



# Newsletter

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Almost 6 months have passed since the [Diversity and Inclusion Group for Networking and Action \(DIGNA\)](#) was launched. In this short period of time, DIGNA has already connected more than 900 thought-leaders and change-makers from around the world in its first few months! Before this year ends, we've liked to share with you about DIGNA's journey and tell you about the exciting initiatives and activities that have taken place through the platform since July 2019.

## About DIGNA

DIGNA brings together change-makers and thought leaders passionate about strengthening an inclusive and diverse civil society – including CIVICUS members, civil society organisations, groups, and activists, and their allies. This group seeks to understand, conceptualise and identify innovative practices on what diversity and inclusion (D&I) can look like within different thematic areas and operating models. Most importantly, DIGNA is a safe space where members can support each other to improve organisational structure and processes, and ways of working and impact with a focus on D&I.

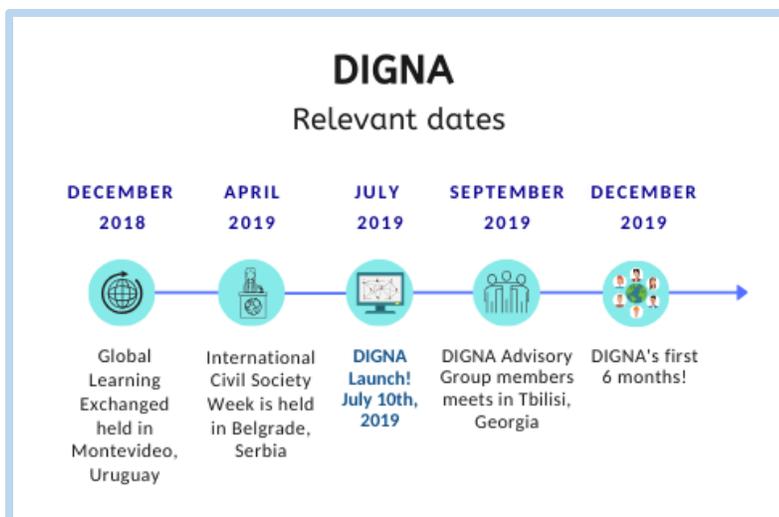
Here is a short video to inform DIGNA members about how to engage with the group! The video is available in [English](#), [Spanish](#) and [French](#). It is really important that DIGNA remains a safe



space for all to engage within, so before joining the group everyone must read and accept the [community guidelines](#) (available in [Spanish](#) and [French](#)).

## Our Journey: December 2018-December 2019

Over the past year, the idea of DIGNA has turned into something real. [Starting from a Global Learning Exchange in December 2018, the diversity and inclusion mandate within the CIVICUS alliance has become a priority.](#) DIGNA's involvement in all these activities focused on strengthening D&I initiatives and efforts both within the CIVICUS Secretariat and its diverse membership.



## What we have accomplished so far?

- Successful launch of DIGNA on July 10th, 2019
- A growing membership: 900+ members in less than 6-months!
- Commemoration of relevant dates including:
  - The International Day of the World's Indigenous Peoples (August 9)
  - The International Youth Day (August 12)
  - 16 Days of Activism against Gender-based Violence (November 2019)
- Formalizing DIGNA's mission and vision through the creation of guiding documents such as:
  - [DIGNA Manifesto](#)
  - [DIGNA Strategic Plan](#)
  - [DIGNA Membership Guidelines](#)
- Creation of different multimedia resources and tools on D&I

- Such as recording a podcast on the importance of embedding the principles of diversity and inclusion within all forms of civil society and at all levels. This podcast is moderated by Dumiso Gatsha from Success Capital NGO in Botswana and features Biljana Janjic from FemPlatz in Serbia, Weema Askri from the African Queer Youth Initiative in Tunisia, and Jessica Mandanda from the #ShutItDown movement in Malawi. You can find the podcast [here](#).

## Advisory Group's meeting in Tbilisi, Georgia

In September, [DIGNA's Advisory Group](#) met in Tbilisi, Georgia from September 9th - 11th. Below are the main takeaways from the meeting:

1. The AG worked on a **5-year strategy** and brainstormed possible new and interactive ways for engaging with members.
2. The AG spent the week working towards institutionalizing and formalizing the strategic intent and **objectives of DIGNA** and identifying competent and valuable ways of working:
3. The AG began drafting **DIGNA's vision and mission**, its **manifesto**, and **AG guidelines** which will guide and support the DIGNA's overall strategy and action plan in moving forward
4. The AG discussed ways of establishing **partnerships** and **opportunities** to organize with other groups and consortiums at the regional and global levels
5. The AG asserted its commitment in its role as:
  - **Advisor** on D&I practices and knowledge
  - Facilitator of exchange, discussion and debate around good and promising D&I practices and relevant actor in key D&I global fora, processes, and benchmarks
  - **Space** and **channel** for nurturing, mentoring and supporting members in D&I work



## Diversity and Inclusion Research

### *Holding the Mirror up to Ourselves: Diversity and Inclusion (D&I) Practices and Trends in Civil Society Organisations*

DIGNA completed a **research project** that aims to examine how the civil society sector can become more diverse and inclusive, from an organisational culture lens. The research draws on interviews with civil society organisations and an extended review of literature from which ten practices main D&I were identified. A small glimpse of the research can be found [here](#). Stay tuned for the full report, which will be published in January!



## What's Next?

More exciting things are coming soon. Between January and March, we will **be hosting D&I online regional and global dialogues on D&I and civil society**.

Next year will also see the election of a new batch of AG members. We are looking forward to sharing and learning together on how to work for a better and stronger diverse and inclusive civil society!

## Become a DIGNA member!

All you need to do to become a DIGNA member is joining our group on Facebook by clicking [here](#)! To join the group, you will be asked to ask two membership questions. Please make sure to answer these questions so your request can be accepted.

If you have any questions or would like to know more information, please email [digna@civicus.org](mailto:digna@civicus.org)