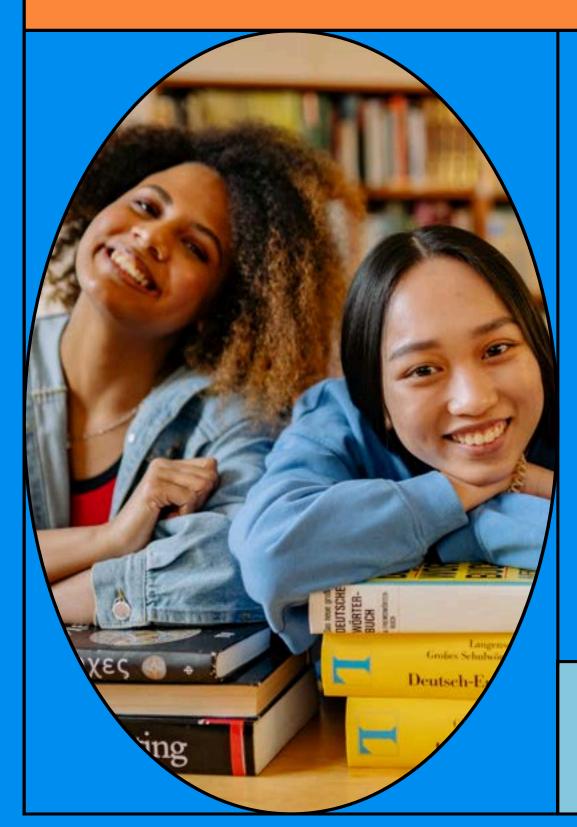
BATTLE FOR ETHNIC EQUALITY



KA210-YOUB2A4C350



BEE Battle for Ethnic Equality

Programme: Erasmus+

Call: 2021 Round 1 KA2

Project Start Date: 01/12/2021

Project End Date: 01/12/2023



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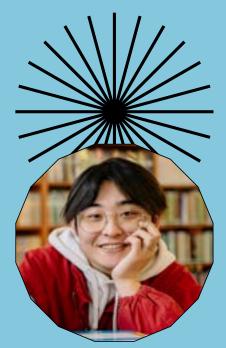
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ABOUT

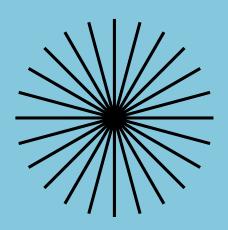
THE BEE HANDBOOK



Welcome to the handbook on the "BEE", and BEE stands for "Battle for Ethnic Equality"! This guide is designed to offer valuable insights and practical advice on promoting fairness and justice among different ethnic groups in our communities via Erasmus+ projects. Whether you are a passionate advocate for equality or just starting to explore the topic, this handbook is here to support you on your journey.

As part of the Erasmus+ Youth Exchange Project, this handbook aims to empower young people like you to become champions of diversity and inclusion. Through interactive workshops, engaging discussions, and collaborative projects in Poland, Italy, and the final step in Türkiye, participants from various backgrounds come together to learn, share experiences, and take action for positive change.

In these pages, you will find a wealth of information on ethnic equality, including key concepts, and real-life examples of successful initiatives. From understanding the challenges faced by marginalized communities to exploring strategies for fostering understanding and acceptance, each section offers practical tips and inspiring stories to guide you in your efforts.



Our goal is to create a more inclusive society where everyone, regardless of ethnicity or background, has equal opportunities to thrive through theatre, sport, and art. By promoting dialogue, empathy, and mutual respect, we can break down barriers, challenge stereotypes, and build bridges across cultural divides.

We encourage you to dive into this handbook with an open mind and a willingness to learn. Whether you are a student, educator, youth worker, or community leader, you have the power to make a difference. Together, let's embark on this journey towards a more just and equitable world for all.

Thank you for joining us in the Battle for Ethnic Equality.



ABOUT THE PROJECT

The BEE (Battle for Ethnic Equality) project aims to fight discrimination by working with young people, because they are one of the most vulnerable targets to racist and discriminatory propaganda and messages against ethnic minorities. Violence can be prevented if diversity and empathy are spread among young generations before they fall for extremism.

Therefore completed;

3 Transnational Project Meetings:

Research of good European practices regarding methodologies to contrast radicalization and racial prejudice among young people.

3 Blended Mobilities of Young People:

Each follows the methodologies of theatre, sport and art.

A group of **30 young participants** of mixed ethnicities (10 per country) in each of the blended mobilities were a part of the **BEE** project

3 Blended Mobilities of Young People and each of them followed a different approach used by the partner organizations and based on Non-formal Education:

Theatre. Drama education is often used to fight discrimination and racism, because it is very successful at developing empathy and at stablishing the ground for strong communications and teamwork.

Sport. Sport is based on the value of fair play, hence equal opportunities for all participants, meaning that physical activities and games can constitute a great opportunity to work on team building and respect for the others.

Art. Art classes are intrinsically motivating and they provide an interactive context in which to discuss and talk openly about any issue. The project's impact will regard society's development towards ethnic equality, especially among the youth.



ECRI (EUROPEAN COMMISION AGAINST RACISM AND INTOLERANCE) HAS OBSERVED AN INCREASE OF HATE SPEECH ONLINE IN RECENT YEARS TARGETED TOWARDS GYPSIES, MUSLIMS AND MIGRANTS, AMONG OTHERS.

THE BEE PROJECT





Objectives

The cooperation of the international partners allowed the involvement of a truly diverse group with a variety of ethnicities, which became an example of the strength that can be achieved through multiculturalism. The group became a model of how non-formal education methodologies can lead to a tolerant and non-discriminatory society, from which all the European community will be able to see and learn. This is indeed the European value of the BEE project.

The project's impact regard society's development towards ethnic equality, especially among the youth.

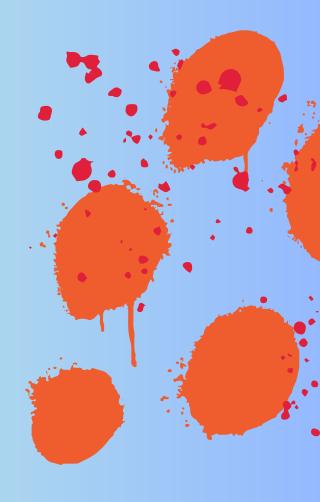
Competences

When it comes to the participants, had an enhanced concern about discrimination and will have become Ethnic Harmony Ambassadors, who will promote social inclusion and equality with the best of their capacities. Participants always feel united from the experience and they likely maintain the relationship with some or all the team mates, which will be stablished as a supporting and motivating social net.

Thanks to the learning process resulting from non-formal education methodologies, they prepared to put into practice different initiatives related to the problematic. For instance, they wrote posts in their social media, participate in local events and even call out discriminatory behaviours observed in their social circles. Apart from that, other competences (communication skills, digital skills, English level, etc.) improved as well, allowing them to grow at a personal and professional level.

ETHNIC EQUALITY

The promotion of ethnic equality enables impartiality and fairness for all individuals, regardless of their racial or ethnic heritage.



Keywords:

Equality 1. 2. **Ethnicity** 3. **Discrimination Inclusion** 4. **Diversity** 5. 6. Racism **Cultural Sensitivity** 7. **Social Justice** 8. **Human Rights** 9. 10. Stereotype 11. Systemic Discrimination 12. **Affirmative Action** 13. Multiculturalism **Intersectionality** 14. **Implicit Bias** 15. **Allyship** 16. **Cultural Competence** 17. **Ethnic Cleansing**

18.



- 30 Principles
- "https://www.un.org/en/globalissues/human-rights"



02. Diversity

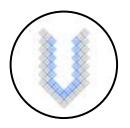
- Multiculturalism
- Tolerance
- Inclusivity
- Empowerment



03. Key Principles

- Equal access to opportunities and resources.
- Elimination of discrimination and bias.
- Celebrating diversity and cultural richness.





Fundacjia Ukraina

Poland

Foundation Ukraine is a non-governmental organization with over ten years of experience in providing support for migrants and refugees in Lower Silesia.



Playmore!

Italy

PlayMore! is a Milan-based NGO founded in 2010 pursuing the mission of promoting sport, well-being, and participation beyond any difference and prejudice.

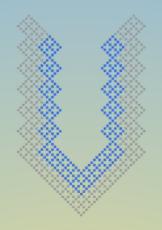


Kargenc Club

Türkiye

Kargenc Environment and Sport Club was established in 2010 in Sakarya as Youth and Sports Association by volunteer teachers. Kargenc Club, which was active in local activities until 2014, started to focus on international activities after this date. In this context, international studies that started with youth projects have progressed to sports projects with the increasing capacity of the Kargenc association.

PARTNERS



Fundacjia Ukraina



Fundacjia Ukraina

Foundation Ukraine was established on April 23, 2013.

To achieve the highest effectiveness in the work, Foundation Ukraine guided by the following values:

- Being a mission-driven organization;
- Prioritizing quality and responsibility:
- [fficiency;
- Respect for individuals and the whole team;
- Innovative approach to NGO management in Poland.

Mission

to create projects that integrate migrants, develop society, and change the world.

Vision

to strive for a world of conscious, open, and fulfilled people.



Theatre

- Promoting respectful and inclusive behaviours through the use of Theatre.
- The schedule is explained in detailed in the following page



THEATRE

Etudes Day	Plot Day	Performance Day
Welcome Warm Up	Stage Assignment Storytelling	Getting Ready for the Performance
Exercises with Emotions	Work on Plot	Final Rehesrsal
The Method of Etudes	Speed Dating	Performance

Activity Details

- Meet and great and Ice-Preaking activities as the opening of the event.
- Awareness raising through group discussions and the use of improv.
- Preparation of the play: writing of the script;
 assigning the characters; creation of materials.
- Participants will have to make up a story regarding the topic of ethnic discrimination. Rehearsals. The rehearsals will be used as opportunities to further debate on the problems that ethnic minorities face on a regular basis. Performance.
- Insight and reflection session about the learning process. Presentation of the Facebook group and how they are meant to use it as Ethnic Harmony Ambassadors.
- Evaluation of the event.



Methodology

evidenced by academic research, has conclusively demonstrated its efficacy in promoting the fundamental values of respect and tolerance within society. Through innovative techniques such as Forum Theatre, Playback Theatre, and Theatre of the Oppressed, theatre practitioners engage audiences in interactive and empathetic experiences, fostering deeper understanding, empathy, and mutual respect among diverse communities.

Methodology

Etude Time!

- 20 minutes for preparation, 10 minutes for performance
- The Method of Etudes, developed by Konstantin
 Stanislavsky, helps you to improve your ability as an actor to be in the moment on stage, using your impulses, images or words.
- Participants will learn how to be yourself in imaginary circumstances, how to observe, select and recreate life around you.
- What is important for Etude?
- I. State where we are you and who you are
- 2. Development of events
- 3. Conflict
- 4. Conclusion

READY, STEADY, GO!

General Etude - Photo

You need to interact with other people from your group to create a photo representing the social theme of inequality.

Your group must come up with 3 poses. We have 10 minutes to prepare.





O1 Spoken

Q4 Pantomime

O2 Dance

05 Journalistic

03 Musical

06 Mixed

2.3.

Final Performance

- 2 Genres: Melodrama and Comedy
- Forms to Choose: Dance, Musical, Pantomime, Spoken, Journalistic, Mixed
- Topic: Social Equality



Social equity means equitable access to programs and services and the unhindered ability to engage in the political process. It also means equitable educational and economic opportunities.



- Melodrama
- Light and humorous drama with a happy ending.



- Comedy
- A light, amusing play with a happy ending

2.3.

Theory Time!

Stage Assignment

FOR EACH ROLE YOU HAVE TO KNOW:

- WHO YOU ARE?
- WHAT IS YOUR PLACE IN THE CONFLICT?
- WHY DO YOU DO IT?
- HOW DO YOU BEHAVE WITH OTHERS?

Topic

Idea

Super Idea





Participants from the project BEE shared experiences with essential photos and words.



Francesco

from Italy



Did you know we are all actors by nature? Playing a different role is key in any social context: the more roles one plays, the more empathetic one becomes. Besides this, Wroclaw has been an incredible surprise with its colorful buildings, wide squares, and lively nightlife...If I'd go back to my Bachelor's Erasmus, it would be among my best choices!



- Francesco Capellini.





Visibility Posts

- https://fundacjaukraina.eu/projekty/bee-battle-for-ethnic-equality/
- https://www.facebook.com/fundacja.ukra ina/posts/pfbido2m7oXf6Uo2qs1XWJp2T Xn7SU5FZ9ieq639X5Qyt9yrC8xNr3KgB4 6cpZgpNKmtgFxl





PlayMore!

PlayMore! Società Sportiva Dilettantistica



is a non-profit organization established in 2010. We believe that sport is an extraordinary source of energy to improve our lives and that of our community. We promote sports and social activities open to all, with a special focus on people in fragile conditions. Since 2013 PlayMore! manages an openair sports center located in via della Moscova 26, in the heart of Milan.

Mission

- 1. Sports practice as...
- ...time for play, recreation, and fun;
- ...an opportunity for personal growth and enrichment through confrontation with others:
- ...a means of spreading a culture based on shared values such as respect, loyalty, commitment, non-violence and anti-racism;
- ...an opportunity to get involved by opening oneself up to new challenges and experiences, on and off the field.
- 2. Personal Wellbeing...
- ...through regularly practiced sporting activity and social interactions, promoting a healthy and active lifestyle to combat sedentariness and improve individual and collective health and psychophysical wellbeing.
- 3. Community Participation...
- ...leaving no one behind! Promoting the integration of people beyond all differences of age, gender, social status, ethnic origin, religion, and abilities, fostering the inclusion of socially disadvantaged groups, and valuing diversity as a resource for the growth of the individual and society.





Travel

In the 1st day participants arrived to the venue safely.

The venue is Combo Hotel – Ripa di Porta Ticinese, 83, 20143 Milano MI

Experiencing Playmore!

During the "2nd day: Experiencing PlayMore!", participants deepened the social dimension of PlayMore!'s sports activities through its main social projects.



Working

The 3rd day of the mobility is the day for participants to actively work on the goals of the project: promoting the beauty of diversity!

Play

The 4th day, participants had the opportunity to experience PlayDay – the PlayMore! activities celebration day.



SPORT

Experiencing Playmore!	Working Day	PlayDay
PlayMore! United Presentation	Metodo PlayMore! – Theory	BEE Project Into Practice
RunChallenge	BEE+ Project Spread BEE Values	Beach Volley United Basket United
Aperi Play	Intercultural Dinner	Futsal Sport4All Futsal United

Mobility in Italy

Experiencing PlayMore!

Experiencing PlayMore!, participants deepened the social dimension of PlayMore!'s sports activities through its main social projects.

Each of these projects aims to be a "sports model" towards addressing a specific cause of social exclusion and follows the "Sport for All" philosophy based on mixed-group sports activities that bring together people from different worlds: thus, people with disabilities play with people without disabilities and people from all over the world play with local sportsmen and sportswomen.

WeSport (Low Income Families)

One first barrier to accessing sport is money availability. We know that, in people's lives, sport is not a priority: when there are financial constraints, sport is among the first activities to be cut. This is why our philosophy is "who cannot afford it, does not pay for it".

WeSport project offers 150 low-income families the possibility to practice their favorite sport all year round, choosing among PlayMore!'s full sport offer and benefitting from personalized support throughout the year, including the registration process, medical checks, and attendance monitoring.

Discover more at: https://playmore.it/wesport/

Sport4All (Disability)

Sport4All promotes sports activities practiced in mixed groups, by sportsmen and sportswomen with and without disabilities, to foster social cohesion and integration in the society in which we live. The project values diversity as a resource for community growth.

Discover more at: https://playmore.it/sport4all/

United (Migrants)

United brings together men and women from all over the world in weekly training sessions and tournaments at the center in Via Moscova 26. In addition to sport, the project includes Italian courses, work placements, and a community outreach program in collaboration with schools, universities, enterprises, and local media.

Discover more at: https://playmore.it/united/

Job Plus (Job Placement)

PlayMore! hosts work placement courses for protected categories and fragile individuals through internships and work grants. Every year we collaborate with the most important public and private work mediation centres in Milan and the hinterland.

Discover more at: https://playmore.it/jobplus/

PlayChamp

PlayCamps are PlayMore! summer camps: an inclusive experience for children and young people of all abilities, from 4 to 13 years old. Discover more at: https://playmore.it/playcamp/





RunChallenge

- RunChallenge is a free Running Club that aims to make running accessible to everyone.
 People of all ages and abilities can join the weekly training sessions, always supervised by qualified staff.
- Participants' common goal is to run the Relay Milan Marathon together. In 2024 we'll bring to the Milano Marathon, the main running event in Italy, 760 people with different cultures and abilities.
- The project is landing in other cities and countries.
- Check out our work in progress on the <u>RC></u> website

SuperLeague

- SuperLeague is a multi-sport, multi-ability, multi-cultural sport event open to everyone.
 On the occasion of the event, the beneficiaries of our social projects have the chance to put into practice what they learned throughout the year, playing together with corporate employees.
- Discover more at: https://playmore.it/superleague/

Working Day

Participants actively work on the goals of the project: promoting the beauty of diversity!

 We imagined a communication project called BEE+, whose final result can be found at www.beeinclusive.eu. Here follows the preparatory work.

Step

The Concept

To promote diversity we aim to create a mosaic of faces, of stories, of people... following the famous adagio "the only thing we have in common is our diversity": by affirming our unicity, we'll promote diversity!

The following steps are meant to prepare participants to share their unicity through their personal stories.

Step

Fear

Today's society witnesses silent voices and invisible people. Sometimes we fear to be different. We are ashamed about our unicity and we tend to homologate. For inclusive societies we need to take the first step forward in a proactive way: change starts from within

Aided by the educational and sports counselor Carlo Rossi, participants overcame their fears by learning to put themselves on the line: each sports story – from the biggest to the smallest – begins with a positive answer to the question "Do you want to play?". Each of these stories begins with a "Yes!".

Participants were brought to the Dome Square and challenged to invite random people to join them play. So they discovered the surprising effect of opening up to the unknown and learned that, after playing together, strangers can be called friends!

Working Day

Step

Trust

Trust is fragile due to the inherent uncertainty in human interactions, where past betrayals, differing motivations, and individual biases create a pervasive challenge that affects relationships.

Once able to see strangers as potential friends, participants were ready to take a step forward in creating connections with others. Arranged in pairs, they were challenged to share either a secret or a desire of them.

They discovered that attitude is key to creating trust and helping strangers to open up with them: typically, opening up first and "showing the way" helps create trust.

Step

Introspection & Production

Once overcome fear and conquered trust in each other, it's time for introspection. To help participants unlock personal memories to shape their story, we suggested a list of topics and incipits to ignite their flow of thoughts:

- · The best thing that happened to me last year is...
- · An invaluable life lesson I learned is...
- · I always cry when...
- · I always laugh when...
- · My best childhood memory is...
- · Once I felt deprived of...
- · My biggest fear is...
- · What I appreciate about myself is...
- · What disgusts me is...
- · What makes me proud about myself is...
- · What I am grateful for is...

Some who felt confident about it, choose to share their story at www.beeinclusive.eu

Step

Replication

Now it's time for the BEE SuperHeroes to help others overcome their fears, build trust in others, and share their stories by joining the BEE+ project. Lastly, here's the meaning of the "+": to build inclusive societies we need to keep adding a "+1" to our mosaic of faces, of stories, of humans. It's a call to action.



PlayDay

The program offered many free activities open to the public from 8:30 a.m. to 11:30 p.m., encompassing all sports courses and social projects proposed by the sport center during the year. The day involved around 1.500 people and 30 different activities were organized for a total of 52 hours of sport. 88 people worked on the organization of PlayDay during the day.

From theory to practice: in the very same space, sports activities were able to gather people from 3 to 90 years old, coming from about 50 different countries, with and without disability, either living in the wealthy city center of Milan or coming from the neighborhoods. On a sport pitch, we all count as 1!

PlayMore! United Methodology

Inclusion

 This is the most obvious one, still requires special attention.

Fun

 Fun is so often overlooked by our societies: being able to live lighthearted should be a constitutional right! Also, people who are considered at the top are the first ones to either forget or ignore this.

Welcoming

 Sports are competitive and exclusive by design, so we need to build non-competitive spaces (even if there are scores!) for inclusive sport events to be welcoming.









According to contemporary sociologists, we live in societies characterized by what is called individualism of singularities. The easiest way to understand the concept is that nowadays seems easier to live on our own rather than together with others. This is particularly true in big, international cities like Milan: they are attractive because everyone can find his/her own place, but it is hard to find a place accessible for all. We live in bubbles.

Sport has the power to break those bubbles and let everyone in, as it happened in the PlayDay

Establishing contact points between different, distant worlds that otherwise won't have a chance to meet is powerful for two main

- · For individuals how you spend your time determines the quality of your life and with whom you spend it determines the opportunities you'll have.
- · For societies ignorance makes you judge, curiosity helps awareness, empathy enables comprehension, then it is time to take action! This transformative power for individuals and societies is enabled by that precise moment in which people belonging to different bubbles actually have the chance to meet.

Fun is what distinguishes sport NGOs from most NGOs fighting for the same societal change, making the social cause addressed consistently more available and accessible to everyone. Fun fosters

participation and enables a greater number of supporters of social change.

Lastly, the need for fun is particularly relevant among migrants, known as individuals who had to face terrible traumas both in their home countries and in their adventures toward Europe. Besides psychological and health issues, coming from a foreign country as an asylum seeker means not knowing the language, not having money, not

having friends, not having documents, not having support. Moments of fun and sociality are paramount to migrants' wellbeing and mental health, crucial moments to spark hope towards a possible happy life.

Sports are competitive and exclusive by design, so we need to build non-competitive spaces (even if there are scores!) for inclusive sport events to be welcoming. This means easing any entry barriers:

- · No matter your skin color, your culture, or your country of origin;
 - · No matter your wealth or social status;
- · No matter your skills or your experience; · No matter your age;
- · No matter your gender identity or your sexual orientation;

Everyone is welcome...We Always Say Yes! Our approach to sports practice for all doesn't entail changing the rules of the game to make it accessible, it rather builds on people's attitudes, and mentality, on a non-competitive sport culture. The goal of the game is different: it's about doing healthy practice for yourself, meeting people, making friends, and playing. A final tip: to foster welcoming the United project installed a welcoming desk. What makes people feel at home? If someone says "hi" when you show up, if someone knows your name, and if someone speaks your language. If it has these features...it is a super-welcoming



Participants from the project BEE in Milano, Italy shared experiences with essential photos and words.



Riccardo

from Italy



Semih

from Türkiye



from Poland

Testimonials



"In PlayMore! I've experienced that playing together is the best and simpler way to feel connected with another human that's different from me."

-Riccardo Rizzoli, Italy



"During these days in Milan, I felt absolute happiness and tranquility while spending time with PlayMore. It was very important for me to acquaint myself with the experience of working with inclusive individuals, as well as the integration practices related to *PlayMore. I believe that this* experience is unique and very important knowledge for me and my work. Getting to know PlayMore and our Italian hosts became an unforgettable and highly positive experience for me, which to this day fills me with pleasant memories."

-Yelyzaveta Nahorna, Poland



"Being at Playmore was a truly unique experience. The atmosphere was unlike anything I had ever experienced before, and it was amazing to be surrounded by so many talented and inspiring people from all over the world. I had the opportunity to connect with people from different cultures and learn about their perspectives, which was incredibly eye-opening. I also discovered new talents in myself that I never knew I had. Working together at Playmore was a joy, and we all had so much fun while we were learning and growing. It was an unforgettable experience that I will cherish forever!"

Semih Özbilen, Türkiye

CONTACT US



https://playmore.it/



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@weareplaymore



PlayMore!



Environment and Sport Club



Vision

To facilitate the society's access to healthy life alternatives, to be at peace with nature and to encourage respect for the cycle of nature, and to be a non-governmental organization that organizes volunteer activities with young people against hate language in every field.

Mission

To reduce inequalities in young people's access to economic, cultural, social, geographical, physical and educational opportunities: In this direction, our youth activities are to reduce the discrimination and exclusion faced by disadvantaged young people and to encourage the active and civic participation of young people in all areas.



Goals

- Raising awareness of ethnic discrimination.
- Promoting respectful and inclusive behaviours through the use of Art.

Mobility in Türkiye

ART

- Guided individual painting to work on personal development.
- Review of the dissemination actions taken both online and offline.
- Preparation and elaboration of a collaborative mural/installation against discrimination.
- Reflection session. This is the last chance for the group to be
 all together, so they will be encouraged to share how the
 experience has changed and what they plan to do once the
 project is over to continue fighting for ethnic equality.
- Evaluation of the event and farewell.



ART

Cultural Day	Art Day	Graffiti Day
Welcome Introduction Team Building	Graffiti Workshop	Community Discussion on Activism
Group Discussion on Ethnic Equality	Creating Message for the Art Creation	Graffiti Art Showcase – Graffiti Art Installation
Understanding Graffiti's Culture and History	Graffiti Art Creation Works on Canvas	Closing and Youth–Pass Certificate Ceremony

Blended **Mobilities of Young People**

- Participants are 30 young people between 20 and 30 years of age (10 from each country).
- 50% of them are a part of an ethnic minority.
- The venue: Hotel Lavinya







Methodology Applied

Art for Inclusion

Art utilizes various forms of artistic expression to promote understanding, dialogue, and empowerment among diverse groups of people.



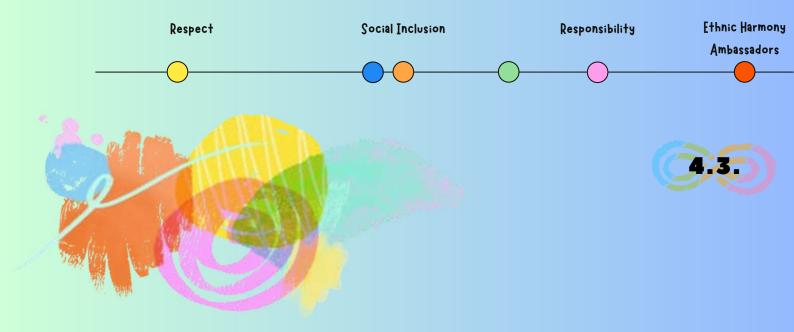


Use of Art

Specifically focusing on two main goals:

Putting to practice and testing the efficiency of the methodologies; and strengthening the group of participants, hence making them feel united in a solid team.

ART



Reflection

As a part of the methodology, a digital reflection to calculate the participants' feedback by Mentimeter.





Participants from the project BEE in Sakarya, Türkiye shared experiences with essential photos and words.



Eyyüp from Türkiye



Dariafrom Poland

BEE

an art project by Erasmus+

Battle for Ethnic Equality

Written by Eyyüp

Hi, I'm Eyyüp;

I participated in the "Battle For Ethnic Equality" project that took place in Sakarya Karasu between October 8-12. When we arrived on the first day of the project, we were welcomed by a warm environment. We started to mingle with different people from the first evening. As the days passed, the bonds between us became stronger.

There were many workshops in the project. Before these workshops, we played little games called energizers, which are much needed especially in the mornings and prepare us for the activity and make us sleepy. The results we produced in the activities and workshops were really great. Everyone worked very determinedly. Of course, after this hard work, we had a lot of fun in the evenings:)

We had cultural nights. Thanks to these

I've really broadened my horizons. Diverse food, dances, cultural information and more...

Friends who want to participate in the project but have a question mark in their minds; please take advantage of such an opportunity while you have it. I personally spent the best days of my life in these projects and I will continue to participate in projects as I get the chance. I would like to thank KARGENÇ CLUB for allowing me to participate in this project.

You only come to this world once, enjoy it.











GRAFFITI ART





Participating in the BEE project's mobility exchange was a transformative journey filled with enriching cultural experiences and heartfelt connections. From vibrant graffiti sessions to inspiring discussions and sport activities, we embraced the spirit of unity and activism, leaving with cherished memories and a renewed commitment to fostering ethnic equality and social inclusion.



- Dar Ja Denysenko





CONTACT US







