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# YEAR 2 SUCCESSES & IMPACT

## HIGHER EDUCATION CENTER FOR ETHICS, EQUITY AND TRANSPARENCY



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# OVERVIEW

This highlights and summarizes of the second year of activities and programmatic accomplishments of the Higher Education Center for Ethics, Equity and Transparency (HECEET) in Paraguay. Our focus during the second year has been on implementation. During the first half of this year, along with the planned EET trainings, institutes and joint research projects, HECEET was incorporated into the UNA organizational structure, and the online ethics compliance tool for UNA faculty and staff was developed.

These undertakings are vital to constructing the kind of platform that can result in progress and dynamic change within the UNA and our target sectors as we strive to launch coordinated efforts aimed at improving Paraguay's culture of lawfulness by increasing ethics, public trust and respect for law among citizens in all sectors of society. Major innovations were advanced to create systemic and societal change through the cultivation of two cohorts of EET Ambassadors.

The second half of Year 2 has been dedicated to our extensive EET institutes and annual forum. Of the total 73 Ambassadors trained in Cohorts 1 & 2, approximately 11% were youths (under the age of 30) which encouraged the development and execution of a youth-oriented EET Institute which cultivated 82 participants who have begun implementing EET projects in their local communities. The youth-oriented institute was followed by a private-sector EET Institute, attended by 179 participants, tailored for participants from the private sector and civil society.

These institutes, trainings and forums along with the EET Leadership Certification Program have attracted representatives from all sectors and contribute to the strengthening of EET values at the UNA and its surrounding community.

## OUTCOMES

**73**

Number of people who participated in HECEET-sponsored Ambassador Certification trainings  
Cohort 1 - 25; Cohort 2 - 48

**319**

Number of people who participated in HECEET-sponsored Institutes and customized EET trainings  
EET Youth Institute - 82; EET Private Sector Institute - 179, Tailored Trainings/Coaching - 58

**490**

Number of people who participate in HECEET project capacity building events (Focus Groups, Conferences, Exchanges, research)

**11**

Number of EET research collaborations between UNA faculty & Rutgers faculty/interns

**10**

Number of EET Zone of Practice Projects designed by HECEET certified Ambassadors

**11,864**

Total Impact of Cohort 1 & 2 Zone of Practice Projects



*"With the development of these modules I was able to realize that in all areas of work we can contribute something in relation to EET so that tomorrow we can reap the fruits and not stay with the same paradigm that we have."*

**Miriam González, Ambassador Cohort 2  
Member of the Board of Directors of FACEN and  
Technical Teacher of the UNA**

## DEMOGRAPHICS

**Ambassador Certifications:**

**58% Female | 42% Male**

**11% Youth (10-29 years)**

**Institute & Training Participants:**

**58% Female | 42% Male**

**28% Youth (10-29 years)**

## STRENGTHENING UNA'S INSTITUTIONAL CAPACITY

At the core of the HECEET, we are working UNA to ensure that the university can grow as an epicenter for the advancement of culture of lawfulness and EET values and practice. Concurrently, HECEET is growing roots in the university community and building towards long-term sustainability and self-reliance.

Year 1 was devoted to facilitating trust among partners and institutionalizing HECEET within the UNA Organizational structure and building capacity to EET with other partners and sectors. Year 2 has focused on implementing a strategy for sustainability through the facilitation of training, coaching, partnerships and research projects across sectors to systematically promote EET values and culture of lawfulness. The campaign for EET values to permeate Paraguayan culture is epitomized with the new EET Compliance Tool that is being piloted to train the majority of the campus community this fall.

The Compliance Tool has been developed in coordination with Skillsoft (a seasoned Partner on Compliance Training at Rutgers University) to attend the local needs of the UNA staff and other institutions on Ethics, Equity and Transparency that will pioneer and shape the future of EET in Paraguay.

### Compliance Training Title (Pilot): Global Code of Conduct (International)

- Trainees Initially : 7500 (UNA, staff and faculty)
- Course development: 2 months (June, July 2021)
- Pilot: August, 30th (After dean 's elections)
- Roll out: September 26th , 2021

### The roll-out will include 3 courses in total

- Global Code of Conduct (International)
- Global Ethics
- Academic Code of Conduct

## BUILDING EET AMBASSADORS

The growing Certification Program in Leadership for Ethics, Equity and Transparency has trained a total of 73 Ambassadors from four specific areas –UNA/Higher Education Institutions, Government and legislature, K-12 and private sector/NGOs. This developing faction of EET leaders has been equipped to contribute personally, professionally and collectively to strengthen the awareness and practice of a culture of lawfulness, ethics, equity and transparency in Paraguay, thus contributing to a society with less corruption, greater social responsibility, more equity and inclusivity.

## EET'S ZONE OF PRACTICE

An important element of the EET Certification Program that spreads the impact of EET Ambassadors is the requirement for participants to develop an applied culture of lawfulness ZONE OF PRACTICE EET project. This offers an opportunity to proliferate EET concepts, and impact all sectors with viable projects that have the potential to be institutionalized and sustained.

## ZONE OF PRACTICE HIGHLIGHTS

- HECEET Trained Cohorts of Ambassadors: 2, 73 Total Ambassadors
- Total Zone of Practice Projects Completed by Ambassadors: 10
- The total impact of these projects is estimated to be: 11,864
- Winning projects selected from Cohort 1 and Cohort 2: 4

### WINNING PROJECTS: COHORT 2

- Promoting a "Culture of Lawfulness" at the UNA based on Ethics, Equity and Transparency using Strategic Planning at its core (Impact- 846)
- CORRUPTION @ 911: from Awareness to Denunciation (Impact- 550)

### COHORT 1

- Together Let's Eliminate Everyday Corruption! (Impact- 8527)
- Higher Education for Political Leadership and Senior Management Positions in Universities and Public Administration (Impact- 75)

# WINNING ZONE OF PRACTICE PROJECTS COHORT 2



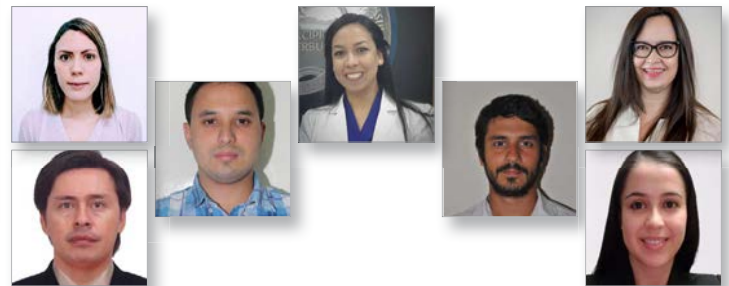
## Promoting a “Culture of Lawfulness” at the UNA based on Ethics, Equity and Transparency using Strategic Planning at its core: (IMPACT- 846)

The project focuses on promoting the Culture of Lawfulness through the values of ethics, equity and transparency. This project takes advantage of the historic moment that the National University of Asuncion is undergoing as the University Assembly approved the new strategic plan of the UNA with a view to a new University model in November 2020.

Main Objective: Promote the “Culture of Lawfulness” in the UNA based on Ethics, Equity and Transparency from the Strategic Planning.

### Results of the first phase:

- 15 Workshops promoting the application of EET values, presenting the concepts and examples of applicability.
- 100% Faculties and the Institute of Health Sciences Research adhered to the inclusion of EET values in the Strategic Plans.
- 846 Workshop participants invited to become “promoting agents” in their faculties to implement actions with values of Ethics, Equity and Transparency to achieve the Culture of Lawfulness in UNA
- Participant Demographics:
  - 5% Authorities, 5% Graduates
  - 6% Officials 54% Teachers 30% Students
- 9 out of 10 of the participants committed themselves to promote concrete actions and projects oriented to the application of the EET in their faculty to promote the Culture of Lawfulness.



## CORRUPTION @ 911: from Awareness to Denunciation: (IMPACT- 550)

The project is analyzing the existing whistle-blower protection channels and mechanisms, while mapping the prevailing institutional weaknesses in whistle-blower protection.

### Progress:

- Status and analysis of complaints successfully completed
- Citizen complaints made effectively through the corresponding channels.
- Citizen awareness of anti-corruption complaints visualized with social impact.

## OTHER ZONE OF PRACTICE PROJECTS:

### Cohort 1:

- Young people and women: existing gaps in access to elective positions (Impact- 200)
- Overáva Leaders: For a fair and equitable Early Childhood (Impact- 464)
- Strengthening the Culture Towards Transparent Management at the UNA (Impact- 270)

### Cohort 2

- EET Culture at INAES (Impact-414)
- Youth Tesapyso (Impact- 112)
- UNA Transparent (Impact- 406)

## RESEARCH, INNOVATION AND PRACTICE

The Research, Innovation and Practice components of the HECEET connect the research efforts of Rutgers University with the professors, researchers and students of UNA to promote the generation of greater applied knowledge in the areas of Ethics, Equity, Transparency (EET) and the culture of lawfulness to achieve sustainable development in Paraguay. We believe that research, politics and practice are closely linked. Our team of qualified researchers work alongside professionals with years of experience in the field, using the culture of lawfulness as an integrity lens that impacts and challenges systems that contribute to ethics, equality and transparency at the community level of Paraguayan society. The idea is to participate in research, that will impact policies and practices with entities inside and outside the University environment to positively impact the culture of lawfulness through EET work in the community at-large. Through this research initiative, the HECEET demonstrates its status as a pioneering organization through its ability to leverage experience in multiple disciplines and make advances to solutions of complex problems. The HECEET promotes innovations in EET with potential development applications in both the physical and social sciences. Based on a call for research proposals on EET topics that took place during the first year, 11 research projects have been implemented by UNA researchers, with the support of five (5) Rutgers faculty coaches.

These studies are slated for publication in the upcoming year. The expected results of the research projects are to:

- Support innovations such as new EET policy approaches and/or knowledge sharing methods that benefit Paraguayan communities;
- Contribute to the translation of the results obtained by research processes that influence the training of citizens and the creation and promotion of effective EET policies, the culture of lawfulness and integrity programs and campaigns;
- Facilitate the strengthening of partnerships and systems between civil society, government and private sector institutions, to increase opportunities for a culture of lawfulness and innovation promoted by EET and opportunities for research-driven solutions and best practices.

## SOLIDIFYING MULTI-SECTORAL SUPPORT FOR THE HECEET

An imperative element of the HECEET is its focus on collaboration, partnership building and network creation. These are important features for ensuring that the HECEET is widely recognized as a resource for promotion of EET and part of the larger country strategy for strengthening the Culture of Lawfulness and anti-corruption that is so important for the entire country and to the UNA. In year 2, the HECEET has expanded and established new partnerships with organizations and entities across all sectors. The HECEET Advisory Committee, presided by James Spalding, President of the Committee, has been at the forefront of these efforts for network expansion. The work in Year 2 has already resulted in the identification new partners and the sponsorship of an institute specifically focused on the public and private sectors. Two important achievements for Year 2 were:

- Collaborating with SENAC's Minister, René Fernández, and ENIT in the framework of the National Integrity Plan and executing an MOU signed on April 15, 2021. This effort aimed to collaboratively develop and facilitate the offering of public and private sectors round-tables on the topic of Culture of Law and anti-corruption practices. Our HECEET agenda is in alignment with the ENIT, and the National Integrity Plan 2021-2025. We are building on the efforts of the HECEET in order to promote the public, private, university and civil sector opportunities to integrate the broader needs of the country while promoting alliances that can generate resources, funding and dissemination of the initiatives promoted.
- The EET Institute focused on the private sectors was held on April, 22nd 2021 and attended by 179 participants. The Institute's objective was to raise awareness and invite participants to take action to strengthen ethics, equity and transparency to implement a culture of lawfulness in the country; and to motivate actors in the public sector, the private sector and civil society to work together to develop and strengthen a culture of integrity and the rule of law in Paraguay.

## DISSEMINATION AND PUBLIC ENGAGEMENT

Among the other products and public events held, the following can be highlighted:

### Engaging All Sectors:

- Graduation of 2 cohorts of EET ambassadors
- EET Institute of Young Stars and Ambassadors
- Integrity & Anti-Corruption as Global Imperatives in Pandemic Times Forum

### Engaging Higher Education Sectors:

- Compliance tool developed by Skillssoft for UNA
- EET Research Symposium
- Future visit to Rutgers by MEC and UNA's Chancellor
- Coaching of the Chancellor's leadership team of the UNA, led by CEAMSO

### Engaging K-12 Education Sectors:

- INAES Representative visited Rutgers-Camden

### Engaging Government Sectors:

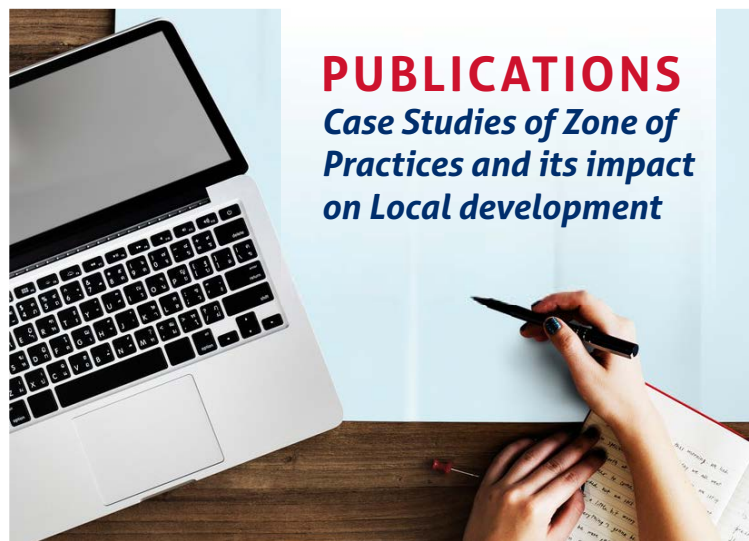
- Collaborations with SENAC and ENIT in the framework of the National Integrity Plan

### Engaging Civil Society/Private Sector:

- EET Ambassadors Institute focused on the public and private sector

## UPCOMING IN YEAR 3

Cohort 3 of the EET Leadership Certification Program will train a total of 49 people with a focus on the Train-the-Trainer model as well as the implementation of the EET Compliance Tool at the UNA.



## PUBLICATIONS

*Case Studies of Zone of Practices and its impact on Local development*

## FOR MORE INFORMATION

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