

## International Workshop “CHARMing Tools: Reaching out to youth organizations”

REPORT from the workshop  
9-12.06.2013, Lorca, Spain

### Workshop venue:

Hotel Spa Jardines de Lorca

**Participants:** We have invited partners of the project as well as members of the various youth organization from all participating countries. In total we had 24 participants – 4 from each partner organization.

### Objectives of the workshop:

- To share and reflect on the research results conducted within the CHARM project;
- To articulate pan-European situation of the attitudes of youth organizations towards anti-racism and human rights;
- To discuss strategies and tools for approaching youth organizations with the issues of anti-racism and human rights;

Video: <http://youtu.be/bh6OInnAYbk>

## PROGRAMME

### SUNDAY, 09.06.2013

All day long	Arrival of participants ☺
Around dinner	If applicable, ice-breaking and socializing

### MONDAY, 10.06.2013

<b>10:00 – 11:30</b>	<b>FIRST SESSION: Intro</b>
10:00 – 10:10	Welcome by Cazalla
10:10 – 10:50	Getting to know each other: <ul style="list-style-type: none"> <li>• Name game</li> <li>• Diversity union</li> <li>• Personal Shield variation</li> </ul>
10:50 – 11:10	Introduction to the project by C.E.G.A.
11:10 – 11:30	Presentation of agenda, expectations of participants Safety usage of workshop tools instructions ☺

## International Workshop “CHARMing Tools: Reaching out to youth organizations”

REPORT from the workshop

9-12.06.2013, Lorca, Spain

11:30 – 12:00	Coffee break	
12:00 – 13:30	<b>SECOND SESSION: Input of “raw materials” – Research</b>	
	Presentation of research results by country. Each partner has 10 min. to present summary of results and 5 min to answer questions. Presentations should follow the structure of the analysis guidelines.	
13:30 – 15:30	Lunch	
15:30 – 17:00	<b>THIRD SESSION: Parallel working groups</b>	
15:30 – 16:15	<b>FOR PARTNERS AND RESEARCHERS:</b> Tracing similarities and pointing out differences in the research results in the different countries – (in one or two groups)	<b>FOR YOUTH WORKERS, EXTERNAL PARTICIPANTS:</b> Reflection of the CHARMing youth worker – creation of the characteristics (competences) that CHARMing youth worker should possess.
16:15 – 17:00	Presenting group results and discussion	
17:00 – 17:30	Coffee break	
17:30 – 19:00	<b>FOURTH SESSION</b>	
17:30 – 18:15	<b>The Horror House:</b> Identifying specific problems and needs. <i>Methodology:</i> Participants are divided into a few groups and asked to discuss what was the most problematic, worrying (troubling), <b>the scariest thing</b> that they saw in the research results. They should think of a way to present those issues (problems) through Horror House corridor through which the rest of the participants should pass. They should then guess what is the problem identified. Problems are listed.	
18:15 – 18:50	Charming solutions. The problems identified in the previous part are now listed in different posters. The participants, in groups, brainstorm on possible solutions for the problems, and then switch to another poster...	
18:50 – 19:00	Daily evaluation	

**TUESDAY, 11.06.2013**

## International Workshop “CHARMing Tools: Reaching out to youth organizations”

REPORT from the workshop  
9-12.06.2013, Lorca, Spain

<b>10:00 – 11:30</b>	<b>FIRST SESSION: Tools for approaching youth</b>
10:00 – 10:10	Waking up, agenda of the day
10:10 – 11:10	World Café with questions for reflection on research results and strictly connected to strategies and tools for approaching youth organizations and making them interested in the project.
11:10 – 11:30	Plenary discussion, summary and conclusions
11:30 – 12:00	Coffee break
<b>12:00 – 13:30</b>	<b>SECOND SESSION</b>
	The big dissemination – PART 1  Participants are divided in 4 international teams and have to prepare the best CHARMing message/slogan.
	Plenary presentation and the invitation to the second part of the BIG dissemination – presentation of the possible working groups for the second part. Each person could have sign un for only one group.
13:30 – 15:30	Lunch
<b>15:30 – 17:00</b>	<b>THIRD SESSION</b>
	The big dissemination PART 2  The international teams (divided by interests to work on the specific tasks) were implementing the following tasks: <ul style="list-style-type: none"> <li>• Create the concept for local event promoting CHARM project (4 participants signed up);</li> <li>• Create the recommendations for the CHARM webpage improvements</li> <li>• List of criteria how to be a CHARMing youth organization</li> <li>• Create three viral picture photos with messages, slogans, promoting the CHARMing idea;</li> <li>• Create a short video, etc.</li> </ul>

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## International Workshop “CHARMing Tools: Reaching out to youth organizations”

REPORT from the workshop

9-12.06.2013, Lorca, Spain

17:00 – 17:30	Coffee break
<b>17:30 – 19:00</b>	<b>FOURTH SESSION</b>
17:30 – 18:00	Presentation of results of the Big Dissemination
18:00 – 18:30	Workshop conclusions and follow-up
18:30 – 19:00	Evaluation

### WEDNESDAY, 12.06.2013

At some point	Press-conference
All day long	Departure of participants / Coordination meeting

## RESULTS

### Results of the research of the partners of the CHARM project

#### POLAND

- Outcomes are not revolutionary, they confirm the general idea that we had of the situation. They picture a general frame. How to use what we have?
- 24 political youth organizations interviewed (they are not NGOs but informal associations of young people for the legislation).
- LGBT people – Roma people – mental disable people suffer the most the discrimination.
- The research covers the whole region of Lower Silesia.
- Problems for the organizations to define *discrimination*
- People think that there isn't racism in Poland just because it is thought to be related to skin color.

## International Workshop “CHARMing Tools: Reaching out to youth organizations”

REPORT from the workshop  
9-12.06.2013, Lorca, Spain

- Some general acceptance of discrimination.

### SPAIN

- Problems for the organizations to identify examples of exclusion.
- Different kinds of organizations interviewed.
- Problems with the definition of human rights, discrimination and racism.
- Solutions proposed: using basic ideas
  - mixing people
  - using public spaces
- Inclusion → problems with parents, more than with children. The parents don't allow the son to participate in “mixed environments”.
- Need to work with youth workers and teachers.

### LITHUANIA

- Subjects of interview:
  - students from schools and University,
  - organizations of leisure for children and youth
- Contradiction between thoughts and actions. There is motivation but not the knowledge on how to work with the topic.
- Solutions proposed:
  - disciplinary measures inside the organizations,
  - educational and awareness raising activities,
  - mediation.
- Men have more prejudices towards gay people.
- Actors that may influence attitude:
  - family,



## International Workshop “CHARMing Tools: Reaching out to youth organizations”

REPORT from the workshop  
9-12.06.2013, Lorca, Spain

- educational institutions,
- youth organizations.
- Gender discrimination is the most common one.

### GREECE

- 35 respondent associations which have EVS projects.
- One of the problems is that the associations don't involve.
- Willing for inclusion but no time or money to do it.
- Racism has incremented with economic crisis.
- Recommendations: educative tools, e-diary.

### BULGARIA

- Ethnic diversity in associations' workers but not in management.
- Majority of women in the whole associations, but equality or majority of men in management.
- Limited understanding of *racism*.
- Basic awareness.

### SIMILARITIES/DIFFERENCES IN THE RESEARCH RESULTS IN THE DIFFERENT COUNTRIES - DISCUSSION (10<sup>th</sup> June third session)

- Broad definition of *Youth Association* in the CHARM project.
- Problems: lack of terminology and knowledge of a common framework.
- Not active inclusion → without a culture, knowledge on discrimination, associations would never be proactive for inclusion.

## International Workshop “CHARMing Tools: Reaching out to youth organizations”

REPORT from the workshop  
9-12.06.2013, Lorca, Spain

- Training not only for associations but also for the society, the community where the associations work.
- It would be good to involve schools, not only NGOs.

### The CHARMing youth worker – list of competences

- ✓ Communicative
- ✓ Friendly
- ✓ Tolerant
- ✓ Motivated
- ✓ Willing to understand others
- ✓ Open minded
- ✓ Optimist
- ✓ Open hearted
- ✓ Creative thinking
- ✓ Listener
- ✓ Experienced in outreach
- ✓ Supportive
- ✓ Supported
- ✓ Self-evaluator
- ✓ Emphatic
- ✓ Passionate
- ✓ Able to share
- ✓ Patient
- ✓ Cooperative
- ✓ Curious
- ✓ Polite
- ✓ Possess knowledge about racism and discrimination
- ✓ Extroverted
- ✓ Know, understand and have experience with the target group



## International Workshop “CHARMing Tools: Reaching out to youth organizations”

REPORT from the workshop  
9-12.06.2013, Lorca, Spain

- ✓ Have tools to work
- ✓ Being aware of his/her own weaknesses
- ✓ Creative

What is important to mentioned that in terms of the competences – people rather focused on the attitudes and skills then the knowledge, but it was clearly mentioned that the knowledge on Human Rights and Discrimination has a great importance.

### Problems in mainstreaming anti-racist measures in youth organizations

One of activities were focused to identify what are actually the problems (needs) that we need to answer during the international workshop and throughout the CHARM II project. Participants brainstormed individually and then in groups. Each group had to end up with their common list of the problems that we want to address.

#### PROBLEMS:

1. How to reach and involve people in the project?
2. Organizations are too involved in their sphere of work
3. Lack of awareness and knowledge on Human Rights
4. Gender discrimination within the organizations
5. Different understanding of discrimination and Human Rights
6. The gap between talking and action
7. Lack of early HRE as a prevention tool
8. How to motivate organizations to involve HRE in their activities?

### WORLD CAFÉ - results

In order to identify some possible solution and use the capacity of the whole group we have organize the brainstorming session in form of the world café. There were four questions presented to the group and by going from question to question and sharing the ideas with people we came up with the following results.

#### 1. What would be the best way to advertise the CHARM project and activities?



## International Workshop “CHARMing Tools: Reaching out to youth organizations”

REPORT from the workshop  
9-12.06.2013, Lorca, Spain

- Advertisement in the schools – for people who are working with children/students and for children/students
  - Ways: interactive activities, events, trainings, compasito
  - Specific: football games (volleyball) on the topic (racism, antidiscrimination, Human Rights); week off/ day off; theatre; art activities (stickers, logos)
- Target group: youngsters
  - Ways: social media (facebook, twitter etc.), I-phone applications, promoting the CHARM II website, provoking slogans, fancy onces, that expresses themselves
- Target group: local community
  - Involving local organizations to the proect CHARM II, advertisement during the project, to involve local community to the activities, meetings and visits with them, sharing (exchange of good practicies)
- Other target groups: municipalities
- Materials: posters for the organizations which meet the special criterias confirming that they are against exclusion and discrimination
- Work more on CHARM website – how to make it better? How to make it avaiable in different languages? How to target it on different needs?
- Proposal for the website – to introduce games, quizzes etc.
- To organize the small local events → point to create curiosity and connections, for example city game (knowing better CHARM) where the winner will be invited to the international meeting
- **Form the advertisement towards the specific target group.**

### 2. How can we motivate youth organizations to participate in the CHARM project? (engage in trainings, do some activities with their team)

#### Possible actions:

- Flashmobs --> touching
- Trainings and workshops for free (campaigns)
- Building symbolic system – CHARMing (ISO) certificate/standard – for persons and organizations (list of criteria)
- Raising the motivation through making the issue personal – touching the personal level – for example in the trainings
- Use peer-organizations to motivate and encourage to participante in CHARM project – especially those organizations invlved in the research
- Working one-person-at-a-time
- Explore the strategical plans of youth organizations

## International Workshop “CHARMing Tools: Reaching out to youth organizations”

REPORT from the workshop  
9-12.06.2013, Lorca, Spain

- Big Human Rights events
- To mainstream in the other youth events
- Boosting synergies/networks between youth organizations
- Small grant competitions
- Engaging the youth umbrella representative organizations

### Problems identified:

- Youth organizations don't want to think out of their sphere of work
- They don't want to think about HR – not to confront themselves
- Don't have time
- How to choose the organizations that really need it?

### 3. How would you explain that Human Rights and anti-racism are important issues for youth political organizations and for youth volunteering organizations?

- We need to listen them to understand way of thinking and to apply our approaches based on their needs and mentality. Step by step
- To involve them into the small activities and not into big trainings, to show them the importance of the daily small HR activities. To use examples of daily life and to activate them by speaking to their hearts.
- To use the role models, or us to be a role model;
- To try to uncover the racism
- To use the different approach to the youth and political organizations
- We need to be ready to multiply the HR and anti-racism by know correctly what are and to influence them to follow our example

### 4. Do youth organization need to be pro-active in engaging youth from excluded groups? How do we make them be?

- Contacting existing coalitions that work with marginalized and excluded youth people (or directly organizations associating marginalized youth)

## International Workshop “CHARMing Tools: Reaching out to youth organizations”

REPORT from the workshop  
9-12.06.2013, Lorca, Spain

- clause in the call for participants for national trainings on anti-discrimination
- give priority to the excluded youth to participate in the project activities (creates diversity, added value → quality)
- an ambassador of Human Rights makes face to face meetings and participate in the everyday life of the organization. Once the needs and problems are seen and identified we/he provides the free training programme (for the leadership or for the personal based on the needs). Then the ACTION PLAN is being created (how the organization is going to include antidiscriminative practice). The ambassadors support the organization in putting that in practice.
- Before making the organizations being pro-active, there may be a need of making them aware of why do I need to be inclusive; people from the organization should understand what does it mean to be discriminated, and how people feel when they are excluded
- We should take care of creating the conditions to include excluded people
- We should give all the information about the facilities that will support the participation (for example the venue is accessible for the wheelchairs, the translations are available)
- contact excluded groups is a step, encourage them is a project.

### BIG DISSEMINATION ACTIVITY

#### Slogans:

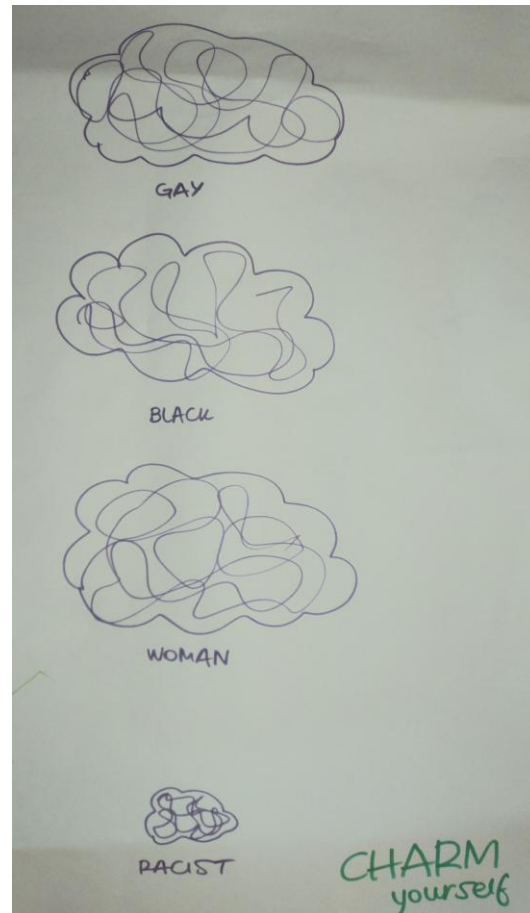
1. Are you racist? We can help you!
2. Eliminate discrimination and racism – not people!
3. If racism is invisible it doesn't mean that it doesn't exist.
4. We will CHARM you
5. CHARM yourself
6. There is always a CHARMing way.
7. (the list is incomplete)

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## International Workshop "CHARMing Tools: Reaching out to youth organizations"

REPORT from the workshop  
9-12.06.2013, Lorca, Spain

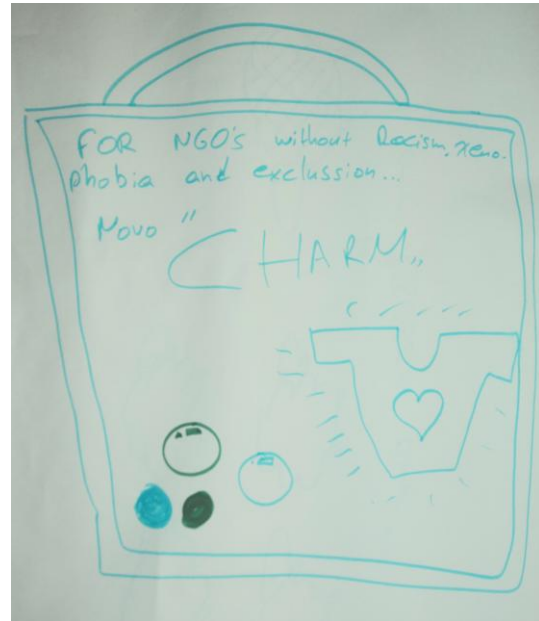
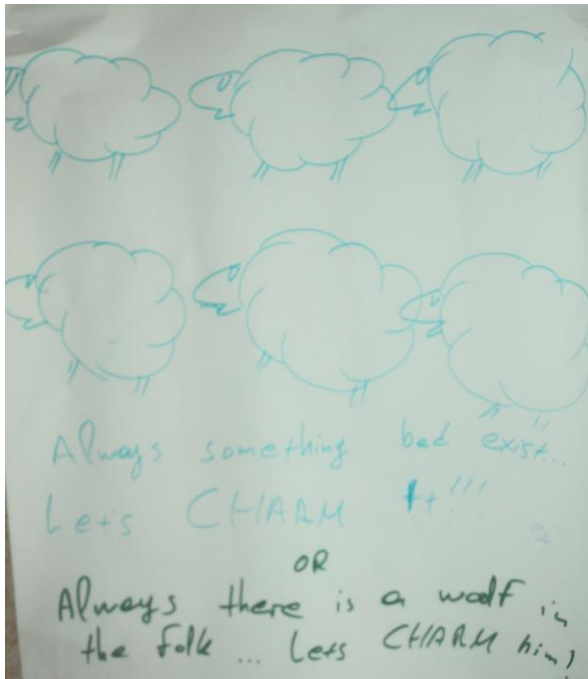
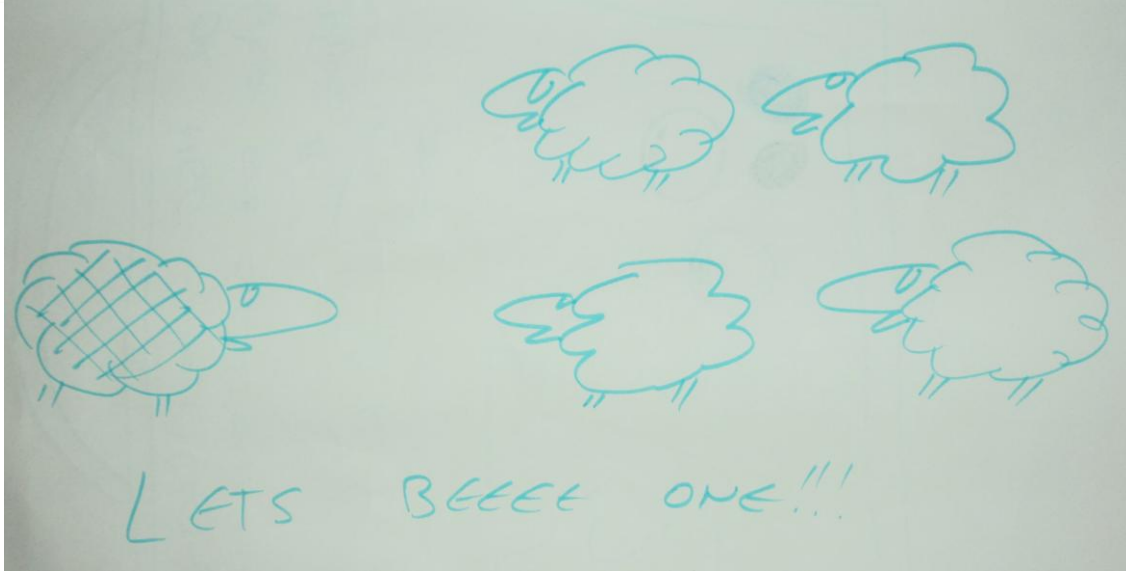
Some of the slogans were presented with the visualisations:





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REPORT from the workshop  
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REPORT from the workshop  
9-12.06.2013, Lorca, Spain

### BIG DISSEMINATION - results from the working groups.

Based on the previous exercise of the brainstorming with the World Café method we have identified 5 different fields of work, that we have seen there is a need to further discuss. In this way we ended up with the concrete action plans, tools that we can use in the mainstreaming of CHARM in the youth work.

The groups were as follow:

1. GROUP 1 - Create the concept for local event promoting CHARM project
2. GROUP 2 - Create the recommendations for the CHARM webpage improvements
3. GROUP 3 - List of criteria how to be a CHARMing youth organization
4. GROUP 4 - Create three viral picture photos with messages, slogans, promoting the CHARMing idea;
5. GROUP 5 - Create a short video, etc.

### GROUP 1 - Create the concept for local event promoting CHARM project

"CHARMing DAYS"

Purpose:

- Promote Human Rights - raise the interest of the Youth Organizations in the field of HR
- Show that discrimination exists
- Encourage to integrate measures on respect to HR and inclusive practices / attitudes into their everyday work

Target group: Youth organizations - social workers, volunteers etc.

Actions:

1. City/ orientation / treasure game - finding places that promote/represent/are connected to HR and creating a HR city map
2. Living library - introducing discriminated / excluded / minority groups to show their problems as well as achievements
3. Promote the CHARM project - it will show and teach new methods on how to integrate respect for HR into your everyday work.

### GROUP 2 - Create the recommendations for the CHARM webpage improvements

## International Workshop “CHARMing Tools: Reaching out to youth organizations”

REPORT from the workshop  
9-12.06.2013, Lorca, Spain

There were two options of the web page proposed – or to work on the totally new web page that is reflecting the current development in the field or to just focus on the improvements of the current web page. The partnership decided to move the conversation for the partnership meeting where this topic will be further discussed.

### **GROUP 3 - List of criteria how to be a CHARMing youth organization**

The full list of criterias can be found in the attachment 2.

### **GROUP 4 - Create three viral picture photos with messages, slogans, promoting the CHARMing idea**

Presentation of the work is in attachment 3.

### **GROUP 5 - Create a short video, etc.**

The video was created and can be found under this link:

<http://www.youtube.com/watch?v=2QhiRma7tdY&feature=share&list=UUo2ri60MZ60Y4wgItuTTJsA>

The video is called CHARM-MAN.

## International Workshop “CHARMing Tools: Reaching out to youth organizations”

REPORT from the workshop

9-12.06.2013, Lorca, Spain

### Attachment 1

#### List of participants

Name	Country	Organization
Dariusz Grzemny	Poland	Association of Children and Young People CHANCE
Adomas Pekis	Lithuania	Jaunimo Karjeros Centras
Martyna Rybka	Poland	Association of Children and Young People CHANCE
Asterius Gousios	Greece	United Societies of Balkans
Indre Augutiene	Lithuania	Youth Career & Advising Centre
Katerina Sarantidou	Greece	Tandem NGO
Laura Pekiene	Lithuania	Youth Career & Advising Centre
Zina	Lithuania	Youth Career & Advising Centre
Dorota Laska	Poland	FLIS
Vladislav Petkov	Bulgaria	C.E.G.A
Lora Lyubenova	Bulgaria	National Youth Forum of Bulgaria
Emil Metodiev	Bulgaria	C.E.G.A
Stanislav Tasher	Bulgaria	Club for Youth Trainers RAINBOW
Silvia Volpi	Italy	Accademia Europea di Firenze
Irene Mangani	Italy	Accademia Europea di Firenze
Stefaia Zamparelli	Italy	Accademia Europea di Firenze
Aristodimos Parashou	Greece	United Societies of Balkans
Jelena Vujanovic	Greece	United Societies of Balkans
Celia Agüera	Spain	Cazalla Intercultural
Carolina Pérez	Spain	Cazalla Intercultural
Sebastian Gorski	Poland	FLIS
Simona Casati	Italy	Accademia Europea di Firenze
Aga Byrczek	Spain	Cazalla Intercultural
Manuel Semitiel	Spain	Cazalla Intercultural
Claudia Montaini	Spain	Cazalla Intercultural

## International Workshop “CHARMING Tools: Reaching out to youth organizations”

REPORT from the workshop  
9-12.06.2013, Lorca, Spain

### Attachment 2

List of criteria for the evaluation of the CHARMing Youth Organization

### HOW TO BE A CHARMING YOUTH ORGANISATION?

To know if your organization is a **CHARMING** youth organization, please verify to apply the following **Charming criteria** in your work (internally - externally)

<b>Charming Criteria</b>	
<b>Internally</b>	
Criteria	Yes/ No
Our staff is aware of our inclusion policies	
All opinions are taken into consideration	
Everyone can access to our offices/organisation	
Salaries are defined on the basis of the competences and roles regardless to the ethnic origins, religion, gender, different abilities, ...of the people	
Our workers are duly trained	
In our organization there is a referent person/committee to guarantee the respect of HR, inclusion practices...	
<b>Externally</b>	
Our organization includes all young people regardless to the ethnic origins, religion, gender, different abilities, ...of the people	
Our organization believes that to promote a culture of HR, support the change	
All opinions are taken into consideration	
Everyone can access to our offices/organisation	

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## International Workshop "CHARMing Tools: Reaching out to youth organizations"

REPORT from the workshop  
9-12.06.2013, Lorca, Spain

If **YES**, please tell us HOW. Give evidence!

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If **NO**, please tell us why. Give evidence!

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ANYTHING YOU WANT TO **CHANGE**?

If so, please define your areas of improvement and remember to use the  
**CHARMing Youth Work opportunities!**

**Assess, re-assess, re-re-assess** your organization work and become a  
Charming youth organization!

Be Charming is a continuous process! Enjoy!

To be a Charming Youth Organisation you should get at least **50% of YES**  
answers to the Charming Criteria grid (internally and externally)!

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## International Workshop "CHARMing Tools: Reaching out to youth organizations"

REPORT from the workshop  
9-12.06.2013, Lorca, Spain

### Attachment 3

Results of the working groups on the viral photos



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## International Workshop “CHARMing Tools: Reaching out to youth organizations”

REPORT from the workshop  
9-12.06.2013, Lorca, Spain



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## International Workshop "CHARMing Tools: Reaching out to youth organizations"

REPORT from the workshop  
9-12.06.2013, Lorca, Spain



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