
Impact Report

2023

Effective Altruism Sweden

Effective Altruism Sweden is a non-profit association whose purpose is to act in accordance with the effective altruism principles and values.



**Combining heart
and mind to make
the world as good
as possible.**

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Executive Summary

EA Sweden and what we are doing

Effective Altruism Sweden acts as an umbrella organization for the Swedish EA community, and consists of a 4-person team (3.25 FTEs). We are mostly active in Sweden, since we have our comparative advantage here, but act with a global impact in mind, which we do in three main ways:

- 1. Building a thriving community** of epistemically humble people who are ambitious in their altruistic pursuit. We do that by outreach to people and groups with will and potential to do a lot of good, and through events, conferences, our website, and our slack workspace providing resources, motivation, and spaces (physical and virtual) to meet other people with similar goals.
- 2. Supporting individuals to realize their full impact potential**, mainly through their careers. We do that by providing in-depth career courses, sharing information about how one can have an impactful and fulfilling career depending on skills and experiences, what open high impact opportunities there are, individual career counseling, and personal job recommendations and support through the process.
- 3. Supporting promising projects** to grow the EA ecosystem with more high impact organizations and projects. We do that by providing support with funding applications, fiscal sponsorship, employment on record, office space alongside other EAs, and strategic and operational support tailored to each project's or organization's needs, often crafting a robust theory of change and a structure for setting goals and impact evaluation.

A visual version of our theory of change (ToC) can be found [here](#).

Our Team



Emil Wasteson
Executive Director



Kiryl Shantyka
Executive Manager



Ysaline Bourguine de Meder
Head of Strategic Development



Anna Ek
Career Counselor

Purpose and highlights of this report

The purpose of this impact report is to share what EA Sweden has accomplished over the past year. We aim to do so transparently, covering the outcomes and cost-effectiveness of our activities. Additionally, we will reflect on how we might adjust our strategy to enhance our future impact. Our intention is that the report will be of interest and value whether you're a member of the Swedish EA community, a grantmaker or an individual looking to financially support EA community building efforts, or involved in another community building organization within the global EA community.

Some **noteworthy data points and reflections** from the report include:

- Formal membership within EA Sweden grew from 520 to **642 members** in 2023, marking a 25% increase (26% in 2022).
 - EA Sweden served as the primary organizer of **EAGxNordics – the largest EA conference in the Nordics** to date, attracting over 500 participants and garnering early positive outcomes along with very positive feedback.
 - We have explored ways to provide the most valuable **support to impactful projects and ideas** and have identified a seemingly working and efficient model. This was one of our main strategic goals for 2023.
 - Several individuals who have participated in our **individual career counseling** have taken significant actions with high expected impacts (e.g., changing jobs or enrolling in specific fellowships and/or programs), bolstering our belief that career counseling is an impactful and cost-effective activity.
 - A current **main bottleneck** for EA Sweden to **scale up our impact** is to effectively reach more people who have the will to do a lot of good, and are in a position to do so.
- Another challenge is the lower tendency for women to engage in the community compared to men, resulting in less diverse perspectives in discussions and projects and a loss of potential from women who opt not to engage.

Plans for 2024 and beyond

Based on these reflections, we've identified three strategic focus areas for 2024:

- **Enhance our outreach activities** to connect with more individuals motivated and capable of making significant positive impacts.
- **Expand and scale up our career and project support**, to increase the direct impact people in our community have on the world.
- **Improve the experience and engagement for women and non-binary members** in the community, to create a more thriving environment where more people are keen to join and participate, thus increasing the diversity of perspectives in discussions and projects, and reducing the unrealized impact from those people who chose to not engage.

How to read the report

- We recognize all parts of the report aren't equally valuable to read for everyone, and encourage you to jump to the sections that are the most relevant depending on your objectives. While most sections stand independently, the final reflections aim to synthesize EA Sweden's activities in 2023 and outline our intentions for 2024.

Don't hesitate to reach out

- Finally, if you have any questions, are curious about knowing more about any specific part of the report, or are interested in financially contributing to EA Sweden's work, feel free to reach out to us at info@effektivaltruism.org.

Our Community

01

Mapping the Swedish EA Community

Annually, EA Sweden conducts an impact survey for individuals who have interacted with us throughout the year. The aim is to understand the community’s demographics, how EA ideas are manifested in the Swedish community, and how people experience their interactions with EA Sweden. This positions us well to identify ways to increase resources, dedication, and realization of EA ideas within the community. This year, the survey was completed by 73 individuals. Please note that these results might not entirely represent the whole community, but we believe they offer useful insights into emerging trends and the current landscape. The sample size may limit the statistical relevance of the findings, so we encourage interpreting the results with this in mind.

Demographics

Age

The Annual Impact Survey reveals a community age profile prominently featuring individuals from 20 to 40 years old. With a median age of 30.5 and an average of 31.54 this year, we’re observing a consistency from last year, which had a median also at 30 and a slightly higher mean of 31.70.

When we look at the Rethink Priorities’ EA Survey from 2020, which charts the global EA Community, a similar age distribution pattern emerges, although with a younger median age of 27 and an average of 29. Notably, in our survey, 80% of respondents are under the age of 38, presenting a modestly older demographic in contrast to the Rethink Priorities survey’s 80% threshold age of 34. It’s important to note that while we’re comparing our current data with 2020 data. The age distribution in the global EA Community may have shifted since then, so this comparison is based on the most recent data available to us.

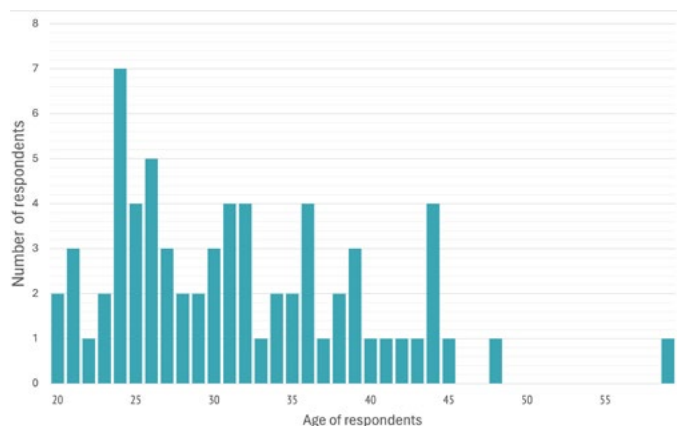


Figure 1. Age Distribution | Annual Impact Survey 2023 (n=68; 5 respondents preferred not to disclose their age).

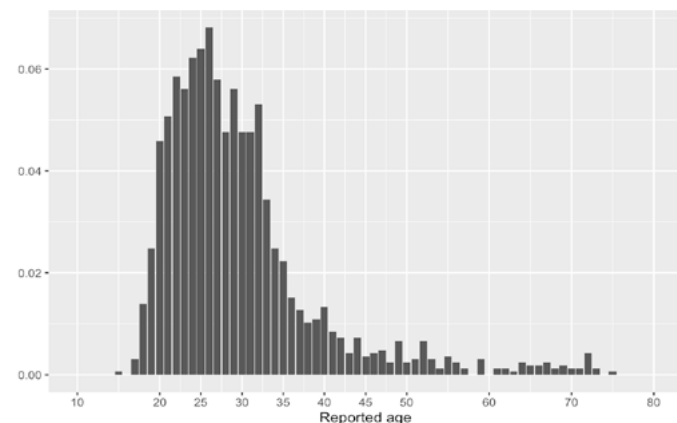


Figure 2. Age Distribution | Rethink Priorities EA Survey 2020

Gender

This year's responses to our Annual Impact Survey reveal that about 64% of our community members identify as male. When we look at this in a global context, it's a bit more diverse than the 70.5% male identification rate found in the 2020 Rethink Priorities survey of the global EA community.

We're also seeing a positive trend towards greater diversity within our group. The percentage of male respondents has dropped by 5%, while the number of female respondents has increased by 3.5%, and non-binary representation has gone up by 3%. Additionally, fewer respondents are choosing not to disclose their gender, suggesting a changing atmosphere in our community's approach to gender diversity.

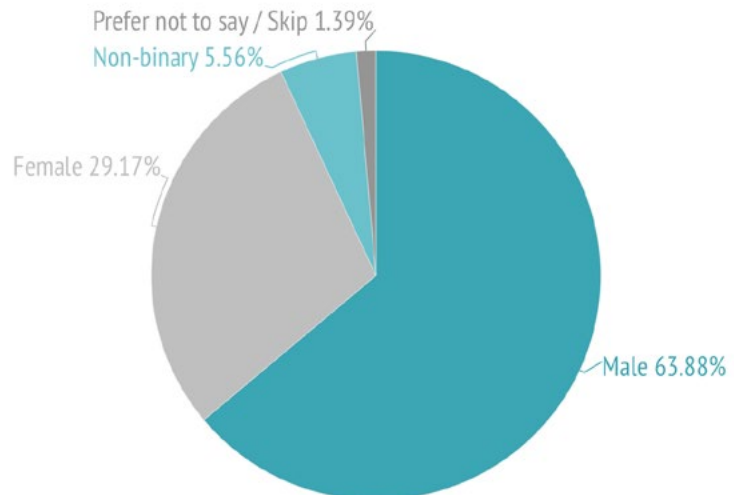


Figure 3. Gender Distribution | EA Sweden Annual Impact Survey 2023 (n=72).

	2022	2023	Change
Male	69.23%	63.89%	-5.34%
Female	25.64%	29.17%	3.53%
Non-binary	2.56%	5.56%	2.99%
Prefer not to say	2.56%	1.39%	-1.18%

Figure 4. Gender Distribution Comparison | EA Sweden Annual Impact Survey 2022 (n=78) and 2023 (n=72).

Occupation

The results from 2023 indicate a clear trend: a majority of our community members were working, highlighting a certain shift in occupational engagement. Specifically, we observed a general increase in employment, with the proportion of working individuals rising from 48.7% in 2022 to 55.6% in 2023, marking an almost 7% increase and suggesting that a larger portion of our community is now employed.

Meanwhile, the percentage of those dedicated solely to studying has remained relatively stable. Additionally, there was a noticeable decline in the number of individuals balancing both work and studies, with only 12.5% of these dual-taskers having completed their studies by 2023.

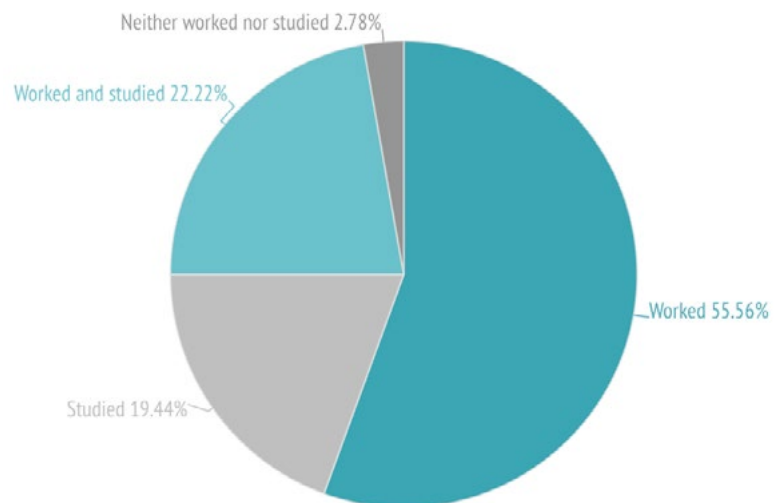


Figure 5. Occupation in 2023 | EA Sweden Annual Impact Survey 2023 (n=71).

Occupation	2022	2023	Change
Worked	48.72%	55.56%	+6.84%
Studied	19.23%	19.44%	+0.21%
Worked and Studied	26.92%	22.22%	-4.70%
Neither worked nor studied	2.56%	2.78%	+0.21%
Prefer not to answer	2.56%	0.00%	-2.56%

Figure 6. Gender Distribution Comparison | EA Sweden Annual Impact Survey 2022 (n=78) and 2023 (n=72).

Work Experience

This year's responses indicate that most people in our community have some work experience, with 47% of respondents boasting more than 5 years of it – a 6% increase from the previous year (Figure 7, 9). At the same time, we observe a significant decrease in early career professionals.

Analyzing the answers by gender reveals distinct patterns: Both males and women/non-binary (NB) individuals are equally represented at the entry-level experience stage. However, women and NB individuals report higher percentages in the early (1-3 years) and mid-career (3-5 years) stages, suggesting they are more represented in these phases compared to males. Conversely, males are more likely to be found in established (5-10 years) and long-term (more than 10 years) career stages, indicating a potential seniority and experience gap.

Years of work experience	2022	2023	Change
I have less than 1 year	14.10%	16.67%	+2.56%
1-3 years	24.36%	20.83%	-3.53%
3-5 years	20.51%	13.89%	-6.62%
5-10 years	19.23%	19.44%	+0.21%
More than 10 years	21.79%	27.78%	+5.98%
I don't know or prefer not to answer	0.00%	1.39%	+1.39%

Figure 7. Work Experience Comparison | EA Sweden Annual Impact Survey 2022 (n=78) and 2023 (n=72).

Years of Work experience	Men	Women and Non-binar
1-3 years	19.15%	24.00%
3-5 years	6.38%	24.00%
5-10 years	23.40%	12.00%
I don't know or prefer not to answer	2.13%	0.00%
I have less than 1 year	17.02%	16.00%
More than 10 years	31.91%	24.00%

Figure 8. Work Experience Comparison | EA Sweden Annual Impact Survey 2022 (n=78) and 2023 (n=72).

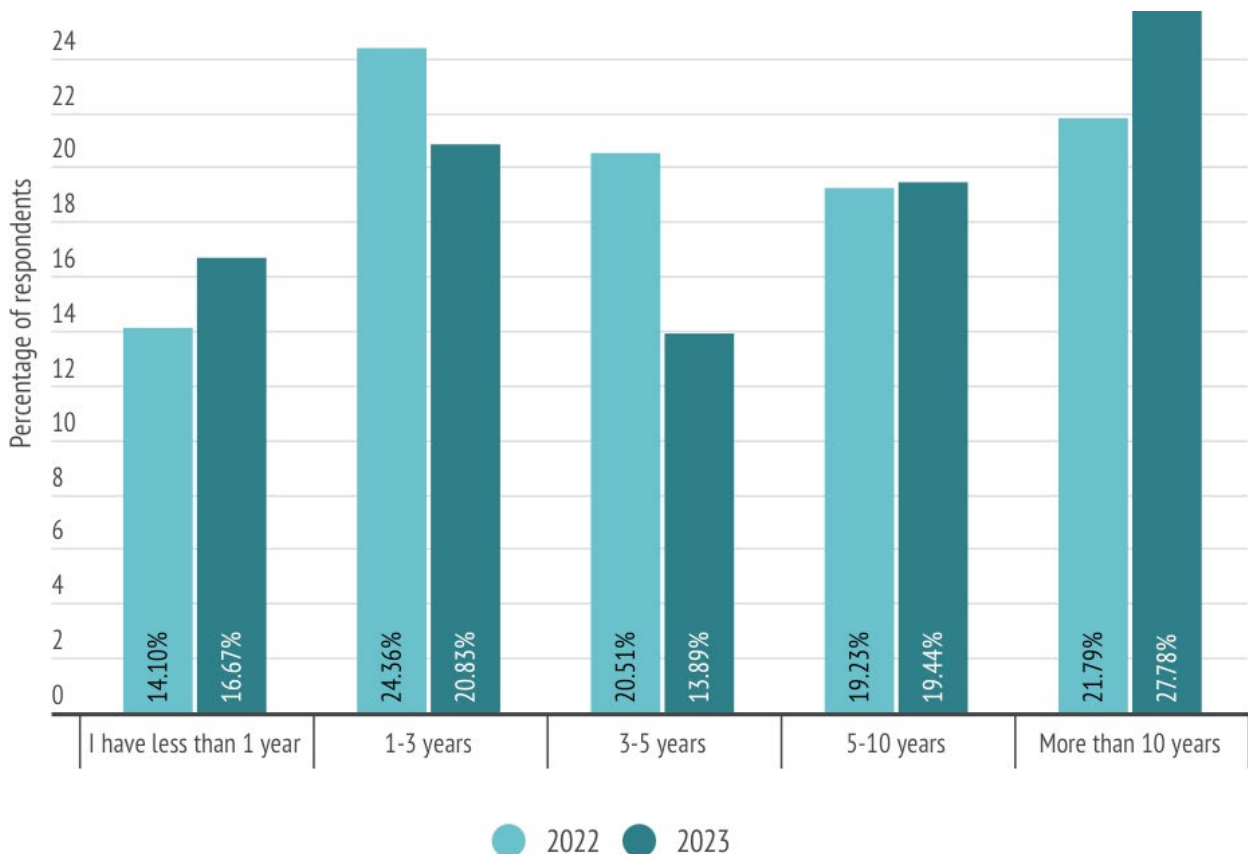


Figure 9. Work Experience | EA Sweden Annual Impact Survey 2023 (n=71).

Analyzing work experience through the lens of High Commitment Major Decisions (HCMD), which refers to major decisions about work or education based on EA principles, we observe that such decisions are relatively evenly

represented across experience levels, with the exception of entry-level respondents, who have the lowest share at 25%. The highest share is among those with 5-10 years of work experience, at 57%.

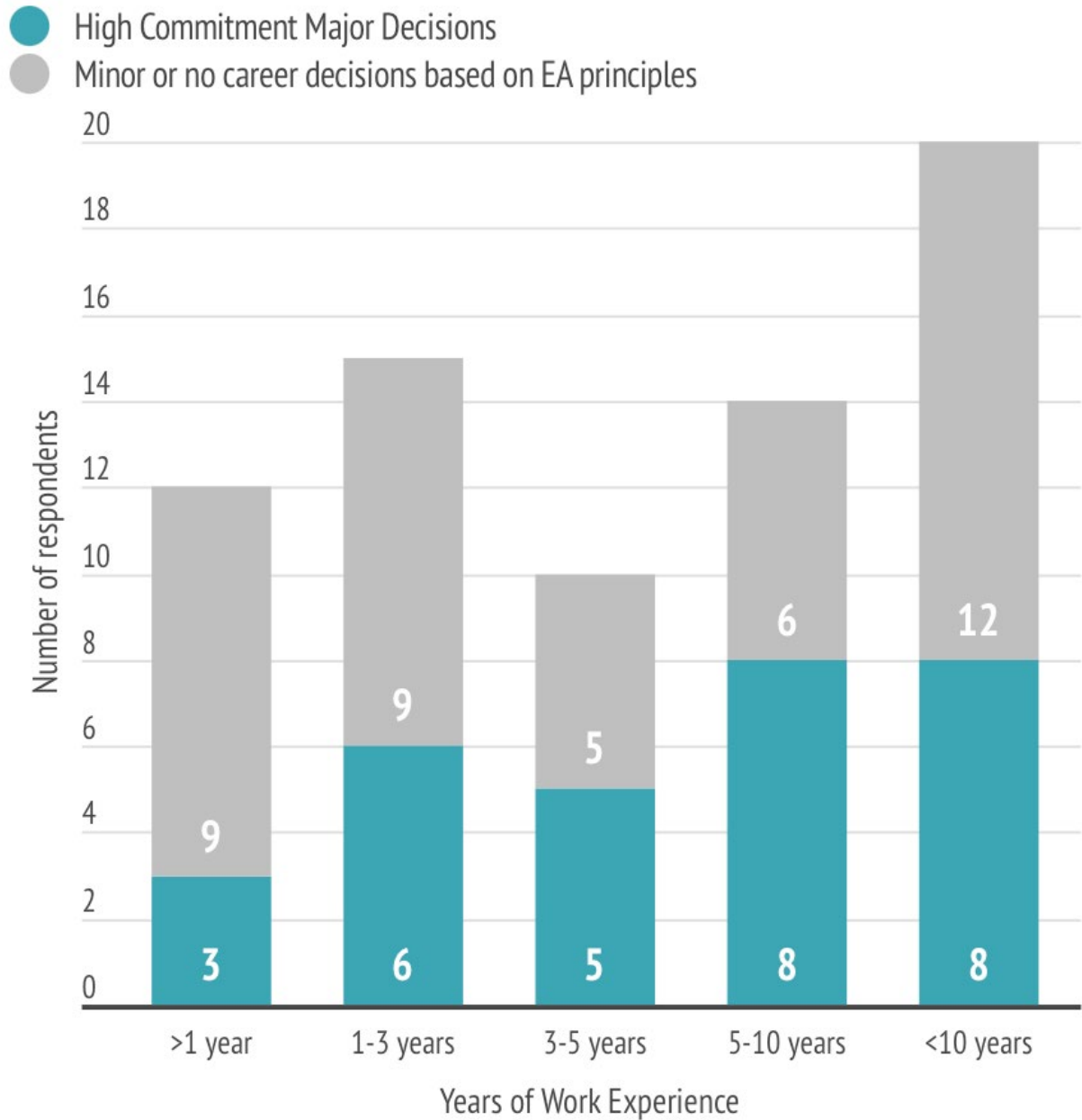


Figure 10. Self-Reported decisions made based on EA principles, by work experience || EA Sweden Annual Impact Survey 2023 (n=71).

Newcomers

The Annual Impact Survey provides insightful data on the demographic and attitudinal composition of newcomers to the Effective Altruism Community in Sweden. When we mention “Newcomers,” we’re referring to individuals who either hadn’t heard of

effective altruism before 2023 or knew very little about it but began to actively participate in our events during 2023. Newcomers constitute approximately 15.28% of the community, indicating a healthy influx of new members. The data reveals an average

age of 31.27 years, with a median age of 26, suggesting a predominance of younger individuals within the new cohort. Notably, the gender distribution among these newcomers skews towards females, who represent 63.64% of the group. This demographic profile underscores a significant increase in female engagement in the community over the course of 2023.

A critical aspect of the survey is the alignment of newcomers with the core principles of effective altruism. A substantial 72.73% of respondents strongly agree that the ideas from effective altruism will influence their future decisions related to their study and career paths.

Newcomers	2022	2023	Change
Percentage	15.38%	15.18%	-0.11%
Average age	28.33	31.27	+10.37%
Median age	26.50	26.00	-1.89%
Female	41.67 %	63.64 %	+21.97%

Figure 11. Key numbers among the Newcomers || EA Sweden Annual Impact Survey 2022 and 2023.

15% +0% (2022)
of the respondents were newcomers.

64% +22% (2022)
of these were female or non-binary respondents.

31 +10% (2022)
is an average age of newcoming respondents.

73% +23% (2022)
strongly believe EA will guide their future career choices.

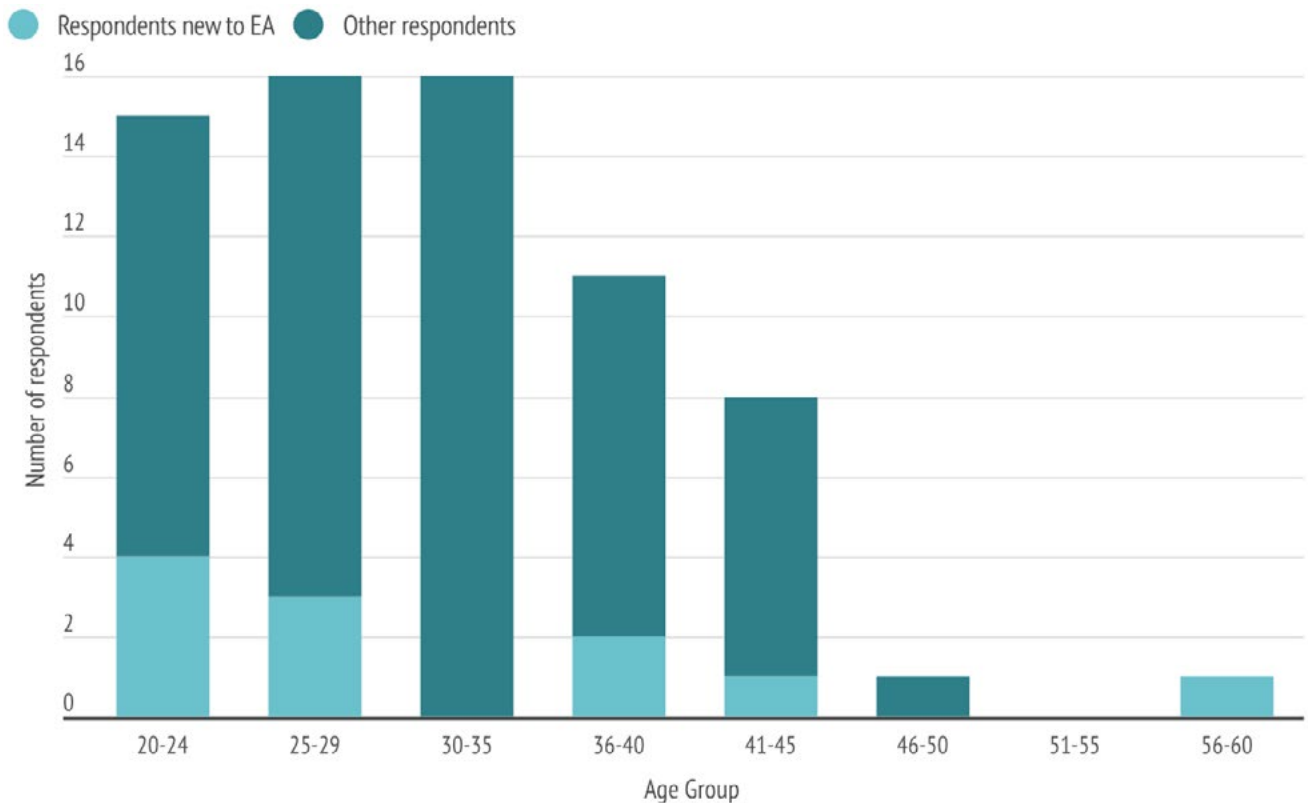


Figure 12. Age distribution across the respondents || EA Sweden Annual Impact Survey 2023 (n=68).

Manifestation of EA ideas

The following section is to understand how and to what extent EA ideas are manifested in the Swedish EA community. Note that we are not making any claims about the impact of EA Sweden here. For example, when stating the number of people reporting that they work with EA ideas, we do not mean to imply that this is necessarily because of EA Sweden.

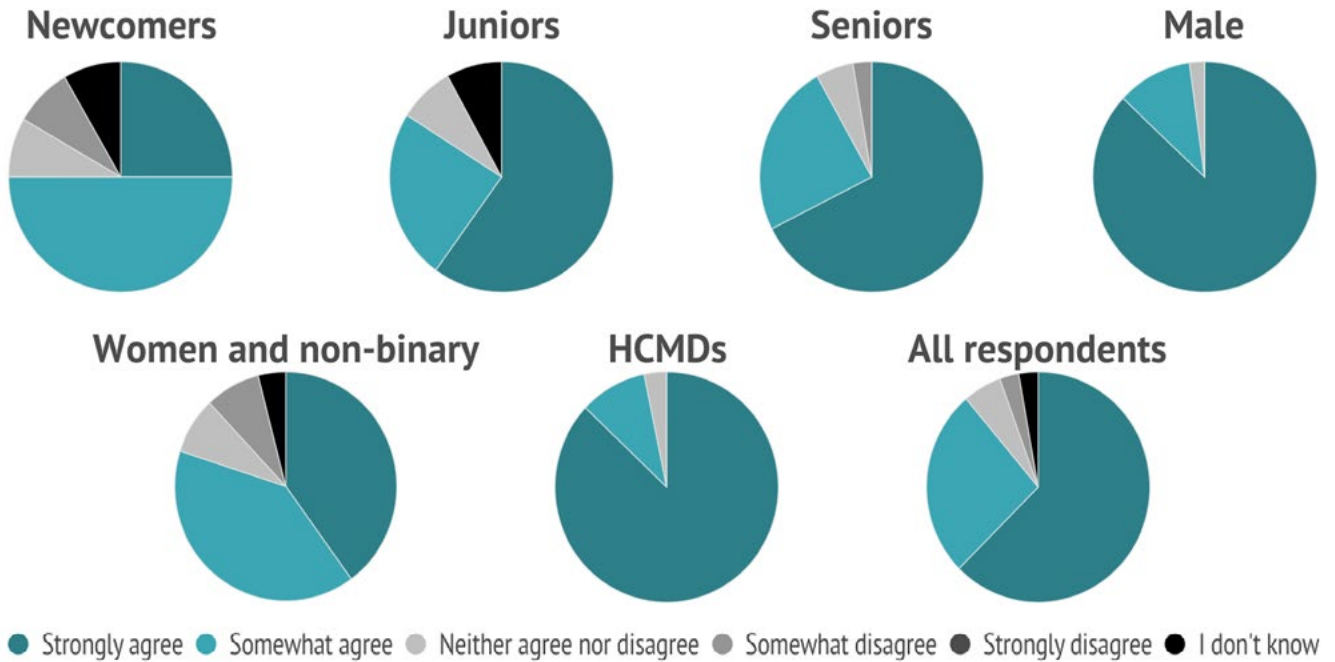


Figure 13. Share of respondents among various segments that believe they can use the ideas of effective altruism to make a significant difference for the world | EA Sweden Annual Impact Survey 2023.

When evaluating our members' confidence in their ability to make a significant impact using EA ideas, we notice a majority across all respondents – 62.5% strongly agree and 26.4% somewhat agree – that their skills and interests align well with opportunities to make meaningful contributions. However, juniors show lower confidence, a trend consistent with last year's findings. Interestingly, the confidence level among newcomers contrasts with last year, where they exhibited above-average confidence in applying EA principles, whereas this year they seem more aligned with the general member base.

Confidence among women and non-binary respondents shows a slight improvement from last year, yet a significant gender difference persists, with 87% of male respondents strongly agreeing with the statement, in stark contrast to just 40% of women and non-binary individuals. This highlights an ongoing challenge and an area for potential focus to foster an environment where everyone feels equally empowered. At the same time, senior members and those with high commitment to making a difference (HCMDs) continue to demonstrate strong confidence in their impact potential.

Definitions of specific groups used in the report

- **HCMDs** stands for "High Commitment Major Decisions". This means that these respondents both have a strong belief that ideas from effective altruism will influence their future decisions and that they have already made major decisions about work or education based on EA principles.
- **Juniors** are younger than 30 and with less than three years of work experience.
- **Seniors** are people older than 30 with at least three years of work experience.

Cause Area Interest

For the first time, EA Sweden’s Annual Impact Survey has measured cause-area interest among its respondents, presenting a unique snapshot of priorities within our community. Due to this being the inaugural analysis of such data, we lack the historical comparison to observe trends or shifts from the previous year.

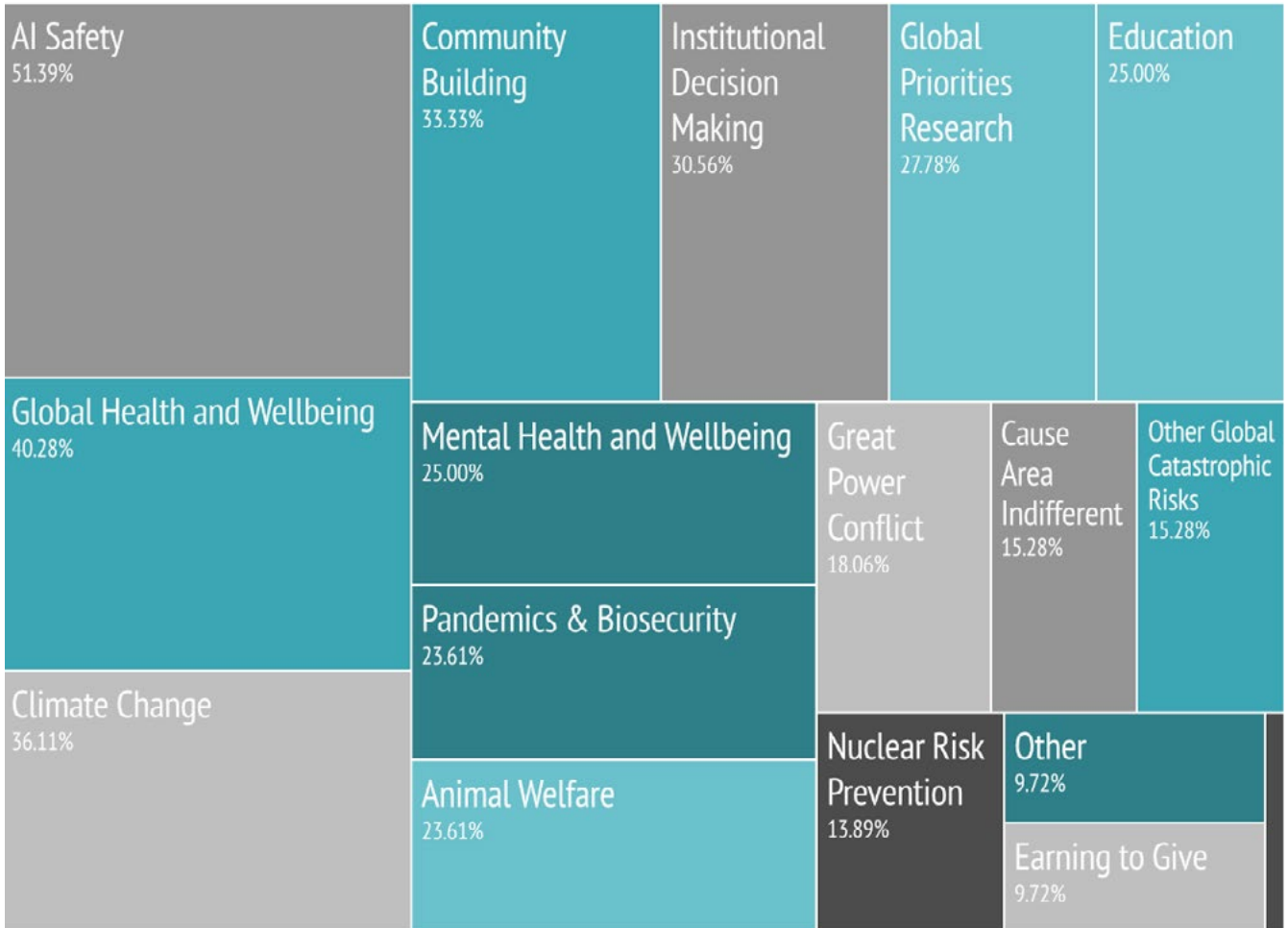


Figure 14. Cause-area interest distribution among respondents based on multiple-choice options | EA Sweden Annual Impact Survey 2023 (n=72).

In the 2023 EA Sweden Annual Impact Survey, respondents had the opportunity to select multiple cause-areas they find most interesting. The analysis of these cause-area interests reveals a distinctive pattern, showcasing the varied priorities within our community. AI Safety emerges as the leading area of interest, commanding attention from 51% of respondents. This is followed by Global Health and Wellbeing, and Climate Change, with interests at 40% and 36% respectively, showcasing a balanced concern for immediate global challenges alongside longer-term threats. Notably, interest in Community Building and Institutional Decision

Making is significant as well, with 33% and 30.5% of respondents indicating these as priority areas.

A closer examination of community segments reveals insightful trends: Juniors (those newer to the community or at earlier career stages) show a remarkable 61.5% interest in AI Safety and 50% in Community Building. Conversely, Seniors exhibit a pronounced preference for Global Health (53%). Respondents categorized as people with High Commitment Major Decisions (HCMDs) align closely with the overall community’s top interest, with 50% focusing on AI Safety.

79% + 20% (2022)

The majority of respondents strongly believe that effective altruism ideas will influence their future decisions on what to study or pursue as a career.

55% + 8% (2022)

More than a half of all employed respondents reported their jobs as highly aligned with effective altruism principles.

33%

A third of our respondents self-reported that they made major educational decisions based on EA principles in 2023.

For instance:

- Choosing studying mathematics and computer science as a consequence of AI Safety being such an important area.
- Choosing a topic on a Master thesis in one of the most pressing cause-area.

	EA will influence my future decisions regarding what to study or work with
Strongly agree	78.57%
Somewhat agree	21.43%
Neither agree nor disagree	0.00%
Somewhat disagree	0.00%
Strongly disagree	0.00%

Figure 15. Belief in EA's Influence on Future Decisions | EA Sweden Annual Impact Survey 2023 (n=70).

52%

More than a half of respondents self-reported that they made major career decisions based on EA principles in 2023.

For instance:

- Taking a job with an EA organization to contribute to their impact and development and choosing several times to stay longer to improve it.
- Starting organization in the EA Space and switching working on it full time.

Decisions influenced by EA ideas	Career Decisions	Education Decisions
Yes, major decisions	54.90%	42.86%
Yes, minor decisions	35.29%	28.57%
No	9.80%	21.43%
I don't know	3.77%	7.14%
n of respondents	53	28

Figure 16. Self-reported Career and Education Decisions influenced by EA Ideas | EA Sweden Annual Impact Survey 2023.

Volunteering and Projects

This year's survey reveals shifts in volunteering and project engagement among respondents. Group Organizers now account for 9% of survey respondents, marking a slight decrease from last year. Meanwhile, volunteering for an EA organization has increased, with almost 12% dedicating their time. Significantly, involvement in individual EA-motivated projects has risen to almost 24%, up from last year's 10%. This might be to some extent be explained by EA Sweden's focus on promotion of such during 2023.

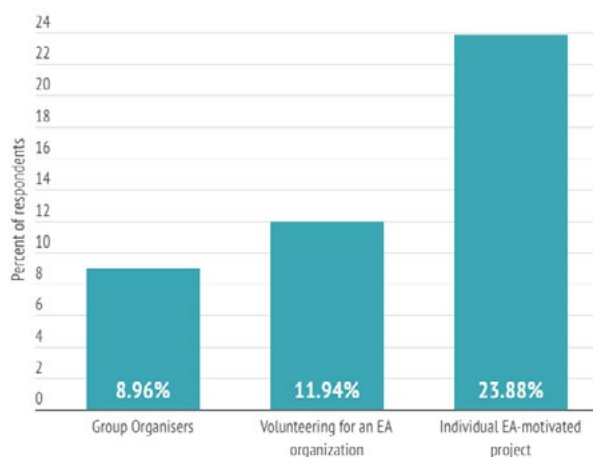


Figure 17. Volunteering and projects | EA Sweden Annual Impact Survey 2023

Giving

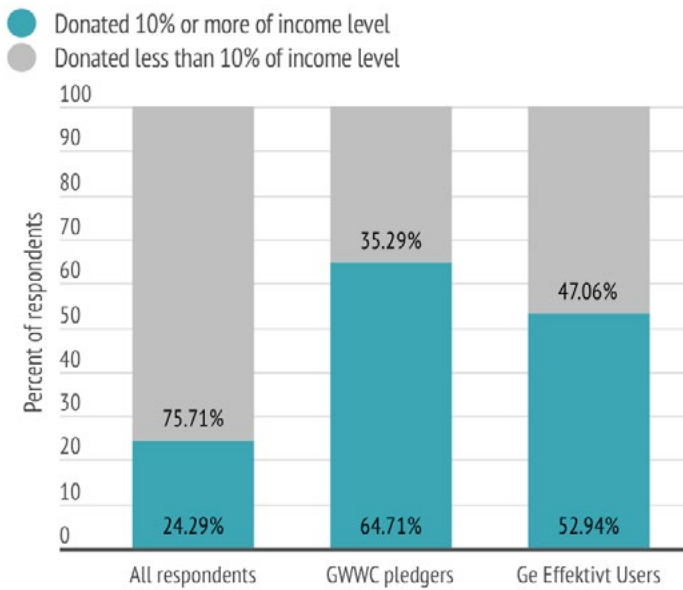


Figure 18. Respondents who donated at least 10% of their income in 2023 | EA Sweden Annual Impact Survey 2023

Results from the Annual Survey present donation statistics among the respondents, divided into three groups: all respondents, Giving What We Can (GWWC) Pledgers, and Ge Effektivt users.

24% of all respondents have donated 10% or more of their income. In comparison, a higher proportion of GWWC Pledgers (65%) and Ge Effektivt users (53%) have donated at this level. Two respondents reported that they took the Giving What We Can Pledge in 2023. More than half of the community reports donating more than 1000 SEK to charity in 2023.

Interactions with EA Sweden

This section is to understand to what extent people have interacted with EA Sweden and what their experience of the interactions are. We choose to split the respondents into multiple segments to understand if there are any significant differences between how the groups experience the interaction with us. If so, that would provide us with valuable information if there is anything we should put more effort into.

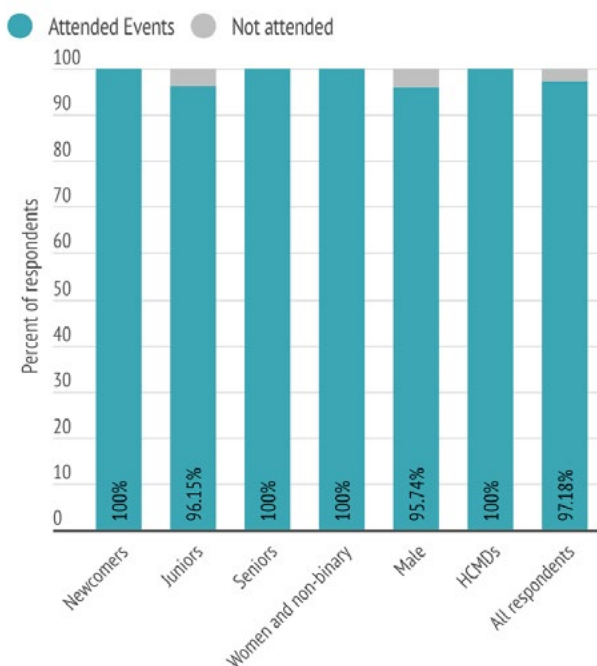


Figure 19. Reported Attendance of at least one of EA Sweden's Events in 2023 | EA Sweden Annual Impact Survey 2023

The Annual Survey data reveals a high level of event participation among EA Sweden's community members, segmented by different groups. Notably, 100% participation is reported by newcomers, seniors, women & non-binary individuals, and HCMDs, with juniors at 96% and males slightly lower at 96%. Overall, 97% of respondents attended events, with a minimal 3% not attending.

However, it's worth noting that these figures predominantly represent the most engaged individuals in the EA movement, who are presumably more inclined to participate in the survey. Consequently, while the engagement rates appear exceptionally high, they may not comprehensively represent the broader EA community in Sweden. Note that the different segments are overlapping on the graph.

Feeling Welcome

This year, a significant majority of participants, almost 80%, strongly felt welcome and comfortable at EA Sweden events, with another 19% somewhat agreeing, indicating that nearly 98.55% of respondents had a positive experience regarding the atmosphere of these gatherings.

It appears there's a general trend towards stronger agreement in 2023 compared to 2022 across all groups, with newcomers and HCMDs displaying the largest shifts. Newcomers show a significant increase in strong agreement, from 60% to 82%. For juniors and seniors, the level of strong agreement remains relatively stable. HCMDs also show a notable increase in strong agreement, from 75% to 86%. Overall, there is an increase in strong agreement across all respondents from 72% to 80%.

There's a small uptick in strong agreement among women and non-binary individuals,

	2022	2023	Change
Strongly agree	71.67%	80.00%	+8.33%
Somewhat agree	23.33%	18.57%	-4.76%
Neither agree nor disagree	1.67%	1.43%	-0.24%
Somewhat disagree	1.67%	0.00%	-1.67%
Strongly disagree	1.67%	0.00%	-1.67%

Figure 20. All respondents: "I have felt welcome and comfortable at EA Sweden events" | 2022 (n=60) and 2023 (n=70).

from 59% to 63%. While this is a positive trend, the proportion is notably lower than that of male respondents and disparity persists. Male respondents exhibit the highest level of strong agreement in both years, with an increase from 83% to 89%. The difference in perception suggests that while the events are likely seen as positive by most, there is an opportunity to explore and address the specific needs or concerns of female and non-binary attendees to ensure that the events are equally welcoming and comfortable for everyone.

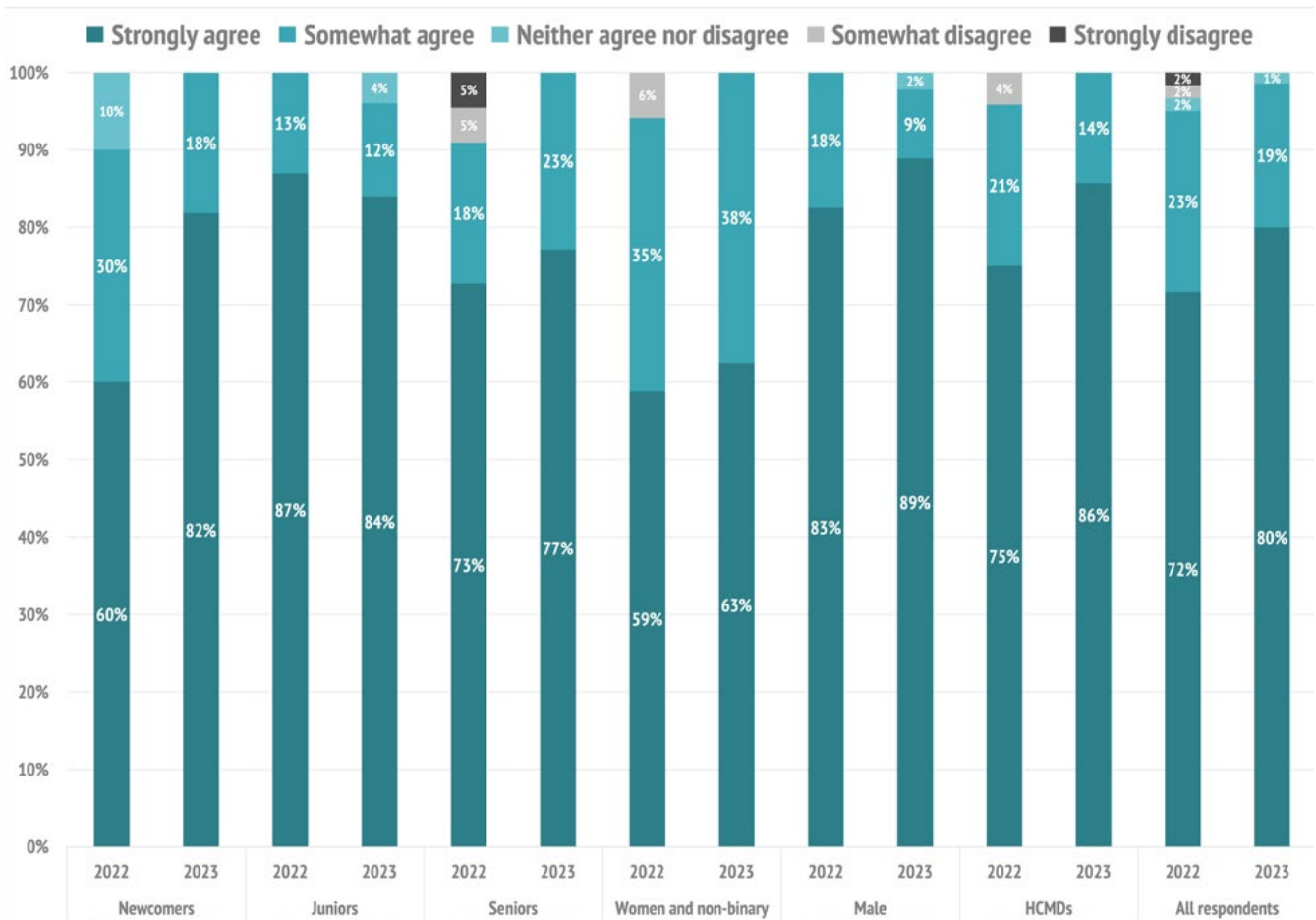


Figure 21. "I have felt welcome and comfortable at EA Sweden events this year" | EA Sweden Annual Impact Survey 2022 and 2023

EA Sweden's Contribution

Percent stating that EA Sweden, in 2023, contributed a lot to 1) their motivation and commitment to do good, 2) their understanding of pressing problems and 3) increasing their international EA network. These three factors are strongly related to our theory of change, where motivation and commitment is an indication of the respondents' dedication, understanding an indication of their resources and the size of the network an indication of both their resources and possibility to realize their potential.

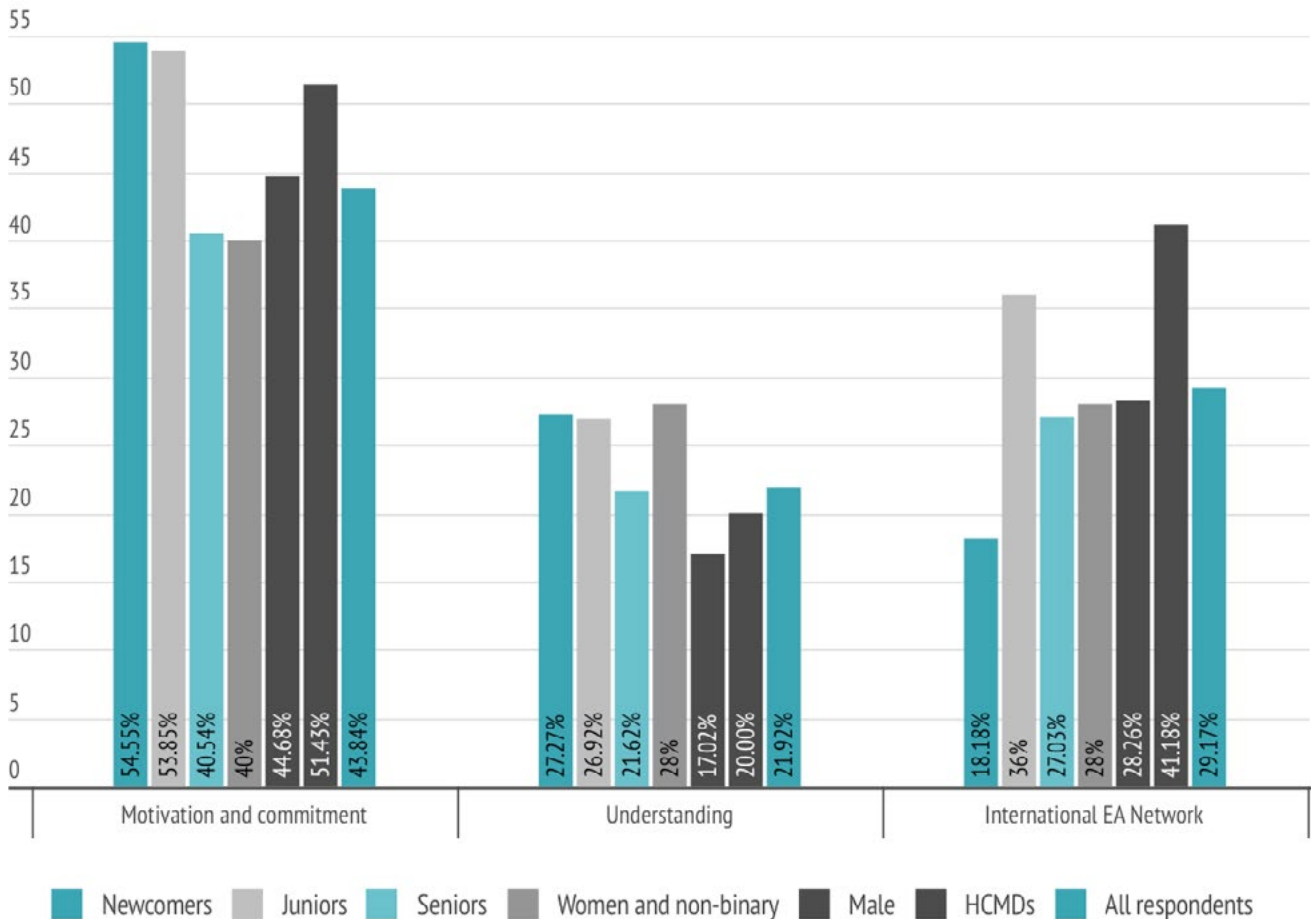


Figure 22. Percent of respondents that believe that Ea Sweden contributed a lot to their motivation and commitment to do good, understanding of pressing problems and increasing their international EA network | EA Sweden Annual Impact Survey 2023

Contribution to motivation

In the cross-group analysis between 2022 and 2023, several major trends and shifts within and across the different groups in response to the question “Did EA Sweden and the Swedish EA community contribute to your motivation and commitment to do good?” stand out:

- Seniors:** Notably, there is a substantial increase in the “Yes, a little” category, from 34.29% to 45.95%. Meanwhile, a decrease in “No” responses from 20% to 13.51% suggests that seniors who previously did not feel motivated by the community may have shifted to a more positive outlook.
- Male:** Interestingly, there is a noticeable drop in “Yes, a lot” from 54.72% to 44.68%, but an increase in “Yes, a little” from 33.96% to 46.81%. This might suggest a dilution in the intensity of positive impact felt by male respondents, but not a decrease in the overall positive sentiment.
- Women and Non-Binary:** The positive responses here have improved, with “Yes, a lot” responses increasing slightly. The decrease in “No” responses from 13.64% to 8% indicates a significant shift toward a more positive perception of EA Sweden’s impact on this group.

In summary, the general trend across most groups is a slight decrease in strong positive sentiment coupled with an increase in moderate positive sentiment regarding the influence of EA Sweden on individuals' motivation and commitment. The decreases in "No" responses across almost all groups

suggest a positive development in the overall perception of EA Sweden's impact. It is notable that the women and non-binary group have seen improvements in both "Yes, a lot" and "Yes, a little" which could indicate successful efforts to make EA Sweden more inclusive and supportive for these members.

Contribution to understanding

Analyzing the data from 2022 to 2023 on whether EA Sweden helped individuals understand pressing global problems:

- **Newcomers and Juniors:** Both groups experienced a significant increase in the number of respondents indicating "No," suggesting a potential area for EA Sweden to address.
- **Women and Non-Binary:** A notable positive shift, with "No" responses nearly halving, suggests improved effectiveness of EA Sweden for this group.
- **Male:** A clear decrease by 9% in "Yes, a lot"

with a compensatory rise by 8% in "Yes, a little," implies a diminished intensity in the perceived impact, though overall positivity remains.

- **All Respondents:** A general decrease in "Yes, a lot" responses suggests a need for EA Sweden to enhance its initiatives for deeper engagement and impact.

Overall, the data points to a decrease in strong positive impact across most groups, with a concerning rise in those who feel EA Sweden did not contribute to their understanding of pressing problems, especially among newcomers and juniors.

Contribution to connecting with the international EA Community

Evaluating the impact of EA Sweden on fostering international community contact reveals:

- **Newcomers:** A major drop in high engagement ("Yes, a lot") from 33% to 18%.
- **Juniors & Seniors:** Juniors show an increase in high engagement (24% to 36%), while seniors' engagement levels remained relatively stable with a slight move toward moderate engagement.
- **Women and Non-Binary:** A decrease in the most engaged responses ("Yes, a lot") from 36% to 28%, with a rise in moderate engagement ("Yes, a little").
- **Males & HCMDs:** Males had a slight increase in the highest engagement,

whereas HCMDs showed a notable rise from 33% to 41% in "Yes, a lot".

All Respondents: A slight overall increase in high engagement from 28.5% to 29%, but with an increase in uncertainty as indicated by "I don't know" responses, rising from 1.30% to 7%.

The key takeaway is the substantial increase in uncertainty, particularly among newcomers, and a significant rise in high engagement among HCMDs. There's a general trend of stable or slightly increased contact with the international EA community across most groups.

Criticism and concerns

In the impact survey, EA Sweden invited members to share concerns and criticism about EA Sweden and the Swedish EA community. The main themes that were brought up were:

Diversity and Inclusion:

- Concerns about inclusivity, particularly about the representation of people of color in the community and the engagement of women and non-binary individuals in leadership and at annual meetings.
- Calls for more diversity in community events and leadership, alongside a more welcoming approach to newcomers.

Focus Areas:

- A desire for broader engagement beyond AI and career discussions, with suggestions to emphasize a wider range of global issues and EA principles.
- Feedback on the community's perceived overemphasis on AI, suggesting a potential impact on gender diversity.

Community Support and Recognition:

- Local community builders seek more support and acknowledgment, including potential compensation for their

contributions.

Event Engagement:

- Positive shifts noted towards a more professional and inclusive atmosphere, but a call for more events and local engagement opportunities to maintain momentum.
- Preferences expressed for in-person speakers over online ones, indicating a desire for more engaging and interactive events.

Public Perception:

- Negative public relations image and concerns about companies using EA affiliation for positive branding, potentially deterring community participation.

We are highly grateful for your feedback!

All of the above, along with all other comments and suggestions, have been or will be thoroughly analyzed and taken into account for our future decisions, events, and strategizing. We hope to increase our impact and improve our members' experience within the Swedish EA community, and your feedback is instrumental in helping us achieve this.

You can always share your feedback with us using [this anonymous form](#) or write to us at info@effektivaltruism.org.

Outreach

02

Outreach

The purpose of outreach is to raise public awareness of effective altruism and foster a positive attitude towards it, encouraging more people to join the movement and take tangible steps towards making a greater positive impact with their lives. In this section, we will discuss the various outreach activities undertaken by EA Sweden in 2023, examine how the size and interest in the Swedish EA community have evolved, evaluate the value and effectiveness of these outreach efforts, and consider how to refine our outreach strategy for 2024.

Introduction lectures

The purpose of hosting introduction lectures is mainly to raise awareness of EA at universities and support local groups in attracting and engaging more people. This year, we also experimented with introduction lectures in other contexts, as well as domain-specific lectures.

At universities

Introducing EA to new individuals through lectures has remained one of EA Sweden's core outreach activities. This year, 12 lectures were held at Swedish universities – most offering an introduction to EA, with two focusing on entrepreneurship and two on impactful careers, reaching a total of 370 people.

Other introduction lectures

In addition, EA Sweden hosted one lecture at a consulting firm, one at a non-profit organization, and one at a high school course with focus on altruism. One of our members also introduced EA to Rays Sommarforsarskola, a programme for STEM interested people in high school. These events are estimated to have reached another 100-150 people. In total, introduction lectures reached 25% more people than in 2022.

Cost effectiveness

The cost of the introduction lectures amounted to 45,000 SEK – including the cost of the team's time and of providing food to the majority of the lectures – or 140 SEK per person reached. This is similar to last year.

Reflections on outcomes/impact

One change since last year is that some local groups are hosting their own introduction lectures, with input and material provided by EA Sweden. We see this as a positive development since it creates a closer connection between the local groups and the participants at the lectures, and frees time for EA Sweden to spend on other activities.

What exact impact the introduction lectures lead to are hard to say, especially close after their occurrence, but what we can see is that the lectures seem to strengthen the engagement in the local groups, which we believe is important in order to have a geographically wide EA community as well as having an environment where students naturally come across EA. There are multiple examples of people finding EA through their university and proceed to engage deeply and/or making impactful decisions based on EA principles.

The cost for reaching one additional person is also relatively low, which makes us positive about continuing with them in the future. We also hope to see the development of more volunteers and local groups leaders being able to host the lectures and will actively work towards supporting them with the necessary support and material to do so. We are less positive about hosting lectures at other organizations (for- and non-profits), but it heavily depends on the specific organization and we will act more opportunistically regarding that compared to universities.

Media

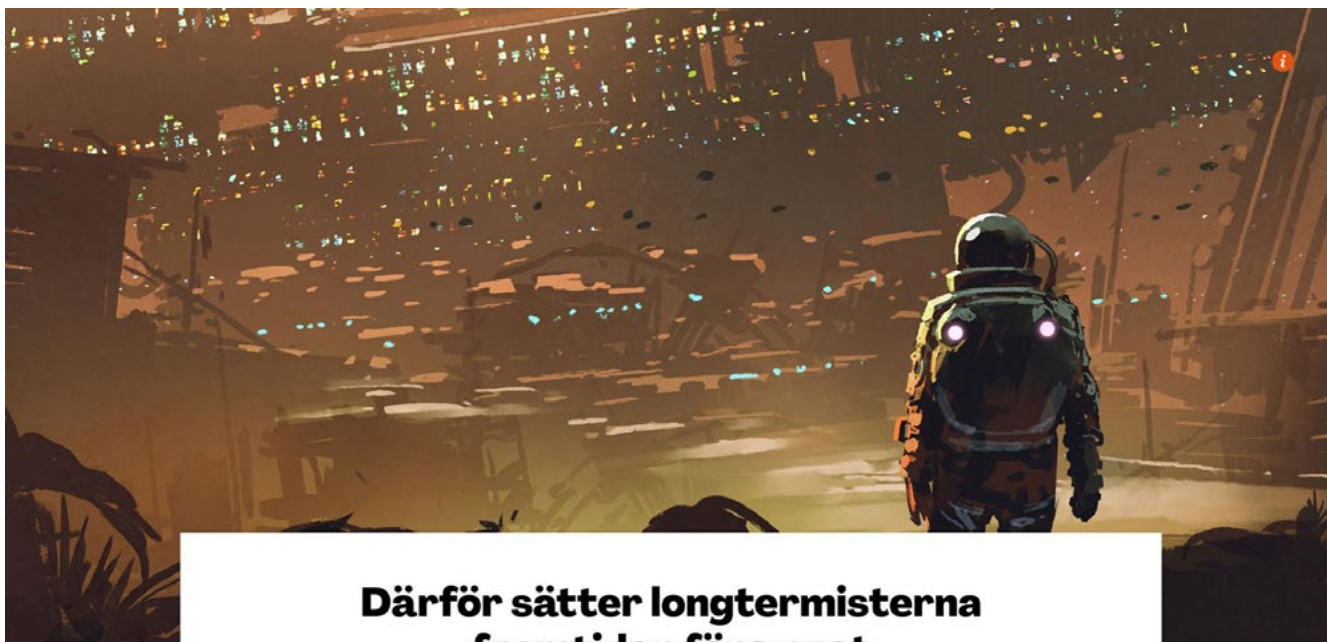
While the purpose of introduction lectures is to get more people engaged, the purpose of media outreach is to raise a more general awareness and positive attitude for EA. This has not been a core focus of EA Sweden during 2023, we've rather had a more opportunistic approach.

One of the main reasons is the crash of FTX. When being featured in media, EA Sweden would like to focus on the foundations of EA, and exciting initiatives in the Swedish EA community. In the aftermath of the FTX crash, we believe that the risk of journalists wanting to frame the content heavily towards that, and missing the bigger picture of what EA stands for, which could possibly be a net negative outcome.

When having been approached by journalists that intend to publish anything about EA, and potentially the connection to FTX, we have been more positive. The reason for this is that the articles would most likely be written anyways, and providing our perspective would likely result in a more balanced article.

One example is when the current Executive Director (ED) Emil Wasteson was featured in an [article by Göteborgsposten](#). In addition, Emil, along with two individuals in the Swedish EA community, were featured in Tidningen Curie in an [article focusing on doing good with one's career](#), and EA Sweden's former ED Vilhelm Skoglund commented on an [article focused on longtermism](#) written by Forskning & Framsteg.

In conclusion, we believe there's an unrealized potential with media outreach – Göteborgsposten has 500,000 daily readers and Forskning & Framsteg 130,000 for every edition – and the time investment is relatively low. The risk and potential negative outcomes from media engagement remains an important factor – we rather see that the public has a lower but correct and positive awareness of EA than a higher but incorrect and/or negative. Depending on the media's interest in specific EA-connected news, we might be more or less inclined to engage more actively with media outreach.



Därför sätter longtermisterna framtiden före nuet

Vad är vi beredda att offra för människor som lever om en miljon år? Inom longtermismen värderas det vi gör i dag utifrån framtida nytta. Men kritiker ser etiska och politiska risker på vägen mot filosofins vällovliga mål.

PREMIUM SAMHÄLLE & KULTUR FILOSOFI TEXT ANNA DAVOUR PUBLICERAD 2023-04-24

Article by Anna Davour at Forskning and Framsteg | April 2023 | Read full article [here](#).

What We Owe the Future

In May 2023, William MacAskill's book *What we owe the future* was published in Swedish (*Vad framtiden förtjänar*), translated by the publisher Volante. EA Sweden invested resources in the publishing by giving input on the Swedish title, supporting Volante in media outreach, co-organizing a launch event with MacAskill and organizing a book club following the release.

Media outreach

The main purpose of investing resources in the book publishing was to increase the public's awareness of longtermism, a concept and ideas that are still unheard of among most people in Sweden, giving them a positive view on longtermism. The outreach resulted in two media articles, one in *Forskning & Framsteg* (130,000 readers per edition) and one in *Svenska Dagbladet* (more than 800,000 daily readers). The exact implications of the exposure is hard to say, especially this early, but we are positive to spend resources to promote similar books in the future.

Event

The launch event, consisting of a talk by MacAskill followed by a panel discussion with him along with three other people, was sold out and hosted 300 people. Interesting to note is that a quick poll during the event indicated that less than 25% of the attendees were familiar with EA. Reaching people that EA Sweden usually doesn't reach seems like one of the biggest benefits of collaborating with non-EA organizations with overlapping values. We are curious to explore other kinds of synergistic partnerships in 2024.

Book club

The purpose with the book club was to give the people that had heard about longtermism, by the book launch or elsewhere, a chance to deepen their understanding of the concept and introduce them to EA and the EA community in a more general sense. Two parallel series were held – one in person with 8 participants, and one online with 5



participants. The online had low attendance in the first sessions and wasn't completed.

The in person one consisted of a diverse group in terms of age, careers and knowledge about EA, contributing to dynamic discussions. We were extra excited to see multiple people that hadn't been involved in EA before, but had aligned values and potential of doing a lot of good. Of the 7 people that provided feedback, all anonymously and independently rated the book club 10.0/10.0. In addition, the majority of the groups is interested in engaging more in the EA ideas and/or community, which was one of the main purposes with organizing the book club.

It however demanded some resources to organize the book club – an estimated 25,000, including staff time spent on it. We believe that the resources spent on the in person one was a good spend in this case, since it used the momentum of the launch of the book and related events. We are less convinced that it's valuable to organize book clubs without having that infrastructure behind. We are however more positive to translations of more EA related books and engage in similar ways.

Community Growth

Members

As of January 1, 2024, EA Sweden’s membership reached 642, marking a 25% increase with 127 new members over the year. This compares to 26% growth in 2022. Membership is voluntary and not required for event participation or engagement. However, it offers a chance to influence EA Sweden’s direction by participating in governance activities, like the Annual Meeting and board delegations.

Internet Presence and Our Website

Based on Google Search results from the past year¹, EA Sweden’s website appears to be the primary source for information about effective altruism in Sweden, tending to top the search results conducted in Swedish. The site has drawn 4,650 unique visitors through Google Search alone, amassing over 165,000 impressions. Searches specifically for “effektiv altruism” accounted for nearly 33% of all visitors through Google. Overall, in the past year, our website has attracted approximately 12,900 unique visitors, with over 40% of these being direct visits².

Reflecting on the evolving landscape of our website, we see it as a critical hub for information about EA and our community in Sweden. Notably, 2023 marked a significant stride towards more inclusive and accessible outreach, as we integrated more English content alongside Swedish. This change aligns with the diverse backgrounds within our community and signals our ambition to release a new website version offering multi-language support in future.

Our ‘Introduction to EA’, ‘Ways to Engage’, and ‘Donate Effectively’ pages consistently attracted the most traffic. Interestingly, ‘Introduction to EA’ saw the most substantial upswing in visits, a notable 27.78% increase,

followed by ‘Donate Effectively’, which grew by 11.09%. Conversely, the Swedish ‘Career Guide’ experienced a significant drop of 37% in visits. This might correlate with our shift to English-language Nordics Career Course introductory sessions, suggesting a language preference or wider audience reach. The Nordics Career Course itself has received one of the broadest attention among our offerings, like fellowships and book clubs.

Information about our career support services witnessed a notable surge in interest, climbing 30.52% compared to the previous year.

Worth noting, our statement regarding Nick Bostrom and the Future of Life Institute garnered considerable attention, highlighting the community’s engagement with topical EA-related issues.

Our Slack Channel

In 2023, our Slack channel experienced a notable increase in both membership and engagement. The total membership rose to 307 by the end of the year, marking an almost 30% annual growth rate.

The median daily active members jumped to 31, marking a significant leap from 13 in 2022, indicating a consistent number of members actively engaging every day, rather than sporadic peaks in activity. Weekly engagement also saw substantial growth, with the median weekly active members similarly increased to 79, almost doubling over the year.

	2019	2020	2021	2022	2023
Members	16	38	61	217	307
Annual Member Growth Rate	-	57.89%	37.70%	71.89%	29.32%
Daily active members (average)	1.39	7.17	6.35	20.19	31.00
Daily active members (median)	0.00	1.00	6.00	13.00	31.23
Weekly active members (average)	4.77	7.17	14.72	50.03	80.00
Weekly active members (median)	3.00	6.00	14.00	40.00	79.00

Figure 23. EA Sweden Slack Channel Stats since creating in late 2019.

1 Stats measure period Jan 1-Dec 31, 2023

2 The mandatory transition to Google Analytics 4 in July 2023, replacing Google Universal Analytics, introduces new metrics. This change limits year-on-year comparability, but we anticipate more profound insights in future reports. We’ve excluded visits related to Future Academy from our analysis, in light of its evolution into a separate entity.

Nordic Online Series

Nordic Online Series is another existing project in the spirit of Nordic cooperation. This series represents a collaborative effort, where different groups share the responsibility of organizing a sequence of virtual inspirational events. These events feature prominent researchers discussing various topics. The concept is built on mutual collaboration and resource sharing, with one group taking on the organization of a talk while others assist with outreach. Our aim is to increase the accessibility of these events by offering digital participation, saving time on organization, and providing our members with more content.

This year, we hosted five talks in the series:

1. “Why You Should Eat (Plant) Meat” by Jenny Chapman
2. “Mimir and the Long Term Future of Human-Animal Relations” by Karim Jebari
3. “Impactful Policy Careers in the EU” by Jan-Willem van Putten
4. “Improving Institutions: Exploring Opportunities for Effective Altruists” by Sophia Brown-Heidenreich
5. “Scaling to 4.5 Million Vaccinated Infants” by New Incentives

Inspirational Talks

This year, EA Sweden has been involved in hosting a number of in-person talks and events, either independently or in collaboration with various groups.

During the Focus CSR Week at Stockholm School of Economics (SSE), both of our Co-Directors contributed: Emil Wasteson spoke at the opening session of the Sustainable Careers Day and participated in a panel discussion, while Kiryl Shantyka led a session on finding fulfilling careers. We also organized a lecture by Stefan Schubert at SSE titled “The Puzzle of Ineffective Altruism,” offering an in-depth exploration of the complexities in altruism.

In collaboration with EA Stockholm, we hosted two impactful talks: “How Economics Can Save the World” by Erik Angner and “Can Longtermists Avoid Cluelessness?” by Joe Roussos. Additionally, working with EA Uppsala, Ysaline hosted a talk on fulfilling and impactful careers in Uppsala.



Community Building

OB

Building a thriving EA community in Sweden, and supporting it, is at EA Sweden's core.

This section aims to give an overview of, and reflect on, the community building activities that have been carried out throughout the year. During the year, EA Sweden has invested extra resources in understanding how we can make the community more appealing to groups that are currently underrepresented, mainly women and senior working professionals.

Improving the community for women and non-binary people

Similar to the global EA community, women are underrepresented in the Swedish community, comprising 38% of our members – a figure we estimate also applies to average attendance at our events and retreats. Moreover, last year's annual survey revealed that women felt less welcome than men at these events. Acknowledging these issues is crucial, as we believe that addressing them will lead to a more vibrant and engaging community environment, attract more participants, introduce more diverse perspectives in discussions and projects, and harness the unrealized potential of women who might otherwise choose not to engage with or act on EA ideas. Given the above, EA Sweden has made efforts to improve the community environment for women and non-binary people.

Approach and findings

To understand the underlying factors of the lower rate of engagement and positive

38%

of EA Sweden's formal members are women (as per December 2023).

experiences, we conducted a survey among women in the Swedish EA community (n=17) and engaged in discussions with many women both within the Swedish and international EA communities, and analyzed existing findings and reflections from similar work from other parts of the community.

The main findings were that factors deterring women's engagement include a lack of inclusivity, not feeling appreciated and listened to, lacking deeper connections, and not having much in common with other participants.

	Absolute Difference	Men	Women & Non-Binary
Mental Health and Wellbeing	22.61%	17.39%	40.00%
Great Power Conflict	21.13%	10.87%	32.00%
Other Global Catastrophic Risks	19.30%	8.70%	28.00%
Animal Welfare	18.61%	17.39%	36.00%
AI Safety	18.70%	58.70%	40.00%
Climate Change	11.39%	32.61%	44.00%
Earning to Give	9.48%	6.52%	16.00%
Nuclear Risk Prevention	9.13%	10.87%	20.00%
Education	8.26%	28.26%	20.00%
Pandemics & Biosecurity	6.09%	26.09%	20.00%
...
Global Health and Wellbeing	1.30%	41.30%	40.00%
Global Priorities Research	0.26%	28.26%	28.00%

Figure 24. Gender Disparities in Cause-Area Interest (sorted by absolute difference) | EA Sweden Annual Impact Survey 2023 (n_{men}=46, n_{women and non-binary}=25).

Based on the Annual Survey Data, the analysis of gender-based differences in cause-area interests within the community highlights several key disparities. Women and non-binary individuals notably prioritize social and ethical issues, with their interest significantly surpassing men's in areas such as "Mental Health and Wellbeing" by 22.6%, "Great Power Conflict" by 21.1%, "Other Global Catastrophic Risks" by 19.3%, and "Animal Welfare" by 18.6%. Conversely, men demonstrate a

stronger inclination towards technology and security, showing 18.7% more interest in "AI Safety" and also leading slightly in "Education" and "Pandemics & Biosecurity". However, "Global Health and Wellbeing" and "Global Priorities Research" present minimal gender differences, indicating broad, cross-gender appeal and an area of common ground for both groups. Understanding these gender-based preferences offers opportunities for more inclusive community engagement.

Enhancing Gender Diversity

The findings also reveal a gender imbalance in interest across various cause areas. This can be supported by the results of the Annual Impact Survey (Figure 19 on the next page). Time was also mentioned as a bottleneck to engage more.

From the diversity survey insights, a strategic activities had been crafted, consisting of three main parts:

- 1. Facilitating meetups exclusive to women and non-binary individuals** – with the main purpose of creating a more comfortable space. This aims to increase the sense of inclusiveness, ensure participants feel listened to, and share more in common with

others, thereby lowering the barrier to start engaging.

- 2. Actively highlight more women** who are doing impressive and impactful work, and aim to have 40-60% female and non-binary speakers at all our events. The main goal is to make these role models visible to and inspire other women and non-binary members to engage and be ambitious in their altruistic pursuits.
- 3. Creating speaker guidelines** and more strongly emphasizing our **Code of Conduct** at events and retreats. This is intended to foster a more comfortable atmosphere and encourage more equal participation from

members during talks and events.

In addition, EA Sweden employee Ysaline has been engaged in a project by Magnify Mentoring, where she mentors three younger women – providing both social support and helping them increase their impact through their careers.

If we successfully implement the points above, EA Sweden is somewhat optimistic that women and non-binary will have more positive experience of the Swedish EA community, and, hopefully, that within 2 years, 40-60% of participants at the majority of our events will

consist of female and non-binary participants.

By January 2024, speaker guidelines were created and tested at EA Sweden's Annual Meeting Weekend, and three meetups exclusive to women and non-binary individuals were facilitated, with a total of 30 participants. Early qualitative feedback has been positive, and the meetups have been appreciated. It remains to be seen what the mid- to long-term outcomes will be, though at least one person has already proceeded to attend other EA Sweden events, and another has started with individual career counseling as a result of these meetups.

Engaging more senior working professionals

The majority of active participants in the Swedish EA community are, similar to most countries, students and young professionals (details on demographics are presented in earlier chapters). While we see a lot of value in younger people in the community (often more open to new ideas, with more time to engage, and more time in their careers left to make an impact), we also see significant potential in more senior professionals. The main benefits we envision this group bringing to the community include sharing experiences with, acting as role models or mentors for younger people, and making the community more professional. Additionally, many high-impact organizations have expressed challenges in filling important senior positions, indicating the need for more experienced individuals in the community.

Interestingly, **senior professionals are not underrepresented in membership** but in participation and engagement. To understand why, we conducted an in-depth survey of senior professionals (n=12) and held individual meetings, both in Sweden and globally, with people in this group to gather more information.

Two main bottlenecks to engagement were identified: time constraints and a lack of peers at the same life stage. Many also expressed a desire to find more impactful jobs and sought support in this process. The most frequently mentioned need was for a better understanding of available relevant jobs (preferably remote

or based in Sweden) and for individual career counseling and personal job recommendations to encourage action.

To address these bottlenecks, **monthly meetups for professionals** have been introduced, mirroring successful implementations in the global EA community. This fall, three meetups attracted 40 unique participants, about two-thirds of whom were new to EA and had a wide range of work experience, though the majority had been in their professional careers for over five years. Six newcomers who attended these meetups went on to participate in EA Sweden's Annual Meeting Weekend conference, including three individuals with a software engineering background now considering a transition into AI Safety – one of whom is participating in an AI Safety Fellowship. Another senior participant, working with plant-based proteins and believed to have high impact potential, revived their interest in EA after a break from engagement. We are cautiously optimistic about these initial results and plan to continue experimenting with the meetups in 2024, including sessions focused on specific topics, career profiles, and cause area interests.

Enabling career transitions through sharing relevant job opportunities and more personal job recommendations was already planned by EA Sweden, but the feedback has led us to prioritize these initiatives sooner.

Local, University and Cause-Area Specific Groups

The following groups are now part of our expanding community:

1. EA Gothenburg
2. EA KTH
3. EA Stockholm School of Economics (EA SASSE)
4. EA Stockholm University (EA SU)
5. EA Uppsala
6. EA Lund
7. EA Stockholm

– New Groups since last report –

8. EA Linköping
9. EA Linné (Kalmar / Växjö)
10. AI Safety Sweden
11. AI Safety Gothenburg
12. AI Safety Uppsala
13. Stockholm Center for AI Safety (SCAIS)
14. Nordic Biosecurity Group

Reflecting on our strategic evolution, EA Sweden has shifted its focus. Previously concentrating on a few groups, we now empower local groups to take more initiative – organizing career courses, introductory lectures, and fellowships. This approach, emphasizing autonomy and initiative, is particularly evident among our most established groups. We firmly believe that fostering stronger, self-reliant groups is key to building a more robust and productive community in Sweden.

Looking ahead to early 2024, we're setting the stage for enhanced coordination among these groups. This will manifest through regular coordination calls, shared office hours, and the ambitious goal of launching joint projects. We're excited about this new chapter, confident it will catalyze greater collaboration and impact within our community.

Advancing EA Lund

EA Lund's progression in 2023 stemmed from a revitalization effort in late 2022. The group expanded throughout the year, partly due to regular socials and co-working sessions. In spring, a career course and a joint trip to EAGx



EA Lund at EAGxNordics 2023

Nordics in Stockholm were highlights. In the fall, EA Lund facilitated two groups for the AI Safety courses and organized another trip to Stockholm for the Annual Meeting Weekend. Currently, we have 9 organizers and a Slack channel with 55 members. Towards the end of 2023, EA Lund was accepted into CEA's OSP (Organiser Support Program) to aid in planning for the Spring 2024 semester.

Rapid development of AI Safety Sweden

Following a brainstorming event hosted by EA Sweden, Jonas Hallgren and Chris Gerrby collaborated to establish AI Safety Sweden. This group aimed to spark local discussions and promote interest in the cause area in the region. Beginning in late 2022, the initiative kicked off by organizing various social and inspirational events, which later advanced into the hosting of Sweden's first local AI Safety Fundamentals Course at the Royal Institute of Technology in spring 2023.

As interest in this field grew beyond the Swedish community, collaboration with other Nordic groups became increasingly important. In the summer of 2023, AI Safety Sweden launched AI Safety North – a Nordic collaborative project designed not only to foster growth in the region but also to serve as a platform for resource sharing among these initiatives.

AI Safety North Project Launch

AI Safety North, launched in June 2023, is a project for the Nordic EA and AI Safety groups uniting in a 12-week both virtual and in-person course designed to deepen understanding of AI safety. The course, split into two tracks—AI Governance and Technical Alignment—attracted a diverse group from the Nordic countries, with a notable participation of EA and AI Safety organizers. Its inaugural run became one of the biggest collaborations in scale conducted by Nordic groups with 230 participants forming about 45 cohorts, guided by 22 facilitators. The course was completed by 110 participants and reported Likelihood to Recommend score of 8.9. The program's geography included in-person cohorts for participants from Sweden, Norway, Finland, Estonia, Latvia, and Germany. Additionally, virtual cohorts primarily consisted of European participants, with additional members joining from Africa, the US, and Asia.

Prior to the course, a tailored course programme structure was developed. In the first 8 weeks, participants dedicated 2-4 hours weekly to reading materials from Bluedot Impact and EfficSciences, followed by 90-minute discussion sessions. The remaining 4 weeks were project-oriented, encouraging participants to apply their learning in practical scenarios, with feedback sessions to refine their projects.

AI Safety North became a platform providing groups and facilitators with extensive resources, training and support. Slack Workspace for the initiative became a meeting space for the broader AI Safety Community in the Nordics.

Starting 2024, the initiative expands further to support a broader international community and changes the name to AI Safety Collab.

AIS Gothenburg

AI Safety Gothenburg is a non-profit organization with the goal of promoting awareness, education, and involvement in AI

safety research and initiatives in Gothenburg. The group was founded in July 2023 by Victor Wellsmo and Alvin Ånestrand, and received funding from Open Philanthropy for activities during the autumn of 2023. AI Safety Gothenburg hosted two AI safety courses as a part of the AI Safety North collaboration and are actively involved in supporting the project and other AI Safety groups.

Nordic Biosecurity Group

In 2023, two of EA Sweden's members, Johan Tång and Johannes Levinsson, initiated a Nordic-focused group dedicated to biological catastrophic risks. Johan connected with EA Sweden at our 2022 annual meeting, and together with Johannes, they've been exploring the group's potential reach, currently centered on the Nordic region. Although operating independently, EA Sweden has actively supported their endeavor in several ways:

- Provided guidance on activities, scope, and overall strategy.
- Facilitated connections with others in the EA community working on similar projects, fostering international collaboration to enhance biosecurity knowledge accessibility.
- Offered a platform for the group's official introduction at our annual meeting conference in November.
- Assisting in developing a content strategy for future events, including EAGxNordics.

As the group has just made its debut, we're excited to follow and further contribute to its development throughout 2024. EA Sweden aims to continue offering support, leveraging our resources to provide substantial value through strategic advice, networking opportunities, and exposure via our channels. Potential next steps include developing a shared content strategy, pooling resources, and collaborating to establish new groups. This group holds particular significance for us, given the prominent role and credibility of biosecurity in Sweden and the Nordics. Additionally, the relative scarcity of bio-risk groups within the global EA community underscores the importance of this initiative.

Major Community Events in 2023

Type of event	EAGxNordics		NGOR		Summer Retreat		AMW	
	Conference		Retreat		Retreat		Conference	
Year	2019	2023	2022	2023	2022	2023	2022	2023
Attendees	220	527	33	24	23	31	80	106
Likelihood-To-Recommend (LTR) score (average)	8.53	9.01	7.71	8.8	9.09	8.86	N/A ¹	9.09
Number of valuable connections per participant (average)	N/A ¹	4.12	5.12	7.30	7.45	6.71	N/A ¹	3.91
Number of valuable connections per participant (median)	N/A ¹	3	7	7	7	6	N/A ¹	3
Cost per participant ²	N/A	5 895	3 300	1 427	2 400	258 ³	700	695

Figure 25. Biggest Gender Disparities in Cause-Area Interest (sorted by absolute difference) | EA Sweden Annual Impact Survey

Footnotes:

1. The event was held prior to the wide-scale roll out of the connections or LTR metric.

2. In SEK, all numbers exclude staff costs. EAGxNordics event excludes even travel support numbers, as it was provided directly by CEA.

3. For clarity and comparison purposes, EA Sweden did not incur any costs for the 2023 retreat, as it was fully sponsored by contributions from members.

Annual Meeting Weekend 2023

The Annual Meeting Weekend, a three-day conference for the Swedish EA community, coincides with the EA Sweden association's annual meeting. As the largest event exclusively for this community, it's an ideal opportunity to reflect on the past year's achievements and plan for the future.

This year, the event evolved to more closely resemble the EA Global conference's concept, offering participants greater flexibility in balancing content and networking. Our content strategy diversified, covering a broader range of cause areas and specific career paths, and enhancing opportunities for networking and project discussions. Highlights included inspirational sessions by Cecilia Tilli and Ulrik Horn on their career transitions into Global Catastrophic Risks, a policy 101 session by Pour Demand, and a case talk by Siri Helle on her ambitious policy initiative to make mental health a mandatory part of health education in Swedish schools, which engaged over 30 NGOs, such as UNICEF, and reported by WHO. The most attended inspirational session encouraged participants to think beyond the traditional EA cause areas. It emphasized the importance of building one's own cause prioritization through a series of lightning talks on multiple areas suggested as the next big

focus areas for the EA community.

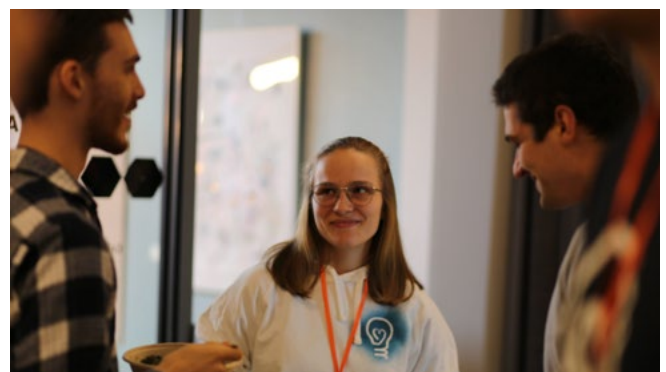
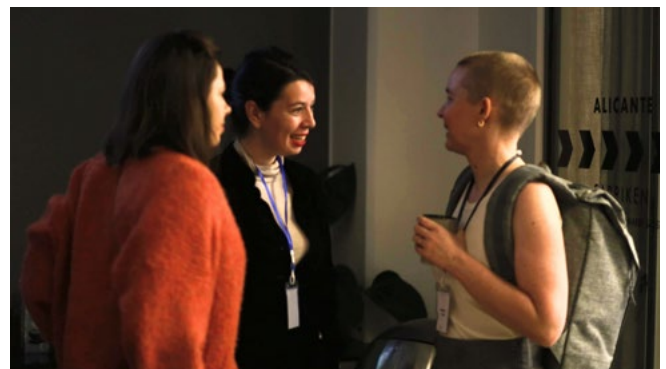
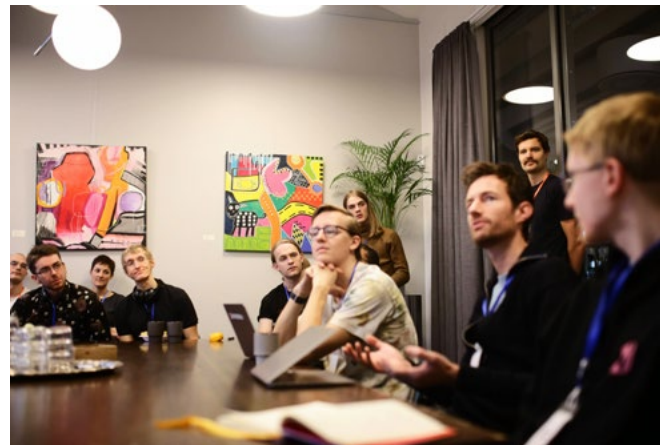
We received 130 applications, a 55% increase from last year, and welcomed 106 unique attendees. The event featured speakers from both the Nordic and global EA community, with some joining digitally. Members from the Danish community also participated.

For the first time, we utilized the Swapcard app to facilitate a flexible schedule, simpler networking, and pre- and post-event connections, including one-on-one meetings. The app was well-received, with 94% of participants using it, and we plan to continue its use in future events.

Following the event, we've pinpointed several impactful outcomes, including job applications, fresh organizational contacts, increased local involvement and collaboration between groups, as well as a rise in career coaching interest. Notably, three attendees applied for roles at an AI Safety organization featured by one of our speakers, and another potentially will pursue a thesis collaboration with them. Furthermore, at least eight individuals have sought personal career coaching through EA Sweden and applied for roles within the broader EA community, underscoring the event's far-reaching influence.

Feedback indicated that the most valued aspects were opportunities for in-depth interactions, such as one-on-one meetings, small group networking, meet-ups, and specific workshops. These were appreciated for their roles in recruitment, forging connections, and offering insights, particularly in AI safety. Many participants expressed intentions to become more involved in community events and explore new career paths inspired by the conference.

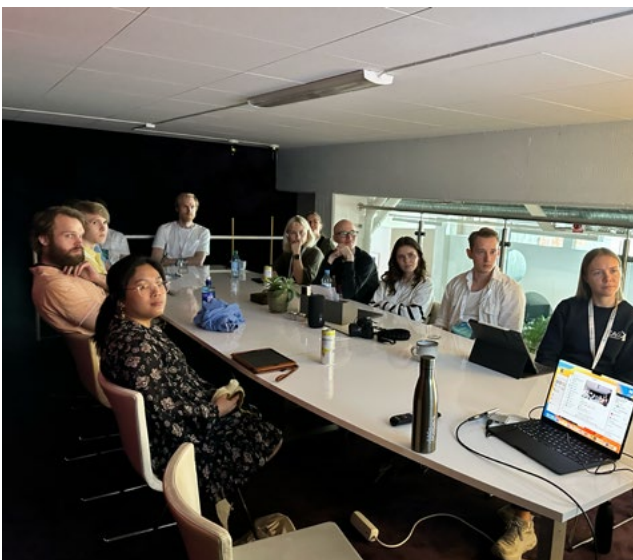
Acknowledging some concerns about the actual annual meeting's duration and organization, EA Sweden commits to more streamlined planning next year, aiming for an even more flexible agenda.



Nordic Group Organizer Retreat

Building on the successful concept from 2022, EA Sweden organized a three-day retreat in June 2023. This event welcomed participation from 14 distinct groups, including local, university, and cause-area specific groups from Norway, Finland, Sweden, Denmark, Estonia, and Iceland. The retreat centered on community building and strategic planning for the year ahead, aimed to bolster the Nordic EA community. It focused on cultivating robust, high-fidelity groups and fostering collaborative efforts.

Remarkably, the event achieved a 56% reduction in costs, compared to the previous year, with an increase in the number of connections made. A significant highlight of the retreat was the conceptualization and initial networking for the AI Safety Nordics initiative. This initiative is poised to become one of the largest collaborative projects in the Nordic region. Additionally, this retreat led to increased collaboration between groups, and laid the groundwork for the coordination calls for the Swedish groups format and accountability sessions rolled out later in the year.



Summer Retreat

In June, three volunteers (Daniel Wernstedt, Siri Brolén and Jonathan Salter) organized a Friday to Sunday summer retreat – consisting of talks, workshops and social activities and 28 people attending – with support from EA Sweden. This was a retreat EA Sweden wanted to organize but had limited resources this time of the year, so we are grateful for the contribution from the organizers. More than reducing the workload for the EA Sweden team, we believe that the community feeling became stronger when it wasn't centrally organized.

Below are two of the key metrics we think are the best predictors for measuring the success of a retreat or bigger event:

- Likelihood to recommend (LTR): 8.9/10, with two outliers rating it 3 and 5 respectively
- Average number of new valuable connections: 7

In addition, we are excited to see participants being motivated to take concrete actions as a result of the retreat. Some examples:

- One participant said they planned to “start

an AI governance project” as a result of the retreat.

- Another one mentioned they would explore how they could enter the field of AI Safety/Governance and contribute with their expertise in software engineering.
- Multiple people mentioned that they would review their career plan, including applying for career advice at 80,000 Hours and/or at EA Sweden.

This makes us very positive that a yearly retreat like this is expected to be highly cost effective and we plan to either organize or support a similar retreat next year, improved by this year's feedback.

The summer retreat the previous year had 23 people attending, a LTR of 9.5 and 8 new valuable connections were made on average. The post-retreat surveys indicate that last year's retreat was slightly more successful, but also cost 2,400 SEK per participant, excluding staff cost, while this year's retreat was fully sponsored by the organizers and participants. We however don't think the slightly lower LTR and valuable connections were a result from the reduced financial support from EA Sweden.



EAGxNordics

In April, the first EAGx conference in the Nordics since 2019 was organized. It took place over three beautiful sunny spring days in Stockholm, with more than 500 participants, of which 136 (25%) were from the Swedish EA community.

- Overall, we are very satisfied with the outcomes of the event. Right after the conference, participants:
- On average made 11.3 new connections as a result of the conference, of which 4.1 rated as “impactful”.
- Gave a LTR score of 9.0.

These were the two main metrics the EAGxNordics team set up early in the project and both numbers are among the highest for EAGx conferences. In a follow up survey 4 months later, these numbers were 9.1 in LTR, 6.8 new connections on average, of which 2.5 rated as impactful. The decrease in estimated number of connections was expected and normal for conferences. Some concrete actions the participants had taken as a result of the conference by this point were:

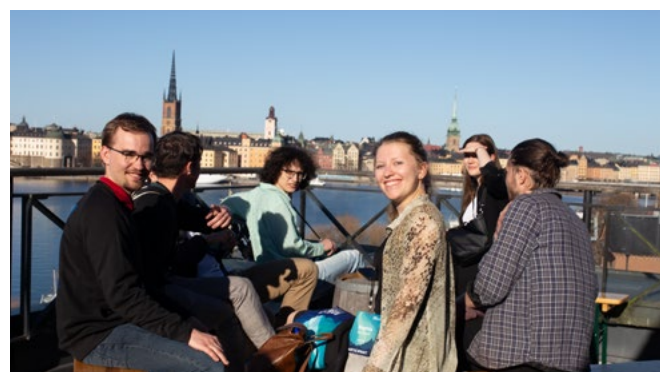
- Two people founded an EA local chapter, with 10% and 20% chance they would have done that anyway.
- One person “Brought funders to the event and introduced them to relevant people. They were very impressed, and I think it made them more likely to donate more to EA causes in the future, including projects led by people I introduced them to”, with a 50% likelihood that a similarly positive outcome would have occurred within approximately one year if you did not attend the event
- Multiple people have applied for EA-aligned positions that they likely would not have otherwise. This was especially true for positions in Biosecurity and AI Safety.

In addition, we believe that the

increased motivation and learnings and recommendations the conference provided will lead to an increased impact for many people. The total cost of the conference added up to 2,784,000 SEK, or 5,280 SEK per participant, excluding staff and travel support costs.

Given that more significant actions seem to be taken as a result from an EAGx event compared to other events and activities, we believe organizing EAGxNordics was the one of the most impactful events or activities EA Sweden engaged in 2023, possibly the single most impactful one.

Finally, the event wouldn't have been possible without the contributions from the other Nordic EA groups, or without all the incredible volunteers and speakers. A big thanks to all of you <3





Other EAG(x)s

As mentioned above, we believe attending EAG(x) conferences is indicating that 1) People are engaged on a deep level in the EA community, and 2) The attendance is likely to lead to concrete steps that will increase the participants' expected impact. Therefore, we find it interesting to track how many people from the Swedish community that attend EAG(x)s in general. During 2023, the numbers looked as follow (not including Swedes that have their base elsewhere):

- 136 people from the Swedish EA

community attended EAGxNordics

- 10 people attended EAG Bay Area
- 18 people attended EAG London
- 10 people attended EAGx Berlin (the event deliberately down prioritized applications from the Nordics since we had had an EAGx earlier in the year)
- 2 people attended EAGxCambridge
- 1 person attended EAGxIndia

We had our Annual Meeting Weekend the same dates as EAGx Virtual so we didn't promote this conference as much as the others, and don't have the attendee numbers.

Monthly Newsletter

In 2023, EA Sweden's primary focus for the monthly newsletter was to explore and establish the most engaging format. This format aimed not only to keep our readers informed about our latest developments but also to guide them towards relevant career and professional opportunities. After experimenting with various formats and presentation styles, our goal was to refine the newsletter into an effective tool for communication.

By the end of 2023, EA Sweden's newsletter had reached a significant milestone with 828 subscribers, marking a net increase of 107 subscribers – a nearly 15% growth. Throughout the year, EA Sweden issued 11 monthly newsletter updates, engaging a total audience of 1001 individuals.

We noticed a clear improvement in engagement metrics: the average open rate rose from 51.6% in Q2 to 59.9% in Q4, and the click rate increased from 7.0% in Q2 to 9.5% in Q4. These improvements followed the changes we implemented in the newsletter's layout and content in Q3-Q4. While these rates are already considered satisfactory, our ideal goal is to further improve these metrics, with a particular focus on increasing the click rate – one of the ways of measuring the relevance of the content we provide.

MONTHLY NEWSLETTER | JANUARY 2024

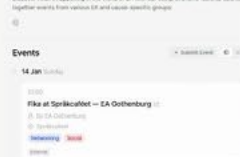
EA Sweden Newsletter

Here are the latest developments in the global and Swedish EA communities, presented in our monthly newsletter.

Community Updates

Effective Altruism in Sweden

Discover what's happening in the world of EA with our comprehensive national calendar together events from various EA and social benefit groups.



Presenting National EA Events Calendar

We're happy to introduce a national EA Events Calendar, designed to be the go-to resource for everyone interested in events hosted by the wider EA community and specific cause-area communities across Sweden. Recognizing that many fantastic events often go unnoticed, our goal is to streamline communication with this platform. You can either subscribe to a dedicated events newsletter or conveniently check all upcoming events in one place.

[Explore upcoming events](#)

Other Swedish Community Updates:

- EA Lund has been accepted into the Organizer Support Program (OSP), a notable achievement that provides them with semester-long mentorship, access to various workshops, and resources to effectively run their university EA group. This inclusion in OSP highlights their incredible development over the past year.
- EA Sweden has moved to a new office location on Sveavägen 76 in Stockholm. This will allow us to coordinate significantly more frequent and diverse events at the premises, starting already in January.
- During the last fall, certain changes have been made to our newsletter, and we're seeking your feedback to assess these modifications and understand your preferences. Just one minute to [complete this brief form](#) could help us tailor the newsletter more effectively to your interests and optimize our resources.
- EA Stockholm is seeking new co-organizers to develop and implement an event program for 2024. If you're interested in actively shaping the Stockholm EA community in your free time, please contact Jonathan Salter. You can also help shape their agenda by filling out [this short survey](#).

Major Updates in the Global EA Community:

- Effective Ventures UK and USA have paid out an amount equal to 100% of the funds the entities received from FTX and the FTX Foundation in 2022, settling with the FTX bankruptcy estate.
- CEA, 80,000 Hours, Giving What We Can and other EV-sponsored projects will transition to being independent legal entities, with their own leadership, operational staff, and governance structures. This step is an effort to decentralize the EA ecosystem.
- Zach Robinson [has been selected](#) as the new CEO of CEA.

Upcoming Events



Presentation of "Vems liv kan du rädda?"

Fri Tanke presents a discussion event celebrating the new Swedish edition of Peter Singer's book "The Life You Can Save," featuring talks by philosopher Erik Angner, artist José González, and Radiohjälpen's Kristina Henschen, with a video address by Singer, exploring effective altruism and global poverty solutions.

- January 17, Wednesday at Scalateatern
- Join EA Stockholm's social event after the presentation – [Pub Gathering after Presentation of "Vems liv kan du rädda?"](#).

[Learn more and find tickets](#)

January 14,
Sunday

Social | 16+ Person
12:00 – 14:00
Språkcaféet
Esperantoplatsen 7-9,
Göteborg

EA Gothenburg – Fika at Språkcaféet

Meet up with like-minded individuals for a fika. Come as you are and get to know the others. If you feel like it, bring an EA-related concept that is inspiring or puzzling you for us to discuss and dissect. No prior sign-up is required.

January 21,
Sunday

Networking | 16+ Person
12:00 – 13:30
Källarbyn
Stora Nygatan 31 –
Stockholm

**Doing Good with Your Career:
Switching to an Impactful Field**

Join other professionals for an inspirational event focused on discussing achieving impact through your career and connecting with like-minded individuals.

Sign up [here](#).

04

Career
support
services

Career Support Services

One of EA Sweden’s core objectives is to support people to have a more fulfilling and impactful career. During 2023, we did that mainly through career counseling and career courses.

Career Counseling

EA Sweden is offering individual 1-on-1 career counseling for people who want to increase the impact of their careers. In coaching they get personal advice from our career counselor on their long-term career plan or on a specific career decision. This is inspired by 80,000 Hours’ career counseling, but adapted to the Swedish context.

During 2023, 52 individuals have gone through coaching with EA Sweden, and 96 one on one coaching calls have been facilitated, meaning 44 follow up meetings were held. Of the individual coaching sessions during 2023, 29 people (56%) were men and 23 people (44%) were women. Most common age range for participants was 25-34 and working full time. The most common amount of work experience to report was 5-10 years.



Occupation

Working (Full-time)	20
Working (Part-time)	5
Studying	8
Doing PhD	2
Neither working nor studying	5

Figure 28. Reported Occupation of Coachees

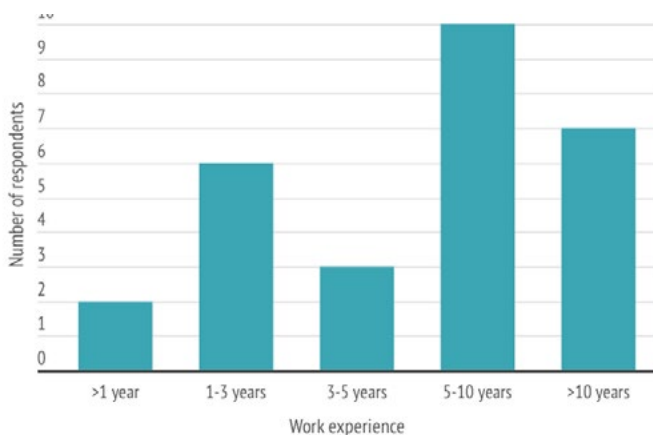


Figure 26. Reported work experience of coaching participants

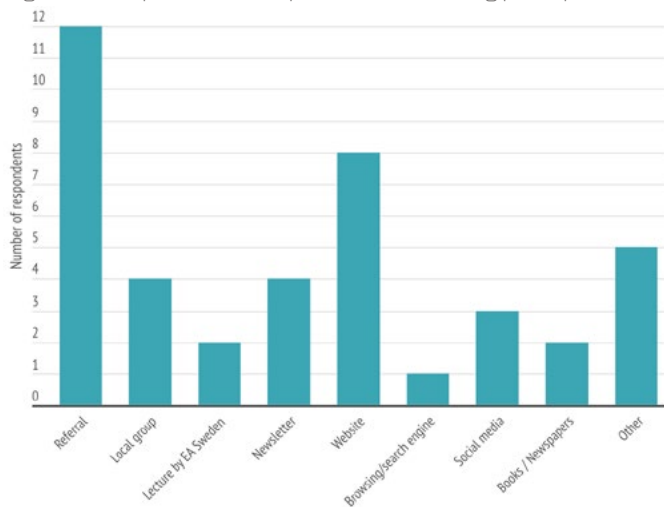


Figure 27. Reported Sources of finding our career services

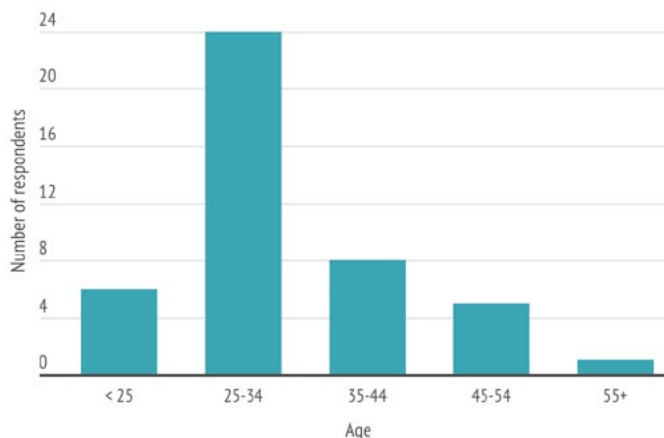


Figure 29. Reported Sources of finding our career services

Data suggests the people who participate in individual coaching through EA Sweden primarily discover the possibility through personal recommendation followed by finding coaching through EA Sweden’s website, newsletter and local groups.

We can also see that our offering of coaching primarily reaches people who have heard of, or are somewhat familiar with the EA movement but have not engaged themselves in the ideas all that much yet (Figure 24).

The cost of the counseling sessions amount to 50,000 SEK, corresponding to 960 SEK per person, or 520 SEK per session. That is about half the cost per session 2022, which is mostly a result from the improved process of the counseling and experience of the counselor.

About half of the sessions end with the coachee having a specific person to get in touch with, and close to 100% of the sessions end with some kind of action points from the coachee. Specific actions people have taken as a result of EA Sweden’s career counseling include applying to job positions, programmes and fellowships in the EA community, and/or funding for their EA-related research or project. For example, three people changed jobs to something we deem significantly more impactful, and three people were accepted to SuccessIf’s programme as a result of the counseling. We still have a lot to understand to make a fair assessment of the impact of the career counseling, especially since it can take more than a year for many people to actually make a change of career. The case studies from this year however make us positive that we should continue, and scale up, the counseling.

The impact of the career counseling mainly depends on 1) What people apply for counseling, and 2) The quality of the counseling. The last 1.5 years have been focused on setting up a good system and improving the quality of the counseling. We are now at a point where the counseling seems to work well, and are therefore ready to work more deliberately with reaching more promising people.

One team member, Ysaline, is also providing career counseling through Magnify Mentoring and is continuously mentoring three mid-career women in academia, currently transitioning into the EA ecosystem.

960^{-52% (2022)} **SEK**
 An estimated cost of counseling services per participant.

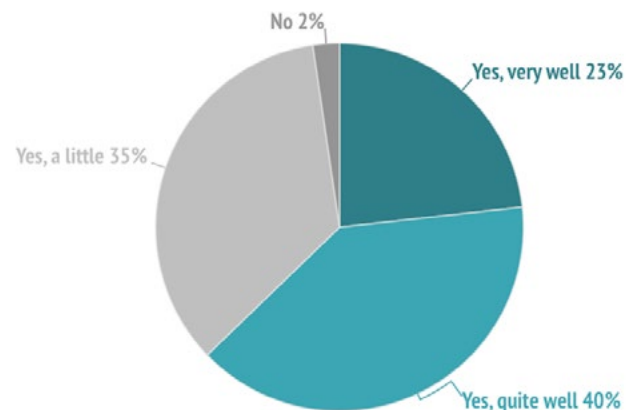


Figure 30. Self-reported knowledge of EA before coaching

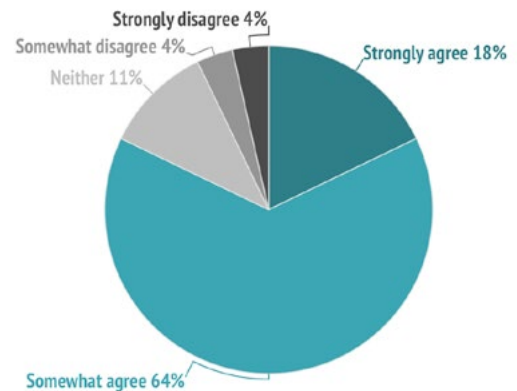


Figure 31. Confidence of Applying EA Principles to Life Decisions: Survey Responses (n=28).

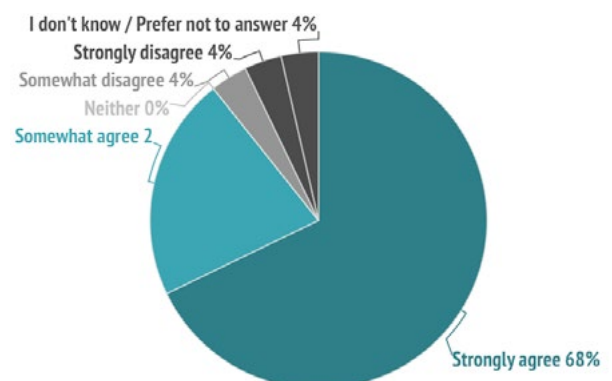
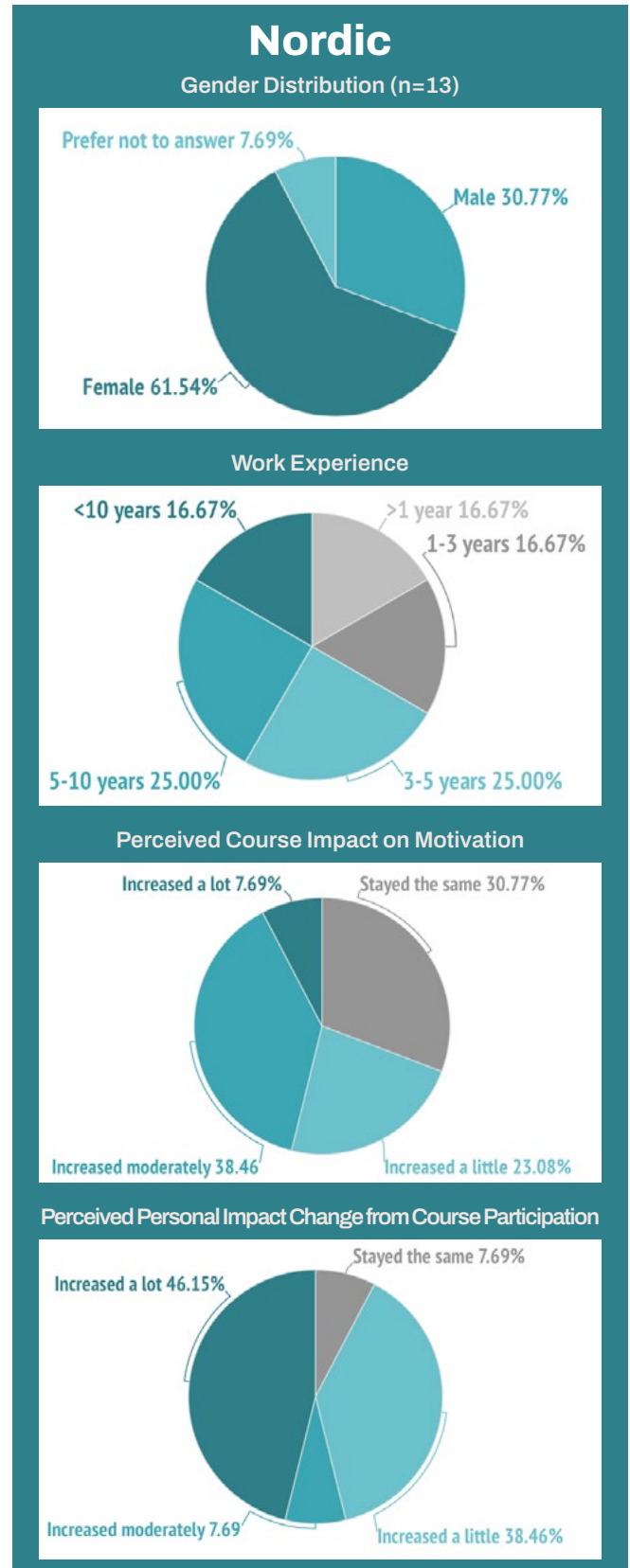
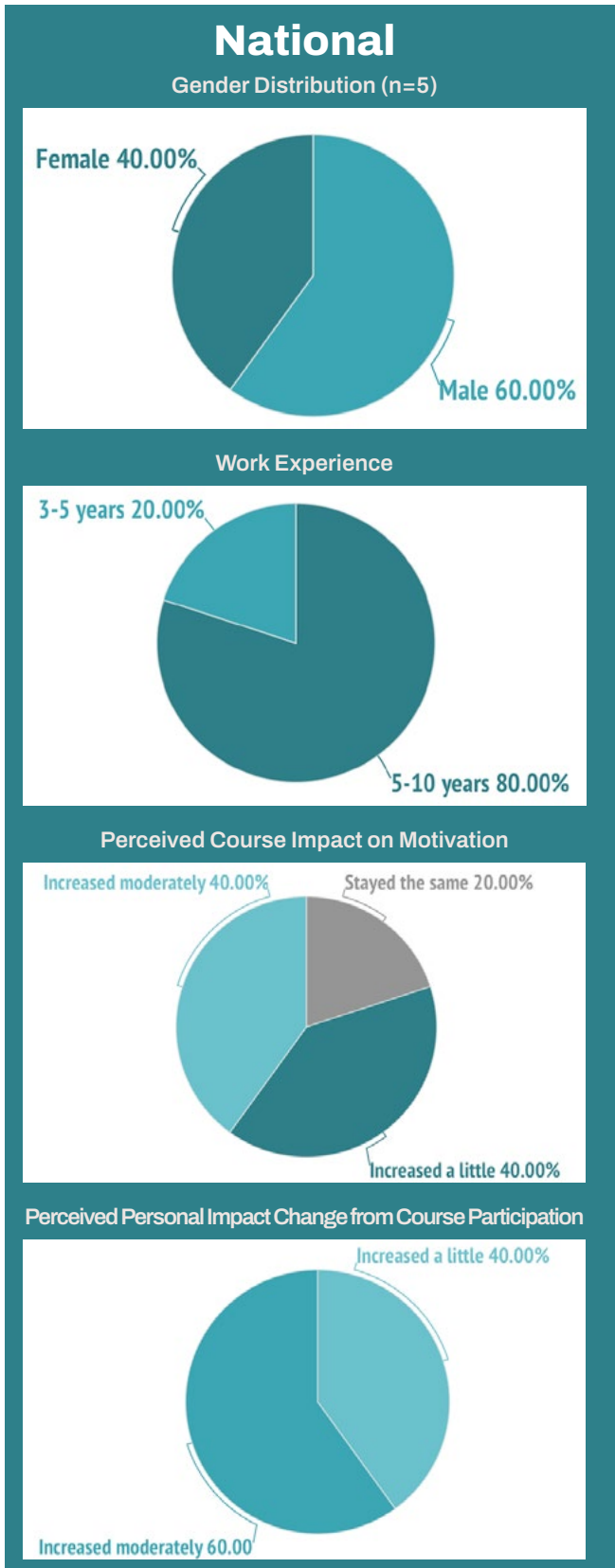


Figure 32. Respondents that believe they can use EA ideas to make a significant difference for the world: Survey Responses (n=28).

Career Courses

EA Sweden has hosted two virtual career courses during 2023 – one for the Swedish EA community, and one for all the Nordic countries, through a collaboration with EA Finland, Norway and Denmark. 5 people attended the national and 2 of the 14 people that completed the Nordic one were from the Swedish EA community. With the caveat of a small sample size, the two ways most people heard about the courses were through EA Sweden’s social media and through local groups.



Both courses achieved:

8.8

LTR-Score*

*A research metric that is based on a single survey question asking respondents to rate the likelihood that they would recommend a company, product, or a service to a friend or colleague.

28,000 SEK

An estimated total cost of running our career courses.

2,550 SEK ^{-15% (2022)}

An estimated cost of counseling services per participant.

The content of the courses was updated this year, where the most significant was changing to a more workshop format to accommodate participants' feedback and to spend more time giving feedback on the participants' career plans.

The cost of running the career courses, including staff cost, was 28,000 SEK, or 2,550 SEK per participant (the cost calculations includes only Swedish participants of the Nordic course). The time is expected to significantly decrease if running similar courses again, both since EA Sweden spent more time than the other Nordic groups on the course, and that the material won't need to be significantly updated for the next round.

One of the participants changed their career plan to pursue a PhD in AI Safety and joined SuccessIf's programme as a result of the course. Another, mid-career, participant identified how they could use their skills and experiences to do more good and is now looking for ops jobs in EA organizations. A third example is Jon Servello, whose story you can read more about below. What all these people have in common is that they continued with individual career counseling after the course.

Reflections

Even though the number of participants in the courses was rather modest, we are excited to see that several individuals took clear steps towards a more impactful career. An interesting observation is that multiple promising individuals enrolled into individual coaching as a result of the courses. We estimate, with a high degree of uncertainty, that on average, 40% of them would have pursued coaching anyway. It appears that some people are more inclined to sign up for a course (e.g., those who appreciate more details and structure), while others prefer coaching. If this is true, then coaching and courses serve as complementary activities aimed at the same end goal, catering to

different needs (e.g., people with less available time).

In conclusion, we believe that the career courses are a valuable use of time, highly depending on the participants. We plan to run at least one course in 2024, with an extra focus on reaching individuals who we believe are in a strong position to make a significant impact with their careers. Additionally, beyond the courses EA Sweden ran, three local groups (EA Uppsala, EA Gothenburg, and EA Lund) organized their own. This is something we are keen to see more of, and we would be happy to support groups with materials and advice if it would be beneficial to them.

**Broad
infrastructure.
Project support.
Office space**

05

During 2023, EA Sweden has deliberately increased the structured support we provide to promising projects, and have received positive feedback from multiple sources.

EA Sweden's Co-Working Space

Since March 1, 2022, EA Sweden has been utilizing support from the EA Infrastructure Fund to maintain a co-working space in our office. Over the past year, this space has been utilized not only by our team but also by individuals from several EA-adjacent organizations such as Ge Effektivt, Rethink Priorities, The Centre for Long-Term Resilience, Future Matters, Effective Thesis, Wild Animal Initiative, Impact Academy, the EAGxNordics 2023 Team, and independent researchers. Additionally, our local groups and AI Safety initiatives have had access to the office. A survey conducted in April, after the first year of the co-working space's operation, revealed a Likelihood-to-recommend (LTR) score of 9.31.

We estimate that, in the past year, more than 150 unique visitors have engaged with our activities, attending various events hosted at our office. These events have ranged from the Annual Meeting Weekend and Nordic Group Organizers Retreat to EAGxNordics Team Retreats, social gatherings, and several lectures. Beyond our own events, the co-working space has also been a hub for events organized by EA Stockholm and AI Safety groups in Sweden.

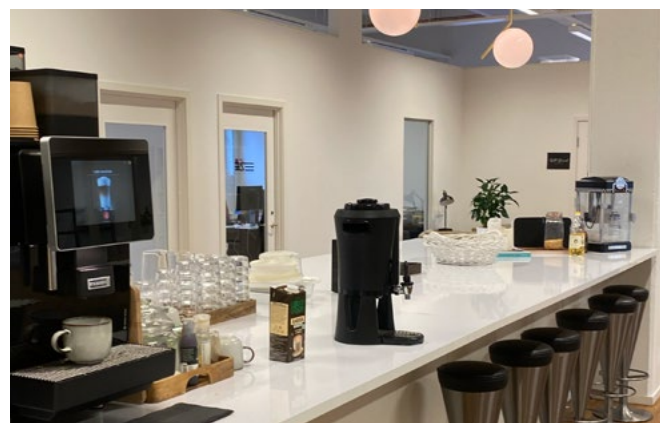
In a strategic shift initiated in the fall of 2023, and due to the growing need for hosting more frequent activities for EA Sweden, AI Safety, and local groups, we decided to relocate our office to a more central location in Stockholm at the end of 2023. Our theory is that the office's location significantly influences the decision to attend events. Starting from early January, this new location will accommodate more events and regular programming.

As of the end of 2023, our office regularly accommodates 14 people from various organizations, including EA Sweden, Ge

Effektivt, Future Matters, Impact Academy, Wild Animal Initiative, the EA Stockholm group, the AI Safety North initiative, and independent researchers, with a couple of new joining next year.

9.3
LTR-Score*
of EA Sweden's
Co-Working Space

*A research metric that is based on a single survey question asking respondents to rate the likelihood that they would recommend a company, product, or a service to a friend or colleague.



Projects

Below are some examples of people we actively supported in 2023. In addition to reflecting on this year's support, we hope these cases work as examples for other people that have promising ideas that could benefit from support from EA Sweden.

Such support might include project conceptualization, strategy development, network support, fundraising, providing legal and financial infrastructure, or other activities, depending on the project's needs and EA Sweden's capabilities.

A new effective giving initiative

Inspired by the Dutch initiative the 10% Club, EA Sweden member Daniel Wernstedt has kicked off a similar effective giving initiative in Sweden, focused on professionals with more than 10 years of work experience. The initiative launched at the end of 2023 and had its second event in February 2024. The main contributions from EA Sweden have so far been setting up a theory of change and clear goals for the project.

Fønix: Next phase for the biosecurity project

Starting already two years ago, EA Sweden started supporting [Ulrik Horn and his Fønix project](#), which aimed to explore the feasibility of a bioweapons shelter. This support has spanned from the initial concept and assessment of grant viability to the implementation of the project's first research phase within EA Sweden.

Following the completion of this initial phase, Ulrik has expanded the original concept by taking direction on establishing a new organization, acquiring knowledge applicable to both for-profit and non-profit ventures. He successfully secured funding for this endeavor from the Survival and Flourishing Fund. EA Sweden will administer and manage the project starting in early 2024, facilitating its further development and transition towards becoming an independent entity.

Rationality Research Project

In September, EA Sweden welcomed Stefan Schubert's research project on rationality, funded by both Lightspeed and Survival and Flourishing Funds and managed by EA Sweden. The project aims to produce accessible content about what good thinking consists of. Stefan previously worked at the London School of Economics, where he co-wrote [a book on the psychology of effective altruism \(to be published in 2024\)](#).

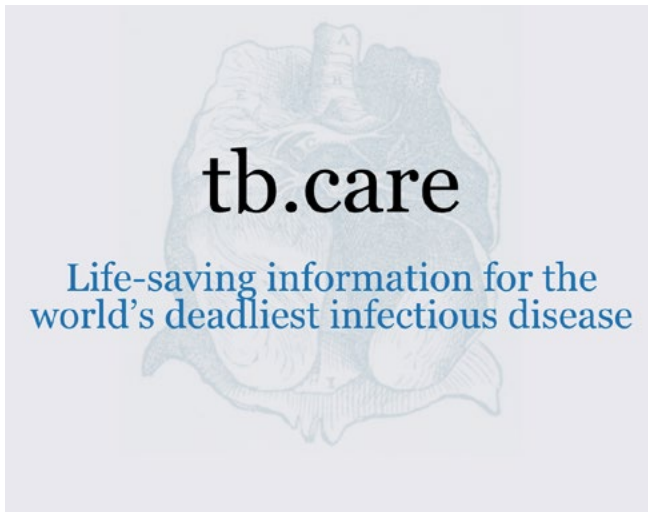
Developing operational capacity

In December 2023, EA Sweden received a grant from Future Matter, a German non-profit organization that provides strategy consulting services to advance climate protection, AI safety, and biosecurity. This funding is intended to support a project led by Ernesto Diaz Salvador, which focuses on strengthening operational and project management capacities, implementing impact measurement procedures, and contributing to research and development efforts.



tb.care

Finally, EA Sweden supported Jon Servello in starting tb.care, a non-profit that's tackling Tuberculosis on a global level. EA Sweden has supported the project by creating a thorough theory of change, a M&E framework, strategic advice, connecting Jon to other relevant people in the EA community, setting up a structure for weekly routines, finding grant applications and giving input on them, and working as an accountability partner. See the case study below for more details about Jon, his background, thoughts on impact and plans for the future.



Reflection

From the feedback of the supported projects, and actual results of what our support has led to, we are positive that we have found a cost effective product-market fit of how to support (potential) impactful projects and are excited to continue this support in 2024, both with existing and new projects.

Donation to Center for Human-Compatible Artificial Intelligence (CHAI)

A Founders Pledge participant has directed their donation through EA Sweden to the Center for Human-Compatible Artificial Intelligence at UC Berkeley. This decision was made due to certain cause areas falling outside the scope of the Swedish donation platform Ge Effektivt, potentially limiting donation possibilities to specific institutions.

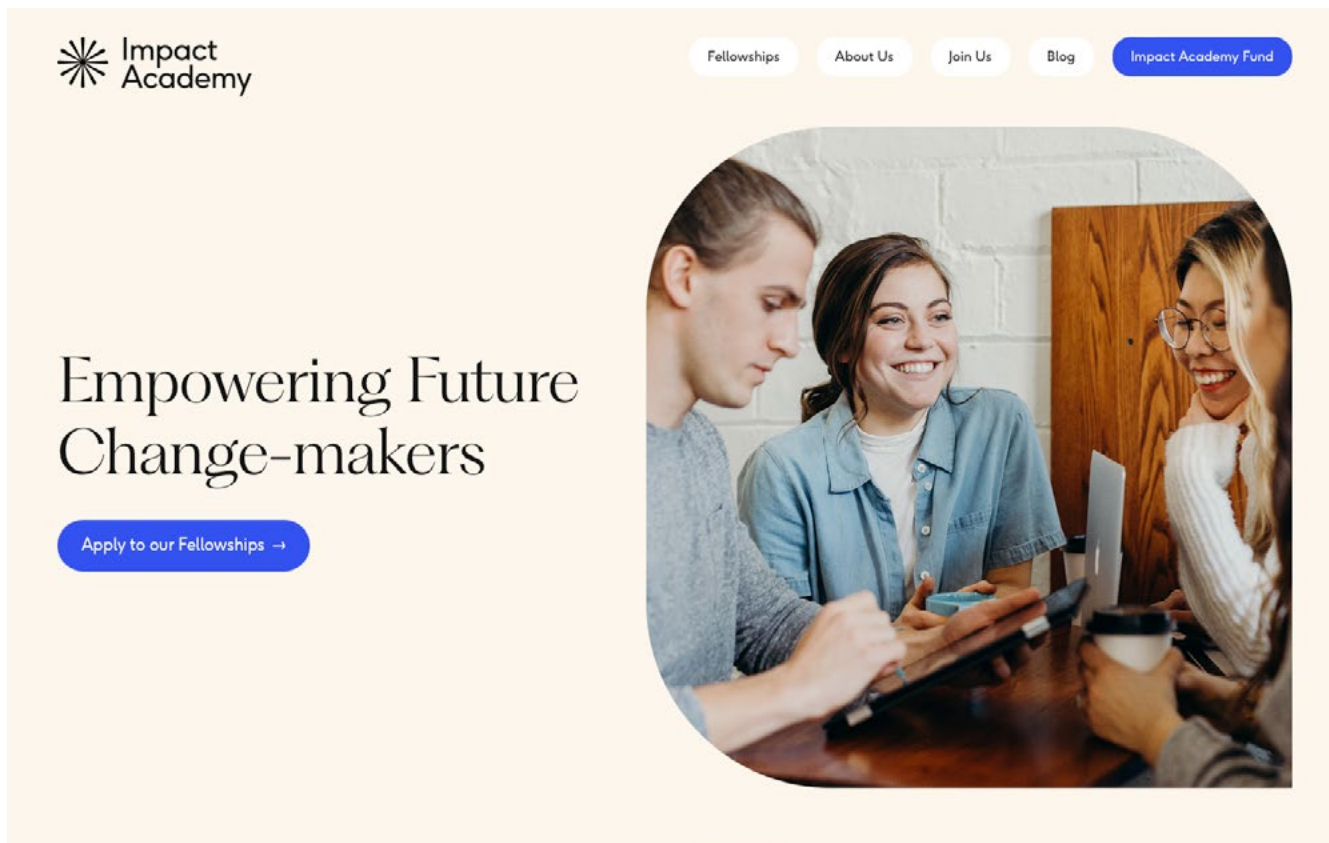


Source: humancompatible.ai

Future Academy

In 2023, EA Sweden completed the transition of the Future Academy from a project within EA Sweden to its own independent organization, now known as Impact Academy. Throughout this process, EA Sweden played a key role in providing a supportive

platform, ensuring a seamless transition. Our commitment to collaborative efforts in guiding individuals towards impactful careers remains strong, including offering access to our co-working space for these endeavors and employees.



Funding Application Support

Over the past year, EA Sweden has provided funding application support to our members, assisting a variety of projects and individuals within the Swedish EA and AI Safety communities. This service has been beneficial for individual researchers seeking grants, professionals undergoing career transitions, and several EA and AI Safety groups in need of funding. Consequently, we have contributed to over 10 applications, many of which are now part of our project support platform, with further details provided in the subsequent section. For instance, one of the participants has received funding from Long-Term Future Fund for their research in training Multi-Objective RLAIIF models and comparing their safety performance to standard RLAIIF*.

Our team offered assistance in multiple areas, including strategic advice, budgeting, and reviewing application materials. We also extended comprehensive support in crafting compelling applications. The aim of this service has been to enhance the success rates of these applications, to make the administrative process more efficient, to reduce the time spent on applications, and to improve the communication of the main ideas and their impacts. This initiative has been highly appreciated by the recipients of the support.

**Reinforcement Learning from Human Feedback (RLHF) is an approach in artificial intelligence (AI) where a reinforcement learning (RL) model is trained using feedback provided by humans.*

Community Stories

06



Community Stories

In the vibrant tapestry of our community, each thread – each story – adds depth, color, and strength to the whole. In this section of our Annual Impact Report, we're excited to spotlight some community stories. Here, we've gathered a collection of inspiring cases that shine a light on some of the remarkable journeys and contributions made by individuals in our community. From transformative projects to acts of quiet dedication, these stories are but a handful of the many instances of impactful work being carried out by our members.

It's important to remember that the stories featured are just a glimpse into the vast array of both significant and subtle ways in which everyone contributes to our collective mission. Every effort, every initiative, and every act of kindness sends ripples through our community, contributing to our shared goal of creating a more positive and meaningful impact in the world.

We hope these stories not only celebrate the achievements of our fellow members but also inspire you to continue – or embark upon – your own journey of impact.

Cecilia Tilli

Cecilia, at 36, lives in the Swedish countryside with her partner, two cats and her cocker spaniel. Since a bit less than a year, she works remotely as Program Manager at Cooperative AI Foundation. Her career journey up to this point has been far from linear, and she has explored various paths, transitioning from research via startups and consulting in clean tech innovation to grant-making for academic research.

Cecilia's engagement with EA Sweden played an important role in shaping her career decisions. What drew her in was the opportunity to engage with like-minded individuals who not only shared a passion for doing good but also encouraged critical thinking. This was a refreshing change for Cecilia, having transitioned from a startup environment where discussions about doing good were common but rarely subjected to critical scrutiny.

Cecilia participated in a series of career workshops that made her consider a wider range of impactful work, while also becoming more engaged with the Swedish EA community, which became a source of close friendships. In 2019 this led to Cecilia's first job in the non-profit sector at a small charity funding research on antibiotic resistance. While she heard of AI safety and met some people who were involved in the field, she initially didn't feel that AI Safety was for her.

The turning point came in 2022, when several different factors prompted her to reconsider. Cecilia was reading more material on AI risk through her work as a community builder, and she also had conversations with a close friend of hers who was seriously worried about AI risk. The final push came when she attended EA Global in San Francisco. There, she realized that there was a lack of generalists



in the field, and that many people in the field had limited relevant experience for their roles. She decided to take some time off to ponder her options and see how useful she could be entering the field. The transition to AI Safety work was smoother than she had expected; her experience in grant-making and some previous work on metascience turned out to be valuable qualifications. Just a year later, she was working as program manager for Cooperative AI Foundation.

While currently less engaged formally with the EA community, Cecilia emphasizes the lasting impact of EA in her life. Maintaining a low-effort connection with the community remains important for her, and several of her closest friends are people she found through EA. She also appreciates the stability of EA Sweden, with an established board and paid staff, which contrasts with its earlier stages.



Max Onkenhout

Soon turning 27, Max comes from Uppsala and is finishing a Master's Degree in Economics this spring, he has also taken the head of EA Lund. Having spent six years studying in Lund, initially delving into economics and law during gymnasium, he transitioned into a career as a personal caretaker for a teenager with disabilities. Max excelled in this role, emphasizing qualities such as active listening and understanding the unique language of the person he cared for.

After two fulfilling years, Max felt a need for intellectual stimulation and sought a change. With no clear plan in mind, he decided to apply to study in Lund. Opting for a broad field with a philosophy, politics, and economics (PPE) bachelor's degree, Max aimed to keep his options open.

His journey into the realm of effective altruism (EA) began when he encountered the concept during his philosophy studies. Further exposure came through Sam Harris's podcast and meditation app which Max is using daily and views as one of the most meaningful aspects of his life, particularly Metta Meditation, focusing on kindness and compassion through meditation.

Max's engagement deepened when he read "The Precipice" during a backpacking trip in Central America. Inspired, he applied for a master's program in Lund, guided by an 80,000 Hours article highlighting the benefits of an economic degree. Max, leaning towards microeconomics, specialized in health & public economics, behavioral economics, and game theory.

His master's essay delved into investigating people's preferences for future generations, utilizing online experiments. One significant finding was that participants were willing to donate to a public good with benefits in 150 years rather than take a smaller amount for

themselves. Positive narratives about the future and one's responsibility towards it further increased participants' willingness to contribute.

Max actively engaged in EA beyond reading books, joining the local group EA Lund and participating in meetups. He received valuable advice from EA Lund, leading him to an in-depth fellowship. His career path took shape in spring 2023 with a career course in Lund and interactions with the larger EA community, including Nordic and Baltic Group Organiser retreat for community builders summer 2023, Max found particularly helpful.

Max gradually assumed leadership roles, taking full charge of EA Lund. His ideas and focus shifted towards the big picture, emphasizing existential risks and the interconnected threats facing humanity. Max is considering leveraging a potential Ph.D. in economics for career capital, combining skills and credibility for impactful research. His ideal career involved working in policy or research, contributing to organizations that promote long-term thinking and minimize societal risks.

Max's advice to young EAs centered on giving oneself slack due to the significant responsibility of making an impact and remembering that self-care is a part of doing good. He highlighted the importance of overcoming impostor syndrome and embracing the courage to explore without fear of appearing less intelligent. Community building emerged as a source of enjoyment for Max, emphasizing the essential aspect of moral uncertainty and cause-prioritization within the EA movement.



Jon Servello

Jon, a 33-year-old originally from the UK, embarked on a transformative journey that led him from the arts and humanities in the UK to becoming a force for positive change in public health, particularly in the fight against tuberculosis. In 2017, driven by a desire for further education and influenced by the uncertainty of Brexit, Jon made a bold move to Sweden.

His academic journey began with a master's degree in History, focusing on the history of medicine and Renaissance history. This unconventional path equipped him with valuable skills in critical thinking and contextualization, which he found surprisingly applicable to the field of public health. The social historical context, he realized, was crucial for understanding medicine, and this perspective shaped his outlook.

Jon's early career unfolded in the NHS, where he worked part-time while studying and developed an interest in public health. A pivotal moment occurred when he transitioned to a position as a research and audit clerk, delving into the technical side of medicine and gaining a broader, global view that blended well with his historical expertise.

In 2020, Jon attended the EA Global event in London and enrolled in a J-pal course, deepening his understanding of global health challenges. Recognizing his aptitude for research, he pursued opportunities in the field, even taking on corporate work to sustain himself financially.

Brexit presented a unique window for Jon to pursue another master's degree, this time in public health and health economics in Gothenburg, Sweden. Balancing work as a clinical trials assistant at Sahlgrenska University Hospital, Jon honed his skills in data and statistical analysis, contributing to a paper on a clinical trial for premature babies.

Despite financial constraints, Jon's calculated risks and strategic career moves led him to NovoNordisk, a pharmaceutical company known for its positive working culture. However, his desire for a more impactful role eventually steered him towards humanitarian work.

Jon's involvement in the European Humanitarian Voluntary Corps and a research fellowship on tuberculosis in Milan marked a significant turning point. While still maintaining a full-time job at NovoNordisk, he engaged with organizations like UNITE4TB, working on groundbreaking projects to produce new TB treatments.

In 2022, Jon's involvement in the EA community inspired him to co-found Tb.care charity. Recognizing a gap in information dissemination, the charity aimed to provide essential information about tuberculosis to patients. With a focus on reducing stigma and improving diagnosis, Jon and his team are set to launch the initiative in India.

Jon's journey exemplifies the proactive and strategic approach advocated by the EA community. In the fight against tuberculosis, time is an essential criteria: 10 million lives can be saved thanks to Jon's program instead of relying on the current state of affairs.



Silvana Hultsch

Silvana Hultsch is a 26-year-old Ph.D. candidate in Philosophy, studying moral progress at Uppsala University. She has forged a unique career path shaped by dual bachelor's degrees in philosophy and economics, along with another in business from the University of Bayreuth in Germany. Her academic journey continued with a master's in practical philosophy at Stockholm University, specializing in moral philosophy.

During her undergraduate studies, Silvana honed skills in broad and critical thinking, statistics, analytic philosophy, and decision theory. A pivotal moment occurred when she delved into moral uncertainty, inspired by the work of MacAskill, Bykvist and Ord. Her undergraduate thesis on this topic earned her a prize from the Forethought Foundation as part of their Undergrad Thesis Award. Further specialization in moral philosophy continued through her master's program, where Krister Bykvist supervised her thesis on finding overlapping consensus in the face of disagreement in policy decisions. Despite her acknowledging that 'it was clearly not her best work', it nevertheless remained a good foundation to back up an application to a Ph.D. program.

She complemented her academic path with internships at CHERI (Swiss Existential Risk Initiative) and a philosophical institute in Germany, which taught her prioritization and research skills, as well as new knowledge on catastrophic risks and future generations.

In addition to this academic experience, Silvana decided to obtain practical, hands-on experience to complement her path. In 2020, she started volunteering at Effective Thesis, contributing to project development and managing small tasks. Her role expanded to managing coaching programs for bachelor, master, and Ph.D. theses, connecting her with an international network and various cause areas. Despite being very stressed by the necessity of learning-by-doing, Silvana's dedication led to her appointment as managing director, where she managed the team and improved organizational structures.

However, Silvana faced a turning point when the organization underwent significant changes,

necessitating a strategic reorientation. In addition to that, she applied for a Ph.D., seeking a balance between working with people and engaging in deep research.

Silvana's decision-making process was meticulous, considering a massive google document exploring the impact of a Ph.D. opportunity on her ambitious goals. She first envisioned her most ambitious pursuits and chose the option that was most likely to progressively get her there given what she knew about herself at the time. Her choice eventually led her to pursue the PhD on a fascinating topic: moral progress. Her research explores what constitutes moral progress beyond historical examples, emphasizing the expansion of moral circles and the improvement of existing theories, including a structural approach, to offer an alternative to neo-colonial spins of traditional perspectives.

The influence of Effective Altruism played a crucial role in shaping Silvana's worldview. It provided her with a relevant decision-making framework, guiding her to discover cause-areas such as animal welfare and AI safety in 2017, and making her a vegan street-activist for some time. Her involvement with EA Sweden further enriched her experience, especially thanks to the co-working space where she could mingle with the community and discuss her life decisions further. She appreciates EA Sweden's professional community and would love to see more diversity and more experienced individuals in our space. She especially values the fact that she can be an EA in this community, without it clashing with her feminist and political identities. She urges young EAs to think for themselves and build their own values and reasoning, despite the tempting option to copy the views of some of the loudest voices in EA.

Looking ahead, Silvana envisions investing in her academic path, aspiring to become an academic or a writer/public intellectual. Her utopian framework involves founding her own research institute focused on moral progress, with a systemic approach and a female-led team.



Ernesto Diaz Salvador

Ernesto has been a Finance and Operations Manager at the Future Matters since December 2023, having successfully operated his career transition. Ernesto's case highlight is that while community building was far from a major component of his involvement with EA, career coaching helped him secure a position in the EA ecosystem in no more than three months.

At the age of 32, Ernesto found himself at a crossroads in his career. He spent the majority of his professional life as an agricultural engineer; however, a growing awareness of the detrimental impact of agriculture and food systems on the environment, climate, and animals left him yearning for a more meaningful and effective contribution.

Ernesto took a significant step by joining a non-profit organization in Sweden, advocating for sustainable cities and food systems, engaging in social projects aimed at positive change. Ernesto took a significant step by joining a non-profit organization in Sweden, advocating for sustainable cities and food systems, engaging in social projects and positive change. After 5 years there, he was looking for a new challenge and opportunities for having a larger impact.

Simultaneously, Ernesto's interest was piqued by the concepts presented in "The Precipice" and "What We Owe to The Future". Feeling stuck in his current role as an engineer disconnected from peer agriculture topics, Ernesto started to follow 80k's career plan, then reached out to EA Sweden and sought guidance from Anna, our coach at EA Sweden, where he gained clarity on his aspirations and discovered his strengths lay in operations — a crucial bottleneck in many effective altruism organizations.

Encouraged by Anna, Ernesto made the bold decision to quit his job and fully commit to transition into an EA job and skill up. He planned to immerse himself in an internship at EA Sweden as part of this transition but found a position before that. Following the guidelines outlined in an 80k article on job searching, Ernesto applied to 16 new positions, receiving offers in operations from two impactful organizations, and finally chose Future Matters.

During the three-month job-seeking process, Ernesto's role transformed into that of a finance and operations manager, aligning with his prior experience in finance and problem-solving. In total, he applied for 16 jobs, got through the screening of 9, and obtained interviews with three. The scale of his responsibilities increased fifth-fold, as he navigated tasks such as sending invoices, managing payroll, and overseeing accounting but for a much larger company.

The transition not only marked a change in Ernesto's field but also represented a career pivot. As he adapted to his new role, he found comfort in the familiarity of organizational management, while also embracing the opportunity to learn and grow in a more significant capacity.

Reflecting on his journey, Ernesto emphasized the pivotal role that effective altruism played in facilitating his career shift. While being part of the community was not the primary motivator, EA Sweden's counseling provided the framework and resources necessary for him to navigate the professional landscape successfully. The identity switch, bridging the gap between what he was doing and what he aspired to do, was made possible by the guidance and support from the EA ecosystem.

Now employed by Future Matters, Ernesto finds fulfillment in contributing to impactful evaluations, transcending the traditional researcher or advocate roles. Although quantifying impact remains challenging, Ernesto is passionate about tracking and understanding the organization's positive influence on the world.

In conclusion, Ernesto's journey serves as an inspiring testament to the transformative power of effective altruism in guiding individuals toward careers that align with their values. His advice to others is clear: follow the 80k career planning process, seek counseling or career courses, build a runway for the transition, and make the leap before family obligations arise. Contrary to common beliefs, working in effective altruism does not necessitate sacrificing financial stability; rather, it opens doors to higher-paying opportunities that contribute to a more meaningful cause.

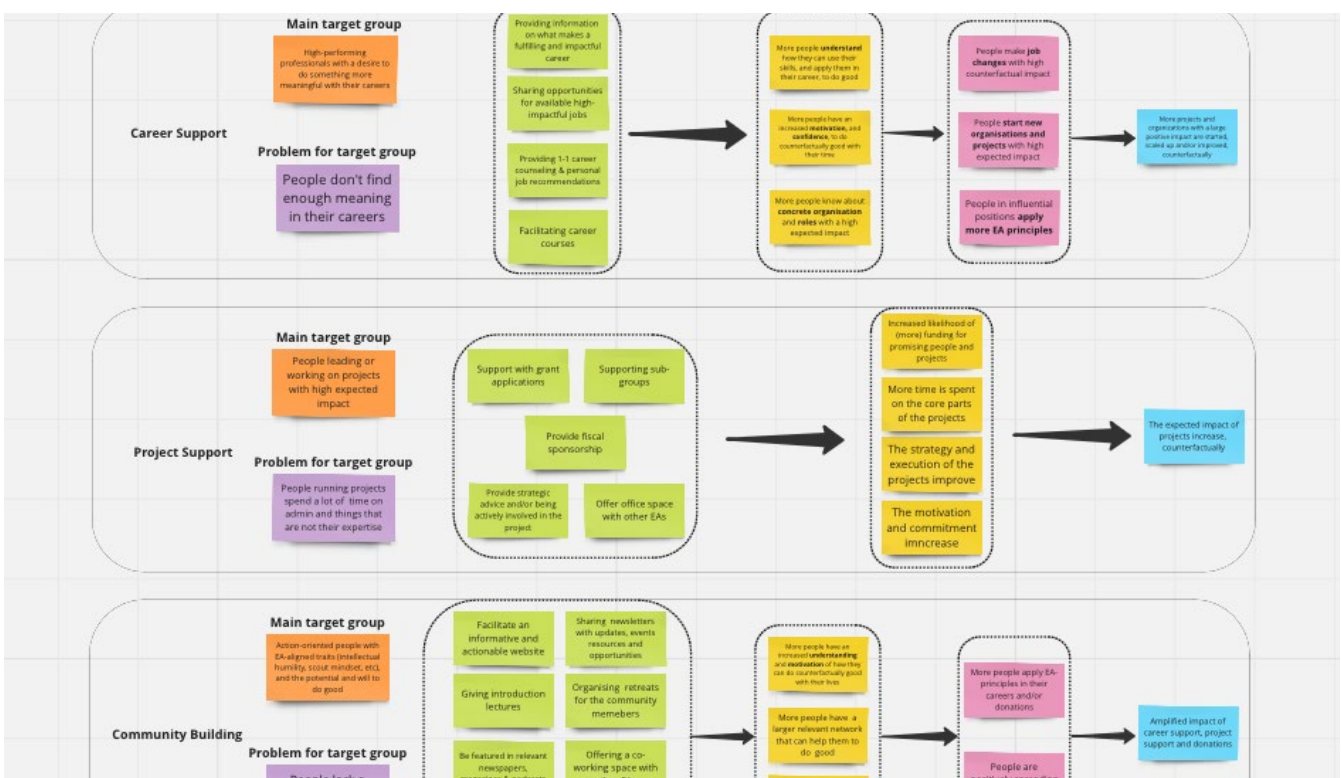
Reflections & Focus 2024

07

The following section aims to summarize the learnings from 2023 and how those will inform our strategy 2024. Starting with some noteworthy highlights:

- The Swedish EA community is steadily increasing and grew from 520 to 642 members during 2023, an increase of 23%.
- EA Sweden was the main organizer of EAGxNordics – the biggest EA conference in the Nordics to date with more than 500 participants – with some early satisfying outcomes and very positive feedback.
- We explored how we can provide the most valuable support to impactful projects and project ideas, and believe that we have found a good product-market fit.
- Multiple people that have taken part of our individual career counseling have taken concrete actions with high expected impact (e.g. changing jobs or being enrolled in specific fellowships and/or programs), increasing our confidence that career counseling is an impactful and cost-effective activity.

We have also learnt a lot throughout the year. One important insight is that one of the main bottlenecks to significantly scale up our impact is probably to improve our outreach, and consequently reach more people that could have a lot of impact, considering that we have refined our main activities and are more confident that they really are valuable for the world and the people we interact with. Another bottleneck is that women are less inclined to engage in the community than men, leading to less diverse perspectives in discussions and projects, and a loss of the potential of the women who choose to not engage. These insights have helped us refine our impact model and views on what seems most valuable for EA Sweden to focus on. A visual summary of our updated theory of change can be found [here](#).



EA Sweden's Theory of Change | View full chart [here](#).

Strategic Areas 2024

Based on our current findings, we plan to focus on three strategic areas during 2024:

1.

Enhancing our outreach activities

As mentioned above, we believe reaching people with the will and potential to do a lot of good might be the main bottleneck to scale up our impact. Our goal for 2024 is to more clearly define our target groups, create a clear strategy on how to reach these, and to experiment and evaluate the approaches we think are the most effective. We believe there is an extra need of more senior professionals in the community, as presented earlier in the report. This group is currently underrepresented in our community and we believe they can share valuable experiences

with the rest of the community, increase the professionalism of it, and many high impact and influential organizations have problems filling important senior positions. Given the current state and needs of the community, we also believe that people with the interest and skills to work with global catastrophic risks have an extra high expected impact on the margin, and will make an extra effort to reach and engage this group.

2.

Expanding and scaling up our career and project support

As stated in the career section, we believe that the career and project support we provide is both cost-effective and impactful, and therefore see a big value in scaling it up, which we see two complementary ways for. The first one is to scale up the existing support, with a focus on career counseling. We aim to reach more people eager to do the most good possible and who are in a good position to do that. Additionally, we're focusing on enhancing the support we offer to promising subgroups and projects.

The other route is to expand on the different

ways we provide support. With input through the mentioned survey for working professionals and conversations with community members, a few ways stand out as extra promising. That is to map out Swedish-specific career opportunities, since many people we interact with and want to pursue a highly impactful career are not open to move abroad, and how one can pursue an impactful career path in different cause areas, depending on experiences and skill set. While the majority of the most impactful job opportunities are based outside of Sweden, there are organizations in Sweden

where the opportunity to have a big impact is big (e.g. positions at SIPRI and ECDC and frequently featured at EA job boards), and an increasingly share of international impactful opportunities are remote, allowing people to be based in Sweden. The goals would be to

make it clearer how people could increase their chances to pursue a high impactful career in a specific area and to offer a clearer list of open job opportunities, remote and based in Sweden.

3.

Improving the experience and engagement for women and non-binary members

During 2023 we focused on getting a better understanding of the structural issues that make women and non-binary members engage less than men in the Swedish EA community, and created a first strategy on how to address these. During 2024, the focus will be on implementing the strategy, evaluating the intervention and, hopefully, seeing some significant results. The main goals are 1) A more thriving environment where more people are excited to join and participate in the community, 2) More diverse perspectives in discussions and projects, and 3) To reduce the unrealized impact from women and non-binary that chose to not engage.

Some concrete activities we are planning include:

1. Actively highlight more women and non-binary members in our community that are doing impressive things.
2. Aim to have 40-60% female and non-binary speakers at our events and conferences.

3. Keep hosting women- and non-binary-only meetups.
4. Incorporate guidelines for speakers and facilitators at events on how to create a good an inclusive environment for everyone.
5. Initiating a network for women and non-binary members interested in AI Safety.

In addition to the strategic focus areas, we will continue to professionalize EA Sweden and the activities we run. This includes improving our website, our newsletter and collaborating more with international EA-adjacent organizations based in Sweden. Finally, we will keep running and continuously improving our core activities such as hosting meetups, retreats for community members and community builders, hosting introduction lectures and, depending on the media's interest in specific EA-connected news, engage more actively with media outreach.

We are looking forward to embarking on an impactful and exciting year together with you!



Thank you for an amazing year together!

We couldn't have created this report without your invaluable feedback. Words fall short to express our gratitude for your willingness to share your experiences with us. Your openness and help have been truly appreciated. Should you have any suggestions or ideas on how we can enhance your experiences even further, please don't hesitate to share your thoughts through [this anonymous form](#) or reach out to us directly at info@effektivaltruism.org. Your input is crucial to our continuous improvement, and we warmly welcome it.

Take an opportunity to...

MONTHLY NEWSLETTER | JANUARY 2024

EA Sweden Newsletter

Here are the latest developments in the global and Swedish EA communities, presented in our monthly newsletter.

Community Updates

 Presenting National EA Events Calendar

We're happy to introduce a national EA

Subscribe to Our Newsletter



Career Support and Coaching

Do you want to do more good with your career, with your donations, or with other projects? We offer free personal coaching sessions in Swedish and English. Apply below.

APPLY

Apply for Career Counseling

#general Company-wide announcements and work-based matters

Friday, 23 February

Tuesday, 27 February

Eril Wastesson (20:53)

Hi! Here are some remote and Sweden-based high impact job and internship opportunities that we'd like to recommend:

- Operation and Management roles**
 - Finance Associate at Miracle Feet (Remote) – Deadline: March 5
 - Recruiting Specialist at The Centre for Effective Altruism (Remote) – Deadline: April 3
- Communication and Design roles**
 - Global Growth Manager at Arima International (Remote) – Deadline: March 17
 - Global Campaign Manager at Arima International (Remote) – Deadline: March 17
- Research and Academic roles**
 - Postdoctoral position on Responsible Artificial Intelligence with focus on transparency at Umeå University (Umeå) – Deadline: February 29
 - Evaluating the impact of AI on Poverty, Health, Energy and Climate SDGs at The Future of Life Institute (Remote) – Deadline: April 3
- Data Science and Software Engineering**
 - Junior Data Scientist at Our World in Data (Remote) – Deadline: March 17
 - Machine Learning Engineer at Elicit (Remote) – Deadline: Rolling application
- Policy Internships & Programs**
 - Impact Accelerator Program at High Impact Professionals (Remote) – Deadline: February 29
 - Internship: Global Catastrophic Risk Cause Prioritization at Open Philanthropy (Remote) – Deadline: March 4
 - AI Governance Course (12 weeks) at BlueDot Impact (Remote) – Deadline: March 6
 - Summer Research Fellowship at Center on Long-Term Risk (London / Berkeley) – Deadline: March 7
 - Internship autumn semester 2024 at The Swedish Institute of International Affairs (Stockholm) – Deadline: March 10
 - The Introductory EA Program at The Centre for Effective Altruism (Remote) – Deadline: March 10
 - In-Duplo EA Program at The Centre for Effective Altruism (Remote) – Deadline: March 10
 - AI Summer School at KU Leuven (Brussels / Remote) – Deadline: March 27
 - Start a high-impact charity at Charity Entrepreneurship (Remote) – Deadline: April 14
 - Research Program at Charity Entrepreneurship (Remote) – Deadline: April 14


If you are interested in individual career counseling, you can apply for that here. If you'd like to get more individuals' job recommendations, without our email@effectivealtruism.org with what kind of jobs you're interested in.

Thursday, 29 February

Yaline Bourzine (14:47)

Join Our Slack Channel

Effective altruism is about using evidence and reason to figure out how to benefit others as much as possible, and taking action on that basis.

 Manage

Effective Altruism in Sweden

Discover what's happening in the world of EA with our comprehensive national calendar! It's your one-stop destination, bringing together events from various EA and cause-specific groups.

Events

Tomorrow Tuesday

12:15 PM

Lunch lecture on Effective Altruism at Ekonomikum

By EA Uppsala

Ekonomikum, room A114

Inspirational Uppsala

March

M	T	W	T	F	S	S
26	27	28	29	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
1	2	3	4	5	6	7

Join EA Events Calendar

Disclaimers, Credits and Acknowledgments

- The photos featured in this report have been generously provided by various members of our community. We extend our heartfelt gratitude to Jonathan Salter and Daniel von Malmborg for their special contributions of imagery.
- We thank our board members, colleagues from the broader community and our highly-engaged members for their valuable contributions in this report.
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