

ANNUAL REPORT 2020



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A Message from The Chair

Along with the Board of Development Perspectives I am delighted to present this 2020 Annual Report. This time last year we were just over two months into the Covid-19 lockdown, little did we know that twelve months on we would still be living in its grasp. It is an often heard remark on zoom and other virtual calls these days that new colleagues to an organisation have never been met in person or indeed, have never even been in the office. Such is the reality of work in 2020. It is a testament therefore to Bobby McCormack and the whole Development Perspectives team that they have continued to deliver, despite the challenges, such a high quality programme in a creative and dynamic fashion.

The heart of Development Perspectives work is equality, justice and sustainability, the goal is to have an informed, active and inclusive citizenry that is tackling the root causes of poverty, inequality and climate change. The infographic on page eight depicts the level and depth of work in achieving these over the past year. With over 23,000 people reached on-line, over 2,700 attending virtual workshops and events and 26 resources created, all point to a highly successful year. As Chair I am of course delighted to see these achievements, along with the financial sustainability of the organisation as evidenced by the 67% increase in funding.

The continued bedding down and performance of the Saolta programme is worthy of note not only for the outreach in terms of numbers attending events but also for the strengthening of partnerships and the work of the consortia group. As an Irish Aid strategic partner we would like to thank the Irish Aid team led by Áine Doody for their support and encouragement during the year. As noted in the report, we believe Saolta is now well placed to deliver significant change in terms of the accessibility, quality and effectiveness of Development Education in the Adult and Community Education (ACE) sector.

Two very successful DP programmes; Support and Integration of the Resettled (STIRE) and the award winning SDG Challenge concluded in 2020. Working with partners in Italy, Croatia, Slovenia, Romania and Austria, the aim of the STIRE programme was to foster cooperation and partnership between resettled migrants, asylum seekers, refugees and their respective host communities in Ireland. With the end of the SDG Challenge came the start of the SDG Schools programme which works with teachers and students to motivate and equip them to help meet the UN Goals by 2030.

On the Governance of DP, I am pleased to report that the organisation is on solid footing and I would like to thank my fellow Board Members for all their time and sage advice, attending and preparing not only for Board meetings but serving on sub committees and being available to attend gatherings and events as well. We will be submitting a report to the Charity regulator on the Governance code later this year. In addition, our compliance with the Cómhlamh code for volunteer sending agencies, full compliance with the IDEA code of good practice for Development Education and the adoption of the Dóchas charter all signal the importance we as an organization place on accountability, transparency and effectiveness.

It is important too that I extend a word of gratitude to our funders, Irish Aid, the European Commission, Trócaire and Concern Worldwide. Their support goes well beyond the financial and we greatly appreciate the time, level of engagement and interest they take in the work of Development Perspectives.

My hope is not only for the ongoing success of Development Perspectives but also that this time next year we may be all together, in person, to continue our work for equality, justice and sustainability.



Michael Doorly
Chair,
Development Perspectives

Opening remarks by the CEO

2020 was a challenging year. March 2020 saw the known world shift. There was a palpable sense of shock in the Development Perspectives office on the 12th of March 2020 as the Taoiseach, Leo Varadkar spoke about the COVID -19 pandemic from Washington. The following few months saw Development Perspectives (DP) adapt in a flexible and professional manner, however, sadly, this period also saw loved ones of team members pass away. The solidarity shown by the team in a physical sense in normal times was absent and missed yet there was also a sense of accompanying team members as they encountered personal grief. In many ways, our individual and collective path of trials was real. As the online world unfolded and became the norm, the team grew into new routines. The make-up and constellation of the team changed throughout 2020 with friends and colleagues moving on as well as new team members joining. The fellowship continued and the alliances developed grew and deepened.

Looking back and reflecting on the year that was 2020, I'm immensely proud of the results that we as a team have contributed to and maybe even more importantly the manner in which they were delivered. In extremely trying times, the team illustrated how resilient and committed they are to our mission whilst always holding the values we espouse close.

Knowing that gives me huge hope for the future as we continue to battle to contribute to making our communities and world more just, equitable and sustainable. As I sit here at my desk on a beautiful May day, I can't help but think that the brightest days are on the horizon ready to be tasted and felt. My hope is that the relishing of that future is experienced by as many as possible.

The positive growth and impact of our work in 2020

deserves to be commended. As you'll see later in this report, DP is well on its way to achieving the goals set out in our 2019 – 2023 strategy ahead of schedule. None of this would be possible without committed people who want to make a difference. The board, staff team, leaders, volunteers, facilitators and participants in our events, trainings and workshops all deserve huge credit for their contribution.

DP is entering a period of consolidation and strengthening. A new fundraising strategy will be agreed on later this summer, many governance policies will have been updated and a strategy review will have been completed. The stormy waters of the pandemic are behind us. Progress will continue to be made.



Bobby McCormack

CEO, Development Perspectives

Introduction

"Power without love is reckless and abusive, and love without power is sentimental and anemic. Power at its best is love implementing the demands of justice, and Justice at its best is power correcting everything that stands against love".

Martin Luther King Jr.

Love, power and justice can be a wonderful recipe. However, the mix can go wrong and create something that is poisonous or even dangerous. Getting the balance right is important. Development Education / Global Citizenship Education can assist our societies and communities in getting the balance right.

Pretty straight forward, isn't it, unless you are not familiar with the term, "Development Education".

This definition provided by Irish Aid is very useful when thinking about this area of practice.

What is Development Education?

"Development education is a lifelong educational process which aims to increase public knowledge and understanding of the rapidly changing, interdependent and unequal world in which we live. By challenging stereotypes and encouraging independent thinking, development education helps people to critically explore how global justice issues interlink with their everyday lives.

Development education is transformative. It enables people to analyse and challenge the root causes and consequences of global poverty and inequality and to transform the social, cultural, political and economic structures which affect their lives and the lives of others. It aspires to change the way people think and act; empowering them to take action and become active global citizens in the creation of a fairer, more just, more secure and more sustainable world for all".

(Irish Aid)

Organisational Overview

Vision: *To live in an equitable, just and sustainable world.*

Mission: *To tackle poverty, inequality and climate change through transformative education and active global citizenship.*

Purpose: *To challenge perspectives, narratives and stories about development in order to generate informed action.*

Values

- Honesty – expose root causes
- Justice – equality for all
- Courage – bravery in action

Beliefs

- We believe in challenging global injustices through a diversity of perspectives and actions.
- We believe in collective responsibility and partnership.
- We believe in the interdependence between people and between people and the environment.

What we do

We live in an ever changing, interdependent and unequal world. Issues of poverty, widening inequality and climate change are increasingly having impacts on marginalised cohorts of our populations. We believe that informed and engaged citizens are best placed to address these complex social, economic and environmental issues. Development Perspectives provides transformative educational opportunities, encouraging and supporting individuals and communities to explore, understand, challenge and act. We do this through the programmes and projects that we provide.

Strategic Plan 2019-2023

Strategic goals.

1. To have an informed, active and inclusive citizenry that is tackling the root causes of poverty, inequality and climate change.
2. To recognise the importance and relevance of Development Education in contributing to a more just, equitable and sustainable world.
3. Organisational scale, capacity and income (Governance / Financial / Human Resources) is increased and deepened.
4. To work collaboratively with a diverse set of partners (Locally / Nationally / Internationally) that share our vision in order to maximise reach, impact and influence.
5. DP will maximise the impact of its work in Ireland and internationally through ongoing reflection, evaluation, learning and innovation.

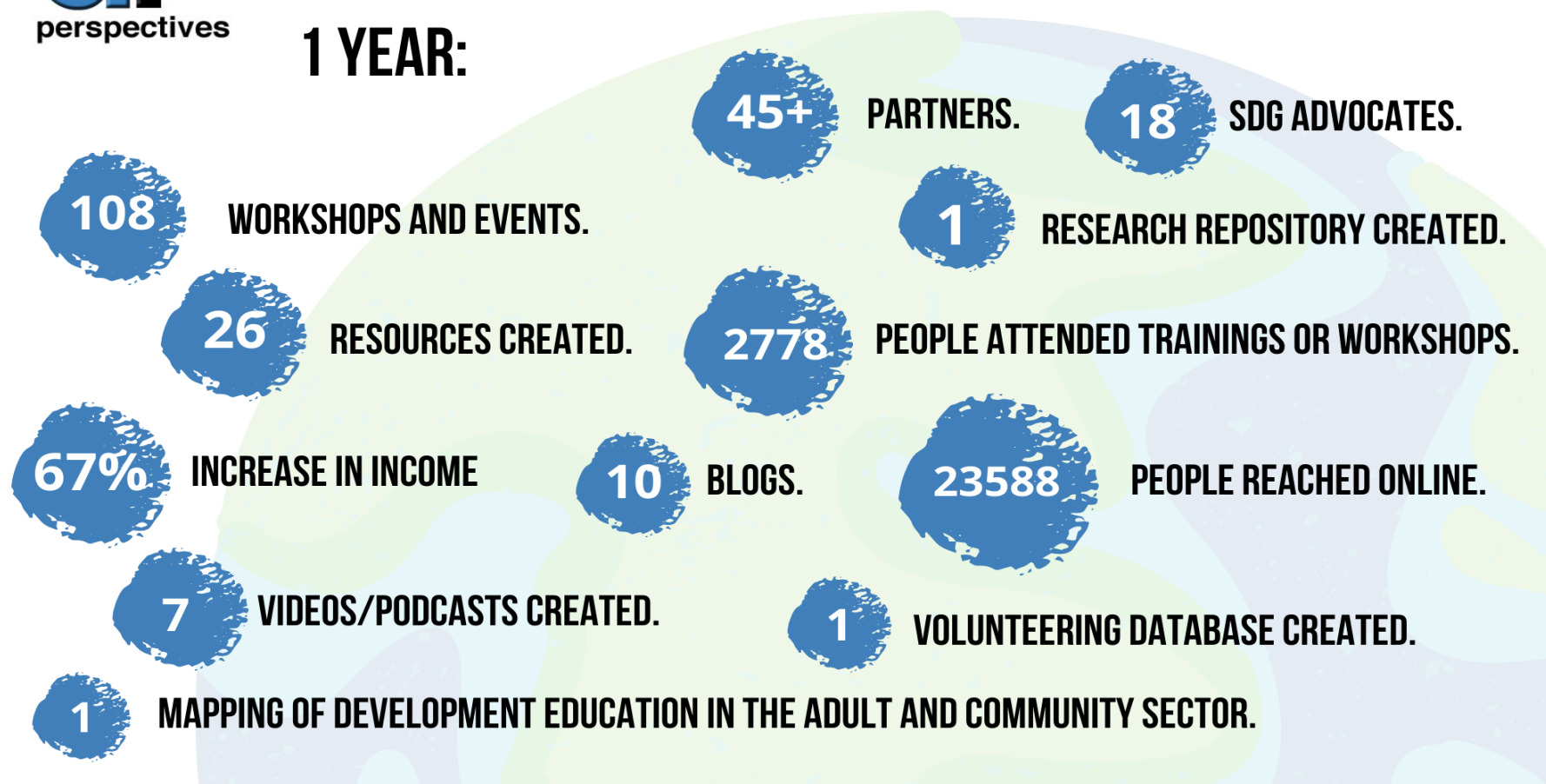




1 VISION: *To live in an equitable, just and sustainable world.*

1 MISSION: *To tackle poverty, inequality and climate change through transformative education and active global citizenship.*

1 YEAR:



Programme and Project updates

Saolta

“Saolta” is the name of the strategic partnership for the adult and community education sector between Irish Aid and a consortia led by DP. Other partners in the consortia include AONTAS, Irish Rural Link, Concern Worldwide and the Department of Adult and Community Education in Maynooth University. This partnership runs until the end of 2021. The meaning of the word translates as “Worldly wise”, which we feel is apt for what we are trying to achieve.

The overall goal of Saolta is *“Increased accessibility, quality and effectiveness of development education within the adult and community education (ACE) sector”*.

Our work in Saolta in 2020 was very successful. Considering the scale of the challenges that we faced in the context we were operating in, the results were very impressive. In terms of quantity, Saolta reached far more people (1,221 participants in workshops/trainings, 3,344 views or downloads of resources and 23,588 engaged online) than expected and in terms of quality, our impact has been equally impressive. This is illustrated by the “Stories of Action” and “Reflections” publications as well as the range of resources and knowledge products created and distributed. However, the most important work has been done in terms of partnership and collaboration. The Saolta team is strong and the consortia has performed well under trying circumstances. The strategic partnership is now well placed within the ACE sector in Ireland to leverage, enable and contribute to significant change in terms of the accessibility, quality and effectiveness of Development Education in the ACE sector. We believe that as a consortia, we have huge potential to transform the area we work within over the next few years. This transformation will be beneficial for all stakeholders with an interest and involvement in Development Education.

Saolta created an animated video to introduce the programme to people.

<https://www.youtube.com/watch?v=ibjNJITYSp8&feature=youtu.be>



Supporting the Integration of the Resettled (STIRE)

STIRE was funded by the EU's Asylum, Migration and Immigration Fund. The overall goal was to foster cooperation and partnership between resettled migrants, asylum seekers, refugees and their respective host communities in Ireland by contributing to their pre-departure and post-arrival support and building capacity in the receiving communities and promoting partnerships. DP was a member of a project consortium which included partners from Italy, Croatia, Slovenia, Romania and Austria. This 2-year project began on the 1st of January 2019 and was concluded in Jan 2021.

While STIRE's focus in 2019 centred around research of refugees and service providers, 2020 saw the implementation of many more tangible project activities.

The Covid-19 pandemic resulted in a need for adaptability with the STIRE project. As a result, many activities were re-imagined and moved to an online format. The STIRE consortium were able to share their collective knowledge and skills to quickly adapt these activities and ensure that outcomes and objectives were reached.

Some of the key achievements of 2020 included:

- 8 socio-cultural orientation workshops catering for 80 Programme refugees
- 3 capacity building seminars involving 52 service providers, volunteers, teachers and decision makers who work with refugees
- 3 community talks with 111 attendees
- A panel discussion with experts in the field of integration with 50 attendees
- 4 photography workshops with 24 migrants
- An online photography exhibition
- An online Syrian Cultural Evening with 48 attendees
- Development of Resources (Socio-Cultural Curriculum for refugees, volunteering guide, community orientation guidebook, photography workbook)

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2020 ACHIEVEMENTS

As part of STIRE, during 2020, Development Perspectives supported refugees to integrate into the community and service providers to acquire skills to support refugees in their social integration.



1 PANEL DISCUSSION

50 people came together to celebrate 'World Day of Tolerance' discussing key topics around inclusion and migrant integration.



3 COMMUNITY TALKS

111 Service Providers and Refugees came together to discuss key topics such as Mental Health & Migrant Women; Migrant Inclusion in Sports; Changing the Narrative about Refugees.



1 CULTURAL EVENING

48 Irish and Syrian participants exchanged traditions in a cultural evening to learn more about commonalities and differences within the Irish and Syrian culture.



3 CAPACITY BUILDING SEMINARS

52 Service Providers directly working with refugees and migrants built capacity in the areas of stress and avoiding burnout; socio-cultural knowledge; support refugees with how to navigate the Irish system.



4 PHOTOGRAPHY WORKSHOPS

24 migrants took part in these workshops to produce pictures portraying their story.



8 SOCIO-CULTURAL ORIENTATION SEMINARS

80 programme refugees participated in socio-cultural orientation seminars to understand how the Irish health, education and social-welfare system work, as well as different topics related to family and traditions.

SDG Challenge

The SDG Challenge project as funded by Irish Aid came to an end in March 2020. The 19/20 project saw nearly 600 adult and community education practitioners and participants engaging with development education and the Sustainable Development Goals across 18 individual workshops as well as the more intense SDG advocate training. The workshops ranged from Goal specific workshops catering for CSOs and NGOs across Ireland to introductory workshops on the SDGs within PPNs and Further Education institutes. There were also 12 information packs released across social media platforms and a network event which saw alumni come together to continue to build a national network of Development Education practitioners who are active within the Adult and community education sector.



SDG Challenge Schools

The SDG Challenge Schools project is a development education project, which aims to equip teachers and students with the knowledge, skills, and motivation to take informed action to contribute towards the achievement of the United Nations Sustainable Development Goals (SDGs). Its objective is to aid both teachers' and students' Global Citizenship journeys and to create an ethos of Development Education within their school.

The programme runs from September to May. Last year saw the completion of the 2019/2020 project, which was interrupted due to Covid-19 and the undertaking of the 2020/2021 project which is ongoing.

- Overall, in 2020, we conducted three teacher trainings and 11 student workshops.
- We worked with 47 teachers and 209 students altogether.
- We also created six resources for students to continue their journey with Global Citizenship Education and a resource on undertaking action projects remotely.

We are currently working on an application for 2021/2022 whereby we plan to extend our reach in terms of schools and produce more interactive resources both for teachers and students. This will be more teacher focused in order to extend the longevity of the project.

ERASMUS+

Over the last 4-5 years, DP has continued to use Erasmus+ as a way of achieving our goals. However, because of COVID – 19, two projects that we had received funding for needed to be postponed. We look forward to completing these projects over the next year.

Training and Consultancy

Development Perspectives regularly works with organisations in Ireland and with partners across the world on specific training courses. We utilize our skills and experience to bring in traded income to support our suite of programmes and projects. In 2020, DP facilitated sessions or courses with the following organisations.

- SEAI
- Dundalk Institute of Technology
- Maynooth University
- Highland One World Centre
- IDEAS Scotland
- The IDEAS collective with STAND
- UCDVO
- Deloitte

Governance and Finance

In 2020, 10/9 board members attended four board meetings and two governance and two finance subcommittee meetings. Reports were made regularly by the CEO and the finance officer during that time to ensure DP was working in line with the mission and goals of the organisation and the agreements that were put in place with funders. You can see from the audited accounts that in terms of income, the organization is growing (+ 67%) when compared to 2019. As income grows it is important to have strong and robust controls in place to monitor expenditure. New systems of monitoring and management were put in place in 2019 / 2020 that will allow DP securely grow further in terms of income in 2021. 2020 and early 2021 has seen DP work with 2into3 to develop a new fundraising strategy for 2021 – 2023. This will chart a direction of working to increase traded income and fundraising. Increasing unrestricted revenue alongside striving to improve the standards and effectiveness of our work will put us in a strong position as we enter the 2nd half of our current strategy. In particular, DP will be submitting a report to the Charity regulator on the Governance code later this year. This report alongside our comprehensive compliance with the Cómhlamh code for volunteer sending agencies, full compliance with the IDEA code of good practice for Development Education and the adoption of the Dóchas charter all signal the importance we as an organization place on accountability, transparency and effectiveness.

Public Engagement

In 2020, Development Perspectives engaged people were engaged 23,588 people online. This number is divided across four social media platforms: Facebook, Twitter, Instagram and LinkedIn and shows a 6% increase on 2019.

Development Perspectives had 8358 Facebook followers in Jan 2021, and a further 1,228 members of the SDG challenge FB page. Our intention is to increase this by 15% by Jan 2022 which would mean approximately 104 new followers every month. We will do this by utilising promoted, targeted posts, creating engaging content and provoking debate.

In Jan 2021, Development Perspectives had 5331 followers Twitter and a further 4,940 were followers of the SDG challenge Twitter page. This is a combined growth rate of 5.5% (8% and 3% respectively) on 2020. Our target is to increase both growth rates by 4% which would see an increase of 53 followers each month for DP and 29 followers each month for the SDGchallenge. To do this we will identify key followers within our network to engage with the aim to create interaction with their audiences.

On Instagram, DP has 3618 followers, a 2% decrease on 2019. Our target for 2021 is to invest substantially in Instagram and increase this figure by 24%. This will be done by utilising the story function more frequently, creating engaging graphic content and engaging more with profiles related to our sector.

Development Perspectives currently has two newsletters with a combined subscription of 4,110. We would like to see this number increase to 4,700 in 2021 through workshop and event sign ups and through the subscription pages available on the Development Perspectives website. Our blog, "See the World Differently" will host 29 articles in 2021, a growth of 18 posts from 2020. Two planned blog series will contribute to this figure as well as several guest articles.

An average of 4 press releases a month were distributed to newspapers and radio stations across Ireland in 2020. These press releases highlighted subjects such as updates on the 2020 SDG Advocate Training, updates on STIRE, upcoming workshops and more. As a result of these press releases Development Perspectives was invited to take part in five radio interviews.

Resources created by Development Perspectives in 2020 were accessed by over 3,344 people. Three podcasts were created with an average of 98 listens on each in a six-month period. We will continue to use these in a resource capacity throughout 2021.



Partnership

Collaboration and co-operation is key for a small organization like Development Perspectives in order to optimize its effectiveness and impact. Partnership isn't just about effectiveness though, it's also about our values and the importance that we place on solidarity. As an organization, we try to live "Partnership for the Goals". The list below tries to capture the range and scale of those DP has worked with in 2020. It contains platforms and groups that DP are members of, organisations that support and enable the work and partners that DP works with on the implementation of projects and programmes. To all of them, DP wants to extend our thanks and gratitude. Put simply, without them, DP wouldn't be doing this critical work.

- Irish Aid
- AONTAS
- Irish Rural Link
- Department of Adult and Community Education in Maynooth University
- CSDS in Vietnam
- Uvikiuta in Tanzania
- Trócaire
- Concern
- Dóchas
- IDEA
- Cómhlahmh
- Coalition 2030
- Education and Training Boards
- Public Participation Networks
- Further Education Institutes
- STIRE Partners (7)
- SDG challenge school partners
- SDG challenge partners
- TU Dublin
- Dundalk Institute of Technology
- Bridge 47
- Asylum, Integration and Migration Fund
- Leargás

Collectively, DP worked with 45+ organisation's in 2020. This level of partnership is impressive however, it does raise questions for us regarding the use of limited human resources. This is an area that DP is reflecting on as we undertake a strategy review in mid-2021.

Progress on our Strategic Goals (Please see appendix 1 for the Strategic Plan – 2019 to 2023)

Progress on our Strategic Goals (Please see appendix 1 for the Strategic Plan – 2019 to 2023)

Goal 1. To have an informed, active and inclusive citizenry that is tackling the root causes of poverty, inequality and climate change.

Eight outcomes / results are outlined as part of this goal. Positive contributions have been made to all eight areas. In particular, the implementation of Saolta has helped us in relation to four of the outcomes, STIRE has helped us with outcome number five whilst Erasmus+ has provided us with the platform to achieve outcome eight. DP still has work to do with Civil society partners in Liberia, Vietnam and Tanzania to ensure that outcome seven is achieved. The SDG challenge made a positive contribution to outcome four, which espouses that 50% of the population in Ireland is aware of the SDGs.

Goal 2. To recognize the importance and relevance of Development Education in contributing to a more just, equitable and sustainable world.

This goal has seven component parts. The implementation of Saolta ensures that outcomes one - three are contributed to. The implementation of the SDG advocate training and our workshops with colleagues in Scotland addressed outcome four and the role of transformative education. It is fair to say that DP hasn't completed much advocacy outside of Ireland (Outcome five) in 2020. DP has met with IDEA to discuss and plan outcome seven, which details that 3% of ODA is spent in Development Education. DP supports this call and has advocated for this within Dóchas as well.

Goal 3. Organisational scale, capacity and income is increased and deepened.

Outcome one has been contributed to in a number of ways. This can be clearly seen in "Stories of Action", which is a compilation of former SDG advocates efforts to create projects in their communities. "Stories of Action" is now available on the DP website - <https://www.developmentperspectives.ie/SDGChallenge/InformationPacks/2020.11.17%20Stories%20of%20Action%20.pdf>.

The SDG advocate training reflections booklet also illustrates the sustainable impact that we are contributing to. <https://www.developmentperspectives.ie/EventPdfs/SDG%20Advocate%202020%20Reflections.pdf>

DP has grown very positively in 2020 in terms of revenue (+ 67% from 2019) and capacity so outcome two has been positively contributed to. DP worked with 2into3 on the creation of a fundraising strategy. This will be finalised in mind 2021 and will lead to further growth of our traded income and fundraising revenue streams.

Outcome three, Governance performance has been supported by a strong and experienced board in 2020. The Charity Regulators Governance compliance code was addressed throughout the year however a code of conduct for trustees was put in place in late 2020 and our Safeguarding policy was updated. Health and Safety statements and practice was addressed by Adare Human Resource Management as the organisation adapted to the Covid 19 context.

In terms of Outcome four, DP continues to retain a strong and experienced core team.

Outcome five was contributed to by supporting staff to participate in “Theatre of the Oppressed” training as well as providing Safeguarding and Child Protection training for new staff.

Goal 4. To work collaboratively with a diverse set of actors that share our vision in order to maximize reach, impact and influence.

DP contributes actively to Dóchas, IDEA and Coalition 2030. We also work very closely with AONTAS, Irish Rural Link, Concern Worldwide, Trocaire, Department of Adult and Community Education in Maynooth University, TU Dublin, Dundalk Institute of Technology, PPNs and ETBs from across the country and well as many NGOs as part of different projects and programmes. In relation to outcome two, it is clear that the organisations view is outward and global. Indeed, the balance to be achieved here is to ensure that DP is rooted and also reflects internally while striving to reach. Lastly, the public engagement results, the network events and the active alumni indicate outcome 3 has been addressed in 2020.

Goal 5. DP will maximize the impact of its work in Ireland and internationally through ongoing reflection, evaluation, learning and innovation.

The research output of Saolta, the IDEA code of good practice and the design and delivery of our new mobile educational resources all indicate that a culture of innovation and research is cultivated in DP.

DP can call upon an active and growing national alumni, which is now beginning to resemble an ecology or community of practice. This development is crucial if DP is to achieve outcome 2. DP has organized guest speakers and design thinking inputs for the alumni that were well received. Ongoing and critical engagement with this group is important.

Our desire for continuous professional development can be seen in the investment made in opportunities for staff and the time allotted to presentations and sharing during staff meetings

Summary

It is clear that 2020 was a good year for the organisation. The strategic goals have all been positively contributed to and the organisation has taken big steps in relation to capacity and resources. This trend is set to continue for 2021, notwithstanding the challenges that Covid 19 presented.

DP is very grateful to the funders who support our work. Without their support, our efforts would be much more difficult. In particular, we want to acknowledge the support and partnership of Irish Aid as we strive to produce results that contribute to a just, equitable and sustainable world.

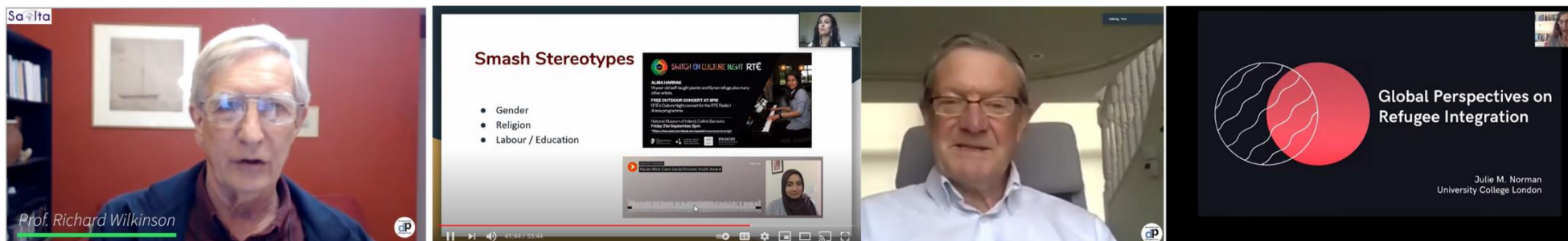
The staff team would like to express its gratitude to the board of management who have given their expertise, knowledge and skills throughout the year. Under the leadership of Michael Doorly, the board has ensured a careful and steady passage that is in keeping with the values and beliefs of the organisation.

None of the work the organisation has been involved in throughout 2020, would have been possible without a committed and dedicated staff team that has achieved so much. The scale of the outcomes and impact delivered while considering the resources for implementation is remarkable.

On that note, new staff (Mark Kearns and Katie Lynch) joined our fellowship in 2020 bringing added skills, knowledge and experience to our endeavours. Friends and colleagues (Stephanie Kirwan and Melíosa Bracken) got a call to adventure and left DP to take on new professional challenges. We want to thank them for their efforts and wish them well. Hopefully, our paths will continue to cross.

Finally, though, DP would like to take this opportunity to thank the active global citizens that have participated in our projects and programmes. DP cannot implement its theory of change without people who are willing to challenge their own perspective and those around them. Never underestimate that this is a brave and courageous thing to do. As Paulo Freire said,

“Education does not transform the world. Education changes people. People change the world”.



Some of our guest speakers in 2020, from left to right: Author and Professor Richard Wilkinson, Irish-Syrian journalist and activist Razan Ibraheem, Emeritus Professor, and previous director of AONTAS, Tom Inglis and Dr. Julie Norman, Teaching Fellow in Politics and International Relations at University College London.

Appendix

Development Perspectives

Our Vision: To live in an equitable, just and sustainable world.

Our Purpose: To challenge perspectives, narratives and stories about development in order to generate informed action.

Our Mission: To tackle poverty, inequality and climate change through transformative education and active global citizenship.

Our Beliefs

- We believe in challenging global injustices through a diversity of perspectives and actions
- We believe in collective responsibility and partnership
- We believe in the interdependence between people and between people and the environment

Our Values

- Honesty – expose root causes
- Justice – equality for all
- Courage – bravery in action

See the world differently

Our Call to Action

We live in an ever changing, interdependent and unequal world. Issues of poverty, widening inequality and climate change are increasingly having negative impacts on vulnerable populations. We believe that informed and engaged citizens are best placed to address these complex social, economic and environmental issues. Development Perspectives provide transformative education opportunities, encouraging individuals and communities to explore, understand, challenge, and act. Join us to make the world a better place.

Our Strategic Goals 2019- 2023:



Our Strategic Goals 2019-2023:

Goal 1: Informed, active and inclusive citizenry

To have an informed, active and inclusive citizenry that is tackling the root causes of poverty, inequality and climate change.

Outcomes / Results

1. A national (Ireland) network of adult and community education (ACE) practitioners and community leaders who are aware of and knowledgeable about the Sustainable Development Goals (SDGs) and who are taking action to contribute to their successful implementation in Ireland.
2. High quality Development Education opportunities are available within the adult & community education sector.
3. The membership of PPN's are aware of and knowledgeable about the Sustainable Development Goals and are taking action to contribute to their successful implementation in Ireland.
4. 50% of the Irish population are aware of the SDG's (As measured by Eurobarometer)
5. Migrant and host communities are engaged to deepen integration and inclusion in Ireland.
6. Active and increased public engagement with global justice issues and of Ireland's role in International development.
7. Civil society partners in Tanzania, Vietnam and Liberia are delivering high quality Development Education projects in non formal learning arenas.
8. European community leaders, adult and community education practitioners and Development Education practitioners are aware of and understand the root causes of poverty, inequality and climate change .

Goal 2: Centrality of Development Education

To recognise the importance and relevance of Development Education in contributing to a more just, equitable and sustainable world.

Outcomes / Results

1. Development Education is integrated into the fabric of adult and community education over the lifetime of this strategy.
2. A national (Ireland) network of adult and community education practitioners / community leaders are delivering high quality Development Education projects, trainings, events or workshops.
3. PPNs are aware of and integrate the Sustainable Development Goals and Development Education into their practice and policy formation.
4. The role of transformative education and especially 4.7 of the SDGs is recognised by Development Education practitioners as key in bringing about a more just, equitable and sustainable world .
5. DP is a key advocacy voice in the Development Education and civil society sector in Ireland, Europe and globally.
6. The impact and practice of Development Perspectives is shared and disseminated with practitioners.
7. 3% of Irish ODA is spent on Development Education.

Goal 3: Organisational Capacity

Organisational scale, capacity and income (Governance / Financial / Human Resource) is increased and deepened.

Outcomes / Results

1. DP is an efficient and highly effective organisation, which delivers sustainable impact.
2. Financial resources (Overall income, Unrestricted income and reserves) increase and diversify year on year over the lifetime of our strategy for 2019 - 2023.
3. Governance performance is identified as very good - excellent over the lifetime of our strategy.
4. DP continues to attract and retain skilled, motivated and empowered staff.
5. Ongoing professional development opportunities are available to the DP team.

Goal 4: Effective partnerships and network

To work collaboratively with a diverse set of partners (Locally / Nationally / Internationally) that share our vision in order to maximise reach, impact and influence.

Outcomes / Results

1. DP is working in collaboration with platforms / networks and identified NGO's .
2. DP's view remains outward and global.
3. An active and growing membership and alumni.

Goal 5: A learning organisation

DP will maximise the impact of its work in Ireland and internationally through ongoing reflection, evaluation, learning and innovation.

Outcomes / Results

1. An environment of innovation and research is cultivated within Development Perspectives.
2. An active network of Development Education practitioners critically engage with efforts to improve our practice.
3. DP engages in evidence based decision making and continuous learning and improvement.