



MULTIKULTURA

STRATEGIC PLAN 2018 - 2020

www.multikultura.org.mk



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Association MULTIKULTURA

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MESSAGE OF THE DIRECTOR

I feel honored to present the 2017-2020 Strategic Plan of Association Multikultura.

This Strategic Plan is very important as it articulates our core vision and mission as an organization. It also outlines our strategic aims where we will focus our work in the upcoming years.

The achievements of the past years are only as valuable as the vision they inspire in us for the future.

During our 17 years of existence, we have realized many activities aimed at improving the quality of life in Macedonia. Activities

which were focused towards multiethnic cooperation, non formal education, promotion of differences and cultural values, youth activism, promotion and access to human rights and the help in creating public policies in the state institutions, contributed towards improving the life quality in Macedonia.

We will continue to be present through our activities that will be in accordance with the needs of the citizens, in order to offer them real values and to achieve in the near future in our society to be developed human virtues and professionalism.

Big changes doesn't happen overnight, it all starts with the desire, then with small steps towards the right directions and with contribution from all of us, all this can lead to new successes.

In the end I would like to thank our donators and other international partners, for their help and support towards the realization of all of these achievements.

With respect,

Vallnet Zenki



HISTORY OF THE ORGANIZATION

It all started on August 2000, where young enthusiastic from Tetovo, inspired by the situation of inter ethnic relations and the presence of variety of cultural values, took the initiative to found Association Multikultura.

Through all these years, member of Association Mutlikultura contributed towards the development of cultural values and inter ethnic tolerance and promotion of youth activism and participation in decision making process.

Association Multikultura developed various projects aimed to the development of communication skills among youth, exchange of cultures, encouraging multiethnic cooperation, raising civil awareness for their importance in the process of decision-making, identifying the problems that are faced by associations who offer free legal aid, activities aimed for reducing the unemployment among youth from marginalized groups, activities towards social and economic inclusion of people from marginalized groups etc.

Multikultura through it's years of operation has created partnership with many other civil society organizations and currently, Association Multikultura is part of these networks: Coalition All For Fair Trails, Network 23, Yes Network, National Youth Council of Macedonia, SAJV, International Step by Step Association, UNITED against discrimination and racism.

Multikultura continues to work for the development of the civil sector and civil activism among youth.



MISSION

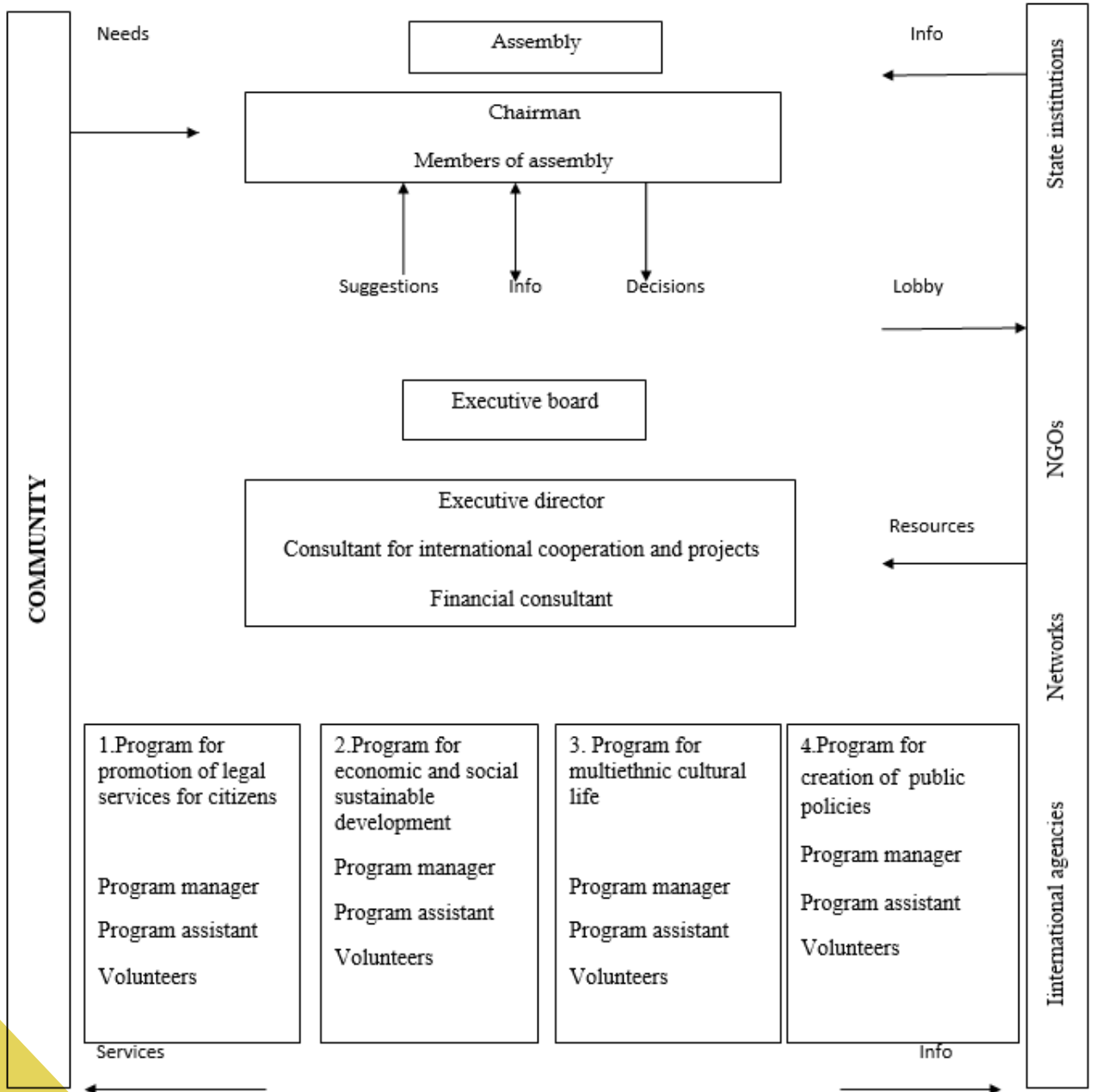
Building a harmonious, multiethnic society.

VISION

Multikultura aims a country and a region where its young population builds a bright future, through working for an inclusive society, where the main human rights are respected by all, inter-ethnic and inter-religious conflicts and prejudices are solved and decreased, their impact in the decision-making processes is felt, and furthermore through their built values and developed capacities they can be competitive with other peers in a global-level.



Structure of the organization:



EXTERNAL ENVIRONMENT, ANALYSIS AND CHALLENGES

Of a particular importance to the sustainability of the civil society sector, which is still largely financed by foreign donors, is its reorientation towards providing services to the public sector. This is particularly important for providing funds from different sources of funding, primarily targeting local sources. Also, the civil society still isn't very informed with the process of euro integration, especially with the programs who are available for the Republic of Macedonia, like for example the community programs, IPA and others. The division based on ethnicity in Tetovo and wider region, presents a serious challenge, especially among the young population, therefore it is important to work on mutual acquaintance of young people from different ethnic communities. Regarding the ethnic communities, Roma people are still a highly marginalized group, especially in the area of education and culture. Therefore, further efforts are needed for their integration in the educational and social life.

There is almost no cultural life that encompasses young people from different ethnic communities, and this is why there is need for their integration and active inclusion in the social processes. Additionally, there is a sense of hopelessness that results in a lack of interest engaging in any form of cultural or civic activism.

The practice so far shows that there is willingness for cooperation between the local authorities and the civil society, but there should be developed further strategies for young people and culture, that will provide a framework for this cooperation.

Due to systematic solutions of the communication between the local authorities and the civil society, it is necessary to develop a strategy and find appropriate forms of communication.

Citizens aren't very familiar with their rights and with the possibility to receive free legal aid as well as with the possibilities for development of entrepreneurship.

Although the civil sector is making effort to improve its image in the community, it is still in disadvantage level, which creates a need to act on their transparency and greater visibility in the community. Also, it should be continued with activities what are focused towards promoting the civic participation in the decision making form in local level. Thus, civil activism will develop in the form of cooperation of mutual interest.

**STRATEGIC DEFINITIONS
AND OBJECTIVES**



Multikultura through the strategic planning process defined four strategic determinations that correspond to the defined mission and vision.

1. Acceptance of cultural diversity, dialogue between communities and equality of all citizens
2. Promotion of legal services for the citizens
3. Social Development and peaceful conflict resolution
4. Research and creation of public policies



Strategic goal 1

ACCEPTING CULTURAL DIVERSITY AND DIALOGUE BETWEEN COMMUNITIES

Goals:

- 3.1 Increasing the dialogue between communities as a tool to overcome prejudices and stereotypes for removing barriers between people
- 3.2 Promoting and respecting cultural differences for the purpose of tolerance, understanding and coexistence
- 3.3 Providing volunteers to work on cultural activities
- 3.4 Raising awareness among children's about their rights
- 3.5 Preventing the abuse of children from socially vulnerable groups
- 3.6 Encouraging and equality of all children in the educational process
- 3.7 Improving the quality of education



Strategic goal 2

PROMOTION OF LEGAL SERVICES FOR CITIZENS

Goals:

- 1.1 Giving legal advices and services to the citizens
- 1.2 Training for candidates for taking the law exam
- 1.3 Giving Free Legal aid for the socially endangered citizens
- 1.4 Improving the co-operation of the relevant judiciary factors



Strategic goal 3

SOCIAL SUSTAINABLE DEVELOPMENT AND PEACEFUL CONFLICT RESOLUTION

Goals:

2.1 Reduction of poverty and social equity

2.2 Improving social inclusion of vulnerable groups

2.3 Support the development of skills, knowledge and attitude change in conflict transformation

2.4 Support activities aimed at empowering the youth and engaging them in peaceful conflict resolution



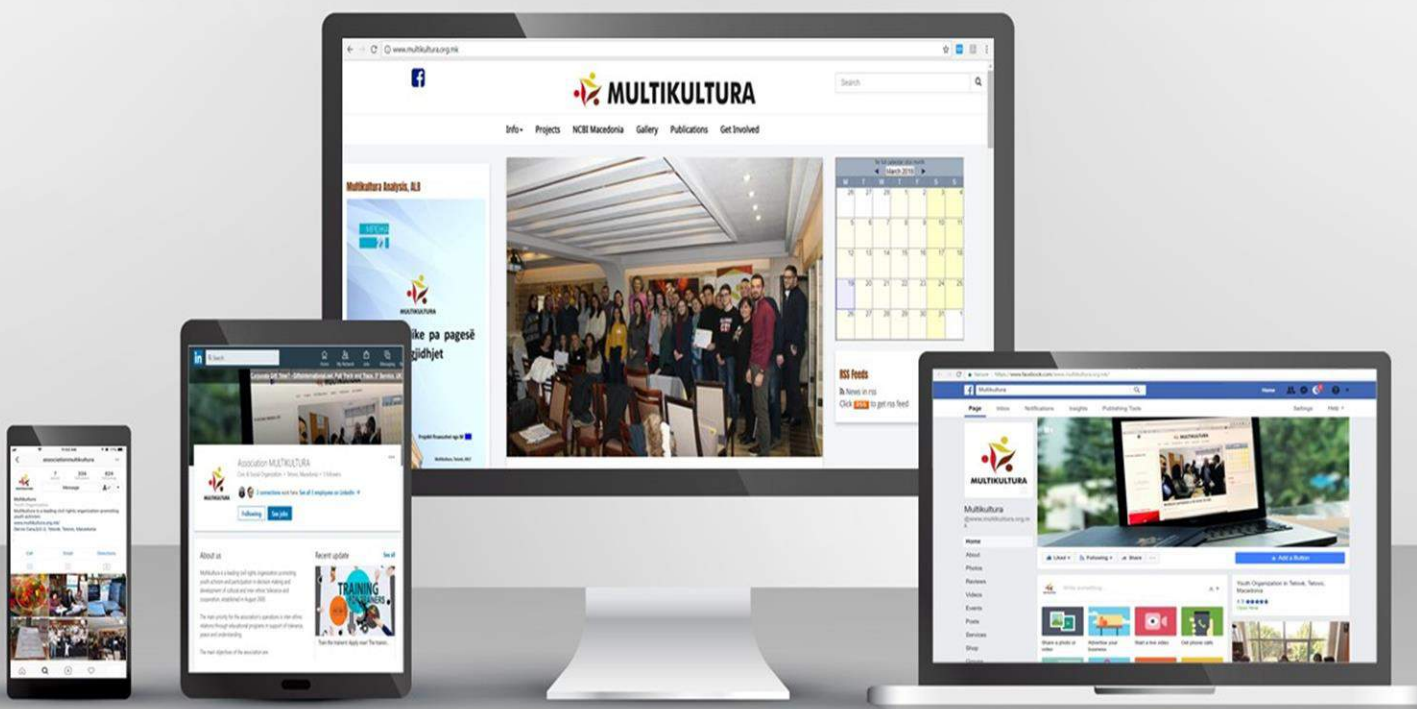
Strategic goal 4

RESEARCH AND CREATION OF PUBLIC POLICIES

Goals:

- 4.1 Establishment of a resource and research center within the framework of Multikultura
- 4.2 Providing professional development services





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