CALL FOR PARTNERS

**Racism - Make it Visible**

Strategic Partnership in the field of Youth

Exchange of the good practices

# Context

Cazalla Intercultural in the past 5 years is working on invisible racism, as we call it, which is one of the forms of modern racism, similar to micro-racism, subtle racism, symbolic racism, aversive racism, implicit racism. Many concepts which in many contexts are now known and even there is direct rejection of the problem since they are so normalized in our societies.

When we talk about invisible racism we refer to the harmful behaviours which are considered normal and accepted by the society. The line that draws between what we all know by racism and what the invisible racism is, is a line of tolerance. Some examples what invisible racism could be are the telling racist jokes, or avoiding the contact with people coming from different ethnic group, by simply going in the other side of the street, or deciding not to date a person with is not white. Those behaviours, although not considered by many harmful, lead to exclusion, anxiety, and influences the persons well being.

With our work in the field we have realized that a lot of things needs to be done. There are studies that shows the consequences of those modern forms of racism, which states that they are as harmful as a classical forms of racism, or even more harmful, since they occur on everyday basis, and brings high levels of the stress for the oppressed and consequently contribute to the lowering of the self-esteem, crisis of identity, and the feeling of rejection.

We have realized that we need to create alliances and work together to make it visible, since the micro racism is so much normalized in our societies, that this is the only way to do it. We need to create the systematic change, work on the different levels, exchange the experiences and put together our practices and experiences. And therefore we have decided to create this project.

# Objectives

The main of the project is to create the cross-sectional alliance in order to work together and exchange the best practices in the field of racism with the special focus on the modern forms of racism like invisible racism or micro-racism.

Specific objectives:

* To work together in alliance on the recognition and visibility on the existence of the new forms of racism (recognition of the problem)
* To work on the awareness raising of the impact of modern racism with the special focus on the marginalized groups
* Share and and adapt the best practices into the local reality
* To ally our forces in order to fight racism on the European level
* To create the branding and communication strategy to make visible modern forms of racism

# Project structure

We plan to apply for the funds of ERASMUS+ - strategic partnership in the field of youth, exchange of good practices for the deadline 4th of October 2018. The call is created to develop and reinforce networks and to share and confront ideas, practices and methods, and this is what we want to do in relation to racism and invisible racism.

We plan to have following residential activities in the project:

1. **Kick off partners meeting** – in the beginning of the project, 2 days meeting with the objectives to get to know each other our organizations and ways of work, and to plan the activities of the project and dividing responsibilities.
2. **Staff training on modern forms of racism** – training that we will invite 3-4 staff of each organization (or active volunteers); with the objective to exchange experiences and learn about modern forms of racism like micro racism or invisible racism. Estimated duration – 5 days
3. **Partners meeting** – for 1-2 persons per organization, with the objective to evaluate the first staff meeting, exchange the feedback from the testing of the practices, and plan the activities for the second part of the project + networking.
4. **Staff training on campaigning and communication strategy** - training that we will invite 3-4 staff of each organization (or active volunteers); with the objective to empower organizations on the campaigning strategies and prepare them to actively stand against racism. (we are looking for partner who is expert in campaigning and advocacy)
5. **Evaluation meeting and dissemination event** – we would like to organize those two events together because of the greater impact and the budget limitation. Inviting 2-3 people for the evaluation meeting of 1 days, and then on the second day implementing international dissemination event that can be as well liked with the advocacy.
6. **Dissemination events** – there is as well possibility in the project to implement dissemination events by each partner, this is optional. There is a budget of 100€ per person per event, if you would like to implement the event please specify.

Besides the residential activities, we are planning to:

1. **Testing of the best practises** – after the first staff training each partner will be equipped with the new tools and approaches, which they can use in they daily work. In this way we can try and see how the practices are working in the different context what brings the additional learning to the partnership.
2. **Development of the branding and communication strategy** – since our main objective is to make the invisible racism visible, we need to create the strategy how to do it, and this will be brainstormed during the partners meeting, and we will try to apply for exceptional costs for the expert who can help us with this.
3. **Campaigning** – implementation of any ideas that came up from the project

# Budget

The budget is calculated mainly based on the flat rates. To give you some idea here are the rates that can be applied per activity:

|  |  |  |
| --- | --- | --- |
| **Category** | **Unit** | **Flat rate** |
| Project management and implementation | month | 250€ |
| Partners meetings | Per travel  Less then 2000km  More then 2000km | 575€  760€ |
| Staff training | day | 100€ |
| Staff training - travel | Distance: |  |
| Dissemination event | day | 100€ per local participant  200€ per international pax |

# What partners are we looking for?

The project can work only if we manage to bring together the diverse partnership that is composed by organizations who already work on the topic of racism and the organizations that represents minority groups that are target of racism. For us the most important is to bring together the group of organizations who are motivated and the topic of racism is very close to them, since in this way we can bring the sustainable change.

We are looking for partners who represents the following organizations:

* Organizations who work explicitly on the topic of racism in the fields of
  + Non Formal Education
  + Formal education
  + Activism
  + Intervention
* Organizations of the groups which are the targets of racism
* Experts on the communication strategies

Responsibilities of partners:

* To be able to share best practices and contribute with their experience to the objectives of the project
* To participate in all the meetings
* To try tools of other partners in their local activities
* To engage in making the racism visible offline and via social media and getting engages in campaigning
* To contribute to reporting and management of the project

# How to express the interest?

All interested organizations if they are interested to take part in the project should send the e-mail by 15th of September with the following information:

* Motivation to take part in the project
* Experience in the field – what can be the organizations contribution to the project
* Information if the organization would like to host any event, and or dissemination activity on the local level.

If you have any questions, you can contact directly with Aga: [aga@cazalla-intercultural.org](mailto:aga@cazalla-intercultural.org)

The deadline for the expression of interest is the **15th of September**. If by then we will be able to put together the sustainable partnership which is diverse and cross-sectorial, then we will start working on the application form.

# About Cazalla Intercultural

Cazalla Intercultural is a local NGO located in Lorca, Murcia, in the South East of Spain, registered in 2007, but started to function in 2001 as youth association of Cazalla

The mission of our team of professionals is “To promote active citizenship, social inclusion, youth mobility, voluntary service, sustainable development, stand up for human rights, integration, non-discrimination and against gender-based violence, through non-formal education, youth information and international cooperation.

Our work is structured in 4 main fields.

* **Voluntary service –** we work as EVS sending/hosting/coordinating organization since 2003. During the years it has hosted about 35 volunteers, sends annually nearly 60 volunteers all over the world. Cazalla is involved in the local voluntary activities.
* **Capacity building -** on the local level through the cooperation with the local authorities - advising and information center, local projects and trainings; and on international level by development of the quality systems mainly in the field of youth work and volunteering.
* **International cooperation in the field of youth –** that includespromotion of the youth exchanges and offering the youngsters from our local community the first international and intercultural experience; exchange of experiences, networking and implementing the training courses in the fields of expertise of Cazalla – human rights, gender based violence, participation.
* **Local youth work -** composed of the youth information center, and the local projects with the aim to foster the participation of the young people, integration of migrants into the local society and fight against racism and discrimination. We encourage the creativity of young people and assure the quality of their work.

**Cazalla contacts:**

e-mail: [info@cazalla-intercultural.org](mailto:info@cazalla-intercultural.org)

web: [www.cazalla-intercultural.org](http://www.cazalla-intercultural.org)

facebook:<https://www.facebook.com/cazalla.intercultural>

twitter: @cazallaintercul

instagram: cazalla\_intercultural

Currently Cazalla Intercultural is coordinating the project called **STAR: Stand Together Against Racism**, which aims to work on the topic of invisible racism.

Project web:

<https://www.invisible-racism.eu/>