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## **JOINT COUNCIL ON YOUTH (CMJ)**

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**European Youth Centre Budapest**

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## **ALL DIFFERENT – ALL EQUAL**

The European Youth Campaign  
for Diversity, Human Rights and Participation  
2006 - 2007

**Report  
of the Joint Council on Youth**

## **Executive summary**

Between mid-2006 and early 2008, the Council of Europe organised the European Youth Campaign for Diversity, Human Rights and Participation “all different- all equal” in co-operation in cooperation with its member states, the European Commission, numerous youth organisations all over Europe and many governmental and civil society partners.

Responding to the necessity of encouraging young people’s active participation in building peaceful societies in a spirit of respect and mutual understanding, the Campaign took up the message of the first “all different – all equal” campaign which had been implemented ten years before.

The Campaign was organised in a decentralized manner, based on the principle of co-management. The majority of activities were run by National Campaign Committees, set up in 40 member states. In 2007, over 100 events and projects were reported to the Secretariat.

At European level under the management of the European Steering Group, composed of an equal number of representatives of governments and youth organisations, the spirit of the Campaign was spread through symposia and forums, networking meetings and training events for the National Campaign Committees. A substantial part of the annual programmes 2006 and 2007 of the Directorate of Youth and Sport was dedicated to the Campaign. Thematic weeks and other pan-European projects enhanced different aspects of the Campaign’s message.

Approximately 50% of the Campaign’s budget was provided by the European Youth Foundation and the European Youth Centres of the Council of Europe, one third by the European Commission. Additionally, the Joint Council decided to reserve a considerable part of the resources of the European Youth Foundation for financing activities linked to the Campaign. Additional funding was secured through voluntary contributions by member states. However, the resulting total budget of just under 1.700.000 € was insufficient, creating severe difficulties in preparing and managing a Europe-wide campaign.

Nonetheless, the Campaign had a significant impact at local, national and European levels, succeeding in involving a great number of young people, youth organisations and National Campaign Committees.

In order to ensure the sustainability of the Campaign message, it is of great importance to consolidate and build upon the results achieved. Numerous publications and training materials developed during the campaign will remain of use for future activities. Concrete steps are already being taken to implement the recommendations made by the participants during the Campaign. Furthermore, the Joint Council recommends to consider, based on the experiences from this campaign, launching a similar activity a few years from now and proposes a number of improvements for future campaigns.

## 1. Introduction

Between mid-2006 and mid-2008, the Council of Europe organised the European Youth Campaign for Diversity, Human Rights and Participation “all different- all equal” in co-operation with numerous youth organisations all over Europe and many governmental and civil society partners. The Joint Council wishes to thank the many individuals and organisms, notably the European Commission, who contributed to the Campaign; without their constant engagement and encouragement, the Campaign could not have become so successful and relevant.

The Joint Council on Youth presents this report with the aim of providing a concise, objective review of the Campaign’s background, its events, projects and results. The report analyses the strengths and the weaknesses of this unique project, to ensure that the collective experience is not lost and can be used for future campaigns.

The report can draw on a wealth of assessments and data available at international level, notably the final evaluation report presented by a team of independent researchers which in turn is based on an analysis of key documents, of questionnaires completed by representatives of the National Campaign Committees (NCCs) and interviews with key stakeholders (Council of Europe staff, members of the European Steering Group and NCC members).<sup>1</sup> Another important source has been the personal report of one of the Campaign managers.<sup>2</sup> Additional data have been provided by the Directorate for Youth and Sport. Most event reports and official documents are also available on the website of the Campaign.<sup>3</sup>

## 2. Genesis of the Campaign

This Campaign is the second of its kind using the slogan “all different – all equal”: in 1994-1996, the Council of Europe ran a widely successful first European Youth Campaign against Racism, Anti-Semitism, Xenophobia and Intolerance. The Committee of Ministers acknowledged in 1996 that the European Youth Campaign had successfully mobilised a large number of partners and protagonists in support of an open and tolerant society, but stated its concern “about the persistence, in spite of the efforts made, of racism and intolerance and the resurgence of xenophobic behaviour which has even become commonplace”.<sup>4</sup> A decade later, the situation had certainly not improved on the ground, although the work of youth organisations and of the youth sector of the Council of Europe had gained considerably in scope and quality.

For this reason, following a proposal by the European Youth Forum, initiatives were taken in 2004-2005 to prepare a new youth campaign, taking into account the social and political change that had occurred since the 1990s. At their Third Summit in May 2005, the Heads of State and Government of the Council of Europe resolved to launch a Europe-wide youth Campaign “in the spirit of the ‘European Youth Campaign against

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<sup>1</sup> Jonathan Evans, Silvia Volpi and Howard Williamson, Final Evaluation Report of the European Youth Campaign ‘All Different – All Equal’ for Diversity, Human Rights and Participation, Strasbourg 2009 (information document DJS/CMJ(2009)3)

<sup>2</sup> Michael Raphael, *Campaign Manager’s Report*, Strasbourg 2009 (information document DJS/CMJ(2009)4)

<sup>3</sup> <http://alldifferent-allegal.info>

<sup>4</sup> Declaration on the Follow-Up to the European Youth Campaign against Racism, Xenophobia, Anti-Semitism and Intolerance, adopted by the Committee of Ministers on 3 May 1996 at its 98th Session

racism, xenophobia, anti-Semitism and intolerance”.<sup>5</sup> The 7<sup>th</sup> Conference of European Ministers responsible for Youth (Budapest, September 2005) encouraged the Council of Europe to “...actively support the organisation, in 2006 - 2007, of a European Youth Campaign on Diversity, Human Rights and Participation... whilst making use of the experience and achievements of the Directorate of Youth and Sport.” The Parliamentary Assembly of the Council of Europe encouraged and declared its full support of a new European youth campaign to promote diversity, inclusion and participation and stated that it “looks forward to playing an active part in this campaign”.<sup>6</sup> It recommended that the Committee of Ministers associate with the Assembly in order to further this goal.<sup>7</sup>

There followed a first symposium at the European Youth Centre Strasbourg in October 2005, where the Campaign concept was developed in an intensive debate among all major stakeholders.<sup>8</sup>

Using the same successful logo as the campaign of the 1990s, the new campaign was designed to pass on a positive vision: the promotion of diversity, human rights and participation as the cornerstones of a just, multicultural, inclusive, democratic and peaceful Europe. The explicit aim of the Campaign was to encourage and enable young people to participate in building peaceful societies in a spirit of respect, tolerance, and mutual understanding.

Young people aged 12-30 years were the main target group. A special effort was made to attract young people not habitually involved in European activities.

### **3. Bringing together many partners: the stakeholders**

Appointed by and accountable to the Committee of Ministers, the *European Steering Group (ESG)* was charged with the overall responsibility for the Campaign. Its terms of reference included general oversight of the Campaign, strategic decision-making and evaluation responsibilities. Co-management — a central management principle of the youth sector of the Council of Europe — was firmly enshrined in its composition, since it was composed of eight members: four members of the European Steering Committee on Youth and four members of the Advisory Council on Youth. The European Youth Forum, the European Commission, the Parliamentary Assembly and the Congress of Local and Regional Authorities of the Council of Europe had the right to attend in an advisory, non-voting capacity. UNESCO and the Office of the United Nations High Commissioner for Human Rights were invited as observers.<sup>9</sup>

In order to promote the Campaign at national and local level, the 49 States Party to the European Cultural Convention were invited to set up *National Campaign Committees (NCCs)* and many governments invested considerable efforts into this task. The NCCs’

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<sup>5</sup> Third Summit of the Heads of State and Government of the Council of Europe, Warsaw, May 2005, Action Plan, section III.4

<sup>6</sup> Parliamentary Assembly Recommendation 1585 (2002), 9.viii. (“Youth Policies in the Council of Europe”) and Parliamentary Assembly Recommendation 1758 (2006), 9, 12.10 (“Follow-up to the 3rd Summit: priority for cultural co-operation”)

<sup>7</sup> Parliamentary Assembly Recommendation 1712 (2005), 20 and 31.vi. (“Follow-up to the 3rd Summit”)

<sup>8</sup> “The Struggle Goes On... Proposals and suggestions for the organisation and programme of the “all different – all equal” European Youth Campaign on Diversity, Human Rights and Participation”. Symposium on the manifestations of racism, anti-Semitism, xenophobia and intolerance and their impact on young people in Europe today, European Youth Centre Strasbourg, 26-30 October 2005, Rapporteur: Lionel Schreiber

<sup>9</sup> See Appendix 1 for details

role was not in every detail clearly defined. Their main task was to co-ordinate activities in their country and to cooperate at European level with other NCCs and with the Campaign secretariat. Their European meetings were essential for giving the Campaign its European dimension. The implementation of this decentralised concept perhaps made it difficult for international non-governmental youth organisations to participate fully, but it offered NCCs the opportunity to play a major role in the Campaign. The composition of NCCs — ideally involving all relevant partners and stakeholders including NGOs, public authorities, government institutions, social partners, media, cultural and sports organisations — varied greatly. Some were managed by government departments and ministries, whilst others were NGO-driven. 42 Council of Europe member states joined the Campaign; in 40 of these, the Campaign became finally operational. The Joint Council regrets that not all NCCs fully complied with the co-management principle or the other criteria set down for their work.

The Campaign would not have been possible without the generous help and active engagement of national governments and a multitude of *partner organisations and NGOs*, both in Europe as well as outside of Europe. The European Commission of the European Union substantially supported, politically and financially, the Campaign and many of the Europe-wide events; additionally, during its first phases, the organisation and planning of the Campaign was assured in double function by the manager of the “Youth Partnership” between the European Commission and the Council of Europe.

Alongside most of the member states, the umbrella organisation of European youth organisations and national youth councils, the European Youth Forum contributed strongly throughout the entire duration of the Campaign. The Joint Council also wishes to express its appreciation for the contributions and suggestions from a large number of international non-governmental organisations.

The *Campaign Secretariat* was responsible particularly for networking and co-ordination with European institutions, international youth organisations and other civil society organisations, as well as with NCCs. The Secretariat coordinated the support of national campaign structures in need of additional aid, planned the central European activities, ensured the transfer of ideas between the different levels of the Campaign, communicated the Campaign message to the media and liaised with the institutional partners. During certain phases of the Campaign — albeit not for its entire duration —, the Secretariat was composed of a manager, a communications officer, a (part-time) staff member to work with the NCCs, an administrative assistant and additional administrative support when needed.

The establishment of a separate campaign secretariat took a very long time. The Campaign manager was appointed only several months after the opening of the Campaign. The Joint Council especially thanks the staff members of the DYS who temporarily and on top of their ordinary work took over the job of the Campaign secretariat. In fact, the Secretariat regrettably had to work under very difficult financial and staffing conditions, which led to frequent staff changes and generally problems of understaffing. However, having a manager during the entire life-span of a campaign — including the preparation and evaluation phases — is a critical success factor for any campaign.

#### 4. Unfolding the Campaign: an overview of main activities

Due to the limited financial resources provided by the Council of Europe it was decided to organise a limited number of European activities and base the Campaign on national activities, providing minor support only to activities organised by international partners. Thus, whilst the Council of Europe implemented key pan-European events and coordinated the general development of the Campaign, most activities were implemented at national and local level, where the national NCCs could set their own objectives within the broader themes of the Campaign. Networking and communication between the NCCs, which constituted a major element of the Campaign, was supported by the Secretariat.

##### *European level*

The ESG decided to concentrate on the following five European activities organised by the Youth Directorate of the Council of Europe and the Campaign Secretariat:

- *Campaign launch event, June 2006, Strasbourg/France:* Approximately 100 delegates of NCCs and youth organisations attended the launching event, where key note speeches, information sessions and the exchange of good practice elaborated the Campaign's core topics. A joint session with the Parliamentary Assembly of the Council of Europe was held. The event also featured outdoor activities and launching festivities.
- *Diversity Youth Forum, October 2006, European Youth Centre Budapest:* 120 participants, reflecting the diversity of Europe, identified ways of involving young people of diverse backgrounds in the Campaign, discussed legal and political actions against discrimination, analysed threats and obstacles to diversity and shared best practices. Their final declaration included recommendations on key issues concerning the Campaign.
- *Symposium on Inter-religious and Inter-cultural Dialogue in Youth Work, March 2007, Istanbul:* Held in co-operation with the Directorate General of Youth and Sports in the Office of the Prime Minister of the Turkish Republic, the event brought together over 200 young people representing numerous cultural and religious groups who discussed religion and human rights education, the effect of the media on inter-religious and intercultural dialogue, and faith-based youth work. Their recommendations formed the basis of the "Istanbul Youth Declaration on Inter-Religious and Intercultural Dialogue in Youth Work". An important element of the Declaration was the proposal to extend the efforts in this field, thus initiating the "Istanbul Youth Process". Follow-up has to date included the Intergenerational Conference within the "Youth for the Alliance of Civilizations" initiative, as well as two conferences on intercultural and interreligious dialogue in Baku and Kazan in November and December 2008.
- *"Participation in all its forms — European Symposium on Diversity and Participation", April 2007, Schengen/Luxemburg:* This forum, organised in cooperation with the governments of the Benelux states and the Benelux Secretariat, brought together 100 young people to explore ways to integrate youth from minority communities and to ensure young people's active participation in social and political life. Additionally, two Council of Europe publications, the "European Portfolio for youth leaders and youth workers" and the report "Committed to Making a Difference: Racism, anti-Semitism,

xenophobia and intolerance and their impact on young people in Europe” were launched during this event. The forum was thoroughly evaluated in a meeting held six months later.

- *Final Event “The End of the Beginning”, October 2007, Malmö/Sweden:* Over 300 young people, researchers, practitioners and youth NGO representatives gathered to share experiences, exchange ideas, evaluate the Campaign and discuss how youth organisations can promote human rights. The event was hosted by the Swedish Ministry of Integration and Gender Equality and the Swedish National Board for Youth Affairs; it was organised in cooperation with the European Youth Forum, the Delegation for Human Rights in Sweden, the National Council of Swedish Youth Organisations and the City of Malmö and was supported by the European Commission. The Secretary General of the Council of Europe and the Swedish State Secretary on Integration and Gender Equality presented the “Active Young Citizens Award” to outstanding projects promoting active participation of young people in society. The event was embedded in a multitude of artistic festivities, gathering hundreds of local and European participants for the Campaign’s final event.

In addition, the ESG decided to add the following two events to the centrally organised European programme:

- *European Youth Event “all different - all equal”, September 2006, St Petersburg/Russian Federation:* This event, inviting 400 young people from 38 member states and organised in partnership with the Russian Federation and the European Commission, was also one of the main events of the Russian chairmanship of the Committee of Ministers of the Council of Europe. The event, jointly prepared with the Russian Ministries of Education and of Foreign Affairs, the Federal Agency of Education of the Youth Policy Committee of St. Petersburg, the Public Chamber of the Russian Federation and the National Youth Council of Russia, focused on the themes of “Europe without dividing lines and human rights education”, “Promotion of social cohesion and cultural diversity in Europe”, “Youth participation and experiencing democracy” and “Innovative society: capacity building of young generations in Europe”. The participants adopted a Final Declaration with recommendations concerning the support of intercultural opportunities, access to information, funding and resources, involvement of young people in decision-making, improving youth initiatives efforts and the encouragement of foreign language skills.
- *Concluding event “Evaluation and Vision”, January 2008, Portimão/Portugal:* All major stakeholders and NCCs came together in this last event hosted by the Portuguese Ministry of Youth. They shared their experiences, evaluated the strengths and limitations of the Campaign, developed solutions to problems that occurred and offered advice on how to improve future campaigns. The results of this event are included in the independent evaluation report<sup>10</sup> and provided data for this text.

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<sup>10</sup> See footnote 1

Furthermore, the ESG decided to allocate some financial resources to activities organised by national and international partners, involving young people from all the member states:

- *Fan Convention on Fair Play, June 2006, Rust/Germany*: Shortly before the start of the World Soccer Cup finals, 170 fans of all European teams participating in the finals were invited to take part in workshops on issues such as fair play, discrimination and violence prevention. The event was organised in cooperation with the Sport Department of the Council of Europe and the *Europapark* in Rust.
- *Symposium "Immigration and Xenophobia- Cultures and Human Rights of the Mediterranean Area", June 2007, Monopoli/Italy*: Some 20 young people from Council of Europe member states and south Mediterranean countries (Egypt, Lebanon, Israel, Morocco) participated in this event, which was jointly organised with the Italian government and the Italian Youth Council. Related to the thematic week on racism and migration (see below), it focused on the integration of immigrants and refugees, as well as on the role of youth organizations and government policies to ensure the social inclusion of young migrants. The "Mediterranean Village" took place in parallel, attended by thousands of young people from the region and throughout Europe. A "World Aware Education Award" ceremony honoured the achievements of three youth organizations active in involving young people from minorities in community life and raising awareness about global interdependence and North-South connections.<sup>11</sup>
- *Symposium "Youth in the integration process of people with disabilities", September 2007, Mollina/Spain*: Organised in cooperation with the Spanish Labour and Social Affairs Ministry, the Spanish Youth Institute (INJUVE) and the Spanish Committee of People with Disabilities (CERMI), the symposium invited more than 80 young Europeans to discuss better ways of integrating young people with disabilities, to review new practices and regulatory frameworks and foster networks across borders. In the final recommendations, the support of self-representation and supranational alliances and networks was underlined.

In order to enhance media visibility and the clarity of the Campaign's message, *thematic weeks* concentrating on particular aspects of the Campaign were introduced in selected countries:

- *Homophobia and Lesbian, Gay, Bisexual and Transgender Issues* (3-9 March 2007, Warsaw)
- *Racism* (16-23 March 2007) in Quebec/Canada, where the fifth edition of the "Action Week Against Racism" was organised in co-operation with the Franco-Quebec Youth Office (OFQJ) and a number of Canadian and European governmental and non-governmental partners

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<sup>11</sup> The project winners were:

- "Humanitarian Education: institutionalising development education";
- "Youth Action for Change": web-based network for the empowerment of youth on sustainable development and human rights issues;
- "The Other's Role": intercultural approach on peace and conflict resolution issues through drama



- *Anti-Semitism* (September 2007, Paris, Warsaw, Kiev, London), aiming to increase awareness of the rise of anti-Semitism, knowledge of Jewish culture, and interreligious dialogue. This project was organised in association with the World Jewish Congress ("Future Generations" Division), the European Affairs Office of B'nai B'rith International, the European Jewish Congress, the European Union of Jewish Students and the Conference of European Rabbis
- *Islamophobia, Racism and Migration*, addressed during the "Mediterranean Village" in June 2007 in Italy
- *Romaphobia*, with awareness-raising and visibility events being organised in "the Former Yugoslav Republic of Macedonia" in August 2007. Associated events included a training event run in conjunction with the Forum of European Roma Young People, as well as public events (e.g. exhibitions, concerts) to promote positive images of Roma in liaison with the Roma Division of the Council of Europe.

Furthermore, the Campaign participated in two *festivals* in order to reach out to a greater scope of young people: the "Exit" festival, July 2007 in Novi Sad, Serbia, as well as the 21<sup>st</sup> World Scout Jamboree, 1-5 August 2007 in Hylands Park, U.K.

Other pan-European activities included the "*Graffiti*" project, which reached out to often marginalised suburban youth which are not usually involved in European level measures; this project encouraged young people to spray graffiti with anti-racist and other positive messages on carefully selected walls in their neighbourhoods. "*Labelling schools*" with the "all different- all equal" slogan was another project, run in cooperation with the Organising Bureau of European Student Unions (OBESSU), where secondary schools organised educational initiatives and projects in line with the Campaign.

The ESG also included meetings of the National Campaign Committees in the Campaign programme, such as:

- *NCC networking meetings*, of which six were organised in 2006 and 2007<sup>12</sup> with the aim of encouraging the exchange of good practice (methods and strategies) and other Campaign-related information
- *NCC training events*, which brought together NCC members to learn and share information related to the Campaign, focussing on indispensable campaigning skills.

Additionally, the Directorate for Youth and Sport of the Council of Europe dedicated a substantial part of its annual programmes to the Campaign:

- *Study sessions* at the European Youth Centres, all of which in 2007 contributed to the Campaign programme, raising awareness, informing youth leaders about specific themes and training them for their work in youth organisations.

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<sup>12</sup> European Youth Centre Strasbourg, 3-4 February 2006; European Youth Centre Strasbourg, 28-30 June 2006; European Youth Centre Budapest, 6.-8. December 2006; NCC and INGYO Meetings in Warsaw (2-6 March 2007) and Belgrade (9-11 July 2007)

- *International youth meetings, training events, seminars, publications, web sites and pilot projects* supported by the European Youth Foundation, focused on the Campaign themes and objectives and based on the active participation of young people with a peer-education approach.
- The *Young Active Citizens' Award*, which promotes the active participation of young people in society.<sup>13</sup>

### *National and local level*

Given the essentially decentralised nature of the Campaign, NCCs had the responsibility – and the freedom — to set their own objectives and priorities within the broader themes decided at pan-European level. This resulted in activities at national level which were adapted to the necessities in a particular country, region or area.

The events and projects organised at national, regional and local level constituted the bulk of the Campaign activities and were key elements in communicating the Campaign message to as many young people as possible. Approximately 100 projects were reported by the NCCs to the Secretariat by 2007.

The Joint Council notes that the finances provided by public authorities for Campaign purposes varied greatly from one country to the next. The provision of funds and the ensuing planning security strongly influenced the ability of the stakeholders at national and local level to effectively develop Campaign activities.

The fact that not only the scope of the programmes, also the types of activities varied greatly, is a testimony of the impressive creativity of the campaigners. Many projects used the various approaches of non-formal learning, such as training courses, “living library” events, youth conferences and symposia linked to the Campaign themes. In the course of the Campaign, most NCCs also produced and distributed a considerable number of information brochures and training materials, either specifically developed for the national campaigns or translated from European sources. Their themes and technical formats varied considerably, from educational manuals for human rights education and action in youth work at local level, to games, CDs and films celebrating cultural diversity and radio programmes against discrimination. In many cases the national action plans also included activities geared towards the general public, e.g. through the participation in music and cultural festivals, exhibitions, artistic projects and activities linked to sports events, but in some countries also “all different –all equal” tattoos, internet-based participation projects, parades or — in one case — a youth campaign for the observation of parliamentary elections.<sup>14</sup>

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<sup>13</sup> Winners of the “Young Active Citizens Award” in 2007 were:

- “Why All Different – When All Equal” A project designed to promote integration and active participation of disadvantaged youth into social life. Carried out by the Youth Union “Bridge to the Future” (Azerbaijan).
- “Théâtre Franco-Bulgare des Sciences: Entrons dans la science à travers le Théâtre”. A joint project carried out by the “MOGA.ZNAM.TVORIA” Association (Bulgaria/France).
- “Jung+Moslem in Deutschland 2”. A project to build bridges between young people. Carried out by the “Medienprojekt Wuppertal e.V.” (Germany).
- “Community of the Unlike”. A project to encourage intercultural co-operation, to promote Human Rights education. Carried out by the All Russian Children’s Centre “Orlyonok” (Russian Federation)
- “Nothing about us, without us. Practice tool”. A project to promote participation, Human Rights and good governance. Carried out by the Youth City Council of Odessa (Ukraine).

<sup>14</sup> See Appendix 4 for a selection of national campaign publications

In view of the scope and great number of national, regional and local activities, it would exceed the possibilities of this report to provide an overview of all projects. However, a detailed enumeration and description of the events can be obtained in the independent evaluation report. The Joint Council wishes to congratulate all Campaign activists on the success of their initiatives, which often had to deal with very difficult circumstances.

## 5. Implementing the results

The results of any successful campaign can only be secured if they are transformed into sustainable products, projects and networks.

The immediately tangible Campaign products are the publications, training material and information brochures.<sup>15</sup>

- At European level, the “Companion: A Campaign guide about education and learning for change in Diversity, Human Rights and Participation” was published as a major support. This publication will remain a reference for non-formal education on these issues.
- A publication on the projects supported by the European Youth Foundation in the framework of the Campaign presented as a very elegant “cookbook”, containing good “recipes” (examples of good practices and activities).
- Also, the reports of the various Campaign symposia provide valuable information on the reflections and results achieved by the participants, notably the reports on “Interreligious and Intercultural Dialogue in Youth Work”, “Committed to Making a Difference: Racism, anti-Semitism, xenophobia and intolerance and their impact on young people in Europe”, the “Diversity Youth Forum Report”, the forum “Participation in all its forms” and the youth event in St. Petersburg.
- At national level, the “Education Pack”, an update of the National Youth Council of Ireland’s Anti-Racism and Equality Education Pack, could be cited as an outstanding example of a Campaign-related publication.

Also, concrete steps have already been taken to promote and implement the results and recommendations that resulted from the Campaign symposia, notably the “Fan Convention on Fair Play” and the youth conferences in Baku and Kazan:

- *Training activity and network meeting of sport supporters for the prevention of discrimination and violence in sport.* This event, organised by the Sports Department of the Council of Europe and supported by the Youth Partnership between the European Commission and the Council of Europe, was hosted by *Europapark* on the occasion of the “Euro2008” football tournament Austria and Switzerland in May 2008.
- *Conference “Beyond religious differences - Islamophobia and other forms of discrimination based on religion or belief: consequences for young people and youth work responses”, November 2008, Baku.* Furthering the “Istanbul Youth

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<sup>15</sup> See Appendix 4 for references

Process” initiated during the Campaign, this conference invited 90 young participants to develop ways of addressing and responding to Islamophobia, anti-Semitism and other forms of discrimination based on religion or belief through youth work. It was organised in cooperation with the Islamic Educational, Scientific and Cultural Organisation (ISESCO) and the Ministry for Youth and Sport of Azerbaijan. The conference adopted the “Baku Action Plan”, which proposed a joint fund created by the organisers to provide financial support to projects in this domain.

- *Forum “Intercultural Dialogue and its religious dimension”, November/ December 2008, Kazan, Republic of Tatarstan, Russian Federation:* Focusing on education, freedom of speech, the role of young people in the dialogue of cultures and civilizations, migration, discrimination and prejudice, this forum aimed at producing concrete follow-up measures and co-operation between participants and youth organisations. It was co-organized by the Ministry of Regional Development of the Russian Federation, the Ministry of Youth Affairs, Sport and Tourism of the Tatarstan Republic and the National Youth Council of Russia. The Islamic Conference Youth Forum for Dialogue and Cooperation (ICYF), the World Jewish Congress, the Inter-Religion Council of Russia, and the Moscow Patriarchate Department for External Church Relations were partners of the event. The activity was financially supported by the “Youth Partnership” between the European Commission and the Council of Europe.

## 6. Financial aspects

At European level, the overall Campaign budget for 2006, 2007 and 2008 (including the “valorisation” and follow-up activities) came to a total of 1.713.105 €.

Here the main funding source was the Council of Europe, where the European Youth Centre and the European Youth Foundation contributed 631.000 € (37% of the total) and 247.000 € respectively (14%). In addition, the Joint Council decided that in 2006 a minimum of € 700 000 and in 2007 a minimum of 1.800.000 € from the European Youth Foundation should be used for activities linked with the Campaign. The “Youth Partnership” with the European Commission contributed a total of 588.000 €, out of which 538.000 € were provided by the Commission (31%). The governments of several member states made additional voluntary contributions (totalling 16% of the budget): France 128.700 €; Belgium 52.088 €; the Netherlands 29.700 €; Monaco 14.825 €; Liechtenstein 13.790 €; Slovenia, San Marino and Croatia each 9.900 €; and Finland 7.780 €. The Joint Council thanks all contributors for their important support.

Regrettably, the plan to raise substantial funds from private sponsors could not be realised (with the exception of some contributions in kind) because the time for preparing such fundraising measures, the staff and the competence of the Council of Europe in this field were lacking.

The structure of expenditure for the Campaign at European level is shown in Appendix 3.

In addition to the European budget covering the activities decided by the European Steering Group, the European Youth Foundation provided non-governmental youth organisations a total amount of more than 3,1 million € for self-organised activities linked to the topics of the Campaign.

For the campaign at national level, member states provided budgets which in their totality exceeded by far the means available at European level. However, national campaign budgets varied greatly between the different participating countries.

## **7. Strengths and weaknesses: evaluating the results**

Evaluating the effects of a campaign of such scope is challenging, especially in view of its decentralised organisational structure.

Self-evaluations by activists and the analyses of independent experts have provided strong, convincing evidence that the Campaign has had a durable and Europe-wide impact. Its effects remain visible even now that the Campaign has come to an end. It may — as one campaigner put it during the evaluation event — appear to be “a miracle and a mystery”<sup>16</sup>, but it is a fact that in spite of its limited resources the Campaign has found many enthusiastic, committed multipliers at national and local level and has thus had a disproportionately large impact on the ground.

Without a major investment into professional opinion polling it is however near impossible to measure the “legacy” of a Campaign and the difference it has made. On the basis of testimonies (such as those collected during the evaluation meetings) and limited data existing in some countries<sup>17</sup>, the Joint Council is of the opinion that the Campaign events and projects have indeed provided countless learning experiences for young people and strengthened the resolve and knowhow of youth organisations to engage themselves in the struggle for human rights, participation and diversity.

The Joint Council is convinced that the decentralised nature of the Campaign led to a strong local sense of ownership. Where the preconditions for effective campaigning were fulfilled — committed campaigners, a clear message relating to the local situation, a flexible structure to manage a coalition of interested organisations, a minimum initial budget and a receptive opinion climate — it was evidently possible to reach tangible results in a relatively short time. The self-assessment of National Campaign Committees clearly points to the conclusion that the funds provided by governments for the national campaign, which varied greatly from one country to the next, were one of several parameters explaining the varying impact of the Campaign at national and local level.

Against the background of this generally positive assessment, the Joint Council wishes to highlight a number of reflections on the limitations and weaknesses of the Campaign.

- A deliberate choice was made at the beginning to focus on positive messages: diversity, human rights and participation, whereas the first Campaign “against racism” in the 1990s focussed on negative connotations. While this approach aimed at providing a positive image, it was perceived as relatively difficult to generate interest in such positive issues and attract media attention. Also, the campaign themes were of a very general, almost generic nature. This offered NCCs the possibility to adapt the Campaign to the situation and the necessities prevailing in their home country. However, both the positive nature and the

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<sup>16</sup> Jonathan Evans et al., op.cit (footnote 1), chapter 5

<sup>17</sup> The evaluation provided from Finland underlines that an estimated 26% of 15-29 year olds were reached by the national campaign. The NCC of Luxembourg reported that in August 2007, 28% of all young people had heard about the Campaign.

generality of the themes sometimes made it difficult to raise sufficient public awareness for the Campaign message (the abovementioned “thematic weeks” were one of the solutions developed to address this challenge).

- In spite of the impressive additional voluntary contributions made by a number of governments, the overall budget accorded to the Campaign at European level was insufficient, particularly in the beginning. This created a major obstacle in the starting phase and obliged the Campaign staff to make disproportionate fundraising efforts — efforts which in that phase should have better been invested in the build-up and consolidation of NCCs and the timely production of campaigning material.
- Another weakness was the timing of the operational steps of the Campaign in its early phase. The Joint Council is of the opinion that more time and energy should have been accorded to the preparation period of the Campaign, to the setting-up of the Secretariat, fundraising, preparation of the visuals and websites and the planning of events and strategies. Delayed conceptual clarifications at European level slowed down the decisions at national level. Additionally, late modifications of the graphic identity of the European Campaign led to discrepancies with the identity of national campaigns, thus reducing the overall recognition value of the logo. The problem was aggravated by the fact that the Campaign secretariat could not always implement all the decisions of the piloting organs (ESG and NCCs) to full extent.
- There were evidently enormous differences between the capabilities of NCCs to develop national campaigns, in terms of financial and staff provisions. These difficulties had many reasons. However, the Joint Council observed with concern that not all member states supported adequately the setting-up of a representative NCC and the development of a meaningful campaign programme. In the absence of any redistributive funding mechanism, the European level of the Campaign could not fully compensate for the discrepancy between relatively well-resourced campaign committees and those with next to no resources.
- The Campaign was run by the youth sector on behalf of the entire Council of Europe. Co-operation with other units (directorates) of the secretariat of the Council of Europe was thus essential, in order to benefit from synergy effects and to multiply the outreach of activities. A crucial role falls to the communication services (Directorate of Communication). The Joint Council notes with dismay, however, that co-operation was never smooth and there was effectively no support to speak of.
- The ESG at times lacked updated information from the Directorate for Youth and Sports, regarding the Secretariat’s Campaign activities as well as on the follow-up and implementation of decisions made by the ESG. The Secretariat did not involve the ESG in a sufficient and appropriate way in contacts with the National Campaign Committees and their meetings.
- The time needed to appoint a full-time campaign manager in the Secretariat of the Council of Europe was long, perhaps too long, due to the administrative procedures of the Council of Europe. The Campaign manager took up his functions a long time after the main plans for the Campaign had already been decided upon. This led to the situation that the manager introduced a number of

new Campaign themes and activity formats, and in a way changed the profile of the Campaign. The decisions of the ESG were not always reflected fully in this phase of the work.

- Only three of the five European flagship activities<sup>18</sup> were organised in one of the two European Youth Centres; two were held outside, thanks to generous hosting offers of member states. However, no evaluation was made whether the decision to hold these events outside the Council of Europe youth premises was justified under political or financial aspects.
- The Joint Council is of the opinion that a stronger, sustained co-operation with other key stakeholders at international level — the European Parliament, UNESCO, the European Commissioner for Human Rights, the European Commission against Racism and Intolerance — would have been desirable.

The issue has been raised whether the Council of Europe, due to its political mandate, size and administrative structure, is really well equipped to run a vast campaign which requires flexibility and rapid decision-making. This is a valid question. However, the Joint Council is convinced that it is the recognised expertise of the Council of Europe in the fields of human rights, intercultural dialogue, participation and — particularly important for a youth campaign — co-management and broad co-operation with youth organisations which provided it with the legitimacy to head such the Campaign. This was certainly one of the major elements contributing to its Europe-wide recognition and impact.

## 8. Recommendations for future action<sup>19</sup>

The Joint Council is convinced that the purpose of the “all different – all equal” campaign remains fully valid. Addressing and scandalising discrimination, intolerance and exclusion; reaching out to youth organisations and civil society; promoting peer and non-formal education; strengthening the participation and inclusion of marginalised youth; broadening intercultural competencies and international understanding among young people; and harnessing young people’s social and political creativity in a European context — all these Campaign objectives are in fact nothing else than essential components of any long-term policy promoting the common fundamental values: human rights, the rule and law and democracy, and for “building a more humane and inclusive Europe” (Warsaw Action Plan). None of these aims will ever be achieved without the active involvement and commitment of young people.

Based on a thorough evaluation of the activities and results of the Campaign, based also on the conviction that the fight against all forms of racism, anti-Semitism, xenophobia, intolerance, discrimination and exclusion must remain a political priority of the Council of Europe including its youth sector, the Joint Council makes the following recommendations for future action.

- The *Committee of Ministers* is invited to consider launching a new European youth campaign a few years from now upon proposal by the Joint Council on

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<sup>18</sup> See page <sup>18</sup> See page <sup>18</sup> See page 6

<sup>19</sup> Based on this chapter, the Joint Council is addressing a message to the Committee of Ministers of the Council of Europe (Document DJS/CMJ(2009)2)

Youth, maintaining the “all different – all equal” logo. The two youth campaigns have been firmly associated with the Council of Europe and its policy agenda. They have established a unique level of expertise, and created the necessary networks, educational and campaigning tools that will make future youth campaigns even more effective. The campaigns successfully created a “win-win” situation for governments and non-governmental partners, at European, national and local level. They successfully enhanced the visibility of the Council of Europe.

- However, in order to make future campaigns even more effective, the *Committee of Ministers* should ensure a sufficient funding from the ordinary budget, especially in the initial phases of the project when successful fund-raising is particularly difficult, and foresee a sufficient planning and lead-in time to set up the necessary campaign structures.
- Future campaigns with a strong emphasis on national and local action must be able to rely on sufficient support from national (and sometimes local or regional) authorities. The *governments of the member states* of the Council of Europe are therefore reminded that it potentially undermines the credibility of the Council of Europe if governments jointly decide in favour of a European campaign, but then — as was the case of the “all different – all equal” Campaign in several countries — fail to provide adequate political and financial support or do not insist on the required broad composition of national campaign committees. This being said, and in view of the big differences in budgetary strength among the Council of Europe member states, future campaigns should allow (at least to a certain extent and under specific circumstances) the provision of European funds for selected national and local activities.
- The *statutory bodies of the Youth Sector of the Council of Europe* are responsible for the medium and long-term follow-up to the Campaign. The “Agenda 2020”, adopted by the 8<sup>th</sup> Council of Europe Conference of Ministers responsible for Youth in 2008,<sup>20</sup> and the Resolution of the Committee of Ministers on the youth policy of the Council of Europe<sup>21</sup> are providing the guiding principles and thematic priority areas for this action.
- With a view to future campaigns, the *statutory bodies* should also review the issue whether a body like the ESG, which had both a responsibility for the overall objectives of the recent Campaign and a mandate to take rather detailed decisions, is the best way of managing campaigns — or whether the ESG should not rather have as its only task the drawing up of campaign guidelines to be implemented by the Directorate of Youth and Sport.
- The *Secretariat of the Council of Europe* is asked to ensure that a clear campaign strategy is developed and that sufficient staffing is available in time for future campaigns. Insufficient staffing levels and repeated staff changes have proven to be major obstacles for building up an effective network of campaign partners and for providing support material in time.

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<sup>20</sup> 8th Council of Europe Conference of Ministers responsible for Youth, Kyiv, 10-11 October 2008, Declaration “*The future of the Council of Europe youth policy: AGENDA 2020*”

<sup>21</sup> Resolution CM/Res(2008)23 on the youth policy of the Council of Europe, adopted by the Committee of Ministers on 25 November 2008 at the 1042<sup>nd</sup> meeting of the Ministers’ Deputies



- With a view to future campaigns, the *Secretariat of the Council of Europe* is also invited to guarantee a smooth and efficient co-operation between the youth sector and other relevant units of the Organisation. This is particularly pertinent for the co-operation with the press and information units of the Council of Europe, which have a crucial role to play in future campaigns, but also — in function of the campaign themes — for organs like the Parliamentary Assembly of the Council of Europe, the Congress of Local and Regional Authorities, the European Commission Against Racism and Intolerance (ECRI) or the European Commissioner for Human Rights. The Secretariat should also step up its efforts to secure co-operation with other key partners such as UNESCO, UNICEF or the “Alliance of Civilisations”. The co-operation with the European Commission, in the spirit of the “Youth Partnership”, will continue playing a central role.
- In the *educational programmes* run by the youth sector and participating youth organisations, the results and suggestions of the Campaign must be brought to bear and adapted to future needs and developments. Innovative projects and approaches should be developed, drawing inspiration from the “all different – all equal” campaign. The Secretariat can assist this greatly by keeping available (e.g. on the Internet) the texts and educational resources developed during the Campaign, notably those related to human rights education, and by integrating the networks and projects borne out of the Campaign into the regular work programme and structures. The European Youth Foundation has an essential role in supporting innovative projects by young people in areas where participation, diversity and human rights are particularly threatened.

## 9. The Campaign continues

The topics of the Campaign — diversity, human rights and participation — remain central issues, in the youth field and in society as a whole. The Joint Council notes with great satisfaction that due to the success and visibility of the Campaign, several National Campaign Committees decided to continue campaigning in their country, e.g. in Armenia, Azerbaijan, Poland, Serbia, Slovenia, Sweden as well as the Russian Federation until 2010 or even 2011.

In the ongoing programme of activities of the youth sector of the Council of Europe, the results of the Campaign are playing a key role in many respects. The Joint Council is committed to safeguard the “legacy” and make use of the results of the Campaign also in years to come. The efforts to promote diversity, human rights and participation must be continued, renewed and adapted in order to ensure that our European society will remain one in which differences are seen and appreciated as valuable elements, in which all people participate in order to create a just society, based upon human rights and dignity for all.

And the logo “All different – all equal” lives on. It is used for youth-related activities at national level, where the Campaign continues. The Joint Council notes with satisfaction that it has become such a powerful brand that the Council of Europe is also using it for one of its more recent campaigns under the title of “Speak Out Against Discrimination”, which should also be used to communicating the results of the European Youth Campaign.<sup>22</sup>

*Appendices*

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<sup>22</sup> [www.coe.int/antidiscrimination](http://www.coe.int/antidiscrimination)

## APPENDICES

### Appendix 1: Composition of the European Steering Group<sup>23</sup> and Secretariat staff

#### *Representatives of the statutory bodies of the youth sector in the ESG*

- Mr Jan VANHEE, Flemish Community Belgium, Agency for Socio-Cultural Work for Youth and Adults, Division for Youth [*co-chair*]
- Mr Etienne GENET, Committee for national and international relations of youth and community education, France (CNAJEP) [*co-chair as of December 2006*]
- Ms Anca SIRBU, UNITED for Intercultural Action [*co-chair in 2006*]
- Ms Sunduss AL-HASSANI, Forum of European Muslim Youth and Student Organisations (FEMYSO)
- Ms Lilit ASATRYAN, Ministry of Culture and Youth Affairs, Armenia
- Ms Linda ATHANASSOULI, Ministry of Education, General Secretariat for Youth, Greece
- Mr Didi BAENZIGER, National Youth Council of Switzerland
- Ms Katrin GROTH, German Committee for international Youth Services (DNK)
- Mr Bjørn JAABERG HANSEN, Department for Child and Youth Policy, Royal Ministry of Children and Family Affairs, Norway
- Mr Daniel MÜLLER THOR, Ecumenical Youth Council in Europe (EYCE)
- Ms Anastasia NIKITINA, "Young Europe" Movement and Youth Network against Racism and Intolerance
- Ms Camelia NISTOR, UNITED for Intercultural Action
- Ms Mariam YASSIN HAGI YUSSOF, Young Women from Minorities

#### *Observers to the ESG*

##### European Commission

- Ms Karin LOPATTA-LOIBL, Youth Policy Unit, European Commission
- Mr Artur PAYER, Youth Policy Unit, European Commission

##### European Youth Forum

- Ms Laura ALCOVERRO
- Ms Gaja BARTUSEVICIUTE
- Ms Klavdija CERNILOGAR
- Mr Maxime CERUTTI
- Ms Kélig PUYET
- Ms Bettina SCHWARZMAYR
- Mr Renaldas VAISBRODAS

##### Parliamentary Assembly of the Council of Europe

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##### Congress of Local and Regional Authorities of the Council of Europe

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##### UNESCO

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##### United Nations High Commissioner for Human Rights

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#### *Invited experts*

- Mr Jonathan EVANS, Evaluator
- Mr Howard WILLIAMSON, Evaluator

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<sup>23</sup> In alphabetical order. Not all members and observers of the ESG participated over the entire duration of the Campaign.

*Campaign staff*<sup>24</sup>

- Mr Michael RAPHAEL, Campaign Manager
- Mr Hanjo SCHILD, Campaign Manager a.i.
  
- Ms Nina KAPOOR
- Ms Nikki KAZIMOVA, Communication Officer
- Ms Jackie LUBELLI
- Mr Giulio MAISTRELLI, Communication Officer
- Ms Nadine MENDERES
- Ms Claudia MONTEVECCHI
- Ms Katrin OESER, NCC Network Officer
- Mrs Natalja TURENNE, Secretary to the ESG

Additionally, the Campaign received the assistance of the educational staff and other members of the DYS Secretariat, particularly Mrs Evelyne CARE-COLIN (chief accountant) , Mr Rui GOMES (Head of the Education and Training Unit), Mr Michael INGLEDOW, Ms Erika KOMON, Mr Peter LAURITZEN (Head of the Youth Department), Mr Jean-Claude LAZARO (Head of the European Youth Foundation Division), Ms Marta Medlinska ("Youth Partnership") and Mr Ralf-René WEINGÄRTNER (Director of Youth and Sport).

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<sup>24</sup> Secretariat staff is listed regardless of the duration of their work for the Campaign

## Appendix 2: National Campaign Committee secretariats and co-ordinating structures

Country	Coordinating organisation
Albania	--
Andorra	Department of Housing, Youth, High Education and Research
Armenia	Center for Organizing Youth Activities, Ministry of Culture and Youth Affairs of Republic of Armenia
Austria	Austrian National Youth Council (Österreichische Kinder- und Jugendvertretung)
Azerbaijan	YUVA Humanitarian Center and Ministry of Youth and Sport
Belarus	-
Belgium	Flemish Community: Steunpunt Jeugd
	French-Speaking Community: Bureau International Jeunesse
	German-Speaking Community: Rat der deutschsprachigen Jugend
Bosnia and Herzegovina	Local Democracy Agency of Mostar
Bulgaria	NCC Bulgaria
Croatia	Ministry of Family, Veterans' Affairs and Intergenerational Solidarity
Cyprus	-
Czech Republic	Czech Council of Youth & Children
Denmark	The Danish Youth Council
Estonia	Estonian Youth work Centre
Finland	Finnish Youth co-operation Allianssi
France	Directorate of Youth and Community Education, Ministry of Youth, Sport and Associative Life
Georgia	The Union "Century 21"
Germany	German National Committee for International Youth Work (DNK)
Greece	Hellenic Youth Council (ESYN)
Hungary	National Employment and Welfare Office – Mobilitas National Youth Service
Iceland	NCC Iceland
Ireland	<i>(Activities launched by the Irish Youth Council)</i>
Italy	Forum Nazionale Giovani
Latvia	<i>(Activities launched by the Latvian Youth Council)</i>
Liechtenstein	Amt fuer Soziale Dienste/Kinder- und Jugenddienst
Lithuania	Department of Youth Affairs under the Ministry of Social Security and Labour (former State Council of Youth Affairs).
Luxembourg	Service National de la Jeunesse
Malta	Youth Section of the Ministry of Education, Youth and Employment
Moldova	National Campaign Committee (NCC)
Montenegro*	-
Monaco	Direction de l'Education nationale, de la Jeunesse et des Sports
Netherlands	Dutch National Youth Council
Norway	The Norwegian Youth Council (LNU)
Poland	Lambda Warszawa
Portugal	Secretaria de Estado da Juventude e do Desporto

Country	Coordinating organisation
Romania	The National Authority for Youth
Russia	National Youth Council of Russia
San Marino	Ministry of Labour, Cooperation and Youth Policies
Serbia	Kancelarija za mlade Novi Beograd and Ministry of Education and Sports (Department for International Cooperation Programmes, Donations and Credits in Education)
Slovakia	Ministry of Education of the Slovak Republic
Slovenia	Ministry for Education and Sport; Office of the Rep. of Slovenia for Youth
Spain	Spanish Youth Institute- Instituto de la Juventud (INJUVE)
Sweden	The National Council of Swedish Youth Organisations and Delegation for Human Rights in Sweden
Switzerland	Schweizerische Arbeitsgemeinschaft der Jugendverbände-Conseil Suisse des Activités de Jeunesse in co-operation with Infoclick, based on a mandate by the Federal Social Insurance Office
"The former Yugoslav Republic of Macedonia"	Agency of Youth and Sport of the Republic of Macedonia
Turkey	Istanbul Bilgi University – Youth Studies Unit
Ukraine	NCC "All Different – All Equal"
United Kingdom	National Youth Agency

\* Montenegro became a member state of the Council of Europe in May 2007

### Appendix 3: European campaign budgets 2006-2008 (expenditure) <sup>25</sup>

	2006	2007	2008	total	% of total
European campaign activities	293 876 €	331 791 €	191 010 €	816 677 €	48,9%
Staff costs	200 547 €	238 701 €	36 072 €	475 321 €	28,4%
Activities with National Campaign Committees	47 556 €	66 579 €	0 €	114 135 €	6,8%
Information and publications	9 452 €	57 196 €	12 900 €	79 548 €	4,8%
Travel and networking	30 327 €	35 073 €	8 797 €	74 197 €	4,4%
Educational material	25 287 €	4 078 €	0 €	29 365 €	1,8%
European Steering Group meetings <sup>26</sup>	18 926 €	0 €	0 €	18 926 €	1,1%
Miscellaneous other cost items	0 €	60 681 €	2 542 €	63 223 €	3,8%
<b>Total</b>	<b>625 971 €</b>	<b>794 099 €</b>	<b>251 322 €</b>	<b>1 671 392 €</b>	<b>100,0%</b>

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<sup>25</sup> At the end of February 2009. Some expenses must still be recorded or regularized. Subject to modification after the approval of the accounts by the European Commission.

<sup>26</sup> Meetings not held in the context of other events

## Appendix 4: Reports, documents and other publications of the campaign

### *Council of Europe and European Commission*

*"The Struggle Goes On... Proposals and suggestions for the organization and programme of the 'all different – all equal' European Youth Campaign on Diversity, Human Rights and Participation"*, Report on the Symposium "The manifestations of racism, anti-Semitism, xenophobia and intolerance and their impact on young people in Europe today" (Strasbourg, October 2005), Rapporteur: Lionel Schreiber (2005).  
<http://alldifferent-allequal.info/system/files/Report+of+the+preparatory+Symposium.pdf>

*"Companion. A campaign guide about education and learning for change in Diversity, Human Rights and Participation"*. Edited and co-written by Ellie Keen, Contributors: Alessio Surian, Ditta Dolejsiova, Karina Chupina, Rui Gomes. Coordination and final edition: Rui Gomes (March 2007)  
[http://www.eycb.coe.int/eycbwwwroot/hre/eng/documents/companion\\_final.pdf](http://www.eycb.coe.int/eycbwwwroot/hre/eng/documents/companion_final.pdf)

*"Cookbook"*. A publication containing examples of projects funded by the European Youth Foundation in the framework of the ADAE Campaign  
<http://www.coe.int/t/dg4/youth/fej/ADAE%20cookbook.pdf>

*"European Portfolio for youth leaders and youth workers"*, edited by Mark Taylor (2007)  
[http://www.coe.int/t/dg4/youth/Source/Resources/Portfolio/Portfolio\\_en.pdf](http://www.coe.int/t/dg4/youth/Source/Resources/Portfolio/Portfolio_en.pdf)

*Coyote*. Issue related to the European Youth Campaign for Diversity, Human Rights and Participation, published by the Youth Partnership of the European Commission and the Council of Europe, Issue 12, April 2007

*"Participation in all its forms"*. Final Report of the European symposium on diversity and participation (Schengen/Luxemburg April 2007)

Report of the follow-up seminar of the European symposium on diversity and participation *"Participation in all its forms"* (Larochette/Luxemburg December 2007)

*"Interreligious and Intercultural Dialogue in Youth Work"*; Report on the Symposium "Intercultural and interreligious dialogue in youth work practice" (Istanbul March 2007), by Silvia Volpi (2008)

*"Committed to Making a Difference: Racism, anti-Semitism, xenophobia and intolerance and their impact on young people in Europe"*, Report in the Symposia planning a new Campaign (Strasbourg/ Budapest October 2005) by Ingrid Ramberg (2008)

*"Diversity Youth Forum Report"*, Report on the Diversity Youth Forum (Budapest, October 2006) by Alessio Surian (2008)

"European Youth Event for Diversity, Human Rights and Participation" Documentation of the St. Petersburg event (September 2006)

*"The end of the beginning"*. Report of the Final Event of the "All Different – All Equal" Youth campaign on Diversity, Human Rights and Participation (Malmö/Sweden October 2007)

*"ADAE Graffiti Adventure 2007: The Book!"*, by Frédéric Duret-Nauche (2008)

*"Final Evaluation Report of the European Youth Campaign 'All Different – All Equal' for Diversity, Human Rights and Participation"* by Jonathan Evans, Silvia Volpi and Howard Williamson (2009) (Information document DJS/CMJ(2009)3)

*"Campaign Manager's Report"* by Michael Raphael (2009) (Information document DJS/CMJ(2009)4)

### *European Youth Forum*

European Youth Forum, Report *"All Different - All Equal". European Youth Campaign for Diversity, Human Rights and Participation*. Editorial team: Bettina Schwarzmayr, Diogo Pinto, Klavdija Cernilogar. Brussels: YFJ 2008 (ISBN: 978-92-990049-4-4)

*Campaign publications at national and local level (selection)*

- *Austria*

Österreichische Kinder- und Jugendvertretung, *Wir sind Vielfalt! Methodenvorschläge für die pädagogische Arbeit mit Kindern und Jugendlichen*, Wien: BJV 2006. Available from [www.alleandersallegleich.at](http://www.alleandersallegleich.at) [Accessed 3 March 2008]

- *Belgium*

Raymond van het Groenewoud, DVD *Mie & Mo bizar presenteren 'die andere'*, Brussels: Tom Van Thienen, 2006

Steunpunt Jeugd, *Mie & Mo's verjaardags-feest*, Steunpunt Jeugd, 2007

Ronni Abergel, Antje Rothemund, Gavan Titley, Péter Woosch, *Kijk verder dan de kaft!*, Steunpunt Jeugd, 2008

Steunpunt Jeugd, CD *Pictures ADAE Campaign Belgium, Flemish Community*, Steunpunt Jeugd (n.d.)

[No author] *Card game "Speel met mie, mo & co"*, Brussels: Tom van Thienen

Kampagnenkomitee der Deutschsprachigen Gemeinschaft: Heft und CD "Märchensammlung – Menschen erzählen Sagen und Legenden aus ihrer fernen Heimat", 2007

- *Canada*

Diverse organisations, *Action Week Against Racism/Semaine d'Actions contre le Racisme*, CD and leaflet *La Gazette de la SACR*, Montréal, 23 March 2007

- *France*

Echanges & Productions Radiophoniques (EPRA), *French campaign 'All different – All equal'* (radio programmes), 2007

Campagne Tous différents – tous égaux, DVD *Fille au nez vert* (animation), Paris: ADAE, 2007

Ministère de la Santé, de la Jeunesse et des Sports, *Tous égaux, la campagne française 2006-2007*, Paris : Direction de la jeunesse et de l'éducation populaire, 2007

Ministère de la Santé, de la Jeunesse et des Sports, *Exposition itinérante « Tous différents, tous égaux »*, Paris : Direction de la jeunesse et de l'éducation populaire, 2007

CRIPS Ile-de-France, *Scénarios contre les Discriminations* (concours d'idées de scénarios organisé par le CRIPS Ile-de-France en partenariat avec le GEPS), Paris: CRIPS Ile-de-France, 2008

- *Germany*

DNK/Bundesministerium für Familie, Senioren, Frauen und Jugend, *Online brochure „100x1000 für dein Projekt: die Dokumentation 2006t“*, DNK/BMFSFJ: Berlin 2006. Available from <http://www.jugendkampagne.de> [Accessed 3 March 2008]

DNK/Bundesministerium für Familie, Senioren, Frauen und Jugend, *Dokumentation der Fachtagung „Antidiskriminierungsarbeit – aktueller Stand, Perspektiven und Ansätze“ der Kampagne „alle anders – alle gleich“*, DNK/BMFSFJ: Berlin 2007. Available from <http://www.jugendkampagne.de> [Accessed 3 March 2008]

Films on YouTube:

<http://www.youtube.com/watch?v=UPpVnOCpVe8>

[http://www.youtube.com/watch?v=IK0oxHTU\\_Jg](http://www.youtube.com/watch?v=IK0oxHTU_Jg)

<http://www.youtube.com/watch?v=x8Hs452OgAg>



- *Luxembourg*

Service National de la Jeunesse, *Volet luxembourgeois de la campagne européenne « tous différents, tous égaux »*, Luxembourg : Service National de la Jeunesse, 2008

- *Norway*

Landsrådet for Norges barne- og ungdomsorganisasjoner (LNU), *Startpakken for Åpne og inkluderende organisasjoner*, LNU: Oslo 2006. Available from <http://www.lnu.no> [Accessed 3 March 2008]

- *San Marino*

Fim "Searching for Land of Freedom" (Un musulmano a San Marino), documentary 2005, 49 minutes.  
Production: VideoArhiv – Sarajevo, directed by Sead and Nihad Kreševljaković. Screenplay by Michele Chiaruzzi, Pier Paolo Coro, Sead Kreševljaković, Nihad Kreševljaković.

- *Sweden*

Cecilia Törnqvist, *Oåka ett metodmaterial mot fördomar och diskriminering*, Wallin & Dalholm Boktryckeri AB, 2008