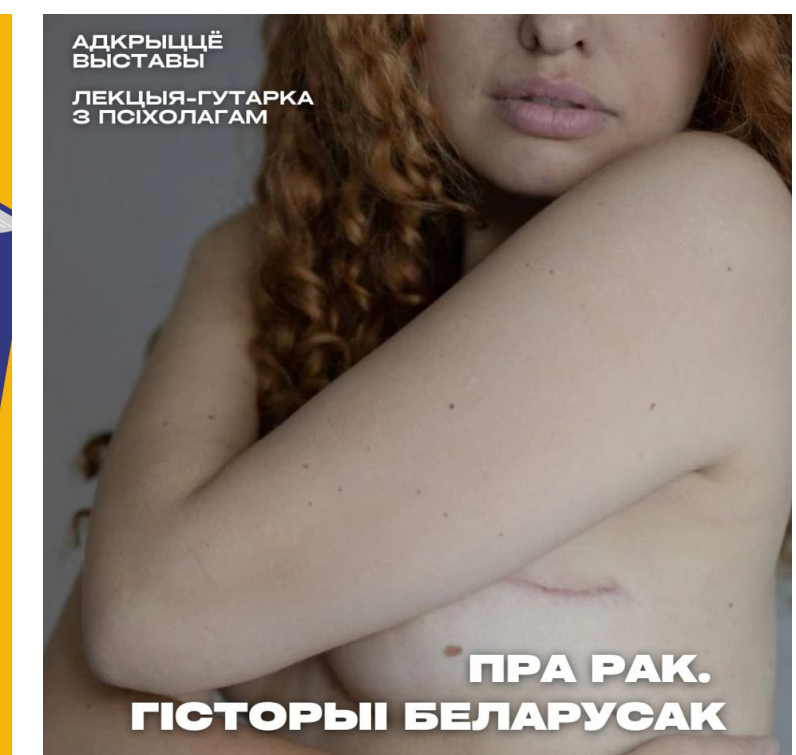
Highlighting international dates related to human rights and the situation of various vulnerable groups is one of the important areas of our work. International dates are an **additional occasion** to make a group and the challenges it faces more visible.

In 2023 we organized **16 events**: 2 online and 14 offline in Belarus, Lithuania, Poland and Georgia. The events were attended by more than **200 people**.

Among the dates we've highlighted:

- World Cancer Day
- International Day of Women and Girls in Science
- International Day of the Person with Down Syndrome
- International Day for Transgender Visibility
- World Autism Awareness Day
- International Day against Homophobia, Biphobia and Transphobia
- International Day in Support of Victims of Torture
- World Contraception Day
- International Day for Tolerance
- Human Rights Day

We organized many events **in partnership**. Among the event formats were a social game, an exhibition, a film watching, an art workshop, a human library, a book club, a lecture, a discussion, etc.





NEW!

Building and increasing the resilience of vulnerable groups to external factors

This is a new direction of our work. And we decided to start it with Belarusian activists. Our practice and research show that the more sustainable activists are the more efficiently and actively they work with their target groups, including using an inclusive approach.



Training Retreat “Grounding”

In the autumn we conducted our first **4-day training retreat** in the mountains of Adjara for **15 activists** forced to leave Belarus for Georgia. It was aimed at exploring their psychological state and teaching self-help and self-support skills. We placed great emphasis on grounding and body practices. After the retreat participants attended an online support group to consolidate the techniques learned at the event.

4,6 out of 5 points — usefulness of training participation



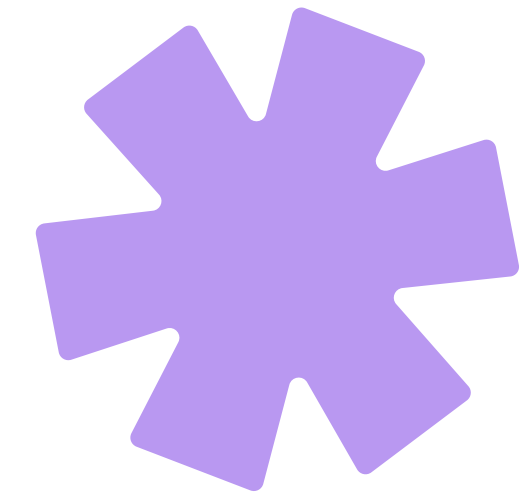
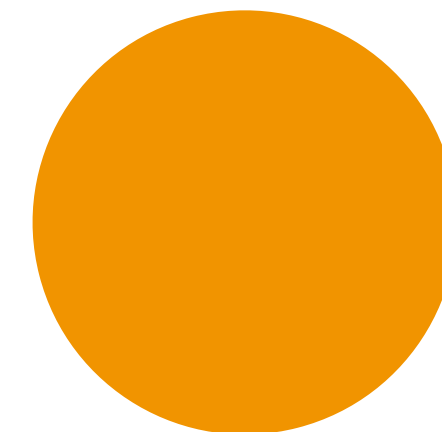
Participants Feedback



It was a beautiful retreat and an overall rating of 5 out of 5. Very timely for me when my physical strength and inner fragmentation needed quiet, care, peace and yoga in the mountains with wonderful people. I came back filled with strength, inspiration, more poise. This is the kind of retreat numerous activists need. We are not alone in this migration and complexities, there are 'The Others' who take care of us for the benefit and development of CSOs



After the training I feel a lot of inspiration, energy and strength to help others and share the knowledge gained. Thank you very much!



Before the retreat there was no strength not only to move forward but even to perform daily duties, and now there are many plans and ideas. Even though it was a vacation, we still discussed activities and projects, shared useful information. And I personally found cool friends. Thank you all very much, this retreat was a real lifesaver for me!





Analysis of the psychological state of the relocated activists

With the support of gender researcher **Lena Ogorelysheva**, in September 2023 we conducted an **online survey** to investigate the psychological state and needs of emigrated Belarusian activists and the factors that influence them (**63 respondents**). In October 2023 we also conducted **5 interviews** with Belarusian activists who had left Belarus.





The study showed **some tendencies** in the psychological well-being of activists, such as:

- **more than 25%** spent more than 40 hours per week on work/volunteering in NGOs;
- **no one** rated their psychological state at 10 out of 10 (only 1 person rated it at 9 out of 10);
- **46%** rated their stress level as very high;
- **71%** felt anxious all the time;
- **99%** noted three or more negative factors that affected their psychological state;
- **81%** noted that a stable income would help to improve their psychological state.

The text of the study includes a list of factors influencing the condition of activists, data on fatigue and stress, needs and demands of respondents, as well as **16 recommendations for organizations and initiatives** to improve the situation in their teams.

Study Results





Personal data for NGOs

In 2023, while in relocation, our team is facing new regulatory issues and working with personal data. In every situation it is important for us to be careful and attentive to the personal data of our team, partners and everyone involved in our projects.

In January 2023 we conducted a survey “How are things going with GDPR?” and found out that this area is of interest to many Belarusian organizations and initiatives. So, we decided to look into the topic not only for ourselves, but also to help others with it.

In the spring-summer of 2023, together with partners from [Human Constanta](#) and [CyberBeaver](#) we:

- organized 2 thematic webinars,
- organized a 3-day workshop in Vilnius,
- organized a breakfast with privacy experts in Vilnius,
- prepared 3 thematic articles.

More than 90 people participated in the events.

Project experts:



Maria Arnst,

an expert on personal data privacy



Alexey Kozlyuk,

a consultant, an expert in digital privacy and personal data protection.

Useful articles on the subject:

- [Why and how to care about personal data privacy](#)
- [8 steps to GDPR in a non-commercial organization](#)
- [Questionnaires. How public organizations should take care of personal data](#)



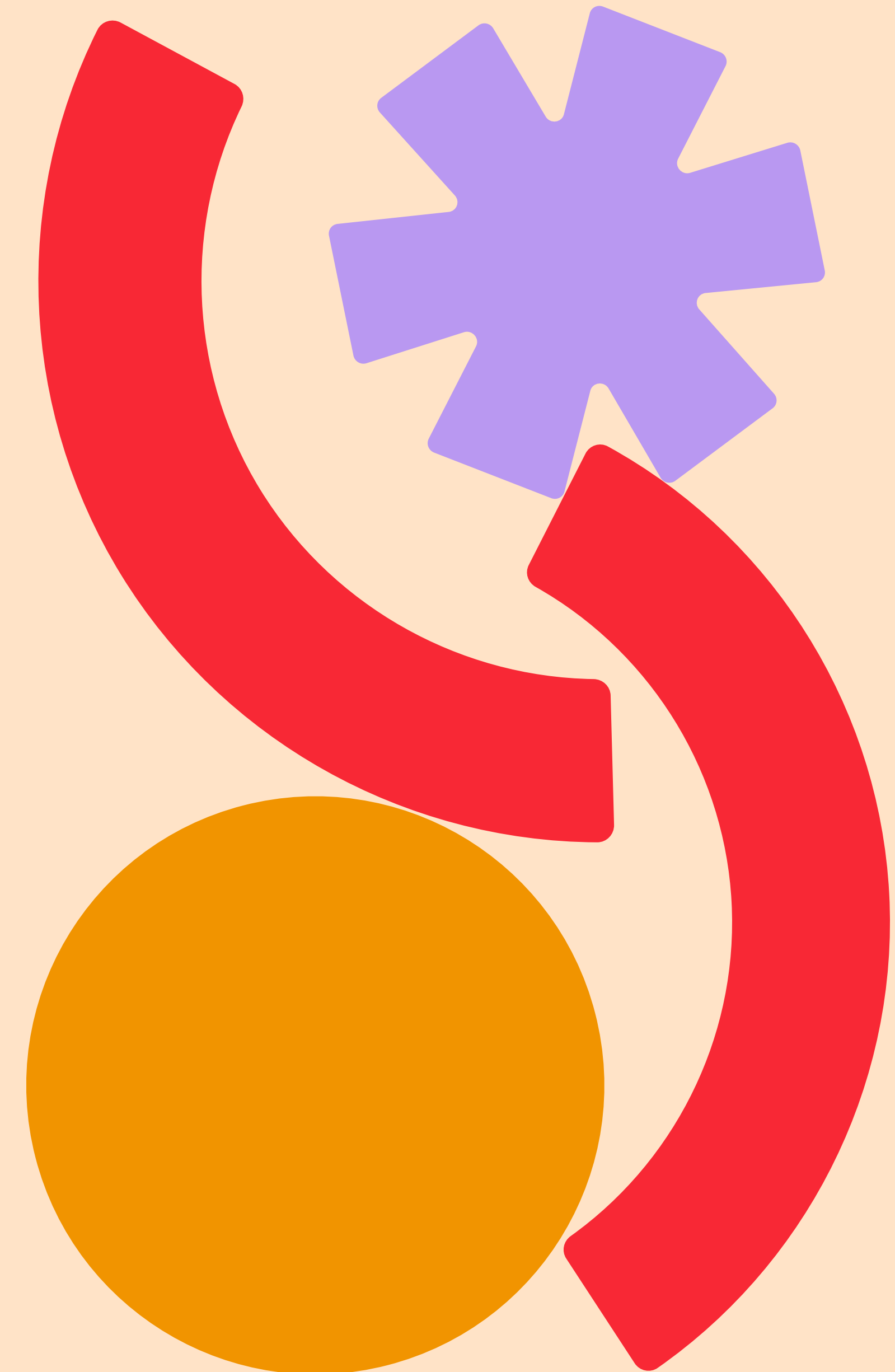
Plans

In January 2024 we launched our podcast [“Another Stories”](#) and are going to develop it. Subscribe to the podcast on the platform that is convenient for you, so that you don’t miss the stories of people with different experiences and who are now in emigration.

[Zero Discrimination Week](#) is scheduled for March 1 – March 8, 2024.

In spring 2024 we are going to launch new services and activities to help you **incorporate cross-cutting issues into your work.**

We also have **various materials** on the topic of cross-cutting issues planned for **release** throughout the year, both on our website and on social media. Follow the news on the [website](#) and subscribe on [Instagram](#), [Telegram](#) and [Facebook](#) not to miss out on useful materials! Very soon we will launch **TikTok** — follow social networks not to miss this event.





How to support us

If you are close to our values and like what we do, you can support us in many ways. Just find yours.

Donate

A great way to say thank you to us is to support us with a one-time or monthly subscription of any amount [on the website](#). And if you are a Lithuanian resident, you can transfer up to 1.2% of your taxes to us each year.

Speak

Tell your friends about our work. In tough times, word of mouth is a great way to spread the information.

Come

Attend our events yourself and bring someone you know. We organize events to make the world a better place. So when you attend them, you help us change the world.





How to support us

If you are close to our values and like what we do, you can support us in many ways. Just find yours.

Like, comment, repost, subscribe

Your actions influence social media algorithms. Thanks to your activity our posts will be seen by more people. Follow us on [Instagram](#), [Telegram](#), [Facebook](#). Tag us by @theothersby.

Read and share the links

On the website theothersby.org you can find a lot of useful information on equality and inclusion. Don't forget to share it with others.

Subscribe

This way you're sure to be kept up to date with our news, and we'll know that our activities are interesting for you. [The emails](#) come once or twice a month.





How to support us

2023 Report

So various The Others



**Thank you for all your support and help!
We appreciate you very much and thanks
to you we continue our work.**

Contacts

theothersby.org

info@theothersby.org



@theothersby