

#Tool 13



Structure and content of an anti-rumours training course

Objective

This tool proposes a structure and content for an 8-hour anti-rumours training course designed to provide the basic knowledge needed to apply the Anti-rumours Approach effectively and rigorously to the field of diverse sexual orientations, gender identities and expressions and sex characteristic (SOGIESC).

This training programme aims to equip participants with the skills to identify, analyse and respond to rumours, discriminatory narratives and misinformation about LGBTIQ people and communities using the anti-rumours approach.

How to use the tool

This tool sets out a proposal for the content deemed necessary to cover in an 8-hour introductory training course for individuals, organisations, public authorities and different actors interested in getting involved in developing anti-rumours initiatives to challenge rumours, misinformation, disinformation and discriminatory narratives about LGBTIQ communities, as well as for those wishing to promote an Anti-rumours initiative in their city.

Recommendations

- ✦ Ensure a diverse representation of individuals, organisations, social agents and perspectives.
- ✦ Involve relevant experts, according to the training angle, in anti-rumours training.
- ✦ This proposal is flexible and should be adapted to different profiles, specific training objectives and to the available time.
- ✦ It is advisable to define the training objectives in advance before inviting participants.
- ✦ Pre and post training surveys are highly recommended, and the content will depend on the specific objectives and target of the training.
- ✦ Ensure meaningful participation of LGBTIQ people and specialist organisations both in the design and, where possible, in the delivery of the training.

Structure and content of anti-rumours training

1. General details

- **Total duration:** 8 hours.
- **Format:** Face-to-face / hybrid.
- **Participant profile:** Municipal technical staff, professionals in education, communication, health and social services, community workers, local institutional representatives and people associated with social or community organisations.
- **Recommended group size:** 15–25 people.

2. Training objectives

Overall objectives

- Equipping participants to identify and analyse rumours, prejudices, discriminatory narratives, misinformation, disinformation and hate speech related to SOGIESC.
- Strengthening participants' capacity to prevent and respond to these narratives using the Anti-rumours Approach as well as to foster the dissemination of alternative positive and rights-based narratives.

Specific objectives

- * Distinguishing between key concepts (stereotype, prejudice, rumour, misinformation, disinformation, hate speech).
- * Identifying discriminatory narratives present in their own context.
- * Understanding the principles of the Anti-rumours Approach.
- * Designing context-specific anti-rumours actions.
- * Incorporating an LGBTIQ and intersectional perspective.
- * Developing skills in dialogue, critical thinking and alternative narratives.
- * Introducing the key elements and the design of an Anti-rumours Strategy.
- * Recognising the diversity within LGBTIQ communities themselves from an intersectional perspective.

3. Methodological development in modules

SESSION 1: Key concepts (1.5 hours)

Objective: To establish a shared conceptual framework.

Key content:

- Differences between SOGIESC-based stereotypes, prejudice and discrimination.
- Rumours versus misinformation.
- Discriminatory SOGIESC-based narratives and hate speech.

- Specific aspects of sexual orientation, gender identity, gender expression and sex characteristics diversity: basic concepts, terminology, regulatory frameworks and main discriminatory narratives.

Activity:

1. **Opening activity (15 mins)**
Brainstorming: “What is a prejudice, and what is a rumour?”
2. **Short presentation (20 mins)**
Presentation with practical examples.
3. **Group exercise (30 mins)**
Sorting statements into categories (e.g. prejudice, rumour, hate).
4. **Guided discussion (25 mins)**
Impacts on LGBTIQ people, their communities and society as a whole.

SESSION 2: Identifying narratives (1.5 hours)

Objective: To identify discriminatory narratives in the immediate context.

Contents:

- Types of narratives and their characteristics.
- Channels of dissemination.
- Actors and amplification.
- Structural factors that encourage the emergence and spread of rumours and discriminatory narratives.

Activity:

1. **Group work (40 mins)**
Identify real narratives and rumours in the local area, whilst also identifying community assets and existing inclusive narratives.
2. **Collective map (30 mins)**
Pilot narratives on multiple channels (e.g. social media, mainstream media, the street).
3. **Group discussion (20 mins)**
Analysis of patterns.

SESSION 3: Anti-rumours approach (1 h)

Objective: To understand the methodological approach.

Contents:

- Principles: non-confrontation, dialogue, critical thinking, interaction, etc.
- Respectful exchange and creating supporting settings for dialogue.
- Applying the Anti-rumours approach in practice.
- Ethical principles for working with LGBTIQ people and personal testimonies.

Activity:

- Question on which strategies participants consider most effective (30 mins)
- Guided reflection (30 mins)
What works / what doesn't.

SESSION 4: Counter-rumour actions (2 h)

Objective: To learn about practical strategies and tools.

Contents:

- Critical thinking.
- Anti-rumours dialogue.
- Alternative narratives.
- Community interaction and action.
- Inclusive communication and respectful language.
- Building narratives based on shared values.

Format:

1. **Practical workshop (60 mins)**
Designing alternative messages.
2. **Advanced role-play (40 mins)**
Facing difficult conversations.
3. **Group analysis (20 mins)**
Assessing effectiveness.

Methodological guidelines:

- * Avoiding direct confrontation
- * Using open-ended questions and personal experiences
- * Incorporating emotions
- * Avoiding portraying LGBTIQ people solely as victims.
- * Encouraging active participation from everyone.
- * Using diverse examples that reflect diverse sexual orientations, gender identities and expressions, and sex characteristics.

SESSION 5: Anti-rumours Approach (1 hour)

Objective: To understand how to design an Anti-rumours initiative

Contents:

- Step-by-step design of an Anti-rumours Strategy
- Anti-rumours core team
- Assessment
- Action plan

LGBTIQ Anti-rumours Toolkit – Action design

- Evaluation
- The role of meaningful participation by LGBTIQ people throughout the design, implementation and evaluation process

Activity:

- * **Mini case study (40 mins)**
Designing a basic strategic outline.
- * **Summary (20 mins)**

SESSION 6: Practical exercise (1.5 hours)

Objective: applying everything learnt.

Main activity:

Group work (4–5 people):

Designing 2–3 Anti-rumours actions, explaining why they align with the Anti-rumours Approach and how they incorporate the SOGIESC perspective, and ensuring they include:

- Identified problem
- Target audience
- Objective for change
- Specific action
- Evaluation indicators

Phases:

1. Design (60 mins)
2. Presentation (30 mins)

Assessment:

- * Coherence
- * Applicability
- * LGBTIQ inclusive approach

SESSION 7: Conclusion (0.5 h)

Objective: Consolidating learning and encouraging application.

Activity:

- Quick round: “I am taking away / I am going to apply”
- Individual/municipal commitment (specific action)

4. Evaluation

Final assessment

- Quality of action design
- Self-assessment of learning
- Involvement of various stakeholders.
- Changes in knowledge, attitudes and sense of belonging.

5. Materials required

- Presentation (slides)
- Worksheets
- Post-it notes and felt-tip pens
- Case studies

6. Teaching recommendations

- Creating a safe space (rules of respect)
- Dealing with potential resistance
- Avoiding direct confrontation
- Incorporating relevant everyday situations
- Adapting language to the group

7. Expected outcomes

By the end of the session, participants will:

- Accurately identify discriminatory narratives
- Apply tools to debunk rumours
- Design concrete actions
- Adopt a critical and empathetic approach

8. Follow-up

- Create a network of participants
- Share follow-up resources
- Propose a follow-up session

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