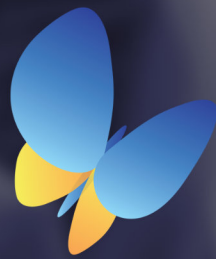


# International Federation of Liberal Youth



## Action Plan 2025-2027

# Introduction



Our mission is incredibly simple: we want to empower young people to champion liberal solutions to the world's problems. As we often like to put it, IFLRY's goal is to *Globalise Freedom*.

However, we are operating in a context where democratic values are increasingly under threat, and where international cooperation and solidarity are being strained. Today, this vision can seem especially distant and out-of-reach. That is why our work now is more important than ever.

This action plan sets out concrete proposals which we will enact over the next two years to make ourselves more effective in achieving our aims now, and to build the sustainability and resilience we need to deal with the challenges of tomorrow.

As more and more young people turn to the extremes, we will continue to advance the alternative: a fairer, more tolerant, and more optimistic vision of the future.



# Our Theory of Change

Unlike many youth organisations, we are not seeking to achieve our goals through immediate and direct actions. Instead, we see our role as empowering young people by giving them the skills, the knowledge, and the platform to create change themselves.

However, just because we operate very indirectly does not mean that we can not be impactful. In fact, we have a unique expertise in providing high quality training using non-formal methods, and we have an incredibly strong and vibrant global network. We indirectly represent over one million members through our federal structure.

Thus there is a single aim underpinning our whole action plan:

***“Providing a global hub for empowering liberal youth leadership.”***

We are the only global organisation with the capacity and expertise to achieve this aim. In fact, this fairly abstract aim reflects perfectly in our existing concrete activities: for example our female leadership academy, our activities empowering queer leaders, and our thematic and regional programmes which aim to strengthen liberal youth leadership across a broad spectrum of specialised areas.

Complementing this educational approach, we also use our channels of advocacy to promote meaningful youth engagement, championing the voice of young liberals in bodies where we have representation such as EYF, UNFCCC, ECOSOC, and LI.

It is well-known that we are fundamentally an international organisation. We represent an ideology which is, at its very core, *internationalist*, and we embody this ideal every day through our work connecting young people across borders and continents. Therefore, a large part of our mission is to provide a platform for bilateral and multilateral exchanges of knowledge and by building a network which enables meaningful collaboration and cross-cultural learning.

By empowering liberal youth leadership, we are able to have an outsized impact on the world. This is our way of cementing the values we hold most dear for years to come.



# Strengthening IFLRY's Role as the Leading Liberal Youth Federation

## Objective 1: Facilitate Learning and Exchange

IFLRY should act as a central platform to help our members develop and improve. We should also leverage our unique network to enable and promote bilateral exchanges of knowledge and learning between our member organisations.

The IFLRY *Knowledge Hub*, built on top of our existing internal wiki, will provide a central location for members to share expertise.

We will aim for seminars and activities to produce more tangible outputs, such as handbooks and written recommendations, to multiply their impact.

The ongoing work on our wiki and new website will help make it easier for members to find each other and connect, as well as to secure their institutional memory by providing a unified space to archive media.

## Objective 2: Focus and Grow Thematic Expertise

IFLRY should cultivate a deep subject-specific expertise to help focus policy development and training.

Provide more structured onboarding sessions for Programme Managers, and give them the tools and ongoing training to deliver effective and high quality programmes.

We will divide the Council into *thematic* and *regional* programmes. The regional programmes will be encouraged to collaborate with regional bureau appointees, while we will help thematic programmes to collaborate with external NGOs that focus on similar themes.

The Bureau will collaborate more with programmes to write policy recommendations and statements on relevant ongoing issues. Programmes should be cultivate and expertise in their area.



## Objective 3: Increase the Quality and Impact of our Resolutions and Policy.

IFLRY should enable its membership to produce high-quality policy and use this to inform our activities and advocacy work throughout the year.

We will schedule time for the Standing Committee on Resolutions to meet online before our General Assemblies to help ensure there is more capacity for high-quality policy review while freeing up time for other sessions when meeting in-person.

The Standing Committee on Resolutions will coordinate more with Programmes to ensure resolutions can be more carefully reviewed by those with specific expertise. This will also help programmes align and engage more with our policy platform.

With the help of relevant programmes, we will coordinate policy positions more with our advocacy work across our various channels such as Liberal International, European Youth Forum, UNFCCC, Council of Europe, statements and Libel.

## Objective 4: Act as a Hub for Joint Discussions and Advocacy for our Members.

IFLRY should provide a resource for connecting and bridging our membership.

We will rebuild Libel to become a central platform within IFLRY. We aim to create synergy between the bureau and the editors to make Libel more coordinated with the work of the Bureau while also providing transparency and accountability.

The wiki will make it easier to share contact information between members to facilitate bilateral lines of communication and to increase the network effect of IFLRY.

## Objective 5: Celebrating our Milestones.

In 2027, we will commemorate our 80-year anniversary. To celebrate this achievement we will organise a large-scale event celebrating the federation for both active members and alumni. As part of the celebrations, we will highlight our major milestones and impact.



# Enhance and Improve our Communication Strategy

## Objective 1: Create an Open and Collaborative Culture of Internal Communication

A strong federation is built on a robust and open system of communication at all levels. To properly execute our functions and involve our members, we need a collaborative culture of sharing and disseminating information.

We will regularly send newsletters with updates and opportunities, and make full use of the range of channels we have for reaching our members, from intersessionals to the Global Chat.

We continue to innovate to establish good working practices and solid communication within the Bureau. We will improve communication between bureau members and their respective regions to establish easy accessible lines of communication and responsiveness

## Objective 2: Increase our External Visibility

We want to promote ourselves to a global audience and engage with a wide range of people both within and outside of the liberal network.

We will develop a comprehensive social media strategy to showcase IFLRY's work and member activities and increase outreach. This will allow us to take a more systematic and structured approach to our promotion on social media.

To help modernise and reenergise our visual and editorial style, we will create a dynamic and professional brand identity in collaboration with the member organisations, reflecting the youthful identity we wish to convey.



# Strengthening Regional and Global Collaboration

## Objective 1: Enhance Collaboration Between Regions Bodies and Local Members,

We aim to enhance collaboration between regional bodies and with local members to ensure better global representation. This is fundamental to our both our International outlook and our federal structure.

We will establish “Regional Engagement Circles” (RECs): quarterly virtual check-ins co-led by the Regional Bureau Appointees and the assigned Bureau Buddy.

We will empower regional bodies to lead initiatives based on their priorities by providing funding, tools, and visibility inside of the organisation and on the global stage.

We will strengthen mentoring and onboarding by arranging peer mentoring, multilingual resources, and regular onboarding sessions conducted in IFLRY’s official languages.

## Objective 2: Establish Sustainable Partnerships

We want to empower regions to expand their influence and leverage shared resources. This will help to strengthen our Federal structure and will give regions the resources to effectively address specific challenges they face.

Co-develop joint action plans with strategic liberal and democrat partners (e.g., VVD, CoE, EYF, D66, FNF, LI, ALN) to address shared goals and ensure long-term, impactful collaboration.

Develop a partnership strategy roadmap to identify and engage external stakeholders aligned with both global and regional priorities.

Apply for grants and co-funding opportunities with regional liberal networks (e.g., ALYF, LYMEC, CALD Youth) to support continuous project development and institutional growth.



## Objective 3: Address Regional Disparities

There is a large regional disparity in engagement and participation within IFLRY. We want to make sure all regions are fully represented so we can have a truly global perspective.

Create a “Regional Representation Handbook” (RRH), a guide co-created with MOs from underrepresented regions to provide concrete steps on how to engage and influence within IFLRY structures..

Adopt multilingual communication practices: Key documents, information, and calls for applications should be issued in IFLRY’s official languages.

We will adopt communication strategies based on regional preferences and digital accessibility, utilising appropriate regional communication channels.



# Making IFLRY a Safe and Accessible Space

## Objective 1: Ensure Safety, Accessibility, and Inclusion for All Members

We want IFLRY to be an open and welcoming space for everyone. It is particularly important to identify risks and break down barriers given the diverse and international audience we engage with.

We will regularly review, update, and enforce IFLRY's Diversity and Inclusion Policy, with clear references to anti-discrimination, including antisemitism and LGBTQIA+ exclusion, and anti-harassment (including sexual harassment).

We will integrate accessibility standards into all events and digital platforms, and will maintain hybrid event formats and provide alternative access measures to ensure broad and equitable participation.

We will incorporate cross-cultural communication and trauma-informed leadership into organisational practices and trainings to strengthen inclusion.

## Objective 2: Institutionalise and Enforce the Code of Conduct Across All Activities

By implementing the code of conduct, we ensure all our members are free to gain and learn in an open environment.

We will ensure the Code of Conduct is printed and orally introduced at the beginning of all IFLRY events.

We will designate trained **Safe Persons** (ideally external to the organising team) at all events, ensuring their visibility and accessibility throughout.

We aim to promote a culture of mutual respect and empowerment, addressing invisible biases and promoting inclusive leadership.



# Strengthening our Organisational Structure

## Objective 1: Professionalise Internal Operations

We are a very lean organisation, operating globally with a mostly volunteer-based team and minimal staffing. It is very important that we maximise the efficiency of our limited resources so they can be as effective as possible.

Our people are our biggest asset. We should ensure that staff time and energy is respected by providing staff members with the tools and training necessary to facilitate their work

As a culturally and geographically diverse organisation which operates mostly online, we will work to improve Bureau communication and well-being.

## Objective 2: Data Driven Output

IFLRY should cultivate a deep subject-specific expertise to help focus policy development and training.

Create an short annual report together with regional snapshots, membership stats, campaign highlights and data and statistics. This can be used both internally and externally.

## Objective 3: Foster leadership development and alumni engagement

We have a long history and a strong and varied alumni network with expertise and competency in a range of domains but have not fully utilised this resource.

We will create an expert database and will strengthen the connection with alumni through the butterfly network and by continuing to work with the Liberal Youth Foundation.



## Objective 4: Financial sustainability.

Our financial sustainability is key to ensuring the long term success of the federation.

We aim to diversify our funding that IFLRY receives to be less dependent from a few major political donors and the volatile political landscape we are in. New partners can be NGO's, private businesses, other political organisations.

We also aim to uphold high ethical standards in the partners we choose to work with and the money we receive. We will look at creating a guideline for donations and ensure we have robust procedures in place to ensure we never compromise on our values.

Finally, we will ensure we continue to innovate and pioneer new ways of using the financial resources we have as effectively as possible.