

REPORT

Local Training Courses

Two local training courses on how to act against racism, invisible racism, discrimination and hate speech were organised within the STAR project:

Course	Dates	Target group	No. of participants	No. of trainers
COURSE 1	9 - 11 December 2020	Young people, peer educators	34	2
COURSE 2	14 - 16 December 2020	Teachers, people working in NGOs	14	2
Sum			48	

Due to the restrictions related with COVID-19 pandemic both trainings were run online using ZOOM. Participants were recruited through an online questionnaire. Both trainings were prepared and run by two trainers: Aleksandra Jarocka and Dariusz Grzemny.

Aim and objectives of the training courses

The main aim of the training courses was **to develop participants' competences related to acting against racism, invisible racism, discrimination and hate speech using approaches developed within the STAR project.**

The courses had the following objectives:

- to explore the notions of racism, invisible racism, discrimination and hate speech
- to discuss the roots and consequences of racism, invisible racism, discrimination and hate speech
- to analyse the role of the witness in situations of racism, discrimination and hate speech
- to reflect on own stereotypes and prejudices
- to learn about educational and other approaches of tackling racism as promoted in the STAR project
- to introduce "Constellations" manual developed within the STAR project
- to motivate participants to take action against racism, invisible racism, discrimination and hate speech



Profile of participants

Both groups were very diverse in terms of the background of participants and the organisations / institutions represented:

GROUP 1: consisted mainly of young people who are either peer educators or wanted to be peer educators. Some of them were already trained in other activities and some did participate in other STAR activities. There were representatives of minority groups, such as the Ukrainian minority in Poland and LGBTIQ people.

GROUP 2: consisted of teachers, school counsellors and representatives of NGOs that work directly with young people in different domains, e.g. supporting young people with disabilities.

Programme of the courses

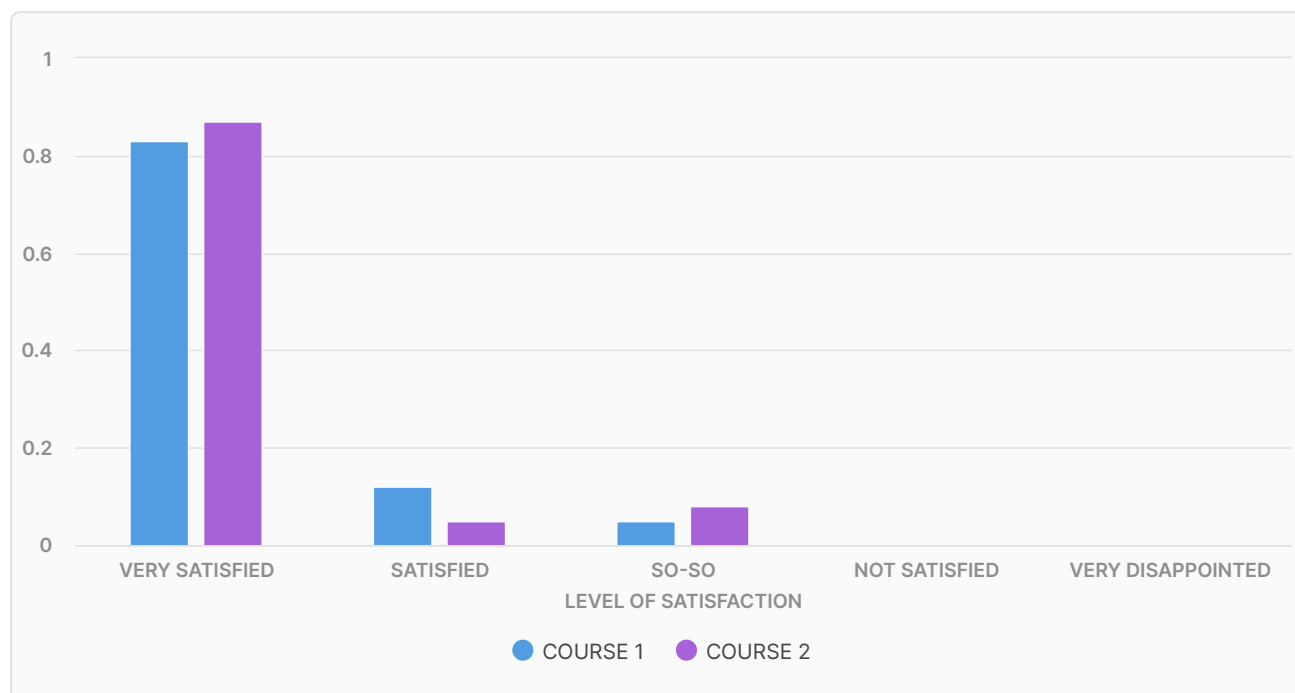
Day	Time	Content
DAY 1	09:00	Getting to know each other; group building activity (developing a banner together)
	10:00	Introduction to the training course: presentation of the aim, objectives, methodology and the programme of the training course
	10:15	Expectations from the training course - participants work in the break-out rooms and discuss their expectations from the group. Each group needs to select top 3 expectations and present them in plenary room.
	10:45	Break
	11:00	Exploring own stereotypes and prejudices: Where do you stand activity
	12:30	Input on stereotypes and prejudices: linking them with racism, discrimination and hate speech
	13:00	Break
	13:15	What is racism: brainstorming activity
	13:45	Invisible racism: working with cases studies and identifying different forms of invisible racism
	14:45	Summing up

	15:00	End of Day 1
DAY 2	09:00	Welcome and introduction to the day
	09:15	What is hate speech? - input
	10:00	Causes and consequences of hate speech: working in groups on the problem tree. After the group work, participants present their work in the plenary room
	11:00	Break
	11:30	How to recognise hate speech online and offline: activity
	12:30	Counter and alternative narratives as the response to hate speech - input
	13:00	Working on counter and alternative narratives in groups; presentation in plenary
	14:45	Summing up
	15:00	End of Day 2
DAY 3	09:00	Welcome and introduction to the day
	09:15	Introduction to "Constellations" - approaches, methodologies and methods
	09:30	Human rights education as a response to racism, invisible racism, discrimination and hate speech - interactive input (activity included)
	10:30	Break
	10:45	Trying out different approaches developed in the STAR project: in two groups (round 1)
	12:15	Break
	12:30	Trying out different approaches developed in the STAR project: in two groups (round 2)
	14:00	Introduction of Erasmus + Programme
	14:20	Evaluation and follow-up
	15:00	End of the course

Evaluation of the courses

Here are the responses from the participants:

What is your overall satisfaction with the training course?



What have you learnt in the training course?

Learning	COURSE 1	COURSE 2
I understand the notion of racism and invisible racism	83%	91%
I understand the notion of discrimination	91%	93%
I understand the notion of hate speech	97%	97%
I understand different approaches to tackle racism and invisible racism	81%	85%
I know how to use different approaches to tackle racism and invisible racism	78%	80%
I understand the principles of human rights education	91%	93%
I know how to use human rights education to tackle racism, discrimination and hate speech	89%	91%
I know how to use counter and alternative narratives to tackle hate speech	79%	77%
I know how to use "Constellations" manual	91%	95%
I know how to react in situations of racism and invisible racism	81%	85%
I know how to react to hate speech	91%	97%
I am motivated to take action against racism, invisible racism, discrimination and hate speech	97%	100%

Other responses (selection):

- I understood about my role in fighting against racism, that I should never stay indifferent
- I realised how invisible racism can have a negative impact on people who are affected by it
- I feel that our NGO does not do enough to tackle racism and invisible racism. I feel motivated to start doing more. Constellations will help me for sure.
- I was not aware about how containable the term racism is. I always thought it refers to skin colour only.
- I feel very empowered to take action against hate speech online.

What were the highlights of this course for you?

- the activities from Constellations
- discussions in smaller groups
- working of alternative narratives
- the approach of trainers: very patient, listening to the participants
- theoretical inputs
- respective atmosphere where everyone felt valued and listened to
- “Where do you stand” activity
- I liked the good treatment approach - so simple and so powerful

What were the lowlights of this course for you?

- too few breaks
- inputs were too long and sometimes not very engaging
- not enough practice - we could have done more activities from Constellations
- some participants not willing to contribute and staying silent
- too much rush - we needed more time to do some activities

How will you follow-up this course? (selection)

- anti-discrimination training for all staff in the organisation
- developing peer education programme in the school - training peer educators
- talking to my friends about this training course
- developing youth exchange on the topic of invisible racism
- training teachers on how to use Constellations during classes
- reading Constellations and thinking of the ways how to use it in the school
- organising a webinar on how to react to hate speech

Results / summary

The courses were positively evaluated both by the team of trainers and the participants. The team of trainers identified the following results of the training courses:

- Discussing the topic of invisible racism / hidden bias is not that popular among young people. The training provided for such an opportunity and for many participants it was the first time they heard about it. Therefore, the course made them aware of the issues and provided the tools necessary to react to the occurrences of invisible racism.
- The understanding of the notion of racism is very often limited to skin colour only, and it was very visible during the course. The course contributed to widening this understanding.
- The activities proposed to the participants from the “Constellations” manual were very appreciated by the participants. Some participants mentioned that they are easy to do, simple and can be very effective when discussing racism and hate speech as they provide for active participation of young people. The manual should be promoted in schools and further trainings are needed (e.g. for teachers).

- The topic of racism, discrimination and hate speech is not easy to discuss in schools, especially by teachers who are afraid of raising these topics in the class due to the hostile atmosphere in schools. There is a need of more activities to empower teachers so they would feel more confidence in dealing with these topics.
- The course motivated participants to take action against racism, discrimination and hate speech. Some of the participants developed very realistic and clear ideas on how they would follow up the courses.



3. Co w sytuacji dyskryminacji czuje, myśli, przeżywa świadek/świadkini?

**ciekawość,
strach,
niepewność**

ulge

wstyd

niepokój

niepokój

**poczucie
winy**

**niepokój,
potrzebę
pomocy**

wstyd

zaskoczenie

**wstyd, że
nie
reaguje**

**obojętność,
lęk,
niepewność**

współczucie

o bojętność

bezradność

bywa, że obojętność

bezradność

złość

niepewność

oburzenie

**bezsilność, złość,
poczucie
niesprawiedliwości**

**dyskomfort
niepewność
czy
zareagować**

**lęk/
strach**

**ciekawość
i litość**

Niepokój,
bezradność,
podniecenie,
ciekawość, litość,
pogardę, strach,
obojętność,
zażenowanie, gniew.