



## Catalysts focus on racism through empowerment

Catalysts is a non-profit organization that works to strengthen the positive self-development of multicultural *young people* and *newcomers in Norwegian society*. Since 2015 our core activity has been designing and implementing mentoring programs across Norway, to promote the strengths and well-being of our participants and to support them in finding and reaching their goals. Our mission is to work towards

***a more inclusive society - one relationship at a time.***

Catalysts believes firmly in the Universal Declaration of Human Rights<sup>1</sup>. In the declaration, all human beings are born free and equal in dignity and rights. Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Through mentoring with a strength based approach, we encourage our participants to become aware of and act out their rights as equal participants of our society.

We believe that with this encouragement, enhanced social capital and awareness of their own strengths, our participants become more resilient when facing racism, discrimination and hateful speech, as well as other factors that inhibit some groups from practicing their Human Rights. Our mentors go through training, the aim of which is to enhance their knowledge and awareness of our participants' challenges, which we hope encourages them to contribute to the combatting of racism, discrimination and hateful speech.

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<sup>1</sup> <https://www.un.org/en/universal-declaration-human-rights/>



## Our 2021 strategy rests on 3 pillars



### Attaining sustainability for the organization

We ensure that our partners values align with our own, especially those concerning our target groups rights and wellbeing.

### Digital of our programs

Listening to and incorporating our participants' voices is always a priority for us. Involving our participants in the development of our digital content and services has enhanced the quality of our program and provided a platform for their voices to be heard.

### Maintaining expertise on mentoring and diversity

Our participants, especially young peoples, experiences of racism, discrimination and hateful speech is often discussed in our programmes. As a part of our 2021 strategy we vow to make these topics a part of our expertise by questioning the history, practices and patterns of institutionalized oppression and by keeping updated on the latest research, and strive to work towards making preventing racism, discrimination and hateful speech a permanent focus in our programmes.

## Accordingly, Catalysts will

- ✓ Actively seek the input of our target groups in the design and implementation of our mentor training and participants' activities
- ✓ Actively work with researchers to develop and document our initiatives and the ways in which they counter racism, discrimination and hateful speech, in order to ensure the quality of the offers to our participants and carry out our share of this important social responsibility
- ✓ Ensure minority representation at Board and project level
- ✓ Commit to creating space in our workshops, webinars and daily work that actively addresses racism, discrimination and hateful speech