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## MINUTES OF DIGNITY BOARD MEETING SEPTEMBER 21, 2023

AT DIGNITY, Bryggervangen 55, Copenhagen

PARTICIPANTS: Dea Seidenfaden, Tomas Martin, Sadia Khan, Lars Udsholt, Lotte Leicht *on teams*, Marie Louise Nørredam, Anna Mette Nathan, Emil Kiørboe,

ABSENT: Nomfundo Mogapi, Louise Holck, Manfred Nowak,

FROM MANAGEMENT: Rasmus Grue Christensen

GUESTS: Henrik Rønsbo at pt. 6 Risk management 2023

REFERENT: Mette Grimstrup

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### **1. Approval of agenda of board meeting September 21, 2023**

The agenda is approved. Mette sends out a reminder-list of unapproved minutes.

### **2. Orientation from the Chairperson**

Dea Seidenfaden related that the clinic working group has met twice, with two different themes. Rasmus Grue Christensen and Mette Fløjborg were present from DIGNITY; Dea Seidenfaden, Anna Mette Nathan and Marie Louise Nørredam from the board. The first meeting focused on referrals; a very concrete piece of advice was that the lengthy online referral procedure may stand in the way of some referrals. The second discussed safety in the clinic, i.a. due to some violent incidents in Denmark at other clinics. It was agreed upon to make the security of the clinic part of the general security work in DIGNITY. The group will meet again in November, and the clinic will continue working with the input they have received. It works well with this “loyal outside perspective”.

### **3. Orientation from the CEO**

Rasmus Grue Christensen presented the up-coming, long-announced organizational change. It consists of two parts. Part one is closing down the LAB department, including the library, since we can no longer use development funds to finance it and meet donor requirements. Some employees are dismissed, others are reassigned.

The second part is to bring together Health, Legal and IAPB into one department – Prevention and Accountability. The intention is, among other things, to strengthen our interdisciplinary, purpose-driven expertise, notably on accountability and international advocacy. This also means that the management group is reduced.

Other news:

In the international area, we will soon submit an application for a larger call from UM.

Last week we had our 3rd annual partnership workshop, again a successful event.

We have received the ToR for the upcoming review from UM, which will be carried out at the beginning of 2024.

In the clinic, things are going really well, both in terms of the working environment and in terms of the patient flow, which has increased. Last week we had the first meeting of the clinic's advisory board of patients and family. A very moving meeting, and enormously meaningful.

We are currently running a campaign in connection with the 50th anniversary of the coup in Chile.

The board thanked for the briefing and the hard and important work on the organizational change. In recognition of the work in the library and the great importance for DIGNITY's identity and history, the importance of handing over the accumulated knowledge and experience in the organization was underlined. As well as the important point that this should not be a financial downgrading of the research area. The board also acknowledged the ongoing and confidential briefings of the board on this difficult decision.

#### **4. Disposition in the EC**

Projects above 4 mio. DKK approved by the EC:

The EC has approved of a framework application for a new call from MFA - Achieving accountability and redress in Eastern Europe – possibly continuing DIGNITY's efforts in Ukraine and Belarus. DKK 25 million over 2 years, with the possibility of a 2-year extension. There is an application deadline on 25 September.

#### **5. Accountability in Ukraine**

Yevgeniy Zakharov, CEO of KHPG, joined the meeting online, presenting KHPG's work in Ukraine and cooperation with DIGNITY.

The board thanked for Mr. Zakharov's presentation and the immense effort done by KHPG on increasing accountability in Ukraine.

The board discussed the connection between the work in Belarus and Ukraine, and the international cooperation between national and international courts.

#### **6. Risk management 2023**

Summary of the discussion of risk management at the last board meeting and presentation of the risk matrix 2023.

Henrik Rønsbo presented the risk matrix and the thoughts behind it: Safety and risk management form a large part of our work, due to our subject. We are increasingly getting further to the edges of our implementation, which increases the complexity of our security work. One of the things we currently look at is our digital security, personal sensitive information, and information about criminal proceedings. Mental health and the working environment are also on the agenda, how do we create a collegial supportive space in relation to crises etc.

There are plans to increase the security organization in DIGNITY, with an increased focus on digital security, personal security etc.

The board thanked for the introduction and for the clear and comprehensive overview.

Tomas Martin inquired about the security profile for our "country presences", and about the efforts to support employees who are at risk of secondary traumatization. He was assured that regular supervision has been introduced at IAPB, and it is being considered whether and how something similar can be established in relation to employees with similar challenges.

At the country offices, the respective directors have the responsibility for security. As for consultants, we do not have a fixed set-up, but we are working on that.

The board thanked for the presentation.

## **7. Strategy process plan**

RGC presented the process plan. It is still under consideration whether a consultant should be called in to facilitate the process – in that case, changes may be made to the plan.

The idea is to use the board seminar in January 2024 to kick-start the strategy process and create the strategic analysis that will form the basis of the strategies.

The board supported the intention of slimming the frame, i.e. creating fewer strategies. It has typically been the tradition of a very inclusive process to end up with very broad frameworks. It may cause more discussions if the strategy is actually intended to create a bit more direction.

The overall strategy's relation to the regional strategies and policies (partnership policy, gender mainstreaming etc.) was also discussed, and it was concluded that it would be relevant to use the process to create some clarity about the different levels.

## **8. Preparation of board seminar January 2024**

The preliminary program was presented. There were no further comments.

## **9. Research working group**

The board approved of establishing a board working group on research in DIGNITY, with Terms of Reference as described in the board material.

There was a short discussion about the purpose of the group – the ToR focuses primarily on economy and research funding, and it was confirmed that this was the main focus. Including how to respond to the demand for research localization.

The purpose is not to discuss research ideas or a coming research strategy, but rather to investigate the potential research framework in DIGNITY (funding, structure etc.) i.e. the *prerequisites* for a research strategy.

Marie Louise Nørredam and Tomas Martin volunteered to join the group. Both Manfred Nowak and Nomfundo Mogapi had earlier expressed an interest in being part of the group, so it was decided to ask them again pr email.

*Nomfundo Mogapi agreed to join the group after the meeting. Hence, the board research working group consists of 3 board members: Marie Louise Nørredam, Tomas Martin and Nomfundo Mogapi.*

#### **10. Annual APV status**

RGC gave a short briefing. Generally, we are on target on the process side, and on a whole both the management group and the TRs feel that we as an organization are in a very good place in terms of the working environment.

We will have clear data on that at the beginning of the new year, where we will make a new APV.

The board took note of the briefing.

#### **11. AOB**

Nothing pt.

#### **12. Board's 15 min. (Closed item)**

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