



**Center of Resources for Social Inclusion CRIS**

**Annual activity report - 2014**

**Ploiesti, Romania**

**[www.asociatiacris.ro](http://www.asociatiacris.ro)**

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## Governance

Through its first institutional support grant awarded by Open Society Foundations – Roma Initiatives Office, from December 2013 to November 2014, CRIS has proposed to improve its governance structure. The members of CRIS believed that if CRIS has an internal system of checks and balances it will be ensured that the public interest is served. Within their meetings that took place in the first three months of the grant period, the members agreed that the good governance should be based on the distinction between organizational entities (management and the governing body) and the distribution of decision-making power between them. This arrangement helped CRIS restrain and moderate the control of any one person or group, ensured the organization's resources are well managed, and safeguard the CRIS's public-service orientation.

Good governance of CRIS was one of the core objectives of this institutional development grant. We focused on this believing that it is of critical importance that CRIS develops as a credible and democratic institution, modeling good practice of transparency and accountability, since this is what we demand from Romanian government, regarding the policies and laws affecting Roma. CRIS is relatively new, but good governance established early sets a positive course for the development of CRIS for years to come, by encouraging organizational stability and balanced decision-making. So, in the first meeting, that took place in the beginning of January, attended by all the five founding members and the project manager, it was decided first, to be created based on the initial structure of CRIS, a set of rules and internal procedures in order to establish the organization and functioning of CRIS, the powers and rules of procedures for its specific activity, as well as the rules relating to disciplinary procedures, and also a conflict of interest policy in order to help the members of CRIS, to identify situations that present potential conflicts of interest and to provide CRIS with a procedure to appropriately manage conflicts in accordance with legal requirements and the goals of accountability and transparency in CRIS's operations. Therefore, the members of CRIS have established and developed a set of rules and internal procedures and also a conflict of interest policy.

## Capacity building



In order to increase the general performance of the organization and of the efficiency of the personnel, CRIS has proposed to recruit and develop its human resources. CRIS has proposed to train the personnel and the identified and selected volunteers on communication abilities between themselves, by empowering and delegating them. CRIS has established and developed a training plan for 18 participants

regarding the development of leadership, grassroots advocacy, strengthening the organizational culture and of the work environment by providing to the participants information on management, finance and fundraising campaigns, selection and retention of the personnel, make use of our personnel's talents, development of the creativity of our personnel, forming the teams and team work. The training took place at the end of April between 23<sup>rd</sup> -26<sup>th</sup> of April. We identified the volunteers in the first week of April, which together with the personnel of CRIS attended the training. The volunteers are educated Roma, that were born and are living inside a Roma community, willing to struggle for improving the Roma situation, willing to learn and to put in the service of CRIS and Roma communities all the skills and knowledge gained during the training sessions.



**Strategy and ME framework**

A strategy is an overall approach, based on an understanding of the broader context in which CRIS is functioning, our own strengths and weaknesses, and the problem we are attempting to address. A strategy will give CRIS a framework within which to work, it will clarify what CRIS is trying to achieve and the approach CRIS intends to use.

In order to have a strategy, CRIS has developed a Strategic plan that we believe is the core of the work of our organization. Without a strategic framework CRIS will not know where it is going or why it is going there. So, then, it doesn't really matter how you get there. So, this Strategic plan will offer CRIS a way to develop its own development strategy.

The strategic planning process of CRIS is not something that happened in an ad hoc way, at a regular planning meeting or during a staff meeting. It required careful planning to set it up so that the process was thorough and comprehensive. When CRIS developed the strategic plan, it was setting the parameters for the work of the organization, for the next four years. So, the members and staff of CRIS spent some time and energy planning for CRIS's strategic planning process.



The members and staff of CRIS had discussions about timing, who should participate in the strategic planning process, who should facilitate the strategic planning process, what experience is needed, the strategic planning process helping CRIS to clarify, consolidate and establish its strategic framework. Embedded in the strategic framework are the values and vision of the organization, and

because of this, we believed it was important to involve the whole organization in at least part of the planning process.

We also, had discussion and we agreed about involving an outside facilitator, this being a designated (assigned) person to keep order, to prevent issues from being personalized, and to keep the process on track without becoming emotionally involved. Because the strategic planning process looks at the big picture, we believed it was useful to get external input into the process. It is easy for those of us who were involved in the work of the project or organization to lose sight of the overall picture and to think about the issues from the point of view of our own work only. Getting someone in with a wider view and wider concerns might open doors to new ideas and ways of thinking. This helped to keep CRIS at the cutting edge of development work. The external input made it clear what the opportunities, challenges and threats in our organization's external context are. We, the founding members of CRIS and the project manager, with the help of the facilitator, also developed a questionnaire that helped us, the participants in the strategic planning process to prepare ourselves so we made a useful contribution to the process. We also developed a SWOT analysis and an action plan.

Starting with March, we actually started to implement our action plan and at the end of November we had our first draft of the strategy.

## Recognition

When we developed our communication strategy we strongly believed that it will help us to achieve our overall organizational objectives, to engage effectively with stakeholders, to demonstrate the success of our work, to ensure people understand what we do, to change behavior and perceptions where necessary. Having a communication strategy will help us to organize the information that needs to be communicated, when significant issues or events arise, to identify concerns that may be raised and to ensure the prospered audiences are reached.

Within February the founding members of CRIS and the project manager started to develop the communication strategy.

The first meeting took place in the beginning of February and CRIS members proposed to have an image about how the strategy should look, what will be structure, what should it contain, in order to have a greater public recognition. Therefor within the first meeting the members of CRIS and project manager decided to have a brainstorming session and to outline the most important aspects for developing the strategy.

The first step towards developing our communication strategy was to determine the reason why the communication is necessary and to define the desired objectives.

We moved further in order establish why do we really need a strategy of communication, what is the purpose of this strategy, who do we want to reach.

After this meeting we were able to outline the major parts of the strategy. So we had the principles, the vision, the objectives, the methods, the audiences, the key messages, the methods to reach and deliver the messages to the audiences, we had the channels, but we missed the only thing in order to have an official and performing document, its structure.

So we had a final meeting, within we discussed about the form of the strategy. We decided that each one of us to create an own version of the strategy template and after this to analyze all of them, to make adjustments and to choose to best one. We did that, there were created six template versions of our strategy, and after two hours of discussion, adjustments, suggestions, we have succeeded to have the best template of the six. Further, we decided that each one of us to choose a part of the document and to include it in the template form. At the end of the meeting we had our final draft of CRIS Strategy of Communication.

CRIS had seven TV appearances by Marius Lucian Tudor project manager who was invited in a TV show “Topic of the Day”, on 7th of May, to talk about CRIS, about the organization's mission and purpose and its project.

[http://www.asociatiacris.ro/?page\\_id=175](http://www.asociatiacris.ro/?page_id=175) - Marius Tudor - Subiectul zilei partea 1

The regional television Valea Prahovei, conducted an information campaign on the presentation of positive models in CRIS, by creating a video montage of young Roma who had success in areas where they chose to make a career, regardless of the difficulties and evils that they have encountered, because they are Roma, to change the perception of the majority population towards the Roma ethnic group , with the participation of Marius Lucian Tudor – project Manager , Rodica Elena Tudor – president of CRIS and national pop music artist, Catalian Iulian Sandu - manager and 6 volunteers CRIS : Vicentiu Mihai - K1 national champion , Cosmin Negoii - actor, Turica Adriana – hair stylist, Stefan Ioan Marius – singer , Neamtu Alina – hair stylist and Mihai Alexandru - business man.

[http://www.asociatiacris.ro/?page\\_id=175](http://www.asociatiacris.ro/?page_id=175) – Se poate!

### Project – Roma Voters Empowerment

CRIS delivered 3 training sessions for 20 Roma leaders and young Roma, held as follows:

On 13<sup>th</sup> of February, CRIS informed 10 Roma leaders and young Roma from Mărginenii de Jos and Dițești, about the project objectives, activities and about their role in the project. This session took place in the space of the Local Council of





Filipeștii de Târg commune, between the hours 10 in the morning and 18 in the afternoon.

On 14<sup>th</sup> of February, CRIS informed 10 Roma leaders and young Roma from Ploiesti and Campina, about the project objectives, activities and about their role in the project. This session took place in a specially designed space, rented through the project, between the hours 10 in the morning and 18 in the afternoon. The goal of those two training sessions was to provide to the 20 Roma leaders and young Roma, the necessary information about the project and their role in the project and also to facilitate the communication process between them, before the final training that took place in Predeal, at Belvedere Hotel, Romania, in a period of three days, between 24<sup>th</sup> -26<sup>th</sup> of February, and where they signed the written agreement wherein they agreed to coordinate the local project activities, participate at trainings, organize local meetings, mobilize the local coalition.



The 3-day training course, focused on providing information and skills necessary to influence local decision making, was beneficial and relevant to the needs of the 20 Roma leaders and Young Roma. This was acknowledged and articulated during the training sessions and in the post-course evaluation report. The training course was implemented through a participatory and participant-centered approach. There were used

group exercises, brainstorming, case studies, and discussions to galvanize the participation of the 20 Roma leaders and Young Roma. We used power point presentations and the participants simulated the preparation meetings within the community and also they simulated the local public hearings, where each one of them was in turn both a candidate or a local representative, and a simple member of the community, so they get used with those types of actions and to learn how to react properly.

The sessions that were delivered during the 3-day training were:

- ✓ How does public administration works;
- ✓ Constituting local coalition and local needs assessment;
- ✓ Advocacy and influencing local decision making techniques;
- ✓ Preparation of local community meetings and local public hearings with candidates and decision makers (planning);
- ✓ Tasks for creating the local community coalition (one in each of the 4 communities);





At the end of the training, participants developed insights, became familiar with tools and techniques needed to influence local decision making that will enable them to maintain a constant pressure on the local representatives, by attending the monthly local council meetings and make their voice heard, to recall the signed minutes of the public hearings before elections and to monitor the government performances, the progress or stagnation for the

promises has been made by the elected candidates or their local representatives, during their political campaigns.

***Public hearings with candidates for the European Parliament and their representatives.***



Before the actual conduct of public hearings, were held preparation meetings for the four selected Roma communities in the project, through which participants were able to understand how to develop a platform and to participate in its realization, how to prioritize the problems that community faces, what is the meaning of the local election process, and was made general rehearsal for public hearings, establishing clear roles and

responsibilities of representatives of Roma communities, the five young Roma and Leaders, beneficiaries of the training session from Predeal, in the period of 24<sup>th</sup> to 26<sup>th</sup> of February, 2014, on techniques to influence decision makers at the local level. At the end of each preparation meeting a draft of the platform, was developed, which had to be presented to the candidates for the European Parliament seats, and after a final meeting at the office of CRIS, the representatives of Roma communities, decided what are the most important problems that Roma are facing, in each community, to be included in the platform. The preparation meetings were held in Roma communities from Marginenii de Jos, Ploiesti, Campina and Ditestii, each meeting being attended by over 50 community members.





On 30<sup>th</sup> of April 2014 , the project manager sent by fax, email and personal at party headquarters in Prahova county , invitations to public hearings for : Radu Simionescu – candidate of Partidul Forta Civica, Dan Diaconescu – candidate of Partidul Poporului Dan Diaconescu, Laurentiu Rebeaga – candidate of Uniunea Social Democrata, Damian Draghici – candidate of Uniunea Social Democrata, Corneliu Vadim Tudor – candidate of Partidul Romania Mare, Adina Valean – candidate of Partidul National Liberal, Mihai Apostolache – candidate of Partidul Democart Liberal, Aurelian Pavelescu – candidate of Partidul National Taranesc Crestin Democrat, Marian Enache – Partidul Miscarea Populara, and for independent candidates , Corina Ungureanu and Mircea Diaconu. We also sent invitations to party presidents of county branches as follows : Mircea Rosca - President of Partidul National Liberal , Roberta Anastatica – President of Partidul Democrat Liberal, Daniel Savu – President of Partidul Social Democart, and for the four mayors : Costel Morarescu - mayor Filipestii de Padure, Manole Aurelian - mayor Filipestii de Targ , Badescu Iulian – mayor of Ploiesti , Horia Tiseanu – mayor of Campina. Invitations to the presidents of district branches and mayors were sent personally by the President of the Association, Rodica Elena Tudor. After the candidates and the politicians received the invitations and reviewed the agenda for the public hearing in the four Roma communities, they have confirmed their participation only for the public hearings in Ploiesti, arguing that this what their agenda is allowing them for the electoral campaign in Prahova county, this county being the third most populous county in the country after Bucharest and Iasi.

After completing all 4 preparation meetings, at the office of CRIS was held a meeting with leaders of the four Roma communities, in order to finalize the platform that was presented to the EP candidates, within the public hearing. On 11<sup>th</sup> of May, 2014, the project manager – Marius Lucian Tudor, with the leaders of the four Roma communities have completed the platform for public hearing. Representatives of each community in part, made proposals on the inclusion of the main issues raised during the preparation meetings, the proposal were analyzed and according to the analysis result, the leaders decided to include in the platform, the following issues :

***Ploiesti:***

- Lack of property documents;
- Lack of sewage system in the Roma community in Malu Rosu;
- Lack of special spaces for selling seasonal product.

***Campina:***

- Lack of property documents;
- Lack of a system to strengthen the land behind the Roma houses from the landfills;
- Lack of an alternative route, for Roma holders of carts, in Campina.

**Marginenii de Jos:**

- Lack of water pipe system;
- Lack of a cultural functional community space.

**Ditesti:**

- Lack of property documents;
- Lack of connection to natural gas heating network for the Roma community in Dumbrava;
- Lack of concrete tranches and sidewalks.

In order to facilitate, for the candidates and party representatives who entered the competition for the European Parliament, a meeting with representatives of the four Roma communities, we jointly scheduled a public hearing for 17<sup>th</sup> of May, 2014, starting at 14.00, in Ploiesti.

For a better organization of the public hearing eight volunteers of CRIS were mobilized. On the morning of 16<sup>th</sup> of May, 2014, representatives of CRIS with the 8 volunteers had a last meeting prior to the public hearing, at the office of CRIS at around 08.30, where they developed maps for press releases and lists of participants, after which they were outlined specific tasks for each team member: public hearing - providing technical equipment, fitting rooms, contacting candidates an hour before the public hearing, the registration of participants, filming public hearing, etc.

On 17<sup>th</sup> of May 2014, at the House of Culture in Ploiesti, between 14.00 and 15.30, it was held the public hearing. The four communities had 100 Roma representatives. The politicians who attended the meeting were: Corina Ungureanu independent candidate, Mihaela Apostolescu, chief campaign of Corina Ungureanu, Radu Simionescu – candidate of Partidul Forta Civica, Alexandru Oprea – representative of Partidul Forta Civica, Mihaela Duta - representative of Partidul Miscarea Populara.



The representatives of Roma communities present in the room felt slightly defiant because the parties such as Partidul Social Democrat, Partidul National Liberal or Partidul Democrat Liberal did not participate at the public hearing, being parties that have governed since 2000 alone or in different coalitions such as the alliance DA (Dreptate si Adevar) and USL (Uniunea Social Liberala) and they acknowledge the situation of Roma.

These three parties are the best represented in the Romanian Parliament but also in the European Parliament. Local media preferred other electoral events that took place at that time in Ploiesti. They did not come in quite a lot to publicize the event.

Angry, Lingurar Gavris, one of the leaders of the Roma community in Campina, said in his speech that “the media appear only if a Roma does something bad, so the image about the Roma that the majority population has, to be one of the most hated, which will fuel discrimination against Roma.”

The public hearing began at 14:00 and was moderated by the project manager - Marius Lucian Tudor. CRIS Association President, Ms. Rodica-Elena Tudor, made a short presentation of the organization, after this, the project manager presented: the project, the selected Roma communities in the project, the purpose of the public hearing and the platform developed with the help of the four representatives of the Roma communities. The platform includes priority issues in each community, problems requiring urgent solving. After presenting the platform, Marius Tudor gave the word the two candidates presented in the room, Corina Ungureanu - independent candidate and Radu Simionescu – candidate of Partidul Forta Civica, to present their program, especially measures that will be implemented to improve the situation of Roma communities. The first speaker was the independent candidate Corina Ungureanu, former world champion in gymnastics.



Regarding young Roma, Corina Ungureanu, proposed in her electoral program, “integrated sports actions that will combat discrimination against Roma communities, and will promote tolerance and social inclusion of this community, to provide increased opportunities for exploitation young Roma talents”, noting that when the public hearing was held, “the new European champion in gymnastics, is a Romanian Roma” and that she will conduct speeches in the European Parliament, not only if she wins the election, but whenever she will have the opportunity, to promote the dignity of Roma and Roma positive models. Asked what will happen with her program if she will not win a seat in European Parliament, Corina Ungureanu said “I have already established an association and will try to implement my program by my association projects.”

The other candidate for the European Parliament, attend the public hearing was Mr. Radu Simionescu – candidate of Partidul Forta Civica. Mr. Radu Simionescu started by specifying that it is interested in the life of Roma communities as follows to support his PHD thesis on a topic on the development of Roma communities, in Prahova County. After he presented the program, was asked by Mr. Leonida George, a young Roma intellectual from Ploiesti, what he thought about the phenomenon of vote buying and what advice has for Roma voters. He said to those in the room “take all the gifts the candidates are offering you for your vote and

vote for who you want." Corina Ungureanu felt the need to intervene and said bluntly: "I urge you not to sell your vote, take only what the law allows in the campaign and vote for those who know your problems and shown that they have thought about solutions to solve them."

Immediately another response was given by the representative of the other party, Partidul Miscarea Populatra, Mihaela Duta, who condemned the statement of Mr. Radu Simionescu and the manner to obtain Roma votes by buying votes, saying that "a big part of the population of Romania is living in hard condition because they are selling their vote for food or other gifts they receive in the election campaign". The representative of the Roma community in Ploiesti, Gheorghe Costel condemned the statement of Mr. Radu Simionescu, adding that " it was no need to attend the public hearing since you believe Roma communities are a maneuver mass, advising Roma to sell their votes", and said that "the public hearing is actually the beginning of mobilization and organization of the Roma community, Roma in Ploiesti will support candidates who will come up with concrete measures to improve the situation of the communities they belong."

He also outlined the fact that "almost half of Roma in Ploiesti, obtain financial incomes that provide their existence by selling seasonal products (mushrooms, berries, herbs, etc.), and we need the local authority to arrange special spaces for selling these seasonal products and not be forced to wait for months until the local authorities authorizes the selling of these seasonal products. This activity will be an income generating activity of Roma in Ploiesti, ensuring our existence." He added that "the members of European Union countries, when they here you are a Roma they already classify you as beggar and criminal and these things must end, and those who will enter the European Parliament have an obligation to contribute to the improvement of the image of Roma and Romania."

After the presentation of the program of each candidate, Marius Tudor posted a video which illustrated the harsh conditions of Roma living in Campina, and a video clip, through which, the Roma in the venue said to the candidate: "The Vote of Roma is NOT for Sale". At the end of the public hearing, the candidates signed the platform proposed by CRIS and the four Local Roma Coalitions, following that in the next period until the Presidential Elections in November 2014, to monitor if the candidates who signed the platform and won the elections, will fulfill their promises.

[http://www.asociatiacris.ro/?page\\_id=175](http://www.asociatiacris.ro/?page_id=175) – Audiere publica

In the elections of 25<sup>th</sup> of May, 2014, from the attendees at the public hearing, only Partidul Miscarea Populara, exceeded the 5% threshold, and won two seats in the European Parliament.

Although the public hearing was attended only by five politicians, the public hearing of 17<sup>th</sup> of May, 2014 was a success because:

- It was the first time in Prahova County and in the country when this kind of event took place.
- Roma in 4 communities have understood that if they are organized and work together could attract attention of politicians on issues of Roma communities.
- Roma have understood that there are politicians who oppose the phenomenon of vote buying.
- Roma have understood that politicians before elections can be credible if they sign the platform developed by the Roma communities and they have included in their electoral programs, measures to improve the life of Roma communities.
- Roma have understood that they can trust the politicians who between two election cycles have not forgotten the document assumed by signature and that they made efforts to put it into practice.
- Politicians present at the public hearing had the opportunity to listen to Roma who have realized that vote is important and it is not for sale.
- Politicians present at the public hearing had the opportunity to see that there are leaders and young Roma able to put their experience and knowledge in the service of their communities and they are not for sale.

### ***Preparation meetings for the presidential elections***

During October-November, CRIS conducted preparation meetings in the four communities for meetings with representatives of the candidates in the presidential elections, respectively, mayors and local councilors in each village. Compared to preparation meetings for the European elections, in which were developed the platform including the problems faced by Roma communities, this time was questioned the involvement of communities in the presidential election, and how this could help each community, considering the fact that the involvement of Roma communities in European elections brought visible results in each community.

- In Marginenii de Jos, began the work for the water pipes system in the Roma community.
- In Ditestii community, concrete tranches and sidewalks were built.
- In Campina promises were made by the mayor and deputy mayor for the Roma of Mogador and Lac, to receive land for houses. On 29<sup>th</sup> of November, it was organized another public action in the Roma community from Campina, where Roma were able to make known the other problems, like the lack of jobs, or land for houses, and they were informed by the local Roma leaders Gavris Lingurar, Pavelescu Valeriu and Cobzaru Danut, who had a meeting with the mayor of Campina Horia





Tiseanu, before the presidential elections, the last one promising that he will provide land for houses, if the Roma will go out and vote.

- In Ploiesti the canalization problem from the Roma in “Malu Rosu” district was solved.



Meetings were conducted both in the field and organized visits, from house to house and discussions with members of Roma communities.

Along with members of CRIS in activity from house to house, in Marginenii de Jos was also the Senator Radu Oprea, Mihaela Duta – vicepresident of Miscarea Populara Party (Partidul Miscarea Populara) local Roma

councilors: Florin Dumitru Nica, Mirel Negoii, Marian Ilie, Gheorghe Costoiu, Gheorghe Tudor and the Local Roma leaders, Dumitru Ilie and Vasile Costache. Though these meetings have been identified new priorities: building concrete tranches in the community. The present local Roma councilors confirmed to the Mayor, that if he will initiate a draft proposal in this regard, the project will be supported and voted in local council meeting in late November. The two representatives of the candidates for president, Ponta and Iohannis, said that their county councilor colleagues, will support this project in Prahova County Council, but the Roma must go and vote.

#### ***Public action with a representative of MEPs (Cristian Preda, Sigfried Muresan) of PMP.***

Following the European elections of 25 May 2014, only PMP exceeded threshold (6.21%) and won two MEP seats. So that, on 26<sup>th</sup> of November 2014, at the office of CRIS we organized a public action with a representative of the PMP, Mr. Constantin Horghidan, vice-president of PMP, so the proposals made within the platform to be remembered and to enter the list of priorities of the two MEPs. Constantin Horghidan appreciated the way CRIS is working, adding that our initiatives should be more sustained both by donors and decision makers at local, county and national level, saying: „it is not enough to feed the horse just to make him stand up, because when you will need it to carry you on its back, it is possible that you will carry it”. Also he assured us of his help in our actions. The Vice-president Horghidan promised that he will facilitate the meeting with MEPs and also with the former mayor of Ploiesti Andrei Volosevici, now senator in the Romanian Parliament, all three persons that can help Roma communities in which CRIS works.

## **Structure**

The 20 trained activists are part of the 4 Local Roma Coalitions, established in the 4 Roma communities targeted in the project, each coalition having 50 members. CRIS have planned that those Local Roma Coalitions to become strong structures of representation and

accountability for the Roma communities. The Local Roma Coalition will become the voice of each community where CRIS works. We have planned that the Local Roma Coalition to influence the local decision making process in each one of the 4 communities. CRIS involved the 20 Roma Leaders and young Roma in its decision making process by giving the Local Roma Coalitions the role of local branches of CRIS in all 4 Roma communities, so the 20 Roma Leaders and young Roma will become supporting members of CRIS, meaning that once they will have this statute they will have the same rights as the founding members, except the right to vote, but being in continuous touch with their Roma communities, they will have the possibility to inform us about the issues that they are facing and also to propose solutions for solving this issues, so we will get involved, consult and decide together for improving the Roma communities situation.

Regarding the involvement of volunteers in the activities and structure of CRIS, we developed a preparation document of CRIS, to involve the volunteers.

After the training session in Predeal, during 23<sup>rd</sup> and 25<sup>th</sup> of April, members of CRIS developed the preparation document for volunteer involvement in the daily activities of the organization but also in the structure of CRIS.

Volunteers play an essential role in the activities and services of any organization and institutions, given that services are becoming more frequent and intense requested, while the resources allocated or which they try to attract are often limited.

The key to succeed to attract and maintain the most suitable volunteers is to prepare the organization for involving volunteers.

Preparing the organization for involving volunteers, before opening the door to the volunteers, can prevent serious problems such as uncertainty if we can find volunteers at the right time, uncompleted tasks correctly and on time, conflict relationships between volunteers and employees.

This is because volunteers need to be appreciated, to be successful in business, to work in a pleasant environment and this most times it does not happen naturally. Moreover in Romania, where there is no tradition of volunteer involvement and a culture of involvement and appreciation of their volunteers.

## Events



CRIS participated at the Third European Roma Summit, organized by the European Commission. In early March, Marius Lucian Tudor was contacted by Violeta Naydenova of the Open Society Policy Institute and Anna Mirga, fellow

of the Open Society Foundations, to participate in the development and drafting of the petition on dignity of Roma, which was to be presented and signed by participants at the Summit, and the organization and mobilization of Roma NGOs and Roma in Europe on signing the petition and attending the Third European Roma Summit. So with ERGO members with Violeta Naydenova and Anna Mirga, Marius Lucian Tudor has worked for a month at the development of the petition and its publication on some social networks, such as facebook, twitter, etc. contacting the representatives of the Roma NGOs and Roma to sign the petition and to attend the Summit. After the Summit, Marius Lucian Tudor was contacted by the international television station, France 24, on 8<sup>th</sup> of April, 2014, to intervene directly in the 17.00 o'clock news, to talk about the failure of governments to involve communities of Roma in the decision making process and about CRIS and its project, realized to facilitate the involvement of Roma in the local decision making process.