



THE DUKE OF EDINBURGH'S
INTERNATIONAL AWARD



INTERNATIONAL COUNCIL REPORT

2018 – 2022



In memory of Her Majesty Queen Elizabeth II and His Royal Highness The Prince Philip, Duke of Edinburgh.

Contents

Foreword	4
Introduction	5
Marking the life and legacy of our Founder	6
2018 – 2022: Global operating context	8
Global statistics: An overview	8
The 2018 Global Strategy for the Award	11
Significant developments	12
Regional highlights	23
International Council membership	31

Foreword



It is safe to say that the past four years have been a challenge like no other. As the world has navigated its way through a global pandemic of a scale not seen in modern history, we have all been required to adapt at an exceptional rate.

And the Award family has been no exception. As lockdowns and restrictions came into force, we were challenged to find new ways to deliver the Award and engage our audiences. We know that the Award has a positive impact on those it touches – and particularly on mental and physical health and wellbeing - but during the pandemic we experienced first-hand just how impactful the framework can be.

We saw young people from all around the world using the Award to stay fit and healthy and use the time to develop new skills and competencies. We saw the Award being used as a way to engage young people as schools and communities were locked down. But perhaps most inspiring, was seeing the Award participants – and our wider Award family – mobilise and take action to help combat the challenges of the pandemic in their community. From making masks to delivering meals; combatting loneliness to volunteering with health services; Award participants have been at the forefront, tackling the challenges of the pandemic head-on. This has been furthered in our partnership with the Big 6, World Health Organisation and UN Foundation, through the Global Youth Mobilization, which has seen us collaborate on exciting new scales.

This quadrennium we also mark the passing of Her Majesty The Queen and our Founder, HRH The Duke of Edinburgh. My abiding memories are of their focus and engagement on service to the community of nations, and their commitment to young people. The support and inspiration they have been to the Award over the years, all over the world, has been invaluable. No one left their company without a renewed sense of purpose. We owe both a huge debt of gratitude.

As we marked what would have been Prince Philip's centenary in June 2021, we also launched the Founder's 100 campaign, with an ambition to raise £25 million to take the best of the Award internationally and make it even better. Thank you to everyone who has supported the campaign and celebrated HRH's legacy. With almost £10 million committed to date and the foundations in place for funding to begin, I am very excited to see the start of this new chapter for the Award.

This year, as we gather in Cluj-Napoca, it will feel perhaps more contemplative than previous Forums. We have a lot to look back on, but also a huge amount to look forward to.

This is also my last Forum as Chair of the International Council. I have so enjoyed working with you all. Thank you for the contribution you have made to making the IC the hugely important consultative mechanism it has become. Your efforts and those of your predecessors during my term of office have provided the insights and stimulated the development of the Award in ways that have left it immeasurably stronger.

Whilst many challenges still lie ahead, I am confident that we will tackle them together and continue to demonstrate the vital role that the Award can play in helping young people to be ready for the world of today and tomorrow. Thank you, as always, for all your hard work in making this a reality around the world, every day.

Paul

The Rt Hon The Lord Boateng PC DL
Chairman of the International Council

Introduction

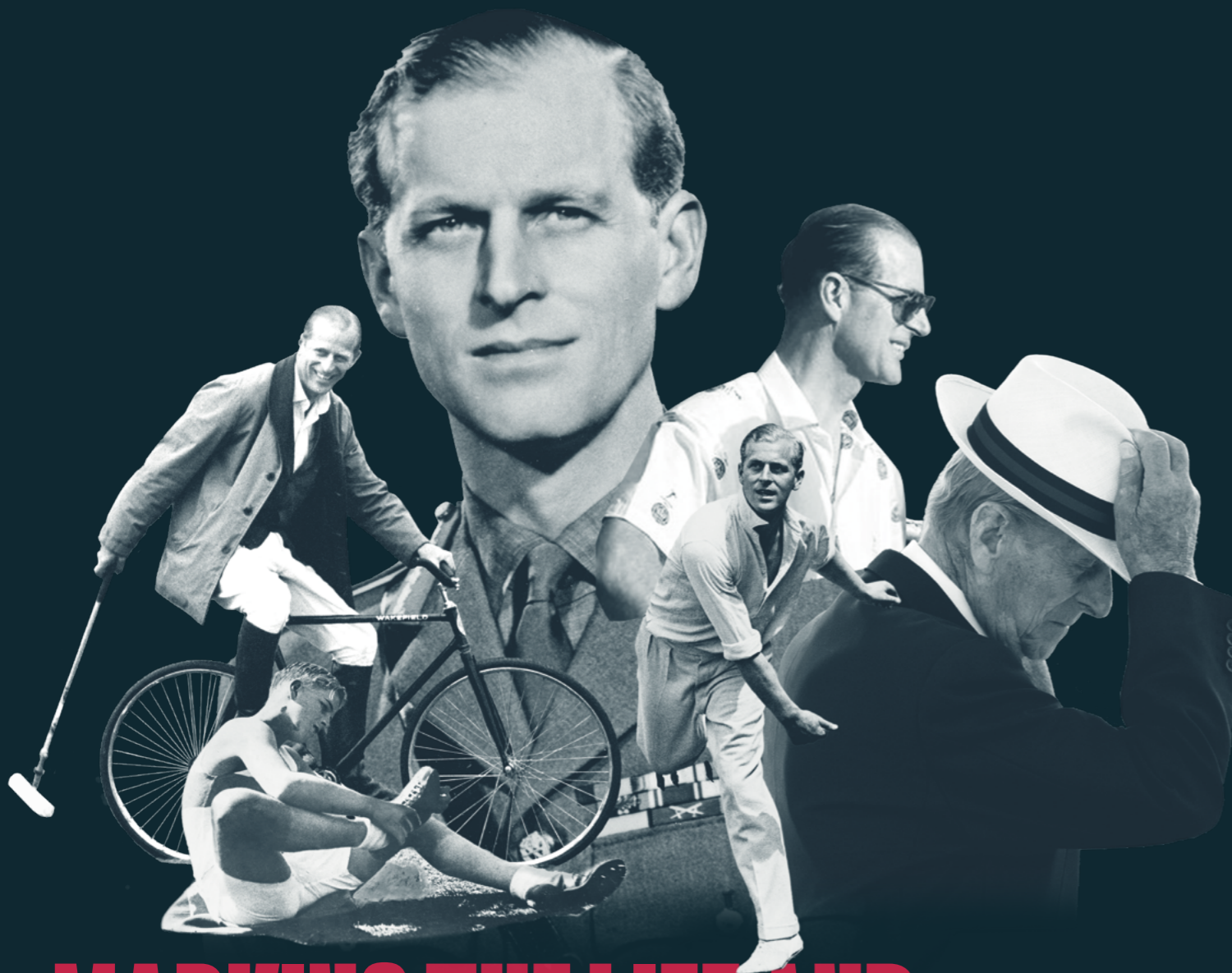
This report details key activity and points to note from across The Duke of Edinburgh's International Award Association between 2018 and 2022. It is provided on behalf of the International Council.

The International Council has met three times since the close of the last Forum, in Great Missenden (UK) in 2019 and online in 2020 and 2021. Because of the pandemic, terms of office for all International Council members, including Emerging Leaders, were extended to Forum 2022.

Members of the Association were saddened to note the death, after a long illness, of International Council member Ms Rochelle Josiah in 2021.

Members of Council have discussed and overseen consultation on: digital transformation; serious incident reporting; the launch of the alumni network; data collection; the Foundation's Comprehensive Sustainability Review and its consequences; Founder's 100; proposed changes to the Award operating guidelines as a result of the pandemic; improving socio-political support of the Award; a review of Adventurous Journey requirements; the future role of Emerging Leaders and the International Gold Event; the introduction of a levy for National Award Operators; global partnerships and licences; and the future of regional meetings.

Members of Council have contributed towards the ongoing work on the Award's Global Strategy, advised the International Trustees on a range of important developments, discussed challenges faced by individual Operators and shared good practice.



MARKING THE LIFE AND LEGACY OF OUR FOUNDER, HRH THE PRINCE PHILIP, DUKE OF EDINBURGH KG KT

It was with great sadness that the international Award family marked the death of our Founder, HRH The Duke of Edinburgh, on 9 April 2021.

His Royal Highness's unwavering commitment to young people began back in 1956 when he established The Duke of Edinburgh's Award in the UK. Since then, millions have participated in more than 130 countries and territories – building the skills, confidence and resilience they need to be ready for the world and to make a difference to the world around them.

As the news broke, the Association joined together on an extraordinary call, to commemorate Prince Philip and celebrate his legacy. This was followed by an outpouring of memories and thanks from around the world, across social media, press, events and more.

A **Tribute Film** and **'What does the Award mean to me?'** film were both shared widely, alongside other content. In addition, a range of memories – both of the Award and His Royal Highness – were shared on the intaward website.

Thank you to everyone who joined in marking the life and legacy of our Founder and contributed to the wealth of tributes and discussion with such affection, gratitude and pride. We know that our Founder's legacy will live on through his Award and all that the Association does every day to help champion the infinite potential of young people.

THE FOUNDER'S 100

The Founder's 100 launched on 10th June 2021 in memory of Prince Philip, as we marked his centenary year. As well as marking the life and legacy of The Duke, the campaign is working to raise awareness and support for the Award, with the intention of raising £25 million globally over the next three years.

The campaign launched internationally with a **Founder's 100 film**, a special virtual **Global Celebration event**, media campaign and Challenge100 initiative. In addition, countries around the world have celebrated the milestone in a variety of ways, including tree planting, special Award ceremonies and events, national Challenge100 campaigns and initiatives such as 'wear your pin' day.

Fundraising progress has been very encouraging with over £9.3m secured in pledges and £3.1m in the bank at time of writing. All funds go towards the Founder's Fund, which will make transformational grants to Operators in countries where the scale of Award delivery can be dramatically increased, particularly amongst young people from at risk or marginalised backgrounds.

Work continues on sustained fundraising activities to increase the totals pledged, and attention has now turned to creating a comprehensive grant-making and structure for the Founder's Fund.

2018 – 2022: Global Operating Context

The past quadrennium has seen exceptional challenge and change around the world, particularly since 2020, when the COVID-19 pandemic emerged. What followed was more than two years of disruption on a global scale.

As countries began to find a ‘new normal’ after extensive restrictions, social isolation, and lockdowns, 2022 presented a new global challenge, as Russia invaded Ukraine, causing terror in country, displacing thousands of Ukrainians and resulting in knock of effects around the world.

Very few organisations have been immune to these global challenges and the Award has been no exception. As countries and communities locked down, the Award saw a temporary decrease in involvement internationally.

However at the same time, more and more people have started to recognise the benefits that non-formal education and learning can bring, particularly when young people are faced with such challenges. In such a volatile space, helping young people to unlock skills such as resilience, adaptability, problem solving, communication, leadership and agency - all whilst encouraging physical and mental wellbeing and skill development - has never been more important. And the world’s leaders are realising this.

Recognition for the importance of non-formal education and learning is gaining momentum. And the possibilities for the Award to reach more young people, inspiring them to discover their infinite potential and be ready for the world have never been greater.

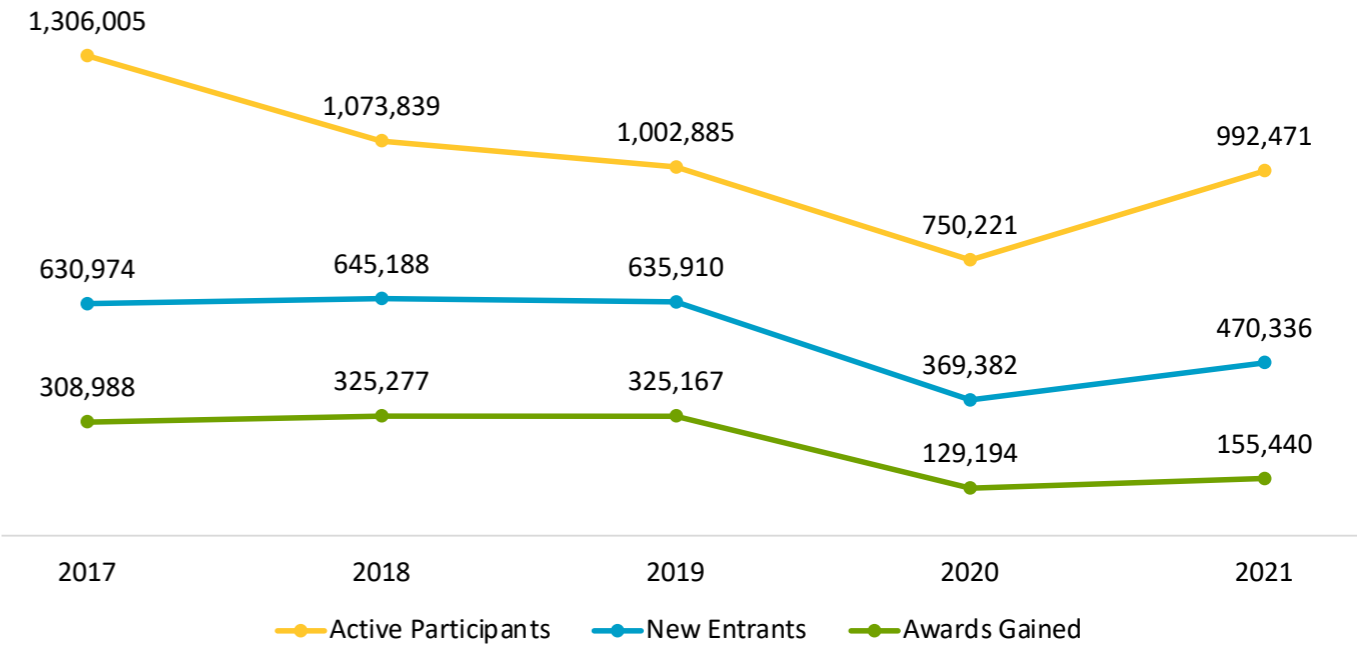
Global Statistics: An Overview

Due to the challenges outlined above, as well as others which have emerged, this quadrennium has seen a drop in Award involvement globally, however this is now starting to recover.

2019 saw a reduction of participant numbers due to the disbandment of the Singapore NAO and subsequent removal of Singapore’s totals from the global statistics. 2020’s figures then saw a further drop as the pandemic set in, during which time the majority of NAOs experienced a reduction in involvement figures.

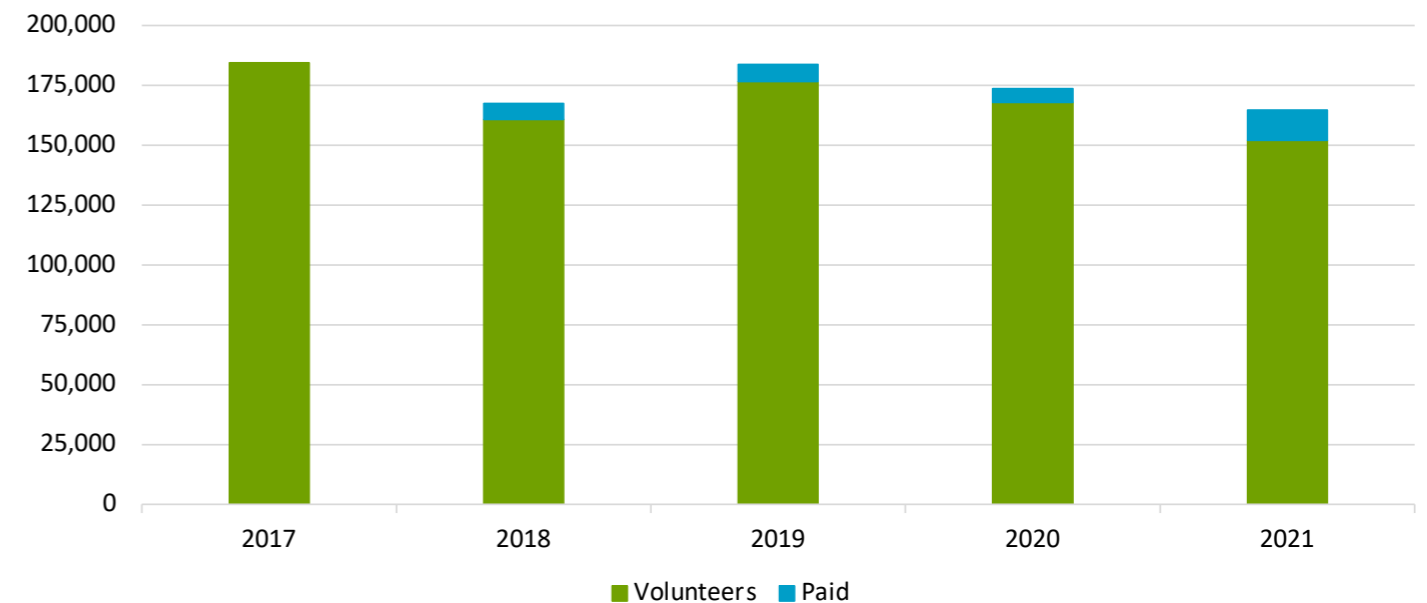
Participant statistics began to recover in 2021, where Active Participant numbers increased by 32%, New Entrants increased by 27% and Award Gained by 19%.

Young People 2017 – 2021 Progression



Volunteer numbers were also impacted during the period, with a 5% decrease between 2019 and 2021. Despite this, the Award is still supported by 164,274 adults and on average there are 30 participants per Award Leader.

Adults in the Award



* In 2017 there was no distinction between paid and unpaid adults



The 2018 Global Strategy for the Award

In 2018, the Association launched a Global Strategy for the Award. It sought to achieve dramatic growth in the numbers of young people participating in and achieving The Duke of Edinburgh's International Award worldwide. At its heart was the global ambition, agreed in 2015 at the Association's Forum in Toronto, that, in time, every eligible young person aged between 14 and 24 should have the opportunity to participate.

The strategy had three key areas of focus:

- **Access:** Improving access for new and diverse groups of young people, overcoming barriers to the Award.
- **Reach:** Increasing the social infrastructure and geographic reach of the Award.
- **Impact:** Improving the impact and quality of delivery.

We were heartened by the commitment shown by many Operators to align their own plans with the global strategy. Conversations started in many national boards about making it easier for young people to access the Award, to determine new targets, and to identify and implement strategic initiatives that engage these diverse groups, through addressing practical barriers to entry and completion. Actions were taken in several nations to build capacity so that the Award has the people, the tools and the places to manage higher numbers of young people, from a wider diversity of backgrounds. We also saw improvements in the training and development of volunteers.

The Foundation immediately began to act and developed its own strategy to address each of the areas of focus. We began to trial new, innovative ways of delivering the Award in different locations through new partnerships; began to develop a new awareness strategy for the Award internationally; worked hard to future proof the Award for a digital age by providing, updating and renewing our global platforms, including the Online Record Book (ORB) and Online Learning Hub (OLH, also known as the Award Community); continued to implement robust and effect governance processes and procedures through our licensing procedures; used the World Fellowship and other global fundraising initiatives to support growth initiatives of operators

and other delivery partners; began to update and improve our training for Award Leaders; forged a new partnership with Heriot Watt University to provide executive learning; developed a new offering for alumni; and committed considerable resource to impact research. More detail on these initiatives can be found later in this report.

And then the world changed as the pandemic struck.

All of us had to pivot, swiftly and decisively, to ensure that young people continued to be supported by their Award activities through unprecedented times. In many parts of the world, we moved to online provision, as schools closed and youth groups stopped meeting in person. Borders closed. People were forced to distance themselves from each other. As an Association, we swiftly reviewed our programme guidelines and made adjustments; adopted technology to help us communicate more easily and effectively with each other and with participants; created new partnerships with multi-national agencies to provide funding for global youth mobilization in the face of the pandemic; told the story of non-formal education and learning – and its impact – to a world that now recognised the importance of voluntary service, community resilience, mental and physical health. Whilst the numbers of new starters dropped worldwide, Award participants responded to the challenges of COVID-19 in ways that we could not have imagined: delivering food parcels; collecting medication for those in the community who were shielding; volunteering online; keeping their communities safe.

As a result of the pandemic, many areas of our global strategy stalled, whilst others, particularly those linked to digital innovation and partnerships and advocacy accelerated. And, whilst many of the challenges and opportunities faced by Award Operators and the young people they seek to serve remain constant, the world is now a different place.

In 2021, we all began to work on framing a new strategy for the Association, forging forward, faster and fairer. In Cluj-Napoca, we will seek to reach consensus on the steps we can all take to achieve that dramatic growth we envisaged back in 2018 – and make that ambition a reality.

Significant Developments

Despite a challenging global landscape, the International Council is delighted to note the exceptional collaboration and hard work which has taken place across the Association. Through collective efforts the Association has been able to not only continue to deliver the Award, but also make steps to transform it, to embrace global change and develop new opportunities and ways of working for the future.

From the restructuring of the Foundation to digital developments; from leaps forward in advocacy and partnerships, to new learning opportunities for adults in the Award; and from new initiatives to measure the Award's social value, to new opportunities to engage supporters and audiences, the Association has achieved a huge amount in the past four years.

Below, the Council notes just some of these accomplishments.

Operations and Governance

Restructuring the Foundation

In January 2020 the Foundation's Trustees asked its Senior Leadership team to undertake a comprehensive review of the Foundation's structure and activities. The Trustees set out five objectives for the review:

- to ensure the functions, operations and services match what licensees want and need
- an organisational structure that delivers those requirements and the charity's obligations
- to achieve a new equilibrium of staff, resources and effort
- to increase the proportion of income from predictable sources
- reduce reliance on reserves by £1m in 20/21

A radical change to the way the Foundation operated was needed to achieve these objectives, and the cost savings required substantial change to the structure of the Foundation.

In March 2020 the Senior Leadership Team presented seventeen recommendations and proposals to the Trustees which, after robust debate, were all agreed. These included:

- the closure of Regional offices in Asia Pacific and Americas and the merging of NAO support operations into one cohesive structure
- restructuring of all central functions of the Foundation resulting in a 20% reduction in staff numbers
- a focus on improving digital infrastructure, especially the Online Record Book
- immediate total cost saving of £1.1m, with plans to increase "predictable income" substantially by 2023, by a further £1m

Over the following months, despite the challenges of the pandemic, these recommendations were implemented.

During the two years since, further changes have been made, resulting in more balanced income streams, an overall reduction of more than 30% in staff numbers, a stronger, more stable service from the ORB, improved support and account management for NAOs and a continued increase in the number of Independent Award Centres managed directly by the Foundation.

Introducing an NAO levy

In March 2020, as part of the Foundation's Comprehensive Sustainability Review, the Trustees agreed that a consultation should take place with NAOs regarding the introduction of a general charge or levy. The aim was that NAOs should be charged a fair amount for the range of services provided by the Foundation. These services included the Online Record Book, Safeguarding support, access to research and impact reporting, training services and account management, amongst others.

Due to the pandemic this consultation was delayed, but in April 2021 a paper was issued to all NAOs proposing an annual levy based on new entrants. The proposal outlined how the levy would be applied based on a country's GDP, with a cap on how much any NAO would pay. An extensive series of open consultations took place over the following six months. The details of the proposal and approach were debated and discussed by NAOs, regional groups and in global forums. In November 2021 the International Council recommended the introduction of the levy to the Trustees, where it was agreed. The levy was introduced in 2022.

All-Association calls

In March 2020, at the start of the global pandemic, a series of weekly all-Association calls began, to which Trustees and senior staff of all National Award Operators were invited. These calls focused on sharing good practice and discussed how NAOs were responding to the pandemic. They also provided a platform for consultation on temporary changes to the Award framework, in response to the pandemic and restrictions.

Since then, regular calls have been maintained every four to six weeks. They have become an important way for the Award family to come together, share information and help to solve challenges. They are highly valued by NAOs, with the majority attending in person and others accessing the recordings.

Operating Partner Licences

In 2020 a new Operating Partner (OP) licence was introduced by the Foundation. This is focused on organisations with the ability, and capacity, to deliver within an existing network to affiliated organisations across different locations. The Council notes that this licence offers the opportunity to diversify the partners the Association works with, thus improving the access and reach of the Award. It also creates a new operational income stream, offering a sustainable model that will enable further growth.

Existing Operating Partners include the Girls Scouts of the Philippines (GSP) and Life Makers Foundation, a national NGO network in Egypt. Since holding an Operating Partner licence, the Life Makers Foundation has been able to expand access to the Award in three cities across Egypt. GSP has also grown steadily, with part of the partnership focused on mapping which Girl Scout activities can be cross-credited towards the Award, providing a template for future Girl Scout partnerships.

Digital tools and transformation

ORB

Since Forum 2018, adoption of the Online Record Book (ORB) has continued, with 29 NAOs now utilising the platform fully and translations available in 23 languages.

2020 saw a significant change in the governance and management of the ORB with a new role dedicated to managing it, as well as the establishment of the ORB Advisory Group. ORB development now happens through a schedule of four main updates each year, where proposed changes are first shared with stakeholders for consultation and feedback.

A long-term development plan is in place to increase ORB take-up further. The plan focuses on three main areas: providing improved data and information reporting for operators; continuous improvement (through ensuring the system has a high level of maintenance and through introducing new features to improve user experience); and building effective support, training, and guidance for users.

Advocacy and Partnerships

The International Council is pleased to note a range of new partnerships and advocacy opportunities which have been developed over the past four years, some of which are outlined below:

Global Youth Mobilization

The Global Youth Mobilization (GYM) is an initiative of the Big 6 Youth Organizations – a network of the world’s largest youth organisations supporting more than 250 young people a year and powered by millions of volunteers across more than 170 countries.

“What the Big Six have achieved through launching and implementing the Global Youth Mobilization is phenomenal and unparalleled in the youth development sector. We look forward to continuing our support through these new partnership agreements and encourage others to partner with the Big Six and invest in the health and well-being of future generations.”

Dr Tedros Adhanom Ghebreyesus, World Health Organization Director-General

Global Award Alumni Network (GAAN)

The GAAN was developed in the last quadrennium to address the need for continued engagement from Award alumni across the Association. It launched in November 2020 and there are now 2,500 members worldwide, most of which are aged between 18 and 30. The platform receives around 1,000 visits per month, with an average of 10 new members joining every week.

In addition, the platform recently launched a careers board and runs a series of regular initiatives and events such as:

- Alumni Connect, a quarterly event series which interviews prominent Award holders from around the world, covering topics such as space and scientific exploration, sustainability, and leadership.
- Intaward Pals, a virtual ‘pen-pal’ programme, promoting connection between alumni worldwide.
- Alumni Spotlight, profiling Award alumn and highlighting how the Award has had a positive impact on their personal and/or professional life.
- The World of Work series, which features blog posts about topics of interest to young professionals.

Born out of the Covid-19 pandemic, it was designed as an emergency response to the crisis facing young people. Developed with and led by young people and youth-focused organisations, it supports young people to overcome the negative impacts of the pandemic and improve their lives now and in a post-pandemic world.

Supported by the World Health Organization and United Nations Foundation through the Covid-19 Solidarity Response Fund, in under two years the initiative is on track to reach more than 250,000 young people and a further 1 million community members in 80 countries around the world. Activities have focused on broad thematic areas, including: tackling the effects of education disruption; Covid-19 prevention and countering misinformation; improving young people’s mental and physical health; and gender equality.

The success of the GYM has demonstrated the power of youth-led decision-making and the importance of implementing new and accessible funding opportunities for youth. The partnership also represents an important milestone for the Big 6 collaboration, representing the first operational partnership at a global scale and has led to a number of other opportunities for the partnership.

The Award is incredibly proud to have played a critical role in this ground-breaking partnership and is exploring ways to scale-up and further the collaboration beyond December ’22. You can read more about our impact to date at:

www.globalyouthmobilization.org/impact.

The war in Ukraine: Stand by Me

The war in Ukraine has left millions of people displaced and the impact on young Ukrainians has been particularly severe. However the Award teams in Romania, Slovakia and the Czech Republic quickly saw how the Award could be used to support young Ukrainian refugees at this crucial time. While other organisations lead on the humanitarian response – and in many areas Award participants and volunteers are already actively involved in supporting these efforts – the Award is well placed to help mitigate the medium to long-term disruption and dislocation.

Working in collaboration, the Foundation and the NAOs above are implementing a special programme that leverages the Award’s framework for non-formal education and learning as a tool for community integration and provides vital, structured educational support. We know that the Award’s focus on developing community service, peacebuilding, social action, improved physical and mental health and resilience is crucial for all young people and particularly refugee communities. We hope that every young Ukrainian aged 14-24 will be supported by a young Czech, Slovak and Romanian buddy during their stay in the countries, for at least the first 12 months after their arrival.

The project has raised nearly £2 million, both internationally and at a national level since launching in April 2022. The Award has signed a historic agreement with the UN agency, UNICEF, which will also enable us to work with other UN agencies in the future. Working in partnership, UNICEF will provide resources and support to the activities across the region and in country. There is also the opportunity to take this model and scale it up in other countries in the future UNICEF. There is also the opportunity to take this model and scale it up in other countries in the future.

The project will run for an initial 24 months, from July 2022 - July 2024, with the intention of growing it further based on need. We aim to engage 196,800 young people and wider beneficiaries during the project, representing nearly 500,000 hours of voluntary service / social action support to displaced Ukrainian children and young people.

CHOGM

John May and Edwin Kimani joined the Commonwealth Heads of Government Meeting (CHOGM) in June 2022 to advocate for the importance and recognition of non-formal education and learning on behalf of the Association and wider Big 6 partnership. The International Council was delighted to note a very successful visit, which saw a Memorandum of Understanding signed between the Big 6 and The Commonwealth Secretariat, launching a new Commonwealth Alliance for Quality Youth Leadership, bringing together champions of non-formal education and learning.

This was reinforced by the final communique, which was released to all CHOGM attendees:

“Heads recognised the role and important contribution of non-formal education and its role in the development of young people’s knowledge, skills, and competencies for the labour market. To this end, they noted the launch of the Commonwealth Alliance for Quality Youth Leadership, promoting non-formal education and learning, to support the training and capacity building of young people across the Commonwealth.”

Supporting adults in the Award

During this quadrennium, the Foundation has developed flexible models to promote adult learning across the Association. The Award Community now contains more than 60 online courses, available in 13 languages, to support recruitment, retention, and upskilling of the Award’s adult volunteers. Courses include Award Induction, Award Delivery, Adventurous Journey training, Introduction to Safeguarding, and courses that support our NAOs and specific initiatives.

As a result of the pivot to virtual training in 2020, we have trained over 400 new Award Leaders for IACs and 45 new trainers at the NAO level. Training has been adopted by users across the Association.

Professional Development – Executive CBA, DipBA, MBA Programme

International Council is pleased to note the advancements which have been made in executive learning and professional development for the Association.

Activity has included the launch of a bespoke University of Surrey CBA programme for NAO and Foundation staff, which saw involvement from 35 adults from across the Association.

At the same time, the Foundation launched an Executive MBA programme with Heriot Watt University, which has seen 17 Foundation and NAO staff members take part to date, with the first cohort due to graduate this year.

Whilst engagement has been positive, the Foundation recognised that uptake in the programmes could be higher. In response to a survey of Association members, which highlighted challenges around time and travel commitments, cost, viability of traveling to in-person courses and the lack of an accreditation for the CBA programme, a new combined CBA, DipBA and MBA programme is now available through Heriot Watt University.

This extremely accessible programme will be made available to all adults connected with the Award over the next three years.

Research, impact and global social value

The Council is delighted to note the extensive work taking place to understand the Award’s impact nationally and globally, utilising three key research initiatives:

1. Satisfaction surveys: Annual surveys to understand the Award experience of young people and adult mentors. Results inform operations, communications, strategic development and more.
2. Outcomes evaluation: To monitor Award participants’ development of soft skills and competences for young people. This research is conducted in partnership with King’s College London.
3. Social value analysis: To quantify the impact of the Award on young people, adult mentors and society. This research is conducted using a model created in partnership with PricewaterhouseCoopers UK, Sustainability and Climate Change team.

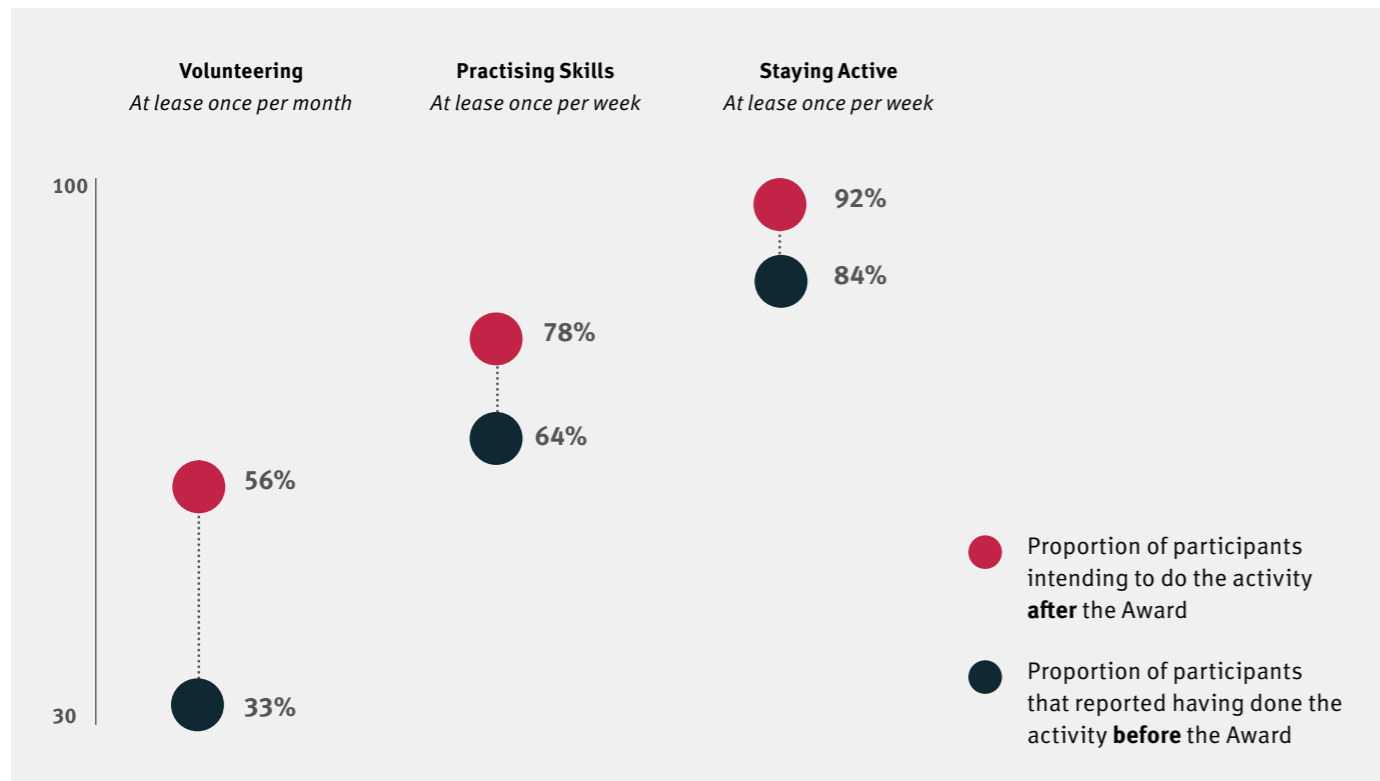
The past quadrennium has seen some large leaps forward in research activity, culminating in the release of the Association’s first-ever global social value estimate, which found that those young people who completed their Award in 2020 generated a positive impact valued at more than £400 million and an estimated future value of £952m. These results are published within the Award’s first ever global Impact Report: “Building the future. The impact of non-formal education and learning in times of disruption.¹”, which launched in April 2022.

Other highlights from the past four years include:

- Strong growth in the number of NAOs participating in the social value research – there are currently 12 countries directly involved, with many more in early discussions.
- The Award’s Net Promoter Score (NPS) continues to grow, reaching 47 for participants (classed as ‘good’) and 58 amongst adults in the Award (classed as ‘excellent’). At Gold level the participant NPS is 72 (‘excellent’, and almost at ‘world-class’).
- Continued growth in the number of operators using the participant satisfaction survey and the number of languages it is delivered in. In 2021, the surveys were available in nine languages and received 2,200 responses globally. However, the Council notes that there is a lot of room to grow - further engagement from NAO countries will improve response numbers and the diversity of responses; both geographically and across our five diversity measures. Similarly, engagement from NAOs on the Adults Satisfaction Survey is required to undertake some in-depth analysis; in 2021, less than 300 responses were collected on the Adults Satisfaction Survey.
- Changes to the satisfaction survey now enable us to demonstrate Award outcomes such as confidence and resilience more effectively. Further, we can now monitor participants’ increased engagement in skills, physical recreation and voluntary activities, as a result of their Award participation, as demonstrated in the following page².

¹ Building the future Impact Report can be found here: <https://intaward.org/wp-content/uploads/2022/04/Building-The-Future-Social-Impact-Report-2020-DOEIA.pdf>

² Participant Satisfaction Survey 2020 analysis



- New developments in the Outcomes research are underway, with 14 NAOs undertaking data collection to build up a data set large enough for country-specific analysis. In 2020, responses were analysed from over 2,000 young people and it was found that regular involvement in a skills, physical or volunteering activity was linked to positive outcomes:

Outcomes found to be significantly correlated to activities, in the positive direction:

	Skill	Physical Activity	Volunteering
Confidence	✓	✓	✓
Managing Feelings		✓	
Resilience and Determination	✓	✓	✓
Planning and Problem Solving	✓		✓
Personal and Social Wellbeing			✓

Diversity, Equity, and Inclusion (DEI) in the Award

Following the diversity workshops during the 2020 International Council meetings and subsequent conversations with NAOs and Foundation staff, the Foundation undertook comprehensive diversity consultations during 2021. The Association shared and discussed many definitions, interpretations, classifications, and issues of diversity in their national and regional contexts. Building on these insights, working definitions of diversity for the Award and a global framework for monitoring diversity (that allows flexibility and customisation at local level) were created.

The framework includes five diversity categories for young people globally:

1. Age
2. Gender identity
3. National, linguistic, religious, and ethnic groups
4. Physical and learning ability status
5. Socio-economic status

The definitions, approaches and recommendations that have resulted from the diversity consultation process serve as a starting point for a holistic diversity, equity and inclusion (DEI) journey for the Foundation and the Association, which will continue to evolve in the coming months and years.

Raising awareness and celebrating success

Since the launch of #WORLDREADY in Accra in 2018, the Council is pleased to note a range of communications, marketing and events activity at both an international and national level. This activity focuses on building brand and awareness and ultimately using our collective voices to drive greater recognition and support for the Award around the world.

Activity has included:

#WORLDREADY

Since launch, #WORLDREADY has been adopted by a range of operators and Award Centres, with more than 80% of operators claiming they use it. From merchandise to events; social content to messaging, the International Council is pleased to see it has become synonymous with the Award globally and has been formally included as a brand extension as a result.

Raising awareness during COVID-19

As the International Award family tackled the impact of the pandemic, an awareness campaign was launched to help mitigate effects, retain participant and volunteer numbers and highlight the Award's vital role in helping young people to be ready for challenge and change. The campaign was created by an Association-wide Communications Working Group and developed material and messaging which Operators could use to reinforce the importance of the Award's non-formal education and learning framework to key stakeholders including government, heads of schools, donors, and parents.

Activity launched on International Youth Day 2020, with a film, targeted publications and social content. Highlights included:

- The first-ever takeover of The Royal Family’s Instagram Stories account, with 5.8 million+ followers
- National and international coverage including a live interview on BBC News Channel
- In-country activity including:
 - Open letters to the public in leading publications in Canada and USA
 - #WORLDREADY face masks in Barbados
 - A billboard in New York’s Times Square
 - Australian Gold Award holder Melanie Tran was chosen to speak at the UN’s SDG Action Zone Virtual Conference
 - Translation of the publications into French and social assets into a range of languages

Events

Having to pivot from live to online events during the global pandemic presented a new challenge to events and communications activity, but curating and producing innovative and inspiring virtual events that connect us better nationally and globally, and are accessible to all, has been both a learning and success story for the Association.

A range of virtual events have taken place including:

Virtual Award celebrations

The International Council is delighted to note that the pandemic did not stop the Award family from celebrating participants’ achievements, and during 2020 and 2021 many Award celebrations took place online, in recognition of those participants who had gained Awards. Countries including Canada, the Czech Republic, Nigeria, Ghana, Indonesia, Hong Kong, Korea, Jamaica, Slovakia, India, Nepal, Finland and Bermuda all embraced virtual celebrations.

In addition, the Foundation organised a Gold Award Celebration, marking the achievements of around 80 Award holders across more than 20 IACs.

Spotlight Sessions

The Spotlight Sessions were launched in March 2020 at Salesforce Tower in London. We were delighted to hold this event in person and stream it digitally. However, when the COVID-19 pandemic hit, we moved these flagship advocacy events online.

The Award is dedicated to providing a platform for young people to discuss issues which are relevant to them and the aim of the Spotlight Sessions was to provide exposure to and raise awareness of some of the societal challenges facing young people around the world today, with an emphasis on how non-formal education and learning (NFEL) can help address them. All sessions were linked to the UN’s Sustainable Development Goals (SDGs) and brought together a range of international voices to explore the ways young people are contributing to the SDGs’ #decadeofaction.

Zoom into the Award / Celebrating the Award

On Thursday 29 April two virtual events took place, to reflect and be thankful for the remarkable legacy of HRH The Duke of Edinburgh. The events included representatives from Australia, China, USA and Canada. These events provided an opportunity to bring the World Fellowship network together for the first time following the death of HRH The Duke of Edinburgh.

Global Fundraising

The Council is pleased to note the extensive activity that has taken place in the past quadrennium to drive new global fundraising initiatives, some of which are outlined below:

Special Projects: Three Funds

The Special Projects: Three Funds grant programme was launched in April 2018, encouraging applications for funding from three different focus areas: improving Access, Reach and Impact. Since 2018, 39 grants have been awarded across 29 countries, totalling £1,298,930:

Region	Number of grants	Amount of funding
Africa	12	£385,518
Americas	7	£188,666
Asia Pacific	2	£40,375
EMAS	18	£684,371

ACCESS - 15 Grants: £413,121

REACH - 14 Grants: £61,184

IMPACT - 10 Grants: £270,625

Partnerships

The Council notes the extensive activity that has taken place around partnerships over the past few years, which has been particularly focused on how partnerships can be used to further the work of both the Foundation and specific operators in-country. Term partnerships have been established with HSBC, the Macquarie Foundation, Stonehage Fleming, The Holder Family and GL Jubilee Charitable Foundation.

Over the past eight months the Foundation has been working closely with the Mastercard Foundation on a three-year term proposal. While not yet finalised, the proposal has been through their “peer review” process which resulted in some minor changes to both the budget and proposal based on their feedback. We remain cautiously optimistic that the project will be finalised in October.

The proposal builds a case for an £850k investment in the Award over the next three years and is based on funding three major initiatives. This includes partnering with the hugely successful Mastercard Scholars Program in Africa, which will see the Award framework layered into their Scholars program as part of a rounded education for young people. The second initiative will focus on building a global advocacy program to raise awareness and promote the importance of non-formal education and learning. Finally, we will promote and increase the usage of the Online Record Book in Africa with the aim of empowering young people to gain digital literacy skills, particularly in those locations where there are barriers to their development.

In further investment into this space, the Foundation is recruiting a new Manager of Partnerships to support activity and build a strong pipeline of prospects. This role is due to be in post by September 2022.

Word Fellowship

The World Fellowship is an international network of supporters and philanthropists whose financial support positively impacts the work of the Award at a Foundation, National Operator, and/or local level. The Foundation’s Fundraising team work directly with members of the Fellowship to identify funding opportunities and drive support through 1-1 engagement, events and initiatives.

In 2021 the ‘World Fellowship Founder’s Appeal’ was launched to mark Prince Philip’s centenary and celebrate and champion those donors who continue to support the Foundation. Their contribution will be recognised with a commemorative Founder’s Pin designed by G. Collins & Sons, Ltd. To encourage recruitment of Fellows and Benefactors, and as a source for advice and consultation, the World Fellowship Committee was also established that year. Comprising of 10 individuals, including the Honorary Chair, the committee will meet three times per year and will report into the Development Group.

World Fellowship events have also evolved over the past few years, as the pandemic brought many online. Digital events allowed us to reach new audiences and donors with whom we hadn’t been able to engage for a while. Our first live fundraising event, Champions’ Challenge in September 2021, raised £100k, and we have since slowly and successfully transitioned back to in-person events. 2022 started off with a very well-attended networking evening at Bonham’s, followed by the flagship event for this year, ‘Live a Legacy: A One Hundred Year Celebration’ on 26 May, which raised in excess of £450,000.



Regional Highlights

The below details key highlights from across the four regions of the International Award Association, as supplied by the International Council.

Africa

Operations

- Licence reviews were undertaken in Benin, Ghana, Guinea, Kenya, Mauritius, Nigeria and South Africa, with activity underway to meet the requirements and recommendations.
- The COVID-19 pandemic saw a positive outcome in that the region wholly took up the use of various digital tools to continue to do their business. Many embraced the use of Virtual Offices and accommodated working from home. There was also an increase in usage of the Award Community, particularly for Award Leader and volunteer training, and the Online Record Book, which helped to keep track of participants and their Award activities. This new way of doing business has now become a norm.
- The NAOs have embraced the temporary changes to the Award that were introduced at the onset of the pandemic. It encouraged young people to continue to pursue their Award activities in a new way, despite lockdowns and restrictions.

Events and visits

- Thank you to Ghana for hosting a very successful Forum 2018. The Forum was attended by Board Chairs, National Directors, NAO programme staff and government ministers.
- Cote d'Ivoire, Nigeria and Kenya hosted successful royal visits in 2020 and 2022. These included meetings with senior government officials (including H.E. The President and Deputy President) and current and potential donors. They also enabled engagements with Award participants and Leaders, where HRH The Earl of Wessex and Forfar was able to see the Award in action. The visits resulted in greater visibility for the Award in the respective countries, better support (financial and in kind) from government and donors (corporate and individuals) and increased motivation for Award staff, participants and volunteers.
- The Foundation's Secretary General visited Togo in 2018 and South Africa and Uganda in 2019. The visits included meetings with senior government officials and NAO boards and staff, as well as engagements with Award participants and Leaders.

Fundraising, awareness and advocacy

- Ghana, Guinea, Mauritius, Nigeria, South Africa, Togo, Uganda and Zambia successfully applied for a Three Funds Special Projects Grant. Their projects have seen a growth in participation from young people who are at risk and/or marginalized, as well as a growth in the use of the Online Record Book and growth in NAO relationships with government and corporate and individual donors.
- The governments of Ghana and Kenya have offered more financial support to the respective NAOs, which has helped them grow their resource (human and infrastructure), resulting in opportunities to reach more young people with the goal of growing their participation. This support has also seen them train and equip larger number of Award Leaders and volunteers to help them deliver a better quality Award.
- H.E. The President of the Republic of Zambia, Hakainde Hichilema, accepted the role of Patron of the Award in Zambia in June 2022 at an Award Ceremony that was held to celebrate the Queen's Jubilee.
- The Gambia, Mauritius and Seychelles continue to enjoy government support while embedded within government Ministries. The 2019 incumbent President for Mauritius, H.E. Prithvirajsing Roopun and the 2020 incumbent President for Seychelles, H.E. Wavel Ramkalawan, have embraced the Award and are committed to serve as its Patron.

Americas

Operations

- Six NAO members of CASC have moved from an NAO licence to an IAC licence: Antigua & Barbuda, Belize, Dominica, Grenada, St Lucia, St Vincent and the Grenadines and Turks & Caicos Islands.
- Jamaica, The Bahamas, Barbados and Bermuda all completed licence reviews and are working to meet the requirements and recommendations of their reviews. Trinidad and Tobago is due to be reviewed in August 2022.
- Canada implemented a merger of its federated structure, bringing eleven legal entities into one, unified national entity, which was completed in September 2021. This structure has led to huge improvements in the way the Award is delivered, with single registration processes for Award Leaders and participants, national Award Leader training (linked to international standards), new national partnerships and a new licensing regime, which underpins the future model of sustainability.

Events and visits

- The last in-person Americas Regional Conference took place in July 2019 in St Lucia, in conjunction with CASC. In attendance were Trinidad & Tobago, Barbados, Bermuda, The Bahamas, Jamaica, Cayman Islands, Canada, Grenada, St Lucia, Dominica, St Vincent & The Grenadines, Turks & Caicos and USA. The Cayman Islands and Trinidad & Tobago were presented with a conditional licence.
- The NAOs in Bermuda and Jamaica demonstrated outstanding leadership and an ability to adapt to the changes brought on by COVID-19. The two NAOs were the first to deliver a virtual Award Ceremony within the Caribbean region.
- In April 2022 HRH The Earl of Wessex and Forfar undertook royal visits to Antigua and Barbuda, St Lucia and St Vincent & the Grenadines. Over 30 Gold Awards were given to young people in the three islands during the visit. The visits resulted in greater visibility for all of the NAOs involved.
- In 2019 an International Award Ceremony was hosted by Award USA at the World Scout Jamboree in West Virginia. Over 200 young people from nine countries had their Award recognised. The event was officiated by Secretary General John May.
- Award USA ran a virtual National Award Ceremony in October 2020 with over 80 new Award holders recognised. They then transitioned an entire royal visit to virtual events, holding an Award Summit Young Leader's Roundtable with HRH The Earl of Wessex & Forfar, a Gen Z Trailblazer's talk with HRH and Nicholas Johnson a Canadian Gold Award Holder and Princeton Valedictorian, as well as a virtual Gala and Auction.
- HRH The Countess of Wessex supported a Women in the Award event in Toronto, Canada in November 2019 and HRH The Earl of Wessex & Forfar supported a joint fundraising event in London, UK for the NAOs in Canada and USA.

Fundraising, awareness and advocacy

- The introduction of the Emerging Leaders programme in Bermuda has helped young people more engaged in the programme, as well to prepare them to take further positions in the Award in the near future.
- The Bahamas, Barbados, Trinidad and Tobago, Dominica, USA and Canada had had successfully applied to the Three Funds grant to expand the Award throughout each country, with a focus on reaching more marginalized young people. The project in The Bahamas is also being supported by the Tanaka Memorial Foundation.

Asia Pacific

Operations

- In 2019 two new National Award Operators were established in China and Indonesia. The Foundation and the NAO facilitated a seamless transition of IAC operators to become sub-licensed and supported by the new NAO teams. Despite facing the challenges of the pandemic within their first year of operations, both NAOs have seen significant growth and development.
- In early 2020, Sri Lanka's National Director Tissa Samarasinghe retired. The NAO has undertaken numerous leadership changes and governmental restructures over the last three years.
- India took advantage of the high uptake of virtual meeting platforms and the need to support participants remotely during COVID-19. The NAO quickly and successfully pivoted to running all training virtually and has maintained virtual training as a key mode of delivery, even as face-to-face events have returned. This has proven to be very cost-effective and increased the NAOs capacity to support more stakeholders across a greater distance. 100% of registrations came through ORB in 2021 (online/semi-offline users) and fully online users have increased by 400% since 2020. There is a clear plan in place to transition all Award Centres to be fully online in the coming years.
- The NAO in Nepal demonstrated outstanding leadership and adaptation to the changes brought on by the pandemic. It was the first to deliver a virtual Award Ceremony in April 2020. From 2020 – 2022, the NAO delivered four Bronze/Silver national virtual ceremonies and one national Gold ceremony. The NAO team also provided their guidance and insights to other operators who planned to deliver virtual ceremonies.
- In response to participant feedback which highlighted a drive to better care for the environment, The Duke of Edinburgh's Hillary Award – Aotearoa | New Zealand launched the Kākāriki Journey, which encourages participants to do any level of the Award with a special focus on environmental issues and sustainability.

Events and visits

- The APR Regional Conference was held in Kuala Lumpur in 2019 in conjunction with a royal visit.
- In 2021 the Hong Kong Award for Young People celebrated its 60th anniversary. The year saw many successful celebratory events, despite ongoing challenges with COVID-19, and coincided with the grand opening of the new DOE Training Centre in Taipo.
- 2019 marked 10 years of the Award in Bangladesh, which included a visit by the Secretary General. We recognise the services of current and present Chairs, Board Members, National Directors and senior NAO staff for their leadership and commitment to developing the Award in Bangladesh.
- 2019 also marked 60 years for the Award in Australia. HRH The Earl of Wessex and Forfar visited to mark the occasion. The visit included several events with key supporters and stakeholders, engagements with World Fellows, and time spent outdoors with participants doing their Award.
- In 2018 the Award in Korea celebrated its 10th anniversary, which included a business visit from the Secretary General in December.
- Since 2018 the Secretary General has undertaken business visits to South Korea, Malaysia, and Bangladesh.
- The successful ASEAN roundtable discussion was held at Heriot Watt University in 2019, attended by HRH and regional champions of non-formal education and learning.

Fundraising, awareness and advocacy

- The Award in Aotearoa New Zealand took part in commemorating the life of HRH The Duke of Edinburgh by opening a Memorial Grove, planted with 100 native trees funded by generous local supporters.
- The region was very engaged with the Global Youth Mobilisation initiative (GYM) and the following NAOs were successful in receiving national funding through the Award COVID-19 Recovery Fund: Hong Kong, India, Indonesia, and Nepal.

EMAS

Operations

- The EMAS Regional Conference was held in Cluj-Napoca in 2019. It was well attended by National Directors, Chairs and operational staff from across the EMAS region.
- In celebration of its 25th anniversary, Germany hosted a regional conference in Berlin in 2019, attended by NAO representatives from Bulgaria, Czech Republic, Finland, Gibraltar, Lithuania, Netherlands, Romania and Slovenia. The conference focused on the EU-Youth Strategy, GDPR, Quality Management and innovative methods in youth work.

Events and visits

- The Award in Gibraltar celebrated its 50th anniversary in 2021. 120 young people collected their Award as part of the celebrations.
- Due to COVID-19 restrictions several NAOs adapted to hold virtual Award celebrations over the past few years, including Slovakia and Finland.

Fundraising, awareness and advocacy

- The Czech Republic has established partnerships and MoUs with regional governments across 14 regions in the country and received an official accreditation from the Ministry of Education, Youth and Sports as the NNO certified for Youth Work.
- The following NAOs were success in their application for Three Funds – Special Projects: Finland, Jordan, Slovenia, Slovakia, Czech Republic, Netherlands, Romania, Germany, Bulgaria and Israel.
- In 2021, with the support of Global Youth Mobilisation Initiative, the NAOs in the Czech Republic and Slovakia introduced The Czech-Slovak DofE Academy for Award Leaders and teachers to provide them with the tools which help them motivate Award participants and with post-Covid recovery.

Challenges and opportunities

Africa

- The participation across the region was greatly affected by the pandemic. Many Award Centres are public, private and international schools. When the schools closed indefinitely, many of the NAOs struggled to stay in contact with the participants through their Award Leaders. Due to the restrictions that came with the pandemic, as well as the cultural preference for physical Adventurous Journeys (AJs), many AJs did not take place until early 2022. This led to a decrease in the number of active participants and Awards gained across the region.
- The operator in Madagascar is struggling due to personal challenges with its current leadership, coupled with the country's political instability and economic restraints. The communications manager has remained the Foundation's contact person, however as a volunteer they have been finding it difficult to balance the Award and a full-time job. The NAO has survived on funding from its two founders as well as monies from a few individuals who are friends of the Award. The process to restructure the NAO has begun, aiming to culminate by the end of 2022.
- The National Director for the Award in Benin resigned in 2021 citing personal issues. The Program Officer, a volunteer, also ceased to serve with the Award. Discussions around reviving and renewing the Award in Benin are underway.

- Over the past four years, governments across the region have focused a lot more ways to support and enable young people. This has presented a great opportunity for NAOs to align themselves to the government agenda for youth, and to position themselves as an authority in non-formal education and learning and the provision of life and employable skills for young people.
- The increased use of digital tools has posed a great opportunity for NAOs within the region to digitize their operations and to fully adopt the tools available through the Foundation.

Americas

- The pandemic created many challenges, however the temporary changes enabled NAOs to find new and creative ways of recognising the achievements of young people. For example, Jamaica, Bermuda, Canada and USA all had very successful virtual Award ceremonies.
- The President's Award Guyana has been affected by the political change in the government. They underwent a licence review last year, but unfortunately were not able to complete a full review. With support from the Junior Minister, a strategy is being developed to re-launch the Award. A new licence review will be confirmed once the new National Director is in place.
- Despite all the restrictions and country lockdowns NAOs in the region never stopped delivering the Award. Some found a way to continue with their participants virtually, some dedicated themselves to train more Award leaders to have them prepare themselves for when the country opens again and be able to deliver the Award.
- A major consequence of the pandemic has been the lack of funds, brought about by the inability to hold annual fundraising events. However, the move to digital during during COVID-19 has helped the NAOs to become more engaged digitally and finding new ways to utilise the available digital platforms.
- Canada became fully virtually enabled during the pandemic, running several virtual Gold Award ceremonies and, in conjunction with the Australian NAO, developed (and provided to other NAOs) the Virtual Bronze Exploration model.
- Following the challenges with achieving an conditional NAO licence since 2012, it was agreed that seven NAOs of the Caribbean Sub-Regional Council should acquire an IAC-type licence whilst maintaining some of their NAOs benefits – such as retaining their national logos. This gave them the opportunity of delivering the Award without having to meet the NAO licence requirements which they were not able to fulfil, with the Foundation providing more direct support through our IAC account management.

Asia Pacific

- NAOs in Asia Pacific were some of the first and hardest hit by effects of the COVID-19 pandemic, but Pakistan was arguably one of the most challenging operating environments for participants and Award Leaders. Physical schools were closed for over two years and there were many challenges with virtual delivery of the academic curriculum to young people let alone supporting them to continue activities like the Award, which many parents and decision makers saw as 'nonessential' at the time. Household finances were severally impacted by the pandemic which lowered or completely limited many participants' ability to pay, which meant a large decrease in participants and increased the subsidies for those that managed to continue doing the Award.
- The NAO in Sri Lanka underwent a licence review which identified several important requirements and resulted in a Conditional Licence. Rectification progress began quickly after the review but has since stalled due to the ongoing economic and political instability and the National Chairman/National Director posts currently being vacant.
- The NAO in Bangladesh started a key partnership with BRAC University, a private university which is a branch of the world's largest NGO BRAC. The partnership aims to increase the number of registrations, completions, and continuations by 30-50% over the next five years. The NAO is making plans for an official post-Covid launch of this historic partnership in 2023.

EMAS

- Many NAOs had to be creative in responding to the restrictions of COVID-19 and have utilised the temporary changes such as the Virtual Bronze Expedition to allow more participants to access the Award, such as the El Hassan Youth Award in Jordan.
- In 2021, the Award in Lithuania transitioned from being part of the Lithuanian Youth Centre to becoming The Lithuanian Centre of Non-Formal Youth Education.
- The Award in Finland and Bulgaria have both received Erasmus+ youth accreditation which will allow the NAOs to do three exchanges per year over 2022-2025.
- Bulgaria and two other EMAS NAOs, and three NAOs from Africa have partnered together on an Erasmus+ for Virtual Exchanges. The aim is to train Award Leaders on how to deliver virtual gold projects and offer unique experiences that broaden the horizons of 540 young people aged 13-25.
- The National Centre for Education, which runs the Award in Latvia notified the Foundation that it would be terminating their NAO licence in early 2022. The termination of their licence was completed in June. The Foundation has been working to reach out to Award centres and participants who wish to continue their Award.

People

Africa

- In 2021, Doobrajising Adjodha, the then National Director for Mauritius was promoted to head the National Youth Council. Under his tenure, the Youth Officers in each Region of the country had the Award as part of their job description. The Youth Officers were responsible for a group of Award Centres and Leaders, which ensured that the Award Leaders had a dedicated person from the Award Office supporting their everyday management and delivery of the Award. The participation grew to 5% of their targeted youth population. The Online Record Book was adopted by 70% of their participants and Award Centres. He was replaced Vyrum Pillay Munien (Pamela) who has continued to grow participation amongst the young people who are at risk/ marginalized, the use of the Online Record Book and ensured that the young people continue with their Award activities despite the COVID-19 restrictions.
- In 2021, Emmanuel Sanyi, the former National Director for Cameroon resigned to pursue a PhD. Under his tenure, the Award grew in the Anglophone Regions of Cameroon, where it was more embraced than in the Francophone Regions of the country. He was replaced by Nicole Munge, who, despite taking over at time when the effects of the pandemic and the war in Anglophone Cameroon were rife, has kept the programme going.
- In 2021, Ms. Rochelle Josiah, the then Board Chairperson for the Award in South Africa, passed away. The late Ms. Josiah was very instrumental in the restructuring of the Award in South Africa, the recruitment of World Fellows and donors in South Africa as well as championing the collaborative working together of World Fellow across the region together with International Trustee, Mr. Wale Edun.

Americas

- In November 2020 Jacquetta Maycock joined the team in The Bahamas as the new National Director, replacing Denise Mortimer, who we farewelled after many years of service.
- We welcomed a new Chair of the Award in St Vincent and the Grenadines, Ms Bethelene Ferdinand in 2022. Thank you to outgoing Chair, Ms Idelia Ferdinand, for your service.
- Thank you to Mr Roosevelt Bruce for your support as Chair of the Award in Trinidad and Tobago. Welcome to the new Chair, Mr Jason Joseph.
- We farewelled Rowan Burton, after his time as National Director in Jamaica from February 2019 until February 2022. Welcome to Mr Nelson who has commenced in the role.

- Welcome to Mr Headley Lewin, who became Chair of the Award in Jamaica in 2022, replacing Mr Derrick McKoy.
- Welcome to Kerry-Ann Remie who is the new National Director/Award coordinator in Dominica Kerry-Ann Remie assumed the role in 2021.
- A new National President, Melissa MacAdam was welcomed to the Canada Award in April 2019.
- Following Canada's organisational merger in 2021, a new senior management team was implemented: Stephen De-Wint, CEO; Victoria Selano, Director of Marketing & Development; Trudy Carlisle, Program Director; Mark Little, Corporate Services Director.
- Welcome to Ryan Ruskin, the new Board Chair of Award USA, who was installed in September 2022 replacing Nichelle Carr after four years of leadership. In addition, four new Board members were welcomed in 2021. The building of an Honorary Board of Directors to fundraise and serve as Ambassadors continues with seven members recruited between 2020-22.

Asia Pacific

- Karen Ross, National Director of the Award in Aotearoa New Zealand, announced her plans for retirement in mid-2022. After an extensive recruitment process, we are pleased to confirm that Emma Brown, currently the Director of Brand and Communications at the Foundation, has been appointed to the role, commencing in January 2023. We want to thank Karen for her transformative leadership at the NAO from the digitisation of the Award in New Zealand and the Kākāriki Journey to her tireless engagement with Association working groups, research initiatives and service on the International Council representing colleagues in Asia Pacific. Karen has laid a strong foundation for Emma's transition and will leave behind a culture that is open to innovation and staying dynamic.

EMAS

- Several long-standing and extremely dedicated National Directors have stepped down since Forum 2018. Pascalle Cup in the Netherlands, Klaus Vogel of Germany retired at the end of 2020, Jukka Ruotsalainen of Finland, Lyubomira Velcheva in Bulgaria, Çiğdem Güler in Turkey and Marián Zachar, one of the founders of the Award in Slovakia, stepped down as National Director at the end of 2021. We thank them all for their many years of dedicated service to the Award.
- In their place, we have welcomed Vanessa Masing as the new National Director in Germany, Suvi Viljanen in Finland, Liliya Harizanova in Bulgaria, Viktorija Kalaimaitė as the new National Director in Lithuania, Nilüfer Yılmaz as the National Coordinator in Turkey and Miloš Ondrášik as the new National Director in Slovakia. They will ensure that the Award continues to grow and build on the work of the previous directors.
- A number of Chairs also came to the end of their tenure. David Dumas retired as the Chair in Gibraltar, Sultan Yilmaz as the Chair in Turkey, and Rien Wijdeven as the Chair in the Netherlands. We welcome Dale Cruz as the new Chair in Gibraltar and Dr Nafiz Turgut in Turkey.

In memoriam

The Association joins together in remembering friends of the Award who have passed during the quadrennium:

Mr Michael Crouch: Australia, 2018

Sir Nicholas Shehadie: Australia, 2018

Mr Derek Benham: USA, 2018

Mrs Lakshmi Shivdasani: UK, 2018

Sir Arnold Elton: UK, 2018

Dr Kenji Tanaka: Japan, 2019

HRH Grand Duke Jean of Luxembourg: Luxembourg, 2019

Mrs Marylou Whitney: USA, 2019

Mrs Patricia Pierre-Joseph: Trinidad and Tobago, 2019

Ms Ann Petley-Jones: Bermuda, 2019

Mr Rennie Richardson: Uganda, 2020

Dr Nazaraly Nouraly: Madagascar, 2020

Dr Stanley Ho: Hong Kong, 2020

Mr Peter Weiss: Australia, 2020

Mr Charles Miller: Australia, 2020

Mr Salifu Kajabi: The Gambia, 2020

Mr Richard Goddard: Barbados, 2021

Mr Perumal Muralitharan: Sri Lanka, 2021

Mrs Anfatny a/k Rutel @ Nur Ain Khadijah: Malaysia, 2021

Mrs Carla Zampatti-Spender: Australia, 2021

Mr Erik Hollaender: Hong Kong, 2021

Ms Rochelle Josiah: South Africa, 2021

HRH The Prince Philip, Duke of Edinburgh: UK, 2021

Sir Eion Edgar: Aotearoa New Zealand, 2021

Mr Andi Tabusalla: Indonesia, 2021

Sir Colin Southgate: UK, 2021

Mr Paul Arengo-Jones: UK, 2022

Mr Harsha Abeysekara: Sri Lanka, 2022

Mr Keith Weekes: St Lucia, 2022

Mr Cyrus Mistry: India, 2022

Her Majesty Queen Elizabeth II: UK, 2022

The Duke of Edinburgh's Award International Association International Council

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2018 - 2022

The Right Honourable The Lord Boateng PC DL

Vice Chair Romania

2018 - 2022

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Mr Ralph Jean-Louis (Seychelles) from 2021

Ms Rochelle Josiah (South Africa) to 2021

Mr Modise Makhene (South Africa) from 2021

Mr Fabien Palmyre (Seychelles) to 2021

Americas

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Archdeacon James Palacios (The Bahamas)

Mr Stephen Smith (Barbados)

Asia Pacific

Mr Peter Kaye AM ESM (Australia)

Ms Karen Ross (Aotearoa New Zealand)

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