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## Study Session “Contrapunctus Europeus – European Youth Against Populism and Xenophobia”

*Final report*



*Budapest  
European Youth Centre*

2019

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## ***Executive summary***

The report provides information about key processes, methodology, conclusions and outcomes of the Study Session, organised by two international youth networks. One of the networks unites around the theme 'Youth European Nationalities works with the topic of minorities' and the second unites in order to develop specific forms of youth cooperation (Alliance of European Voluntary Service Organisations is developing voluntary camps all around the world).

The Study Session tackled two topics:

- Global phenomena: populism and radicalism as the base of discriminatory behaviour in international youth projects
- Challenging xenophobic attitudes of participants of international youth projects

The report can be useful for other networks organising Study Session in cooperation with the Council of Europe Youth Department, especially those going to implement activity on global issues, such as populism and radicalism, which have not been covered so much before by activities of member organisations. The report also contains practical tools and mechanisms for dealing with issue of discrimination at a grassroots level, what can be useful for any youth organisation operating in an international context.

## ***Introduction***

### **Context of the Study Session**

After many years of experience in the youth sector, trying to empower and train young people, providing them with skills and knowledge to assure their active participation in society, through promotion of respect of human and minority rights, democracy and intercultural understanding, four youth networks - Alliance, YEN, VYRE and Phiren Amenca - gathered in Durrës, Albania during YEN's General Assembly and developed a common resolution, addressing the current situation in Europe, namely the rise of the far right, populism and xenophobia. As we all have closely related target audiences and common aims, we partnered to start collaborating in order to promote youth participation, intercultural understanding, preservation and development of the rights of marginalised and vulnerable groups. We are striving to understand and offer solutions for the problems young people are facing in Europe. Therefore, Alliance and YEN have joined forces once again and decided to take a step further and build on this resolution by designing an educational event in cooperation with the Youth Department of the Council of Europe, combining the experience and knowledge that these three partners have, so as to provide young people with a specific and very concrete set of competences to address these alarming issues. For both networks, this resolution and its further development are part of the biannual plans of action, which not only include the development of the joint educational activity, but further lobbying and advocacy measures on national, regional and European level, which we started by promoting it at the European Youth Forum by approving a joint resolution at the COMEM in November 2017. Also representatives of Executive Committees of both networks applied to be members of Advisory Council, and will continue work in this direction as selected members from 2020.

Presenting the outcomes of the resolution to member organisations of both networks, we found out that from a grassroots level perspective, there is a need to educate youth leaders and staff members working with international youth projects, to challenge xenophobic attitudes, which can negatively influence key values of the networks, like social inclusion and cohesion, cultural diversity and gender equality. So, during the preparatory meeting of the team, the Study Session was adapted to those needs.

### **Aim and objectives of the Study Session**

The aim of the study session was to explore how youth workers can challenge xenophobic attitudes and raise awareness about the role of populism in forming them.

The study session had the following objectives:

- To increase awareness about systemic and systematic discrimination against national, ethnic, racial, religious and cultural minorities.
- To raise awareness about populism as the main mechanism behind xenophobia.
- To develop critical thinking skills as a possible response to populism.
- To develop competences in human rights education as a tool that can be used in youth work to address issues of xenophobia.
- To create the guidelines on tackling the issue of xenophobic-based discrimination in international youth projects.
- To develop skills on how to implement an inclusive approach in daily activities with young people and how to work with those youngsters facing discrimination,

## Participants

The Study Session gathered 28 participants from 21 countries, all of them are project leaders or project managers of international youth projects or organisations and members and partners of Alliance and YEN.

All of them fitted into the motivational profile:

- Have encountered issues of discrimination based on populist or radical points of view
- Motivated to challenge populist and radical attitudes of participants of international youth projects, not only during ongoing projects, but for real changing of those attitudes
- Have a plan to lead international youth projects in 2019-2020 and is ready to share knowledge received during the Study Session with participants and colleagues
- Motivated to explore and influence situation with discrimination in youth practice in general

The average age of participants was 27 years old. The gender balance was as follows:

- Female - 16
- Male - 11
- Others - 1

Representation of networks among participants was in following proportions:

- 4 representatives of YEN network
- 20 representatives of Alliance network
- 4 representatives of organisations interested to join Alliance network in the nearest future

## Organisers

**The Alliance of European Voluntary Service Organisations** is an International Non-Governmental Youth Organisation. It represents national voluntary service organisations that promote intercultural understanding, peace, democratic participation and equality, in the spirit of respect for universal human rights. The Alliance, founded in 1982, is presently made up of 50 members from 28 countries in Europe, Asia and America. Each member organisation runs an annual programme of International Volunteer Projects in their own country and exchanges volunteers with each other following the Alliance Quality Charter. Every year an average of 13.000 young volunteers participate in more than 1200 local community projects organised by member organisations. Alliance has an educational strategy, and a special structure inside the network – Training Needs Working Group, which is responsible for monitoring the educational needs of member organisations. Based on the results of such monitoring, Alliance, among other activities, regularly organises Study Sessions in cooperation with the Council of Europe. More info about the network can be found at: [www.alliance-network.eu](http://www.alliance-network.eu)

**YEN's (Youth of European Nationalities)** is a youth led and youth orientated umbrella organisation of 42 minority youth organisations from around 30 minorities spread in 20 different countries. Work as YEN builds on this base and may be represented in three pillars. The preservation and development of the rights of minorities and ethnic groups has been YEN's principal goal from the beginning. Additionally, YEN aims to raise awareness of the issues faced by ethnic minority groups within majority populations. The network creates a space of recognition that allows all people to live their identities. Here, one can learn to

overcome distance and break down borders through peer-to-peer dialogue. More info about the network can be found at: [www.yeni.org](http://www.yeni.org)

The Study Session was prepared and facilitated by the team of four facilitators representing both networks:

- Natalia Nikitina, 42, female, Alliance of European Voluntary Organisations, Estonia, Course Director, educational advisor of the study session
- Pia Šlogar, 29, female, Youth of European Nationalities (YEN), Poland/Slovenia, YEN Vice-President for External Relations and YEN Trainer, facilitator of the study session
- Georgina Laboda, 23, female, Diverse Youth Network (MO of YEN) / Phiren Amenca, Hungary, YEN Pool of Trainers, facilitator of the study session
- Evgenya Soldatova, 27, female, Alliance of European Voluntary Organisations, Russia, trainer of Alliance PoT, facilitator of the study session

With the support of Educational Advisor of the CoE Youth Department – Natalia Chardimova

### **Main content and issues discussed**

The Study Session was dedicated to following issues:

- Why is the topic of discrimination based on populism and xenophobia relevant to actual needs of youth workers?
- What is the situation of discrimination during international youth projects nowadays?
- How to challenge populist and radical attitudes as a youth worker?
- What are the competencies necessary for youth worker for dealing with issues of discrimination, xenophobia, hate-speech and other phenomena negatively influencing key values of international youth networks?
- Which common efforts can be done in order to combat discrimination in international youth projects?

### **Session's theme and the Council of Europe**

The most direct link between our study session and the work of Council of Europe is reflected in the Framework Convention for the Protection of National Minorities, which we used as an example of good practices on European level and one of the tasks for the participants to get familiar with prior to arriving at the residential event. Furthermore, some of the publications in the frame of youth work, non-formal education, training design and interculturality of the Council of Europe are an additional link and direct contribution to our work and are supporting materials for the participants for follow up after this event.

The Study Session was based on tools and manuals produced by the Council of Europe. During the Session participants had an activity, where they explored the potential of tools like Compass and Compassito, T-kits with regards to intercultural learning, Conflict management, Have your Say manual, and specific manuals regarding themes of discrimination (Domino, All Equal All Different manual). Participants also had a chance to practise exercises from presented manuals. Definitions of discrimination and related issues were taken from Compass as well. After the end of the Study Session all participants have expressed the interest to use presented tools and translate knowledge about this approach to combating discrimination during summer projects season -2019, what means more than 500 youngsters

will get the access to such information and the practices of the Council of Europe through participants of this Study Session.



## **Results and conclusions**

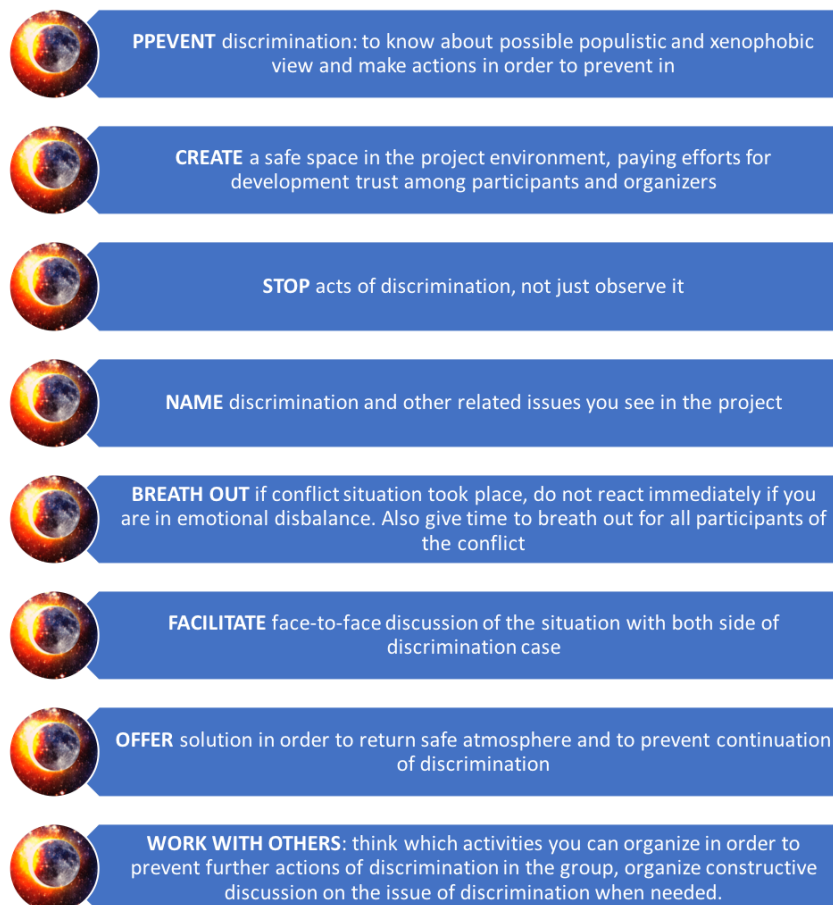
There are two main results of the Study Session for the participants:

- 1) Development of competencies necessary for challenging populist and xenophobic attitudes during international youth projects
- 2) Equipping participants with materials and tools necessary for daily anti-discrimination work in international youth projects

In this regard following conclusions were done and results were reached in order to use outcomes of those conclusions in practise:

**Conclusion 1.** The role of youth workers and youth leaders is not just “nivelete” acts of discrimination in projects, but change attitudes of participants, which means they will be less-discriminatory in life in general. While working in groups, participants made a scheme any action youth leader could implement to combat discrimination. This scheme is shown below:

### **8 steps of discrimination management**



This scheme will be spread among all member and partner organisations of Alliance and YEN and will be recommended for all leaders and managers of international youth projects to use in project work.

**Conclusion 2.** The first step in changing discriminatory attitudes of participants is explaining what is meant by distrimination and why it is dangerous. In order to support youth leaders

doing this, participants created a set of main definitions, “translated” into language understandable by the youth.

Definitions	
<b>Discrimination</b>	Can be the act of humiliation, exclusion or limitation causing inequality brought by fear and hate.
	is a part of our life and of our human natur, it can come from our fears, ignorance, prejudice or simply our differences... That can lead to disrespect, to someone feeling excluded, to hate, injustice
	An anti-social behaviour dehumanising people or groups of people leading to the exclusion from a society. It can be based on gender, skin colour, origin, religion, age etc.
	Unequal treatment of people based on prejudices causing violence, injustice, exclusion, intolerance, unfriendliness or, in some case the opposite.
	consists of (but not limited to) putting someone apart, in its everyday behaviour, by abusing and denying rights and exclusion from everyday life, especially agression against minorities, and using shitty words, as all people in the world, and under the sun should be respected.
	act born from hate or fear towards an individual, collective or community. It can be found in different forms (verbal, non-verbal and physical)
<b>Racism</b>	Negative shared beliefs ot thoughts based on the idea of "race" that could lead to unfair or violent treatment or action towards someone or a group of people.
<b>Prejudice</b>	The picture describes a bot full of refugees and it is seen by a person calling them terrorists.
<b>Hate speech</b>	Negative messages against individual or groups based on prejudices, stereotypes, or stigma. It might not be recognized as a crime.
<b>Hate crime</b>	Unlawful act against a group or an individual based on prejudices about their perceived identity. (I.e. homophobic acts, genocides, holocaust)
<b>Xenophobia</b>	Fear of foreigners or foreign things that can lead to physical or/and psychological violence
<b>Stereotypes</b>	Thoughts that appear in your head that can change the way you think about something/somebody

This set of definitions will be spread among both networks. Youth workers and youth leaders will be also asked to translate them into their local languages, in order to make these definitions understood by local youth as well.

**Conclusion 3.** The topic of populism and radicalism should be known by youth workers in order to inform participants about these phenomenona. Furthermore, they should not be influenced by them. The main focus of education for youth workers and project leaders of member organisation of Alliance and YEN in the near future should be concern dealing with all types of discrimination (religion, culture, age, gender etc.).

For future educational activities and youth projects participants and organisers of the Study session agreed:

- 1) To prepare a number of graphic schemes about populism, radicalism, xenophobia which is to be shared among member organisations.
- 2) To organise trainings and workshops on dealing with various form of discrimination.

**Conclusion 4.** It is important to be able to identify discriminatory acts and attitudes. As there is no set definition of this phenomenon, a youth leader must be able to determine when two people have a mere difference of opinion, and when someone is being discriminated against. Good knowledge of terminology presented above can help with this.

**Conclusion 5.** The Council of Europe offers useful materials relating to this theme, which should be known and available for all youth project leaders and project managers, like Compass, Compassito, T-kits, and Education Pack. Those tools should be promoted better on the level of members and partner organisations.

In this regard it would be useful to organise presentations of the tools and make a pilot project on how to work with these tool, especially on a grassroots level.

**Conclusion 6.** Youth work is crucial for forming non-discriminatory attitudes within youth. There are a number of competences youth leaders and youth workers should develop in order to be able to deal with discrimination rooted in xenophobic and populist views:

- Creating non-judgmental relationships within a group
- Creating safe spaces
- Encouraging youth to step-in
- Support and taking special needs into consideration
- Being able both to be a leader and team-player
- Conflict transformation (positively)
- Taking initiative and being proactive
- Being able to take criticism
- Empathy
- Creating alliances rather than competitions

Inspired by the Youth Worker Portfolio, which each participant filled in during the Study Session, the group decided it would be useful if both networks would work further to develop such a group of competences presented in Youth Portfolio. Although it should be more youth-friendly and much shorter in order to make it more accessible.

**Conclusion 7.** Rather than combat discrimination, youth workers should promote and develop critical thinking of participants, as the basis of non-discriminative behaviour.

In this regard the networks decided to discuss further possibilities of organising educational activities to explore how to develop critical thinking in international youth projects.

**Conclusion 8.** More efforts should be made to involve youth from different disadvantaged backgrounds in international youth projects. Networks should stress organising long-term campaigns to increase accessibility of their projects, e.g. the Alliance Access4All campaign.

**Conclusion 9.** The Human Rights based approach should be the basis of all international youth projects. In this regard self-assessment indicators of a rights-based approach prepared

by European Youth Forum should be better explored and recommended to all member organisations of both networks in order to use it for improving projects.

### **Main learning points for participants**

Participants evaluated their learning every evening in reflection groups, as well as at the end of the Study Session in an evaluation form. The results are presented below:

Tools and methods to use at the workplace, not only finding them, but practicing skills in usage them in daily work – 18 people

Knowledge about populism, radicalism and discrimination related issues – 15 people

Different aspects of youth work I can insert into my work with young people to tackle different kinds of discrimination – 12 people

New approaches for solving discrimination problems and how to be ready to meet these kinds of problems – 8 people

Techniques and Methods to combat xenophobia and discrimination – 6 people

New contacts, experience, different opinions from other cultures – 5 people

How to introduce the topics of the Study Session through different workshops and international youth projects – 5 people

Knowledges about minority, amazing stories for all over the world that increase my citizenship – 3 people

Conflict management, critical learning tools, because I didn't have any, while it corresponds to a daily need – 1 person

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***Testimony from participants:** "I've learned about such notions as discrimination (different levels), antigypsyism, and populism in detail. I thought the material was so well presented and I'll be happy to pass on the gained knowledge to the others. Also, I've learned about more projects I could apply for such as Youth Exchanges, Job shadowing and so on"*

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***Testimony from participants:** "ve learned a lot about discrimination and how to deal with it. The facilitators were very professional and guided us very very good in order to spread knowledge with us and make us interactive and involved. Also they inspired me and open a lot of new ideas that I am going to work on. It was very useful the knowledge I got about projects and how to implement it and also about COE. The thing I like the most is the one that facilitators didn't tried to teach us what do they know but more to push us to use our own brains, which is more useful. Thanks a lot"*

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### **Contribution of the session to the programme/mission of the Youth Department of the Council of Europe**

First of all, the Study Session promoted the main value of the Council of Europe – human rights, and the basis for organising any kinds of international youth projects.

The Study Session directly contributes of all three priorities of the program Youth for Democracy and Human Rights

- **1 Access to Rights**, with the following programme orientations:
  - Implementation and dissemination of the Committee of Ministers' Recommendation CM/Rec(2016)7 on young people's access to rights
  - Implementation and dissemination of the ENTER Recommendation on access of young people from disadvantaged neighbourhoods to social rights
  - Continuation of the Human Rights Education Youth programme, including media literacy with children and young people
  
- **2 Youth Participation and Youth Work**, with the following programme orientations:
  - Removing barriers for youth civil society to organise itself and participate
  - Supporting youth participation in Internet Governance processes
  - Implementing the principles of the revised charter on participation of young people in local and regional life
  - Dissemination of the Council of Europe Youth Work Portfolio
  - Supporting the dissemination and implementation of the future Committee of Ministers' Recommendation on youth work
  
- **3 Inclusive and peaceful societies**, with the following programme orientations:
  - Roma youth participation
  - Social inclusion of young refugees and their transition from childhood to adulthood
  - Multiple discrimination and intersectionality (including gender equality, sexual orientation LGBTQI, gender identity and disability)
  - Intercultural dialogue/learning
  - Preventing violent extremism (following up on the No Hate Speech Movement campaign)
  - Peace-building and conflict transformation
  - Co-operation with neighbouring and other world regions

All participants of the Study Session will use the Council of Europe tools presented in their daily work with young people, and share them with colleagues. Taking into consideration the number of member and partner organisations of both networks, and the number of international youth projects which will be organised in 2019, it means at least 200 youth organisation all across Europe and in Mexico will use these tools in practise of work with youngsters and at least 3000 young people will get an access to knowledge and practices of the Council of Europe.

## ***Programme – inputs and discussions***

### **Structure of the programme**

The programme of the Study Session consisted of two main elements:

1. Preparatory phase on Facebook
2. Off-line educational program for 7 days

Thematic logic of the program is presented below:

On-line phase	Module 1: getting to know each other, presentation of participant to each other
	Module 2: Description of cases of discrimination
Off-line phase	Day 1: Introduction to the theme, getting to know each other from a professional point of view
	Day 2: Going deeper into the theme of discrimination and relevant phenomena
	Day 3: Going deeper to the theme of radicalism and radicalisation
	Day 4: Understanding the power of youth work
	Day 5: Competences of youth workers necessary to deal with discrimination
	Day 6: Recommendations and Guidelines for youth workers for dealing with discrimination in youth projects
	Day 7: Further development of the theme: work with critical thinking and making a plan of action

The methodology of the Study Session was based on following principles of non-formal education:

- The group is the main resource: experts and facilitators have provided participants with some theoretical inputs, but all the models presented were discussed and participants generated their own schemes and tools which are adopted to their needs and working realities
- Learning-by-doing approach: participants discussed how exactly they (and other youth workers and youth leaders) can use the knowledge received and how to put it into practice. Every session was finished up with concrete outcomes: what are the recommendations and further steps.
- Holistic approach: every day different methods were used: group work, simulation, practice with exercises from “All equal – all different” manual, T-kits, Compass, analysis of theoretical input, workshops from trainers and participants
- Respect for timeframes and individual space for reflection: participants were provided with methodology for individual reflection every day, and could use evening time for this process. In the middle of the programme (Day 4) participants had half of a day to sum up what they had already learned from the Study Session.

### **Day by day inputs and discussions**

#### **Day 1**

Day 1 was dedicated to getting to know each other better and understanding the experience of each other with the theme.

Here four sessions took place:

- 1) Introductory session, based on methodology of 5 corners
- 2) Getting to know each other with team building exercise "Toxic swamp"
- 3) Getting to know each other from organisational point of view: World Café with discussions about competences, projects, resources to share from each participant and his/her organisation
- 4) Getting to know Alliance and YEN through a treasure hunt in small groups. At the same time participants had a chance to explore the building of the EYCB.

The output of the day was to formulate a list of useful competencies, resources etc, which participants can learn from each other:

- Marianna: Ready to discuss any ideas related to local integration, education, employment and self-reliance of young refugees in Ukraine, events related to raising awareness on youth with minority backgrounds.
- Tatevik: Programme in SOS Kindergarten village
- Vitor: Developing partnerships on social integration, youth and immigration, Youth unemployment, Human Rights, Hate speech
- Milica: Open for all ideas, Caravan of friendship, Erasmus about professional orientation (cv, motivation letter)
- Andor: Raise awareness among young people that politics are very important in every sector in our life (annual meetings)
- Aleksz: Annual meeting with representatives of minority and marginalised groups
- Nune Srapyan: Youth-oriented project based on multi-sector cooperation involving HEIs, NGOs, public authorities, etc.
- Francisco: Linking with Mexico/Latin America networks, South-South connections
- Raul: Project about politics where volunteers (1-2 from each country) can act like governments and debate about different current issues in Europe in a youth environment
- Sarah: Everything connected with farming, local agriculture, permaculture and zero waste projects
- Eva: Healing through art, intercultural and international youth exchange, Substance consumption, expression, gender-identification and sexuality
- Karolina: Go internationally, apply the idea of virtual court learning to regular trials as well, bring together youth workers, NGO sector, entrepreneur, business etc.
- Agnes: International/intercultural projects based in Brittany, might be for youth, but not only, might be short term or long term.
- Alex: New projects in the frame of the Council of Europe: youth, social integration, youth unemployment, human rights, hate speech
- Tomislav: Project about Roma people ("collect" artists' art, make a movie about the situation of Roma people)
- Valentina: LGBTIQ+ rights workshop, social housing Europe workshop, speech and leadership
- Maria: Self-sustainable school
- Tofig: Longlife Education (education for adults), Camps and long projects for orphan people, Human rights for refugees
- Roberta: Campaign sharing, workshop

- Alain: Create a youth exchange about media literacy
- Dinara: An international work camp in Spain related to English teaching to kids from families who are not so well-off, an international work camp in Kazan, Russia related to nature/education
- Irina: Work camps for minority/disabled people, creating a study work camp about racism and discrimination with countries such as Caucasus, festival of international organisations (e.g. volunteering, social organisations that are working with minority groups, refugees and etc. Study sessions on difficult topics such as conflicts (including Russia, Ukraine, Georgia).

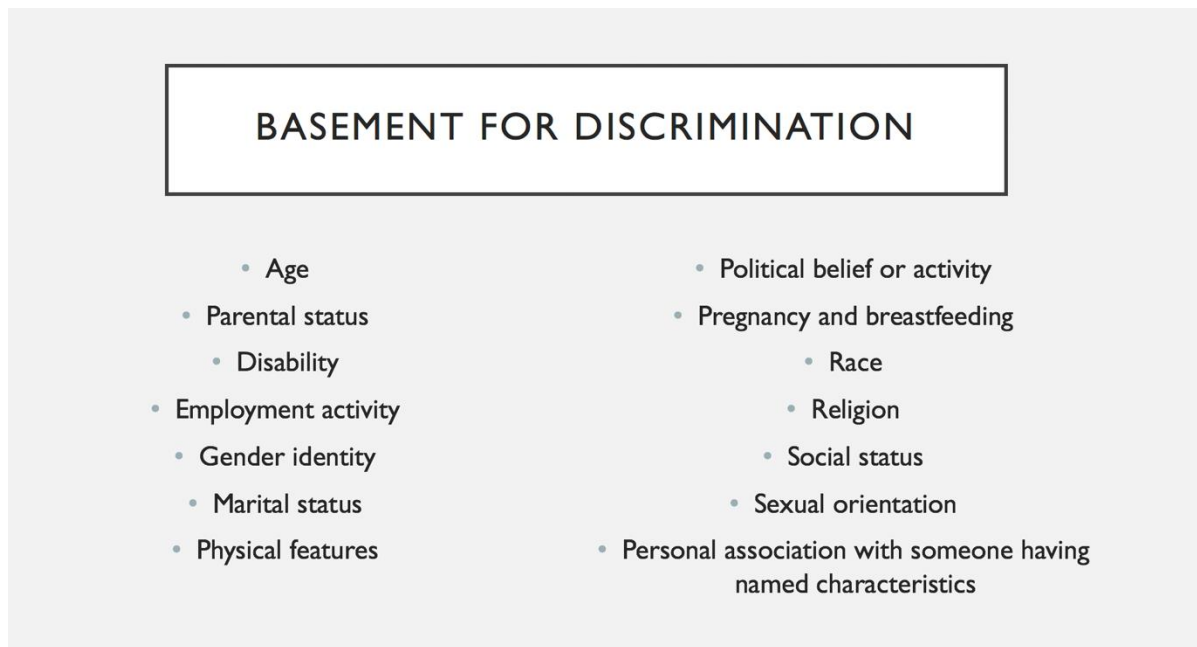
## Day 2

Day two stressed on understanding of discrimination and related phenomenon, in particular: antigypsyism, xenophobia, stereotypes and prejudices

The day has consisted of four sessions:

- 1) Simulation exercises “Dots” and “Broken heart” to see how and when discrimination starts and to measure how often we meet discrimination in life, with debriefing.
- 2) Creation of the definitions scheme: the exercise where participants have explored definitions of terms related with the topic of the Study session and transformed them into language close to young people (the outcomes presented in the chapter “Conclusions and Definitions”)
- 3) Workshop from Natalia Nikitina about Discrimination, where information on discrimination was presented and discussed
- 4) Work in small groups on exploring possible ways of dealing with discrimination in international youth projects and uniting all recommendations into algorithm of step-by-step work (presented in the chapter “Conclusions and definitions”)

The input for this day was prepared by N.Nikitina and can be expressed in the summary:

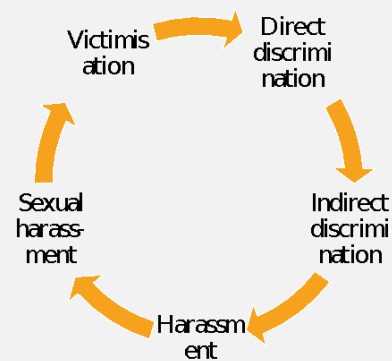




## LEVELS OF DISCRIMINATION



## FORMS OF DISCRIMINATION



The outcomes of the discussion: “How to deal with discrimination: necessary elements”

- Preventive talks and workshops
- Recognising discrimination
- Talk with the ones who discriminate others
- “Coaching” with the victim of discrimination
- Common activities to break stereotypes and try new types of communication
- Put “discriminator” into position of discriminated person (simulative games)
- Critical thinking development activities
- Planning follow-up development



The discussion during the last session has followed by general recommendations how youth workers and youth leaders should react populism:

- Talk to others
- Show alternative behaviour
- Ask the participants instead of telling negative things
- Think big, act small
- Create safe spaces in projects
- Provide space to express young people's opinion, and to facilitate non-violent ways of expression

#### Day 4

Day four: participants worked on understanding the power of youth work in the theme.

The day had three sessions:

- 1) Case study of discrimination in international youth projects (cases prepared during on-line phase) in order to identify main causes of discrimination, which can be addresses by youth leaders
- 2) Input from N.Nikitina about youth work and its place in the system of combating discrimination
- 3) "Roles division" exercise where participant identified interlinks between youth work and other systems in society which should work in order to make all effort in this direction effective

Theoretical input of the day was presented by definition of youth work and discussion around Triangle: youth work – youth policy – youth research.

Discussions during the day have produced three outcomes:

**1) *Identifying of the main causes of discrimination in youth projects, which we should take into consideration planning work to combat discrimination***

- Lack of political culture
- Lack of ability to communicate constructively
- Emotional/personal trauma
- Prejudices
- Sense of superiority
- Influence of propaganda from media and educational institutions
- Disadvantaged background make youngsters aggressive
- Experience of being discriminated
- Reaction on new, unknown environment
- Lack of critical thinking

**2) *Creating the list of Tweets/messages which can be used by youth leaders and youth worker in order to promote power of youth work in the theme of the Study Session:***

The power of youth work to combat discrimination is essential to create a better society. #powerofyouth #youthcoe
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The power of youth work to combat discrimination is in preparing more educated and open-minded youth workers.
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The power of youth work is to create new ways of solutions that do not exist in formal education.
The power of youth work to combat discrimination is only starting. Be ready and please support us.
The power of youth work to combat discrimination is gathering information and changing experiences, thoughts, and by meeting each other and our culture and differences in order to get rid of prejudices
The power of youth work to combat discrimination is to create an open minded, honest and trusting society with a big red heart
The power of youth work to combat discrimination consists of being able to celebrate our diversity. #powerofyouth
The power of youth work is feeling as a team, working with passion #powerofyouth #youthcoe
The power of youth work to combat discrimination is changing mindset of youngsters by educational activities, as well as social inclusion projects
The power of youth work to combat discrimination is the power of critical thinking #powerofyouth #youthcoe #YENgoes2019 #wearethealliance
The power of youth work to combat discrimination by providing a safe space for youngster where they can feel first hand what, how, who, where and why discrimination exists and its repercussions
Silence, ignorance, avoidance feed discrimination. Openness, courage, prevention is what combats discrimination. Let's all be the best representatives of the 21st century and fight discrimination through action. Youth work can offer many of these possibilities. Get informed #YENgoes2019 #wearethealliance
What is the power of youth work to combat discrimination in order to change mentalities with young people
The power of youth to combat discrimination resides on knowledge and open-mindedness. #youthagainstdiscrimination #YENgoes2019 #wearethealliance
The power of youth work to combat discrimination relies on the efficient distribution/organisation of roles and responsibilities among all the different actors.
The power of youth work to combat discrimination is actually the active youth who is willing to spread peace and share experience. We are many. #YENgoes2019 #wearethealliance #powerofyouth #youthcoe
What is the power of youth work to combat discrimination Is that when talking about it we share experience and make new one possible for youngster of everywhere.
The power of youth work to combat discrimination resides in the resilience of its workers.
The power of youth work to combat discrimination lies in unity and joint efforts of all the parties (starting from youngsters and ending with global institutions)
The power of youth work to combat discrimination is changing stereotypes and opinions in different fields
The power of youth work to combat discrimination is about different competences and skills which compose it
The power of youth work to combat discrimination is in youth workers. We have to find ways to do that on different levels
What is the power of youth work to combat discrimination? Power is us, people! We have to talk about it constantly and spread word of dangerous consequences of discrimination. #youthcoe
The power of youth work to combat discrimination is positive representation in a safe space: you cannot be what you cannot see! #powerofyouth #youthcoe #YENgoes2019 #wearethealliance

### 3) Identifying the roles of different stakeholders in the process of combating discrimination

Stakeholders	Functions	Questions	Disagreements	Comment or suggestions
Youth organizations	As a youth organization we agreed with youngsters, active participation, involvement on the decisions and providing tools on the field of discrimination. It has been agreed with the youth leaders that we will provide them with 24h helpline, budget and tools in the field of discrimination on their side we expect active leadership, support and open mindedness for training, study sessions. With the authorities it has been agreed that they will provide us more funding, support and networking, in return we will provide reports, active participation and a bridge between youth leaders and authorities. As youth organization we demand to global institutions for a safe policy making body with our youth leaders. We will provide with projects to achieve more funding and we would like a networking space on international level to make sure that no nation left behind. We have reached an agreement with formal education institutions to improve our cooperation remembering our main goal is the well-being of the youth. We went promotion for their side and training formation to have an educational foundation also share information.	1. What is the limit for this more funding? 2. Are they (youth?) capable for policy making?	How can you provide a 24h helpline when that is exactly the problem youth organizations face. They are not paid or do not have specific knowledge/money for that	Do not be bossy in the meeting, nice writing.
Formal-education institutions	1. Broader cooperation within exchanges, etc. 2. (youngsters) Agreed to file a joint request to authorities to facilitate education process. 3. (young leaders) Cooperation between formal and non-formal education (supporting their initiatives to promote volunteering experience activities, etc. 4. (authorities) We are required to be present at Assemblies, conferences for expert opinions, approving of free classes/ fee discounts in our institutions for the workers in auth.administrations. 5. (global institutions) To research their legal procedures strategies to be in the line formalities for funding.	Addressing to 3, how can it be done? Because it would be amazing!		Support students who are already participating in exchanges, projects.
Global Institutions	1. Link local organizations with local governments and provide a platform for advocacy. 2. Open call for financial resources, advice for how to get funding, advocate with the local government and networking. 3. Improve our access to system and provide tools for networking. 4. Provide technical support in case it is needed, monitoring the local law and the use of resources, improve collaboration between local government and agencies. 6. To work according to our principles and to accept financial support, as well as technical (partnership)	1. Addressing to 1, How? In what way? 2. How would you connect local organizations with local government if you are global institution?		1. Make events in order to spread information and in order to teach the organizations how to use resources and do fundraising, 2. Include participation of local minority communities.
Authorities	* We authorities agreed with compleader to support training for their future training, study session. We ask some reports and follow up. (youth leader). * We agree to approach /cooperate more young people and youth organizations. That global institution will be mediator for us to work with other countries. That we will collaborate between ourselves to research and update our system as needed (global inst). * Support not collusion? we agree with national network. Infrastructure and support will be provided. (youth org). * With formal education institutions: more dialogue/networks, open to innovation, to recognize more the role of "edu. inst" in the society, relevant amendments to law, participation in evaluation, more innovation, alternative pedagogy (mature...), Meeting with youngsters: we have some basic requests: respect to law, active citizenship, peer to peer, more initiatives, Free school for everyone, youngsters assembly (representatives) => agree on direct, communication, legislation improvement.	You agree with everything, is that real?		
Youth leaders	* Reports, preparing trainings, * Being more active and open-minded in youth projects, * Planning budgets and schedule before, * Being role-model for youngsters (well educated, politically involved etc), * Making workshops to spreading messages and supporting youngsters, * Providing information and help to youngsters in youth exchange projects, * Spreading messages from global organizations			Do not hesitate to have educational workshop (non-formal way)
Youngsters	1. We accept from youth organizations to support for realisation of our initiatives on the field of discrimination, 6. We agreed to come to school with exact problems and proposals to work on together from that point. 5. We agreed that they will teach us how to write a projects and how to advocate on our behalf before the stad (?) of authorities. 3. Ask for spreading messages more broader by workshop etc, more help. 4. Agree on having regular meetings with authorities through representatives to share our opinions.	Addressing to 3, what kind of help needed?, Addressing to 4, how are you gonna do that?		Addressing to 1, also it can be used for another fields, themes. Addressing to 5, active participation. Addressing to 3, Follow up activities are needed to make sure the effectiveness and also first make sure that many youngsters have been informed about all opportunities.

### Day 5

From this day onwards the work was dedicated to answering the question "HOW" can we work on the theme of the Study Session. The focus of Day five was on development of competences of participants to be ready to work on the theme. It included four sessions:

- 1) Presentation of Youth Work Portfolio as a set of competencies of youth workers
- 2) Practising in filling in the Portfolio by participants and discussion around the most crucial competencies for work with the issues of discrimination
- 3-4) Workshops from trainers to support attitudes, knowledge and skills development of participants in areas related with discrimination management:
  - Anti Gypsyism
  - Gender discrimination
  - Access for minorities to international youth projects
  - Access for people having health issues

The discussions around crucial competencies for work in the sphere of combating discrimination has finished with the list presented in a chapter "Results and conclusions", this list will be shared with all member organisations of Alliance and Yen together with this report.

The point participants underlined after work with Youth Work Portfolio - it is too heavy and too long, the tool should probably be more specific and the language adapted to youth, who are the main representatives of youth worker groups.

The workshops on antygypsyism and gender discrimination were filled with theoretical inputs from the side of facilitators - Eugenia and Georgina, taken from manual "Gender matter" and

"Mirror" manual. The level of knowledge of participants about those topics was very low, so they needed information from the facilitators.

The workshops on access to minorities and youth with health issues were based on practise of participants, so discussion ended up with practical recommendations:

Access for youth with health issues	Access for youth representing minorities
<p><i>In the process of volunteering in the projects:</i></p> <ul style="list-style-type: none"> <li>- "Tandem" approach that will balance capacities</li> <li>- Focus on capacities, not limits</li> <li>- Systemise all work into one system</li> </ul> <p><i>In informal moments:</i></p> <ul style="list-style-type: none"> <li>- Experiences which would save an experiences of being "limited"</li> <li>- Activities, showing up strength of each participant</li> <li>- Actively involve ideas of participants</li> <li>- Pay attention to rules taking into consideration needs of everyone (probably asking anonymously)</li> </ul> <p><i>In the process of education for participants</i></p> <ul style="list-style-type: none"> <li>- Involve specialists</li> <li>- Peer-to-peer approach (team learning)</li> <li>- Find WHAT to learn from each other</li> <li>- 7-channels communication</li> <li>- Educators should be prepared!</li> <li>- Take into consideration time limits...</li> </ul>	<ul style="list-style-type: none"> <li>- Promotion (targeted)</li> <li>- Different aspects of an "open" call?</li> <li>- Involving parents</li> <li>- Consistency</li> <li>- Understanding of situation</li> <li>- Self-acknowledgement</li> <li>- Mediators involvement</li> <li>- Recognition</li> </ul>

## Day 6

This first part of the day was dedicated to exploration of Recommendations on access to rights and Recommendations on improving access to social rights created by the Council of Europe, and the Resolution on key issues concerning European youth, especially marginalised youth, produced by both networks - organisers of the Study Session. What followed were two sessions:

- 1) Presentation of Recommendations and exploration of it by participants: what is the practical usage of document and how we can apply to them in our work
- 2) Presentation of Resolution and further steps of networks based on the Resolution. Discussion in small groups what should be done on the grassroots level in order to support resolution statements by youth leaders and project managers.

Second part of the day participants worked on Guidelines for leaders of international youth projects, working with Alliance and YEN, summing up in that document everything they learned during the previous days.

The discussions about documents were followed by the following conclusions:

- Official documents help to get attention of other stakeholders relevant to the issues
- Documents will not work, if organisations and youth leaders on local, regional, national and international level will not combat discrimination and xenophobic behaviour in their practice.

- This is important for youth leaders to be familiar not only with practical aspects of their daily work, but also with the base documents and global actions of networks they work with and for. It grants understanding of your role in youth work in general and increases the value of each individual contribution.

The main output of the day was created by the participants - Guidelines for youth workers how to prevent and manage discrimination in international youth projects. The main aim of those guidelines - to sum up all the knowledge participants received for themselves, but also to share with other youth leaders and youth workers

***Guidelines for youth workers  
for dealing with issue of discrimination in international youth projects***

**General remarks**

- The main approach in work with discrimination issue is prevention
- There are tools for dealing with the topic of discrimination on the sites of Alliance and YEN, and, as well, on the site of the Youth Department of the Council of Europe. It does make sense for project leaders to explore those tools and use them for group building and create of safe atmosphere
- Youth worker should be familiar with issues of radicalisation, xenophobia, populism, discrimination, in order to be able to recognise them and react constructively when they (or their consequences) appear in international youth projects
- First level of work on prevention discrimination for the project leader is work with his/her own attitudes
- The mission of project leaders is not finishing with creation of safe and non-discriminative atmosphere in the project, but also in changing attitudes of participants, which will lead them to non-discriminatory behaviour in life in general

**Recommendations regarding different stages of international youth projects - what kinds of tools to use in order to prevent discrimination**

Preparation of the project	Implementation of the project	Follow-up activities
Using all 7 main channels of communication: - verbal - audio - visual - schemes and analytics - group work - self-reflection questions - art	Organising workshops on different issues: gender equality, tolerance, cultural diversity populism and radicalism etc. in order to improve civic competence of participants	If discrimination happened - describe the case and share it with other organisation, (without naming people and places) in order to inform them how to deal with such situations in the future
Making pre-departure trainings for participants, telling about non-discriminatory behaviour	Using Algorithm of dealing with discrimination created during the Study Session	Organising activities for the local communities by participants (based on the tools explored during the project)
Detailed info sheet to make the environment known in advance	Using inclusive communication	Organising efficient informational campaign by both networks, taking part in such campaigns personally

Preparatory "homework" for participants, practising tools about discrimination	Count all the needs of participants into the process of realising activities	Collecting all resources about dealing with discrimination useful for project leaders in one place
Trainings for host organisations and local communities	Visualise any instructions	Collecting stories of concrete participants: how the project changes their attitudes and influenced their future
LLL approach to preparation of project leaders - ongoing improvement of competencies	Don't work about the person, work about the situation, behaviour, acts	
Creation of common chats for all participants and leaders		
Planning activities based on non-formal education		
Checking rights-based approach is implemented in the project plans		

### Recommendations on communication strategy

- Put "active" news into social media, not only reports (how to participate, what will happen, surveys etc.)
- Use graphic sketch notes
- Produce podcasts
- Use hashtags!
- Produce "After" movie (+subtitles) showing up results and process (so other will want to join next time)
- Make workshops, not just presentations
- Organise conceptual exhibitions and organise flash mobs close to the project place
- Produce informational materials and spread it
- Try new forms of participation and suggest it for participants, e.g. IVS for peace

### Day 7

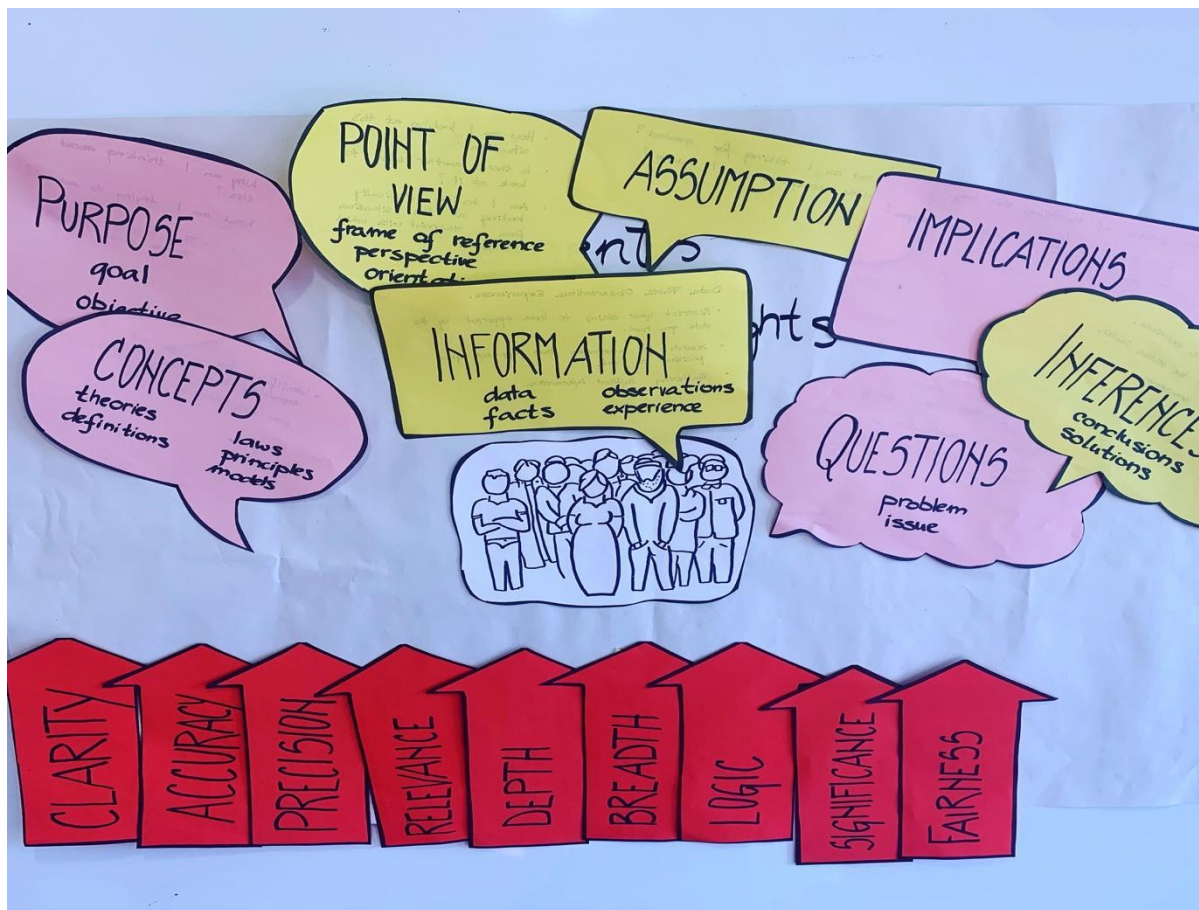
Day seven was a day dedicated to further steps. Participants explored the potential of critical thinking development as a tool which can be used as an alternative to radical thinking. The end of the day participants planned further steps for personal development of competences and action as project leaders and project managers.

The day has included three sessions:

- 1) Interactive presentation of Critical Thinking concept, as a tool youth leaders can use for challenging prejudices of participants and forming sustainable non-discriminatory behaviour
- 2) Individual work and trio work for planning future activities, group work for discussion of future projects.

The main input about critical thinking was prepared by Pia Slogar, based on the materials provided by Natalia Chardimova.





This visualisation of Critical Thinking concept will be also digitised by one of the Study Session participants and spread among member and partner organisations of both members. Participants are also provided with articles and tools - basement of this scheme, to explore this topic more in detail by themselves.

The topic was very interesting for participants, and there was a request from the group to network to think about the possibility to organise a training course on development of critical thinking among young people.

### Further steps of participants

Participants explained in graphic form which steps they are going to do in the near future. Monitoring of the Study Session group 2 month later shows up which steps are already implemented (marked by blue in the list)

1. Share opportunities and tools in Mexico (Francisco)
2. Make a list of the projects and possible cooperation that I would love to implement and discuss all of the opportunities with my organisation, making a plan and mind-map of how, when etc. to do that, with whose help, which tools to choose
3. Share the knowledge and information in my University (ppp. on seminars) (Andor)
4. Enrol myself in a gender issues training; adapt some activities from here during my youth exchange; learn more about "Roma-history"(Sarah)
5. Learn more; pass knowledge to student council; share as much as it possible in my NGOs; try to make presentation and workshop; project in future
6. Create our Drive directory (Francisco)
7. Using tools which I learned from study session in the activities of my organisation (Sena)

8. I will share my experience and information in my community; I'll make a workshop for youth Roma in my city
9. I will make workshop about discrimination. The workshop will be made on my teen camp and I would like to teach them ways how to stop discrimination (Aleksa Spanjevic)
10. I will organise a workshop for Civic Education Club leaders using Compass (Nata)
11. Find new chances for youth exchange in my country
12. Share on social media the outcomes
13. Report back to the team and partners on the study session sharing the available tool and projects agreed
14. Talk with my boss, colleagues about it + about my project
15. Read all books I got here; research more in internet; keep in touch with those people; write projects together; implementing; spread the knowledge and information I gained here (Karolina)
16. Spread the tools (Roberta)
17. Share the information with a workshop of study session (Valentina)
18. Explore opportunities within organisations based in my country (Henry)
19. Presentation of the project main topics, findings, outcomes to University staff and students upon arrival (Nune)
20. Effectively facilitate/execute the follow-up activity about femicides in Greece (gender violence and discrimination on 02/07/2019) and share preparing the next (Maria)
21. I'll find another chances to participate in such activities and improve my knowledge
22. Implement the Morning Rituals I designed; give life to the partnership projects I initiated more than 10 years ago
23. Network; check out books manuals; thematic workshops during next 3 workcamp; discrimination gender/sexuality minorities (populism); breathe in, breathe out; offer safe spaces wherever I go; share on social media (Eva)
24. Organise workshops for public school teachers (aged 22-35): 20 workshops - 400 teachers; seminar on topic #youthagainstdiscrimination 3 cities - more than 100 youngsters; online sharing resources and materials with other young and adults (Tofig)
25. Continue my work and my commitment with my communities in Mexico (Panco)
26. Fill up the Youth Portfolio with my youth workers team of the Mexico City HIV Clinic

After the Study Session 3 project initiatives have started to be prepared:

- Training course on visualisation on the themes connected with the problem of discrimination
- Long-term program on non-formal education and development of social entrepreneurship skills for Roma youth in Europe
- Training course on media literacy for youth

Majority of actions will be implemented from September, 2019 when the holidays will be finished, and participants will have a chance to meet local communities. So, the Study Session outcomes will be used not only at international, but on the very local level in 20 countries.

## ***The Council of Europe and the Study Session***

The Study Session directly contributes implementation of 3 priorities of the Youth Department. In particular this Study Session:

1) Equipped 28 youth workers and youth leaders with tools and documents (Recommendations), which increase the quality of education inside international youth projects and improve access to the rights of participants of such initiatives. In 2019 all participants will lead youth projects for at least 500 youngsters and will use tools presented in practise

2) During the Study Session livestream about populism from the workshop of Mr.Kuhn was organised <https://www.facebook.com/natalia.nikitina.77/videos/10157274319594004/>, so other youth workers and youth leaders could attend this part. This livestream has received 498 views

3) Facebook groups of both networks - Alliance and YEN has posted outcomes of each day with attendance of more than 15000 youngsters

4) Three participants of the Study Session are going to apply for Pilot Projects of European Youth Foundation in 2019, in order to develop competencies of youth leaders in their countries for dealing with discrimination in international youth projects

5) One of the outcomes of the Study Session - understanding of needs of learners for further development, which will be applied in next Study Sessions and other educational activities of the networks.

6) Thanks to participation of youth workers from Mexico, tools, documents and approaches of the CoE Youth Department will be spread among youth organisations in Mexico. Also participants had. a chance to compare approaches to youth policy, youth work and dealing with issue of discrimination in Europe and other territories, what helps to understand better values and opportunities available for member states of the Council of Europe.

7) Five participants expressed their interest to develop competencies as youth trainers and, in the future, to attend the pool of trainers of the CoE

## **Suggestions for the future actions of networks**

At the end of the Study Session group of facilitators evaluated processes and outcomes of the Study Session and formulated some recommendations for further Study Sessions

- 1) To select topic of the further Study Sessions by open voting of member organisations, where organisations expressing interest to the topic also express readiness to send participants to the Study Session
- 2) To continue exploration the topic of dealing with issued of discrimination in international youth projects, stressing attention to work with different groups of disadvantaged youth
- 3) To continue implementation of study sessions by networks together, because it stimulates exchange of expertise and cohesion of youth organisations
- 4) To invite more regions out of the CoE in order to widen vision of possible approaches to work with the issue of discrimination
- 5) To use more actively digital platforms in order to provide big number of youth leaders and youth workers to outcomes of the study session, e.g. to provide more livestreams from sessions
- 6) Networks should pay more efforts to find out the ways to pay facilitators of the study session. Such activity requires very long commitment and high level of expertise from facilitators
- 7) To synchronise educational strategies in networks, e.g. to continue development of the study session's themes in the frames of training courses. Alliance of European Voluntary Organisations is going to use this approach implementing a long-term training course in this direction in 2020. Moreover, more efforts should be paid to visualising the link between actions of networks at all levels: from lobbying in European institutions to local initiatives

## ANNEX 1

### Programme

#### **Saturday, 22 June 2019**

Arrival of participants  
19:00 Dinner  
20:00 Welcome evening

#### **Sunday, 23 June 2019      Introductory day**

09.30 – 11.00 Introductory session  
11.00 – 11.30 Break  
11.30 – 13.00 Getting to know more about YEN and Alliance networks  
13.00 – 14.30 Lunch  
14.30 – 16.00 Getting to know organizations presented by participants  
16.00 – 16.30 Break  
16.30 – 18.00 Getting to know each other from personal perspectives  
18.00 – 18.30 Reflection groups  
19.00 - Dinner

#### **Monday, 24 June 2019 – What is discrimination from the perspective of individual?**

09.30 – 11.00 Exploring experiences of discrimination in international youth projects  
11.00 – 11.30 Break  
11.30 – 13.00 Transforming experiences into theories and definitions related with discrimination issues  
13.00 – 14.30 Lunch  
14.30 – 17.30 Roots of discrimination and main actors of the processes (including 30 minutes break)  
17.30 – 18.00 Reflection groups  
19.00 - Dinner

#### **Tuesday, 25 June 2019 - What is discrimination from the perspective of institutions and organizations?**

09.30 – 11.00 The CoE mechanisms and tools of protection from discrimination  
11.00 – 11.30 Break  
11.30 – 13.00 Exploring anti-discrimination tools of the CoE in practice  
13.00 – 14.30 Lunch  
14.30 – 17.00 European organizations practices of dealing with discrimination in international youth projects (including 30 minutes break)  
17.00 – 17.30 Summing up of the outcomes  
17.30 – 18.00 Reflection groups  
19.00 Dinner

#### **Wednesday, 26 June 2019 – Why discrimination is dangerous?**

09.30 – 11.00 Further steps of discriminative behavior  
11.00 – 11.30 Break  
11.30 – 13.00 Challenges in exploring discrimination  
13.00 – 14.30 Lunch  
14.30 – Free time

#### **Thursday, 27 June 2019 - Radicalism and populism & critical thinking: how young people think?**

09.30 – 13.00 Expert session “Radicalism and populism nowadays: mechanisms and influence on youth” (with 30 minutes break included)  
11.30 – 14.30 Lunch  
14.30 – 17.00 Critical thinking – tool to challenge populism and radicalism (with 30 minutes break included)  
17.00 – 17.30 Summing up the outcomes of the day  
17.30 – 18.00 Reflection groups  
19.00 Dinner  
20.00 – Intercultural evening

#### **Friday, 28 June 2019 – Equipping youth workers to deal with populism- and radicalism-based discrimination**

09.30 – 11.00 Competencies of youth workers in dealing with populism- and radicalism-based discrimination: self-assessment  
11.00 – 11.30 Break  
11.30 – 13.00 Competencies of youth workers in dealing with populism- and radicalism-based discrimination: workshops from trainers  
113.00 – 14.30 Lunch  
14.30 – 17.30 Role and capacities of youth work in combating discrimination in youth projects and society in general (including 30 minutes break)  
17.30 – 18.00 Reflection groups  
19.00 Dinner

#### **Saturday, 29 June 2019 – Follow-up planning**

09.30 – 11.00 Exploring Resolution of YEN and Alliance, addressing the current situation in Europe, namely the rise of the far right, populism and xenophobia  
11.00 – 11.30 Break  
11.30 – 13.00 Working on guidelines for international youth workers how to deal with **populism- and radicalism-based discrimination**  
13.00 – 14.30 Lunch  
14.30 – 16.00 Follow-up planning  
16.00 – 16.30 Break  
16.30 – 17.30 Evaluation of the Study Session

#### **Sunday, 30 June 2019 –**

Departure of participants

## ANNEX 2

### List of participants:

Nr.	Last name	First name	Country
1	Mkrtchyan	Tatevik	Armenia
2	Sadikhov	Tofiq	Azerbaijan
3	Crudenaire	Alain	Belgium
4	Daoud	Ismail	Belgium
5	Ruidant	Sarah	Belgium
6	Kos	Milica	Bosnia
7	Janson	Elvina	Estonia
8	Kirsip	Henri-Kristian	Estonia
9	Gamtsemlidze	Nato	Georgia
10	Chatzidionysiou	Maria	Greece
11	Trevarain	Agnes	France
12	Tenorio-Hernandez	Francisco	Mexico
13	Barabas	Andor	Romania
14	Yalcin	Sena	Turkey
15	Kippa	Marianna	Ukraine
16	Clavell	Valentina Servera	the UK
17	Spanjevic	Aleksa	Serbia
18	Salzano	Roberta	Italy
19	Srapyan	Nune	Poland
20	Mendes	Vitor	Portugal
21	Coutinho	Luis Alexandre Pacheco	Portugal
22	Rankovic	Karolina	Serbia
23	Jovanovic	Tomislav	Serbia
24	Galiullina	Dinara	Spain
25	Lozano	Evaristo Vall	Spain
26	Ornad	Raúl Bobé	Spain
27	Zhuchkova	Irina	Russia
28	Sabirova	Raniya	Russia

### Organising team:

Nikitina	Natalia	Russia	Alliance of European Voluntary Service, the course director
Slogar	Pia	Poland	YEN, facilitator
Laboda	Georgina	Hungary	YEN, facilitator
Soldatova	Evgenia	Russia	Alliance of European Voluntary Service, facilitator
Kuhn	Roman	Germany	Expert

Gasimzade	Ilhama	Council Europe	of	Trainee
Chardymova	Natalia	Council Europe	of	Educational Advisor