



# Manifesto

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## Key Goals

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

- 1) To immediately decongest the Aegean Islands through fair relocation across Member States
- 2) To replace the EU-Turkey Agreement with a fair and humane EU policy on migration
- 3) To advocate for dignified and legal conditions of reception across Europe

## 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, trusting to a collective sense of evolutionary purpose, 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.

## 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.

# 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/your team Focal Point 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 any of the Admins. Join here: <https://chat.whatsapp.com/COgnSzaevjg21fhq6P4Xbi>