



**Architects
of Diversity**

ANNUAL REPORT 2021-2022

For justice, peace, and a sustainable future

Persatuan Pendidikan Diversiti
(PPM-025-10-24022021)
C-13-07, The Hub SS2
Jalan 17/47, Petaling Jaya,
46400 Selangor



Message from Co-Founder

5 years ago, Architects of Diversity was just the name of the first UWC Short Course in Malaysia. As I reflect on the moments of growth that the organisation has experienced in the past few years, I think back about why we chose the name that unfortunately disappoints construction companies that cold email us for clients. To build a society, an ecosystem, or a world that allows diversity to thrive and flourish – in other words, architecting for diversity – requires a broad approach that adopts a birds-eye view for planning. The expansion of AOD not just limited to youth programmes, but venturing into different domains that all contribute to the problem of exclusion and prejudice, would be consequential of wanting to maximise our role as architects of an inclusive Malaysia.

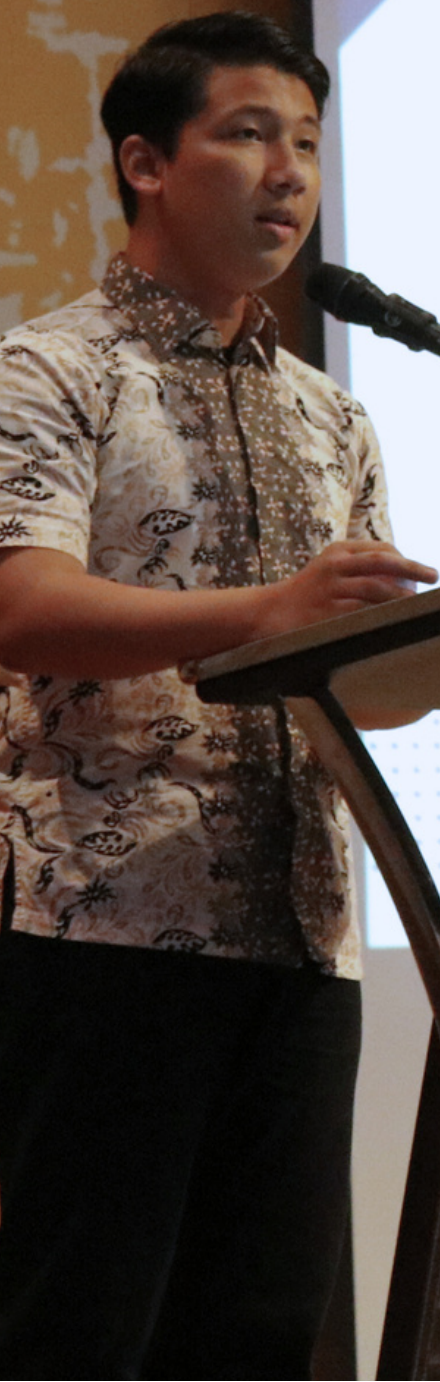
This annual report, which covers our activities over the past two years, is a peek into the more radical work of creating safe spaces that inspire introspection on biases and inequalities among our beneficiaries. We are in the difficult business of planting seeds of change in a hostile forest, where we hope the youth, stories and narratives we invest in will go on to turn the tide against an increasingly exclusionary Malaysia. Some seeds may grow and flourish, creating the multiplying effect of the investment we hope for. Other seeds may take more time to grow, and others grow in ways we won't notice. Some seeds may not grow at all. This is the gamble of working with the intangible – changes that are miniscule in the short-run, but of utmost paramount in the future.

In the past two years, AOD was registered as its own entity, hired a staff team, expanded our programmes and reach, as well as laid the foundations for institutionalisation. The forced shift to virtual programming from the pandemic allowed us to experiment with new curricula and tap into beneficiaries that we otherwise could not have reached due to logistical cost. We started thinking about broader structural change that would make more inclusive spaces for youth, which gave birth to Sekolah Semua, our anti-discrimination campaign. The political crises of the time also acted as a calling to address an intractable driver of division – ethnoreligious hate spin. As we work to strengthen our pillars of work, AOD's future challenge will be operationally and financially sustaining our work for the long-run.

AOD would not be where it is today – growing and stabilising – without the immense labour and support from our network. The Executive Committee that volunteers their time to serve as our governing body, the dedicated staff, volunteers and interns that create the magic of our work, our peer organisations that cheer us on with their insights and support, as well as our institutional and funding partners who have invested in us and believed in AOD's capacity and mission, all have my deepest appreciation. They share the hope and faith that one day, we can achieve a Malaysia that sees an equitable and inclusive society for people of all backgrounds.

Jason Wee
Executive Director

Short Course 2018 was truly eye-opening for me and getting acquainted with such wonderful friends and facilitators from diverse backgrounds had impacted my life so much even until now. Therefore, since then I have always tried my best to be more open-minded and tolerant in viewing every aspect of life. As I pursue my study in psychology, I intend to seek for understanding about the aspect that connects every human in which I believe is the main key in constructing a peaceful and harmonious society including our beloved nation, Malaysia.



KICKSTART CAMPUS LIFE

UNIVERSITY REALM: Its Philosophy and Reality



Ammel Asyraf
Secretary of PEMKOR
Specialization in Civilization
and Islamic Civilization



Dr. Zurina Abd Chani
Office for Strategy and
Institutional Change
Campus

Br. Maszir Aznan
Moderator

Adam Danial (21), Terengganu

Adam is a student at the International Islamic University Malaysia, where he is active in campus life such as being the Co-Chairperson II of their Graduate Enhancement & Entrepreneurship Council.

OUR MISSION

Architects of Diversity bridges communities and identity groups among youth in Malaysia for justice, peace and a sustainable future

OUR VISION

Launched in 2018 and incorporated under the Registrar of Societies in 2021, Architects of Diversity is a youth-led non-profit organisation uniquely working at the intersection of education, social cohesion and youth empowerment. We are governed by an independent and voluntary Executive Committee and maintain a roster of staff and interns that execute the daily operations of the organisation.

STAFF



JASON WEE
Executive Director



NEILA MARYAM
Communications Manager



ADNAN YUNUS
Programme Manager



CHARLENE SEE
Strategy &
Development Manager



LIM EE YENG
Programmes
Senior Associate



DONNA DOMINIC
Administration Assistant

EXECUTIVE COMMITTEE 2023-24



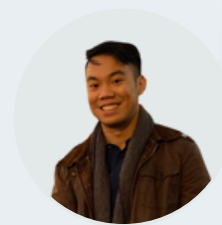
SANGGEET MITHRA
Chairperson



PREETHIKA BHARADWAJ
Deputy Chairperson



TEOH JIA CHERN
Secretary



JURLEO JURIT
Treasurer



AZIF FAZRIQ
Deputy Secretary



MAYNA PATEL
Staff Alumni Member



NYU EE REN
Alumni Member

The Problem

Identity inequality and social exclusion is a complex and wicked problem.

The erosion of social inclusion in political and social life fundamentally threatens the tenets of democracy and human rights. In and of itself, social inclusion is a crucial component of democratic life that guarantees a basis of social equality and the protection of all. Instrumentally, the erosion of social inclusion weakens a democracy's rule of law and capacity for accountability – a nation polarised by identity is a nation captured by identity rule.



Segregation and Fragmentation of Social Life

Segregation and self-segregation at the education-level has permitted a high degree of mono-ethnic and mono-religious spaces that shape social, economic and political lives. For instance, fewer racial minorities attend national primary schools, exclusionary admission policies to education institutions, and the proliferation of private and international schools, have all but divided communities into different silos. The combination of spatial, cultural and linguistic divides have weakened fundamental social ties that are necessary to maintain social trust and understanding.

Divisive and Threat-Inducing Rhetoric

A divided society is at greater risk of political capitalisation of distrust transformed into reactionary gain. Most prominently since 1969, various actors have mobilised identity issues and used controversies to manufacture intergroup threat. The present political conditions have also primed parties on all sides to engage in identity-based politics. Ultimately, minority rights and concerns are increasingly at risk without sufficient counternarratives and alternatives to a racialised contest.

Discrimination and Injustice

Discriminatory laws and practices both are a cause and result of other systemic issues, forming a negative feedback loop of intergroup prejudice, self-segregation and stymie social change. Due to the lack of constitutional and federal protections against civil discrimination, various practices and policies have proliferated to generate inequitable conditions for individuals across different kinds of identities. Many minorities and marginalised groups, rather than mobilise to form challenges, choose to emigrate or disengage instead of "rocking the boat".

Being part of Akar Umbi Kita was definitely an eye-opening experience for me. It pushed me and gave me the tools to not only further understand racial discrimination as a phenomenon but reflect on what was my unconscious role in perpetuating it and most importantly, how could my peers and I move towards change. As a part of the programme, I wrote an article 'You Apa?', on the lived experiences of Malaysian Chindians dealing with racial discrimination. I realised that how we view people don't necessarily will be their truth. Only their truth will be their truth. And until we take the time to hear them out and genuinely try to place ourselves in their shoes, we will keep falling for what was never the truth, but mere perceptions out of fear, continuously justified out of fear too.

In a way, Akar Umbi Kita was also a reason for hope. Being in the midst of those who wanted to learn, ask themselves uncomfortable questions and mobilise themselves to act in favour of a more diverse and inclusive Malaysia inspired me to a great extent. Maybe even served as an extra push to pursue a career in the NGO field. Reflecting on my own biases and how I might be perpetuating harm or being a part of the problem unconsciously will be always a behaviour I carry moving forward.

Jananie Chandrarao (24), Kedah

Jananie is currently serving as a Research and Documentation Officer at the KRYSS Network that works towards increasing the individual and collective agency of all, but especially women, young women, and gender non-conforming persons.



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Our Approach

AOD takes a multi-level approach to address inequality and social exclusion, a wicked issue, acknowledging that an ecosystem of solutions is required for systemic change.

The denial of equal rights and opportunities to individuals owing to one's identity

Transformation of various pieces that influence a system, going beyond addressing symptoms

Empowering young leaders as champions of inclusivity



At the heart of our organisation are residential programmes for youth ages 15-25, where AOD is building a pipeline of inclusivity changemakers. Our programmes empowers youth with the values and knowledge to foster inclusivity in their own circles, as well as becoming effective champions through skills and network development. We provide continuous growth opportunities where one day, our alumni are in positions of influence to push for social justice.

Pioneering ideas & processes for social cohesion



To influence meaningful change in Malaysia, AOD inculcates values of diversity, equity and inclusion in critical systems and cultures in Malaysia. We produce research and resources on DEI in Malaysia for use by educators, government and other advocates, as well as raising awareness on discrimination and promoting empathy for marginalised communities. To this end, we develop stronger positive social connections and foster peaceful existence, allowing a shift away from exclusionary attitudes.

Building enabling environment for legislative change



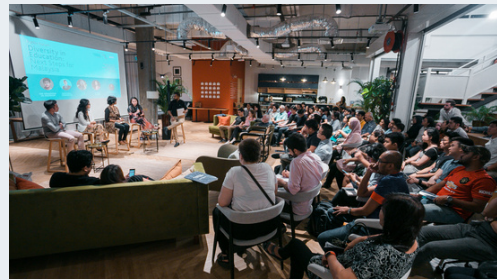
In order to establish an enabling environment that would facilitate greater implementation of policies and initiatives that effectively promote inclusion and counter exclusion, AOD engages in stakeholder engagements with policymakers, peer civil society organisations and grassroots communities. We aim to become a platform where advocacy for a more inclusive Malaysia can be translated more efficiently to direct institutional reform.

Our Beginnings



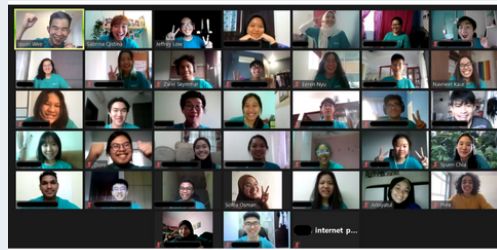
In 2018, AOD started as a United World College Short Course organised by Malaysian UWC alumni that brought together 31 students from all over Malaysia for a week-long residential camp, pioneering new methods in diversity and peace education.

In June 2019, AOD had its first public engagement event, the Diversity in Education Forum with a multi-disciplinary panel that exceeded seating capacity by 20%.



In December 2019, AOD partnered with ABIM and Dong Zong to launch Kem Muhibah, validating our diversity education curriculum with students from various education streams.

At the peak of COVID-19 in January 2021, AOD adapted our programming and had our 2nd edition of Short Course conducted online, seeing our most diverse cohort from 11 states.



In April 2021, AOD piloted efforts to extend diversity education into Malaysian classrooms by launching the Diversity, Equity & Inclusion (DEI) Teacher Collective, working with Teach for Malaysia Fellow & Alumni teachers.

Addressing a root cause of segregation in education, AOD launched our Sekolah Semua anti-discrimination campaign with a national baseline research that received wide news coverage.



As a participant of AOD's Bridging Past, Present and Future, Kuntum Diversity and #KamiNampak, I have cultivated a great understanding of how important it is to play an active role in the communities I am a part of. Malaysia's divide between youths is very prevalent and exacerbated by factors such as gender, socioeconomic status, and race. However, AOD's programmes have provided reassurance to me that we are moving towards a more inclusive and diverse age for youths in Malaysia.

Through AOD, I am constantly reminded that change is only possible when we bridge the gaps between our differences. After participating in AOD's programmes, I have grown to love the study of identity and social groups—ultimately leading me to pursue political science and sociology this August at University.

Allison Choong (19), Penang

Allison is currently working with the non-profit called She's The First which aims to ensure girls are respected, educated and heard. She is returning as a volunteer to facilitate AOD's 2023 programmes.





2023 PREVIEW

UWC Short Course SEKOLAH DIVERSITI

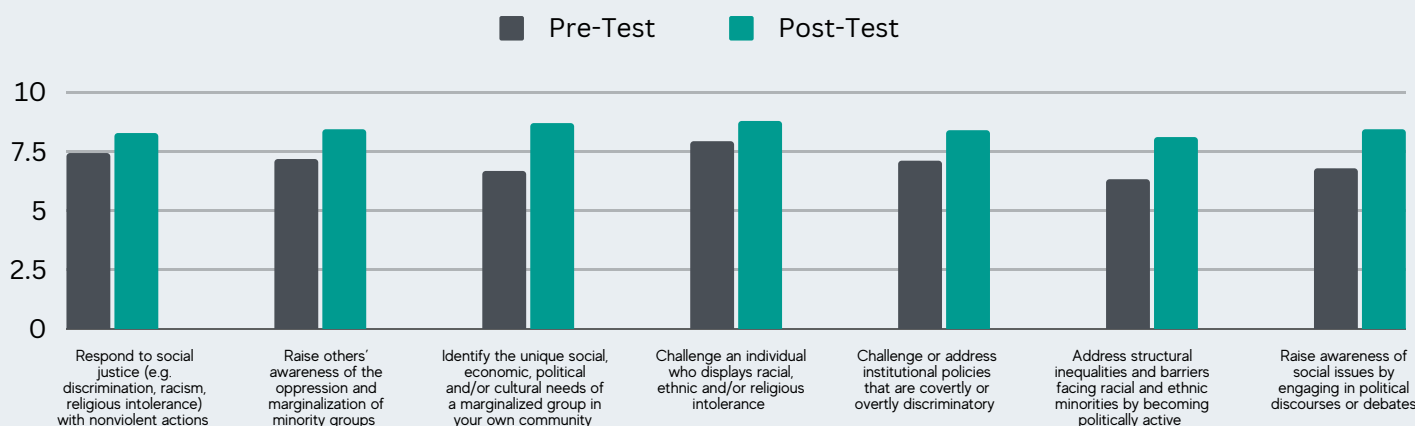
Supported by the U.S. Embassy in Kuala Lumpur, the fourth edition of UWC Short Course Malaysia was brought back to in-person instruction where 31 participants in Form 3 & 4 from 10 states were brought together for a 5-day residential programme in Al-Sakinah Resort, Janda Baik, Pahang on 6-10 March 2023. 52% of participants were Malay, 16% Chinese, 13% Indian and 13% Bumiputera Sabah/Sarawak, whereas 45% hailed from outside Klang Valley. The first of our 2023 editions, Sekolah Diversiti, focused on experiential education for diversity & inclusion, digital civility and civic participation.

The bilingual programme provided participants and invited guest educators with tools to facilitate knowledge on inclusion and democratic participation. Sessions focused on equipping participants with the skills and knowledge to advocate for inclusionary practices within their own communities and institutions.

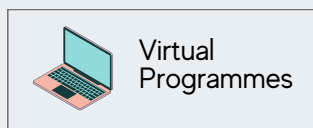
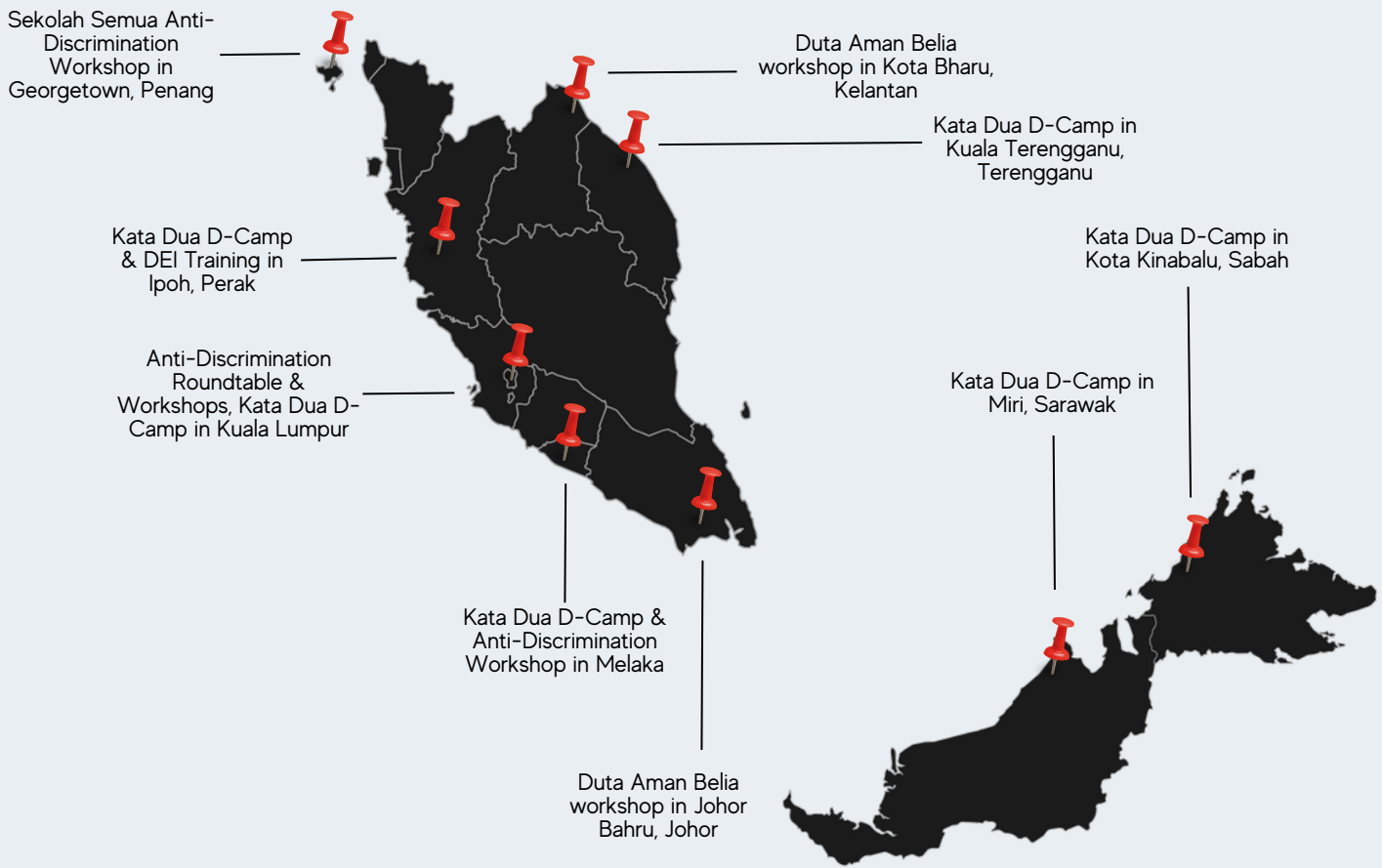
Workshops, discussions, and reflections focused on cultivating cross-cultural understanding and inspiring participants to think critically as they learned various perspectives on issues such as affirmative action, religious freedoms and discrimination in Malaysia. In addition, guest speakers such as Adriana Nordin Manan from Cocoon Creative Lab hosted a writing workshop that allowed participants a conducive space for deep internal reflections.

Impact Snapshot

Participants rated themselves statistically significantly higher in all measures of the Social Justice Self-Efficacy Scale (developed by Matthew J. Miller and Kerrin Sendrowitz).



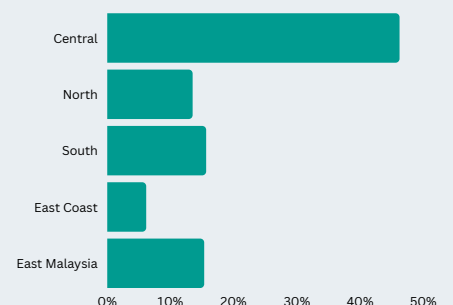
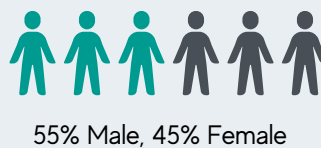
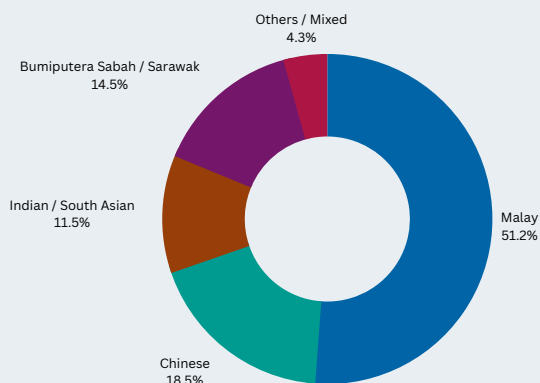
2021-2022 Overview



UWC Short Course 2.0 & UWC Short Course 3.0 Bridging Past, Present and Future
 Akar Umbi Kita
 Hackathon Politik & Rules of the Game
 Duta Sekolah Semua

Beneficiaries Demographics Summary

All AOD beneficiaries since 2018, n=826



NB: based on available information



Hackathon Politik had been a good crash course to understanding Malaysian politics. I found out that civic participation is harder than it looks, as to see real changes from advocacy, all stakeholders from government officials to resident associations must be included in the process and have their issues or concerns addressed in pushing any ideas. Therefore, a level-headed approach should be taken when doing advocacy. After the workshop, I felt more confident within myself to take up representative roles for my NGO in interacting with politicians and government on emphasising the importance of better public transport and built environment for all.

Fazley Fadzil (22), Putrajaya

Fazley is a 2nd year student of urban planning at Universiti Teknologi Malaysia. He volunteers as the secretary of Transit Malaysia, where he is responsible for arranging meetings and events for team members, communicating with agencies, associations, and politicians, and structuring internal workflow and tools within the organisation.

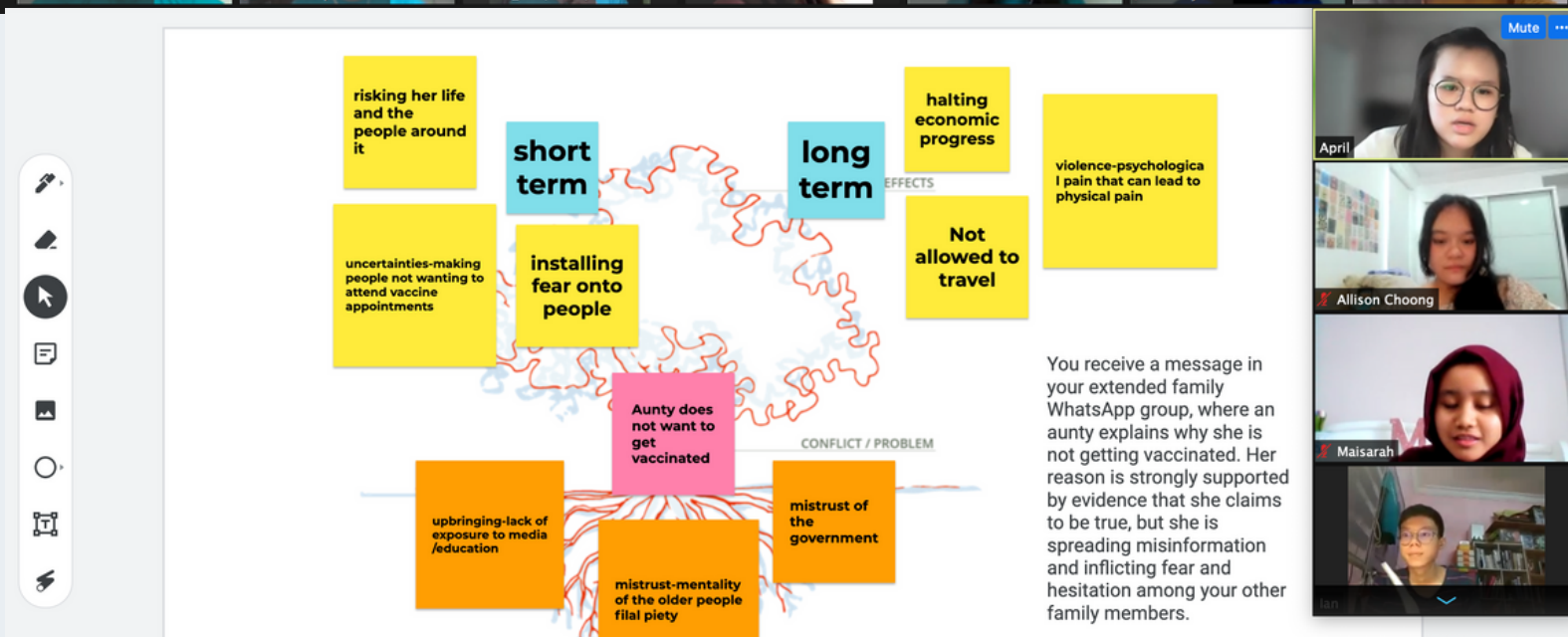
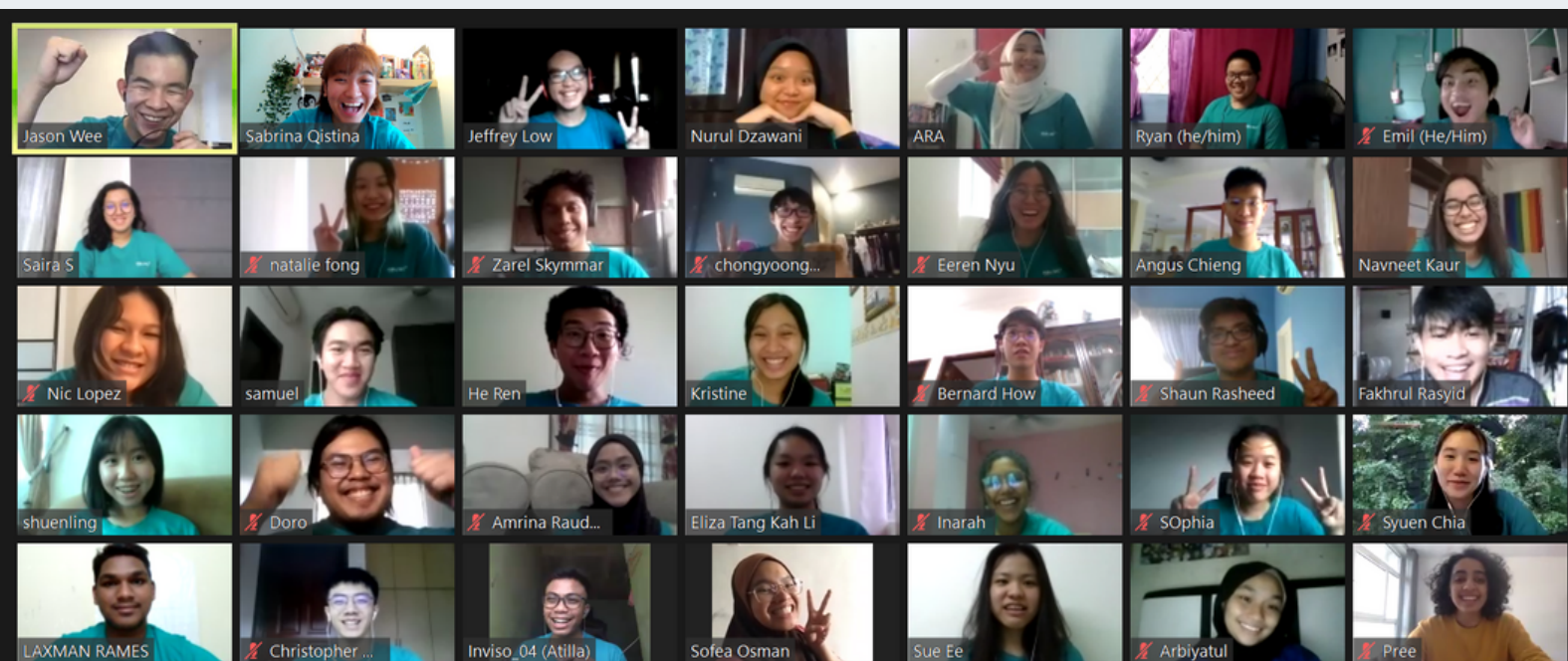
UWC Short Course Online 2.0 and Bridging Past, Present and Future 3.0

The COVID-19 pandemic brought AOD's flagship programme, UWC Short Course, online. UWC Short Course 2.0 brought together 34 participants in Form 3 & 4 from 6-15 January 2021. Participant packets were mailed to their homes and sessions were conducted online on Zoom and Discord, where a virtual community was created for the duration of the experience. The programme focused on using experiential education and online simulations to create safe spaces for discussions and learnings on identity, diversity in Malaysian communities and issues of inequality in Malaysia.

UWC Short Course 3.0 was brought online with the support of the United Nations Alliance of Civilizations (UNAOC), where 30 participants ages 16-19 years old were brought together from 17-24 July 2021.

Themed Bridging Past, Present and Future, Short Course 3.0 focused on learnings on Malaysia's ethnic history, engagement with participants' own communities, and development of empathy and tolerance. The course utilised thought trees, and group discussion boards as a tool for learning and empowered youth who can recognise how political and historical narratives to become better agents for a greater society.

The programme also featured guest speakers, including journalist and R.AGE executive producer Ian Yee, who discussed peace and war journalism, as well as engagements with elected representatives such as YB Lim Yi Wei (ADUN Bukit Tunku) and YB Najwan Halimi (ADUN Kota Anggerik). Participants completed capstone projects that culminated their learnings and engagement on action-oriented citizenship.





After joining the Short Course organised by AOD, I got to view the world in a different perspective. I got to know more about what is currently happening around me, the diversity among our community and different ideas that people my age have. Not only that, the friendship that I've gained from those programs lasted until today.

I am really thankful that I have been given the opportunity to join the family and am really looking forward to the next activity. I can't wait to discover more new things along my journey of life with AOD.

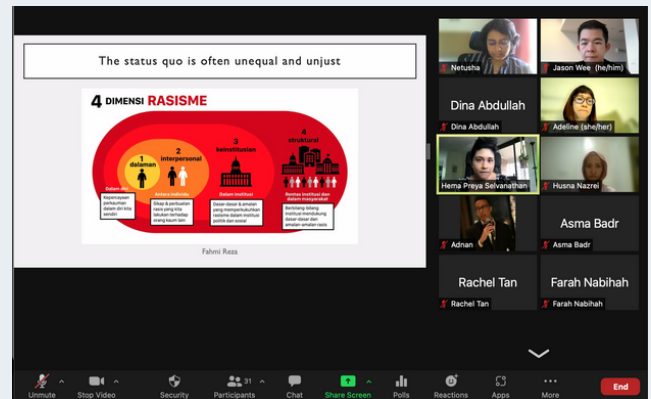
Dzawani Qistina (18), Sarawak

Dzawani participated in Short Course 2.0 and went on to become a Sekolah Semua student ambassador.

Akar Umbi Kita

In cooperation with the European Union, the Institute of Democracy and Economic Affairs, and Imagined Malaysia, Akar Umbi Kita aimed at empowering young Malaysians to become advocates against racial discrimination and racism by deepening their understanding of racial issues through various historical, social, and legal perspectives. The programme recruited 30 undergraduate students and trained them virtually for 5 weeks on various topics, including the definition of race, origins of prejudice, legal and ethical perspectives towards discrimination, and how to change attitudes and mindsets with the goal of equipping participants with the knowledge and skills to become advocates for racial equality and to combat racism.

At the end of the programme, participants wrote op-eds that culminated their intellectual journey with anti-discrimination advocacy. By doing so, participants were able to share their newfound insights with a wider audience, and to raise awareness about the importance of combating racial discrimination and prejudice. Overall, participants experienced increase in social justice efficacy measures, such as capacity to raise awareness, access to mentorship and knowledge domains on discrimination.



Hackathon Politik



Supported by the USAID-funded Malaysian Reform Initiative (MARI), Hackathon Politik was a two-wave project aimed at increasing youth engagement in politics and making politics more inclusive in Malaysia for all Malaysians, regardless of race. The programme trained around 200 youth participants, who were given the opportunity to learn and engage in politics in a more meaningful way. During the first edition of the programme from March to May 2021, participants took part in a mock general election, where they competed by creating campaigns that were inclusive of all races and religions in Malaysia and participated in public debates. The competition supported learnings on the importance of campaigns that represent and address the needs of all communities in Malaysia.

In the second edition called 'Rules of the Game' from September to November 2021, participants were given the task of crafting and pitching policies aimed at making the electoral system more inclusive and representative of Malaysia's diversity.

To further enhance the participants' understanding of politics and the electoral system, renowned speakers from all walks of life and industries were invited to present keynote speeches during the programme. Featured guest lecturers included Aira Azhari from IDEAS, Dr Wong Chin Huat from Sunway University, Dr Bridget Welsh of University of Nottingham and Danesh Chacko from Tindak Malaysia. Sessions included deep dives different electoral systems such as mixed-member majoritarian and mixed-member proportional. The programme also included engagements with elected representatives such as YB Fahmi Fadzil, MP of Lembah Pantai, YB Lukanisman MP of Sibuti and YB Yeo Bee Yin, MP of Puchong, which supported participants' understanding of politics from different perspectives.



<http://bit.ly/ROTGhandbook>
Download the Rules of the Game Handbook



Kata Dua D-Camps

In partnership with Impact Malaysia and Body Shop Malaysia, the Kata Dua D-Camp programmes aimed to build the capacity and knowledge-sharing among youth changemakers on democracy and increase active citizenship and civic engagement among youth. Conducted in cities around Malaysia, namely Kuala Lumpur, Ipoh, Melaka, Kuala Terengganu, Miri, and Kota Kinabalu, the programme reached approximately 500 youth of various backgrounds from May to September 2022.

Open to participants between 18 to 34 years old, Kata Dua catered to youth voters who wanted to increase their understanding of the democratic system, youth leaders who have experience in leading NGOs, youth associations, members of the university's Student Representative Council (SRC) or have held positions in Residents Associations, and youth changemakers who are active in community and volunteer programmes.

AOD designed experiential modules that used simulations to facilitate learnings on the importance of diversity considerations in democracy. Through a simulation of the 1969 General Elections that saw multipolar conflicts in society, participants developed a greater understanding of the importance of communication and negotiation in a diverse society. By understanding the various demands of different parties, participants had the unique opportunity to step into the shoes of politically and socially diverse stakeholders.

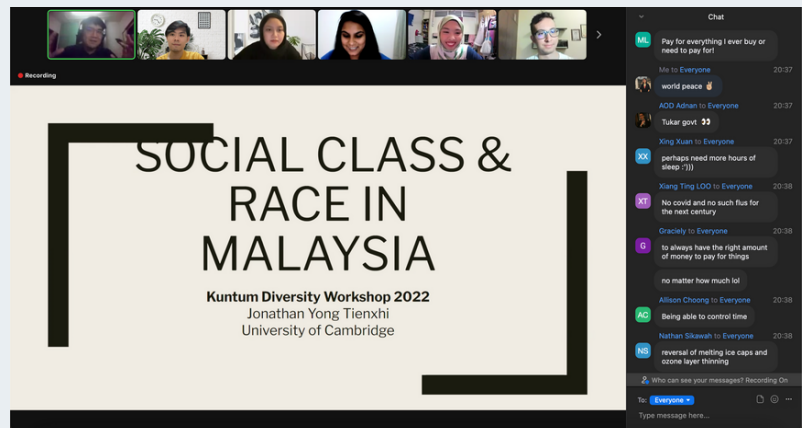
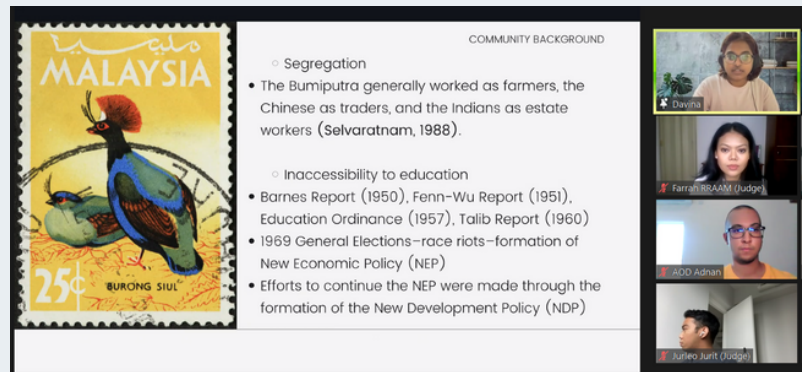
Overall, the Kata Dua programme built the capacity of youth changemakers and promoted civic engagement among young people. Through this programme, participants were able to gain a deeper understanding of the importance of democracy and diversity, and were given the opportunity to pitch and implement community projects that promote active citizenship.



Kuntum Diversity

Kuntum Diversity was a three-month capacity building programme conducted in January to March 2022 improving Malaysian youths' understanding of intersectionality in two main pillars - education and nation-building among grassroots movements in Malaysia.

Bringing together 35 youths from various backgrounds, participants were provided the opportunity to deep dive into various topics such as social class and race in Malaysia, monopolies of education, research methodology and gender-based violence with various experts virtually. Participants were tasked with crafting briefs on specific issues of intersectionality, with the support of consultations from mentors in the field.



Duta Aman Belia

Supported by the Strong Cities Network, Duta Aman Belia delivered non-violent communication workshops to 65 youth leaders in Johor Bahru, Johor and Kota Bharu, Kelantan through both in-person and virtual programming from October to December 2021. Programmes were conducted in local languages, namely Malay and Kelantan Malay.

Duta Aman Belia trained individuals who had little to no exposure to conflict mediation by equipping them with non-violent communication. Additionally, participants were provided the opportunity to connect with their local communities better as they become mediators for conflict within their communities, consequently undermining social alienation. Workshops focused on facilitating learnings among participants to understand the harms of violent networks and communication, allowing them to better make decisions with regards to seeking alternatives to voice out their indignation.

Additionally, participants were provided the opportunity to network with local councillors in the region of intervention in order to facilitate people-to-people relationships for the communication of grievances and demands.



Participating in Short Course has opened my eyes to the importance of diversity and inclusion. I learned from various perspectives and discussions with participants of the program. Since then, I've been more intentional about seeking out diverse perspectives in my personal and professional life. Through the conversations, I came to appreciate the importance of listening to and learning from people with different backgrounds.

AOD has impacted my leadership service in school by taking steps to ensure all students and friends feel safe, respected, motivated and have equal opportunities. It creates a productive team that can function in a diverse environment.

I'm thriving to hear the voices of community members that have issues that are related to equity and inclusivity. Also, educate and promote to especially young people and students in my community about these issues. This could help to make my community a more equitable and inclusive place.

Ryan Rayners (17), Sabah

Ryan served as his school's, Maktab Sabah, Vice President of School Peer Counsellors.



In 2021, AOD launched Sekolah Semua as a campaign to advocate for anti-discrimination in education and inclusion in schools nationwide. Although a barrier to greater inclusion and integration in Malaysia, discrimination in education had not been formally addressed and studied.

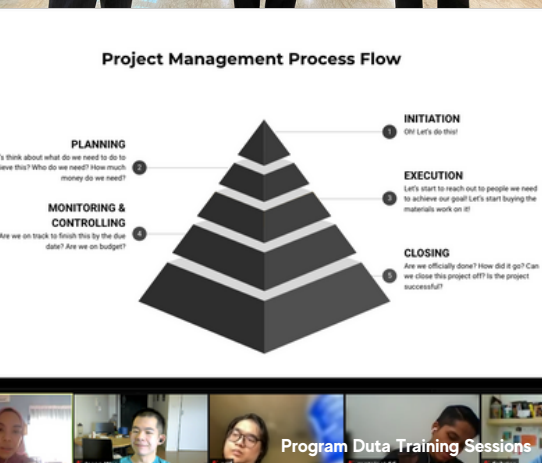
In September 2021, AOD published the first baseline study of discrimination experiences by conducting a national survey with adult Malaysians on their experiences in school. Demonstrating that 50% of Malaysians had experienced perceived discrimination in education, the survey was widely covered in mainstream media and prompted scrutiny on oversight mechanisms.

In 2022, AOD published the first policy review on discrimination in education, analysing challenges

and gaps in the national education system, as well as putting forward a set of recommendations to the Ministry of Education to implement anti-discrimination policies, improve its reporting mechanism and train teachers on inclusive education.

Supported by the US State Department's Year of Action Small Grants, AOD conducted Jelajah Sekolah Semua that involved engagements with Members of Parliament as well as grassroots communities. Briefing sessions were conducted with 15 MPs, including former Deputy Minister of Education, YB Teo Nie Ching, on critical needs for anti-discrimination policy.

Anti-discrimination workshops and roundtables were conducted nationwide, delivering awareness-raising activities to over 500 students. On 16 September 2022, AOD and Women's Aid Organisation hosted a panel discussion on discrimination in education systems, involving youth activists such as Ain Husniza and policymaker YB Nik Nazmi, MP of Setiawangsa.



#KamiNampak

PRN Melaka & PRU15



hotfm



STRIM HOT FM

VOCKET #KAMINAMPAK BANTU PANTAU CALON GUNA RETORIK KAUM DAN AGAMA DALAM KEMPEN PRN MELAKA

19 NOVEMBER 2021

TheStar Saying 'No' to hate speech in Malaysia

Saying 'No' to hate speech in Malaysia

By LOW YUE YU

FOCUS

Sunday, 04 Dec 2022



Eye on diversity: Wee (second from right) with AOD team members and volunteers after its recent Malaysia Day public forum on 'Malaysia After 59 Years: Separate and Unequal Education', organised with the Women's Aid Organisation. — Photo courtesy of JASON WEE

AMID the heated election battles recently, one "fight" stood out: the youth-led #KamiNampak campaign against the use of inflammatory race and religion cards in politics.

malaysiakini news and views that matter



Youth campaign blasts multiple misuses of race and religion in GE15

Published: Nov 8, 2022 7:00 PM • Updated: 7:00 PM

FOCUS MALAYSIA

"Dog-whistling for violence, race-baiting unacceptable in GE15 campaign," says group

By Bernie Yeo | 16/11/2022 | in Mainstream



#KamiNampak is a non-partisan campaign powered by AOD to monitor and counter the use of race and religion among electoral candidates on social media. First conceived as a watchdog mechanism from a winning proposal of Hackathon Politik, #KamiNampak was piloted for the Melaka state elections in November 2021 and was continued for the 15th general elections in November 2022.

#KamiNampak aims to break the persistence of racial and religious threat as a means for electoral gain and its divisive effects on society. Offences include direct and public incitement to genocide, advocacy of hatred that constitutes incitement to discrimination and hostility towards a racial or religious group, disinformation, misinformation and malinformation of a group, falsely manufacturing or associating a political, economic or social

threat to a group, use of slurs with the intention to insult, motivated use of negative stereotypes, ad hominem based on race or religion, and emphasised use of one's own race or religion to garner support. In #KamiNampak PRN Melaka, 30 volunteers monitored the social media accounts of candidates in 28 state seats throughout the campaigning period, including accounts on Facebook, Twitter, Instagram, Youtube and TikTok. The campaign flagged 17 offences across different parties and coalitions.

In #KamiNampak PRU15, more than 60 volunteers monitored electoral candidates in 222 parliamentary seats, employing the same methodology in its Melaka edition. Among the offences flagged included threatening calls to violence towards ethnic minorities and exclusionary attitudes towards immigrants.



In a world of loud, deafening, and polarised voices from the masses, I view advocacy as a tool to moderate the narratives by having a spectrum of discourses surrounding them. This is especially crucial in the discussion relating to racial equity, which is deeply entrenched in laws and policies.

Akar Umbi made me realise that the way to achieve racial equity is not straightforward; it includes having to address archaic laws and even deconstruct some of the societal norms. And for me, the change in law ought to be effected not only by litigation but also through out-of-court advocacy. These two kinds of advocacy should move in tandem so that a symbiotic relationship between the judiciary and the people could be achieved; arguments or achievements made inside the four walls of the courtroom ideally translate into actual reality.

All this explains why I chose a different route by joining the Malaysian Centre for Constitutionalism and Human Rights (MCCHR) rather than continuing my pupillage.

Asma Badrul (25), Selangor

Asma is currently an Assistant Human Rights Strategist at MCCHR that advances human rights through civic education and strategic litigation.



**SEKOLAH
BERSAMA**

DEI Education Collective



The DEI (Diversity, Equity & Inclusion) Education Collective aims to implement an inclusive classroom environment where students feel heard, understood, and respected through empowering teachers with the knowledge, skills and motivation. Due to the lack of resources available to Malaysian teachers to learn and implement DEI values and content in the local context, AOD identified a significant gap in educator literacy in practicing an identity-informed pedagogy. As a pilot programme, the DEI initiative ventured into various workshops in order to test and validate learning material among pre-service teachers.



In March 2021, a residential programme was conducted with 10 Teach for Malaysia Fellows and Alumni in Selangor that facilitated identification of needs in schools and classrooms, as well as potential areas of innovation. Sessions included brainstorming lesson plans for inclusive learning, such as highlighting Orang Asli and female contributions in Malaysian history, as well as context sensitive English lessons.

In April 2022, AOD conducted a DEI workshop with 20 Universiti Pendidikan Sultan Idris teachers in training that focused on discrimination prevention and inclusive pedagogies. Highlights include the expansion of exclusion to unintentional behaviour from teachers that unknowingly detriment students of marginalised backgrounds.



In May 2022, AOD conducted a DEI workshop for Teach for Malaysia's 2022 Cohort Pre-Service Programme focusing on broad understanding of each component of diversity, inclusion and equity in classrooms. Fellows received instruction on issues such as unconscious bias and reflected on their own experiences as a student to inspire innovation for inclusive teaching practices.

"I have learned about the values of an inclusive teacher, methods to create an ideal classroom through co-creation with students, and that discrimination isn't limited to negative instances only."

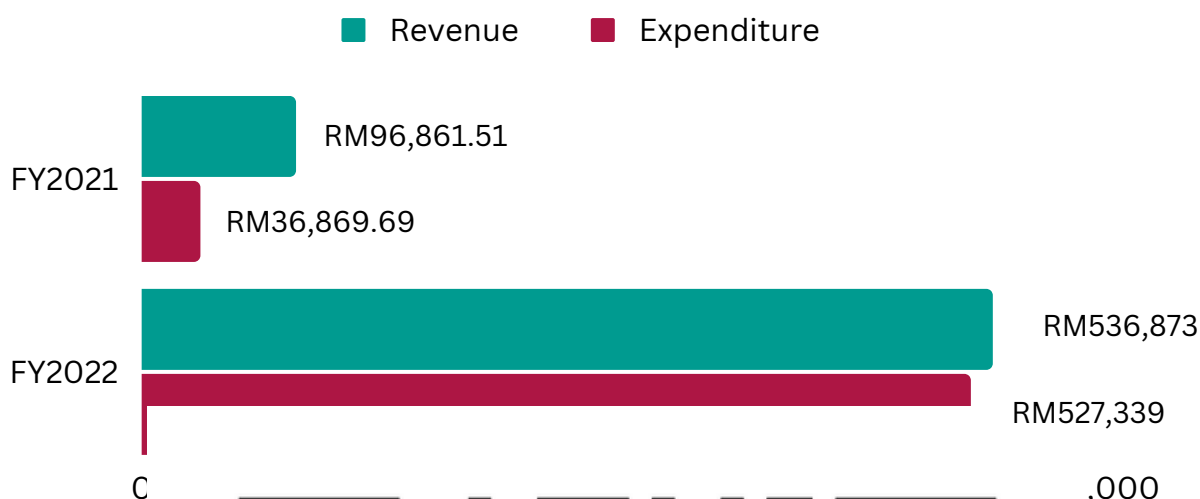
Nur Husnina, UPSI DEI Workshop Participant

Following the Short Course, I've been able to view the challenges Malaysia face through the lens of intersectionality and how people of various identities interact with one another uniquely. Going to the US for an exchange program, the skills I learnt on the Short Course were vital in helping me dissect and understand the cultural nuances between my host community there and the culture here.

Yoong Wen (19), Selangor
Volunteer with Sekolah Semua



Finances



AOD was registered as a business under the name 'AOD' on 24 February 2021 after incubation support from the United World College Alumni Association Malaysia. All funds received are channeled towards our activities and operations.

Programmes
66.9%

99% of our revenue is generated from grants and partner programme contracts. No income was generated from participant fees as all AOD programmes are free of charge to ensure accessibility.

50% of our expenditure constituted payments to staff and contractor salaries, while direct cost of programmes (e.g. accommodation, food, rental) and overhead expenses constituted 37% and 13% respectively.



Download our 2021 audited statements

<http://bit.ly/PPDAudit2021>



Download our 2022 audited statements

<http://bit.ly/PPDAudit2022>

Email contact@aodmalaysia.org to request for latest audits and financial statements.



My time with AOD has profoundly altered my perspective on diversity and inclusion in Malaysia. Through embracing a nuanced approach and implementing a DEI framework within the organization I'm leading, I've learned the importance of fostering inclusivity in various environments. AOD's commitment to addressing inaccessibility inspired me to ensure that programs convened under MyDiplomacy both physically and virtually, should be people-friendly and accessible.

This experience has also deepened my passion for advocating against disenfranchisement in the diplomatic space, empowering me to champion equal and equitable opportunities for all. Consequently, all of the projects I'm working on must ensure diverse opinions are celebrated and authentic inclusion is achieved.

Elisa Shafiqah (22), Johor

Elisa was a programme intern with AOD in 2021-22 and is currently the Chair of Malaysian Youth Diplomacy.

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