

Management Report 2016

The Order of the Teaspoon

The Board of *The Order of the Teaspoon* (802425-9361) hereby publishes the annual report for the financial year of 2016. This report has been compiled by the executive administrator of *The Order of the Teaspoon* in consultation with the Secretary General and approved by the Board.

1. On the activities in general

The increased presence of right wing extremism, the presidential election in the United States and today's major refugee drama have all contributed to increased border control and major conflicts between "we" and "them", but have also created strong commitment to human rights and have raised global justice issues. Not since the 1930s, have world's politicians used a rhetoric so harsh, playing on fear and guilt as last year, according to Amnesty International and warns of dangerous consequences.¹ *The Order of the Teaspoon* finds strong evidence suggesting that the foundation's work is needed and sought. We have arranged more lectures for teachers than before, participated in more media channels than ever before, and above all, the foundation has increased revenue, primarily through collection within the institutional sector, which is reflected in the annual report.

The director of *The Order of the Teaspoon*, Lovisa Fhager Havdelin, was appointed as new Secretary General in November. She succeeds Camilla Nagler, who has adopted the role of Chairman of the Board. Two new project managers as well as additional new volunteers have been welcomed to the organization. No remuneration such as bonus is paid to staff and the employment benefits are in accordance with collective agreements. No severance pay is available.

The Board of *The Order of the Teaspoon* is the organization's highest decision making body. The Board works without fee, with exception of the Secretary General who receives a monthly salary of SEK 50,000. The Board had four meetings in 2016. Jonas Mannerfelt was elected as a new member of the Board but then decided to resign for personal reasons. Annica Rutgersson replaced Sune Dahlqvist as representative of KF.

1.1 Purpose

The main goal of *The Order of the Teaspoon* is to encourage children and young people to reflect on issues of tolerance and humanity. With the help of culture - literature, film, theater among other things, and without resorting to pointing fingers - the foundation wishes to raise questions and initiate dialogue about diversity, norms, and identity. The purpose of the foundation is to contribute to a respectful dialogue between people and bring down walls created by conflicts due to ethnicity, social status, gender, age, religion or political orientation. The foundation is inspired by the writings of the author Amos Oz, that with a spoonful of water we can work together to put out large or smaller fires which are fed by fanaticism and unforgiveness. All children and young people are competent individuals and have the right to speak up.

Today we see our society faced with increasing xenophobia that expresses itself in burned asylum homes and demonstrations with offensive slogans against immigrants and minorities. Researcher

Jane Braden-Golay mentions in a preliminary study at the University of Cambridge Education Unit that it is quite obvious that a young person who grows up in the UK today is most likely to encounter ideas aimed at complicating relationships between communities in society.² This is highly relevant also in Sweden and requires action.³ In 2013 the *UN's Committee on the Elimination of Racial Discrimination* (CERD) presented its last review of criticism for Sweden's limited effectiveness regarding measures against hate crimes. To prevent this development, *The Order of the Teaspoon* would like to reach children and adolescents at an early stage. There is a pressing need to work with tolerance in schools. From our own investigations in *The Order of the Teaspoon*, we see that school staff have a need for tools in the classroom in order to deal with racism and other intolerance. Research shows that especially adolescence is a significant time to create social and political attitudes.⁴ Having a dialogue about tolerance is significant as it can lead to openness and willingness to address differences and lifestyles in society.

2. Significant events including increased promotion of Cause

Within the framework of the organization's statutes, *The Order of the Teaspoon* continues the work of developing materials for teachers and students to work with in schools. The projects and training efforts have been well received.⁵ Positive comments regarding access to personal stories have encouraged the foundation actively to continue working with these during this year. The main news for 2016 is that the foundation is now working to reach pre-school children through a project called *Alla lika inuti* ("We're all alike inside") and has been granted funds from the foundation *Arvsfonden*. The projects set out hereafter, have contributed to increased media visibility together with this year's fellow recipients. The foundation has also been hired and consulted as an expert in tolerance issues in well-known contexts, such as the debate about the *Göteborg Book Fair* and the Swedish right-wing extremist newspaper *Nya Tider*.⁶

2.1 Alla borde vara feminister ("*We should all be feminists*")

"Today, there are more opportunities than there were during my grandmother's time, because of changes in policy and law which are very important. But what matters even more is our attitude, our mindset."⁷ Chimamanda Ngozi Adichie writes in her book *We should all be feminists*. In collaboration with other organizations, *The Order of the Teaspoon* distributed this book, along with a Teacher's Manual, to students in Upper Secondary Schools in Sweden. The gender question was very much in focus at our well-attended seminar during the last year's Almedalen Week. The foundation also chose to raise the gender question during training sessions. The project has been evaluated and the results are presented in this year's Management Report.

2.2 Alla lika inuti (pre-school project) ("*We're all alike inside*")

This is one of the foundation's projects which is intended for pre-school children. The project is a collaboration between *The Order of the Teaspoon*, *Save the Children*, *Gothia Publishers* and *OMEP* and is supported by *Arvsfonden*. The project began in August 2016 with the purpose of establishing cooperation with the target group during recurring visits to a pre-school called *Örnen* in Alby, a suburb of Stockholm. Within the pre-school project, the author and musician Homero Alvarez has been contracted to develop interactive material with the aim of raising tolerance issues at pre-schools in Sweden. Launch of the material is planned for September 2017.

2.3 Appropå rasism ("*About Racism*"),

The project *About Racism* an anti-racism app, was launched in December and received funds from both *Arvsfonden* and *MUCF*, the *Swedish Agency for Youth and Civil Society*. The app is intended to challenge prejudices and focus attention on privileges with the purpose of promoting positive attitudes and countering racism among young people and the public. The project is operated in collaboration between the Anna Lindh Foundation at the *World Cultural Museum* and *Multicultural Center* in Botkyrka.

The app is designed as a game in such a way that the user is assigned a fictitious identity for a certain number of days. This avatar may be, for example, a Muslim woman wearing niqab, a white man or an exchange student. During the game the user will be able to decide how to act in different situations which the avatar is facing. With events derived from reality, the player may face discrimination and everyday racism. The purpose of the app is to awaken the user's thoughts about what racism is through an experience-based game. The app will be further developed in 2017.

2.4 The Children's Book project

Who are you? is a popular Children's Book by *The Order of the Teaspoon*. This is a book about tolerance and it has been distributed on demand in 2016. Over 1,500 students in Primary School have received their own book this year. In addition to these cooperative efforts with schools, the foundation has also organized Children's Book projects together with, among other things, the Restaurant Group *Svenska brasserier*. The trilingual edition of the book has been distributed in rucksacks for newly arrived children and their parents who read the book together to learn the Swedish language.

2.5 How to cure a fanatic (schoolbook project)

The book *How to cure a fanatic* is obtainable as a class set on the foundation's website and can also be downloaded free of charge as an audiobook for those who want to listen rather than read. The foundation has learned by experience that our projects must be enabled to be transformed and developed as necessary.

Within this project, the foundation has invested in internal competence development in order to improve the activities of the organization and create the groundwork for successful, sought-after projects in the future .

2.6 Inte en främling ("*Not a stranger*")

Personal stories open doors for understanding and have an opportunity to reflect the reality in a different way than hard facts. Our project *Not a stranger* has inspired teachers and students since 2014 and this year the *Order of the Teaspoon*, together with *Vilja Publishing*, has produced a book in an easy-to-read version from a selection of texts. The project aims at creating role models in non-normative groups as well as to counter prejudice. The employees at *The Order of the Teaspoon* have given lectures about tolerance, by the name *Not a stranger*, for teachers and students all over Sweden, from Piteå to Lund.

2.7 En droppe midnatt ("*A drop of midnight*")

In 2016, *The Order of the Teaspoon* began the work of Jason Timbuktu Diakité's debut book *A drop of midnight*, a painful personal memoir about identity, racism and origin. In order to inspire a dialogue about coexistence, prejudices and norms, *The Order of the Teaspoon* plans to distribute the book to students in Upper Secondary School in 2017. The ground work of the project was laid in 2016 and the *Order of the Teaspoon* held a well-attended writer-talk to teachers at the School fair *Skolforum* in Stockholm. The collaboration with Jason Diakite has been highlighted in the media, including a feature in TV4's Morning News during the Almedal Week.

2.8 Medmänniska i uniform ("*A good Citizen in Uniform Project*")

After ten years of focusing on children and adolescents, the foundation is now setting eyes on other professions than teachers. Uniform staff, such as police or security officers, often meet people in difficult situations. These occupational groups are meant to create safety and security but in today's climate this is not always the case. Anna Holmgren, from Lund University argues in her research that certain linguistic expressions that undermine and violate certain social groups and normalize racist discourses in the police system are used partly because of the institution's complex task of protecting and preventing the public from crime or committing crime. The project received support from *MUCF*, aimed at creating better relationships between uniformed staff and youth, as well as counteracting racist expressions in order to create more inclusive social relations in the long run. The project will continue in 2017.

2.9 Skrivbordskrigarna ("*Deskwarriors: Anti-Net Assault Project*")

On behalf of the *Order of the Teaspoon*, the Board members, together with the author and journalist Lisa Bjurwald, presented helpful information for teachers who want to work with source criticism and anti-networking with their students in Middle School. The Teacher's Guide *Nätets mörka sidor – hat, rasism och propaganda online* is based on adapted texts from Lisa Bjurwald's book *Skrivbordskrigarna (Deskwarriors)* as well as exercises related to the texts. The material was presented during the seminar at the *Meg - Göteborg Media Days*, the *Göteborg Book Fair* and the *Skolforum*, and is free to download on the website.

2.10 Trevligt folk ("*Nice People*" - film project)

In 2016, Filip and Fredrik presented the film *Nice people*. The film has been available for streaming on the website of the *Order of the Teaspoon* free of charge to students in the eighth grade. In the film, we meet the Somali bandy team in Borlänge in their struggle to qualify for the Bandy World Cup and to qualify for the Swedish society – it is a positive story about integration. The foundation has conducted lectures in Sweden, together with representatives from the Somali bandy team, with the purpose of inspiring teachers to create positive change through culture and meetings. The project was evaluated in 2016 and received very fine reviews. The results are presented in this year's report.

2.11 Other activities

The award of this year's scholarship turned out to be something special, being the celebration of the foundation's 10th anniversary. *Kulturhuset Stadsteatern*, in Stockholm, was crowded with star performances of Lill Lindfors, Jason Timbuktu Diakit , Niklas Str mstedt and Dinah Yonas & Friends who attracted a large audience. The journalist Niklas Orrenius and the school class, 6A from Edsbyn, received this year's scholarships. Even this year, *The Order of the Teaspoon* collaborated with the *Stieg Larsson Prize*, which was distributed to the feminist and activist against online harassment Jac sm Kee.

One of *The Order of the Teaspoon's* most important partners is *The Global School*, whose activities help the foundation to reach hundreds of teachers and educators across Sweden. Through lectures and workshops, the foundation can convey the importance of long-term and preventive work to promote positive attitudes. The regional seminars in *The Global School* provide educators and school leaders with professional development in issues related to global learning for sustainable development and intercultural learning. *The Order of the Teaspoon* has also developed its own lecture activities during the year and arranges lectures in tolerance for school staff, students, companies and other interested parties on demand.

Employees at *The Order of the Teaspoon* are often invited to participate in events and panel discussions. Fairs that attract a national and international elite on school issues are important venues for the foundation to convey methods and draw inspiration from. During the Almedal Week, *The Order of the Teaspoon* hosted three full seminars focusing on questions of feminism and anti-racism. This year's *G teborg Book Fair* offered a debate on freedom of speech when *The Order of the Teaspoon* participated in seminars about easy-to-read books and work on anti-online harassment. *The Order of the Teaspoon* participated in the seminar "How can we counteract online racism among young people?" during this year in *The Swedish Forum for Human Rights Matters*, MR-dagar

This year, too, *The Order of the Teaspoon* was recognized internationally through the co-operative effort with *+SocialGood*, (an initiative of the UN Foundation) - a global community that brings together organizations to share world-changing ideas and acts for change in an era of social media. Issues on global sustainability are high on the agenda, and *The Order of the Teaspoon* contributes to the development of the *The Global Goals and the 2030 Agenda for Sustainable Development*; concerning goals 4 (Quality education) 5 (Gender equality) 10 (Reduced inequalities) and 16 (Peace, justice and strong institutions).

3. Communication

Continued high priority of efforts in terms of communication in each project has led to increased coverage in the media, which has a positive impact on the trademark of the organization, on demand and fund raising in the long term. During the year *The Order of the Teaspoon* has been featured in *Tv4's Morning News*, *Sweden's Radio* and several major newspapers. Both *Dagens Nyheter*, *Sydsvenskan* and *Svenska Dagbladet* wrote about this year's scholarship holders (21 October 2016). A direct effect of increased public profile is an increased in-flow of new volunteers, new co-operative partners and increased awareness of the foundation's activities.

4. Environment and sustainable development

On the basis of *The Global Goals and the 2030 Agenda for Sustainable Development*, *The Order of the Teaspoon* contributes to social development by promoting intercultural understanding, tolerance, mutual respect as well as ethical questions of global citizenship and shared responsibility. By providing school materials to different levels of education, the foundation works to ensure inclusive and equitable quality education, achieve gender equality, reduce inequality, and promote peaceful and inclusive societies according to the UN's fourth, fifth, tenth and sixteenth global sustainability goals. Awareness and respect for human rights are keys to the building of inclusive societies. Preventive work can create great social benefits, not just in an economic way, but above all socially sustainable value creation.⁸ In order to create social, environmental and economic sustainability as well as a good working environment for employees, the foundation is continuously working on risk analysis and impact reporting. The work on this is documented in the FRII Quality Code, on the website of *The Order of the Teaspoon* and in the policies of the foundation.

5. Members and employees

In order for the foundation to promote and contribute to social development, competent and committed employees are much needed. In December 2016 the organization of *The Order of the Teaspoon* consisted of five employees, of which two work full time. Employees and volunteers are the most important resources of *The Order of the Teaspoon*, and this year the foundation has invested in the development of skills for the employees. During the year, Eva Lundmark, a social scientist, worked with the management team in continuing the work of a comprehensive operational planning in order to review the division of responsibility and the future direction of operations.

6. Management

On January 1, 2017, the Board of *The Order of the Teaspoon* consisted of ten members: Camilla Nagler (new chairman), Mikael Kamras (vice chairman), Lisa Bjurwald (journalist), Jason Diakité (artist), Lovisa Fhager Havdelin (new secretary general), Lars Leijonborg (Ex-party leader and Secretary of State), Lill Lindfors (artist), Annica Rutgersson (Organization Adviser, KF), Sofia Wadensjö-Karén (Editor *Tidningen Vi*) and Pia Wikström (Culture Producer). Honorary members are: Amos Oz, Barbro Osher and Sigrid Rausing.

The office of *The Order of the Teaspoon* is located in Norstedtshuset on Riddarholmen and the premises are shared with *Vi Media AB*. Lovisa Fhager Havdelin is the Secretary General of the organization. Lovisa has been working with *The Order of the Teaspoon* for more than five years, a part if this time operational manager, and in 2015 she was honoured with the UN-supporter of the year award. In 2016, the staff at the office consisted of Lova Wallerö Frostenson (Administrative Coordinator and Volunteer Coordinator), Annika Widholm (Communications Officer), Irupé Pozo Graviz and Lena Thaug Lindén (Project Managers). The auditor of the foundation is Lars Wennberg, *PwC*.

7. Future development

In the aftermath of the uncertain situation in the world and the many examples of intolerance and prejudice during the year, the long-term preventative work of The Order of the Teaspoon is needed more than ever. Strengthening young people in their belief in human rights, democracy, solidarity, tolerance and diversity is the foundation's most important task - today and tomorrow! Issues about racism, HBTQI rights and discrimination against people with functional variation have been given precedence. Planning for the coming year, the foundation will develop new projects focusing on anti-racism, norm criticism and change in attitude.

In 2016, the foundation was granted funds for three new projects that will be developed in 2017. In order to develop and strengthen the financial situation of *The Order of the Teaspoon*, the foundation has hired three new employees with the goal of increasing funding through corporate sponsorship and institutional funding.

8. Results

Is it possible that tolerance can counteract racism and xenophobia and also awaken a willingness to express thoughts about human rights? The long-term and preventive work which *The Order of the Teaspoon* is pursuing as well as the effect of this work are not easy to investigate, for quite simple reasons. Change takes time and the reason for positive attitude changes can be difficult to determine. Therefore, it is important for the foundation to show the importance of tolerance and culture, as in reading and watching a film, for individuals. The concept of tolerance is found in both the regulatory documents in schools as well as in the United Nations Universal Declaration of Human Rights. Complex encounters between humans are part of good-fellowship in a world we share with others. It is both important and meaningful to make tolerance a part of the school's value-based work, an existential and a universal issue for each and everyone.⁹

Creativity and humour are important tools for exploring and formulating the concept of tolerance when working with children and adolescents. Reading enriches the vocabulary of the individual, and an effect of this is increased ability for abstract thinking, which is necessary to understand and absorb information.¹⁰ Early introduction of fiction and stories can help to broaden the frames of reference and provide increased insights into other people and situations.

"It's a fantastic film that creates a positive feeling and understanding. I believe it was good to show it just before we received a group of single refugee children who started in school." Anna Ström, a teacher.

The evaluation of the film *Nice people* was streamed from our website in 2016 and exceeded all expectations. All surveyed teachers (63) felt that the film was useful in teaching and through the film they have helped raise questions about integration, racism, tolerance and friendship with their students. More than 90 percent found that the film helped to promote positive attitudes among the students, that the students "understood the importance of people feeling a sense of belonging and being integrated into society" as well as "not everyone is privileged and what difficulties they face". A teacher writes that students came up with ideas on what they could do to create a spirit of community with the new arrivals in the classroom: "almost everything!"¹¹

The Order of the Teaspoon reports in accordance with the *FRII* framework for impact reporting that

provides guidance on measuring effects. The foundation's experience of this framework is that it constitutes a communicative and clear form through which the foundation can reach its members and an interested public with its work and the benefit of it. The foundation's mission is not to educate young people to become tolerant citizens but to offer teachers tools to explore, question, and raise interest and commitment to key issues and phenomena. The impact reports are available on the website of *The Order of the Teaspoon* and the 2016 report is expected to be completed by the end of June.

9. Financing

The Order of the Teaspoon is a 90-member Foundation approved by *Svensk Insamlingskontroll*, and is therefore responsible for the annual financial review of the financial management. At least 75 percent of the funds collected must be reserved for the purposes of the organization. These rules are a guarantee that funds go to what has been promised - a work for diversity and tolerance. This year's increased administrative costs can be attributed to an increased proportion of administrative salaries after agreement with the foundation's auditors - a natural development as the organization grows.

The Order of the Teaspoon has a PlusGiro Account (900275-9) and a BankGiro Account (900-2759). The foundation also has a Swish Number: 123 900 2759 and is able to receive SMS donations via Cellysnt. Even in 2016, *The Order of the Teaspoon* was awarded a Green Pass from *Givarguiden*.

The organization is non-profit-driven and is funded with support from companies, foundations, trust funds, government agencies, private donations, jewelry sales and fees from executed assignments. New contributors in 2016 were *Burre Hellman Foundation*, *Kleberg Foundation*, *Elsa and Harry Gabrielsson Foundation* and the *Heritage Fund*. Also, *Peter and Augusta Hedlund Foundation*, *Stieg Larsson Foundation*, and Oscar Hirsch's Memorial Fund & Building Foundation gave significant funding to the organization. *Riksbyggen*, *Gerald and Monica Nagler Foundation* and *Coop* have previously contributed to the organization. Other contributors can be found in the Annual Report.

The foundation's funding has increased during the year. In 2016, revenues amounted to SEK 6.5 million. The corresponding figure in 2015 was 6.1 million. The result for the year is shown to be on the minus side, which does not matter since the foundation has shown a positive result for many years. Private donations have decreased slightly compared to last year, much because of the annual day of *The Order of the Teaspoon*, where this year's collection reached the foundation in the form of ticket revenues, which are reported under other income. Costs including non-project-related wages are administrative costs attributable to the operation of the foundation. *The Order of the Teaspoon* puts great value on the sponsors, collaborators and donors who contributed to the development and achievement of the organization in 2016. Many thanks to all who contributed this year!

Footnotes

1. Svenska Dagbladet, 22nd of February 2017 (Amnesty varnar för ökning av farlig hatretorik).
2. *Promoting Moral Reasoning and Integrative Complexity: An Intervention with Primary School Children* (Jane Braden-Golay, University of Cambridge 2016).

3. *This is also confirmed in the report Stängda dörrar*. A particular vulnerability is also experienced on the internet, especially in social media. (Expo, 2015).
4. *Utveckling av tolerans bland unga* (Forum för levande historia, 2016).
5. Read more about the results and effects in the Report on impact 2016.
6. Read for example DN, 14th of Mars 2017 (...men Bokmässan säger ja till Nya Tider).
7. *We all should be feminists*, Chimamanda Ngozi Adichie, page 16, Ebook edition 2014 Harper Collins Publishers.
8. *Så mäts socialt hållbart värdeskapande* (Hahn, Hök, Jannesson, 2016).
9. *This is also confirmed in the report Att skola för tolerans* (Elisabet Langmann, 2016)
10. *Tänkande och språk* (Lev Vygotskij, 1999)
11. Read more about the results and effects in the Report on impact 2016.