

## Tips and Tricks for Trainings on Sexist, Homophobic and Transphobic Hate speech

As a first step we established **5 pillars** of topics and areas we wanted to cover in our training. The pillars were following:

**Pillar 1:** Building base - get to know each other, team building, intro to the topic, sharing expectations and learning needs.

**Pillar 2:** Discovering the topic - sessions connected to hate speech, theoretical inputs, forms of hate speech, No hate speech movement of Council of Europe, linking the topic to human rights, discussions, exchange of experience and legislative measures in specific countries, learn to recognize hate speech on cases, effects of hate speech.

Moreover, within this pillar we covered introduction to human rights and their characteristics (universality, interdependence, etc.), UN human rights treaty system, conflicts between the freedom of expression and rights affected by hate speech, how to recognize hate speech (theory and practical examples), why is it a problem, its effects, forms of hate speech, legislation on hate speech, the normative framework, personal experience of participants with hate speech and legislation on hate speech in their countries.

**Pillar 3:** Connecting hate speech with gender equality - sessions connected to gender stereotypes, workshops based on breaking gender biases, LGBTIQ+ prejudices, introducing the specifics of sexist hate speech against women and LGBTIQ+ people, thematic audio-visual blocks, discussions.

Within this pillar we also discussed gender roles as social construct (historical examples of various approaches towards gender roles and sexuality), gender stereotypes and power structure in society, family, workplace, etc. (positive and negative attributes linked towards gender(s)), overview of feminist and LGBTIQ movements, self-awareness of variability of gender identity, sexist hate speech – its targets, forms, impact (e. g. silencing women in public and political discourse).

**Pillar 4:** Practice - creating ideas, gathering materials, introducing tools and legislative measures taken to prevent sexist hate speech, designing strategies, action plans and activities for working with youth and raising awareness, putting these to practice through test runs with other participants, evaluating the practical activities.

This pillar included also law against hate speech (exploring legal measures in participants' countries and their effectiveness, what is missing, para-legal measures), European legal standards (ECRI General Policy Recommendation No. 15, EU Code of Conduct against online hate speech), human rights education and counter/alternative narratives against hate speech (incl. the use of social media), how to include people affected by hate speech in prevention and action against hate speech and how to provide support, working with the media, designing practical responses to hate speech in participants' countries.

**Pillar 5:** Follow-up - evaluating gained competences, planning new international initiatives together. All this is done with daily reflection and activities that foster intercultural learning.

All pillars included activities focused on application of some of the gained theoretical and practical information, self-evaluation, evaluation of the training (personal feedback) and planning of a cooperation (facilitated - focus on a) (self)advocacy, b) building resilience, c) raising awareness).

Detailed schedule of our programme was following:



	Day 0	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7	Day 8
Breakfast									
<b>Session 1</b> 9:30 - 11:00		Group building, expectations, getting to know each other	Case studies discussions in group (cases brought by participants from their countries) - what makes it hate speech, why and what was the impact, what are the causes	Feminist and queer movements - current struggles and past achievements	Hate speech online and offline	Preventing and combating hate speech through human rights education - introduction	Alternative narratives as a way to prevent and act against hate speech - introduction	Evaluation of the programme	Departures
<b>Session 2</b> 11:30 - 13:00		Group contracts, creating safe space. Introduction of the programme	Conflict of rights - simulation	The realities of homophobia, transphobia and sexism - role play	Sexist hate speech and hate speech against LGBT+	Preventing and combating hate speech through human rights education - practice (roleplay)	Developing alternative narratives	How to act against hate speech - implementing ideas at home	
Lunch									
<b>Session 3</b> 14:30 - 16:00	Arrivals and registration	HR introduction - exp. activity (basic principles and concept) with focus on specific rights related	Gender stereotypes/gender roles + link to gender based/sexist hate speech	Free time	Mapping ways to act against hate speech	Preventing and combating hate speech through human rights education - practice (roleplay)	Free time	Presentation of follow-up ideas	



		to hate speech						
<b>Session 4 16:30 - 18:00</b>		Hate Speech as a violation of HR	Gender roles / otherness and power structures - activities	Free time	How to use law to combat hate speech?	Preventing and combating hate speech through activism	Free time	Evaluation and closing
<b>Reflection and wellness check-in</b>	<b>Welcome party</b>	Reflection of the Day 1 - How did you settle in? First impressions.	Wellness check-in: How did you feel during a day? Best moments? Red lights!		"Midterm" reflection - Learning moments and challenges.	Wellness check-in		<b>Dinner in town and farewell party.</b>
Dinner								

Movie night (related to discussed topics)

Pillar 1	Building base: get to know each other, team building, sharing expectations and learning needs, developing networks.
Pillar 2	Discovering the topic: definition, forms and effects of hate speech, forms of hate speech, legislative measures in specific countries, No hate speech movement of Council of Europe, linking the topic to human rights, discussions and exchange of experience with goal to learn how to recognize hate speech.
Pillar 3	Connecting hate speech with gender equality: theoretical input on gender stereotypes, gender roles, gender identity, experiential learning about breaking gender biases, LGBTIQ+ prejudices, introducing the specifics of sexist hate speech against women and LGBTIQ+ people.



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Pillar 4	Implementation into practice: strategies to prevent and combat hate speech, introducing tools and resources, experiencing main strategies (human rights education, activism, campaigns build on alternative narratives).
Pillar 5	Evaluation and follow-up: evaluation of gained competences, self-reflection and implementation plans in local or international contexts.



Obohacujeme životy, rozširujeme obzory.



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### **Lessons learnt:**

- use available materials published by the Council of Europe, especially Bookmarks and Gender Matters.
- if possible, use outdoor settings every couple of hours.
- incorporate various types of activities, try to include at least one activity which takes half of the day / whole day, e. g. simulation or role plays.
- add group or individual creative tasks (preparing videos, commercials, posters, etc.).
- do not forget to ask and listen to the emotion of your participants. The topic of the training is emotional, challenging, and difficult, be cautious and take care of the feeling of your participants.
- do regular check-ups on emotions and feelings of your participants using various methods (sharing emotions, expressing emotions non-verbally, etc.).
- sometimes less is more. Do not try to cover everything about the topic, that would be too overwhelming. It is better to cover less topics, but more in depth than other way round.
- always start from the basics, especially when your participants are from various backgrounds. However, even though it is super interesting, do not spend too much time on the human rights alone, try to incorporate the theory of human rights continuously throughout the whole training.
- include as much real-life examples as possible.
- include some time off, so the participants can relax and spend some time together or alone.
- include movies on the topic, do some popcorn and watch them together (we watched Iron Jawed Angels, another good tip is Swiss movie The Divine Order).