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|  **ACCT**Group of people having fun at music concert**Anti-Racism and Civic Courage Training** **A CERV EQUAL PROJECT** **Project Management Plan**  |
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| **Partnership** |
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# Project Info

| PROJECT  |
| --- |
| Project number:  | 101084681  |
| Project name:  | ACCT - Anti-Racism and Civic Courage Training  |
| Project acronym:  | ACCT  |
| Call:  | CERV-2022-EQUAL submitted for CERV-2022-EQUAL / 24 Feb 2022 |
| Topic:  | CERV-2022-EQUAL  |
| Type of action:  | CERV-PJG  |
| Service:  | JUST/04  |
| Project starting date:  | 01.12.2022  |
| Project duration:  | 24  |

# About the Project

## Project Summary

ACCT (Anti-Racism and Civic Courage Training) is our EU-wide project for respect, anti-racism and civic courage.

ACCT runs over a period of 2 years. As part of the project, we are developing training to effectively combat racism and discrimination and empower communities. We work with local organisations to bring different groups together for our trainings. Together we run the trainings in our 5 partner countries: Germany, Poland, Bulgaria, Denmark and Spain. In addition, we are developing an online training that will be freely available.

ACCT also aims to contribute to the statistical recording of discriminatory attacks and racist violence. To do this, we bring together experts from different countries. We exchange methodologies and develop them together with organisations on the ground so that they can apply them.

We also organise a poster campaign during ACCT. The campaign will run on social media and on passenger tv on public transport in several european cities. This way, we create more visibility for the topics of racism, civic courage and social cohesion.

## Background and general objectives

To promote equality and to fight against racism, xenophobia and discrimination, the project “Anti-Racism and Civic Courage Training” (ACCT) addresses the call’s general objective of supporting a comprehensive and intersectional approach and specific actions to prevent and fight against intolerance, racism, xenophobia, and discrimination. For this purpose, ACCT advances the first priority of the call “Fighting against intolerance, racism, xenophobia, discrimination, hate speech and hate crimes” by aiming at decreasing prejudice, in particular preventing and combating antisemitism, anti-Muslim hatred and discrimination, antigypsyism and other forms of racism in rural communities. ACCT brings together civil society organisations, activists and community leaders in training activities that establish contact between groups affected to a different degree to alleviate and prevent racism and xenophobia in rural communities. In line with efforts of the EU to distribute migrants and refugees more evenly across the receiving countries and regions, the ACCT activities are geared towards the reduction of prejudice and bias and the increase of civic courage, amongst groups not affected by racism in rural communities as well as towards training and empowerment of groups and rural communities affected by racism. Economic and social marginalisation prevalent in many peripheral, rural communities across Europe additionally furthers the intersectional needs highlighted in the call. ACCT thus responds to the immanent need for decreasing racial prejudice, bias and discrimination in communities in which diversity is a newer topic (rural and East European communities) by promoting skills for critical thinking and deconstructing prejudice. As a second component, ACCT further responds to the call by upscaling the concept of documentation centres for discriminatory incidents, providing trainings for victims of (multiple and intersectional) discrimination, also covering information on the legal framework of anti-discriminatory policy as well as the possibilities for reporting incidents of discrimination - thus helping in the implementation of the European Convention on Human Rights and the International Convention on the Elimination of All Forms of Racial Discrimination. During ACCT, community leaders will be trained on how to establish local documentation centres of discriminatory incidents using the innovative approach of Berlin’s Register. In addition, community leaders will be trained to act as intermediates between members of their communities affected by discrimination and counselling points or, where relevant, “Registers” or documentation centres on discriminatory incidents. Moreover, as part of ACCT, an online training on civic courage will be devised, improving partners’ and online participants’ digital skills. Our activities will be disseminated through online and offline awareness raising in local communities through our project partners. Through a poster competition, we will spread the activities and message of ACCT widely across Europe. The winning posters will be used online and offline, reaching millions of individuals e.g. through public transport advertising and local media. ACCT target groups are diverse, reflecting the European Union principle of “United in Diversity”: On the one hand, the project will reach members of communities particularly affected by racism, intolerance and discrimination, such as Roma, Jews, Muslims, migrants, people of colour and people of African descent. On the other hand, the project will reach local associations, sports clubs, local administrations and members of communities not affected by racism. Depending on the locality of each training, there will be different groups affected by racism which we will reach primarily (e.g. Roma population in Poland or Muslim migrants in Spain). Using an intersectional lens, ACCT aims at advancing gender equality. The project employs a gender-mainstreaming approach, which aims to benefit women and men equally, yet taking into account their different circumstances depending on the locality. According to local needs, those affected by racism locally will be included in trainings and dissemination through our partners and associated partners. By developing, implementing and disseminating a curriculum for Anti-Racism and Civic Courage in rural areas, ACCT supports local level community development and capacity building in the field of anti-racism and fostering of diversity in particular. By decreasing racial prejudice, increasing civic courage and rights-awareness and taking measures to improve local reporting of racist and discriminatory incidents, while involving of civil society organisations and community leaders in our activities, ACCT will contribute to the implementation of the Racial Equality Directive (Council Directive 2000/43/EC) and the Framework Decision on combating racism and xenophobia (Council Framework Decision 2008/913/JHA ).

## Needs analysis and specific objectives

Racism and prejudice gains foothold in areas where citizens feel economically and politically marginalised, while enjoying little contact with people of a different background - a link we can see in rural areas across Europe and in most East European regions and cities. These divides between rural-urban and eastern and western regions threaten the unity and diversity of our European society as a whole. Thus the need for reducing racial prejudice and bias, as well as empowering communities affected by racism is pronounced in rural communities in Western (Denmark, Germany and Spain) and both urban and rural communities in Eastern Europe (Poland and Bulgaria). We thereby also include partner countries where we can observe an urban rural- divide more strongly, such as Poland or Denmark. Following the evaluation of the last ACCT proposal during the first round of CERV, the partners came together to build on the feedback and improve the needs analysis. We spent two months after the feedback to review and improve the needs analyses for all project locations. The partners used multiple methods to differentiate the analysis, in particular empathy mapping of needs and expert interviews. Some results are the following: Since 2015, the proportion of migrants living in more rural areas in the EU has increased substantially. Our partner Imagina for instance observes that racism and xenophobia against immigrants has increased in their rural setting in Southern Spain, especially against Roma and Muslims. They find it to coincide with a rise in the number of immigrants in their region, linked to the lack of education and awareness about this topic, as well as harmful prejudices and stereotypes, which need to be challenged. At the same time, in the Arab community of Álora, men are more included, since they talk and understand Spanish and are part of the labour market, creating relationships with other locals. Women are usually in charge of the house and the children, mostly have relationships with other Arab women and rarely have the opportunity to learn Spanish or get to know the local culture. There is a no need to reach them better through networking and activities that connect both immigrant and nonimmigrant populations and decrease stereotypes against women wearing headscarves particularly. This applies to all our project locations. ACCT partner Dla Ziemi operates in the Lublin region, in the eastern part of Poland, close to the Ukrainian and Belarusian border. In the Lubelskie Voivodeship, near the seat of the association, there are three centres for foreigners where mainly Muslims live. Currently, at the time of the crisis at the Belarusian border, the influx of migrants and refugees and the proximity of the border increase fear, aversion and racist behaviour amongst the local population, including physical aggression. Our partner ARM-BG is based in Bulgaria, the poorest member state of the EU. A decade-plus-long European economic recession has fostered racist and xenophobic attitudes in the country, especially toward Roma and immigrants. As Roma and immigrants often occupy the very bottom of the economic ladder, their labour contribution is rarely acknowledged, and their very unpopularity is routinely exploited by politicians seeking re-election. Our partners in Germany (CRN and Perspekt Initiative) and Denmark (Crossing Borders) observe that racism and racist rhetoric has increased in recent years in their countries, e.g. through the election of far-right politicians who employ dangerous racist rhetoric and shift public discourse and perception. Recently, in a much-anticipated NYE speech, the Danish Prime Minister stated that women with non-western backgrounds lacking working experience should be sent to elderly homes to make lunchboxes for a living. This rhetoric reinforces the stereotypes surrounding non-western women in Danish society. Such prejudice, especially concerning women wearing headscarves, is present in all our project locations. There is a need to confront such prejudice concerning Muslim women in particular. In all our project locations, there is a deep-seated need to uncover hidden racial and other prejudice of groups marked as “other” in order to address the roots of racial and intersectional discrimination, hate speech and hate crime. The consortium members have observed a regional disparity in the need for antidiscrimination and civil courage education and a need for sharing of resources and skills amongst each other: In Bulgaria or Poland, a result of racism and prejudice within public institutions, there is practically no official support in facing critical situations of open or latent racism and discrimination. In rural areas in all partner countries, the need to reach populations is especially pronounced. This is reflected in the Commission staff working document (2019) 'Countering racism and xenophobia in the EU, Fostering a society where pluralism, tolerance and non-discrimination prevail', listing specific challenges rural areas face "such as remoteness, relatively high proportions of newcomers in the population". ACCT’s consortium composition reflects these needs of combining rural/urban, Western/Central/Eastern EU partners to share approaches, tools and other resources. All ACCT partners find that when racism and racist violence or harassment occur, they are rarely reported. Knowledge in local communities on why reporting acts of discrimination is important, and whom to turn to, is very limited. This is underlined by the Second European Union Minorities and Discrimination Survey where one-third of all respondents of did not know that discrimination based on skin colour, ethnic origin or religion is unlawful in their country. This is a severe need that has to be addressed. The EU Anti-Racism Plan raises that "under-reporting of hate crime with a racist motive is a serious obstacle to law enforcement and policy-making (...) victims of crime belonging to disadvantaged or vulnerable communities or minorities may have low trust in public authorities, which prevents them from reporting crime."

As ACCT aims at tackling the issue of underreporting of racist as well as antisemitic incidents, it responds to the EU Strategy on Combating Antisemitism and Fostering Jewish Life, which singles out underreporting as a serious issue. Generally speaking, men experience higher levels of discrimination than women and younger people more than older people. In terms of being stopped by the police, there is a big gap between men and women: 45 % of men surveyed were stopped in the five years before the survey, compared with 12 % of women. Concerning Muslim immigrants and their descendants, the average of reporting was lower, and for Roma, the lowest: Between 74 and 91% of all Roma respondents did not know of organisations in their country that could offer support or advice to victims of discrimination. All this shows the dire need for reaching these diverse groups affected by racism better and creating more awareness around legal support and access to their rights. The need for locally embedded reporting structures is obvious. There is also a clear need for empowerment, access to knowledge about rights, spaces for exchange about experiences. ACCT responds to these needs by providing trainings on documentation of discriminatory incidents, on prejudice reduction, spaces for exchange and empowerment and an awareness campaign. With regards to gender mainstreaming amongst participants, we strive for equal participation numbers of men and women in our trainings. Along the same lines, we will aim at having balanced training teams in terms of experience of racism, gender and additional background, whenever relevant and possible.

## Methods

ACCT combines research from social psychology and peace and conflict studies, linking it to methods for training diverse groups with the aim of reducing prejudice, increasing civic courage and empowering participants. This is particularly suitable because of the importance of approaching racism through a sociological, but also psychological lens in order to prevent and combat it. The methodology is in line with contact theory, which has been successful in decreasing prejudice amongst participants under certain conditions (e.g. positive interaction, not just any interaction) outlined below. This ACCT Curriculum is developed in a co-creation process, including the expertise of all our partners. It is based on a Research Report (see WP2), on the situation of anti-racism training and empowerment in all participating countries. The methodology combines desk research, focus groups in the localities and expert interviews. For the assessment of the trainings, a similar methodology will be applied, in addition to surveys to collect quantitative data. The ACCT Curriculum forms the basis for the ACCT Train the Trainers seminar and 4 ACCT Community Trainings in all partner countries. The training concept is tested in a Pilot Training and based on a Development Plan that includes a practical check-list for trainings based on the Research report. For each ACCT Community Training, we train 2 local community leaders at the Train the Trainers seminar - one person who is affected by racism and one person who is not affected by racism. Another central concept used during ACCT is based on locally existing documentation centres in Berlin (Registers) which record and analyse incidents of discrimination. This approach works through the active involvement of the community, whose members are encouraged to report incidents in drop-ins. The presence of the drop-in centres in the districts also leads to increased awareness amongst the population and encourages involvement. Recording goes beyond collecting information on criminal offences, also including incidents of lower threshold such as insults that weren’t reported to the police. So, it significantly increases the quality of recording and the process of reporting. This concept is very specific to Berlin and has been used and developed there for the past 10 years. In Hamburg, a first documentation centre, much smaller in scope, has only been established recently. In all other project locations, nothing comparable exists. The Berlin Registers present an important innovation in the field of reporting. In Berlin, Registers are mostly run by migrant organisations because they have the best contact to target groups. In the ACCT Train The Trainers seminar, local community leaders, especially from migrant communities, will be trained on how to establish documentation centres, how to collect incidents and how to analyse them. This will support the upscaling of this concept, spreading the idea in other European migrant networks in particular. We will invite representatives of the Berlin documentation centres to our TPM in Berlin in order to share their insights and approach. The concept will also be included into the Community Trainings with the aim of bringing it into local communities, which are an ideal starting point (as they were in Berlin). Throughout the awareness campaign, a strand will be dedicated to spreading the concept and teaching material developed, laying the ground for further improvements in the field of local reporting and recording. Community leaders will, in addition to being trained to facilitate the ACCT Community Trainings, receive training to qualify them as relays between members of their community experiencing discrimination and local counselling points, documentation centres, or other relevant institutions. By establishing community leaders as intermediates, ACCT aims at improving reporting of discriminatory incidents in communities through increasing access, the availability of knowledge and increasing trust between the relevant stakeholders. The 2 community leaders in each location give Community Trainings with the support from ACCT project staff. Having community leaders facilitate the Community Training empowers local communities and gives better access to training participants. As local communities are trained by community leaders and staff from the participating institutions, trainings are reflective of the actual realities and of the challenges the communities face, as well as using the sound methodology devised for these trainings. ACCT trainings are aimed at decreasing prejudice in participants, with a focus on racial prejudice and bias, but also empowering local communities affected by racism. To this end, ACCT brings together members of local communities and associations affected and not affected by racism. To protect participants affected by racism in particular, but also of other forms of discrimination, along with practices drawn from critical whiteness studies, parts of the training will be devised for mixed groups, while for other parts, the groups will be separated to better address the requirements of each group (e.g. empowerment and reporting for participants affected by discrimination and civic courage and recognition and deconstruction of prejudice for participants who are not affected by discrimination). ACCT considers gender a relational concept and will employ a gender-synchronised approach (including both men and women in our programme). In reference to the UN Women "Compendium of good practices in training for gender equality", gender-mainstreaming is supported by a participatory methodology throughout ACCT trainings. In trainings, trainers raise issues of power balance within society, concerning racism, sexism, classism, ableism etc., making them relevant to the local contexts by making participants the agents of the trainings. In line with a discrimination-mainstreaming approach, we also create safer spaces for participants who are affected by racism. In sessions during which the participant groups is divided, participants of colour take part e.g. in empowerment activities, while white participants take part in civic courage training. We make sure to pay attention to the gender differences between men and women as well as other relevant markers and create spaces for safe exchange amongst participants from an intersectional perspective. Overall, this combination of mixed and segregated groups is chosen to create contact between the different groups, while also giving their differing needs and experiences the appropriate space and protecting the participants from harm during the training. Like the ACCT Curriculum, ACCT Trainings and Online Trainings are innovative because the methodology draws from social psychology and peace and conflict research, such as social identity theory, dual identity research and theories on social identity complexity. Our approach to gender mainstreaming and non-discrimination is based on theories of intersectionality, in particular the works of Kimberlé Crenshaw and bell hooks. ACCT methodology is, from its core, intersectional because it focuses on the diversity and intersections of our identity: Trainings will use methods that motivate participants to recognise and reflect on their own stereotypical thinking and challenge it with regards to racism, gender and other markers of discrimination. Moreover, the activities will draw from pedagogic approaches such as anti-bias. In order to protect participants, in particular participants affected by racism, we follow the Do No Harm approach, which will be used to evaluate all training activities before they become part of the Curriculum. We also pay particular attention to the diversity of the trainer teams, which will always be composed of people affected by racism and people not affected by racism, as well as women and men. In this way, there will always be the possibility for participants to contact a person that they feel will be most understanding because of a similar background and experience. In addition to creating gender-balanced trainer teams, we will devise contact persons for any issues that are gender-specific. ACCT will pay attention to multiple and intersectional discrimination in devising the training methodology and content as well as in the section of participants and trainers.

## Partners and Synergies

| Partner | Projects | Synergies | More Information |
| --- | --- | --- | --- |
| CRN | Ruralities, Prospects in the Peripheries , Voicitys, CONCRIT | Curriculum Creation,Target Group Outreach | www.crnonline.de/projects |
| Perspekt Initiative |  | Intercultural Training  | www.perspekt-initiative.de/ |
| Imagina | Multicultural Sound, Multicultural Towns and the local network Stop Rumors, Prospects in the Peripheries | Target Group Outreach, Intercultural Training | https://www.asociacionimagina.com/ |
| Dla Ziemi | work with refugees, Roma populations and migrants, as well as in teacher education on conflict resolution and diversity on a local level | Target Group Outreach, Intercultural Training Intercultural Training | https://dlaziemi.org/ |
| Crossing Borders |  | Intercultural Training, Target Group Outreach | https://crossingborders.dk/ |
|  |  |  |  |
| Associated Partners  |  |  |  |
|  |  |  |  |
| Polskarada / Polnischer Sozialrat e.V., Berlin, Germany |  | Target Group Outreach | polskarada.de |
|  |  |  |  |
|  |  |  |  |

*Table 1. Synergies with other Actions of the Consortium*

## Beneficiaries

|   | Direct Beneficiaries  | Indirect Beneficiaries  |
| --- | --- | --- |
| Mutual Support through Partnership  | Denmark, Germany, Poland, Bulgaria, Spain  |   |
| Transnational Dissemination and Outreach Events   Online Platform  | Denmark, Germany, Spain, Poland, Bulgaria Portugal, Bosnia-Herzegovina,Italy, Denmark, Hungary, Belgium, Greece, Finland, Romania, Estonia, Lithuania, Bulgaria, Northern Macedonia, Turkey, Cyprus, Ukraine, Luxembourg, Netherlands, Iceland, Croatia, Czech Republic  | Communities from all EU countries as well as international actors  |

Table 1. Overview of direct and indirect beneficiary countries of ACCT.

# PROJECT MANAGEMENT APPROACH

## Work Organisation

The ACCT consortium has 6 members: Comparative Research Network (CRN) (Germany), Perspekt Initiative (Germany), Crossing Borders (Denmark), Imagina (Spain), Dla Ziemi (Poland), and ARM-BG (Bulgaria). The partnership therefore provides broad expertise and access to target groups and policymakers, locally and transnationally. Among the 6 localities, 3 are characterised by a rather well-developed and complex system of local policies and organisational diversity linked to inclusion and anti-racism (Berlin, Copenhagen and Hamburg). 2 partners are challenged in their activities through the hostile political and social atmosphere regarding equity, anti-racism and anti-discrimination (Poland and Bulgaria). 3 partners particularly represent the specific challenges of rural areas (Álora, Bratnik and the Rhodope Mountains). The partners have been matched to the project aims and selected to complement each other in terms of outreach, target group access, capacities and knowledge (see 1.2 and 1.3). Roles and responsibilities will be divided between the partners through a work package structure that ensures both the best use of each partners’ expertise and resources, as well as mutual learning between the partners. Each work package, except for WP1 (Project Management), will have a lead and a co-lead partner, who will share coordination tasks between each other, but ALL PARTNERS will actively contribute to each WP. For deliverables per WP, see Section 4.3.

Project Management (PM) as part of Work Package 1 is coordinated by CRN. The cooperation and responsibilities of the partners will be described in a Consortium Agreement at the start of the project. The boards contributing to the smooth management of the project will be created at the kick-off meeting. 1. the Steering Committee (SC): it will be the main decision making board of the project. Each partner will delegate one person into the SC. The SC will regularly have 2 monthly online meetings, 2. External Board of experts composed by representatives of the following associated partners: Polnischer Sozialrat e.V., Municipality of Álora, EURO-NET Italy and the University of Plovdiv.

Transnational Partner Meetings: 6 transnational project meetings (one of them online to save resources) will be held for ensuring the personal contact of the consortium as defined in section 4.

Timetable & Work Plan: The Timetable & Work plan (a tool already used to coordinate/manage large European projects showing the activities to be carried out, the partners involved and the deadlines) will be introduced from the early stage of the project in order to ensure better project management.

 The Timetable and Work Plan shows all activities to be realised with clear evidence of the task assignment and deadlines. Planning will be done with the team, i.e. the project team must account for all phases, milestones and tasks, so the project can reach a successful conclusion. The Timetable and Work Plan will ensure everyone has a say in the schedule and ownership of the outcomes.

Consortium Agreement (CA): The CA will be presented and signed by the partners at the kick-off meeting. It will list the main tasks of each partner as well as the name of the contact persons and staff members of each partner organisation.

Internal Staff Meetings: Planned, in each partner organisation, at least once a month during the project lifetime, in order to discuss the evolution of the project activities, difficulties and shortlist of topics to be discussed during the call conferences or project meetings.

Transnational Project Meetings: As raised above, 6 transnational project meetings (one of them online) will take place in intervals to ensure good communication and personal contact between the partners. Local stakeholders will be invited to each of the TPM to ensure that ACCT is rooted within the local settings and that relevant actors are involved at all stages of the project. The agenda is going to be discussed and described in detail in advance in order to guarantee effective selection of the staff to be involved and to prepare the documents and outcomes important for each meeting. Meeting reports will permit other partners to participate and contribute comments and suggestions. Each partner will ensure participation in the above- mentioned preparation activities. The meetings will be held as in-person meetings, but in case of any emergency they can be organised as hybrid or entirely as online meetings.

## Cost effectiveness and financial management

 In terms of financial control, the budget will be monitored through regular progress reports from all partners - as well as the reports required by the National Agency, the coordinator will request finance reports every 4 months in order to ensure there are no issues with over/under- spending and that all costs incurred are eligible. The coordinator will transfer funds to each partner in accordance with partner contracts to be agreed at the project start. Payments and the corresponding transfers will be linked to partner reports required by the coordinator and will be made in a timely manner. To ensure transparency of the financial processes, these aspects will all be detailed in partner contracts. A clear project work plan has been developed (see Gantt chart) which provides a full and easy-to-follow structure for each section of the project and clearly outlines the timeline for each activity and Output. This will ensure a clear view of the whole project is held by all partners and will be used by the coordinator to implement all Outputs and ensure key deadlines are met as planned. Because the project can at times during development have over-expenses (not planned beforehand), which can create problems for the development of the project activities planned, the coordinator will follow some methods for maintaining control of the project budget and preventing overcosts. The budget efficiency principles that the project coordinator will assure: 01. Monetary resources will be clearly linked to project tasks., 02. Cheap travel opportunities and the hotel arrangements with reasonable prices will be our first option to choose, when placing activities in different countries and organisations. 03. To support the financial capacity of the project, each partner will try to seek some local funding for some local activities. 04. All partners will adjust the budget to their needs and use the project budget to provide the organisations with the materials necessary for the achievement of the aims and activities. 05. We will constantly revisit budget needs to keep the budget on track 06. In order to ensure cost effectiveness, we will use technological equipment already under the ownership of the project partners. 07. The specific costs for the partners in which we have assured a specific number of copies printed (such as flyers) must be proven by specific invoices and payment Budget control is going to be based on Four principles: Adequacy, Transparency, Consistency and Fairness. And the following main principles will be taken into consideration for the control of the budget: the budget consistency between the work programmed and the estimated cost and the need for considering money allocation Of course, all partners will have to ensure that they prepare, maintain in their offices and give copies for the coordinator of all the requested and necessary Supporting Documents asked/required by the programme.

## Quality Evaluation and Monitoring (QEM)

Quality Evaluation and Monitoring (QEM) will be a core priority of WP1, led by applicant partner CRN. The entire consortium will contribute to guarantee that EU quality guidelines are met. A formative approach, linking quality monitoring and continuous improvement, will focus on ways to improve the quality of all project aspects (including management of quality itself). Quality standards and mechanisms for improving quality will be applied to ensure consistency in the results. The team ensures that a range of individuals with diverse experience in quality management, monitoring and evaluation will work together to strengthen the project's objective approach to deliver a quality project with quality outputs. It will be a joint responsibility of all consortium partners to monitor and evaluate progress against the milestones. Each Output leader will highlight any issues for partners on an ongoing basis. Participants will be asked to give feedback on all activities taking place. This feedback will be assessed by the QC and used to revise the materials and activities in order to produce a high-quality result by the end of the funding period. WP1 is designed as a continuing function that uses systematic collection of data on specific qualitative and quantitative indicators to provide the project and the main stakeholders of the ongoing project with indications on the extent of progress and achievement of objectives and progress. WP1 will concentrate on assessing the impact of the overall project including activities, tools, synergies, outcomes, and products on the different target group levels: community organisations, such as sports clubs and associations, communities affected by racism, the partners and their organisations, the local stakeholders and associated organisations, other stakeholders.

## Gender and Diversity Policy

Partners follow the European Institute for Gender Equality’s guidelines for producing and assessing gender statistics and indicators, as well as evaluating these. The final impact assessment report will be integrated into the ACCT Handbook. The project consortium will evaluate quality via:

A) Impact: we will measure the overall effect on the direct and indirect target group(s) using quantitative and qualitative data, collecting gender-disaggregated and race-disaggregated data.

B) Sustainability: are all activities and products being developed under a sustainable framework? This will include measures related to gender balance and anti-discriminatory mainstreaming

C) Efficiency: are the results obtained based on the foreseen ones? (Gender- and race-disaggregated)

D) Effectiveness: results are evaluated based on the means used and activity

E) Relevance: reviewing the proposal with regard to meeting recognised needs identified by the target groups, specifically referencing the differing needs of men and women.

QEM will focus on the following elements: Quality of Transnational Meetings, Monitoring the progress of project implementation, Evaluation of the transnational project meetings, Overall evaluation, Extended assessment of the project

Impact on target groups will be measured through surveys and focus groups, amongst others. Some quantitative indicators and aims:

- At least 55% of the participants at each training activity are participants of colour

- At least 55% of the participants at each training activity are women

- At least 60% of the community leaders selected and trained are women

- 60% increase in participants feeling prepared to intervene when observing an act of discrimination

- 75% of participants state that ACCT helped them deconstruct at least 2 kinds of prejudice they held

- 50% increase in local community organisations being open to cooperate with a new diverse partner organisation or local migrant communities

- 80% increase in participants knowing whom to contact to report discrimination

- At least 1 community leader per locality is trained as an intermediate between counselling points/documentation centres and community members

- 70% of participants feel more prepared to report an act of discrimination they experience

The assessment will include further quantitative indicators; Number and composition of participants at the meetings, trainings and multipliers (including indicators linked to gender, race, nationality etc.), Composition of the Steering Committee (including indicators linked to gender, race, nationality etc.), Number, origin and kind (gender/race target group) of organisations and people outreached to, Gender balance within the team. Qualitative indicators: Positive feedback on the use of the workshop’s and trainings’ results, disaggregated by gender and race, The quality of the flow of activities, Other projects applying the ACCT methodology, European relevance of the project, Synergies between sectors and topics, Accessibility

## Work Packages

**Work Package 1: Project Management & Implementation** (Lead: Applicant Partner CRN) Tasks:

Consortium Administration, Administrative preparation of Transnational Project Meetings, Administrative preparation of Learning, Teaching, Training Activities, Train the Trainers, Quality Control, Monitoring and Evaluation, Risk management and ethical issues, Research Report

**Work Package 2: ACCT Methods and Tools** (Lead: Perspekt Initiative, Co-Lead: CRN) Tasks:

Assess localities: Inclusion and Anti-racist education/practice, Community Curriculum Development & Continuous Adaptation, Train the Trainers Curriculum Development, Online Training Curriculum Development

**Work Package 3: ACCT Trainings** (Lead: Dla Ziemi, Co-Lead: ARM-BG) Tasks:

Pilot Training/Joint Staff Training Preparation and Training, Train the Trainers Preparation and Training, Local Trainings Preparation, Trainings and Follow-up, Online Training Planning, Implementation and Improvement, ACCT Handbook on trainings

**Work Package 4: Dissemination, Impact and Outreach (Lead: Crossing Borders, Co-Lead: Imagina)** Tasks:

Creating the Dissemination Strategy including Project Identity, website and branding planning, creation and continuous coordination of the online platform, Planning, creation and dissemination of ACCT Awareness Campaign, including Poster Campaign, Preparation and Implementation of Outreach and Dissemination Events, Management of Online Events

The work packages are interlinked through feeding internal products into each other (e.g. the methods and tools developed in WP2 feed into training implementation in WP3) or through the support and multiplication of results and impacts of the other WPs by activities and deliverables of WP4.

## Work Plan & Timetables



*Figure 1. Visualisation of Work Packages*

Please refer to the Gant for an overview of all Project Activities in the ACCT Drive.

| Work Package No | Deliverable Name | Lead Beneficiary | Due Date | New Due Date (if delay) |
| --- | --- | --- | --- | --- |
| WP1 | D1.1 Project Management Plan | CRN | 31 January 2023 | 05 March 2023 |
| WP4 | D4.1 Dissemination Strategy | CB | 31 January 2023 | 05 March 2023 |
| WP4 | D4.2 ACCT Online Platform | CRN | 31 May 2023 |   |
| WP4 | D4.3 ACCT Awareness Campaign | CB | 31 May 2023 |   |
| WP2 | D2.1 ACCT Curriculum | PI | 30 September 2023 | 31 November 2023 |
| WP2 | D2.2 Assessment Report | PI | 30 September 2023 |   |
| WP3 | D3.1 Pilot Training | Dla Ziemi | 31 October 2023 |   |
| WP1 | Progress Report | CRN | 31 January 2024 |   |
| WP3 | D3.2 Train The Trainers | Dla Ziemi | 31 January 2024 |   |
| WP3 | D3.3 Community Trainings | Dla Ziemi | 29 February 2024 | 31 May 2024 |
| WP3 | D3.4 ACCT Online Course for Civic Courage | CRN | 30 April 2024 |   |
| WP1 | D1.2 ACCT Research & Evaluation Report | PI | 31 August 2024 |   |
| WP2 | D2.3. Development Plan | PI | 31 August 2024 |   |
| WP3 | D3.5 ACCT Handbook | CRN | 31 August 2024 |   |
| WP4 | D4.4. Outreach and Dissemination | CB | 31 October 2024 |   |

# Staff

## Project teams, staff and experts

Below please find the staff working on the project. Please keep this information up to date, i.e. remove staff that has left the project or organisation and adapt contact details such as mobile numbers, if they change.

| Project teams and staff  |  |
| --- | --- |
| Name and function  | Organisat ion  | Role/tasks/professional profile and expertise  | Contact Details |
| Martin Barthel (Acting Manager)  | CRN  | Coordinator / Project Manager (WP 1). He has been working as a project manager at CRN for 10 years, and he is an experienced intercultural trainer, Financial and Administrative Tasks.  |  |
| Krisztina Keresztély (Project Manager)  | CRN  | Researcher, Trainer (WP3, WP4). She is a project manager and researcher on participatory and urban topics. Additionally, she is a trainer in community involvement and design thinking.  |  |
| Hannah Heyenn (Project Manager)  | CRN  | Trainer. Expertise: Community skill-building, specialised Training for peripheries, Eastern European politics and civil society, research on migration & integration (WP2).  | hheyenn@crnonline.de04917652081837 |
| Tania Reytan- Marincheshka (Research & Education Director)  | ARMBG  | Researcher. Expertise: socio-economic issues of Refugees & Migrants’ integration & inclusion in EU host societies (WP2)  |  |
| Faye Eshkevary (Refugee representation & PR)  | ARMBG  | Trainer (WP3, WP4), Outreach Specialist (WP5) Specialist. Expertise: Teaching, Facilitation and Training, Workers rights, PR  |  |
| Omar Al Sayed (Head of Communication)  | Crossing Borders  | Outreach Specialist. Expertise: Communications (internal, e.g. with volunteers & external, e.g. project dissemination), Graphic Design, Cultural Mediation and Project Coordination (WP5)  |  |
| Emma Hyland (Project Coordinator)  | Crossing Borders  | Trainer. Expertise: Project coordination, Intercultural Communicator (WP3, 4)  |  |
| Ewa Kozdraj (Director)  | Dla Ziemi  | Project manager, trainer. Specialisation: intercultural communication, community work with refugee/migrant families and children. (WP 3)  |  |
| Elżbieta Rojek (Project Manager)  | Dla Ziemi  | Trainer, specialisation: Art and integration, creative methods, work with refugee and migrant families and women (WP3, 4)  |  |
| María José Subires (Project Manager)  | Imagina  | Trainer. Expertise: Youth work and Training in rural areas, Law, International Project Coordination (WP 3, 4)  | imaginaerasmusplus@gmail.com +34629833889 |
| Laura Aguilar Trujillo (Logistic coordinator)  | Imagina  | Trainer. Expertise: Youth Work, Accountancy, Logistics (WP3, 4)  | imagina.asoc@gmail.com+34606467685 |
| Suna Voss (Head of Programmes)  | Perspekt Initiative  | Project Management, Researcher. Expertise: Project Management, Training in Anti- Racism & Anti-Discrimination, Research in Peace & Conflict, Social and Political Psychology (WP1), (WP2)  | suna.voss@perspekt-initiative.de+4915111055389 |
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