

european fair skills

Exchanging good practice in strengthening community-embedded prevention of group-focused enmity, hate crime and violent right-wing extremism

summary





a project by:



funded by:



Co-funded by the Prevention of and
Fight against Crime Programme of
the European Union





Content



| | |
|----------------------|-------|
| Summary | 3 |
| Objectives | 4 |
| Results | 4 |
| Methods | 5-6 |
| Partners | 7 |
| Work packages | 8-9 |
| Implementation steps | 10 |
| Task distribution | 10 |
| Timetable | 11-12 |
| Contacts | 13 |

In Central and East European countries, intervention programs of deradicalisation and prevention of violent extremism, hate crime, and group-focused enmity are still rare. Yet, the threat increases – cross-nationally. First-line local practitioners (social and youth work, schools, prison/probation, police and intelligence, etc.) often feel helpless and lack effective and sustainable tools when facing these issues; especially if powerful right-wing extremist organisations are around.

Moreover, the regional (youth) mainstream seems to get increasingly polarized and hateful, esp. against the Roma population. Here, practitioners feel isolated, sometimes even threatened in the community.

What is needed here are community-embedded, quality-assured tools that are supporting the work of these first-line local practitioners.

As a German NGO cultures interactive (CI) developed, tested, and evaluated different approaches and tools in the work with the target groups of first-line practitioners and susceptible young people during the last eight years in various Federal Model Projects.

Against this background, CI's European Fair Skills (EFS) project aims at exchanging these good practices, methods and experiences with Central and Eastern Europe.

THE MAIN GOALS OF EFS ARE:

- * Pilot a community-embedded good-practice deradicalisation training for both peer role models and professional youth workers in three Central and East European countries: Czech Republic (CZ), Hungary (HU), and Slovak Republic (SK)
- * Devise a quality assurance tool for good practice in prevention and deradicalisation

In cooperation with the European Commission's Radicalisation Awareness Network (RAN) and the NGO partners CE-NAA (SK), Eruditio Publica (CZ), and Kontiki Szakképző (HU) there will be delivered a combination of three CI good-practice approaches to each of the countries:

- 1 Fair Skills' Youth Cultural Peer Role Model and Youth Work Facilitator Training
- 2 'Locally Embedded Deradicalisation Training' for practitioners
- 3 'Regional Development Roundtables' for stakeholders in vulnerable communities

These activities will reach out to a total of roughly eight dozen participants, such as targeted peer role models, local social and youth work practitioners, and key community stakeholders.

Furthermore the partner Friedrich Ebert Foundation (FES) contributes operational tools from its recent Federal Model Project 'Exit to Enter' on disengagement methods. FES also sustains and further promotes international networking in deradicalisation and prevention and adds new approaches to the RAN Collection of Promising Practices (possibly also to the ENoD portal in parallel), esp. concerning Greece, Romania, and Bulgaria.

CI will cooperate with 'Phineo' Agency for NGO Quality Assurance and with the IMPACT Europe project (of RAND Corp.) to devise a tailor-made quality control tool.

Thus, EFS aims at pursuing a cost-effective horizontal approach and creating a transferable blueprint of how to effectively train and assist local practitioner NGOs in vulnerable EU areas in order to become a national hub of further regional good practice transfer.

Objectives

Horizontal exchange of a good-practice deradicalisation and prevention approach to three exemplary EU regions in CZ, HU, and SK

- ★ Deliver a combination of three Federal Model Projects' operational tools: the 'Fair Skills' Youth Cultural Peer Role Model and Youth Work Facilitator Training, the Locally Embedded Deradicalisation Training for practitioners, and the Regional Development Roundtables for stakeholders in vulnerable communities
- ★ Facilitate local multi-agency roundtables (with police/intelligence, prison/probation, schools, local administration, civil society, local sports/football, local business/'corporate social responsibility', employment agencies) in order to support multi-agency cooperation, mutual understanding, resilience and response capacity building, and long-term sustainability of measures after the life of the project
- ★ Muster support by locally represented international organisations – particularly RAN, FES, Federal Agency for Civic Education and the EFS project's associate partners (see below)
- ★ Promote local and international dissemination by the roundtable members through websites, mailings, and local press contacts
- ★ Work out a protocol for sensitive EU transfer and implementation process-coaching; develop a practicable quality assurance tool for NGO first-line deradicalisation (by CI and Phineo and in cooperation with the RAND Corporation's IMPACT Europe project which aims at devising a tailor-made quality control tool)
- ★ Support the local partner NGOs in CZ, HU, SK in building a 'Fair Skills' team and becoming a national hub for further transfer
- ★ Promote further research of local prevention and deradicalisation practitioners in difficult to access regions in view of further RAN work and of approaches to be added to the RAN Collection of Promising Practices (possibly also to the ENoD portal in parallel), also beyond partner countries, esp. in Greece, Romania, and Bulgaria
- ★ Meet the challenge of widespread hate cultures and group-focused enmity among mainstream youth by promoting a youth cultural appeal

Results

- ★ Young people at risk of right-wing extremism, hate crime and group-focused enmity in three EU regions have acquired the 'Fair Skills' peer role model capacities.
- ★ They have learned how to act as 'Fair Skills' peer instructors and promoters of youth community resilience. The young people have acquired basic skills of youth cultural self-expression and key competencies in self-reflection, non-violent techniques of conflict transformation, anti-bias measures, human rights, and supporting disengagement processes.
- ★ The regional partner NGOs in CZ, HU, and SK have been supported in building a local 'Fair Skills' team and in becoming a national hub of further transfer of good-practice approaches and trainings.
- ★ Youth work practitioners from CZ, HU, and SK have acquired the necessary skills and good-practice tools to effectively intervene when confronted with hate crime, group-focused enmity, and right-wing extremism.
- ★ Local practitioners know how and where to apply methods of local risk assessment, self-evaluation, narrative interviewing, exit and disengagement techniques, targeted role plays, exercises in diversity, anti-bias, gender-reflective deradicalisation methods, and in signposting and referral pathways.
- ★ Each practitioner has received an action plan for her/his work sector.
- ★ The Local Development Roundtables have developed an increased degree of multi-agency collaboration, mutual understanding, and resilience and response capacity. Moreover, local sustainability of the training approach applied has been supported.
- ★ Young people from the deradicalisation trainings have exchanged with and expressed grievances at the roundtables.
- ★ Local representatives of international organisations have got to know each other and focus on common lines and synergies of collaboration.
- ★ Interested colleagues on a regional and inter-regional level have received and taken note of the deradicalisation training manual.



METHODS / FAIR SKILLS

THE "FAIR SKILLS" PEER TRAINING APPROACH COMBINES:

- * Youth cultural workshops (rap, break dance, comic strips, digital music production, etc.)
- * Post-classical civic education (anti-bias, human rights pedagogy, mediation and conflict transformation, gender awareness, communicational 'soft skills')
- * Self-awareness group work on reflection and grievances: young vulnerable people from the grass-roots level become 'Fair Skills' peer facilitators

TARGET GROUP(S):

- * Vulnerable young people from at-risk social areas afflicted by group-focused enmity, hate crime and right-wing extremism. The young people are to be trained as 'Fair Skills' peer role models and facilitators. In CZ, HU, and SK these young people will also encompass Roma
- * Local practitioners of social and youth work or education will be trained and coached as 'Fair Skills' youth-work facilitators



METHODS / LOCALLY EMBEDDED DERADICALISATION TRAINING

THE LOCALLY EMBEDDED DERADICALISATION TRAINING FOR FIRST-LINE PRACTITIONERS...:

- * delivers tools for local assessment of at-risk areas, narrative interviewing, and self-evaluation,
- * trains deradicalisation, exit, and disengagement techniques targeted at (violent) right-wing extremist youth or young people susceptible of committing hate speech/crime; targeted role plays, exercises in diversity, anti-bias training, and gender-reflective deradicalisation methods,
- * provides signposting and referral pathways,
- * produces specific action plans for the participants' work sectors

TARGET GROUP(S):

- * Local practitioners of social and youth work or education who are closest to the young people and directly dealing with the respective problems and risks



METHODS / REGIONAL DEVELOPMENT ROUNDTABLES

The Regional Development Roundtables with local stakeholders – and the young people – promote multi-agency cooperation, mutual understanding, resilience and response capacity, and support the sustainability of the project work. They bring together people from different areas, such as law enforcement, schools, civil society, municipality, employment agencies, football etc., and local representatives of international organisations (esp. associate partners, see below)

ACTIVITIES:

- * Local assessment of the neighbourhood, youth and community conferencing, local diversity enhancement measures, and regional action plans

TARGET GROUP(S):

- * Local practitioners of social and youth work or education ('Fair Skills' facilitators)
- * Further community stakeholders (e.g. police and intelligence, prison/probation, schools, local administration, civil society, local sports, local business, employment agencies)
- * Young people (at risk of violent right-wing extremism, hate crime and group focused enmity)

Coordinators and team of the local partner NGOs

- * FES colleagues from respective country bureaus and other local representatives from international organisations
- * Representatives from the respective national state agency that is presently envisioned to distribute ISEC funds nationally after 2014

METHODS / EVALUATION METHODS



EFS INCLUDES DIFFERENT QUALITY ASSURANCE AND EVALUATION METHODS:

- * A quality assurance tool for self-evaluation of NGO first-line deradicalisation approaches, developed by CI, Phineo (Quality Assurance for NGOs) and the IMPACT Europe project
- * Team intervention group work of local facilitator teams
- * Process coaching via face-to-face conferencing and via Skype by CI project coordinators
- * So-called 'We-Amongst-Ourselves-Group' work (self-awareness groups) with youth and facilitators as an inherently self-evaluative method on the level of youth beneficiaries

CULTURES INTERACTIVE

CI is an NGO for inter-cultural education and violence prevention. Since 2005, its members have been working in both inner-city and rural areas in prevention, first-line deradicalisation, practitioner training, staff education, and consultancy. The work settings vary greatly; among the most relevant ones are local communities, youth clubs, and schools, in few instances also in youth prisons. The target groups comprise at-risk young people susceptible to violent right-wing extremism, hate crime, and group-focused enmity.

CI'S MAIN OBJECTIVES:

- ★ Develop and pilot innovative methods and approaches (i) for prevention and intervention with hate crime and neo-Nazi milieus in Eastern Germany, and (ii) for young vulnerable people from at-risk inner city districts, affected by ethno-nationalism and religious fundamentalism
- ★ Conduct research on prevention and deradicalisation methodology, publish on good practice principles (see www.cultures-interactive.de/home-en.html), and exchange on international conferences
- ★ Train stakeholders from police, prison/probation, schools, social work, local governments, employment agencies – and facilitate community development
- ★ Consult on policy making (e.g. the Federal Agency of Civic Education, ministries, RAN at EU level)
- ★ Promote European practitioner exchange and engage in the transfer of approaches between member states

CI receives funding from public sources at the local, state, and federal level in Germany, and European public sources, e.g. from Ministries of Interior, Labour, Family, Youth, and the Federal Agency of Civic Education, also from foundations, such as Aktion Mensch, in the context of Federal Model Projects, and the European Social Funds, and the European Commission's Directorates-General for Home Affairs, Justice and Research. CI has been evaluated and show-cased by federal institutions in Germany, it was awarded the Phineo Effective Practice Award and chosen to serve as an IMPACT Europe practice partner.

CI has helped prepare the inauguration of RAN, has participated in and in part prepared and organised many RAN Derad and Prevent workshops and thus exchanged with roughly 75 RAN practitioner members, contributed to EU policy recommendations, and published best-practice research on EU level. CI member Harald Weilnböck has been co-chairing the RAN Derad working group since its inauguration. CI is a RAN Centre of Excellence expert organisation.

CO-FINANCER:

Prevention of and Fight against Crime Programme of the European Union (ISEC)

Federal Agency of Civic Education, Germany (bpb)

CO-BENEFICIARIES:

Kontiki Szakképző, Hungary

Eruditio Publica o.p.s, Czech Republic

Centre for North European and North Atlantic Affairs (CENAA), Slovak Republic

Friedrich Ebert Foundation (FES), Germany

ASSOCIATE PARTNERS:

'Phineo' Agency for NGO Quality Assurance

European Forum for Urban Security (Efus)

Open Society Foundation (OSF)

Helsinki Committee

Networking European Citizens Education (NECE, annual international conference of bpb)

Shaping Europe - Civic Education in Action (joint international internship programme by bpb and Robert Bosch Foundation)



Work package 0

MANAGEMENT AND COORDINATION OF THE PROJECT

- * Set up office structure, materials, project website for partners
- * Produce a quality management tool 'Model for Transfer and Evaluation' (with Phineo Agency and IMPACT Europe project); promote dissemination via RAN (and possibly ENOD platform) and the local and international (associated) partners' websites and mailing lists
- * Three-day inauguration workshop in Berlin with project leaders of the EFS multi-national exchange project (preparing, planning, synergies, potentials, risks and amendment strategies).
- * Midterm evaluation workshop with all project coordinators and staff, and drafting and submitting midterm report
- * Final workshop in Berlin with project partners and representatives of the local youth work in CZ, HU, and SK and production of the final report
- * Further exchange, networking and conferences with co-beneficiary Friedrich Ebert Foundation promote RAN work in the region and collect approaches to be added to the RAN Collection of Promising Practices (possibly also to the ENOD portal in parallel), esp. in Greece, Romania, Bulgaria
- * Planning of CI's and EFS' engagement in co-financer Federal Agency for Civic Education's NECE Conference, focus group 'Hard-to-Reach Young People', and prevent extremism strategy building committee, and, in turn, bpb's engagement in the EFS project, esp. activating local contacts for the Regional Development Roundtables and hosting the midterm evaluation meeting



Work package 1

DELIVER THE 'FAIR SKILLS' PEER ROLE MODEL AND YOUTH WORK FACILITATOR DERADICALISATION TRAINING

- * Deliver the 'Fair Skills' Peer Role Model Training for young people at risk of extremism, hate crime and group-focused enmity in CZ, HU, and SK
- * Train young people from at-risk target groups together with the 'Fair Skills' facilitators (see below) in basic skills of youth cultural self-expression, key competencies in self-reflection, and non-violent techniques of conflict resolution and transformation; anti-bias skills, human rights awareness, and disengagement processes
- * Qualify young people to act as 'Fair Skills' peer instructors on a basic level and thus become peer role models in deradicalisation
- * Prepare young people to participate in and express themselves and their grievances at the Regional Development Roundtables with local stakeholders
- * Train local practitioners of social and youth work or education to become 'Fair Skills' facilitators and help prevent extremism, hate crime and group-focused enmity
- * Document the project experiences and approach and disseminate the training manual



Work package 2

DELIVER THE LOCALLY EMBEDDED DERADICALISATION TRAINING FOR YOUTH WORKERS

- * Train practitioners of youth work from CZ, HU and SK and empower them to react adequately and effectively vis-à-vis group-focused enmity, hate crime, and violent right-wing extremism; up-skill these practitioners to handle concrete confrontational every-day situations
- * Train practitioners in methods and tools of local risk assessment, self-evaluation, narrative interviewing, exit and disengagement techniques, targeted role plays, exercises in diversity, anti-bias, gender-reflective deradicalisation methods, and in signposting and referral pathways
- * Work out specific action plans for each practitioner's work sector to promote on-the-ground prevention and deradicalisation measures



Work package 3-5

REGIONAL DEVELOPMENT ROUNDTABLES WITH LOCAL STAKEHOLDERS IN CZ, HU AND SK

This work package comprises the preparation and co-facilitation of at least two Regional Development Roundtables for local stakeholders, local representatives of international organisations, and youth representatives (neighbourhood analysis, youth conferencing, local diversity enhancement, accompanying local 'Fair Skills' peer role models and facilitators, regional action plans, sustainability measures) by the local partner NGOs.

THE REGIONAL DEVELOPMENT ROUNDTABLES...

- * facilitate direct exchange between the young people who participate in the 'Fair Skills' trainings with local stakeholders and help them express themselves and their grievances
- * produce neighbourhood and situation analysis, conduct youth and community conferencing, and devise local diversity enhancement strategies
- * draft specific action plans for each practitioner's sector of work

OBJECTIVES OF THIS WORK PACKAGE

- * Facilitate local multi-agency collaboration by stakeholder roundtables which help promote local sustainability of the training after the end of the project
- * Strengthen networking and operational cooperation between local stakeholders of different institutions in vulnerable areas to better coordinate prevent and deradicalisation efforts
- * Bring local stakeholders in issue-focused exchange with the local representatives of international organisations
- * Bring these two kinds of stakeholders together with young people from at-risk areas in order to better understand their situation, experiences and grievances
- * Support the regional partner NGOs in building a local 'Fair Skills' team and becoming a national hub for further transfer and training within the country
- * muster local support and discretely provide base diplomatic assistance for the – often quite embattled – practitioner NGOs within their member states
- * seek contact and cooperation with the respective country agency which will distribute ISEC funds nationally after 2014 in order to secure continuity of good practice

Implementation steps

1. Inauguration Workshop (March 2015)
2. Implementation workshops in partner countries (Mid 2015)
- Combined with step 3
3. Regional development roundtables (1st in 2015, 2nd in 2016)
- Combined with step 2
4. Fair Skills I: two-day train-the-trainer youth work facilitator training (Mid-late 2015)
5. Fair Skills II: five-day youth cultural peer role model deradicalisation training (Late 2015–mid 2016)
6. Midterm workshop (January 2016, Berlin)
7. Fair Skills III: Follow-up workshops (Early-mid 2016)
8. Locally Embedded Deradicalisation Training (Mid–late 2016)
9. Disengagement strategies seminar (Mid–late 2016)
- Possibly combined with 2nd roundtable meeting
10. Final conference (November 2016, Berlin)

Task distribution

CI will be the general coordinator for all activities; communication and collaboration with co-beneficiaries and associate partners; dissemination; presentation at international conferences, organizing synergies with current and previous projects, and long-term CI partnerships.

The **local co-beneficiary NGOs (CENAA, Eruditio Publica, and Kontiki Szakképző)** will identify, communicate to, and engage participants for (i) 'Fair Skills' youth and facilitator workshops, (ii) Locally Embedded Deradicalisation Trainings for practitioners, and (iii) for the Regional Development Roundtables; they will provide the venues for these activities and co-facilitate them together with CI staff. They will also produce documentation, disseminate results and materials, and attend the Berlin meetings.

Co-beneficiary Friedrich Ebert Foundation will – together with CI – contribute and facilitate key operational tools of 'Exit to Enter' disengagement and recruitment disruption methods within the Locally Embedded Deradicalisation Trainings.

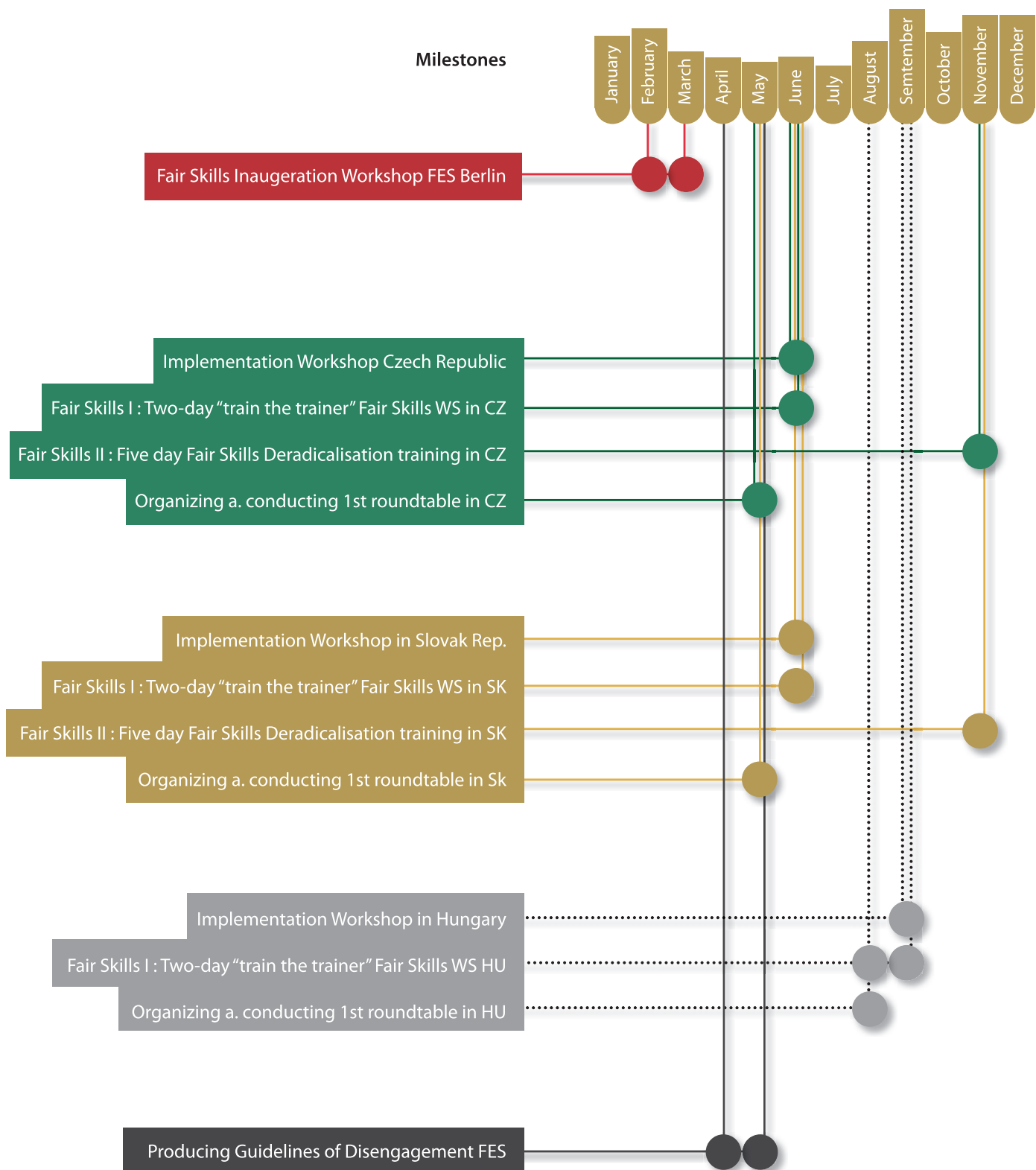
Co-financer Federal Agency for Civic Education will integrate the EFS project in its annual international NECE conference, and its Focus Group 'Hard-to-Reach Young People'; CI will further consult on bpb's prevent extremism committee – and facilitate communication with RAN.

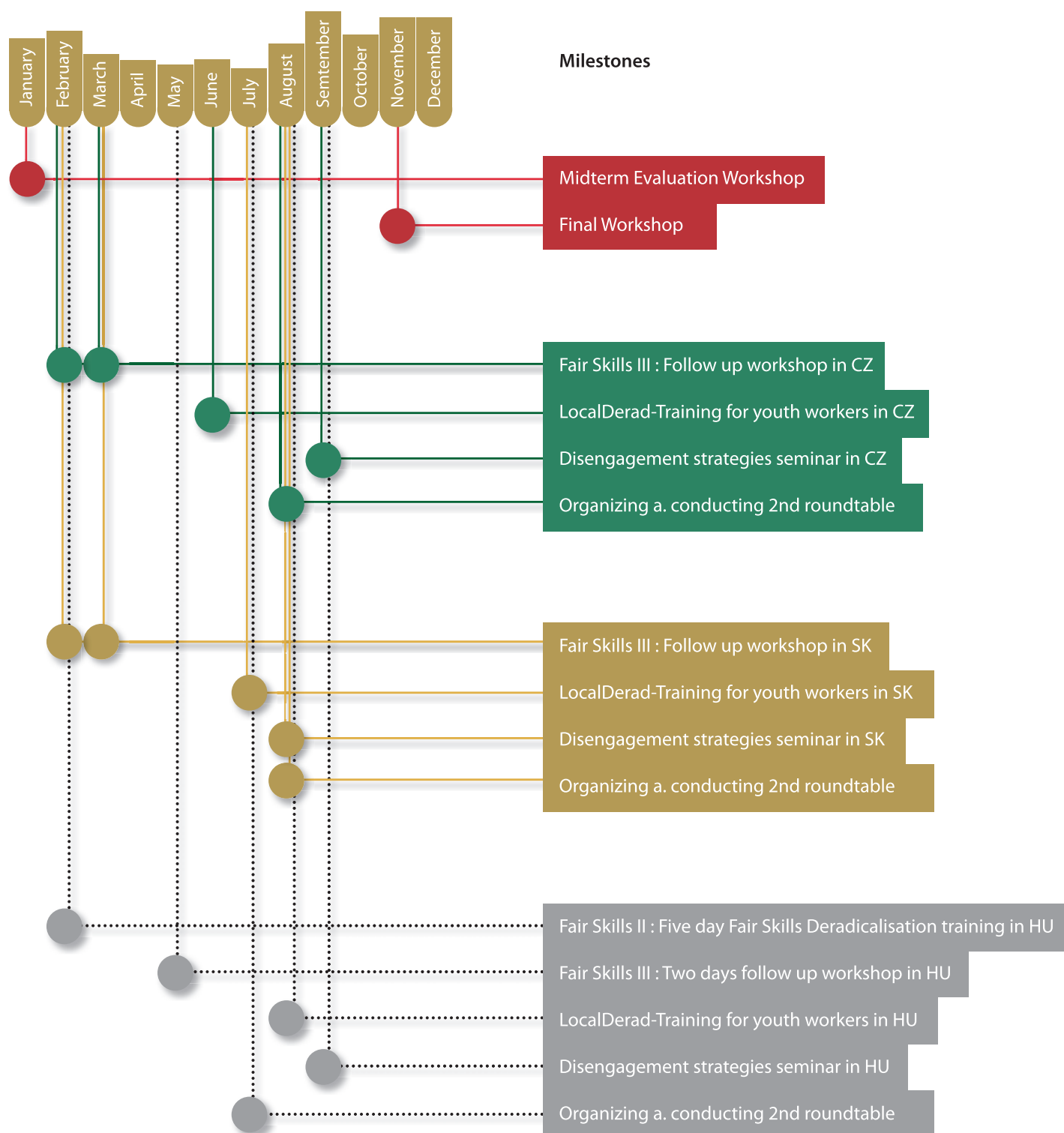
Associate partner Phineo will assist in devising a quality control tool for deradicalisation approaches together with CI; here CI's partnership with the IMPACT Europe project will provide synergies.

Associate partner European Forum for Urban Security will facilitate contact to its 'European local authorities' partners in the project's regions.

Moreover, CI and FES (Centre and country bureaus) will sustain and further promote RAN work in the region and collect approaches to be added to the RAN Collection of Promising Practices (possibly also to the ENoD portal in parallel), esp. in Greece, Romania, Bulgaria.

Timetable 2015





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