



Annual Report 2022



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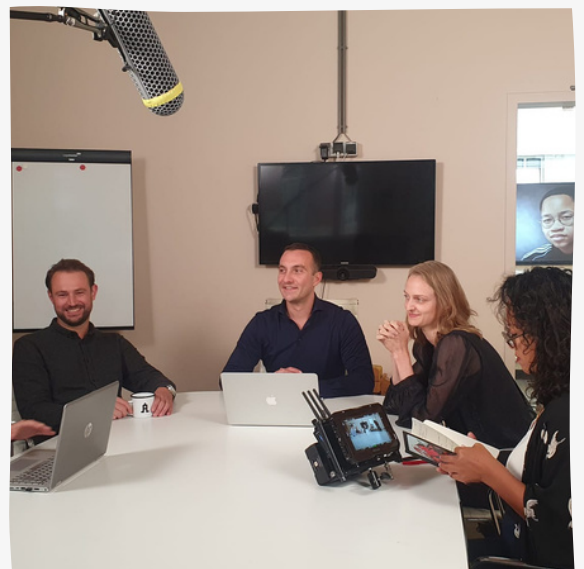
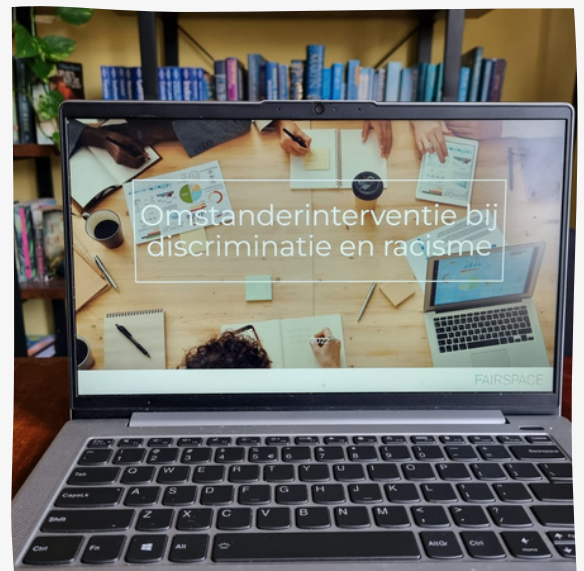
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A word from our founders



2022 was a pivotal year for Fairspace. Stories about (workplace) harassment broke out in the Dutch media, placing Fairspace and our work in the spotlight. We saw a huge increase in training requests, requests for input into national policies and a need for expert perspectives on this topic that impacts so many. The stories and the attention have led to more much-needed resources in the industry, and Fairspace experienced significant growth this year as a result.

These developments have only been possible through the courage of survivors of street and workplace harassment to share their stories and of bystanders to stand up and speak out. We're getting closer to end harassment but there's a lot of work still to be done.

In 2023, we will keep driving the momentum to make spaces safe and free from harassment for all, not only in the Netherlands but in neighbouring countries and the US. We'll be focusing on even more sustainable and innovative ways at ending harassment for the diverse communities with whom we work..

We hope you'll join us as we continue to fight for free and fair spaces for all.



eve&laura

CO-FOUNDERS, FAIRSPACE

What we did

IMPACTED



Company leaders
and teams



Community
members



Students
and faculty



Policymakers

ORGANIZED



A youth exchange program



Promotional bus tour
on the streets



Team trainings

DEVELOPED



A cardgame
for teens



New training
material



New curricula

“
I think it is just right that these questions are being asked, Otherwise you never talk about it. Then you come across it later and you don't know how to deal with it, or the answer to it.
”

FACILITATED



7

Co-creation
sessions



106

Bystander
intervention
workshops



42

Workplace
safety
workshops

SHINED

7



Video fragments
and editorials

3



Panel discussions

7



News articles

7



Expert sessions

Our impact in numbers

86,194 People reached in total

4,122 People trained in bystander intervention

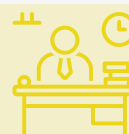


158 People reached with co-creation projects



“It was a very good experience and good workshop for our freshmen.”

1,118 People trained on workplace harassment



“Very positive experience that got colleagues thinking. Different workshops for different audiences (think management vs. departments that have a lot to do with this topic, such as HR, Marketing). Good to have a conversation about this.”

191 Management & executive functions



927 Teams



796 People reached with promotional bus tour



“I really enjoyed the cooperation with Fairspace. Our needs were well listened to and accommodated to the situation as it is now in the company.”

80.000+ People reached via social media



Our impact told by our partners

“

Fairspace allowed us all to **shine without fear of judgement**, and for that, they are a team I would love to collaborate with for the long-term.

Every conversation was approached with trust and insightfulness, which **made me feel welcomed, seen and safe to show up as my full self** : a true rarity in today's increasingly pressurised professional space.



¡Fue genial! There was always an excellent willingness to **create together**.

It was a pleasure to work with the Fairspace team! They had clear objectives and packaged all necessary resources in an **easy-to-understand** manner. They **created space for candid and collaborative ideation** which led us to have progressive and open dialogue throughout our engagement.



My overall experience was **very refreshing!** I **highly recommend working with this team** that's committed to taking their mission and impact to the next level!



Visibility



14

Media performances



3

Panel discussions



7

Expert sessions

Visibility

“

Eye contact alone can create a safe environment. Through the eyes, a cry for help can be seen. But also just the idea that someone acknowledges you and does not ignore the situation can be helpful for the later coping process.
-Myrthe at NH nieuws

”



“

A training alone is certainly not the only solution to countering unwanted behavior, but it is an effective means of raising awareness among employees. Not by addressing them in a punitive tone, but by making them part of the culture change.
-Laura Adèr in NRC

”

“

We focus on bystanders because we don't always know who the perpetrators of transgressive behavior are and responsibility is too often placed on the victim.
- Myrthe at NOS

”



Our projects



Youth exchange

The GEN E was an Erasmus+ Youth Exchange project that brought together 23 young people with diverse backgrounds from Croatia, Serbia and the Netherlands. The objectives of the project were to increase participants' awareness about gender equality, gender justice and social inclusion.

Let's talk!

Together with YAGA Burundi, Mesa Comunitaria and Pro Familia Colombia, we developed a card game for youth: Let's Talk!. The goal of the game is to start conversations among them about consent, relationships and puberty. The game was developed based on input surveys in the Netherlands, Colombia en Burundi. All countries hosted validation workshops to test the game with the target group. The co-creation is funded and supported by Share-Net International.



Bus tour

We started September with a promotional Bus tour, powered by l'Oréal Paris. The bus and our trainers drove to Amsterdam, Enschede, Utrecht, Rotterdam and The Hague to talk with people on the street about bystander intervention and what they can do to make the streets safer. Trainers and participants were enthusiastic and motivated. In one week, we trained almost 800 people on bystander intervention.

Our projects

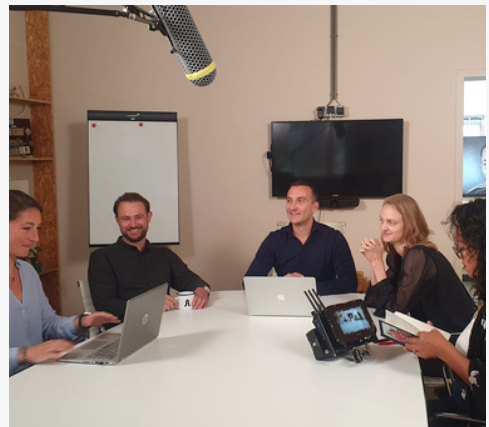


Man & power

We were invited to Pakhuis de Zwijger for a panel discussion on the topic of Man & Power in society. Our contribution was about the role men can play as bystanders in countering violence against girls and women. For example, by learning to speak to their friends about transgressive behavior.

New video material

We developed a new video series to showcase the 5Ds and examples of bystander intervention in public and at work. The new videos are designed to showcase more inclusive situations of harassment, from gender-based to homophobic, transphobic, islamophobic, racist and other forms of discrimination.



Inclusive design event

We worked with a group of event design students to showcase the importance of an inclusive design and to show what it looks like in practice. Through various participatory and creative exercises, we guided them towards more understanding and a broader perspective on design for all.

Our projects



Strategy week

In July 2022, Fairspace's 3 core team members held a week-long strategy session in Mexico City to set the foundation for healthy growth and wellbeing for 2023.

Co-creation conference

Fairspace was invited to participate in Share Net International's co-creation conference in Bogotá, Colombia. During the conference, the idea for the Let's Talk! card game was co-created with participants from Share-Net member organisations and hubs around the world.



DGTL Festival

Fairspace trained the Awareness Crew at the DGTL festival, who were present during the weekend to keep an eye on the safety of visitors and intervene when necessary. Fairspace was also present during the festival itself, to talk to visitors about bystander intervention and feeling safe at festivals.

Partners

Government



Education



Communities



Companies



ThoughtSpot



Organizations

