



All Things Human

Activity Report

Start-up phase

Mid 2023 - Mid 2025



Our Purpose



“Standing together to make our society better: that is why we established our cooperative All Things Human. Our purpose is well-being and dignity for everyone in a just society, including for ourselves.”

Maret Dakaeva & Aarnout Lanckriet
Founders



All Things Human

ACTIVITY REPORT



MID 2023 - MID 2025

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Our Impact Model



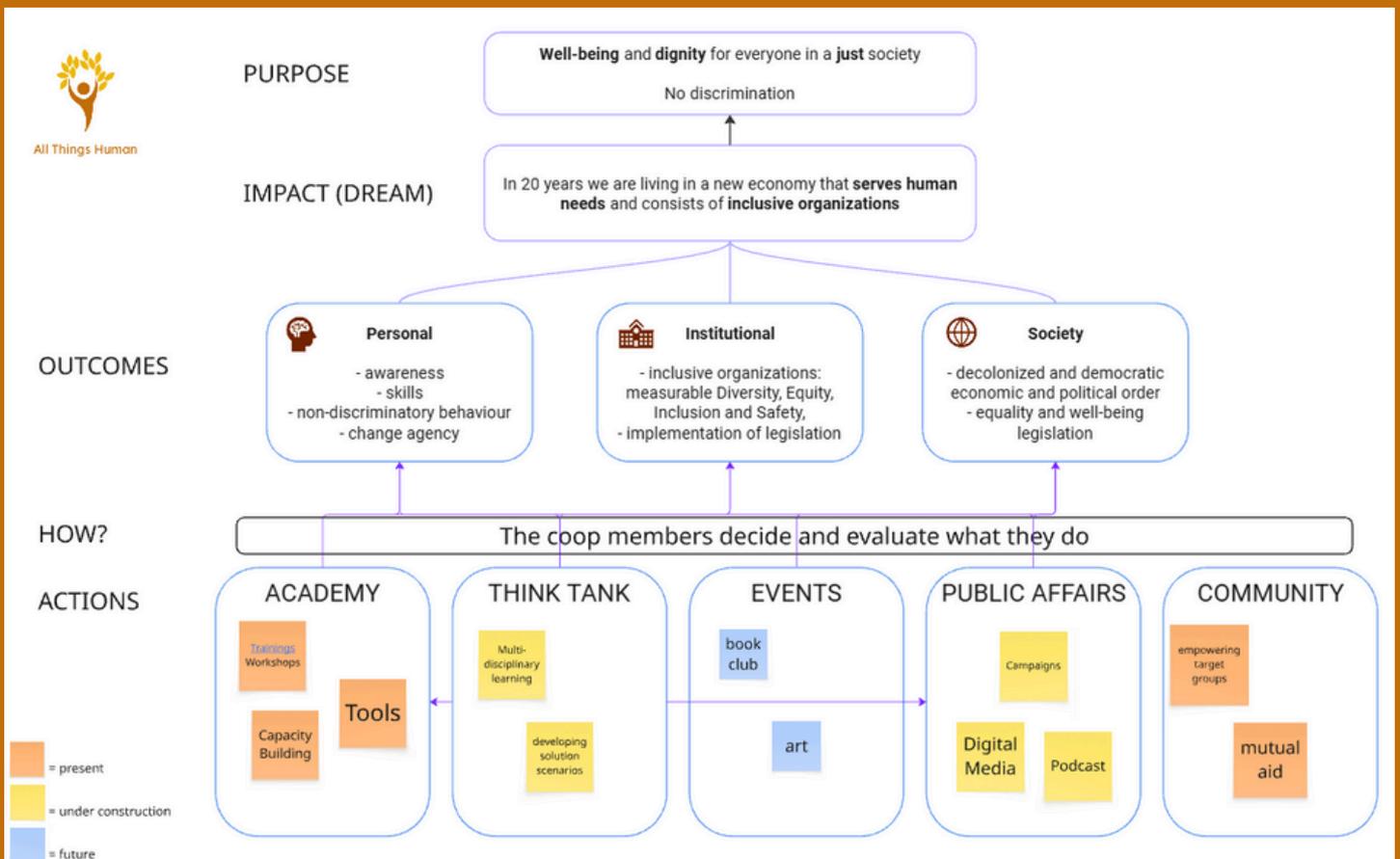
What we do

Over the past two years, we offered **trainings and consulting** about different diversity-related topics ([overview](#) below) to organizations that want to grow in being inclusive. Each of these interventions aims for specific outcomes, such as developing skills or improving processes. We are constantly developing new trainings, learning journeys and useful tools.

Why we do it

We aim for **impact** on the personal, institutional and societal level. We started with trainings and education (academy), and meanwhile we are developing more knowledge exchange (think tank), influencing public opinion (public affairs) and continuing to empower target groups, including ourselves (community).

Our dream is that in 20 years we are living in a better world: a new economy that **serves human needs** and consists of **inclusive organizations**.



Our Cooperative Story



After years of working as project officers and diversity trainers in NGO's, we realized that true equity and dignity can only be achieved through system change. We also realized that we can only achieve this by working together. It can be slower and complicated, but it's the only way it works.

We talked, we dreamed, we analysed structural inequality and started taking action by offering training courses. And we decided to start a collective.

Cooperative values

A cooperative is an "autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly owned and democratically-controlled enterprise" (Statement on the Cooperative Identity by ICA – International Cooperative Alliance).

We established our cooperative All Things Human in June 2023. It's statutory purpose is two-fold:

- Achieving positive **social impact** in the form of systemic change: less discrimination and inequality, more well-being and inclusion;
- While in the same time providing its members with an **economic or social benefit** in the satisfaction of their professional or private needs in the pursuit of this social impact.

The cooperative has a variable number of shareholders, called members or cooperants. We own, control and democratically run our cooperative.

We operate according to cooperative values and principles:

- Open membership;
- One member, one vote (no controlling members);
- Non-speculative purpose.

Our differences as strength

In current society, differing identities are often causes for separation and exclusion, if not exploitation. We counter this by seeing our differences as our strength and a source of wisdom. By truly understanding the conditions of each others' lives, we draw the knowledge and strength to act.

A growing collective

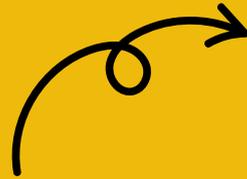
We hope to see more members joining our cooperative: people who also strive for change, and are willing to contribute their valuable efforts and unique perspectives.

By uniting and collaborating, we can achieve together what we cannot achieve alone: well-being and dignity for everyone in a just society, including for ourselves.

Maret Dakaeva, Aarnout Lanckriet & Tilke Wouters – June 2025



Activity overview



- Introducing Diversity, Equity and Inclusion
- 'Diverse-ability' skills
- Psychological safety at work
- Understanding and combating racism
- LGBTQIA+
- Disability and accessibility
- Inclusive recruitment and selection

**MID 2023 - MID 2025
OVERVIEW**

7 Signature trainings developed

42 Trainings / workshops delivered

1.000+ Participants





Trainings & Workshops

Client overview

Diversity, Equity & Inclusion intro (*Diversvaardigheid intro*)

LIGO Antwerpen, Stad Gent, Mediagenix, AP Hogeschool, Curando, Boerenbond

Having difficult conversations (*Moeilijke gesprekken voeren*)

LIGO Antwerpen (2x), VF Europe (3x), Onderwijscentrum Gent, IVOC vzw

Understanding & combating racism (*Racismewijsheid*)

Vlaamse Gemeenschapscommissie, FOD Justitie, Cavaria, Sporen vzw, IGO intergemeentelijke vereniging, VERSO vzw, gemeente Lievegem, GO!-school Park Uniek, LIGO Antwerpen (2x), LOP Leopoldsburg, Bibliotheek Zulte, Artevelde Hogeschool, Amal vzw, Curando vzw, De Touter vzw

Psychological safety at work (*Psychologisch veilig werkklimaat*)

IVOC vzw, SERV, Curando, Boerenbond

Disability and accessibility (*Handicap en toegankelijkheid*)

Curando vzw

Trainings & Workshops

Client overview

Inclusive recruitment and selection (*Rekruteren zonder discrimineren*)

TOPdesk Belgium, Christelijk Onderwijzersverbond

Other

Assisting hiring procedure for trusted counsellors (Stad Gent)
DEI strategy introduction (TOPdesk Belgium, IVOC vzw, Coopkracht)
Gender policy advice (CECOP)
Train-the-trainer: unconscious bias (FMDO vzw)
Leerlabo D&I (HOGENT)
Moderating group discussion (BOS+)
Screening job advertisement (Mediagenix)



Some Feedback



"Rarely has something so complex been explained so clearly! Hopefully you will be able to share this often in white spaces."

Elisabeth Verniers - advocacy manager Duo for a Job - about Racism workshop

Score 5/5. "Impressive trainer. After a brief introduction, you get to work on your own cases or others. During role-playing you receive targeted coaching, and by the end of the session you already notice a difference in your own behaviour. Sometimes confrontational, but definitely useful and enriching."

comment in survey LIGO Antwerpen about Difficult Conversations workshop

Score 5/5. "This workshop exceeded all my expectations; it was a very enriching experience. I would definitely recommend it to everyone."

comment in survey LIGO Antwerpen about Racism workshop

"The concepts and their importance were explained very clearly. My colleagues were really engaged."

Iris Costrop - TOPdesk Consultant & Talent Lead

Score: very satisfied. "Learned a lot. Easily applicable and can be applied in a broader context."

comment in survey Curando vzw about 'Diverse-ability' workshop



Community Events



Manifestations

Celebrating our 1st Birthday



BrainBites



YOU ARE INVITED TO
BrainBites #1
LEARNING, CONNECTING & FOOD
DISCUSSING SOCIAL CHANGE

17u30: Ontvangst en hapjes
18u - 20u: Boek uiteenzetting en bespreking
Lily Zheng, *DEI Deconstructed: Your No-Nonsense Guide to Doing the Work and Doing It Right*

27 FEB

SMART COOPERATIVE
COENRAETSSTRAAT 72, BRUSSELS (SINT-GILLIS)

RSVP
AARNOUT@ALLTHINGSHUMAN.BE
MARET@ALLTHINGSHUMAN.BE

FREE EVENT
ABOUT US: ALLTHINGSHUMAN.BE
NEXT TIME: YOUR TOPIC?

Meeting inspirators



Community Events



New Year gathering



Attending panels & debates



Our Future Objectives



- Constantly improve trainings & evaluate impact
- Engage more members
- Set up think tank structure
- Sharing knowledge with the public
- Expand community





Thank you!

Thank you for taking the time to read this report. If you have any questions or would like to discuss further, please don't hesitate to reach out to us.

✉ contact@allthingshuman.be

🌐 www.allthingshuman.be