



The report of research in
the project
**“Civic Help for Anti-
Racist Measures in
youth work (CHARM)”**

SUMMARY

OBJECTIVES OF THE RESEARCHES

From the terms of reference objectives in the research are:

1. To understand the situation in youth organizations in terms of diversity within the organizations and existing practices of inclusion;
2. To explore the understandings of racism and Human Rights by the youth organizations;
3. To identify examples of Anti-racist and Anti-discriminatory practices;
4. To identify which group has the strongest stereotypes and prejudices within the organization, and in the target groups that the organization works with.

METODOLOGY

To obtain our objectives we used techniques based on *Terms of Research*:

I. **Online survey**¹ with guideline of the *Terms of Research Final*. We have collected thirty responds from youth workers in all over Murcia region. The responds are mostly from the representatives of NGO's working with youth, therefore our responders are in young age, 90% of them are under thirty.

II. **Six In-depth interviews** with representatives of Youth Non-Governmental Organization Scouts of Lorca, Association of People from Ghana, Association of Disabled People – Asociación de Personas con Discapacidad Física de Lorca y su Comarca "ASDIFILOR", Association working with children, Council of Youth of Lorca, and Association dealing with Alzheimer.

The diversity of organization allows us to observe various cultures and themes which are important to youth working and volunteering in Lorca, and also to identify the differences between organizations are working with European projects and those do not have idea about the projects.

III. Two focus groups.

The first group focused on employees, co-workers and volunteers of one of the most active NGOs located in Lorca and Murcia region in field of youth work, Cazalla Intercultural. The event was held in the organization's office with the presence of six representatives.

The second group was organized at in Lorca with members from the Community of Columbians.

The purpose of conducting In-depth interviews with the two above organizations is to focus on the organization's different backgrounds in order to find the differences in perceiving Human Rights and Anti-Discrimination topics.

The method of the research was based on the rules of sociology. For instance, all the in-depth interviews were made by following these steps: choosing organization, contacting representative, scheduling meeting date & place, carrying comfortable atmosphere interview, establishing conditions and important information which are in need to be collected from the interviews.

In general, the interviews tend to be focused on Spanish nationals. However, there were some representatives from other national groups that speak English (i.g President of Association of People from Ghana in Lorca and International volunteer from Cazalla Intercultural)

¹ Annex number 1



DESCRIPTION OF QUALITY RESEARCHES

THE SITUATION IN YOUTH ORGANIZATIONS IN TERMS OF DIVERSITY WITHIN THE ORGANIZATIONS AND EXISTING PRACTICES OF INCLUSION

The important role of including youth in the activities and works of different organizations in Lorca was emphasized by all the responders. In order to create a typical youth work environment in the region, all of the organizations make an effort collaborating with other organizations to build common projects for youth in themes of different cultures. They mainly focus on the integration processes (Asociacion de Personas con Discapacidad Fisica de Lorca y su Comarca "ASDIFILOR", Council of Youth in Lorca, Cazalla Intercultural, Scouts) and security of communities plus their interests (Association of Ghana, Colombia)

UNDERSTANDING OF HUMAN RIGHTS AND RACISM BY THE YOUTH ORGANIZATIONS

DEFINITION OF HUMAN RIGHTS

As in our result, responders did not understand clearly Human Rights definition. The reason that caused this issue due to the term of Human Rights is similar to Charter of Human Rights, as it seems to be a vague system of values and behaviors and also because the perception that exists with other terms and activities that make people confused in minds. In addition, the definition of Human Rights is influenced by personal ideas and own experiences; therefore it could be very subjective. Understanding the fact, we believe it is important to be well prepared before researching the field. Furthermore, we can clarify the relationship between associations and the issue we have to use as clues for preparing appropriate educational programs.

During our research, we found different definitions of Human Rights from different organizations. For examples, people that work in field of Human Rights defined the term in more scientific and abstractive way with general level, as they connected Human Rights with other topics and issues. Oppositely, those who do not work directly in field of Human Rights tended to define the term in personal way, as they connected with their own experience and observation.

Our responders defined Human Rights in general way, in which they found themselves related to the objectives, for example freedom protection, personal dignity. Human Rights are somehow defined as a system of values and behaviors, which is connected to them. In addition, Human Rights are also related to particular rights which are for everybody, for example right to have religion, education, Human Rights Charter, etc.



During researches about Human Rights, we summarize the term as following:

- Fundamental values;
- Ethical limits;
- Protection of dignity;
- Minimal standard;
- Balance & harmony between people;
- Liberty;
- System of law & system of values;
- Tolerance of our distinctiveness;
- Agreement between people as a way to overcome relativism;

DEFINITION OF RACISM

According to our responders, the definition of *racism* is in association with other terms such as: *Ignorance* and *Discrimination*. Generally, *racism* was defined as a way of one's behaviors toward different people and cultures. Different reasons of *racism* were collected from our responders such as: gender, age, incapacity, culture, religion, origin, and economic circumstance.

RACISM VIA DISCRIMINATION

For me racism is what you do when you discriminate against people.

However our responders did not give their own personal examples related to discrimination cases, which is difficult for us to do the research. They only spoke about discrimination in general level, but anything directly connected to their personal experience. According to the researches, we sum up with the two typical examples of discrimination: Discrimination by government & law and discrimination of public space.

Many of our responders from organizations of immigrants have reported about their issues with the constitution of law they experienced. There are also many cases related to the issue, which put those groups of people out of society circle. It is more likely due to their difficulties in searching for legal job, fair accommodation and insurance, etc.

Discrimination is more likely performed by the government than by people. Politics should change the law to give the rights for people having their own legal works.

Responders also pointed out some examples of the exclusion in local policies. As they are not received any support for their activities from the city. For instance, organizations from Ghana were suffering from the lack of meeting place even though they actively asked for it.

We made a lot of events in Lorca, but still we don't have place to meet. We are 192 people, so where could we make meetings?

Space discrimination was also reported by our responders. As in each city there are districts that have different groups of people, immigrants and locals living. Therefore, having events, which connect different districts of city, is a valuable idea, because people are even from different parts should have their rights to have education, communication and cultural events equally.



Local people live in their own worlds. They don't know where the Ecuadorians, Moroccan and Russian shops are, they have never enter in those shops. They have their own parts of the city.

The example of discrimination was stated, when the responders talked about bars in Lorca where Gypsies and people from Morocco are prohibited to enter. Furthermore, immigrants are also being treated negatively with different prices compared to local people.

For instance, Gypsies are not allowed to enter some pubs and also have to pay more than Lorquinos. It is the problem towards different immigrants. I was talking with Colombian girl and she was talking to me that she was working in a bar and I understand why people do this. Because Moroccans and Ecuadorians they drink two glasses of beer and they are completely drunk, they lost their minds, they began to be out of control... but why they are not allowed to enter bars? Spanish people think it is a better business when they notice Spanish drink much more than immigrant people. However, she was replying very... still she has some points.

GOOD PRACTICES OF INCLUSION

PROBLEMS WITH INCLUSION OF YOUNG PEOPLE

1. Low rate of involved young people because of the aversion and lack of interest & of their parents
2. Unwillingness of young participants to remain relationship with representatives of other nationalities;
3. Languages, cultures and economical barriers;

IDEAS TO GET YOUNG PEOPLE INVOLVED IN ACTIVITIES

PREPARATION OF BACKGROUND

1. Work with parents of young people to open their minds in order to encourage them getting their children involved in our activities.
2. Get people from groups of exclusion involved in working with the organization or in preparation of events
3. Provide fair financial supports to young people with economical issues
4. Promote the organization and activities among the community

COOPERATION NETWORK

1. Collaborate with other organizations and government
2. Educate teachers about intercultural dialogue and integration
3. Cooperate with schools in different levels

EVENTS, ACTIVITIES – NON-FORMAL EDUCATION

1. Organize events for example football match to attract young people from different backgrounds in order to educate about Human Rights in an indirect way.
2. Develop intercultural education;
3. Organize events and long term projects with integration of the immigrants from different groups with local people



4. Integration different parts of the city, and the same different groups;
5. Organize intercultural meetings
6. Send people to Youth Exchanges, or program related to European projects
7. Develop tools to fight for equality and to promote Human Rights education
8. Conduct projects about Gender Balance and Equal decision-making processes

GROUPS STEREOTYPEZED

Lorca is known as a good place to observe and interact with different cultures. The immigrants were noticed coming to Lorca for the last 15 years. As things changed during the past 15 years, it is important to observe the action and search for idea to improve good practices in the field.

Young people are now growing up in multicultural environments, for that reason they have possibilities to learn about other cultures. In the report, our adult responders did have cultural diversity in their schools, as it is more than 60% of young immigrants studying at the same schools. It is not only an ideal chance to have intercultural exchange, but also creates issues that we need to work on.

During the researches, we identify there are stereotypes that exist in Lorca. It happens among each immigrant group in the city.

Stereotypes are existed not only between Lorquinos and groups of immigrant, but also among different groups of immigrant. For instance, it is said that men from Morocco (macho) do not have any respect for women. Or people from Latin America are known as poor and have to work in bad conditions. It also said that Gypsies do not work, they sell drugs and steal instead, and the people from Africa have bad smell, etc. The toughest prejudices must be happened to Ecuadorian people when many groups of immigrant have admitted their bad attitude towards Ecuadorian.

On the other hand there are the existing groups of young people who are expressing the interest to fight with those kind of stereotypes.

Another stereotype exists in Lorca and in general society is about young people.

While doing research, we notice an important issue that it is difficult to draw a border line in between of behaving in a stereotypical way and protecting of self space. Our responders somehow struggle with behaving in situations towards people from different countries and immigrants as well. Responders are often scared of being abused with discrimination and also they always doubt about the purposes of people's action.

DESCRIPTION OF NUMEROUS RESEARCHES

METODOLOGY

A number of researches had been conducted within two months from 15th March to 15th May 2013. After having a consultation session with partners, we did translate the question that we have received from the Greek partner. In order to keep the form originally and to make it easier to compare the result, we did not change much the content of the question form. As for responder



group, we chose Murcia in Spain to do the research due to the quality of the result we have seen before.

We found an official list of youth organizations in Murcia region and chose five organizations for doing research. We also sent emails to inform about the project enclosed with our online questionnaire form. At first it was not really successful, hence we decided to choose a new group of organization with the same method we have done lately. However we did not receive much answer from those organizations as well. We then decided to public the question form on Cazalla Intercultural website and Facebook page in hope to get 40 answers. However we did only receive 30 answers for the research.

With the result from gathering answers in our researches, we have realized it is not always an appropriate way to do a research with the method that mentioned above. It might be due to the lack of motivation to full-fill the question form, and also not every email we have sent could reach the responders. For that result, we may come with a conclusion that people are not really interested in Human Rights topic, and they may not feel the importance of doing the research about the topic as well.

SUMMARY OF THE NUMEROUS RESEARCHES

Most of our responders declared working in Human Rights field. However there is a problem with identifying the examples of exclusion. As in report, it is 60% of responders do not know any example of exclusion, while only 20% can specify some of it. We then may think it seems there is no example of exclusion, or there must be difficult to define what does exclusion mean. It is due to the reason why Human Rights definition is generally just a theory, which is difficult to understand in reality

The organization affirmed openly collaborating with groups of exclusion (which is 92,4%), however they admitted in the next question that most of their group members are Spanish (which is 63,3%). Obviously the organizations have interests to cooperate with immigrants and groups of exclusion, still it is not much organization have immigrants as their long-term members. 40% of our responders said they wanted to change the circumstances.

81% of our responders reported that they have not identified cases that are against respecting Human Rights. Meanwhile, 67% did not experience any situation in which they have to defend Human Rights. Even though there are 76% of organizations having interests in Human Rights education, but only 49,5% of them want to participate in trainings and seminars about the same topic.

We are confident to say that it is essential to work on Human Rights definition and to investigate if there is any example of exclusion. It seems to be a tough topic to work on as responders tend to describe the environment and local communities more than their own situations. As in reality, obviously nobody will ever say he/she excludes people for some reasons. Therefore it is required to find a relevant method to investigate the case properly. Furthermore, it is also a struggle with identifying examples of exclusion in some dictator countries – where people have no rights to their own religions, beliefs and education. In European countries, where education about Human Rights is existed but it is not enough visible with examples for us to research, though we notice the examples are happened as well.



RESEARCHES' RESULTS AND OUTCOMES

According to our researches, we believe it is crucial to conduct more specific researches in Human Rights field. It seems to be impractical to create only one tool, which works perfectly with each group of exclusion; hence we should investigate each of them separately in order to understand their problems. In addition, we also search for a tool to attract groups in making non-formal education. Furthermore, the researches should be done more specifically in topics related to examples of exclusion to understand people's knowledge about exclusion. As most of our responders had trouble in specifying examples of exclusion with their only general definition about Human Rights, which is not associated to real life situation, we believe it should be discussed more properly about examples in term of Human Rights.

Perceiving the importance of Human Rights, we should organize trainings and seminars with Human Rights theme for organization's employee and teachers. It is necessary to facilitate the process of finding, defining and discussing about the examples of exclusion and its borders. We conclude that it could be difficult and not efficient for people if they can't identify examples accurately to work in Human Rights field. Moreover, we prefer organization's staffs should exchange their knowledge of good practices during the trainings as well.

Young people tend to be reached easily with non-formal education. According to our responders we understand that they show no interests in events, which directly talk about Human Rights. We suppose it could be a better way to approach is to organize intercultural exchanges, meetings and activities that get people from groups of exclusion involved in. We notice that it is difficult to have young people's attention, as many of our responders have reported. Therefore we must ask young people to understand and create an appropriate tool to work on the issues. As the result we have seen, it had bigger influence when it came to simple events with interesting activities we organized.

To be noticed there is an important issue that needs to be improved – The diversity in organization's workers environment. According to researches we have, we conclude it is essential to involve people from groups of exclusion in the organization, not only as a collaborator but also as a full-time employee if it is possible. It is known as a proper method to get people from groups of exclusion involved in actions.

Human Rights Education could have stronger impacts when the organizations cooperatively work in their networks, especially in building collaboration with groups of exclusion organizations, for example the organizations of immigrant.

The most important thing that should be done is to gather all good practices and promote it publicly by as many organizations as possible.

