

Call for proposals JUST/2015/RDIS/AG/DISC

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Application: 400009352

Title: TOY for Inclusion: Community Based Early Childhood Education and care (ECEC) for Roma Children

Applicant: International Child Development Initiatives

Country: Netherlands **Requested amount:** € 447,340.00

Contact: Giulia Cortellesi, giulia@icdi.nl

Summary:

Overall goal: to combat segregation of Romani young children and families, and enhance social cohesion through community based inclusive Early Childhood Education & Care (ECEC) services. The project also aims to improve the transition experience of Romani children to schools.

According to EU Fundamental Rights Agency and UNDP report, participation rates of Romani children in ECEC are significantly lower than for the majority population in the EU. Increasing access is a key challenge. For Romani children who attend ECEC services the experience of discrimination is very acute; summarized in three Romani education 'cases' (EU DG Justice Report 2014): segregation in special preschools and schools, intra (pre)school segregation (Roma only classes) and inter (pre)school segregation (Roma-only schools).

This project promotes the active involvement of Romani and non-Romani communities in ECEC services, through the development of toy libraries and intergenerational learning (IGL). Toy libraries are a successful approach to overcome segregation, provide access to quality non formal ECEC services that improve transition experience to formal education and build the capacity of parents. The project will organise IGL activities within toy libraries. IGL activities involve different age groups, including young children and senior adults, learning together and learning from each other. Previous research demonstrated that such activities challenge stereotypes and all involved experience the values of solidarity, respect and acceptance of the 'other'. Discrimination against the very young and older adults is challenged.

Objectives

1. To combat segregation, increase enrolment and promote inclusion through family involvement and intergenerational learning (IGL) in ECEC settings involving Romani and non-Romani families.
2. To build the capacity of community stakeholders working with Romani and non-Romani children to provide community-based ECEC services, strengthen social cohesion and combat segregation.
3. To facilitate learning and exchange in practice and policy across countries on innovative approaches towards ECEC, social inclusion and desegregation of Roma.

Activities

1. Training on community-based ECEC initiatives, to promote inclusion in formal and non-formal ECEC settings;
2. Pilot actions (toy library and IGL activities);
3. 'What Works Guide' with recommendations for practitioners and local authorities to

- implement community based ECEC for Romani and non-Romani children;
4. Knowledge sharing and dissemination among local, national and international stakeholders and policy makers.

Type and number of persons benefiting from the project

1. 400 Romani children 0-8 and their families (about 200 parents, grandparents) in 6 EU countries (2 communities per country)
2. 100 children 0-8 (non-Roma) and their families (about 100 parents, grandparents) in 6 EU countries
3. 100 ECEC practitioners
4. 30 Romani Mediators
5. 12 Toy Library assistants
6. 20 local authorities
7. 10 EU policy makers

Expected results

1. Increased inclusiveness in ECEC settings, and reduced segregation of Roma in society;
2. Increase knowledge, understanding and skills amongst national and international stakeholders on community based ECEC initiatives (toy libraries and IGL, active ageing and lifelong learning), to enhance social cohesion and combat segregation of Roma and non-Roma.
3. Increased parental and multi-generational involvement through joint activities between Romani and non-Romani families in formal and non-formal ECEC settings, which leads to improved transition experience to ECEC services and schools, and improved school readiness.

Type and number of outputs to be produced

1. Toolkit on community-based ECEC activities and 3-day ToT;
2. 5-day training for ECEC practitioners in 6 EU countries;
3. Report on pilot actions- in English+ 6 languages + Romani languages;
4. 'What Works Guide' and a video.

Partners:

Name	Country
International Step by Step Association - ISSA	The Netherlands
Open Academy Step by Step - OASS	Croatia
Centre for Education Initiatives - CEI	Latvia
Wide Open School - WOS	Slovakia
VBJK	Belgium
Educational Research Institute - ERI	Slovenia
Partners for democratic Change Hungary - PH	Hungary

Application: 400009369

Title: ROMUNICARE

Applicant: Institute Of Research On Population And Social Policies

Country: Italy **Requested amount:** € 301,465.00

Contact: not released

Summary:

Objectives

The general aim of the project is to foster and produce a convergence between Roma users civil servants working in the Dipartimento Politiche Sociali, Sussidiarietà e Salute and in the 15 Municipal Districts of Roma Capitale in charge of the delivery of low threshold services and NGO operators from CESV (Centro Servizi per il Volontariato).

The final objectives are that of producing a shared and standardized model for the welcoming of Roma and other disadvantaged categories in public offices, respectful of antidiscrimination legislation, efficient, transparent and open, and to support the Roma in a correct and informed approach to the public Municipality services they need.

The two objectives will be achieved by working with Municipality operators, NGO operators and members of the Roma group.

Activities

The specific activities enacted with this project are as follows:

1. To train Municipality's Operators of services and NGO operators toward the development and implementation of standardized anti discriminatory procedures in order to favour the creation, implementation and dissemination of uniform procedural and quality standards for the welcoming of Roma and other disadvantaged categories.
2. To train the Roma on how to approach services and to foster their engagement by providing basic training with the aim of sensitizing them on rights and duty awareness and active citizenship.
3. To create an open platform for the exchange of technical know-how and best practices thus improving at the same time both institutional capacity building and Roma participation.
4. To generate practical tools to assist Municipality professionals working with the Roma population in order to improve and ease their work.
5. To raise awareness about the importance of diffusion of anti-discrimination procedures through actions and practices and to support the adoption and diffusion of correct procedural action

Type and number of persons benefiting from the project

The direct groups targeted by the project are :

- 60 Civil servants working in the Dipartimento Politiche Sociali Sussidiarietà e Salute of Roma Capitale (20 managers and 40 front desk operators)
- 60 Municipal Districts operators of low threshold services
- 20 NGO operator from CESV (Centro Servizi per il Volontariato)
- Roma individuals 50 of which will be directly involved in the project (although the project indirectly will target 1.000 Roma individuals of recent arrival who are camped in informal dwelling).

Such multiple target will ensure an integrated and comprehensive approach

Expected results

At the end of the project the civil servant will be able to:

- Put into practice the principles contained in the various EU Directives and antidiscrimination legislation,
- Acquire a set of integrated competencies which will enable him to operate more efficaciously especially when dealing with urgencies (residence, healthcare assistance etc.)
- Realize a standardized, uniform procedure for the public
- Use the contents that will be made available on a specifically dedicated Moodle platform in order to be able to train other operators well after the end of the project and offer to the Municipality of Rome a tool that will last and could be enriched in the years to come.

At the end of the project the individuals of the Roma group will be able to:

- Approach services correctly and receive assistance to take care of any necessary paperwork
- Understand phases and passages of the institutional proceeding of interest
- Support other Roma in the interaction with institutions
- Autonomously go into institutional offices

Results on policies and programmes will be:

- a) Cooperation between Municipalities – Creation of a mutual learning network
- b) Standardized procedures will be applied to all the Municipality's territory
- c) The guidelines and Moodle platform for Open and Distance Learning will remain permanently for the Municipality to use them
- d) Municipality to use them
- e) Increase in Roma awareness and institutional engagement
- f) Increased institutional capacity building
- g) Dissemination and possible transferability at the wider national and EU level

Type and number of outputs to be produced

- The project will produce a number of practical tools
- Handbook
- Procedural Guidelines
- Online repository
- Learning Object
- Video
- Leaflet in Italian, Romanès and Romanian
- Recommendations for the improvement of the communication and relationship between Roma and local institutions.

The project intends also to provide consistent ground base data and policy advice to policy makers in order to promote measures aimed at creating a more upwardly mobile and engaged citizen base within the largely destitute and disengaged Roma communities of recent arrival.

Partners:

Name	Country
ARES 2.0 srl	Italy
ROMA CAPITALE	Italy
POPICA ONLUS	Italy

Application: 400009372

Title: Roma inclusion in education: fostering constructive attitudes and good practices in the Barcelona area

Applicant: Pompeu Fabra University

Country: Spain **Requested amount:** € 197,685.61

Contact: zenia.hellgren@upf.edu

Summary:

Objectives

This project addresses the problematic school situation of Roma children and youth in four neighbourhoods in the Barcelona area. Based on research confirming the central role of parental involvement and teacher training for children's school performance, this project is designed to establish constructive and lasting channels of communication between the Roma families and the schools. We will provide forums for teacher training, dialogue and exchange between Roma families and Roma community representatives, schools and local authorities in the Barcelona area, guided by principles of reciprocity.

Specific aims: i) Create awareness-raising among school teachers, in order to combat negative stereotypes about Roma families and improve the schools' efforts to avoid school drop-out/failure among Roma children and youth; ii) Prevent school drop-out/failure and promote a positive attitude towards education through awareness-raising among Roma families (mothers and fathers); iii) Create a platform for regular contact and dialogue between the Roma communities and the local authorities in Barcelona, represented by the Office for non-discrimination, to better respond to the concerns of the Roma and prevent/address discrimination, with an emphasis on the field of education.

Activities

- Elaborate a model for good practices within the field of Roma inclusion, based on both previous local experiences and knowledge acquired during the course of the project.
- Interview project participants.
- Monitor and administrate the project activities.
- Create and manage a project website.
- Organise research seminars and a final project conference.
- Produce project publications.
- Organise training of teachers in the target neighbourhoods.
- Organise meetings/workshops and activities with Roma families and teachers in the target neighbourhoods.
- Organise meetings with representatives of the Roma communities in the target neighbourhoods and the Office for non-discrimination in Barcelona, to detect concerns of the Roma communities and establish a platform for continuous dialogue. We will work actively to promote the participation of female Roma representatives.
- Organise periodic meetings with schools and local authorities in the target neighbourhoods, to inform them about the aims and progress of the project.

Type and number of persons benefiting from the project

- Direct beneficiaries: applicant (4 employees) + 2 partners (4 employees): 8 people.
- Associate partner: 2 people
- Roma families participating in the meetings/workshops: 80 people (40 mothers/ 40 fathers)
- Teachers: 20 people

- Representatives of Roma communities: 8 people (2 from each target neighbourhood; at least half women). Beyond direct participation, the activities organized within the framework of this project should benefit the entire Roma communities, as the Roma people who participate in the project (families and community representatives) are expected to take their experiences back to their local communities and promote more positive attitudes towards education. Simultaneously, awareness-raising of teachers from the ethnic majority is expected to resonate both in the schools who participate in the project, and at the broader level of school networks in Catalonia.

Expected results

- Model for good practices (to be exported and implemented elsewhere)
- Improved relations between the Roma families and the schools in the target neighbourhoods.
- Persisting contacts between the local authorities, the partner organizations, the university (represented by the applicant) and the Roma communities.

Type and number of outputs to be produced

- 2 progress reports
- 1 final project report
- Project website
- 2-3 articles for academic journals
- 3-4 newspaper articles

Partners:

Name	Country
Fundación Esplai, Ciudadanía Comprometida	Spain
Fundación Privada Pere Closa	Spain

Application: 400009374

Title: Rainbow Rights Promoting LGBTI Equality in Europe

Applicant: Ministry of Justice

Country: Finland **Requested amount:** € 485,676.00

Contact: yhdenvertaisuus.om@om.fi

Summary:

Objectives

The objectives of the project can be divided into four categories:

- More effective implementation of the EU and national legislation on prohibiting discrimination and promotion of equality
- Better social acceptance of LGBTI people in all areas of the society
- Developments in the regional and local policies against discrimination of LGBTI people
- EU level exchange and mutual learning in combating discrimination against LGBTI people
- Combating multiple discrimination against LGBTI members of the minority groups

Activities

The objectives will be achieved by following types of activities:

- Promoting LGBTI awareness through equality mainstreaming in different fields (education, employment and health) (Workstream 2)
- Developing local LGBTI policies together with public officials and LGBTI NGOs (Workstream 3)
- Promoting mutual learning and exchange of good practices of LGBTI NGOs by cross border cooperation (Workstream 4)
- Raising awareness on multiple discrimination and harmful stereotypes towards LGBTI-people within minority communities (Workstream 5)
- Project coordination, reporting and evaluation (Workstream 1)

Type and number of persons benefiting from the project

- LGBTI people 10000
- Local authorities 3500
- Community leaders 200
- Service providers 3000
- LGBTI NGOs 500
- Anti-discrimination professionals 250
- NGOs representing minority groups 100
- National authorities (Finland, Lithuania, Estonia and Latvia) 400
- General Public 50000
- EU Commission

Expected results

- Increased capacity to promote LGBTI equality at local level
- New methods for equality mainstreaming: Indicators and benchmarking system for Equality Plans and their implementation
- Good quality of Equality Plans with concrete measures to promote LGBTI equality

- Transferrable models for training on non-discrimination
- Number of events, seminars and training sessions on equality mainstreaming and LGBTI equality
- Social and health care services meet the needs of LGBT-groups
- Built capacity for LGBTI NGOs through exchange of knowledge
- Mutual learning and exchange of good practices between NGOs and Authorities
- Increased awareness on LGBTI equality among Minority NGOs and general public

Type and number of outputs to be produced:

- 2 Surveys
- 6 Training modules (incl.2 videos)
- 2 Guidebooks/Guidelines
- 4 Campaigns
- 6 Awareness-raising events
- 2 National seminars
- 2 Transnational seminars
- 1 Transnational Conference
- 1 Conference report, 1 Discussion Paper for the Conference
- 2 NGO Exchange programmes
- NGO Exchange reports
- 1 cross-border peer review workshop
- 10 local workshops
- 20 Training sessions
- 6 NGO meetings
- 16 Articles
- 2 Social media profiles
- 1 website

Partners:

Name	Country
Seta - LGBTI Rights in Finland	Finland
Association of Finnish Local and Regional Authorities	Finland
Lithuanian Gay League	Lithuania
Ministry of Social Affairs and Health	Finland

Application: 400009445

Title: Romaup: Bottomup crosscommunity advocacy for Roma inclusion

Applicant: L.I.D.E.R. – Personal Ideas And Actions For Effective Solutions

Country: Bulgaria **Requested amount:** € 184,026.60

Contact: not released

Summary:

Objectives

The overall aim of the project is to advance the integration of the Roma community through strict implementation of European, national and local inclusion policies on the local level

The specific objectives of the project are:

- To empower Roma communities on the local level in Bulgaria to advocate for implementation of inclusion policies before local authorities;
- To identify, build and maintain cross-sectoral alliances with social and professional groups and engage them in advocacy for implementation of inclusion policies on local level;
- To pilot, explore and promote cross-community advocacy model for implementation of strategic documents on Roma integration on the local level.

Activities

- Policy review of the existing Roma integration framework in the target regions in Bulgaria
- 9 community seminars with Roma community
- 3 trainings with local authorities in the target regions on existing Roma integration policy framework
- Intensive training (3 residential parts) and mentoring for potential Roma leaders on preparing them to build cross-community coalitions;
- International workshop on cross-community bottom-up advocacy;
- Creating relationships with different social and professional groups on local level in the three target regions
- 6 action plan seminars for advocacy campaigning (2 per target region)
- 6 advocacy campaigns on solving concrete issues based on the existing Roma integration policy framework;
- International conference and advocacy seminar for sharing results

Type and number of persons benefiting from the project

- 90 Roma participate in information seminars
- 45 officers from local authorities receive training on Roma integration policy framework
- 24 Roma potential leaders receive intensive training and mentoring
- 24 NGOs and experts from other EU countries participate in international events

- 60 allies on local level take part in action planing seminar

Expected results

- Improved understanding of the existing policy framework on Roma integration within the selected target regions;
- Increased capacity within the Roma communities of the selected target regions to advocate on their own behalf for Roma integration;
- Cross-community and cross-sectoral alliances built in the selected target regions with advocacy potential around Roma integration policies;
- Six small-scale advocacy campaign planned and implemented in the target regions, of which at least three – successful;
- ROMA-UP advocacy model for Roma integration tested and promoted on local, national and international level.

Type and number of outputs to be produced

- 3 Roma Integration policy reports in the target region
- 750 user-friendly printed materials, explainign the Roma integration policy framework
- 9 informational community seminars
- 3 trainigns for local authorities
- 3 residential training seminars for Roma leaders
- 1 International training workshop in Sofia
- 6 action plan seminars in the target regions
- 6 cross-community advocacy campaigns
- 1 international conference
- 1 declaration on ROMA-UP model
- 1 advocacy seminar
- Project publciation, e-version in English and Bulgarian
- Project website in English and Bulgarian
- 700 communication materials (pens and notebooks, pen-drives, flyers)

Partners:

Name	Country
Roma-Lom Foundation	Bulgaria
Youth Club Roma Stlolipinovo 1996	Bulgaria
Pro European Network	Bulgaria

Application: 400009451

Title: PROACTIVE: Prevent Roma discrimination providing mediation skills to police officers

Applicant: Center For Security Studies

Country: Greece **Requested amount:** € 211,462.45

Contact: not released

Summary:

Objectives

- To deconstruct stereotypes, change attitudes between Roma people and Greek police officers.
- To provide structured support to Greek police officers to fulfil their social preventive role, providing them with social mediation skills.
- To enhance police officers capability in interacting effectively with Roma communities, building public confidence and cooperation with law enforcement agencies.
- To support decentralized participatory processes for community oriented preventive security policy, encouraging and multiplying community action group facilitators.

Activities

- Development of the methodological approach on social mediation and preventive security issues

It involves the development of a customized tailor made methodology based on social mediation and preventive security issues as tools of non discrimination, through desk, qualitative and quantitative research.

- Training of Greek Police officers on social mediation and preventive security issues

It involves the training of the vast majority of police officers, including relevant material and e-platform, who currently serve in police divisions, having a preventive role and at the same time the most frequent encounters with members of Roma at local level.

- Pilot implementation and assesment

It involves the pilot implementation of the developed methodological framework, on two target areas of the ROMED-ROMED2 programmes, through the formation and operation of Local Action Groups. The pilot implementation will also serve to assess the impact of the project activities on beneficiaries, through a counterfactual approach.

- Dissemination and exploitation

It involves activities to promote social mediation and preventive security issues, based also on the projects results. Key part of the dissemination process is the organization of 21 info days to be held in areas across the country.

Type and number of persons benefiting from the project

- 360 trained police officers
- 10 trained Roma and non Roma trainers
- 34 polices officers pilot trained to become motivators

-30 Roma social mediators

-15 Roma scientists

-50 members of local authorities

-30 Policymakers

-25 NGO's working on the field with Roma and anti-discrimination professionals

Expected results

- Trained police officers with specialized knowledge on social mediation and preventive security, who have frequent encounters with members of Roma communities.
- Informed police officers in human rights and diversity issues, with a focus on their social mission.
- Destabilization of the potential involvement of police officers in discriminatory practices, as far as members of Roma communities are concerned.
- Developed communication channels between police officers and Roma communities.
- Established trusted relationships between police officers and members of Roma communities at local level, through a participatory approach and process, involving all relevant stakeholders.
- Strengthened social profile of Greek police as an institution, promoting preventive security.

Type and number of outputs to be produced

-1 Report on the tailor made methodology on social mediation and preventive security issues for police officers

-1 Policy recommendations report

-21 training seminars of police officers in 21 training spots across Greece

-16 training sessions for Roma and non Roma trainers

-5 joint experiential workshops

-E-platform with relevant educational content in Greek and English

-1 antidiscrimination police training manual in Greek and English

-2 Local Actions Groups

-Impact assesment report

-14 consultation meetings

-6 interactive thematic days

-1 conference for social mediation and preventive security issues

-31 info days

Partners:

Name	Country
ETHNIKO KENTRO KOINONIKIS ALLILEGYIS (EKKA) (NATIONAL CENTRE FOR Social SOLIDARITY)	Greece
C.M.T. PROOPTIKI CONSULTING MANAGEMENT TRAINING EPE	Greece
Antirropon NGO	Greece

Application: 400009461

Title: I.D.E.A.S. Inclusion. Diversity. Equality. Awareness. Success. (Launching Diversity Charters in Slovenia, Croatia and Romania)

Applicant: Dobrovita, Company for Training and Employment of People with Disability

Country: Slovenia **Requested amount:** € 282,608.78

Contact: not released

Summary:

General objectives:

To promote and stimulate the implementation of the non-discrimination principle and the respect for non-discrimination and human rights by setting up and developing Diversity Charters in Slovenia, Romania and Croatia for the private and public sector

Activities

Development of Local Diversity Charters

- Exchange of good practices and information with EU Diversity Platform, French Diversity Charter
- Elaboration of the Diversity Charters
- Research in view of development of sustainable Charters to continue after the end of the project
- Raising awareness and the level of information related to non-discrimination, human rights, equal opportunities, diversity management through informational materials, dedicated websites, promotion in traditional media and in social media
- Identification and involvement in the project of endorsers to support and promote the Charters' activities (ambassadors) and messages for stakeholders and potential beneficiaries of the charter in one hand, and for the general public on the other hand

Implementation activities for public and private sector:

- Training activities for diversity training in private and public sector (development of training programme and delivery)
- Developing specific online tools
- Transfer of trainings for private and public sector between partners and making the resources available for other interested parties

Communication and dissemination activities for high visibility of Diversity Charters and rising awareness

- Organisation of Launching events, Signing ceremonies, multi – stakeholder final events
- Writing and designing infographic materials that will be used to engage social media users and promote the topics of the project (non-discrimination, respect for human rights, fight against gender discrimination)
- Writing diversity columns in view of engaging a wide range of businesses and stakeholders.

Expected results

The most important result will be three new Diversity Charters in Slovenia, Romania and Croatia and their

implementation in public and private sector; Another important results will be a better level of information of the direct beneficiaries of the project, as well as of the general audience, in what concerns the principle of non-discrimination on any ground, the respect for human rights, equal opportunities, diversity management.

Type and number of persons benefiting from the project

80 managers, 172 civil servants involved in diversity trainings; 30 signatories/country of the Diversity Charter (large, SMSs, NGOs, public authorities, trade unions, professional associations) covering 30.000 employees; 150 participants on the Final events (all stakeholders interested in diversity issues); 15 ambassadors (NGOs, public, private sector, associations...); 100 participants in workshops (all stakeholders interested in diversity issues); 120 participants in Launching events (all stakeholders interested in diversity issues)

Type and number of outputs to be produced

Diversity Charters³; Trainings²; Workshops / debates for consultation⁴; Tutoring seminars²; Collection of good practices ¹; Development of common methodology (for implementation of Diversity Charter into public and private sector)²; Development of educational material/toolkits/coursers²; Development of guides¹; Feasibility studies³; Impact assessment, survey ³; Reports:⁹; Launching events with round table³; New websites³; Articles¹⁰⁰; Radio-shows²; Press releases⁹; Infographic⁶; Informational brochures¹¹⁰⁰; Diversity columns³⁶; List of relevant e-books and online resources³; Multi stakeholder final events³

Partners:

Name	Country
Šentprima - Zavod za rehabilitacijo in izobraževanje	Slovenia
SKUP - Skupnost privatnih zavodov	Slovenia
Hrvatski poslovni savjet za održivi razvoj	Croatia
Forum for international communications	Romania
APSD-Agenda 21	Romania
Agenția Națională a Funcționarilor Publici (NACS)	Romania

Application: 400009489

Title: BREAKing stereotypes through role models and promoting Roma integration in the labor market

Applicant: National Center For Social Solidarity

Country: Greece **Requested amount:** € 170,281.96

Contact: not released

Summary:

Objectives

- To develop, pilot implement and assess the impact of a multi-stakeholder methodology for combating Roma stereotyping at local and national level, with a focus on labor market integration.
- To develop and widely disseminate counter narratives to stereotyping through the identification of positive role models on the ground and their storytelling.
- To motivate and engage with members of Roma communities, particularly women, to overcome barriers in accessing the labor market, through mentoring and support.
- To liaise with local authorities (municipalities) and employers' organizations in order to raise their awareness and train them in overcoming stereotypes, while incentivize them in accommodating Roma diversity in the workplace.
- To actively promote the placement / internship of Roma individuals in public or private organizations, while measuring their impact into combating stereotypes.

Activities

- 1) Development of a multi-stakeholder methodology for tackling Roma Stereotyping, encompassing different type of actions for various groups of stakeholders (i.e. employers, municipalities, Roma and non Roma members of local communities) with the aim to destabilize existing Roma stereotypes and promote Roma integration in the labor market.
- 2) Pilot implementation of the developed methodological framework, through:
 - Information and engagement activities that target the Roma population, local community, employers and educators
 - Networking with employers' organizations and local authorities to promote the breaking of Roma stereotypes and provide training to unlock the potential of diversity in the workplace.
 - Promoting the placement of Roma individuals in the labor market, awarding organizations, which take the lead in fostering change.
- 3) Assessment of the impact of the proposed methodological framework, to measure change of the main target groups of the project (i.e. employers, local municipalities etc.), as far as anti-discrimination attitudes are concerned.
- 4) Dissemination and exploitation activities, through an integrated dissemination strategy, encompassing awareness raising activities and media campaigns, the development of an e-

platform and the establishment of Awards (for organizations, which promote diversity in the workplace by integrating a Roma).

Type and number of persons benefiting from the project

- Business companies / employers 150
- Members of Local municipalities 150
- Educational staff/ teachers 100
- Roma 250
- National policy makers 20
- General public 35

Expected results

- Empowerment of members of the Roma community in accessing employment, through continuous mentoring and support
- Weakening of the Roma stereotyping, as far as employers are concerned
- Significant increase of the information the target population receive regarding pathways to employment
- Strengthening of the communication and cooperation of the Roma community with actors of the local community in order to combat stereotypes
- Capacity building of all involved stakeholders in developing future interventions in promoting Roma rights
- Sensitisation of the local community on the multiple inclusion barriers that the Roma community is facing
- Improvement on employment rates of the Roma community members

Type and number of outputs to be produced

1)Project handbook, 2)Evaluation and quality assurance plan and reports, 3)Consulation meetings with Roma, 4)Consultations with employers local authorities, 5)Report on the findings of the consultation meetings, 6)Training material for employers, 7) 15 Infodays with Roma, local community, employers and representatives of tertiary education, 8) 10 Engagement events with all relevant stakeholders, 9) 7 Training sessions, 10) Networking meetings, 11) Baseline study, 12) Impact assesment report, 13)Web site, 14) Digital consulation platform, 15) Media campaigns, 16) Awards, 17)Sustainability guidelines, 18) Conference

Partners:

Name	Country
Municipality of Halandri	Greece
Municipality of Fyli	Greece
Association of Greek ROMA mediators	Greece
West Attica Union of Professional Craftsmen	Greece
CMT Prooptiki	Greece
CrowdPolicy Digital Participating Services	Greece

Application: 400009507

Title: 'Tackling multiple discrimination in Greece: Delivering equality by active exploration and enabling policy interventions'

Applicant: National Centre for Social Research

Country: Greece **Requested amount:** € 313,800.00

Contact: dbalourdos@ekke.gr

Summary:

Objectives

1. To measure whether there is an experience of multiple discrimination in Greece in six social groups, and explore a number of factors (criteria, effects, solutions)
2. To apply innovative methodological tools like 'Participatory Action Research', and 'Situation Testing'
3. To code the existing (multiple) discrimination laws and propose changes
4. To develop right awareness on anti-discrimination laws and knowledge to support organizations
5. To create anti-discrimination and gender equality reflexes in the society and in the public service providers
6. To propose the policy tool of 'Action Plan' for the fight against multiple discrimination in the public sector
7. To exchange knowledge and good practices by creating a network of discussion and influence on the above issues

Activities

1. Update the literature review and identify best practices
2. Field work- Qualitative and quantitative research/ 'Situation testing'
3. Workshops with the main stakeholders and project's target groups
4. Exchange of knowledge and good practices across Europe (peer reviews/ extension of the existing Observatory)
5. Integration of gender issues on the theoretical and methodological approach of multiple-discrimination
6. Law coding of (multiple) discrimination, and providing of a list of legislative changes
7. Creation of a booklet for the development of an Action Plan for combating multiple discrimination in the public sector
8. Training public services providers on 'Action Plan'
9. Public information days on anti-discrimination legislation in three big urban cities
10. National festivals on issues of equity
11. Production and dissemination of an information manual

Type and number of beneficiaries

Direct beneficiaries that will actively participate in the project:

500 people from the project's target groups

100 citizens

50 key stakeholders –civil servants

10-15 experts (peer reviewers)

15 public services providers (training)

Indirect beneficiaries include multiple discrimination groups, citizens, NGOs, interest representation organizations, public and local authorities

Expected results

1. The exploration and categorization of multiple discrimination
2. The development of a theoretical framework, and a methodological approach on multiple discrimination
3. The active participation of project's target groups to the exploration of their situation, to the proposition of solutions, and the awareness of support organisations
4. Legislative changes and extensions on (multiple) discrimination laws
5. The gradual change of the existing misconceptions and prejudices in public administration, and the improvement of the public authorities' services towards multiple discriminated groups.

6. The development of better relationships between public/private sector and groups of multiple discrimination defusing tensions and promoting the benefits of equal rights by building understanding through interaction and networking.

Outputs

Two research reports regarding the phenomenon of (multiple) discrimination in Greece and policies/best practices

Two field work reports regarding the results of the qualitative and quantitative research

One report from the situation testing

One strategic plan for mainstreaming gender issues on multiple discrimination

Three workshops of 2 days with the main stakeholders and project's target group –one report

The updating of the 'Observatory on Discrimination'

2 video conferences with experts

2 peer reviews regarding good practices

40 booklets for the implementation of 'Action Plan's in the public sector

One training day of 15 public administrators- training materials

4 information events with one stop shops

500 leaflets with a list of support organizations

3 national festivals for awareness raising (one in each city)

500 manuals for public administrators

2 evaluation reports

Dissemination activities: 1 project logo, 500 project brochures, 1 web platform, 12 publications in newspapers, 1 conference

Partners:

Name	Country
Economic and Social Council (ESC) of Greece	Greece
Patras Municipal Enterprise for Planning & Development	Greece
Region of Crete	Greece
University of Seville	Spain

Application: 400009532

Title: Engaging Youth Leaders and Teachers in Combating Antigypsyism in Bulgaria

Applicant: Work Shop for Civic Initiatives Foundation

Country: Bulgaria **Requested amount:** € 171,217.12

Contact: wcif@wcif-bg.org

Summary:

Objectives

- Enhancing the capacity of 340 teachers from both non-Roma, mixed and Roma schools, and 340 youth leaders in 17 different towns across Bulgaria to address antigypsyism by applying a human rights approach;
- Raising awareness on the harmful effects of antigypsyism in the social mainstream and building motivation for counteraction among citizens of 17 different towns in Bulgaria;
- Dissemination of good practices on combating antigypsyism and encouraging collaboration among stakeholders, working in the sphere of education.
- Dissemination of information about the project results to the educational authorities and antidiscrimination professionals, creating opportunities for scaling up the good practice at the national level.

Activities

- Overall project management and coordination: involving national-level and local civil society actors in joint implementation of activities.
- Translation with copyrights and printing of 1000 copies of the “Mirrors” Manual of the Council of Europe for combatting antigypsyism through human rights education.
- Trainings of 340 youth leaders and 340 teachers from 17 different towns and cities to apply human rights approach in combatting antigypsyism in their communities.
- Creation of project web site to disseminate the know-how and good practice generated within the project.
- Post-training activities of the youth leaders and teachers: conducting local awareness campaigns in 17 towns, involving directly 20 000 people in total.
- Production of 17 videos of the local campaigns to be disseminated by the project web site.
- Organizing a national conference to disseminate information of the project results, stimulate exchange of good practice and bring it to the attention of the educational authorities, antidiscrimination professionals and journalists.

Type and number of persons benefiting from the project

- 340 youth leaders directly involved in capacity building trainings in 17 towns and cities
- 340 teachers directly involved in capacity building trainings in 17 towns and cities

- 20 000 people (at least 5 000 Roma) from the 17 target towns and cities directly involved in local awareness campaigns aiming at combating antigypsyism
- 150 participants in a national conference, including educational authorities, community leaders, youth leaders and teachers, journalists and antidiscrimination professionals directly benefiting from dissemination of good practices on combating antigypsyism in the schools
- over 60 000 viewers of virally disseminated messages combating antigypsyism, which are generated by the project web site

Expected results

- Enhanced capacity of 680 youth leaders and teachers from 17 Bulgarian towns to address Roma segregation by applying a human rights education approach;
- Enhanced awareness about Roma discrimination and structural inequalities by school authorities, local media, and the general public in 17 Bulgarian towns; enhanced motivation for action to tackle the issue on behalf of 20 000 individual citizens.
- Disseminated good practices of combating antigypsyism by means of human rights education to educational authorities and human rights professionals, thus creating opportunities for wider dissemination of the good practices and influencing educational policies.

Type and number of outputs to be produced

- 1 project web site, linked to social media, producing substantial coverage of the local awareness campaigns and the good practice of combating antigypsyism;
- translated and printed in 1000 copies in Bulgarian training Manual "Mirrors" of the Council of Europe, which contributes to combating antigypsyism by human rights education;
- 17 3-day trainings in 17 different towns across the country including 1 learning group of youth leaders and another one of teachers in each location, 20 participants each
- 17 local awareness campaigns locally designed by the trainees, including social media campaign, publications in local media, public events,
- 17 videos from local awareness campaigns uploaded in the project web site and virally disseminated;
- 1 national conference bringing together 150 representatives of educational institutions, community leaders, youth leaders, and journalists from 17+ cities and towns;
- 830 participants packs: 680 for the trainings and 150 for the national conference including USB with information/learning materials; folders, badges, pens, stickers, and copies of the printed Mirrors Manual.

Partners:

Name	Country
Mladenovo Foundation	Bulgaria
Trade Union "Education" at Labor Confederation "Podkrepa"	Bulgaria