anti racism 360

empowering youth for inclusive societies

Antiracism 360

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intro duction

A Guide to Anti-Racist Activism

Welcome to the AntiRacism360 Toolkit!
This resource aims to inspire you to take an active role in combating racism and creating inclusive communities. We aim to equip you with the knowledge and practical steps needed to set up and lead your own Anti-Racism Project.

Why this Toolkit?

Everyone of us has the power to make a difference in fighting racism, no matter how big or small the action. Every step we take towards a more inclusive and respectful world is a win. This toolkit provides you with a general understanding of racism's complexities, along with clear, step-by-step instructions to support you in taking action right where you are: at school, university, in your sports club, or neighborhood. Many sections also include research findings from focus groups and interviews conducted in Cyprus and Greece as part of the AntiRacism360 project.

How to use this toolkit

You can navigate the toolkit in a way that best suits your learning style and needs:

- **Step-by-step journey:**

  Feel free to go through each section in order, building your knowledge and action plan.

- **Pick your path:**

  If a particular topic or action interests you, simply jump to that section using the Table of Contents. Each part of this guide has a specific focus, designed to deepen your understanding and equip you with practical tools.

Who is this guide for?

This Toolkit is designed for young people aged 18 to 30. Whether you're just beginning to explore anti-racism or you're already passionate about creating change, this resource is for you. To all Youth Workers: You will find valuable approaches and tips across the toolkit to inspire and support young people in their journey. Simply look out for the Youth Worker Boxes placed within the relevant sections.
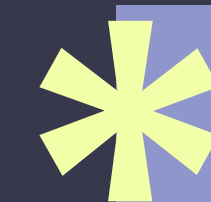
have fun learning and don't hesitate to put your new knowledge into action!
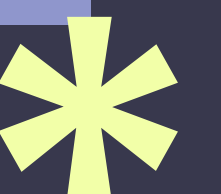
LET'S DEFINE SOME TERMS

Before we move forward, it's important to have a common understanding of specific terms. Therefore, this section clarifies the most relevant definitions. You can find a more detailed theoretical section towards the end of the toolkit.

Racism: Racism can be defined in many ways. It involves ideas or theories that one "race or group of persons of one colour or ethnic origin" is superior to or better than another (Art. 4, UN Convention on the Elimination of All Forms of Racial Discrimination). However, it is crucial to acknowledge that presuming the existence of different races is highly problematic in the first place.

Racial discrimination: Any division, exclusion or preferential treatment that happens based on "race, colour, descent, or national or ethnic origin", with the purpose or effect of an individual or group not being able to exercise their rights and freedoms equally (Art. 1(1) of UN Convention on the Elimination of All Forms of Racial Discrimination).

Racialized person: A racialized person is someone who is affected by racism or discrimination based on an actual or perceived characteristic, such as religion, skin color, origin, or language (Takwa, 2022).

Xenophobia: Attitudes, prejudices and behavior that reject, exclude, and often vilify persons, based on the perception that they are outsiders or foreigners to the community, society, or national identity (Declaration on Racism, Discrimination, Xenophobia and Related Intolerance against Migrants and Trafficked Persons).

Vulnerability and vulnerable person:

Vulnerability describes social, physical, economic, or environmental conditions that disadvantage people or communities in situations of harm or danger (UNDDR, 2017). The EU definition includes as vulnerable persons: (unaccompanied) minors, disabled people, elderly people, pregnant women, single parents, victims of human trafficking, persons with serious illnesses, persons with mental disorders, and persons who have been subjected to torture, rape, or other serious forms of psychological, physical, or sexual violence. However, these should be seen as examples rather than a complete list of vulnerability cases. It is also important to recognize that some vulnerabilities might not be known, visible, or willing to be shared.

Intersectionality:

The way in which different types of discrimination (for example, based on gender, skin colour, or disability) are connected to and affect each other (Cambridge Dictionary).

Bias:

Bias refers to a tendency to favor or oppose specific ideas, people, groups, or objects, often shaped by personal experiences and background. It is typically learned and influenced by factors such as socioeconomic status, race, ethnicity, education, gender identity and expression or religious beliefs. Biases can be either deliberate (explicit) or unconscious (implicit), and they may also be embedded within institutional systems, including policies, procedures, and organizational structures (University of Chicago, n.d.).

Community:

For the purposes of this toolkit, a "community" is understood as a group of individuals connected by shared geographical space, (cultural) identity, socialties, or shared experiences. This includes neighborhoods, local organizations, cultural groups, or other social spaces where people regularly interact and feel a sense of belonging. The concept of community is dynamic and broad, including, for example:

- **Geographical Communities:** Defined by physical location, such as a neighborhood, town, or city.
- **Identity-Based Communities:** Defined by shared characteristics like origin, skin colour, ethnicity, religion, or cultural background
- **Interest or Practice-Based Communities:** Defined by common goals, practices, or values, such as anti-racist organizations, youth groups, schools, universities, sports clubs, etc. (Oxford Dictionary).

building anti-racist activism and inclusive communities

TYPES OF ACTIONS:

There are many ways to take action. In the following section, we will explain three common and effective action types that activists use. These are fundamental approaches that you can customize to create your own project fighting racism and promoting inclusive societies.
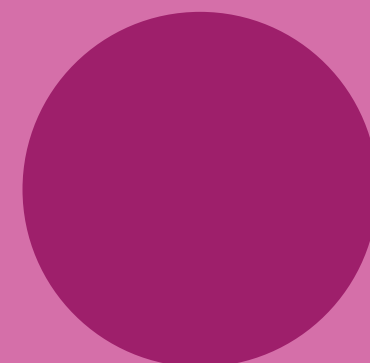
Community Action

Community action is all about engaging with the local area. It's when people like you and your friends team up to improve things where you live. This could mean throwing a neighborhood movie night, fighting for safer streets, or hosting events that bring people together. The main idea is simple: when you share your experiences, ideas, and energy, you and your peers can create real change in your own community.

1. Directly addressing lived experiences:

Racism is experienced daily by individuals and communities. Community action in anti-racism starts by centering these lived experiences. We can create spaces to share stories, verbalise grievances and define the problems faced, whether it's police brutality, inequities or everyday microaggressions.

2. Building collective power for change:

Anti-racism often involves challenging systemic issues. We come together, organise and strengthen our voices to be have collective power. This solidarity can be essential for:

- **Protests and demonstrations:** raise public awareness, put pressure on institutions and fellow citizens.

- **Advocacy:** organize petitions, write letters and reach out to local officials to demand changes that promote equality.

3. Grassroots organising and empowerment:

- **Collaborate and support local leaders:** empowerment of individuals or sharing resources with other collectives to enable effective actions.
- **Creating safe spaces and promoting connection:** community events provide safe spaces for open dialogue, learning, and understanding among people from all backgrounds. Multicultural spaces can break down racist stereotypes through sharing experiences and getting to know one another. Direct interaction helps dismantle prejudice and build empathy and alliances across different groups, which is essential for an inclusive anti-racist movement.

YOUTH WORKER BOX:

Validate lived experience: acknowledge and affirm young people's personal experiences with racism or discrimination. These lived experiences are powerful starting points for action.

KEEP IT LOCAL

GRASSROOTS POWER

TEAM UP & LINK UP

DIRECT ACTION

CENTER THOSE MOST AFFECTED

REAL-WORLD LEARNING

BOOST WELL-BEING AND RESILIENCE

EASY ACCESS

DIRECT IMPACT

fundamentals and benefits of community actions:
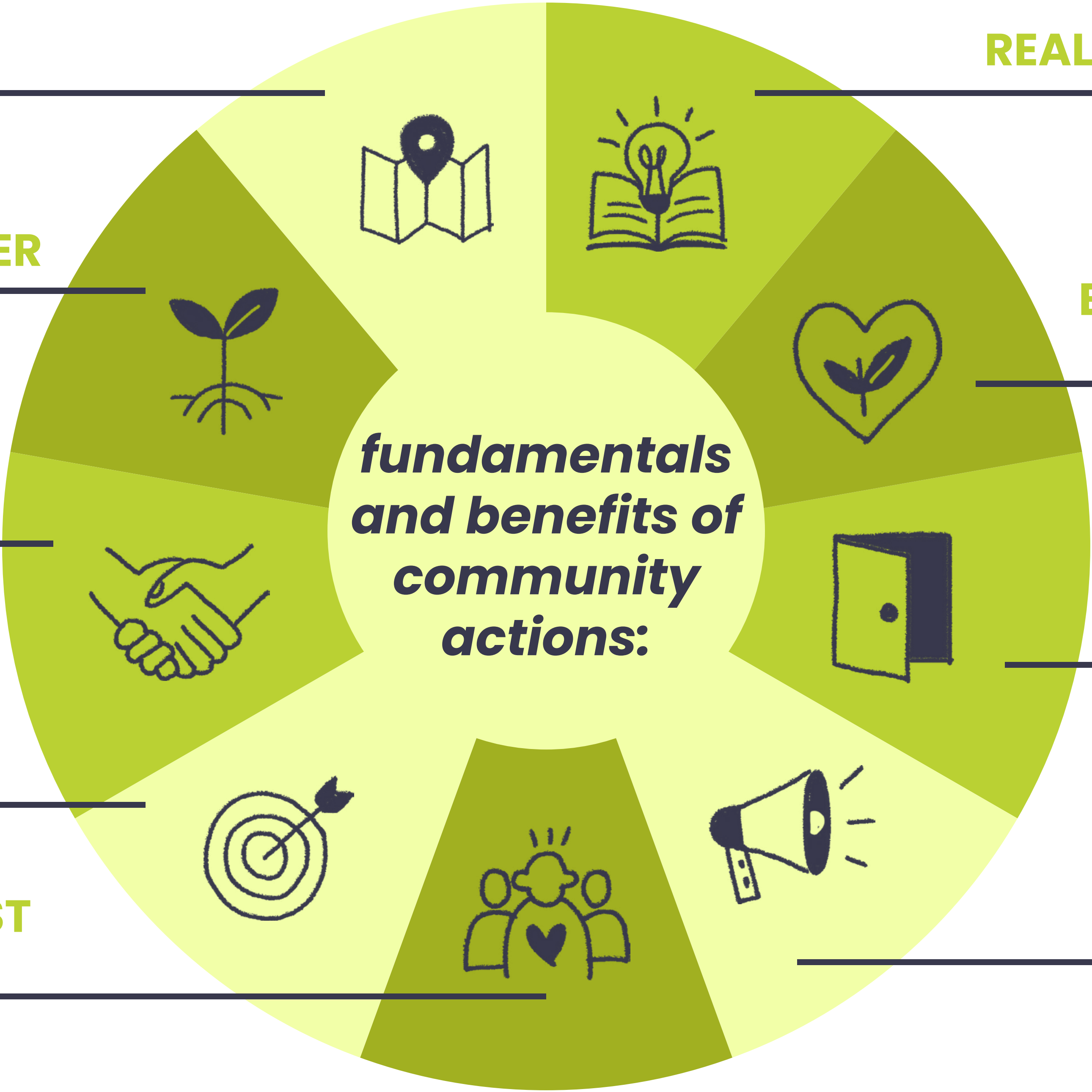
Keep it local: Focus on your specific neighborhood, really understanding its vibe, its people, and how everyone interacts.

Grassroots power: This means actively engaging everyday community members and leading the way. Your voice matters, and we need you!

Empowerment: Help individuals and groups in the community step up and become drivers of change right where they live.

Team up & Link up: It's important to build connections, partnerships, and friendships among all the different groups in your community. When you collaborate, you're stronger.

Direct action: This isn't just talk! It's about doing things like raising awareness, educating people, speaking up for what's right (advocacy), organizing protests, and starting up new projects led by the community itself.

Center those most affected: Always make sure the people most impacted by racism are heard clearly and at the center of everything you do.

Real-world learning: When you're involved, you're not just reading about change; you're making it happen! You learn how society works, how to solve problems, and how to get people to work together.

Boost well-being and resilience: Taking action helps people deal with the challenges racism can bring, offering support and making them feel stronger.

Easy access: Community-based projects are often much easier for people to join, especially if they feel overwhelmed by larger, more official anti-racist organizations.

Direct impact: Actions you take right in your neighborhood can lead to real, noticeable changes in how people act and think locally.

Examples of Community Actions in Anti-Racist Activism:

Community Events, Cultural Celebrations & Festivals Anti-Racist Workshops, Film Screenings, Community Dialogue Circles, Protests/Demonstrations, Counter-Protests

Digital Activism

No matter who or where you are, digital activism enables everyone to get involved and stand up against racism! You don't need to be a tech genius to make a difference online. To create change through anti-racist action, it helps to strengthen key qualities that make you an effective, grounded changemaker. It reaches everyone and is a quick, flexible tool for promoting diversity and addressing misinformation and hate. Right now, a lot is happening online. AI tools make it easier than ever to create realistic content. Groups are actively trying to trick people with fake news and twisted facts, making it challenging to figure out what's true and what's a lie. As a result, digital activism has become necessary for defending accurate information and strengthening voices that are not heard.

Examples:

Hashtag Campaigns, Online Petitions, Social Media Awareness Campaigns, Crowdfunding for Social Causes, Virtual Protests and Boycotts, Citizen Journalism and Live Streaming, Creating and Sharing Digital Art and Memes, Online Forums and Communities, Email Campaigns.

Benefits

Digital Tools & Diverse Tactics:
It's all about using the Internet to organize, communicate, and take action. This opens up many ways to get involved, including signing online petitions, running social media campaigns, crowdfunding, organizing virtual protests, sharing personal stories, and sharing content such as informative videos and memes.

Real-Time Coordination and Impact:
With digital tools, activists can share information, coordinate actions, and provide real-time updates instantly. This speed allows quick responses to current events, increases mobilization for events, and ongoing documentation of what is happening.

Global Reach and Accessibility:
Digital activism breaks down traditional barriers, making it easy for anyone to participate. This creates a powerful network that connects people everywhere, giving your message a global reach that can quickly mobilize diverse audiences and amplify voices that might not be heard in mainstream media.

Budget-Friendly:
Digital methods are very low-cost, making it easier for even small, local groups to make a big impact.

Challenges

Misinformation, Disinformation and Erosion of Trust:
Publishing information online enables false or misleading content to spread rapidly, influencing public opinion, undermining legitimate activism, and making it increasingly difficult for people to distinguish truth from fake news, ultimately weakening overall trust.

Slacktivism:
Critics argue that some forms of digital activism require minimal effort and may not translate into meaningful offline action, creating a false sense of contribution ("slacktivism" or "clicktivism").

Online Harassment and Trolling:
Activists can face online harassment, cyberbullying, and organized trolling campaigns aimed at silencing or discrediting them.

Algorithmic Bias:
Social media algorithms can sometimes limit the reach of activist content or even favor counter-narratives.

Emotional Fatigue and Desensitization:
The constant exposure to social issues online can sometimes lead to emotional numbness or desensitization.

Creative Expression

Art is a powerful tool in the fight against racism. It unites people from diverse backgrounds, raises awareness, builds empathy, empowers marginalized communities, and inspires action.

The emotional and communicative effects of art make it a powerful tool for challenging racist opinions, discrimination, and systemic inequalities by facilitating the sharing of messages, promoting dialogue and understanding, and creating space for diversity.

Benefits of Art for Social Change

Emotional Engagement:
Art has a unique ability to create powerful emotions, making issues more relatable and impactful than when presented through facts alone.

Accessibility:
Art can overcome linguistic and cultural barriers to reach diverse audiences.

New perspectives:
Artists can offer unique and thought-provoking viewpoints on complex problems.

Visibility:
Creative actions can attract media attention and public discourse.

Community building:
Collaborative art projects can promote solidarity and shared purpose.

Empowerment:
Creating and participating in art can empower individuals to express themselves and their beliefs.

Creative Expression Examples

Murals & Public Art

Create powerful anti-racist messages on walls or public spaces, celebrating diverse cultures and challenging racist symbols.

Digital Art & Media

Use online platforms to create and share digital art, animations, and videos that challenge racist ideas and teach anti-racism.

Photography & Film

Document the reality of racism, showing its effects and highlighting stories of strength and activism through your lens.

Performance Art

Use acting, dance, or other performances to show the impact of racism, tell stories of resistance, or spark conversations about identity.

Literary Arts & Spoken Word

Share poems, stories, or spoken word pieces that voice experiences of racism, build empathy, and imagine a fairer future.

Community-based Art

Team up with communities affected by racism to create art together, telling their story and pushing for change.

Exhibitions & Art Shows

Organize art shows that explore racism's history and impact, giving a platform to marginalized artists.

Music

Make songs that protest injustice, celebrate cultural heritage, and promote unity.

LOCATIONS

Universities and Schools

Why are schools & universities playing a central role?

Schools and Universities play a massive role in shaping young people's attitudes, beliefs, and behaviours. Antiracist initiatives in these settings are needed because early experiences in education massively influence how young people perceive race and social justice throughout their lives. The truth is, these educational settings are not free from racism. Sometimes, the things we learn (or don't learn) in classes can leave out important perspectives. Racialized students can face unfair treatment by educators and other students due to their background.

RESEARCH FINDING

Many people in schools and universities have a strong desire to get involved but are unsure where to start or hesitant to challenge the status quo. Schools can be a great opportunity to find like-minded individuals and create a group to get involved together with!

Benefits of Anti-Racism Education in Schools and Universities

Challenges

Safe Learning Zone:
Schools and universities are places where we can easily include structured anti-racist learning through clubs or additional classes and courses. (Note: You need to communicate with the school administration to set up a project in this setting).

Diverse Student Groups:
Schools are full of students from all different backgrounds. This is great because it creates natural chances to talk, understand each other better, and break down stereo-types.

Raise Leadership:
Activism in educational settings helps young people gain confidence and leadership skills to stand up for what's right and fight for fairness in their communities.

Reducing Discrimination and Bullying:
Learning about anti-racism reduces racist incidents and bullying, making school a better place for everyone.

Big Impact - Early On:
This is an opportunity to shape how students think about race and justice as they are still figuring out the world.

Building Solidarity Network:
Anti-racist efforts help students build friendships and form strong bonds with people from different cultures, making the whole community stronger.

Institutional resistance:
Be aware that project ideas may be rejected because of people with racist attitudes or biases.

Openly racist behavior:
Often, students show racist behavior and reproduce it in classrooms.

Hidden biases:
Teachers and staff, even if they mean well, may unknowingly hold racist stereotypes or treat students diffently because of their biases.

It's tough work:
Talking about racism can be emotionally draining for anyone. We need to make sure there is support and a safe space for those conversations.

> *"The paradox of education is precisely this - that as one begins to become conscious, one begins to examine the society in which he is being educated."*
> **James Baldwin**
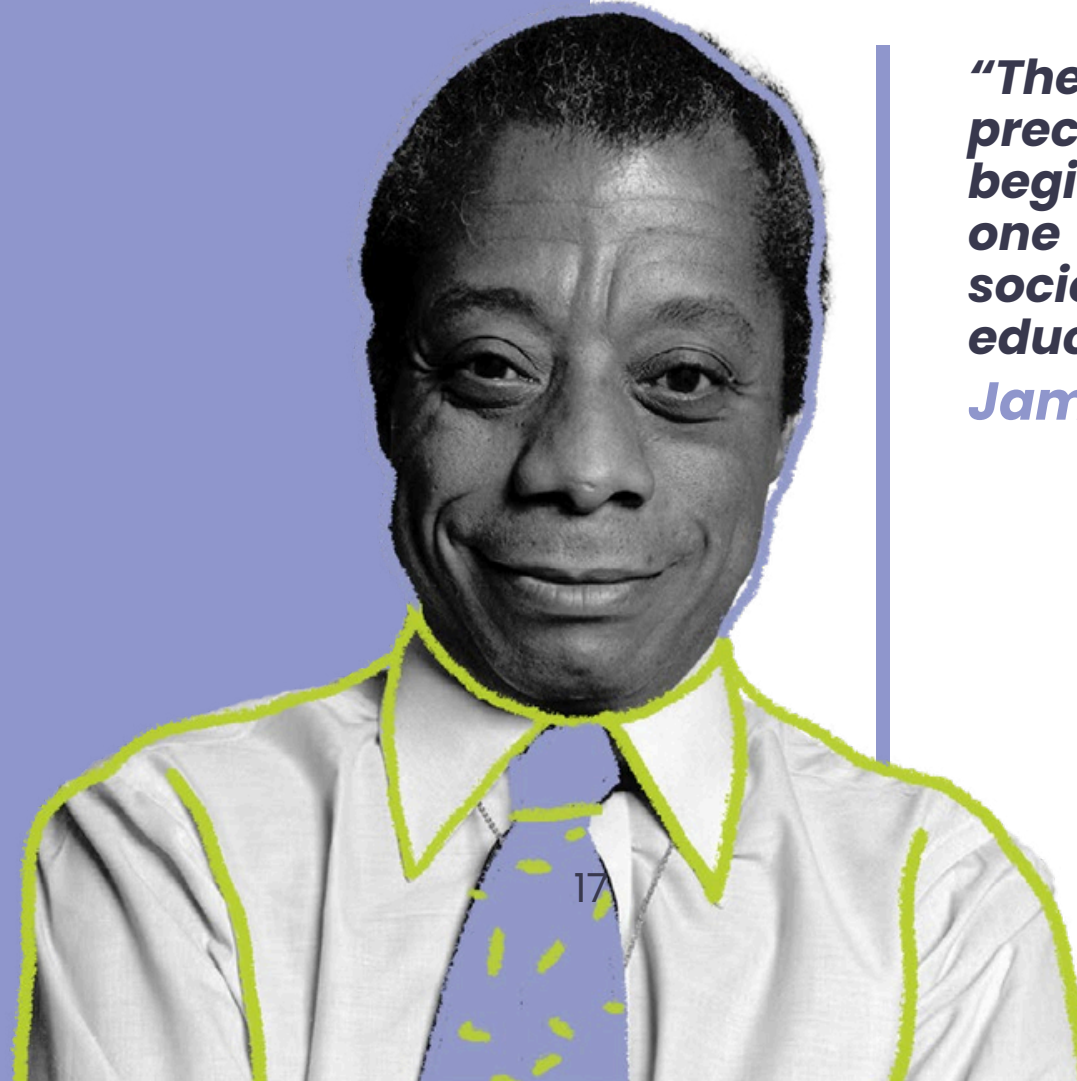
YOUTH WORKER BOX:

Prepare for Criticism and Pushback: Help youth build confidence to deal with negative reactions. Offer tools to respond calmly and stay grounded in their values.

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Neighborhoods

Why your neighborhood matters for change?

A neighborhood is a daily playground, hangout spot, and meeting ground where we live, interact, and build a sense of community. It is foundational in shaping individual and collective identities and creating social bonds. Neighborhoods are communities that welcome diverse cultures, backgrounds, and life experiences. In these settings, kids, youth, adults, and elders interact daily. Such diversity offers natural opportunities for dialogue, learning, and understanding. Community events, local groups, and neighborhood gatherings become informal classrooms where values of equity, respect, and inclusion are both discussed and practiced.

RESEARCH FINDING

Racism can manifest very differently in large cities and in smaller villages or rural areas. In larger cities, people sometimes engage in more overtly aggressive behavior, while in rural areas, they tend to be more dismissive and exclusionary rather than direct. This is not an absolute rule: always be first and foremost responsive to your environment and context.

Benefits of the Neighborhood Context

Challenges

Community and Belonging:
Neighborhoods give us a sense of connection and belonging to a community. This unity helps empower young people and reminds everyone that they matter.

Everyday Learning Opportunities:
Every time you chat with someone different or join a local event, you're getting real-life lessons in tolerance, cultural sensitivity, and standing up for yourself and others.

Easy to Start:
Want to kick off a small activity? You often don't need permission to organize things in your neighborhood. You just do it!

Accessible Support Networks:
Local leaders and engaged community members serve as role models for youth, which is why it is important to collaborate with them.

Empowerment through Participation:
Active involvement in local decision-making builds confidence and encourages self-organized action.

Bigger Problems:
Neighborhoods can reflect bigger issues in society, and the people within them may hold racist beliefs.

Social Divisions:
Sometimes, differences in income, stereotypes from the past, or simply people keeping to themselves can lead to tension and make individuals feel isolated.

Getting Accepted:
When you jump in, you need to be sensitive to how your neighborhood does things. People need to feel comfortable with you and your approach for your actions to stick.

Missing Role Models:
If there are no strong, positive role models in the neighborhood, it can be more difficult to create change.

"Without community, there is no liberation… but community must not mean a shedding of our differences, nor the pathetic pretense that these differences do not exist."

Audre Lorde

Sport Clubs

Why Sports Clubs matter for Social Change?

Many young people are involved in Sports Clubs, united by a shared interest in sports. Sports Clubs offer a structured environment for members to participate, train, and, often, compete, ranging from casual gatherings to highly competitive organizations with coaches and regular schedules. Sports Clubs are social spaces that shape people's values and identities. Young people from diverse backgrounds come together to train, compete, grow as a team, build friendships, and have a good time together. This environment naturally encourages collaboration, mutual respect, and resilience. Coaches often are strong role models, guiding personal values and behavior. The activities in sports clubs are usually well-organized, focused on teamwork, and aimed at helping young people grow physically and personally. This strong bond can be essential for talking about tough issues like racism and discrimination.

RESEARCH FINDING

Sports clubs can be very politicized, and many major sports teams are often affiliated with specific political parties or movements. Make sure you have a good grasp of the main "players" in your context and what they stand for.

Benefits of the Sports Club Context

Challenges

Breaking Down Barriers:
Sharing a goal, practicing together, and celebrating wins (or bouncing back from losses!) can create strong bonds between people from otherwise completely different backgrounds. This helps overcome stereotypes and build strong relationships.

Learning by Doing:
Sports teach you about fairness, respect, and sticking together. You're not just learning about these principles; you're actively living them on the field or court.

Easy Access:
Collaboration among smaller sports clubs or groups is relatively easy due to shared interests.

Role Models for Change:
Coaches and older athletes can be powerful examples for inclusive behavior and respectful communication.

Team Spirit and Belonging:
When you are part of a team, you feel connected. This sense of belonging and trust is important when talking about heavy issues like racism.

Resistance to Change:
Some club members or leaders might resist focusing on anti-racism, either because they don't recognize racism as an issue, feel uncomfortable discussing it, or believe it is not relevant to the sport.

Leadership Gap:
If the club's leaders lack diversity, it can be tough for them to truly understand and support members from different backgrounds. This can weaken anti-racist efforts.

Homogeneity:
Clubs with a majority of players from the same or similar backgrounds may unintentionally reproduce racial bias. When such teams compete against more diverse groups, misunderstandings or tensions can occur, increasing the risk of discrimination or unfair incidents.

"I've seen sport unite people who speak different languages and believe different things. It's a powerful thing." – Roger Federer

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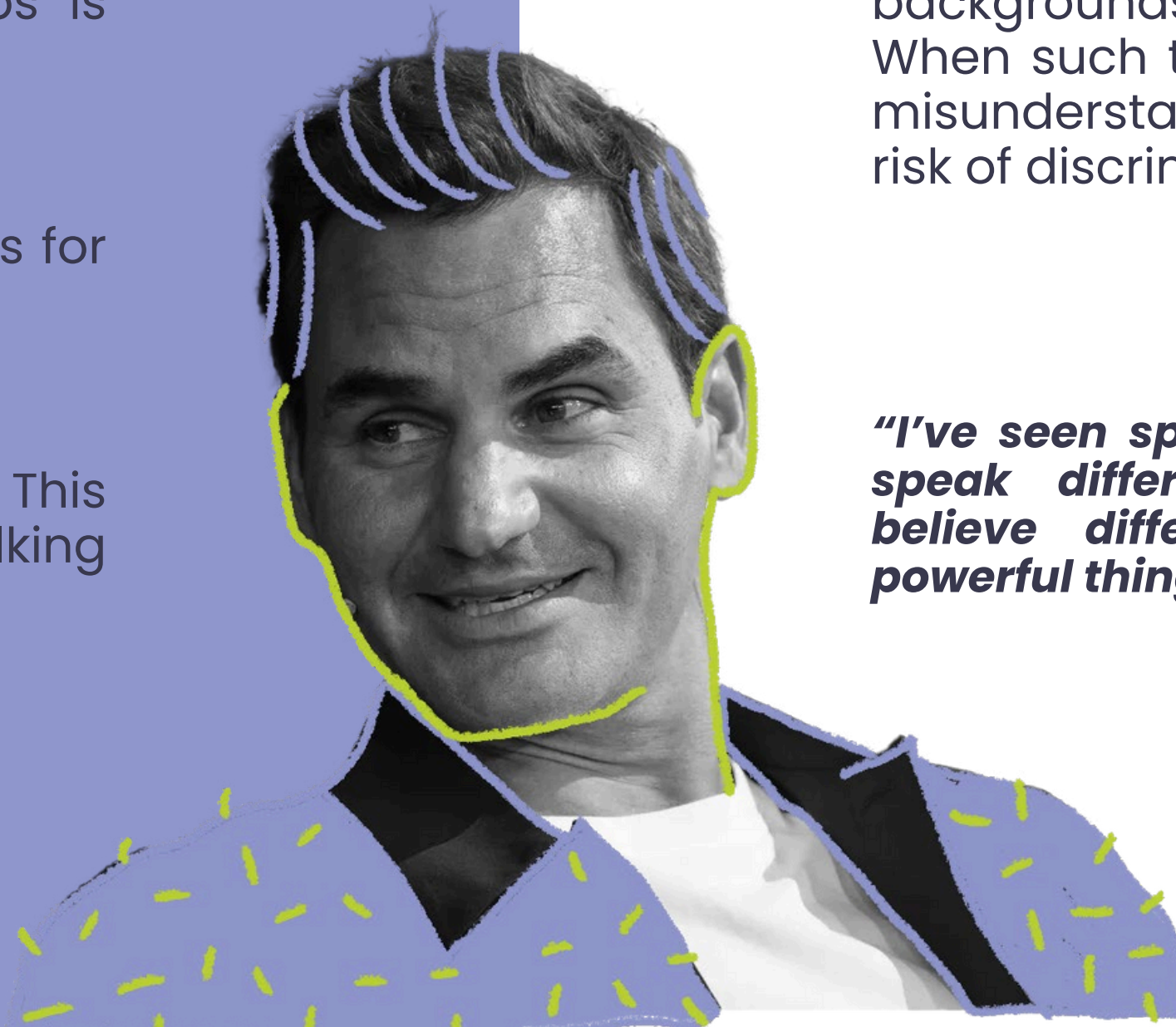
Step by Step Guides for Action

The following guides will help you start initiatives in each of the previously mentioned Locations and Types of Action. You can follow them Step-by-Step or mix and match what works for your situation. Our goal is to give you a clear, broad picture of what it takes to get your own initiative off the ground and running successfully.

SPORTS CLUBS

Community Action

Fundraiser Tournament
"Unity Cup"

A fundraising tournament that collects money for a local organization or charity. At the same time, the event can create a space for interaction and exchange across different groups. This can be adapted to many different types of sports. This example will focus on football.

Step-by-Step Plan:

Phase 1: Planning and Promotion

Forming a team:
- Gather at least 3–5 dedicated individuals as the core organizing team.

Action goal and details:
- **Event Name:**

Find a name for the event.
- **Date and time:**

Choose a day, preferably Saturday or Sunday, that allows enough time for the tournament (e.g., Saturday, 10:00 – 16:00). Consider local holidays or school breaks and adjust the date and time based on your target group.
- **Target audience:**

Choose your target group. Would you like to focus on a specific age? How can you reach a diverse audience, including people who are not involved with your sports club?

Encourage full teams to register, but also invite individuals who can be placed on mixed teams on the day to promote new connections. Translate registration forms into multiple languages for accessibility.

- **Consider reaching out to other organizations or sports clubs in your area to ask if they want to support your action.**
- **Anti-Racist messaging:**

Brainstorm subtle ways to incorporate anti-racism (e.g., team names related to unity in diversity, shirts or banners with anti-racist slogans or messages).

Securing a location:
- Identify potential local parks or community centers with adequate pitches or courts. Does your sports club already have suitable ones available? An added advantage is extra space where people can practice or play for fun.
- If needed, contact local authorities (e.g., the municipal parks department or community center management) to check availability, book the space, and ask about any permits or fees.

For more Tips and details on Fundraising and Budgeting, click here.

Fundraising and Budgeting:
- Think about: Which costs will you have? How can you cover these, while also fundraising for a charity or organization of your choice?

Supplies and equipment checklist:
- Create a checklist of materials that you need for your tournament.
- Who will be responsible for organizing food and drinks?
- Who will be responsible for music?

Promotion of the event:
- **Create a flyer with clear information** which organization or cause you are fundraising for and how to register. Include sponsor logos, if applicable. You can print it and share it on your club's social media.

For more Tips and details on Event Promotion, click here.

Phase 2: The Day before Checklist

☐ Do you have all the necessary equipment for the tournament?

☐ Have you reached out to all registered participants to make sure they are coming?

☐ Is everything clear for the location set-up? Do you have a layout plan? Have you assigned clear roles for the day (e.g., registration, refereeing, first aid, setup, cleanup, photography)?

☐ Be aware of things that can go wrong and how to react if they happen, such as bad weather, injuries, etc.

Phase 3: The Event Day

Set-Up:

- **Set a time** for the team and volunteers' arrival.
- **Prepare the pitches**, a registration table, food and drink stands, etc.
- Set up signs for directions and event information.

Event:

- **Have friendly, enthusiastic volunteers** at the registration table to welcome attendees. Make sure they are ready to answer questions about the event.
- Check participants in, including signing consent forms if needed, and direct them to their teams.
- In addition to the tournament, **you can include side activities**, such as hanging a banner where people can write messages of peace, inclusion, or what unity means to them.
- **Tournament Play:** Deliver a brief opening speech that emphasizes the event's fun and unifying spirit. Run the tournament according to the planned schedule. Ensure referees/facilitators maintain a positive and fair environment. Encourage mixed-team interactions and cheering for all.
- **Take photos or videos** of the games and teams (with consent) and offer to share them with participants.

Closing and clean-up:

- **Award ceremony and closing speech**: Have prizes for the winners prepared, thank everyone for their participation and sportsmanship.
- **Clean the venue, leaving no trace.**

Phase 4: Post-Event Checklist

☐ Have you talked about the event, what went well, and what needs improvement with your team? Have you asked participants for their feedback?

☐ Do you want to share photos or a recap video of the tournament online? Can you send them to local organizations or news outlets to publish on their channels?

☐ Brainstorm with your team: What other events could you organize in the future?

Find a detailed Overview on Change Maker Fundamentals here.

Digital Activism

United through Sport: Cross-border Club Exchange

An online collaboration where sports clubs from different countries connect, present each other on their channels, come together in an online or hybrid event to share experiences, and demonstrate unity through sport.

Step-by-Step Plan:

Phase 1: Planning and Promotion

Forming a Team:

- **Gather 3-5 motivated members** from your club to coordinate the event. Assign roles: communication, logistics, promotion, and documentation.

Action Goal and Details:

- **Goal:** To build solidarity and mutual understanding between youth through sport.
- **Details:** Connect with 2-3 clubs of the same sport and age group in other countries, present each other on your social media channels, and plan a joint online or hybrid event with presentations, shared stories, discussions, and online games

Securing a location:

- **Book your local sports facility** or community center to come together for your online or hybrid event. Ensure Internet access.

Fundraising and budgeting

- **Find Details here.**

Supplies and equipment

- ☐ Projector/Screen or Laptop,
- ☐ Sound System
- ☐ Internet Connection
- ☐ Flyers/Posters
- ☐ Camera or Phone for documentation
- ☐ Snacks, drinks from the countries of your
- ☐ partner clubs

Promotion of the Event/Action

- **Find Details here.**
- **Brainstorm together** about how the clubs would like to present each other on their social media channels, and which information or photos to include.
- **Promote online** via Instagram, WhatsApp, and your club's channels. Share teaser videos or countdowns to the online/hybrid event.

Phase 2: The day before Checklist

- ☐ **Equipment ready and tested**

- ☐ **Location clean-up and set-up**

- ☐ **Roles assigned (host, tech support, photographer, etc.)**

- ☐ **Confirm attendance with partner clubs**

- ☐ **Potential risk: what if the Internet fails? Have a backup hotspot or prerecorded videos.**

Phase 3: The Event Day Set-Up:

Set-Up:

- **Prepare the space** with materials, a station for food and drinks, and – if applicable – other games.

Event:

- **Hold a welcome speech** and facilitate the introductions.
- **Club presentations**, either by a member of the respective club or a member of one of the partner clubs.
- **Take a group photo or video** message of solidarity and unity in sports.
- **Discussions about benefits and challenges** to inclusion through sport in each country's context.
- Optional online quizzes or games

Closing and Clean-Up:

- **Thank participants**, clean the space, and collect feedback informally.

Phase 4: Post-Event Checklist

☐ **Debrief:** hold a short team meeting to reflect. What went well? What could improve?

☐ **Sharing Photos:** post event highlights on social media with captions that celebrate unity and youth. Make sure to post updates on your partner clubs' activities to keep up engagement.

☐ **Ideas for follow-up Events:** for example, create a shared online space for ongoing connection between the clubs, plan a joint hybrid training session, or an in-person exchange.

Creative Expression

Solidarity in Design: Jersey Challenge

A creative Team-Building Challenge where you and your club members design T-shirts representing unity, anti-racism, and team spirit. Designs can be shared, voted on, and optionally printed for the club.

Step-by-Step Plan:

Phase 1: Planning and Promotion

Forming a Team:

- **Gather 2–4 people** to organize the jersey challenge. Assign roles for buying supplies, promoting the action, etc. You don't need many people to organize, but try to have everyone from your club involved for the actual design challenge!

Action goal and details:

- The goal is to **express values of solidarity and anti-racism** through creative design.
- **Details:** Organize an event where club members come together to create T-shirt designs and showcase them. Then, everyone votes for their favorites. Winning designs can be printed or shared online. You can keep it as a short evening activity of 3-4 hours. Alternatively, you can use a full weekend day for team building, which may include games, food, and other creative activities in addition to the T-shirt design challenge that focus on inclusion.

Securing a Location:

- Use your club's meeting space

Budget:

- Find Details here.

Supplies and Equipment:

- ☐ Paper, markers, or digital design tools
- ☐ Blank T-shirts and fabric markers
- ☐ Decide on a voting system (online poll or in-person ballot)
- ☐ Display space (wall, board, or fashion show)
- ☐ Food and Drinks

Promotion of the Action:

- This action is first and foremost targeting club members, which makes the scale of promotion smaller. Create a simple flyer to inform members (and, potentially, their families) about the event. You can also use the club newsletter, if available.
- Find Details here.

Phase 2: The Day before Checklist

- ☐ **Do you have a set-up plan for the space?**
- ☐ **Do you have all materials needed?**
- ☐ **Do you have a plan for showcasing and voting on the designs?**
- ☐ **Did you assign clear roles and responsibilities for the day?**
- ☐ **Potential Risks:**
  - **What if no one has ideas? Have a few sample designs ready to inspire others.**
  - **What if someone submits inappropriate content? Set clear guidelines and moderate entries.**

Phase 3: The Event Day Set-Up:

Set-Up:

- **Prepare the space** with materials, a station for food and drinks, and, if applicable, other games.

Action:

☐ Welcome participants and explain the rules.

☐ Facilitate showcase and voting after finished designs.

☐ Announce winners and give out prizes.

Closing and Clean-Up:

- **Thank participants**, clean the space, and collect feedback.

Phase 4: Post-Event Checklist

☐ **Debrief: hold a short meeting with your team to reflect. What worked well? What could be improved?**

☐ **Sharing photos: post photos of designs and the event. Tag participants and celebrate the creativity. Should the online community be able to vote, too?**

☐ **Brainstorm ideas for Follow-Up Events:**
  - **You could print and wear the winning design at a future match or event**
  - **Collaborate with another club for a joint challenge**

NEIGHBORHOODS

Community Action

Neighborhood Hang Out for Connection and Good Vibes

Imagine how cool it is to have a good time in your neighborhood with friends and locals, enjoying diversity and unity in practice. Here, you can help cultivate a more inclusive society

where neighbors can connect, build new friendships, and strengthen existing community bonds. We aim to help you create a relaxed environment that encourages positive interactions, celebrates our diverse communities, and leaves everyone feeling more connected and uplifted.

Step-by-Step Plan:

Phase 1: Planning & Organization

Form a core organizing team:
- ○ **Action:** Form a core organizing team of 3-5 dedicated individuals.

Define event details & goals:
- **Event Name:** Brainstorm a catchy name
- **Date and Time:** Choose a weekend afternoon or early evening to allow for casual talking. Consider local holidays or school breaks.
- **Target Audience:** Emphasize inclusivity for all ages and backgrounds. The goal is to bring the entire neighborhood together.
- **Community-building Activities:**

Goal: To promote new connections and strengthen existing ones between people, and create a sense of belonging for everyone.

Activities Brainstorm: Identify simple activities that encourage interaction without being overly difficult.

- **Anti-racist messaging:** Brainstorm positive ways to spread the message of unity and diversity.

Securing a location:
- **Action:** Identify potential local parks, community gardens, community centers, or even a large common area in an apartment complex if appropriate. Look for spaces with seating, shade, and accessibility.
- **Action:** Contact local authorities (e.g., municipal parks department, community center management) to check availability, book the space if needed, and ask about any permits or fees.

Budgeting and fundraising:
- **Action:** Estimate costs: venue rental (if any), refreshments (water, simple snacks), art supplies, basic decorations, printing flyers.
- **Action:** Explore local grants, sponsorships from local businesses, or small community donations.
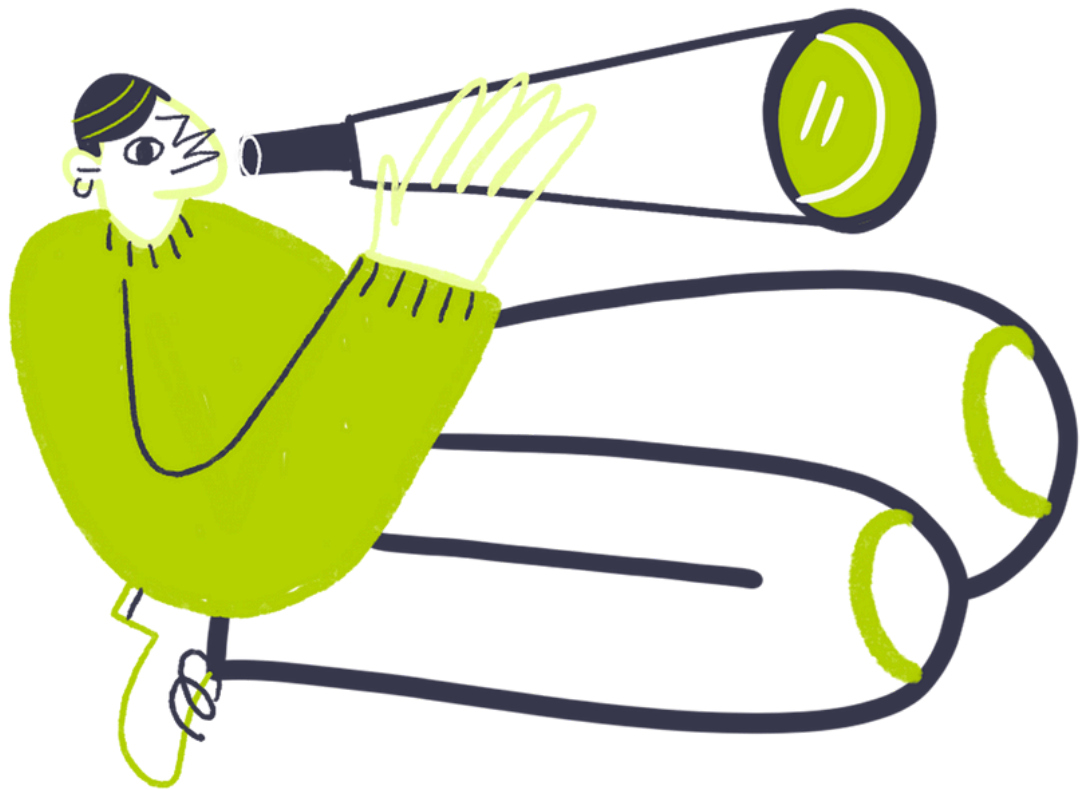
Equipment & supplies checklist:
- **General:** Tables, chairs, sunshade/canopy, trash cans, sign-up/welcome table, name tags, markers, water cooler/bottles, simple decorations (balloons, banners).
- **Activity-specific:**

For shared activities: Art supplies (large paper, paints, markers for a communal mural/banner), board games/card games, simple lawn games (bean bag toss, giant Jenga). Music: Sound system for background music (uplifting, diverse genres) or for a local talent showcase. Food/Drink: if provided, serving utensils, plates, cups, napkins.

Phase 2: Promotion & Recruitment

Create an engaging Flyer:

- **Design:** Visually appealing, warm, and inviting.
- **Content**: Event name, date, time, location. Brief description emphasizing connection, good vibes, and meeting neighbors. Any special features (e.g., "Bring a dish to share!", "Local talent showcase!"). Contact information. Sponsor logos (if applicable).
- **Anti-Racism Integration:** Consider adding a small, impactful quote about community strength through diversity, or an explicit statement such as "All are welcome here!"

Community Outreach & Invitation:

- **Distribution:** Distribute flyers in the neighborhood: community centers, local shops, schools, faith centers, apartment buildings, and directly to friends and neighbors.

- **Digital:** Share on neighborhood social media groups (Facebook, Instagram), local email lists, community WhatsApp groups, and local online forums.
- **Specific Group Invitations:** Invite community groups directly. This includes migrant associations, cultural centers, faith-based organizations, youth groups, and other minority community leaders. Personal invitations often lead to higher participation and more diverse attendance.
- **Word of Mouth:** Encourage everyone involved to invite their friends.

Bring volunteers and friends (it's helpful):

- **Action:** Find people for roles such as welcome table, activity facilitators, refreshment station, setup/cleanup, photography, and simply circulating to engage with attendees.
- **Action:** Brief them on the event's goals. Emphasize their role in making everyone feel welcome.

Phase 3: Pre-Event Logistics (Day Before)

Finalize plans:

- **Action**: Confirm volunteer schedules and roles.
- **Action:** Set time for volunteers to arrive.
- **Action:** Purchase any last-minute supplies.
- **Action:** If hosting a potluck, send a reminder to attendees to bring a dish.

Equipment procurement & preparation:

- **Action:** Purchase or borrow all necessary equipment and supplies.
- **Action:** Pack everything clearly to ensure nothing is forgotten. Consider organizing by "stations" (welcome, food, activities).

Venue visit & Layout Plan:

- **Action:** Have a clear overview of the space.
- **Action:** Plan the exact layout for the welcome table, refreshment station, activity zones, seating areas, and any information booths. Think about flow and creation of inviting nooks for conversation, food, and activities.

Phase 4: Event Day

Early Arrival & Setup:

- **Action:** Set up the welcome table clearly visible at the entrance with name tags and markers.
- **Action:** Arrange tables for water, snacks/potluck dishes, and activity stations.
- **Action:** Set up signs for directions and event information.

Welcome & Creating an uplifting Atmosphere:

- **Team Atmosphere:** Have a friendly team at the welcome table and throughout the event. Their role is crucial for setting a positive vibe and initiating connections.
- **Music:** Play positive, diverse, and low-volume background music (if allowed).
- **Opening:** A very brief, warm welcome, highlighting the purpose of the day – connecting neighbors and celebrating community.

- **Anti-Racism Integration:** Set up a "Community Values" board where people can write words or draw pictures that represent what makes their neighborhood strong and inclusive.

Facilitating interaction:

- **Open Activity Zones:** Keep board games, art supplies, and lawn games easily accessible and visible. Don't force participation, but make it inviting.
- **Floating Volunteers:** Have volunteers circulating, engaging with attendees, starting conversations, and making introductions between people who may not know each other.

Ongoing engagement:

- **Action:** Keep the atmosphere light and positive.
- **Action:** Encourage participants to interact with the various activity stations.
- **Action:** The team should be available to answer questions and facilitate conversations.

Closing & Thank You:

- **Brief Closing:** A short, heartfelt thank you to everyone for coming and making the event special. Reiterate the goal of community connection and the positive impact of everyone's presence.
- **Acknowledgement:** Acknowledge volunteers and anyone who contributed food or talent.
- **Encourage future engagement:** Mention plans for future hangouts or other community initiatives.

Clean Up:

Action: Clean the venue to ensure it is neat. Enlist volunteers if possible.

Phase 5: Post-Event (Week After)

Debrief & Feedback:

- **Action:** Meet with the organizing team to review what went well and what could be improved for future events.
- **Action:** If possible, collect informal feedback from participants (via a quick online survey or direct conversations).
- **Anti-Racism Focus:** Did the event effectively contribute to breaking down barriers and fostering a sense of belonging for diverse groups? What impact did it have on interactions?

Follow-Up & Gratitude:

- **Action:** Send thank-you notes or messages to all volunteers, sponsors, and key participants (e.g., local talent).
- **Action:** Share photos and highlights on community social media and local news outlets (with permission from those pictured).
- **Action:** Consider establishing a new community group or continuing regular events based on the success and positive energy generated.

Digital Activism

Neighborhood connect Messenger Network

This plan outlines the creation and implementation of a community-driven messenger network designed to keep neighbors informed, connected, and empowered to address local needs.

Step-by-Step Plan:

Phase 1: Planning & Needs Assessment

Form a Core Digital Team:

- **Action:** Assemble 2-5 tech lovers and community-minded individuals. Look for a mix of skills: communication, tech understanding, community organizing, and local knowledge.

Define Project Goals & Scope:

- **Goal:** To establish an accessible and community-driven messenger network that provides essential, localized information, facilitates mutual aid, and empowers residents to collectively address neighborhood issues.
- **Scope:** Initially, focus on general information (e.g., Local events, safety alerts, public service announcements, local business updates), then expand based on community feedback.

Identify Neighborhood-Specific Needs & Information Gaps:

- **Action:** Conduct surveys (online/paper), hold small focus groups, or conduct informal interviews with diverse residents (seniors, families, local business owners, community leaders) to understand:

What kind of information is currently hard to find? What are common neighborhood concerns? What communication methods do people currently use and prefer? What are the specific needs that a messenger network could address?

Choose the right platform/technology:

- **Action:** Based on your research, select a suitable messenger platform.
- **Accessibility:** Is it widely used in the community (WhatsApp, Telegram, Instagram)? Is it simple to use for all age groups?
- **Features:** Group chat limits, broadcast channels, polls, file sharing, and privacy settings.
- **Security & Privacy:** End-to-end encryption, data handling policies.
- **Recommendation:** Start with a widely adopted platform like WhatsApp or Telegram for ease of entry, potentially exploring more robust options later if needed.

Budgeting & Resource Allocation:

- **Action:** Estimate costs (if any): Premium features for platforms, printing promotional materials.
- **Action:** Identify potential local grants, community funds, or small donations from residents or local businesses to cover initial costs. Many messenger apps are free, keeping costs low.

Legal & Privacy Considerations:

- **Action:** Develop a clear privacy policy and terms of use for the network. How will data be handled? Who has access?
- **Action:** Ensure compliance with local data protection regulations. Transparency is key to building trust.

Phase 2: Platform Setup & Content Strategy:

Platform Setup & Customization:

- **Action:** Create the main group(s) or channels on the chosen messenger platform.
- **Action:** Configure settings for optimal community use (who can post, notification settings, group descriptions).
- **Action:** Design a clear, recognizable profile picture and group description that immediately explains the network's purpose and welcoming nature**.**

Content Strategy & Guidelines:

- **Action:** Define the types of information to be shared (official announcements, community events, safety tips, local business promotions, lost & found).
- **Action:** Establish a content calendar or frequency guidelines (Daily digest, urgent alerts as needed).
- **Action:** Determine who will be responsible for posting official information and how community members can submit information.

Moderation & Community Guidelines:

- **Action:** Develop clear, concise community guidelines that promote respectful communication, discourage misinformation, and prevent spam or inappropriate content. Emphasize inclusivity and a zero-tolerance policy for hate speech or discrimination.
- **Action:** Outline moderation procedures: how will violations be handled? How will disputes be resolved?

Training materials development:

- **Action:** Create simple, easy-to-understand guides for new members on how to join, navigate the platform, understand the rules, and contribute appropriately. Include FAQ's.
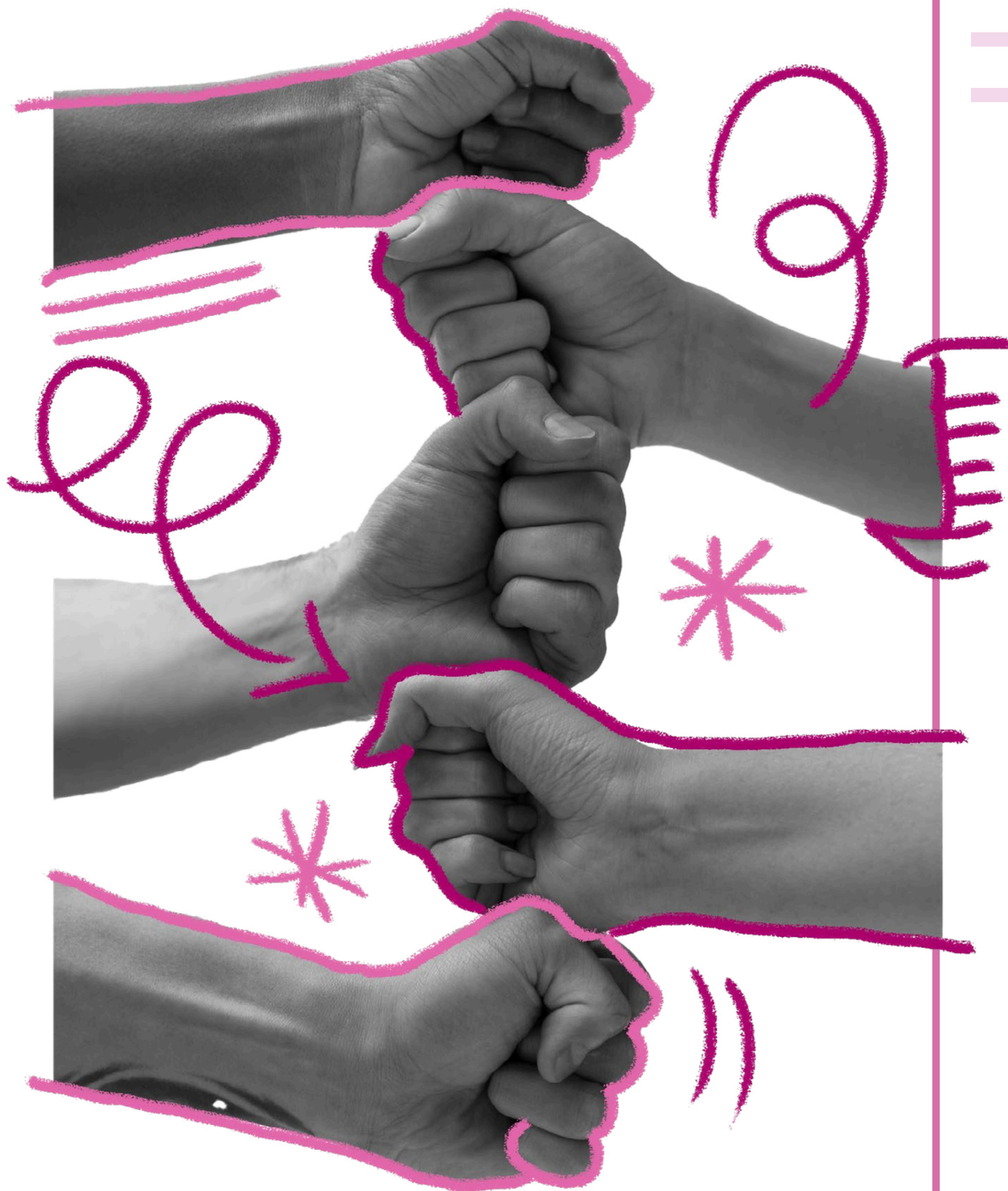
Phase 3: Community Engagement & Recruitment

Create engaging Promotional Materials:

- **Design:** Visually appealing flyers, social media graphics, and short explainer videos.
- **Content:** Clearly state the network's benefits ("Stay informed!", "Connect with neighbors!", "Be part of local community!"), how to join (QR code or link) and highlight the positive community aspect.

Community Outreach & Invitation:

- **Distribution:** Print and widely distribute flyers at community centers, local shops, schools, faith centers, apartment buildings, and public notice boards.
- **Digital:** Share on existing neighborhood social media groups, local email lists, and community WhatsApp groups. Run targeted local ads if budget allows.
- **In-Person:** Organize small, informal "info sessions" at local cafes or community spaces to explain the network and help people sign up on the spot.

- **Specific Group Invitations:** Directly invite diverse community groups, cultural associations, senior groups, youth organizations, and local business owners. Personal invitations are crucial for broad adoption.

Recruit & Train Community Moderators/Admins:

- **Action:** Identify trusted, active, and fair community members who are willing to serve as moderators. Aim for diversity in this group.
- **Action:** Provide comprehensive training on the platform's features, community guidelines, and conflict-resolution techniques. Emphasize their role in fostering a positive and inclusive environment.

Pilot Group Testing:

- **Action:** Before a full launch, run a small pilot with a diverse group of people.
- **Action:** Collect feedback on usability, content relevance, and moderation effectiveness. Make necessary adjustments.

Phase 4: Launch & Initial Management

Official Launch:

- **Action:** Announce the official launch widely through all promotional channels.
- **Action:** Host a small launch event or online Q&A session to celebrate and answer questions.

Active Moderation & Support:

- **Action:** Moderators actively monitor the network, address questions, and resolve minor conflicts promptly and fairly.
- **Action:** Provide ongoing technical support for members who need help using the platform.

Initial Content Seeding:

- **Action:** The core team should regularly post initial, valuable content to demonstrate the network's utility and encourage engagement (e.g., "Did you know about the upcoming park cleanup?" or "Are you ready for the upcoming community event?").

Feedback Collection & Iteration:

- **Action:** Ask for feedback from members through polls, direct messages, or designated feedback channels.
- **Action:** Be agile and willing to adapt the network's features, content, and guidelines based on community input.

Phase 5: Growth & Sustainability

Expand Reach:

- **Action:** Encourage existing members to invite new members.
  Action: Periodically refresh promotional efforts to attract new users.

Ongoing Content Curation:

- **Action:** Establish a system for community members to submit information or requests.
  Action: Regularly share relevant content, ensuring a balance between official announcements and community-generated information.

Regular Feedback & Adaptation:

- **Action:** Schedule regular check-ins with the core team and moderators to review performance and discuss improvements.
  Action: Conduct periodic surveys to gauge member satisfaction and identify evolving needs.

Success Measurement & Reporting:

- **Action:** Track key metrics (number of members, engagement levels, types of information shared, successful community actions initiated through the network).

Creative Expression

The Neighborhood Anti-Racism Art Pop-Up is a creative action where a team of artists places small, impactful artworks throughout a local area. Each piece carries a clear anti-racist message, designed to make people think and promote unity among residents. The aim is to subtly integrate messages of inclusion and acceptance into the everyday environment.

photo by Sumant Kumar

Neighborhood Anti-Racism

Art Pop-Up

Step-by-Step Plan:

Phase 1: Concept & Design

Form the Artist Team:

- **Gather 2-4 dedicated artists** committed to creating impactful anti-racist art. One person can lead if needed
- **Collectively define the specific anti-racist messages** or themes you want to convey. This will guide all artworks.

Choose Art Media & Formats:

- **Decide** on the art form and style.
- **Consider** how many pieces you aim to create.

Design & Creation:

- **Artists** create individual or collaborative pieces that align with the agreed-upon themes and messages.
- **Make sure** the messages are clear, positive, and connected with the anti-racism goal.

Phase 2: Location & Logistics

Identify Strategic Public Spots:

- **Scout the neighborhood** for high-visibility, high-impact display locations for smaller artworks.
- Focus on areas where many people will pass by.

Secure Permissions (if needed):

- **For any private property** or specific public fixtures, contact the owners/authorities to get explicit permission. Explain your project.

Gather Needed Materials:

- **List all materials** needed and gather them.

YOUTH WORKER BOX:

Let Youth lead the Process: Your role is to accompany, not direct. Give positive feedback and encouragement rather than instructions. Ownership builds engagement and long-term motivation.

Phase 3: Pop-Up Installation & Awareness

Pre-installation briefing:

- **Team Meet Up:** Finalize display routes and assignments.
- **Review placement strategies:** How to maximize visibility and impact.

The "pop-up" installation day:

- **Artists go out together** (or in pairs) to place the artworks around the neighborhood.
- **Focus on Spreading:** Distribute pieces broadly across the neighborhood or diverse areas.
- **Subtle & Respectful:** Place art respectfully.
- **Anti-Racism Integration:** Each piece of art is, in itself, an anti-racist message. The act of placing it in public creates curiosity and thought. You can also prepare a small text explaining the initiatives for by-passers.

Capture the action (optional but recommended):

- **Take photos and short videos** of the artists installing the pieces and of the art in its final locations. This is needed if you want to share the project later.

Phase 4: Amplification & Follow-Up

Share the project online:

- **Create a social media post** or release on neighborhood platforms.
- **Share the photos/videos** of the art. Explain the project's goal (artists creating anti-racist art to inspire dialogue and unity in the neighborhood).
- **Inspire residents** to find the art, take photos and share their thoughts using a specific hashtag.

UNIVERSITY & SCHOOLS

Community Action

Open Lecture

An open lecture is your chance to bring people together, exchange ideas, and create space for conversations that matter. It is a powerful way to learn, connect with others, build community, and dive deep into topics like antiracism, equality, or any issue your group cares about. Whether you bring in a guest speaker or lead the discussion yourself, it will be a great opportunity to inspire action and spark new connections.
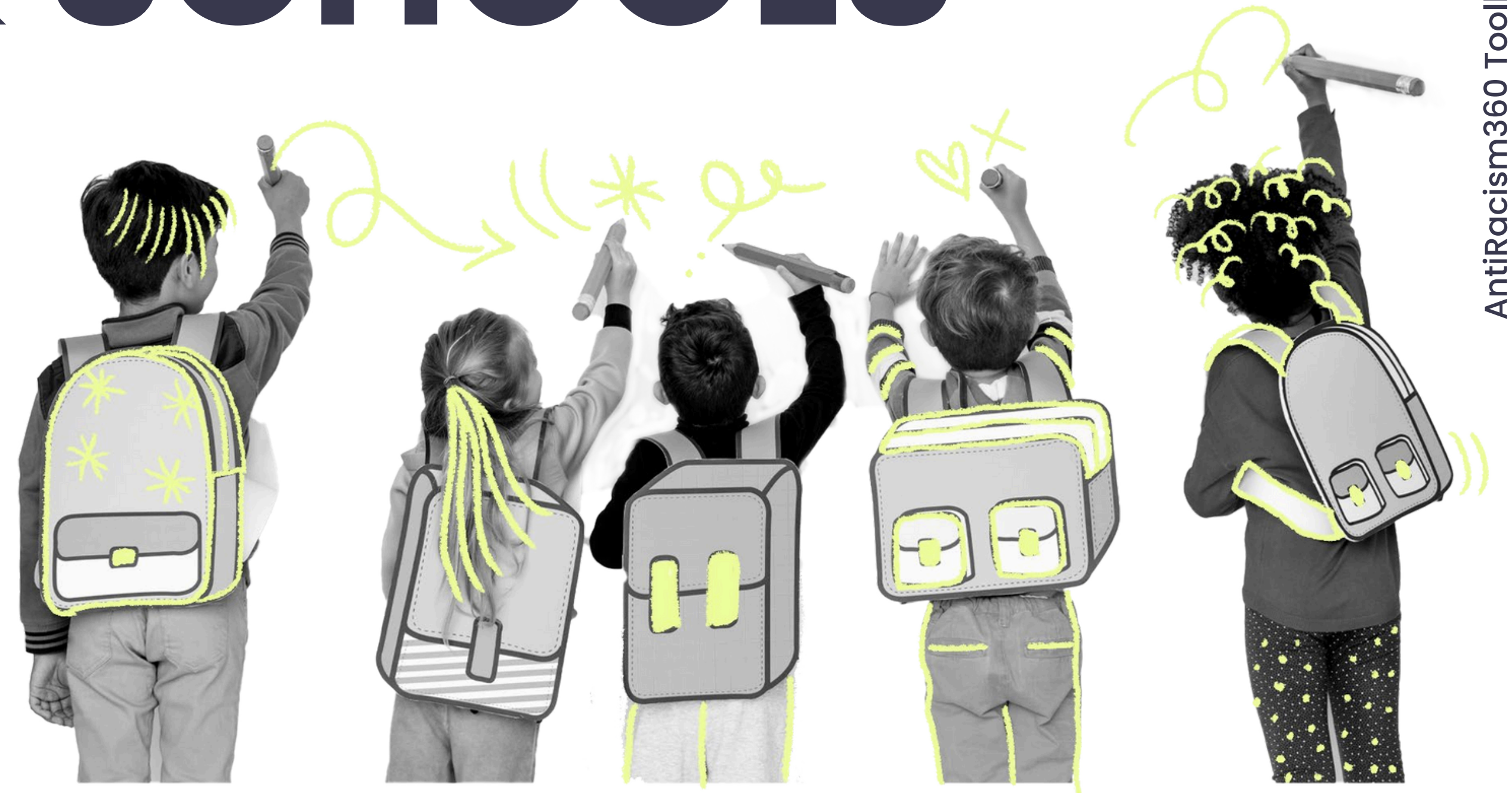
Step-by-Step Plan:

Phase 1: Planning and Promotion

Forming a team:

- **You do not need a big team** for this idea, but there is one person you cannot go without: the speaker. It is important to secure a speaker as soon as possible; they will need time (and potentially your help) to prepare! Potential speakers could be professors, tutors, PhD students, or even your friends. Just make sure the person who will speak has strong knowledge of the topic. This will make the experience more meaningful for those attending, and it will be a great chance for them to share their expertise in a less formal setting where people can ask questions.

Things to keep in mind:

- **Many professors or tutors** may accept to speak pro bono (for free), but others may ask to be compensated for their time and expertise. Both are fair positions to take: as the organizers, you must figure out if you are able to pay the speaker or if you need to find other solutions.

- **Other roles you may need:** Someone to make a flyer for the event, take photos, and tech support (microphones, presentations, TVs).

- **Make sure the goal of this lecture is clear** for everyone involved in its organization (including the speaker!).

Do you want people to learn more about an unfamiliar topic?	**Tip:** Provide clear next steps or ways to get involved at the end of the lecture. Share local groups, events, or online resources where participants can continue learning or volunteering.
Do you want to clear-up common stereotypes and misconceptions?	**Tip:** If your topic is highly debated or often controversial, it may attract unwanted attention. Keep safety in mind, explain things simply, and create space for respectful questions, even if they seem basic to you.
Do you want an open discussion about the topic?	**Tip:** A panel with 3-4 guests may be a better suited set-up for this idea. It will allow for a range of different experiences and expertise around the same topic, making for a more insightful discussion!

Securing a location will depend on a couple of factors:

- **How many people will attend?**
- **Will you have slides/visuals?** Then you need a place with a TV/projector and electricity. Your University may offer rooms for free for students to book (try speaking with the events team of your University if you need something bigger, like a lecture hall!). Otherwise, many libraries, bars, pubs, or venues around Universities/Schools often offer up their space during off-hours, or are open to making deals (a small entry fee with a soft drink included), or receiving the extra customers from the event!
- **Otherwise,** if the people attending are not many, you can also organize the event outside, for example in a park or garden, for a more informal, relaxed atmosphere.

Fundraising and Budgeting:

- This event can be quite cheap to organize, but it's always good to keep an eye on your finances. For more details here.

Try to organize the event outside of normal class hours or during the weekend, so that more people will be able to attend.

Supplies and Equipment Checklist:

☐ Date

☐ Location Set-Up (chairs, tables) and speaker confirmation

☐ Tech Material

   ☐ Microphones

   ☐ Speakers

   ☐ Presentations

   ☐ TVs/Projector

   ☐ Internet Connection

   ☐ Slides/Visuals (if needed)

☐ Who will take the photos? (Will you need a camera, or does someone have a good phone camera? Some Universities rent/loan professional cameras for their students, look into it!)

☐ Brief opening speech

☐ Snacks or Catering

☐ If the event is outdoors (in a park), think of bringing blankets for people to sit on and bottles of water.

Promotion of the Event/Action:

- **Place the flyers** around the University, libraries, popular meetup spots, and shops (speak with the owners first, usually they have no problem with having flyers around, but always ask for permission).
- **Speak with** student clubs, student unions, groups, and other professors who may want to promote the event in their classes.
- **Think of sharing** a brief RSVP survey/QR code to get an idea of how many people will be in attendance.

Risk Management:

Something will go wrong, and it will probably be something this guide does not even know about. Always be vigilant and prepared; most issues can be solved as long as you do not panic. In the meantime, some things to think about:

- **What is the plan** if the speaker cancels at the last minute?
- **What is the plan** if there are technical issues? (Tip: always download presentations to have them offline, just in case of internet issues)
- **What is the plan** if the venue cancels? (Sometimes rescheduling is the best option)

Phase 2: Event Day

Set-Up:

- **Arrive at the event venue early enough** to coordinate with your team, set up the chairs, and ensure everything (TV, slides, videos) is working and ready to go.

Event/Action:

- **Welcome people** at the door, give a brief welcome speech, sit back, and enjoy the lecture!

Closing and Clean-Up:

- **Leave the venue as you found it:** clean up, throw out trash, and check for any items left behind.

Phase 3: Post-Event Checklist

☐ **Debrief/Feedback: Talk with your team (and the participants). How did it go? What could have gone better?**

☐ **Thank participants (by email or in person).**

☐ **Share photos with participants and make posts.**

☐ **Share additional resources with interested participants.**

Ideas for Follow-Up Events

- **Lectures on related topics that people have shown interest in**
- **Film Screenings**
- **Open discussions and Roundtables**

Digital Activism

Collaborative Resource Hub

A directory or resource hub is a collection of materials (audio, videos, films, books, zines, artwork, songs, etc.) organized in an ordered format, whether alphabetically or by theme. As such, creating a directory is a great way to collect resources from a wide range of people and experiences, resulting in a solid tool for learning and delving deeply into a topic. As a rule of thumb, it is always a good idea to have a core topic to guide your collection, so that the final users are not overwhelmed by too much information.
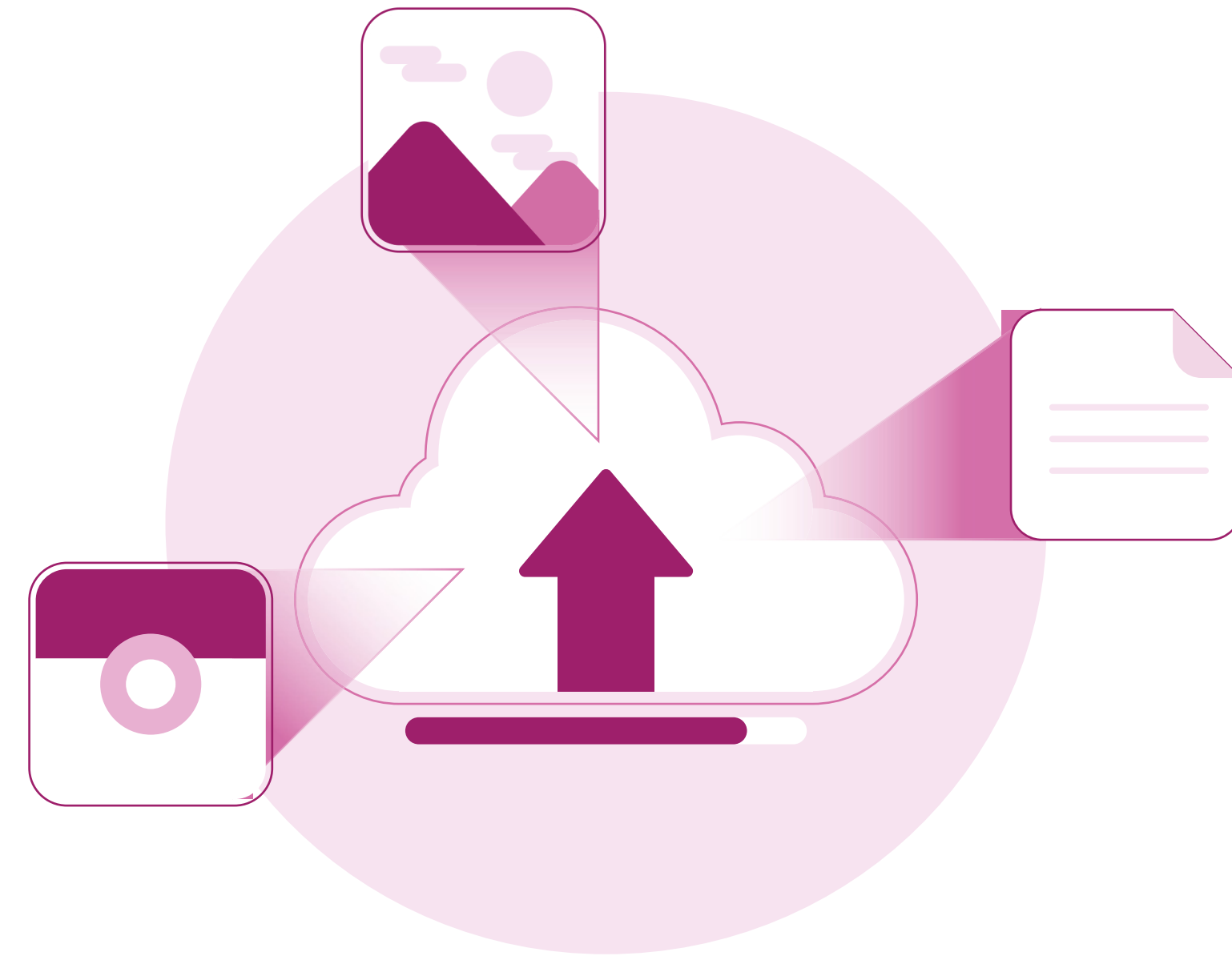
Step-by-Step Plan:

Phase 1: Planning and Promotion

Forming a Team

- **You do not need a big team** for this idea, but you will need a strong effort to engage participants. Aside from the initial setup (and some potential moderation, which we will address later), this activity relies on many people contributing a small part.

Things to Keep in Mind:

- **This activity** is slightly more tech-savvy than the others in the toolkit. We would recommend making sure that either you or someone in your core team is quite familiar (or willing to spend some time learning about) the file storage programs you want to use.

Choose a Theme:

- **Choosing a theme** helps your directory stay focused and accessible, making it easier for people to engage with the content. You could build your list around

topics like anti-racism, social justice, mental health, migration, or any other issue your community cares about.

Securing a location:

- **The idea of a location** looks a bit different here than the other events in this toolkit. You will need a platform for people to submit or upload their materials, and potentially another to host them if you want to create a "live" directory for people to access the resources online.

- **If you want a "live" directory** where people can access the sources directly, you can look at these programs for storage:

However, keep in mind that not all proposed material may be available for upload (e.g., movies hosted on on-demand platforms), which may limit the sources you can give users direct access to.

Google Drive

Set up a separate email just for your project to avoid cluttering your personal account. Google Drive gives you up to 15GB of free storage, which is plenty for documents, links, and materials. It is easy to use, and most people already know how it works.

BOX

A good option if you want stronger privacy and security. BOX offers 10GB of free storage, but keep in mind that some people may not be familiar with the platform, so be ready to explain how to use it.

OneDrive

Reliable and secure, but it only offers 5GB of free storage with a personal account. Some universities offer free upgraded plans, so check if yours does. Just remember that you may lose access to your files once your studies end.

Discord

A slightly different choice, more of an online community space than a file folder. It requires more moderation, but many people already have accounts and can join with a single click. A great option if you want your resource hub to also have space for ongoing conversations and connections.

Phase 2: Building and Launching the Directory:

- **Set a Timeframe** for collecting sub-missions. You can collect submissions by creating a Google Forms or Microsoft Forms questionnaire. In it, ask questions such as:
  - Title/Author of the submission
  - Brief description
  - Link to access it/space to upload the file
- **The Questionnaire** can be filled out anonymously, but there can also be an option for people to leave their contact details if they're open to being contacted for follow-up on an interesting submission.
- **Collect ideas** "on the ground": speak with your friends, acquaintances, professors, and other students, and invite them to suggest material. Someone might even share an interesting story or initiative with you in the process.
- **Keep in mind** that open links often attract unwanted attention; once the deadline has passed, review and filter the materials to ensure they are relevant to the theme. Set internal guidelines for the materials you accept or reject.

Organize the material!
You can group items by theme, format (books, films, podcasts, etc.), or in alphabetical order (whichever makes the list easier to use). We also recommend adding a short description (1-2 lines) for each item to help people quickly find something that interests them.

Once your Directory is ready:

- **Create a digital version** that can be shared widely (PDF, website, Google Drive folder, etc.)
- **Print copies** to share around your university or at events
- **Generate QR Codes** linking directly to the digital directory for quick access

This way, the directory will become an engaging tool that people can easily use anytime. We would recommend creating a flyer, both for the collection stage and for the dissemination of the final list: good visuals always help engage people in any initiative.

YOUTH WORKER BOX:

Help the young people review and filter the material, or help them design guidelines to do so more efficiently!

Finding Resources

Problem:

Someone has submitted an idea for a movie, book, or article, but no link was provided. Where can you find it? Try searching in these places:

- **The Internet Archive** (archive.org) is a non-profit online library offering free access to books, movies, music, and more. If someone recommends a film or book, you might find it there for free.
- **Project Gutenberg** (gutenberg.org), is a free online collection of eBooks made up of public domain texts. Most of the books are older, but you can still find lots of classic material on anti-racism, social movements, social justice, and history.
- **JSTOR Open Content:** JSTOR is a well-known platform for academic literature, but it also offers thousands of books, photos, and videos that can be accessed for free online without the need for login or registration.

- **Directory of Open-Access Books** (doabooks.org)
- **Google Arts & Culture:** Allows you to find high-quality photos of museum collections and artworks, and to consult interactive articles about artists and activists. If not for its resources, it is a great example of a well-organized directory (side note: it also hosts many fun mini-games and interactive tools. We personally recommend the music games!).
- **Films For Action** (filmsforaction.org) has a large collection of documentaries, movies, and articles about a wide range of social justice topics.

Find more in our own directory at the end of this Toolkit!
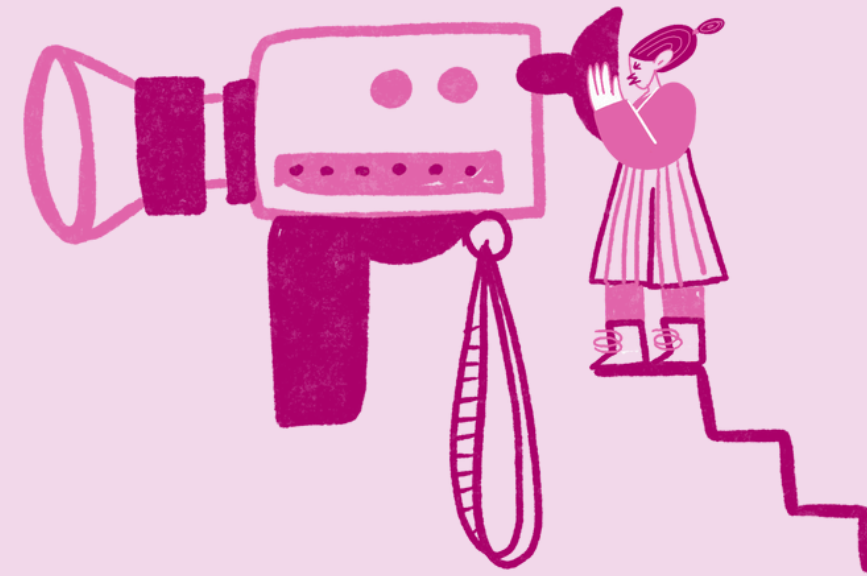
Ideas for Follow-Up Events

- **Movie Screenings of the proposed movies**
- **Reading groups for the proposed books**
- **Social Media Highlights of interesting finds in the list**
- **Find more details here.**

Creative Expression

Patchwork Artwork

Create a collective artwork made up of small individual drawings by a group of people. Each square represents a personal or cultural memory, and when assembled, they form a tapestry of shared identity and imagination.

Step-by-step plan:

Phase 1: Planning and Promotion

Forming a Team:

- **A small group** (2-4 people), but you should be able to split across events, go around campus, gather materials, and take photos.
- **To start it off**, make sure everyone on the team also contributes their own square.

Action Goal and Details:

- **Choose a simple**, relatable theme that invites everyone to participate. For example: scenes from fairytales and fables from your childhood or country.
- **The Idea** is to collect a large tapestry to showcase the diverse and rich backgrounds of the student body and perhaps find commonalities and shared stories.

Securing multiple Locations and multiple Dates:
This action works best in multiple rounds and spaces. You can:

- **Set up a Table** in student lounges, libraries, or community events
- **Ask to join events** with your initiative (book fairs, cultural festivals, or even local cafés)
- **Include** an option for people to submit digitally (scans/photos or digital art).
- **Place a small Submission Box** where people can drop off artwork.

Budget

- **Fundraising and budgeting:** This event can be quite cheap to organize, but it's always good to keep an eye on your finances. Find more details here.

Supplies and Equipment:

- **Small Paper Squares:** Choose the size based on your final display space and how many submissions you expect. Smaller = more entries can fit, but less detail.
- **Base for the Artwork:** A large sheet of paper, canvas, or fabric to display the final patchwork.
- **Colors:** pens, pencils, and markers (you may already have many of these at home).
- **A foldable table** (if you plan to attend events such as festivals or fairs).

Promotion of the event/action

- **A Social Media Page** for your project can help you gain visibility. You can spotlight selected submissions, post TikToks or Instagram carousels documenting the creation process, and build excitement around the final artwork!

Phase 2: The Day before Checklist

Equipment:

☐ **Paper squares before each event (always take more than you think you need!)**

☐ **Coloring tools**

☐ **Small instruction flyers to display**

☐ **If you are attending an event: a table, a couple of chairs, and a tablecloth (one that can get dirty! People will be messy)**

☐ **Camera or phone for photos (and designated photographer!)**

Things to keep in Mind:

- **Do you** have somewhere safe to store the drawings until you put them all together? (If you are outdoors, remember that paper and rain do not quite get along).
- **Will submissions** be anonymous, credited, or a mix?
- **Do you have explicit consent** (written or digital) before publishing a spotlight of stories?
- **How will you** respond if someone hands in something hateful or inappropriate?

Phase 3: Post-Event Checklist and Follow Up

- **Rather than** assembling the final piece alone, turn the patching process into a group activity. Invite people to come together for a shared session where you lay out and attach all the individual squares. This could be a relaxed afternoon with music, snacks, and space to talk as you build the piece collectively.
- **Document** this final step with a short video or photos, and make sure to share it on the project's social media!

Follow-Up:

- **Look for a place** where you may be able to permanently display the piece. This could be a student lounge, a library, a community center, or a local café. You could even host a small event for the "unveiling" of the final piece.

CHANGE MAKER FUNDAMENTALS

Creating a successful Anti-Racism initiative is not rocket science. There are fundamental aspects that make your action more effective. From establishing a collaborative mindset to developing knowledge of promotion, fundraising, and budgeting: The more you know about these fundamentals, the better you can implement your action. Knowledge is Key!

THE WHY

You need to know your "**Why**". It is the foundation for your activism. Your efforts need to be driven by passion and values that guide you through challenges on the way. Knowing your why helps you verbalise your vision, inspires others to join your cause, and creates more impactful and authentic change.

Discover your "WHY": Essential Questions

Let's dig deep. There are no right or wrong answers, just your truth.

Core motivation: Why do you feel like starting an initiative? What specific problem are you addressing, and why does it matter to you?

Personal Connection: What personal experience or story connects you to this cause? What emotion fuels you most: anger, hope, love, or compassion?

Vision & Impact: What change do you truly want to see in the world? What would success look like for the people you aim to help?

Resilience: What will keep you grounded when others don't see your vision or when you face difficulties?

YOUTH WORKER BOX:

Define clear goals together:
Ask: "What do you want to change or raise awareness about?". Guide youth to set SMART goals: specific, measurable, achievable, relevant, and time-bound.

Useful Social Change-Maker Character Traits

To create real change through your initiative, it helps to grow key qualities that make you an effective change-maker.

Key Change-Maker Characteristics:

Courage: Be confident to challenge norms and step out of your comfort zone, even when it's difficult.

Compassion: You should understand and empathize with the experiences of others, especially those impacted by racism.

Vision & Mission-Driven: You have a clear picture of a better future and actively work to make it happen, focusing relentlessly on your end goal.

Empathy & Human-Centered: You understand others' feelings and design solutions that genuinely meet real community needs.

Resilience & Persistence: You will face hardship and difficult times, learn from challenges, and stick with your commitment for the long term.

Adaptability: You're flexible and open to new ideas, adjusting your approach as circumstances change.

Integrity & Ethical Conduct: You consistently act with honesty, transparency, and accountability, guided by fairness and respect for all.

Collaboration: The understanding that we are stronger together and that collaboration always enables something bigger.

Innovative Thinking: You can go beyond traditional approaches. Come up with creative and effective solutions to social problems.

Radical listening: You listen with an open mind, the intention of learning and trusting in people's ability to drive their own change.

By understanding your "Why", cultivating and improving these characteristics through practice, you're not just starting an initiative; you're building a solid foundation of understanding for social change.

AntiRacism360 Toolkit

Important Note:
Your vision is powerful. Don't let anyone discourage you. You are capable of achieving your goals and contributing meaningfully.

YOUTH WORKER BOX:

Create a Knowledge Base: Pay attention to what the youth may be overlooking and gently introduce missing perspectives, relevant facts, or ethical considerations to deepen their approach.

Collaboration Mindset

Activism is stronger when many people come together for a common cause. Whether you are fighting for Anti-Racism, climate justice, gender equality, or human rights, working with others can help you make a bigger impact. Many struggles are connected, and when you join forces with other groups, you can turn local efforts into larger movements. The most important thing is: you do not have to align on every aspect, always share the same views and opinions, or exclusively fight for the same issues. While it is important to stand by your values, effective action also requires pragmatism: We need to overcome differences and compromise in order to work together towards a common goal.

Sharing is Caring:

Every group has different experiences, ideas, and tools. When you share stories, strategies, and resources (both material resources and intellectual resources), you build solidarity and grow stronger together. Working with others means listening, being open to different perspectives, and valuing each voice. You need to make room for honest dialogue and shared decision-making. Create spaces to learn from each other, share experiences, plan together, and build connections.

A good example of a collaborative mindset from Cyprus is the annual intercommunal pride march, "United by Pride". Different organizations, such as the Kuir Kıbrıs Derneği (Queer Cyprus Association), Queer Collective CY, and African LGBTIQ Cyprus, come together and join forces in their fight for equal rights and non-discrimination while celebrating pride and diversity. They also collaborate on events outside of the annual pride, such as protests, movie screenings, or discussions. So, reach out, connect, and keep in mind that change is something you build together.

Photo Credit: Electra Stavrou

YOUTH WORKER BOX:

If you are working with diverse groups of young people, support them in finding a shared vision that bridges differences.

Networking with Stakeholders

Before setting your activity in motion, take some time to map out who is around you, how they could help you, or what they might do. Think about (for example):

- Friends, Acquaintances
- Local Organizations and Activist Groups
- Professors, Teachers, Educators
- Student Unions, Clubs, Societies
- Local Businesses
- Local Municipalities

YOUTH WORKER BOX:

Try to help mediate and connect young people with relevant individuals and organizations in your network!

Spectrum of Allies:

An exercise that could help you think about the people around you and how to interact with them is called the "Spectrum of Allies".

Draw a semicircle with 5 slices and place the people around you in one of these categories:

1. **Active Allies:** People who agree with you and who will support you actively.
2. **Passive Allies:** People who agree with you, but are not (yet) doing anything about it.
3. **Neutrals:** People who are not (yet!) engaged with your activity, or do not necessarily care, but who would not do something against it.
4. **Passive Opposition:** People who disagree with you or do not like your activity, but are not actively going against you.
5. **Active Opposition:** People who disagree with you and who will act against you.
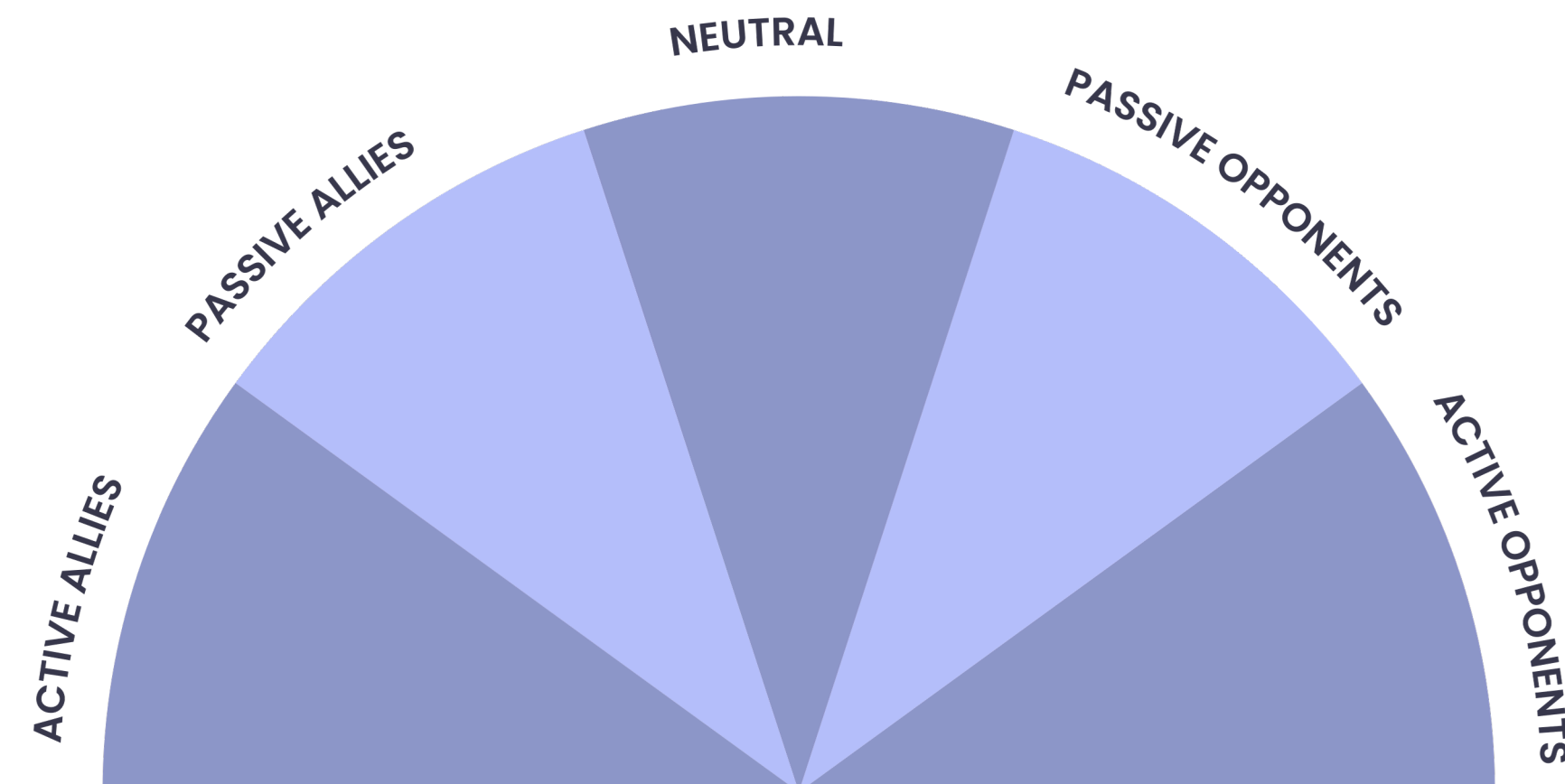
Source: *Beautiful Trouble Toolbox*

Once you have mapped the people relevant to your activity, think about:

ALLIES AND OPPOSITION

- Who would be on your side and who might create problems for you?
- What do you agree on and what do you disagree on?
- Is compromise possible, or unacceptable?
- Who could help you in brainstorming ideas and designing the activity?
- Who would be interested in helping you carry out the activity?
- What could they do? (Funding, finding participants, dissemination...)

PREPARATION AND NETWORKING

- Do you need permission from someone or to use a location?
- Might your activity cause inconvenience for someone? Inform them beforehand
- Has someone already organized a similar activity? Can you ask for their advice
- Think of the relationships among the people you mapped. If you contact someone, would someone else feel left out or offended? If you include someone, is there someone else who will refuse to join?

YOUTH WORKER BOX:

Support a Thoughtful Public Launch: If the initiative is going public, help youth consider their messaging, visibility, accessibility, and potential impact on different audiences.

Accessibility

When organizing an event or an activity:

- **Think of Mobility:** Try to host it on the ground floor or in open spaces. That makes it much easier for people with limited mobility to join without worry.

- **Think of how people** will get to your event. Do they drive? Is your location accessible by public transport? Is it a long walk?

- **Think of Language:** What language will your event be in? Is there someone translating for people?

- **Think of Visuals:** Will you use images? Use easy-to-read fonts (tip: sans serif fonts are far easier on the eyes!).

- **Think of what images** you are using. Do they portray some stereotypes (both negative and positive)? Do they reflect your community or goals? Who is represented and how? Would they make someone feel welcome or uncomfortable?

- **To make people feel welcome**, a good practice is to represent diversity in its many forms: include all genders, people of diverse skin tones, people from different ethnic and cultural backgrounds, and people of all abilities. But representation on its own is not enough. Make sure it doesn't fall on just one or two individuals or characters, and avoid treating diversity as a box to tick. Most importantly, involve the communities you hope to represent: listen to their perspectives, invite them into the process, and let their experiences orient your choices..

Participatory Approach

You have great ideas, great plans, and the enthusiasm to set everything in motion. However, there is one question you should always ask: **Who will be directly affected by this activity?** Whoever comes up should have a say in what you are about to do.

It's simple: **Don't guess, ask, and learn**. Include relevant people in decisions from the start, not just as the audience at the end. If you are not directly affected by the issue, don't decide alone how to "solve" it. Even if you mean well, you won't know everything, and you don't have to. The more voices involved, especially those with lived experience, the stronger, safer, and more impactful your action will be.

This isn't just about moral responsibility: it's about making your initiative work. **Real, lasting change comes when solutions are shaped by those who understand the challenges firsthand.**

You should use a participatory approach when:

- **Your activity** needs community support or participation to succeed.

- **Your activity** will affect the community as a whole.

- **You are asking** the community to reflect on or change their attitudes, behaviors, or assumptions. It's about working with people, not just for them.

One important note: Participatory does not mean agreeing with every opinion without question. Respect means being able to discuss, disagree, and challenge ideas without condescension.
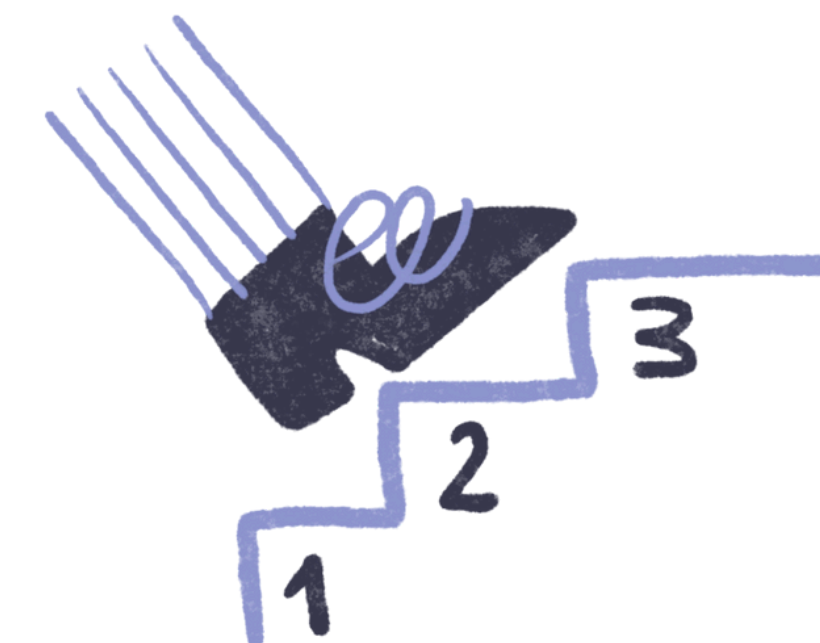
YOUTH WORKER BOX:

Create a Knowledge Base: Pay attention to what the youth may be overlooking and gently introduce missing perspectives, relevant facts, or ethical considerations to deepen their approach.

The Advantages

- **Create ownership over the event:** feel like they have ownership over the event: they will be more willing to put in the effort for its success.

- **Preventable mistakes** caused by ignorance (in its literal sense: not knowing better).

- **A broader range of perspectives and ideas** and ideas to make the event more interesting.

- **New relationships that can help with future activities**. However, it takes longer to make decisions, and disagreements can arise easily, requiring patience and commitment.

Tips and Things to Think about:

- **Ask early**: Include people from the idea stage, not just once everything is planned.

- **Choose a good moderator** for your meetings to ensure that everyone feels welcome and heard.

- **Language:** If your group is multilingual, organise translation or peer support.

- **Balance participation:** If some people are very motivated and tend to talk more, gently make space for quieter voices.

- **Small meetings are okay:** You don't always need a big meeting with every possible person – including key people or community representatives can be enough.

- **Have a clear next step** by the end of every meeting. Not only will it streamline your process, but it will also ensure that the enthusiasm generated and the time spent discussing feel meaningful and productive.

Fundraising and Budgeting

You don't need a big budget to make a big impact. With a bit of creativity and planning, fundraising can be part of your activism - and even part of the action itself. Think of events such as open mic nights, art exhibitions, community dinners, or sports tournaments. By collecting a minimal entrance fee or selling food and drinks, they can raise money and raise awareness at the same time. You can also try online crowdfunding platforms such as GoFundMe.com, donation-based workshops, or selling handmade items or zines. Sponsorships from small, local businesses might be an option, too. **If you're planning to organize more than just one event**, check out the European Solidarity Corps. It offers funding for youth-led projects from 2-12 months, and five young people (aged 18-30) can apply together for a Solidarity Project. It's a great way to support your anti-racist work or community-building efforts while gaining experience in project planning and teamwork. You can find more information on the program and how to apply here:
https://youth.europa.eu/solidarity/young-people/solidarity-projects_en

YOUTH WORKER BOX:

Filling out the application form together with a group of young people and supporting them in turning an idea into a feasible project is a great way to guide them in their activist journey.

Excursus about Funding Streams:

Here is a short overview of fundraising opportunities for initiatives, from individual actions to organizations. It takes time to learn how to apply for and manage larger funding. But: whichever option you go for, you always need to have a clear vision of your project, its goals, activities, and impact. Why are you planning the project or action? What would a successful implementation look like?
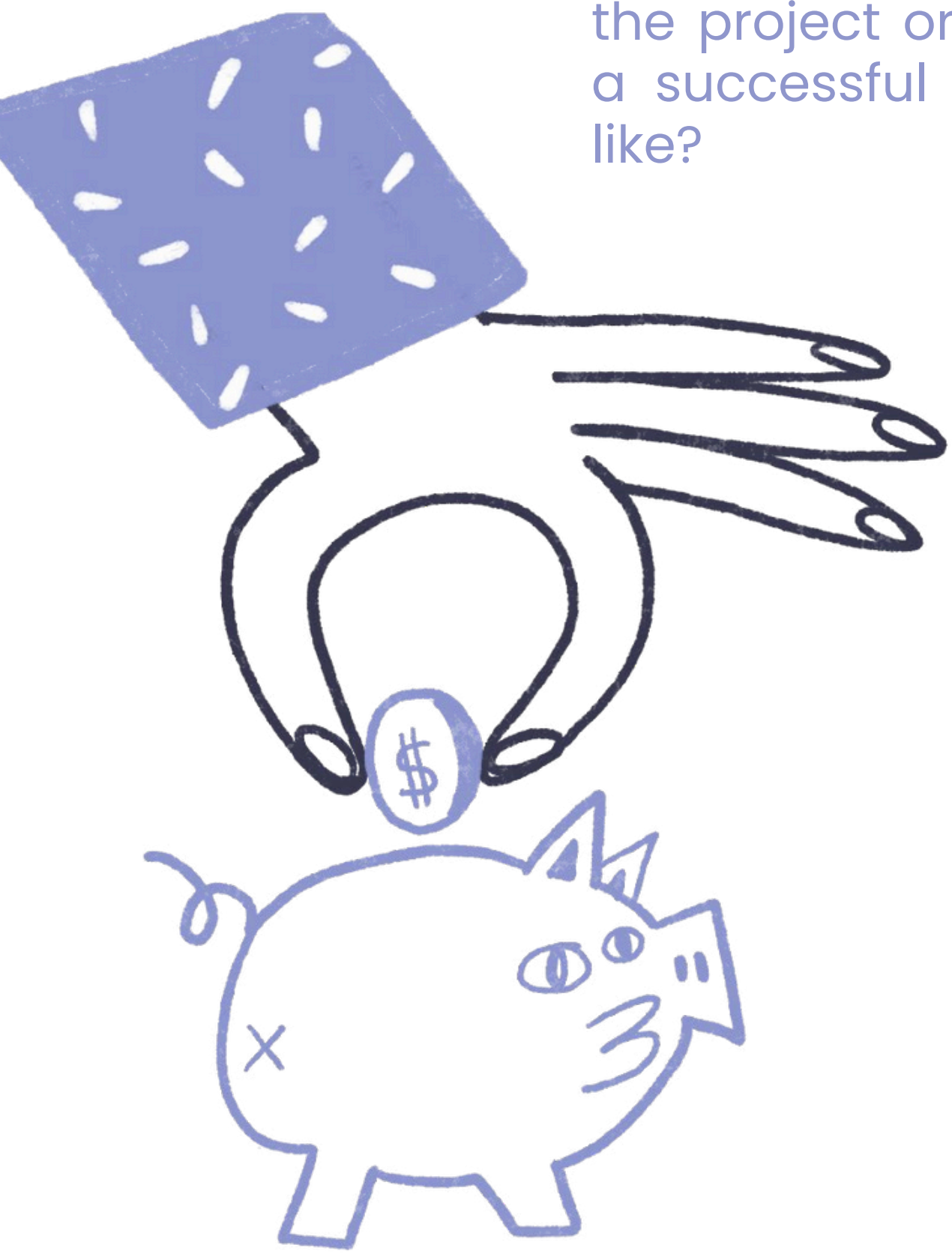
Online Crowdfunding	Quick support via platforms like GoFundMe; builds momentum and community.
Institutional Grants	Larger, competitive funding from foundations or government agencies; requires paperwork.
Corporate Donations	Businesses with social missions may donate; look for local or aligned companies.
Sponsorships/ Donations	Support in the form of equipment or services instead of money (event space, printing services, materials).

When it comes to budgeting, keep it simple but clear. A basic Budget Table should include:

- Type and description of expenses: materials, venue, transport, food, printing, etc.

- Cost per expense and total costs.

Below is an example of a simple budget overview. Use a similar one to create an overview for your own event or action!

Before you start implementing your idea, it's helpful to create a simple budget overview. This allows you to brainstorm what resources you will need and understand the costs involved. A clear budget also strengthens any funding application, as it helps you set realistic goals and show how you plan to achieve them. Below is an example of a simple budget overview. Use a similar one to create an overview for your own event or action!

Item	Description	Estimated Cost (€)
Venue Rental	Community centre for event	100
Materials	Posters, markers, printing	50
Food & Drinks	Snacks and water for participants	60
Transport	Bus tickets for team or guests	40
Promotion	Social media ads or flyers	30
Guest Speaker Fee	Fee for activist or trainer	100
Extra Costs	Unexpected small costs	20
Total Expenses		400

As you prepare and carry out your activities, keep track of all your expenses. Having a full picture of your spending not only keeps your project on track but also helps you build budgeting skills for future actions and events.

Event Promotion

Advertising is crucial to the success of your event. Whether it's a workshop, protest, or community gathering. Flyers and posters are a great place to start. Keep the design simple and eye-catching.

Include:

☐ What the event is (title + short description)

☐ When and where it's happening

☐ Who is organizing it

☐ Why it matters (a short call to action)

☐ Contact info or social media handles

☐ How to register (if applicable)

Things to watch out for:

☐ Make sure your info is clear and accurate

☐ Use inclusive language and visuals

☐ Keep accessibility in mind (e.g., readable fonts)

You can design flyers using free programs like Canva or even create them by hand. Share them both offline and online. Use hashtags, stories, and countdowns to raise interest. After the event, post photos (with permission!), quotes, or a short recap video. This helps to maintain high motivation and encourages others to participate in future actions.

AI as your helpful Tool

AIs like Large Language Models (ChatGPT, DeepSeek or Gemini) are tools. If you learn how to use them effectively, it is like having an assistant that can help you at different stages of your project.

Keep in mind that AI systems are not neutral: their answers can be incomplete, biased, or not fully aligned with the realities of your community. The information you receive may be helpful or may need to be questioned or adapted. The more clearly you explain your context - your goals, timeline, the people involved - the more useful and accurate their answer will be. Here are some ways AI tools can make your work easier.

1. Brainstorming & Planning (Getting Started!)

Idea Generator:
Feeling stuck on where to start? You can tell an LLM your basic idea, and it can give out ideas for activities, themes, or even ways to get more people involved. It's like having a whole team of creative minds helping you think!

Breaking Down Big Tasks:
Projects are built from numerous small tasks. LLMs can help you break it down into smaller, manageable steps. This makes the whole thing seem much less scary.

Drafting Project Plans:
You can give an LLM a few bullet points about your project, and it can write out a more detailed plan for you, including who needs to do what and by when.

Prompt Example:
"Give me 10 creative ideas for a schoolwide Anti-Racism awareness campaign, considering our limited budget.", or, "Brainstorm ways to get more diverse students involved in our new inclusive history project.".

Prompt Example:
"We want to create a 'Faces of Our Community' art project that celebrates diversity. Break down the steps: what do we need to do first, next, and last?".

Prompt Example:
"Here are my rough ideas for an antibias workshop for younger students. Can you draft a detailed plan, including learning objectives, activities, and a timeline?".

2.Doing the Work & Staying on Track (Keeping the Project Rolling):

Writing Stuff Fast:
Send out emails, write a script for a social media post or create a flyer? LLMs can draft these for you. Just give them the main points and they'll write it in a clearer way.

Prompt Example:
"Draft an email to local businesses asking for donations for our anti-racism awareness concert.", or, "Write a catchy Instagram caption for our post about Black History Month."

Summarizing Meetings & Info:
AIs can listen or read the transcript of a meeting and pull out the most important decisions, action items, and who's responsible for what.

Prompt Example:
"We just had a long discussion about our next steps for our 'Inclusive Voices' project. Summarize our meeting notes and list the three main things each person needs to do before next week.".

Spotting gaps & solving problems:
Projects can have lots of moving parts. The LLM can look at all your progress and resources, helping you figure out if you have enough people or supplies for a task or if something might go wrong.

Prompt Example:
"We're planning a 'Diversity Through Art' workshop and only have 5 volunteers signed up for the 'Stand Up for Equality' event next week, but we need 20. Based on our material list, do we have everything for 30 participants, or are we missing something? Also, what are quick ways to boost volunteer recruitment, and what's the risk if we don't get enough?"

3. Talking to your Team & others (Making sure everyone's on the same Page!):

Clear Communication:
Sometimes it's hard to explain things clearly. LLMs can help you rephrase your messages to your team, partners, or even the public, so everyone understands exactly what's going on and what they need to do.

Prompt Example:
"I need to explain to my classmates why our school needs an anti-racism policy, but I want to make it super clear and not preachy. Can you help me rephrase this?"

Different Ways to Say It:
Need to explain the same thing to different groups? An LLM can change the tone and style of your message, making it more formal or simple to understand.

Prompt Example:
"I've drafted an announcement about our new 'Speak Up Against Hate' campaign. Can you rewrite it in a more formal tone for the school board, and then again in a super energetic tone for our social media stories?"

Important:
AI is a tool, but you remain the decision-maker. Using AI critically means knowing it can support your work but not replace the collective knowledge and experiences that create real change. Protecting your privacy is key, so never share sensitive information. When creating content, always add your personal touch to ensure authenticity and avoid sounding like a machine.

Digital Safety

Personal information is valuable: it deserves care and protection. Keep in mind a couple of things when using digital tools for your activities (or your day-to-day life!) to protect both the participants and yourself.

You might have heard this a thousand times before, but use strong passwords and keep them safe. Do not use your name, birthday, or any other information that would be easy to guess, and **do not use the same password for multiple accounts**. It can be annoying, but try to update your passwords regularly!

Privacy: Information such as phone numbers, email addresses, ethnicity, gender, or sexual orientation can be highly sensitive.

If it gets into the wrong hands, it can create real problems for your participants. Make sure you only collect it when absolutely necessary. If you have to collect it, here are some tips:

Keep the information offline if you can, or:

- Do not use public Wi-Fi connections (or at least, use a VPN - check if your school or university offers you a free one).

- Do not share folders with personal information unless absolutely necessary.

- Delete what you do not need: the less you store, the less that can be leaked.

- Keep the information anonymous, if you can!

Photos: Not everyone wants to be photographed, and not everyone wants to be on the Internet. Always ask for consent before taking photos (written is best; you can find many templates online). Don't take pictures of children younger than 16 (even if they say yes) or make sure the parents are okay with it.

If you cannot avoid photographing someone, for example, for photos of big groups of people in public spaces, you can blur faces on photo editing programs like Canva.

If you are posting on social media (Instagram, Facebook, etc.), ask before tagging people in your stories or posts.

Let's talk Results

So, your event is over:
How do you know what you have achieved? You can set up several tools to keep track of how things went before, during, and after (some may work better than others, depending on what you are organizing). Keeping track of how things went not only gives you bragging rights but also helps you in figuring out what to improve for the next time.

Before the event:
RSVPs: Think of setting up a quick online form to check in with people interested in your event. By doing this, you can gather useful personal information (reminder: information you have to be careful with!). Good things to ask can be:

- **Dietary preferences** or allergy needs, if you are offering food.

- **Accessibility needs:** Do people need a translator? Are they comfortable speaking in the language of the event? If the event is via RSVP/sign-up only, you can ask if people are okay with photos or recordings.

Send reminders prior to the event. You may have spent weeks focused on nothing else, but your participants may have forgotten they even signed up! Send reminders to people who have signed up and increase your dissemination in the days leading up to the event.

YOUTH WORKER BOX:

Focus on Process, Not Perfection: Emphasize that the learning and empowerment journey matters more than a polished result. Mistakes are part of the process. A positive experience is more likely to lead to sustained engagement.

During the Event:

- **Check how many people are there:** you can ask people to sign an attendance sheet (even with just their initials!) or use a clicker or counter at the entrance.

- If your event lasts multiple days, **keeping track of who returns** is a great way to show engagement!

- **Photos and videos** are a great way to document what happened and to keep some nice memories of the event. **Always ask for permission** before taking any photos, and give people time to step away from the camera if they do not want to be there. (See Digital Safety section!)

- **If your Event** includes a lot of debate or conversation, designate someone to take notes on what was discussed and reflect upon it later.

- **Think about** whether there is any **real-time feedback** mechanism you may want to use. This could be feedback forms (perhaps with a QR code around the event), a feedback book, or a poll (Mentimeter, Slido, Kahoot are all useful tools for this).
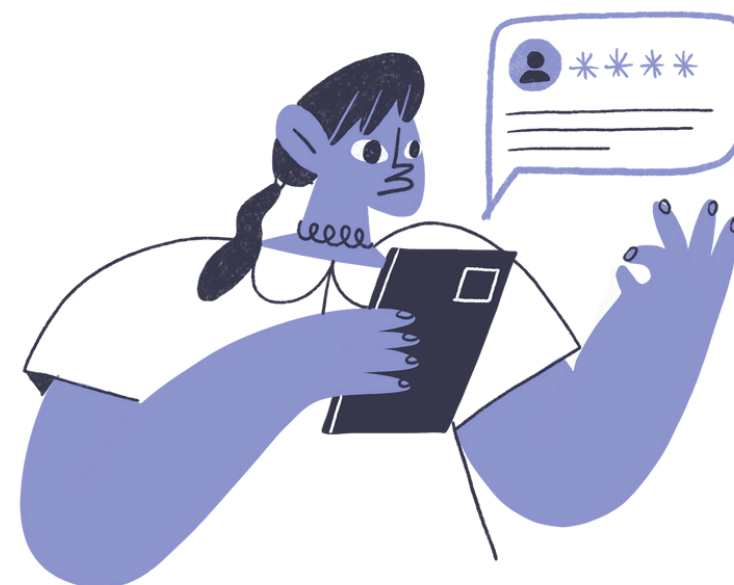
After the Event:

- **Participants:** How many people signed up and how many showed up? How many different backgrounds, genders, or age groups were represented? Did people stay until the end, or did they leave early?

- **Check what people** said about your initiative. Did a local newspaper pick up the story? Was the event mentioned somewhere online?

- **Review the Feedback** you got, or check in with participants to hear what they thought. What was great? What could be even better next time?

- **Reflect** with your team: did something you did not expect happen? How did you handle it? Could it happen again?

Follow-Up Actions

Your Event is over - but what's next? Follow-up actions help you stay connected with your community, reflect on what you've achieved, and plan your next steps.

Right after the Event

- ☐ Thank participants (in person, via message, or on social media)
- ☐ Share photos, quotes, or a short recap
- ☐ Tag and credit collaborators or speakers
- ☐ Ask for feedback (quick survey or informal messages)

Staying Connected

- ☐ Add interested people to a group chat or mailing list
- ☐ Post updates or reflections on social media
- ☐ Share resources or next steps related to the event topic

Planning What's Next

- ☐ Organize a Follow-Up meeting to reflect on the event
- ☐ Brainstorm future actions, campaigns, or events
- ☐ Invite others to take on roles or lead new ideas

Keeping Up the Motivation

- ☐ Write down what worked and what didn't
- ☐ Rotate responsibilities to stay motivated
- ☐ Reach out to new partners or allies
- ☐ Celebrate even the smallest wins and progress you can see

If you are interested in learning more about keeping up motivation and long-term engagement, including how to overcome challenges to sustaining activism, we recommend checking out a 10-minute course called **"The Movement Cycle"**, to better understand the various phases a social movement or organizing effort goes through over time. Apart from that, a small toolkit by Global Platforms on "Sustaining Social Movements" could be interesting for you. You can find both resources here:

- https://beautifultrouble.org/toolbox/tool/the-movement-cycle

- https://www.globalplatforms.org/documents/sustaining-social-movements

Going in Depth

THEORETICAL BACKGROUND

Understanding Racism and Racial Discrimination

Co-Learn Alongside the Group: You don't need to be an expert. Approach learning as a shared journey - model curiosity, ask questions, and explore topics like racism, privilege, and allyship together.

To refresh our memory, these are the definitions we have used so far:

Racism:

Racism can be defined in many ways. It involves ideas or theories that one "race or group of persons of one colour or ethnic origin" is superior to or better than another (Art. 4, UN Convention on the Elimination of All Forms of Racial Discrimination). However, it is crucial to acknowledge that presuming the existence of different races is highly problematic in the first place.

Racial discrimination:

Any division, exclusion, or preferential treatment that happens based on "race, colour, descent, or national or ethnic origin", with the purpose or effect of an individual or group not being able to exercise their rights and freedoms equally (Art. 1(1) of UN Convention on the Elimination of All Forms of Racial Discrimination).

AntiRacism360 Toolkit

The **EU Definition** of racism includes actions that publicly target people based on (perceived) race, color, religion, descent, or national or ethnic origin. This can take different forms, for example:

Encouraging violence or hatred against a group or person because of (perceived) **race, color, religion, descent, or national or ethnic origin**.

Spreading hateful materials (like flyers, images, or videos) that promote violence or hatred.

Denying, excusing, or downplaying serious crimes like genocide or war crimes, as this could lead to violence or hatred against the targeted group.

Examples: A politician blames a specific group of migrants for the country's economic problems and calls for their exclusion; a social media post encourages followers to "take action" against a religious minority, suggesting they are a threat to national security.

Example: A video shared online portrays a racialized group as inherently violent, using manipulated footage and inflammatory narration to provoke fear and anger.

Example: A blog post claims that a genocide targeting a specific ethnic group "was exaggerated" and that the victims "provoked the violence," which can legitimize hate and historical revisionism.

Racism and **racial discrimination** can take many forms. They have been consolidated over the centuries through colonialism and accompanying power inequalities, and are still deeply embedded in the way daily structures are designed and function. Most incidents can be understood as one of three levels of complexity:

- **Individual/Interpersonal:** Happens between people. It includes personal beliefs, actions, and attitudes that reflect prejudice or discrimination based on race or ethnicity.
- **Institutional:** Refers to discriminatory policies and practices within organizations and institutions (like schools, hospitals, or police forces) that result in unequal treatment or outcomes for racialized groups.

- **Structural/Systemic:** Is deeply interwoven in laws, policies, and norms of our societies, resulting from historical and systemic power relations, inequalities, and patterns that affect access to resources, opportunities, and rights across generations. These structures may be harder to identify, but they sustain racism in society as a whole.

Individual

Institutional

Structural

Individual	**Example 1:** A student makes racist jokes or comments toward a classmate because of their skin color or accent.	**Example 2:** A landlord refuses to rent an apartment to someone because of their ethnic background.	**Example 3:** A racialized person is waiting at a bus stop, and the bus driver drives past without stopping.
Institutional	**Example 1:** A school system disproportionately suspends racialized students compared to non-racialized students for minor misbehaviors.	**Example 2:** A hospital provides lower-quality care to patients of migrant backgrounds due to language barriers and a lack of cultural competency training.	**Example 3:** Racialized individuals are more likely to be stopped and searched by police without evidence and based on stereotypes. This is called racial profiling.
Structural	**Example 1:** Racialized communities are more likely to live in areas with poor infrastructure, underfunded schools, and limited access to healthcare due to long-standing housing policies and advancing gentrification.	**Example 2:** Job applicants with names that sound non-European receive fewer interview callbacks, even when they have the same qualifications as others. This contributes to an underrepresentation of racialized minorities in higher job positions.	**Example 3:** Artificial Intelligence (AI) systems used in hiring (scanning CVs) or policing are trained on biased data, leading to discrimination against racialized groups. For example, facial recognition software misidentifies Black or Asian individuals more frequently because it is overwhelmingly trained with White faces.

*Gentrification is the process

where a historically underfunded or neglected neighborhood begins to change as a result of new investments and the arrival of wealthier residents. This often leads to rising housing costs and changes in who lives there, not only in terms of income but also in education levels and racial or cultural backgrounds. As the area becomes more expensive, longtime residents may be pushed out (Urban Displacement, 2021).

Read more:

- [Frequently Asked Questions about racism](#)
- [Types of Discrimination, Intersectionality, and Implicit Bias](#)

Some people, deep down, hold the belief that they belong to a group that is better than other groups of people, or that skin color holds a moral value [(White Supremacy)](#). On the other hand, because of ignorance, some might not even know that they are being racist in their habits, actions, and assumptions. It can be tricky to tell the difference, but these two groups require quite different approaches to dealing with them - not only to change their mind and behaviors, but also for your own safety and well-being.

Another important concept is [Othering](#), which describes the process of viewing or treating people as different from a dominant or accepted group, often in ways that make the less advantaged group seem less important, less capable, or not fully belonging. It involves labeling individuals or communities as outsiders, increasing exclusion, discrimination, and inequality (Oxford University Press, 2025).

Note: This section is a brief introduction to the theoretical background surrounding racial justice and anti-racism. You can find more resources on colonialism, postcolonialism, coloniality, white supremacism, othering, and the importance of representation in our **resource directory** at the end of this toolkit.

YOUTH WORKER BOX:

Talk About Racism Using a Youth-Centered Approach: Begin by asking what the young people already know about racism. Invite them to share their perspectives and experiences, and use their responses to guide open, reflective conversations.

Intersectionality

Intersectionality is a theoretical concept that describes how different parts of a person's identity, like race, gender, class, age, or ability, combine and interact to shape their experiences.
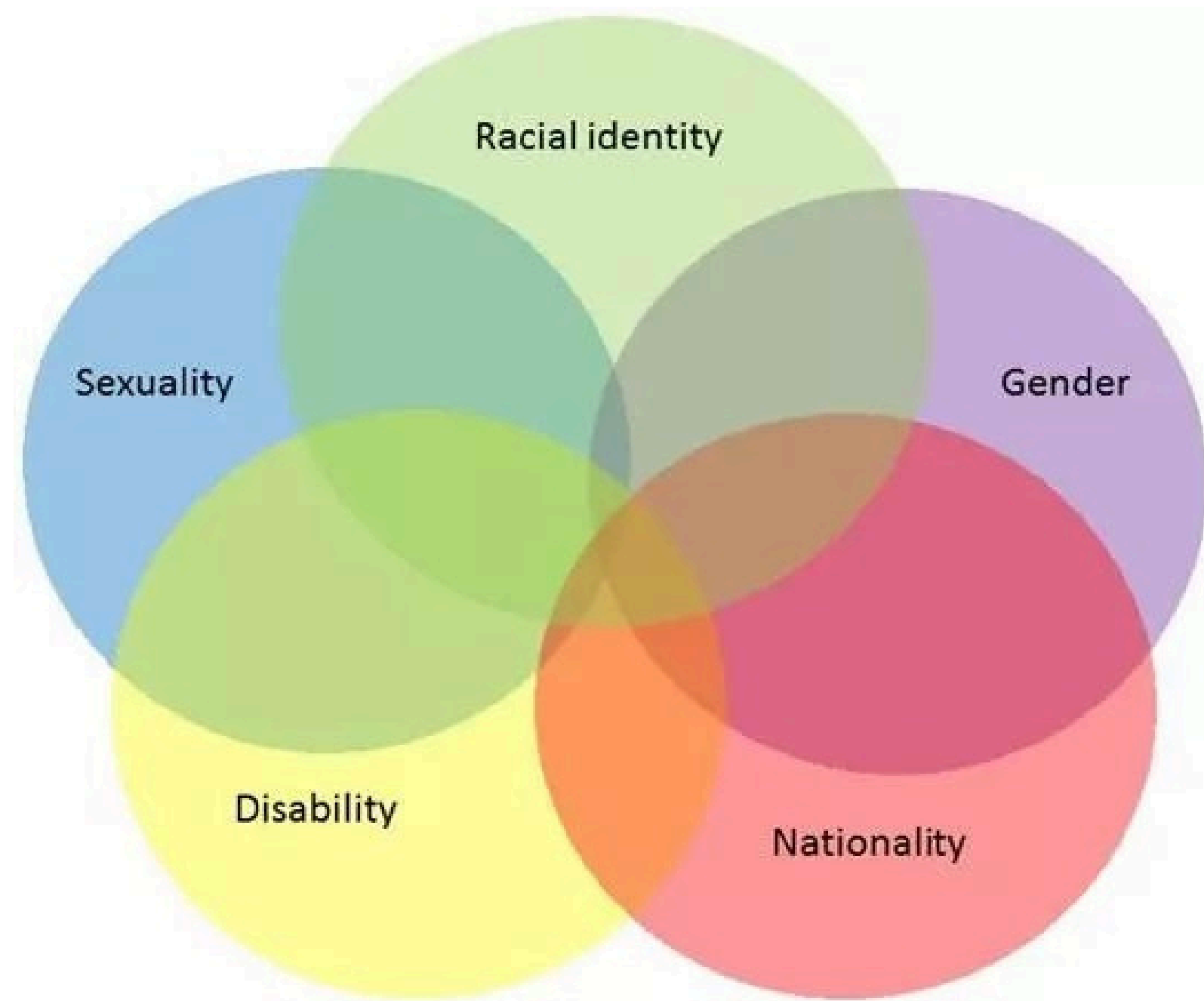
Source: *Womankind Worldwide, 2019*

Background: This idea was first introduced by Civil Rights Advocate and Law Professor Kimberlé Crenshaw in 1989, focusing on the intersection of gender and race. Apart from being a leading scholar in Critical Race Theory and writing several highly cited publications, she is also the co-founder and Executive Director of the African American Policy Forum. Instead of looking at different forms of discrimination and inequality in isolation, intersectionality shows how they can overlap and create unique challenges. This approach is important because we all carry multiple identities, and the way these intersect can affect how we're treated and what barriers we face. For example, someone might face racism and sexism at the same time, and those experiences cannot be separated because they influence each other. You can find more examples of intersectional discrimination here.

Source: *Columbia Law School, 2025*

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Intersectionality also shows how larger systems of power like patriarchy, colonialism, ableism, homophobia, and racism work together to create and maintain inequality. The power flower is a useful tool for locating your position within these systems: the closer you are to the center, the less discrimination you face. The following subsection further thematises topics such as privilege and bias. As a starting point, we encourage you to give it a go and complete JASS' Power Flower exercise from the We Rise Toolkit:

• Power Flower: Our Intersecting Identities
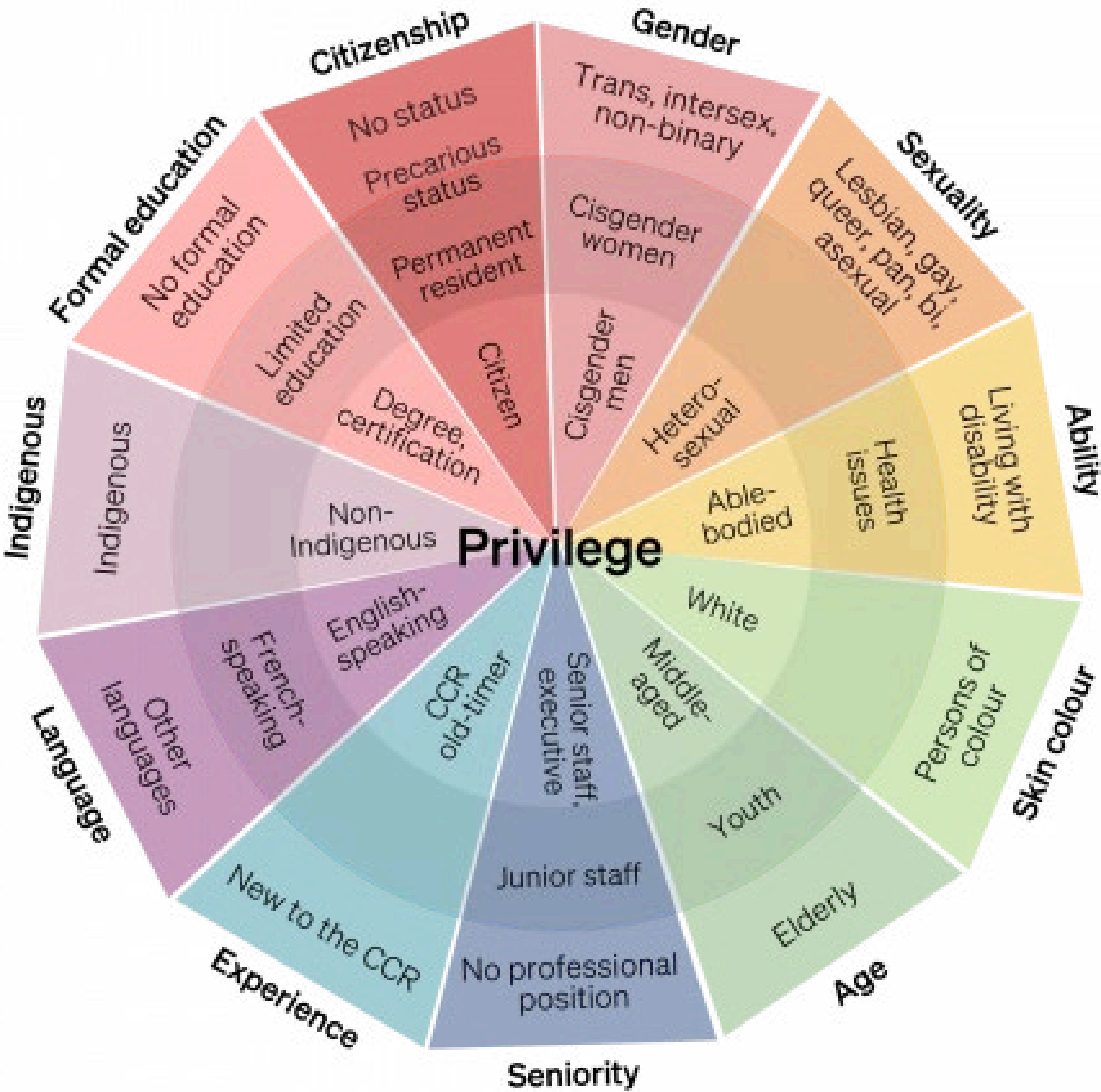
Understanding Your Position: Bias, Privilege, Power and Allyship

To become active in Anti-Racism, you need to understand how social structures shape your experiences and interactions. This begins with recognizing that your identity, particularly if you are non-racialized, positions you within systems of power that might not be directly visible.

Bias is more than personal prejudice; it's a phenomenon rooted in cultural and social norms as well as historical narratives. You have inherited and grown up with ways of seeing the world that unconsciously favor whiteness or dominant social groups. These biases are reproduced and mirrored in media, education, institutions, and everyday language. They influence your thoughts and behaviors, but also how systems and institutions treat groups of people differently. Much of this is often unconscious or implicit, meaning that it shapes how you perceive others without deliberate intention. Becoming aware of and learning about your biases is not about blame; it's about responsibility. You can't fight against injustice without first understanding your own position. Privilege refers to the unearned advantages you may hold because of aspects of your identity, such as your race, socio-economic background, or citizenship status. You don't hold these advantages because of your character or effort, but because our societies are structured to benefit some groups over others. If you've never had to think about your race, worry about affording basic needs, or prove your belonging in public spaces, that's a form of privilege. It allows you to move through the world with fewer barriers, fewer questions, and more safety. Most importantly: Recognizing that you are privileged doesn't mean denying your personal struggles. It simply means understanding that some difficulties, like racial discrimination or exclusion based on poverty, may not have been part of your experience.

Power dynamics are about who gets listened to, who gets taken seriously, and who feels safe or included in different spaces. These patterns are visible in schools, workplaces, and everyday life. They define who has authority or influence over certain things and access to certain spaces. If you're non-racialized, you might be given more trust, attention, or opportunities, often without realizing it. This kind of power isn't always obvious, but it affects whose voices are heard, whose stories are believed, and whose needs are prioritized. Learning to notice these dynamics helps you to challenge them by amplifying marginalized voices, sharing space, and supporting those who are often left out. Allyship is the practice of actively using your position as a non-affected person to support justice and equality. It means listening deeply to those affected, educating yourself continuously

(books, movies, online resources), and intervening when you witness racism, homophobia, or other forms of structural injustice in day-to-day life. It involves holding yourself accountable for your actions, not just your intentions. True allyship needs to be uncomfortable at times because you're confronting your own privilege, bias, and position within systems of power.

In the end, Anti-Racism is a process that begins with all of us.

HipHop4Hope
(community action + creative expression)

HipHop4Hope Athens is a community-building project that creates **spaces of belonging** and promotes the **well-being**, **personal development,** and **social inclusion** of disadvantaged youth through HipHop culture. Young people of all backgrounds join regular activities to learn about the diverse elements of HipHop culture and establish a healthy state of mind.

HipHop4Hope Athens implements a Street Dance Program, Rap project, and Community Events to build bridges between disadvantaged youth and the local HipHop community.

More Details in their Annual Report: Annual Report 2023

How does HipHop help improve the lives of Young People?

Community Building:
Building community through regular activities that help to build friendships with other young people and establish relationships with the local scene.

Cultural Bridge and Breaking Down Stereotypes:
Connecting diverse cultures, promoting understanding, and challenging stereotypes through its multicultural nature.

Positive Role Models:
HipHop artists and educators inspire youth by living positive values, principles, and good social behavior.

Self-Expression:
Empowering youth to express their emotions and experiences through elements of the culture: Street Dance, Rap, Graffiti, and DJing.

Education and Skill Development:
Building skills such as discipline, confidence, collaboration, and independence through creative and physical practices. Cultural identity: Rooted in marginalized communities, it helps youth connect with their cultural background and shared history.

Website: **www.hiphop4hope.com**

*Community Event "Heat Wave Jam" 2023 in collaboration with Documatism Elefsina/Greece

*Psychosocial support activity at Thiva Refugee Camp in collaboration with SOS Refugiados Europa and Christian Refugee Relief 2025

*Psychosocial support activity at Thiva Refugee Camp in collaboration with SOS Refugiados Europa and Christian Refugee Relief 2025

*Community Event "Street Skills Vol.2" 2024 Athens/Greece

Share Diverse Examples: Show inspiring anti-racism projects from different formats: school-based, online, creative, or community-driven — to help spark ideas and expand youth imagination.

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AFOA (Digital Activism)

The AFOA community, united in struggle, functions as a sociopolitical collective within Cyprus's landscape. Its operational framework is grounded in core principles: **Autonomy, Feminism, Ecology, and Anti-Capitalism**. These principles guide its central objective: to initiate fundamental societal change from a grassroots level, challenging established systems to foster a more just and humane society. A central and impactful aspect of AFOA's strategy is its intensive engagement in digital activism. The collective has established a dynamic online activism community that serves as a much-needed digital public space. This platform is designed for the **open sharing of critical ideas, analysis, and constructive dialogue on serious social and environmental issues**. This digital focus is particularly vital in the Cypriot context, where traditional media is largely controlled by a small number of powerful entities. Such control often leads to a biased presentation of events, the spread of prejudiced views, and a lack of accountability for those in power. AFOA's self-organized online platform directly addresses these challenges. It provides a needed space for voices that are often ignored or suppressed. Operating on principles of **horizontal structures and**
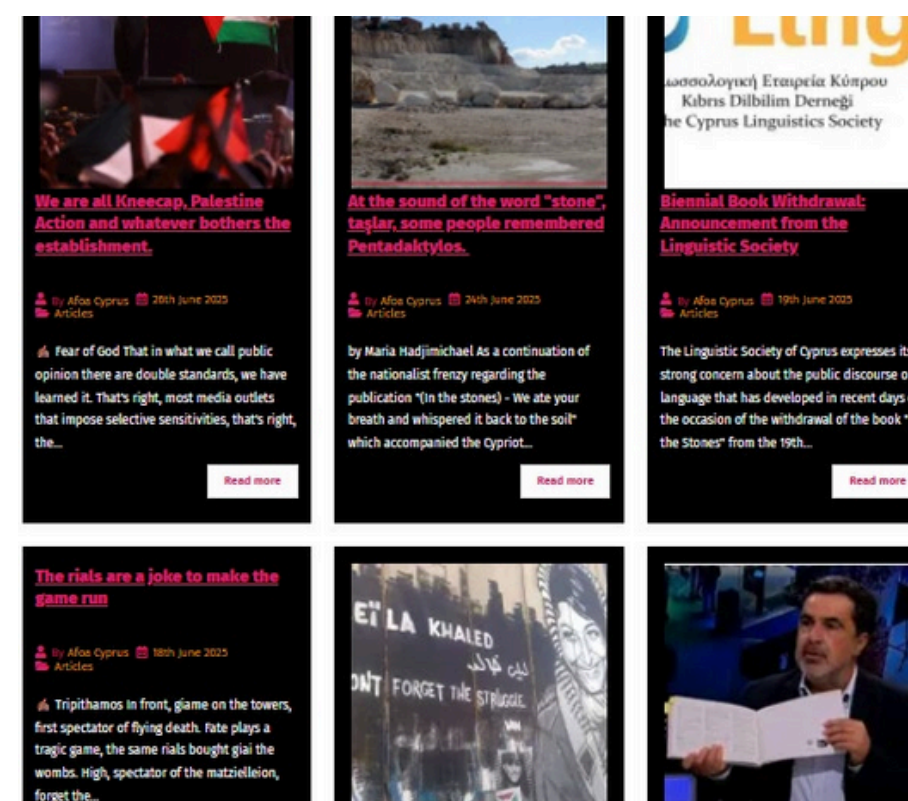
participatory engagement, the platform reflects the belief that political awareness and access to reliable information are fundamental rights for everyone, not just those in positions of authority. This digital approach creates an alternative space for public discourse, allowing AFOA to highlight the interests of many marginalized groups and to actively promote social and environmental justice in an accessible and impactful way.

Website: **afoa.cy**
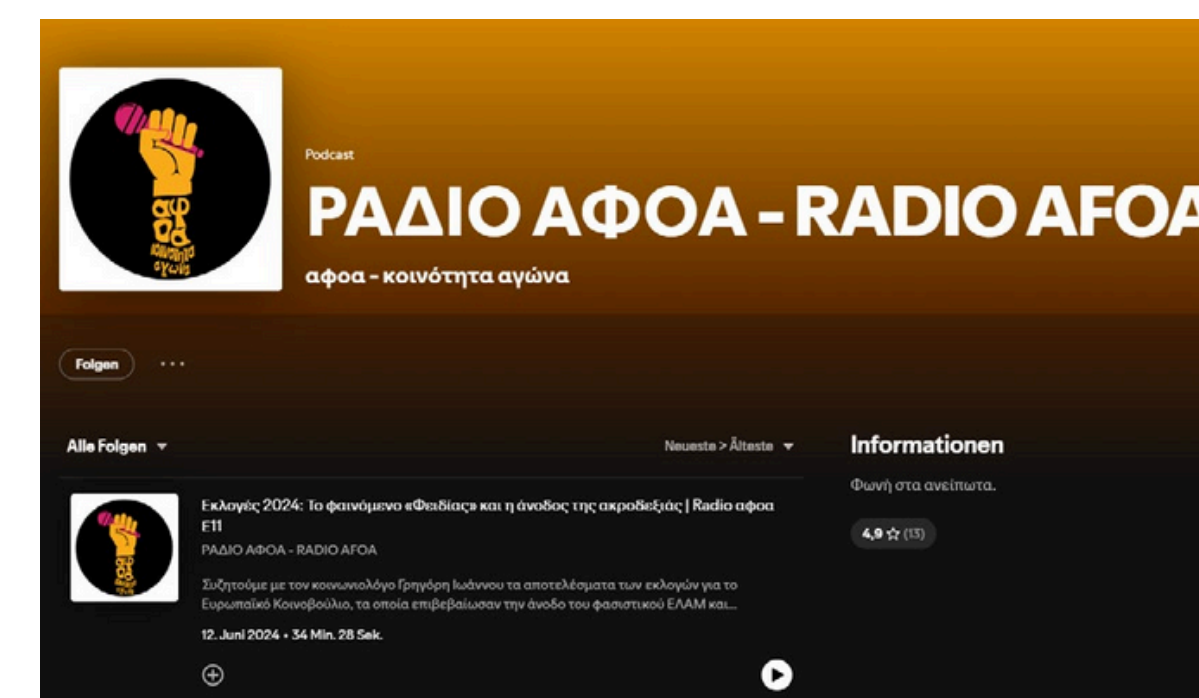
UnitedSportsCyprus (Community Action)

United Sports Cyprus (USC) is a locally led non-profit organization that unites and educates communities through sports, with a mission to dismantle physical barriers associated with xenophobia and inequality while integrating minority groups into society. USC strives to provide equal sporting opportunities for individuals of all ages, backgrounds, and ethnicities, empowering both youth and adults to advocate for an inclusive society. USC dismantles deep-rooted social and cultural stereotypes. Structured integration is their methodology, enabling the organic development of mutual trust, lasting friendships, and a new shared identity among participants.

Website: **unitedsportscy.com**

ANTIRACISM360: PROJECT OVERVIEW

European societies are becoming increasingly multicultural, amplifying the need for an understanding and responsiveness to diversity. Young people (including those with racialized backgrounds) are essential in targeting discrimination and racism; however, they might be reluctant to engage in civic participation or activism due to barriers such as a lack of knowledge or resources. In particular, racialized youth are at a higher risk of early school leaving and much more likely to be "neither in employment, in education, or training" (NEETs) than the European average (FRA, 2023).

Specific Objectives

- Equip youth workers and young individuals with creative, practical, and digital tools and resources to actively contribute to building inclusive and antiracist communities.
- Foster increased civic participation among young individuals, empowering them to continuously create innovative and impactful initiatives for racialized people's (RP) inclusion.

Key Activities

- Creation of a Research Report based on primary and secondary research, highlighting common forms of racism as well as best practices for building inclusive and antiracist communities, particularly in Cyprus and Greece.

- Creation of a Toolkit in English and Greek, raising awareness about research results, highlighting best practices and tools, and guiding racialized and non-racialized youth in their inclusive and antiracist civic engagement.

- Training of youth and youth workers in Cyprus and Greece, enhancing their capacities to actively build inclusive and anti-racist communities through meaningful actions. Youth workers will be equipped to support young activists in implementing and supporting anti-racist and inclusive initiatives.

- Youth Against Racism Fair, a 2-day event (February 2026) in Cyprus to promote anti-racism and inclusion featuring young activists, youth workers, local authority representatives, and artists from diverse communities.

Partner Organizations:

- Generation for Change CY (Coordinator)

- Youth for Exchange and Understanding Cyprus (YEU Cyprus)

- Generation 2.0 for Rights, Equality & Understanding (G2RED), Greece

ANNEX: RESOURCE DIRECTORY

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Additional Educational Resources:

Here you can find some additional resources (toolkits, reports, books, etc.) recommended by us. The toolkits listed below are each accompanied by a short description, highlighting parts that might be especially interesting for you.

To Youth Workers: Many of these resources can be downloaded and included in your work, for example in the form of ready-made worksheets.

Toolkits, Reports:

• Beautiful Trouble (N.D.). BATMo! Beautiful Action Trainer Modules, https://beautifultrouble.org/training/for-trainers
This card-deck based toolkit targets trainers in supporting youth to become active. It tackles themes such as finding common ground, handling conflict, decision making, or building resilience.

• Beautiful Trouble (N.D.). Toolbox, https://beautifultrouble.org/toolbox/
This resource for activists, in the form of a card deck, provides information on theory, methodology, strategies (tactics), and real world examples. Concrete recommendations from us include "Show, don't tell", "Create Many Points of Entry", "Follow the lead of the most impacted", "Battle of the story", and "Framing". Be sure to check out the "Sets" too,

especially the ones on Organizing 101, Resilience, Digital Activism, and #BlackLivesMatter!

• Global Platforms (2025). Activist Handbook. Beautiful Trouble, https://issuu.com/globalplatforms/docs/beautiful_trouble_activist_handbook
The guidebook is structured similarly to this AntiRacism360 toolkit, designed to support activists, organizers, and trainers.

• Global Platforms (2024). Toolbox: Building a Movement Mindset, https://issuu.com/globalplatforms/docs/toolbox_-_building_a_movement_mindset
This toolbox is an interactive resource with many worksheets, addressing motivation, context, strategy, risks, safeguarding, and more. Check it out, highly recommended! It is also suitable for Youth Workers.

• GoodPush (N.D.). Library, https://www.goodpush.org/library

• GoodPush (N.D.). Goodpush Toolkit: Youth Leadership, https://www.goodpush.org/programs/youth-leadership This resource includes quick tips, e-leaning courses, templates, and research on different topics related to youth leadership.

• Just Associates (JASS) (N.D.). We Rise Toolkit, https://wer- ise-toolkit.org/en >> This toolkit includes tips for different stages of your activism journey, such as common awareness, mobilization, or strategy. It also offers ready-to-download collections with explanations, exercises, and worksheets on topics such as power, intersectionality, feminism, or conflict among allies. One of these exercises is the earlier mentioned

Power Flower, raising awareness on intersecting identities: https://werise-toolkit.org/en/system/tdf/pdf/tools/Power-Flower-Our-Intersecting-Identities_0.pdf?file=1&force=

• Newcastle University (N.D.). EDI Toolkit for Researchers, https://www.ncl.ac.uk/research/culture/edi-toolkit/ >> This toolkit includes a Glossary, and Guides on Allyship, Accessibility, and Inclusive Language.

• Norquest College (2023). Anti-Racism Curriculum & Pedagogy Toolkit, https://www.norquest.ca/about-us/resources/anti-racism-curriculum-pedagogy-toolkit/ This toolkit for educators includes many useful aspects for Youth Workers. It touches upon topics like anti-racist principles, bias, and creating safe and supportive environments.

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• UN Women (2022). Intersectionality Resource Guide and Toolkit: An Intersectional Approach to Leave No One Behind, https://www.unwomen.org/sites/default/files/2022-01/Intersectionality-resource-guide-and-toolkit-en. pdf

• Wilmot, P. (2020). Sustaining Social Movements. Global Platforms, https://issuu.com/globalplatforms/docs/sustaining_social_movements This toolkit addresses challenges to sustaining a movement.

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• Zerocalcare (2023). This World Can't Tear Me Down, https://youtu.be/A2JBIdZ0t-PU?si=y9AygtVBSerYjm3t (Netflix)

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