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Cultivating ethical leadership : annual report 2023

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Item Type	Report
Publisher	Globethics
Rights	All rights reserved
Download date	2026-11-09 14:02:08
Link to Item	http://hdl.handle.net/20.500.12424/4312465

Globethics

CULTIVATING ETHICAL LEADERSHIP







Annual Report 2023

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Globethics



Foreword

In January 2023, I started my role as Executive Director of Globethics. In just one year, so many things have happened, whose beautiful outcomes are reflected in this annual report. I am grateful for the generous dedication of our team in the head office in Geneva and all the regional centres (Accra, Bangalore, Buenos Aires, Cape Town, Nairobi, Tunis, Yogyakarta), as well as for the support of our network of experts, partners, and donors, and for the strategic guidance of the Board of Directors.

Together, we made 2023 a transformative moment for Globethics, with the launch of the new Strategic Plan (2023-2027) under the title: Ethical Leadership through Higher Education and Global Engagement.

During the first phase of the Strategy (2023-2024), the focus is meant to be on organisational development. Since ethical leadership requires self and mutual accountability, the highlight of this year has been the establishment of the Impact, Innovation, and Development Unit and the creation of a rigorous Monitoring, Evaluation, Accountability, and Learning (MEAL) system, ensuring the effectivenesss, efficiency and sustainability of our work.

External and internal challenges remain, and we cope with them with agility, creativity, and determination. While we are striving to achieve our mission of cultivating ethical leadership, we also walk the talk, as a learning journey rooted in hope, courage, and humility.

2024 will be the year of the 20th Anniversary of Globethics. Despite uncertainties and bleak situations in many places around the world, we are proud to present the organisation and its global community as a story of hope and faith in humanity, and we look forward to celebrating and continuing this journey together.

Fadi Daou
Executive Director

Cultivating ethical leadership

Knowledge development

- **Research:**
  - Pool of Experts
  - Competence Centres
  - Doctoral School
- **Open Access Publications**
- **Online Library**
- **Shared educational resources**
- **Executive and open courses**

Governance improvement

- **Institutional capacity development and support in ethical management**
- **Partnership and exchange of expertise**
- **Consortium on Ethics in Higher Education (CEHE)**

Policy engagement

- **Global Ethics Forum**
- **Policy Dialogues**
- **Inclusive Coalitions**
- **Youth Leadership Award**



2023 in numbers

3.5 million

Downloads of Globethics Publications by the end of 2023

12.1 thousand

Beneficiaries of Globethics' intensive training, capacity building and policy events

4.9 thousand

Online views of the policy dialogue on the Ethical Reframing of AI, the panel event with the most followers during the annual Geneva Peace Week

355

Participants in Globethics Academy courses 134% growth in certificate track enrolments against 2022

166

University professionals trained in ethical capacity building through the Globethics flagship courses

64

Higher education institutions participating in training for good governance and ethical assessment (2022-2023)

55

Countries where Globethics activities took place in 2023 (not including online participants from other countries)

43

African faith-based organisations trained in ethical asset management and ethical investments

Globethics

Priority 1:

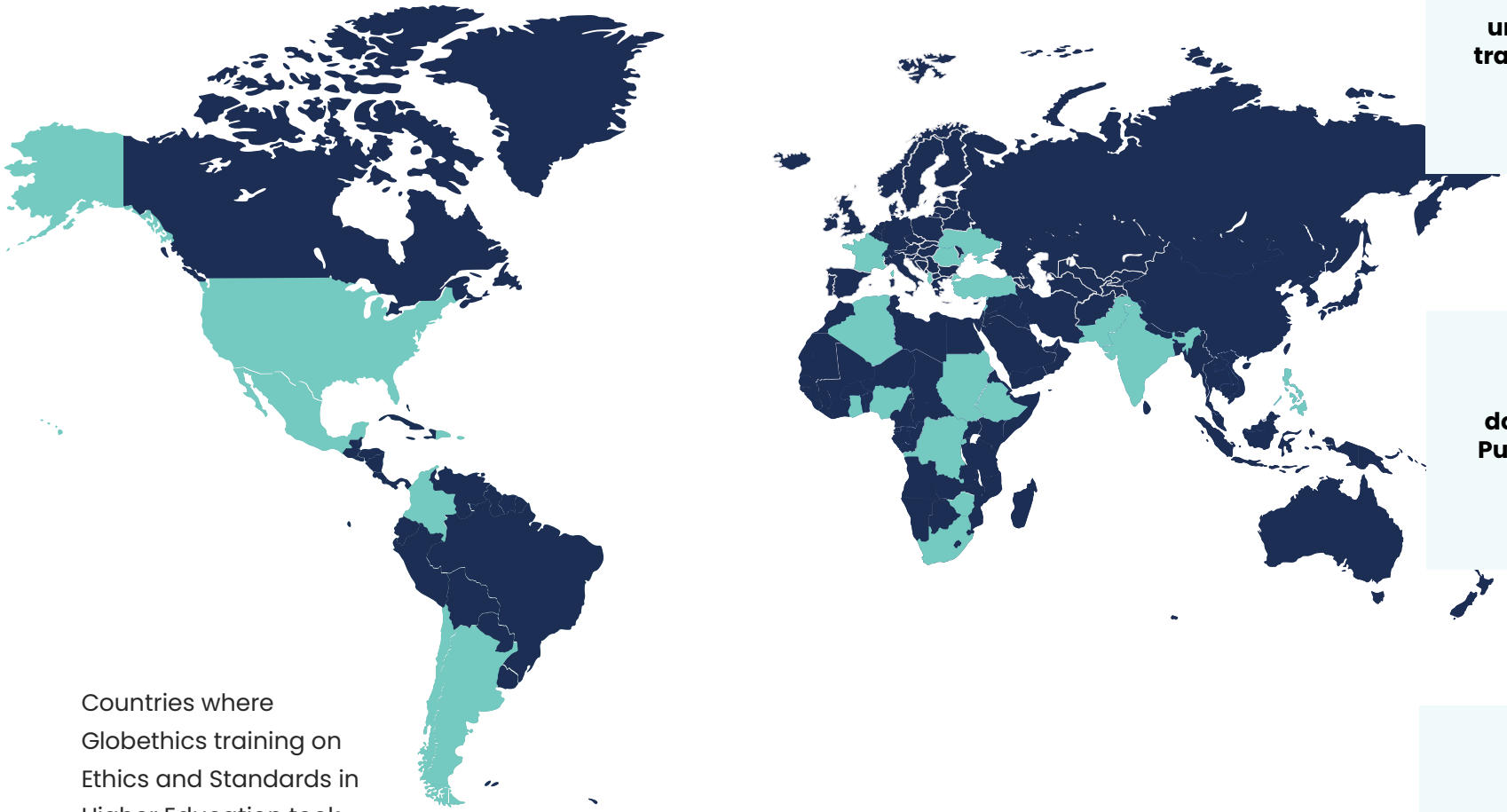
Ethics and Standards
in Higher Education



Advancing research and building capacities to leverage ethics in higher education globally

Our competence centre's research projects will constitute fascinating milestones to showcase this international comparative dimension of integrating ethics in the higher education framework.

Amélé Ekué and Manuela Fernández Pinto,
Globethics-Uniandes Cometence Centre Coordinators



Countries where Globethics training on Ethics and Standards in Higher Education took place in 2023

166

university professionals trained in ethical capacity building courses

3.5 million +

downloads of Globethics Publications by the end of 2023

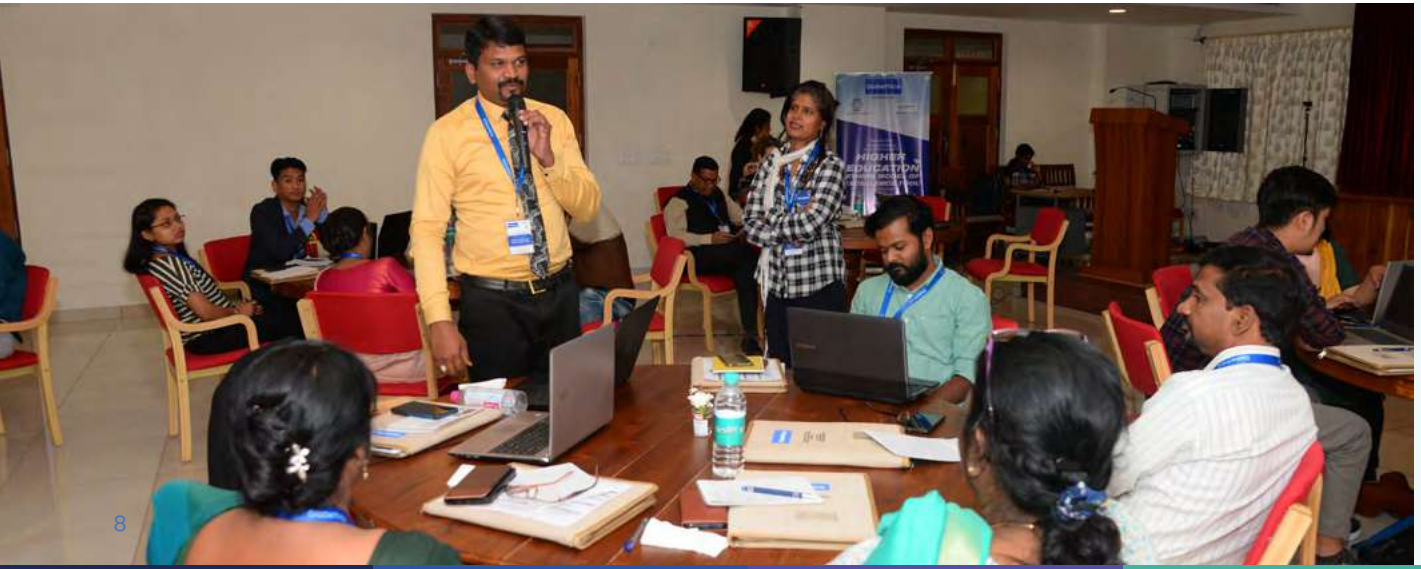
64

higher education institutions improved their ethical governance in Ghana, Rwanda and India

After attending Globethics training, *"the educators have become conscious of the incomparable profession on the lines of ethics and values and the students moulded by them have become the ambasadors of ethics."*

Dr. Joseph Dunston, Former Vice Chancellor of
St. Joseph University in India, EMET participant

PORTICUS



Challenges, opportunities and lessons learned

- To develop a better understanding of the real needs of Higher Education Institutions (HEIs) around the world, Globethics will enhance and support the country-specific approach to assess requirements when it comes to ethical education, research and training.
- There is a lack of resources available for NGOs to conduct ethics research and provide training for administrators, teachers and students. Globethics will address this gap to have a more significant impact on ethical education and practices within the higher education sector.

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Priority 2:

Ethics of Sustainability and Environmental Justice



Amplifying underrepresented voices and ensuring inclusion for environmental justice

COP28 UAE

"The world should recognize the critical role of indigenous communities in using their culture, knowledge and wisdom in decision- and policy-making."

Keshoe Isaiah, Maasai youth climate and environmental advocate, Kenya

"Water, across time, faith and traditions, is an opportunity for unity… it offers us as faith and non-faith communities the opportunity to champion justice for each other and for all."

Nazila Ghanea, UN Special Rapporteur on Freedom of Religion or Belief

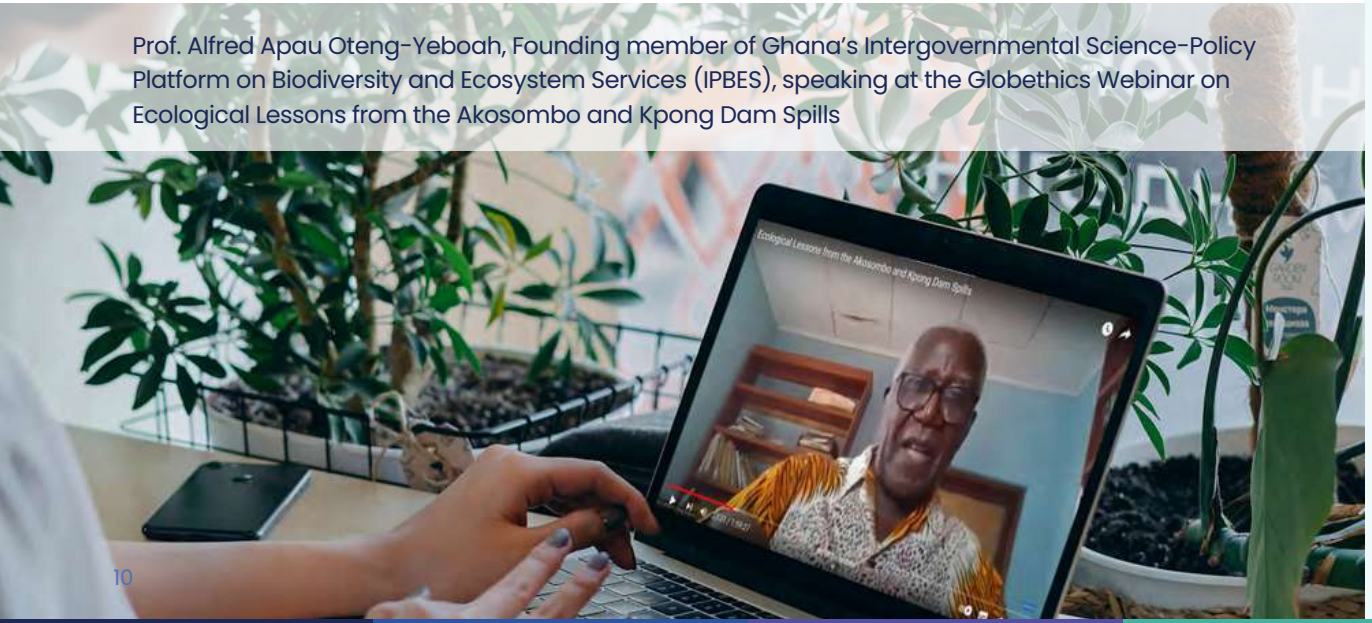
Watch Globethics' session at COP28 on YouTube

"The course not only broadened my perspective on ethical issues but also equipped me with valuable insights that I can incorporate into my personal and professional life."

Maman Sanda Inoussa (Niger), World Class on Sustainability Ethics participant

718

Beneficiaries of Globethics' intensive training, capacity building and policy events on the Ethics of Sustainability and Environmental Justice



Prof. Alfred Apau Oteng-Yeboah, Founding member of Ghana's Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES), speaking at the Globethics Webinar on Ecological Lessons from the Akosombo and Kpong Dam Spills

Challenges, opportunities and lessons learned

- The voices, rights, and interests of indigenous populations, ethnic and religious minorities, and other marginalised groups remain underrepresented in discourse on environmental and sustainability issues. Globethics will continue to make valuable efforts in this regard, ensuring that these perspectives are elevated.
- Building on its awareness-raising events, Globethics will develop concrete projects to increase the capacity of policymakers and other change agents, particularly amplifying the voices of young people and women, increasing the impact of sustainability initiatives.

Priority 3:

Ethics of Digital and Emerging Technologies

Providing a platform for multi-stakeholder dialogue on Artificial Intelligence



The Policy Dialogue Report on Inclusive AI for a Better Future reflects participants' input and discussion during the closed consultation and the Public Panel on Ethical Reframing of AI: Time for a Geneva Compact? organised by Globethics, in partnership with the Club of Rome, in the framework of the Geneva Peace Week in November 2023.



Watch the video

"Our approach to ethical AI governance must be multilateral, multi-stakeholder, and truly inclusive to ensure that... the benefits of this technology are equitably distributed."

Panel address of Gabriela Ramos, Assistant Director-General for Social and Human Sciences, UNESCO, at Geneva Peace Week session "Ethical Reframing of AI: A Time for A Geneva Compact?" organised By Globethics in partnership with the Club of Rome.

Closed Consultation and Public Panel on Ethical Reframing of AI: Time for a Geneva Compact? as part of of Geneva Peace Week (Switzerland)

Panel on Data Ethics and the Ethics of Digital and Emerging Technologies at **WSIS Forum 2023** (Switzerland)

Round Table on Cyberlaw, Cybercrime & Cybersecurity at **WSIS Forum 2023** (Switzerland)

8,000

beneficiaries of Globethics' training, capacity building and policy events on Ethics of Digital and Emerging Technologies, including:





Countries where Globethics Events on Ethics of Digital and Emerging Technologies took place in 2023, with global participation

Forum on the Ethics of Artificial Intelligence in Latin America and the Caribbean (Chile)

Séminaire internationale sur l'Intelligence Artificielle: Enjeux éthiques et impacts sociaux (Tunisia)

Digital Sensitisation workshop (Ghana)

Artificial Intelligence and Ethical Leadership in Education webinar (India)

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Challenges, opportunities and lessons learned

- Civil society organisations (CSOs) play a vital role in addressing ethical, societal, and environmental challenges arising from emerging AI applications. They have the potential to influence debates, policies, and practices shaping AI use and governance globally. Globethics will enhance cooperation with UNESCO, other stakeholders, and the emerging UNESCO Civil Society Organisations Repository for AI and Digital Ethics.
- While AI ethics became a hot topic in 2023, the discussion remained largely driven by industries and developed economies. Globethics has taken this urgent opportunity to catalyse discussions about possible solutions to harness AI for human dignity and human rights, leveraging broader, multilateral perspectives.

Data Ethics: Building Trust. How Digital Technologies Can Serve Humanity

edited by Christoph Stückelberger and Pavan Duggal, launched at WSIS Forum 2023

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Priority 4:

Ethics of Inclusive Peace and Responsible Governance



Showcasing thought leadership on peacebuilding and responsible governance

Inter-Parliamentary Union
For democracy. For everyone.

The Inter-Parliamentary Union (IPU) adopted Globethics' proposal about the role of religious and civil society leaders in promoting Freedom of Religion and Belief, in the final statement of its 2023 Conference on Interfaith Dialogue in Morrocco.

> *"To establish an institutional mechanism within IPU, in collaboration with representatives of religions and civil society, to build on the outcomes of this conference, and examine good practices, monitor progress and formulate proposals in this area."*



AACC-CETA

Brot für die Welt

Globethics recognised as a reference for ethical leadership by the All Africa Conference of Churches.

Following 10 years of the African Church Assets Programme (ACAP), the All Africa Conference of Churches (AACC) Strategy 2024-2028 recommends in section 2.2 on Ecclesial Leadership Development to:

"Collaborate with relevant organisations like Globethics to enhance the capacity of churches for ethical investments and resource management"

Jesuit Worldwide Learning

Higher Education at the Margins

Increased capacity of institutions that serve vulnerable communities

Globethics' double accreditation and our partnership with Jesuit Worldwide Learning

"enables students to earn recognised university credits, enhancing their educational credentials and creating pathways to higher education or employment despite their marginalised circumstances".

Wilton Park

Pioneering Euro-MENA dialogue on inclusive citizenship hosted by Wilton Park in partnership with Globethics and the Adyan Foundation in September 2023.

Credit: Wilton Park



Challenges, opportunities and lessons learned

- Globethics plans to build on existing outcomes and develop long-term flagship projects with key partners like the IPU, AACC and other likeminded organisations focused on inter-religious dialogue, inter-cultural cooperation for peace, and responsible governance.
- In an increasingly polarised world, Globethics wants to further support and foster the role of societal actors (such as faith-based, youth, and civil society leadership), in preserving peace, preventing conflicts, and ensuring justice for all.

Priority 5:

Global Engagement

Co-creating impact through global and interregional partnerships



Yayasan Dharma Etika Madani
YADEMA
GLOBETHICS AFFILIATE
NAVIGATING LIFE

"I am delighted see the establishment of the local entity that represents Globethics in the Asia-Pacific region. I am quite certain that through the Dharma Etika Madani Foundation, based in Yogyakarta, Indonesia, Globethics will be able to spread its wings in one of the most dynamic regions of the world."

Dicky Sofjan, Globethics East Asia Pacific Regional Consul



Europe & Central Asia Centre and Head Office



MENA Centre

Northern America Centre



Western Africa Centre

Eastern Africa Centre



Southern Africa Centre





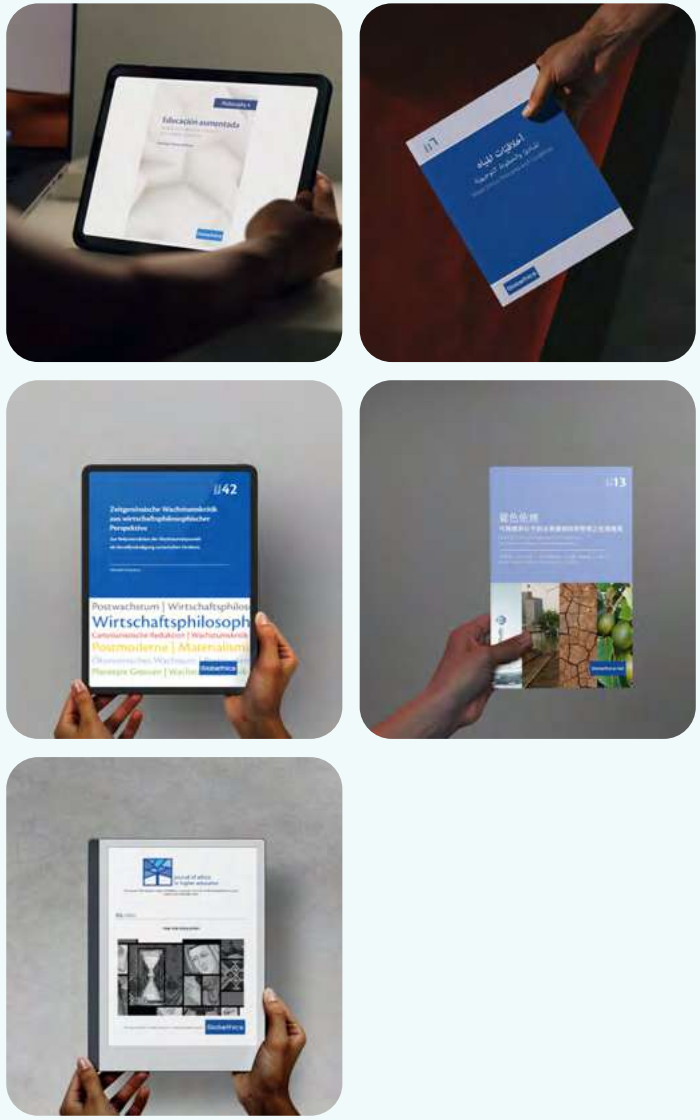
South Asia Centre

East Asia Pacific Centre



Latin America & the Caribbean Centre





1 million +

curated resources in the Globethics Library, as a result of a new content strategy

3.5 million +

downloads of Globethics Publications by the end of 2023

Globethics is thankful for the support provided to the Globethics Library by cooperation partners in 2023.

"La Reunión Anual de Globethics en Ginebra... me permitió conocer colegas de Africa y Asia, regiones con las que he interactuado menos en mi vida académica y profesional. Hemos consolidado la vinculación personal e institucional."



The Globethics conference in Geneva... allowed me to meet colleagues from Africa and Asia, regions with which I have rarely had the opportunity to interact in my academic and professional life. We have strengthened personal and institutional links."

Julio C. Durand, Secretario Académico,
Universidad Austral, Argentina

Challenges, opportunities and lessons learned

- Regional and country projects must be context-specific, addressing actual needs, targeting beneficiaries effectively with local partners, and creating measurable impacts.
- Globethics will focus on enhancing inter-regional cooperation, synergies, and peer learning through our network and digital platforms.

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Priority 6:

Transformative Impact



Building a results-based organisational culture

In 2023, an Impact, Innovation and Development (IID) Unit was established to measure and assess Globethics' transformative impact. To this end, the IID Unit developed the Monitoring, Evaluation, Accountability, and Learning (MEAL) system, with its 12 outcome indicators and 48 output indicators for the Strategic plan (2023-2027); implemented MEAL-related training for team capacity development, and delivered evidence-based mid-year and end-of-year MEAL reports, with the related lessons learned and adjustments measures.

"The project-based approach, with each project having a team leader, has been greatly effective and beneficial. The MEAL has been an important component of our project management cycle, enabling us to measure and improve our benchmarking projects' (e.g.: the African Church Assets Programme - ACAP) effectiveness, efficiency, and sustainability on a regular basis. It also keeps us accountable for what we do and allows us to continuously collect, analyse and interpret data to aid decision making."

Herbert Makinda
Globethics East Africa Centre (Nairobi)
Regional Manager

Globethics

Challenges, opportunities and lessons learned

- We will continue to cultivate an impact-oriented mindset and capabilities to ensure we deliver not just outputs, but also outcomes and impact at the individual, organisational, and systemic levels.
- In alignment with Globethics' strategic objectives, project managers are expected to devise and execute their unique operational strategies to contribute to achieving organisational goals.

Globethics' Theory of Change

Problem statement:
Capacity gap for ethically informed awareness, leadership, and policies, especially in the framework of current global challenges.

Globethics interventions:
- Equip tomorrow's leaders by providing knowledge, formation, and resources
- Support institutions in standard setting and leveraging ethical capacities and practices
- Engage and shape today's policy debates, co-creating a global ethics community of committed actors.

Change agents/partners:
- Policy community: governments; multilateral and regional organisations, and changemakers, societal Leaders, and policy influencers
- Higher education sector: universities and related organisations; teaching and administrative professionals; students and young experts.

Strategic objectives/outcomes:
1. Leveraging the integration of ethics in higher education
2. Fostering awareness and developing ethical principles on sustainability and environmental justice
3. Promoting ethical and inclusive standards, policies, and practices for digital and emerging technologies
4. Promoting inclusive peace and responsible governance

Development objective:
Improve the ethical leadership of future generations and decision-makers for a just, inclusive and sustainable world.

Priority 7:

Resource Mobilisation



Increasing effective resource mobilisation and management

Globethics is grateful for the immense support in 2023, including from those who gave of their time, resources and talents pro bono as well as in-kind and cost-sharing contributions from partners.

In addition to our project partners, special thanks are due to the Linsi Foundation, for their partnership, accompaniment and ongoing commitment.

LINSI FOUNDATION

Globethics is indebted to those we seek to serve, for their trust in us, to our partners, course and event participants, library users, readers of Globethics publications, policymakers, head of partner institutions, to members of the Globethics Board, regional consuls, Globethics Consortium on Ethics and Higher Education, Pool of Experts, management and international team and to our volunteers, thank you!

To support Globethics and our activities please contact:

head.office@globethics.net



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Challenges, opportunities and lessons learned

- We will continue building our capacities, investing in, and communicating about our measured impact, effectiveness, and efficiency to existing and prospective donors.
- We will continue developing our organisational fundraising and partnership culture for evidence-based impact, where we create value together with donors and partners for positive change.

Financial Statements 2023

PwC performed a audit of the financial statements of Globethics for the year ending 31 December 2023. The audit was performed in accordance with the standard for limited statutory examinations.

Balance Sheet	CHF
Assets	
Petty Cash	2,008.84
Cash in Bank	1,520,519.24
Prepaid Expenses	54,385.02
Accounts Receivable	33,653.77
Long-term Investments or Deposits	101,135.80
IT and electronic Equipment	10,465.67
Furnitures and Fixtures	1,746.00
Total Assets in CHF	1,723,914.34
Liabilities	
Accrued Expenses	35,711.57
Other Liabilities	10,000.00
Provisions	48,812.86
Total Liabilities	94,524.43
Fund Balances	
Fund Capital	36,424.69
Organisation Capital	
Foundation Capital	50,000.00
Founder Fund	1,861.00
Strategic Development Fund	307,024.79
Sustainability Fund	1,234,079.43
Total Organisation Capital	1,592,965.22
Total Fund Balances end December 31	1,629,389.91
Total Liabilities and Fund Balances in CHF	1,723,914.34

Revenue	CHF
Undesignated Grant	
Grant for Core fund	2,500,000.00
Total undesignated grants	2,500,000.00
Designated Grants	
Africa Church Asset Management Project	114,289.44
Library Grants	63,391.34
Total designated grants	177,680.78
Project Generated Revenue	
Publications sales	22,350.77
Academy courses and Consortium fees	16,671.72
Total project generated revenue	39,022.49
Total Revenue in CHF	2,716,703
Financial revenue	1,780.20

Expenses by department	CHF
Academic Department	
Courses, publications, online library, research, academic engagement and projects	1,208,568.00
Community and Policy Department	
Benchmarking projects, community and network engagement, policy dialogue	883,512.00
Support and Development Department	
Administration, finance, communication, people and culture, impact and innovation, compliance and audit	576,988.00
Taxes	48,813.00
Total Expenses	2,717,881.00

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Priority 8:

Empowering Communication



Growing the global community of engaged ethical leaders

In 2023, a new wave of thought leadership surfaced from a younger generation of ethical leaders with the support of Globethics.

Young authors were given a platform to share their research globally through Globethics Publications, including Ruth Bekoung Siadous from Gabon, whose co-authored book titled "***Les prisons sont-elles utiles pour l'avenir de la société ? : droits de l'homme et milieu carcéral : le cas du Gabon***," was recognised as a valuable resource by a wide audience, including government officials in Gabon.

During the COP28 Faith Pavilion session organised by Globethics, Keshoe Isaiah, a young indigenous Maasai environmental activist from Kenya, presented his insights on water ethics and the repercussions of the environmental crisis to an international audience. Globethics' multigenerational panel and AI experts' round table at Geneva Peace Week amplified the voices of emerging experts including Larissa Zutter, a youth leader and Senior AI Policy Advisor from Switzerland.

Navigating life...
Globethics Strategy 2023-2027 Launch, held online and in-person in Geneva, Bangalore, Nairobi, Yogyakarta, Accra, and Buenos Aires.

Watch the video



5.84%

social media engagement rate
Number of interactions / number of impressions of each post - average for 2023 across LinkedIn, Facebook and Twitter/X

55.39%

follower growth on LinkedIn
From 2,190 followers in January 2023 to 3,403 by December 2023

15,944

followers
Total followers on LinkedIn, Facebook, Twitter/X, YouTube and Flickr at end of December 2023

Challenges, opportunities and lessons learned

- Globethics will continue to invest in multimedia communications to share our impact and thought leadership with a wider audience.
- We plan to leverage new social media and digital tools to organise our alumni and community members in a more structured way, better engaging, mobilising and activating our supporters to advance our mission.

International Board of Foundation

The Globethics international Board of Foundation is the highest decision-making body of the organisation. Its members meet at least twice a year, serve on Board Committees and play an important in guiding the organisation's global development, with their respective fields of expertise. The Board has four Committees:

1. Academic Committee

Ensures the academic quality of course programmes, advises on academic partnerships and accompanies the institutional and course programme accreditation processes and activities of the Globethics Academy;

2. Ethics and Compliance Committee

Oversees and safeguards the Code of Ethics and related policies and investigates and advises on potential and actual conflicts of interest and allegations of wrongdoing;

3. Finance Committee

Advises on and supports the financial stability and sustainability of the organisation; and

4. Recruitment Committee

Conducts the search for and selection of new members of the Board and of the Executive Committee to recommend to the Board for appointment.

Globethics reports to the Swiss Federal supervisory authority as a Foundation registered in Switzerland in accordance with the Swiss Civil Code Art 80 et seq.





Globethics



Message from the President

Globethics: a global community of 'Diversity in Unity'

The year 2023 was a successful and important year for Globethics: it was the first year under the leadership of the new Executive Director Prof. Dr Fadi Daou and the first year of the new Strategy 2023-2027! This Annual Report shows the manifold activities and progress, especially in the restructuring of the regions, which takes time, and the new efforts for global policy. At the same time, previously established activities such as the global Library, the Publishing house, and the Academy continued with additional outreach.

As Founder and President, I am deeply grateful to see this global network not only growing, but growing with a spirit of diversity in unity and unity in diversity. Since the inception of Globethics in 2004, we envisioned a global community which is inclusive and centered around ethics. This means welcoming and proactively engaging a diversity of languages, religious and non-religious backgrounds, as well as cultural, political, social, economic and geographic diversity and gender equality.

Diversity, however, is also dangerous. It can atomise a community to the point that it breaks down. The main question in diversity is then: What keeps us together? What is the unifying factor? Current nationalist, ethnic, racist trends and movements are increasing because of their promise of unity and identity, be it around one language, one piece of land, one religion or one ethnic belonging. This often leads to an oppressive unity of a majority against minorities.

Globethics is such a vital and fascinating global community because the participants work together with the dream and commitment of 'diversity in unity' and 'unity in diversity'! Respecting the diversity of others while also being committed to individual identity and values - and respecting the unity in diversity: We all are humans with common and differentiated values. The values-driven orientation builds the roots of our unity. We are united with the common goal to contribute to a world of justice, peace, freedom and sustainability. I can only repeat my profound thanks to the Board, the leadership, the global team, the volunteers and the donors and all of you engaged on this journey!

Prof. Dr Dr h.c. Christoph Stückelberger, Founder and President

Globethics



New office as of June 2024

Navigating life

Globethics
Head Office
Chemin du Pavillon 2
CH-1218 Le Grand-Saconnex
Geneva, Switzerland

+41 (0)22 791 62 49
infoweb@globethics.net

www.globethics.net