

Recommendations from the debate

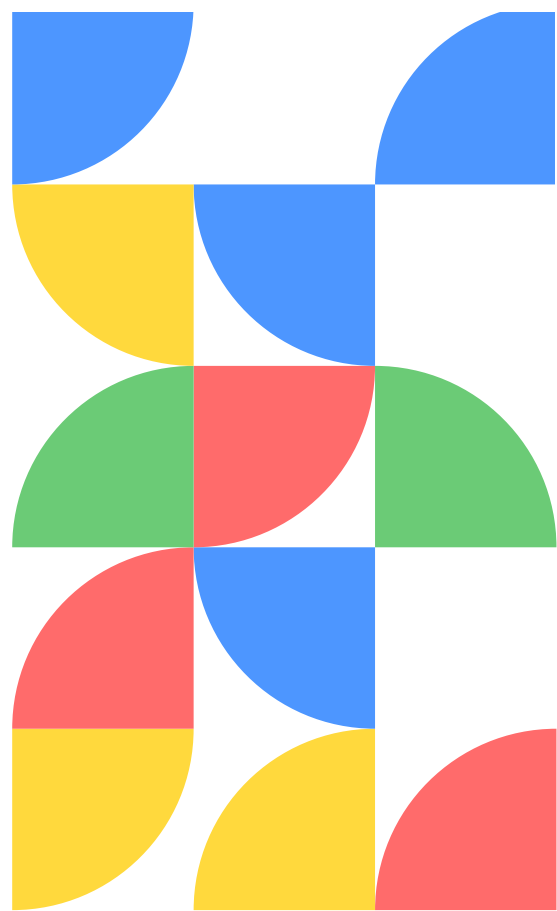
How to effectively counteract discrimination
in local communities? Expert debate.



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Effective counteracting discrimination in local environments requires active participation of young people and dialogue based on mutual respect and openness to diversity. An expert debate with the participation of young people is a valuable way to develop innovative strategies that can effectively address the problems of discrimination in local communities.

About the project

Modern societies often face challenges related to discrimination, which can take many forms and affect various social groups. Violence, exclusion, prejudice and inequality are real problems that affect the lives of many people, both individually and socially. Therefore, it is extremely important to look for effective strategies to counteract discrimination, both at the national and local levels.

The "Yes for everybody!" project is run by the Association of Active People in cooperation with young people, decision-makers, EU and international institutions, educators and the local community. Such cooperation was crucial to achieving the project's goals because it enabled an integrated approach to education and anti-discrimination at many levels.

The expert debate on effective counteracting discrimination in local communities was an important forum that allowed us to explore this issue from a theoretical and practical perspective. This publication is a collection of recommendations from young people from cities such as Łódź, Piotrków Trybunalski and Kutno.

The key goal of the debate was to develop specific action strategies that can be implemented in local environments to effectively counteract all forms of discrimination and promote equality, tolerance and respect for diversity.

Recommendations from young people are extremely valuable because the young generation is often more open to innovative approaches and has a fresh perspective on the problem of discrimination. Their proposals inspire local communities and authorities to take effective action to create more inclusive and equitable environments.

We invite you to learn about important ideas of young people on counteracting discrimination in local communities.

Recommendations of young people from Łódź regarding counteracting discrimination

General purpose:

Youth in Łódź recommends taking actions to counteract all forms of discrimination, including:

- discrimination based on race, skin color, ethnic origin.
- discrimination based on sex and gender identity.
- discrimination based on sexual orientation.
- discrimination based on religion and beliefs.
- discrimination based on age.
- discrimination based on disability.



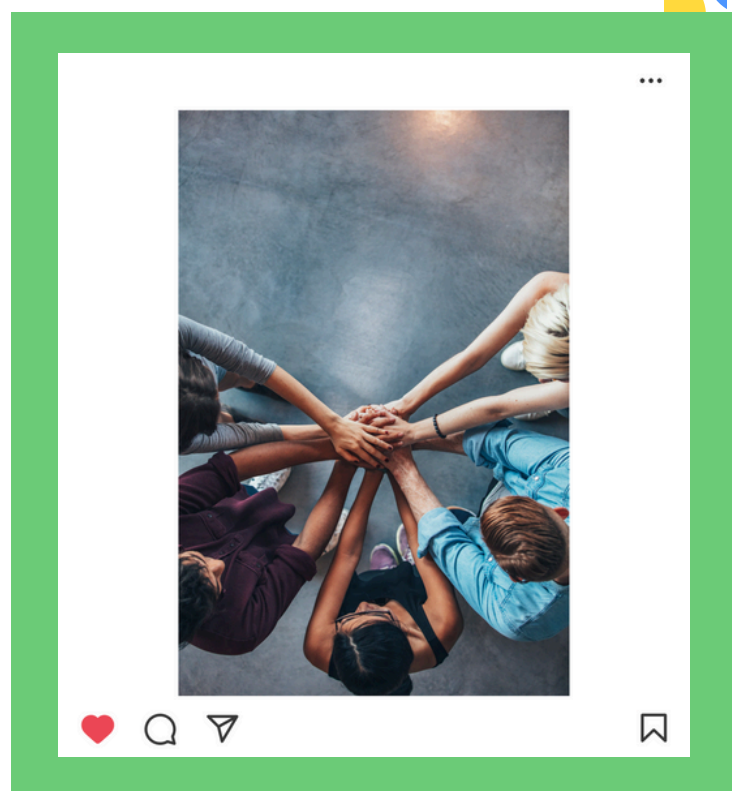
Recommendations of young people from Łódź regarding counteracting discrimination

Organizing educational workshops

- Description: Youth recommends that a series of "Equality and Diversity" workshops be conducted in Łódź in schools and youth centers. Their goal is to promote equality, diversity and counteract all forms of discrimination.
- Cooperation proposal: Youth propose cooperation with local non-governmental organizations that have experience and specialist knowledge in the field of human rights, anti-discrimination education and support for marginalized groups, in order to provide professional knowledge for young people.

Examples of workshop topics:

- Racial and ethnic awareness: Understanding cultural and ethnic differences, combating stereotypes and prejudices.
- Gender equality and gender identity: Countering sexism, understanding gender identity and fighting gender discrimination.
- Sexual orientation: Education about the diversity of sexual orientations, counteracting homophobia and promoting acceptance.
- Religion and beliefs: Understanding religious diversity, combating xenophobia and promoting respect for different beliefs.
- Age: Counteracting ageism, promoting intergenerational solidarity.
- Disability: Understanding the needs of people with disabilities, promoting inclusion and accessibility.



Recommendations of young people from Łódź regarding counteracting discrimination

Social campaign #Łódź_KursnaSTOPdiscrimination

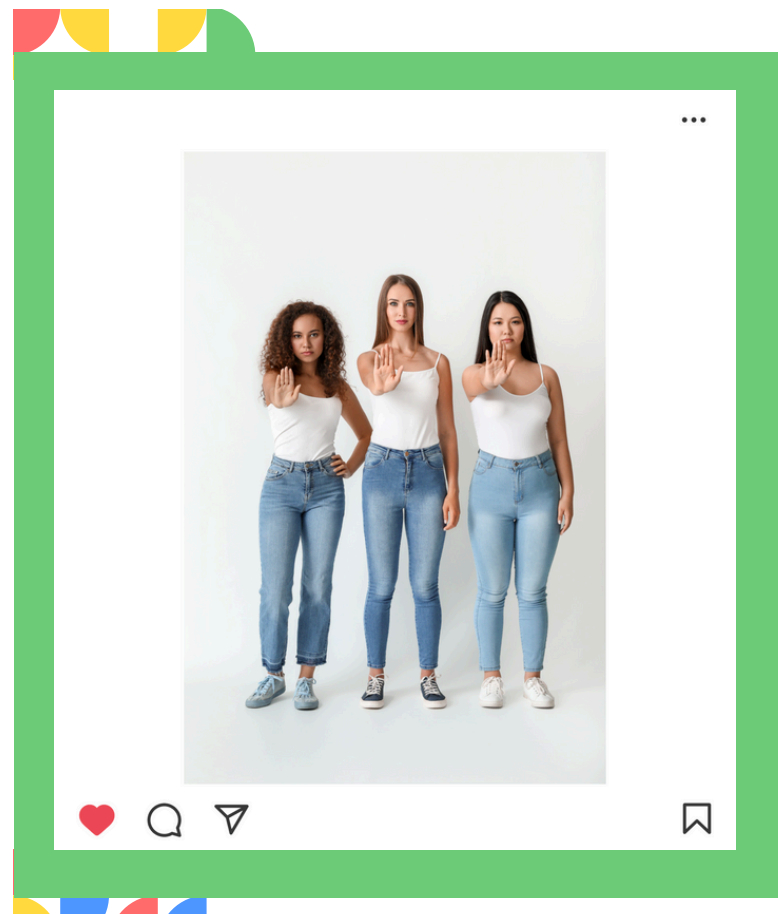
- Description: Young people recommend that a large social campaign "Łódź Tolerancji" be carried out in Łódź in local media and on social media platforms, dealing with various forms of discrimination based on race, skin color, ethnic origin, gender, gender identity, sexual orientation, religion, beliefs, age and disability. The aim of the campaign will be to promote tolerance, respect for diversity and increase public awareness of the problem of discrimination.
- Activities: Youth propose to engage students from Łódź schools to conduct the campaign, who could actively participate in the preparation of posters, films and posts on social media that will educate the inhabitants of Łódź about various forms of discrimination and promote positive examples of inclusion and equality.

Example campaign elements:

- **#Łódź_KursnaSTOPdyskryminacji, #Łódź_CoursetoSTOPdiscrimination**

A social media campaign that promotes the stories of people experiencing and counteracting discrimination to increase awareness and empathy in society.

- Equality Mural: Creating murals in public space that present the diversity of Łódź society and promote the message of equality.
- Educational spots: Short videos presenting situations in which people counteract discrimination, intended to educate and inspire action.



Recommendations of young people from Łódź regarding counteracting discrimination

Year-round Cultural Festivals

- Description: Youth recommends that festivals and cultural events "Festival of Culture and Tradition" be organized in Łódź throughout the year, not only in the summer months. The aim of these festivals is to showcase diverse traditions and cultures to promote understanding and acceptance of diversity among local people.
- Activities: Youth propose that festivals include artistic, musical, culinary and educational presentations that highlight the contribution of various social and cultural groups to the life of the city. Young people also declare that it is worth involving young people from Łódź schools in organizing the campaign.

Examples of topics discussed during the festival:

- "Sounds of the World" - musical presentations of various musical genres from different regions of the world, concerts, folklore performances.
- "Tastes of Culture" - tastings of dishes and culinary delicacies from various ethnic cuisines, cooking demonstrations, culinary workshops.
- "Diversity of Patterns" - fashion and style shows from various cultures, presentations of folk costumes, workshops on creating traditional clothes.



Recommendations of young people from Łódź regarding counteracting discrimination

- "Art without borders" - exhibitions of works of art from various parts of the world, artistic workshops, traditional handicraft shows.
- "Stories and Legends" - stories, fairy tales and legends from various cultures, folklore presentations, historical lectures.
- "Community Dance" - traditional dance shows, dance workshops, opportunity to learn basic steps.
- "Common workshops" - craft, handicraft and artistic workshops that allow the exchange of skills and experiences between different cultural groups.
- "Cultural Dialogue" - discussion panels, lectures, meetings with representatives of different cultures, promoting understanding and acceptance of diversity.
- "Games and fun from different corners of the world" - presentation of traditional games and activities from different cultures, workshops, tournaments.
- "Culture Screen" - movie screenings presenting the culture, traditions and history of various nations, discussions after the films.



Recommendations of young people from Łódź regarding counteracting discrimination

Children and Youth Voice Box

- Description: Youth recommends introducing the "School box for reporting ideas and examples of discrimination" initiative in every school, from primary to secondary schools. The aim of this initiative is to enable young people to submit ideas for combating discrimination and report cases of discrimination so that local authorities can take appropriate action on this issue.
- Actions: Youth want to actively participate in eliminating discrimination by introducing a reporting box in which they can anonymously and openly present their ideas, observations and experiences related to the problems of discrimination at school and the local community. These reports may include suggestions for organizing workshops, educational campaigns, as well as reporting on cases of discrimination, which can then be effectively resolved by school authorities or local institutions.

An extremely important element of this initiative will be the process of verifying applications and their further forwarding. In each school, three people will be appointed responsible for the box, whose task will be to regularly download cards from the box and review them.

Then, the applications verified by them will be forwarded to city representatives who sit on the city council. The city authorities will be actively involved in the process of analyzing reports and searching for solutions at the local level.

Youth's ideas will be debated during city council sessions, and the city authorities will strive to implement them through various anti-discrimination activities and programs.

Through active participation in the Children and Youth Voice Box, young people want to engage in the fight against discrimination and support the creation of a more inclusive and diverse society, creating an equal and safe space both at school and in the community at large.



Recommendations of young people from Łódź regarding counteracting discrimination

Examples of ideas and suggestions that may be submitted via the mailbox:

- Organization of educational workshops on equality and tolerance for students and teachers.
- Creating a social campaign at school that promotes respect for diversity.
- Reporting cases of unequal treatment or social exclusion among students and teachers.
- Proposal to introduce lessons or educational modules on various forms of discrimination into the curriculum.
- An idea to organize discussion panels with the participation of experts in the field of equality and anti-discrimination.
- A suggestion for arranging space at school that promotes tolerance and acceptance of diversity.
- A proposal to organize competitions or artistic events that emphasize the importance of equality and respect for others.
- A proposal to organize competitions or artistic events that emphasize the importance of equality and respect for others.
- Reporting cases of persecution or aggression due to cultural, ethnic or religious differences.
- A proposal to create mentoring programs that help integrate students from various social groups.
- Suggestion to introduce regular meetings or discussions on issues of discrimination at school, moderated by adults and students.



Recommendations of young people from Piotrków Trybunalski regarding counteracting discrimination

General purpose:

The main goal of young people to combat discrimination is to build a society based on equality, tolerance and respect for diversity. They want to focus on eliminating all forms of discrimination and promoting inclusion in all spheres of social life. Their recommendations aim to create an environment that is welcoming to all people, regardless of their origin, sexual orientation, gender identity or any other characteristics.

Young people strive to develop social awareness about various forms of discrimination and to change social attitudes through education and active activities. They want to create places where all people feel accepted and appreciated for their individuality.

Brainstorming slogans developed during the debate:

let's get to know
each other

Diversity is our
strength

EQUALITY FOR ALL

Tell me about yourself

Stop discrimination, we start with education

We are one
world, we
deserve
equality

We work together
for equality

Discrimination loses,
tolerance wins!

Tolerance knows
no limits

Recommendations of young people from Piotrków Trybunalski regarding counteracting discrimination

Equality education classes in the education program

- Youth propose to introduce initiatives related to equality education, leading to counteracting discrimination. Their goal is to promote respect for all people and increase public awareness of diversity. The key element of their recommendation is the integration of equality education classes into school curricula by introducing "Tolerance Lessons".
- Youth want schools to become a place where students can acquire the knowledge and skills needed to understand social diversity and counteract all forms of discrimination. Another extremely valuable and noteworthy idea is to introduce training for teachers.

Proposed actions:

- 1.Introducing classes on equality education and anti-discrimination into school curricula: Through regular lessons and thematic modules, students will have the opportunity to explore issues related to equality, tolerance and acceptance of differences.
- 2.Organization of workshops and training for teachers: In order for teachers to be able to effectively transfer knowledge about equality education, young people propose organizing workshops and training. These trainings will help teachers expand their competences in conducting classes in this area.



Recommendations of young people from Piotrków Trybunalski regarding counteracting discrimination

Youth Club "OpenMinds"

- Youth recommends the creation of a Youth Club, which will act as a platform to promote tolerance and diversity in our city. As part of the club's creation, young people want to have the opportunity to participate in, among others, meetings, debates and film screenings about equality. The aim is to create a space where you can openly discuss gender equality, social stereotypes and the impact of culture on the perception of others.

Proposed actions:

- **Meetings and Debates:**

- Regularly organizing meetings during which club members will be able to discuss issues related to equality and tolerance. Discussion topics may include:
 - Gender equality and eliminating gender stereotypes.
 - Social stereotypes and their impact on interpersonal relationships.
 - The role of culture in shaping attitudes towards diversity.

- **Film screenings:**

- Organizing film screenings that cover the issues of equality and diversity. After the screenings, the films will be discussed in the context of promoting tolerance and understanding for other cultures and social groups.

- **Workshops and Seminars:**

- Conducting workshops and seminars with the participation of experts in the field of human rights, sociology and education, which will aim to deepen the knowledge of club members about various aspects of discrimination and methods of counteracting it.



Recommendations of young people from Piotrków Trybunalski regarding counteracting discrimination

Youth Club “OpenMinds”

- **Cooperation with Non-Governmental Organizations:**
 - Establishing cooperation with local and national non-governmental organizations working for human rights and equality, in order to exchange experiences and substantive support.
- **Social Actions:**
 - Organizing social activities that aim to promote equality and diversity in the wider community. These may include information campaigns, cultural events and charity activities.

An important aspect of a youth club is maintaining regular contact with local authorities to keep them informed about club activities and to collaborate on initiatives that promote equality and diversity at municipal level. Young people want to strive to implement their ideas into the life of the city.



Recommendations of young people from Piotrków Trybunalski regarding counteracting discrimination

Mentoring and peer support in schools

- Young people recommend the creation of mentoring programs in schools, aimed at supporting younger students by their older colleagues. The aim of these programs is to help understand and counteract various forms of discrimination and to build an open and supportive school environment. These programs aim not only to educate young people about equality and tolerance, but also to develop interpersonal and social skills.

Proposed action plan:

1. Creation of the Mentoring Program

- Program Structure: Programs will be structured so that older students (mentors) can meet regularly with younger students (mentees) and support them in their personal development and in dealing with issues related to discrimination.
- Recruiting mentors: Encouraging older students to apply to be mentors.
- The youth put forward the right idea to have teachers supervise the program.

2. Mentor training

- Workshops and training: Organizing workshops and training for mentors to increase their competences in recognizing and counteracting discrimination, as well as developing communication skills and empathy.
- Educational materials: Prepare and provide mentors with appropriate educational materials and guides to assist them in conducting mentoring meetings.

3. Regular Mentoring Meetings

- Meeting schedule: Establishing regular meetings between mentors and mentee.
- Meeting topics: Developing meeting topics that will cover various aspects of counteracting discrimination, such as recognizing stereotypes, building self-esteem, techniques for dealing with stress and manifestations of discrimination.



Recommendations of young people from Piotrków Trybunalski regarding counteracting discrimination

Mentoring and peer support in schools

Suggested topics:

1. Recognizing and counteracting stereotypes:
 - How to identify and avoid stereotypes in everyday life.
2. Building self-esteem:
 - Techniques for strengthening self-confidence and self-acceptance.
3. Empathetic communication:
 - Learning to communicate effectively and build relationships based on understanding and respect.
4. Understanding cultural diversity:
 - Learning about different cultures and the importance of diversity in society.
5. Gender equality:
 - Discuss gender equality issues and how to address them.
6. The influence of the media on the perception of diversity:
 - Analysis of how the media influences our perception of others and how to critically evaluate media content.

Through these activities, young people strive to create a more open, tolerant and supportive school environment in which every student feels accepted and respected.



Recommendations of young people from Piotrków Trybunalski regarding counteracting discrimination

Social actions promoting equality through social media:

- Young people recommend social initiatives aimed at promoting equality by showing how their schools and residents work to popularize tolerance. They suggest creating short videos that will present various initiatives and activities promoting equality in schools. These videos could then be promoted on the schools' official Facebook profiles to raise awareness among students, parents and the local community.

Proposed action plan:

1. Creating multimedia content

- Educational films: Production of short educational films presenting various activities for equality and tolerance that are carried out in schools and in the city.
- School reports: Documenting school events such as workshops, debates, and youth club meetings related to equality issues.
- Interviews with students and teachers: Interview people involved in equality activities to highlight their importance and impact on the school community.

2. Promotion on Social Media

- School Facebook profile: Regular publication of videos and other materials promoting equality on official school profiles on Facebook.
- Hashtags: Using special hashtags (suggested by young people. **#PiotrkówWłączeniRazem, #PiotrkówConnectedTogether**) to increase reach and engagement in social media.
- Interactive posts: Encourage students and the school community to actively participate by commenting, sharing and reacting to posts.

3. Social campaigns

- Thematic months: Organizing thematic months devoted to various aspects of equality (e.g. Gender Equality Month, LGBTQ+ Acceptance Month).
- Online meetings: Organizing live events and webinars with the participation of experts and activists working for equality, which will be broadcast on the school's Facebook profile.



Recommendations of young people from Kutno regarding counteracting discrimination

"Equality Support Group"

- Youth recommends the creation of a "Support Group for Equality" in the city of Kutno. This group is intended to serve as a support platform for people who experience discrimination in various aspects of life. The Equality Support Group will offer emotional support, legal advice and psychological assistance to help people affected by discrimination cope with difficult situations and find appropriate solutions.
- The youth also stated that the group supervisor should be a specialist in pedagogy who, in consultation with the youth, will organize appropriate activities in the support group.

Thanks to the creation of the "Equality Support Group" in Kutno, young people strive to create a safe place where people experiencing discrimination can find support and help. This initiative aims not only to provide direct assistance, but also to educate and build awareness in the community, which will contribute to reducing the number of cases of discrimination in the future.

Proposed actions:

- **Emotional support:**
 - Regular support group meetings where participants can share their experiences in a safe and trusted environment.
 - Organizing sessions with psychologists and therapists who will offer professional emotional support and stress management techniques.
- **Law advices:**
 - Collaboration with lawyers specializing in human rights and anti-discrimination who will offer free legal consultations to group members.
- **Psychological help:**
 - Access to individual therapy sessions for people who have experienced serious discrimination and need intensive psychological support.
- **Crisis interventions:**
 - Developing procedures for intervention in crisis situations to provide immediate help and support to people in urgent need.
 - Collaborate with local emergency services to ensure quick and effective action in the event of serious incidents of discrimination.

Recommendations of young people from Kutno regarding counteracting discrimination

Anti-discrimination campaign "Kutno Against Discrimination"

- Young people recommend organizing an anti-discrimination campaign called "Kutno Against Discrimination". This campaign is to be implemented in local media and on social media platforms to increase public awareness of issues related to discrimination and promote the values of equality, tolerance and respect for diversity.
- The campaign also aims to inspire the local community to actively counteract all forms of discrimination through education and positive examples of integration.

Proposed actions:

1. Promoting positive examples of integration:

- Presenting social initiatives and projects that effectively promote equality and integration of various social groups in Kutno.
- Creating visual campaigns (posters, graphics) depicting scenes of everyday life in which diversity and integration are an added value.

2. Local community education:

- Organizing webinars, workshops and discussion panels on anti-discrimination, available online and open to the entire community.
- Creating and distributing educational materials such as brochures, leaflets, infographics that explain what discrimination is and how to counteract it.

3. Social media campaigns:

- Actively maintaining profiles on platforms such as Facebook, Instagram, Twitter, where content related to the campaign theme will be regularly published.
- Organizing competitions, challenges and actions on social media encouraging residents to share their own stories and experiences related to equality and tolerance.



Recommendations of young people from Kutno regarding counteracting discrimination

Anti-discrimination campaign "Kutno Against Discrimination"

Proposed campaign topics:

1. Gender equality - promoting equal treatment of women and men in various spheres of life.
2. Fight against racism - stories of people experiencing racial discrimination and actions for integration.
3. Acceptance of LGBTQ+ people - promoting acceptance and support for people with diverse sexual orientation and gender identity.
4. Inclusion of people with disabilities - showing how the community can support people with disabilities.
5. Counteracting religious discrimination - education about different faiths and promoting mutual respect.
6. Economic equality - actions to reduce economic inequality and support people with lower incomes.
7. Counteracting ageism - promoting equal treatment of older and younger people.
8. Intercultural education - promoting understanding and respect for different cultures and traditions.
9. History of human rights - education about history and important figures in the fight for human rights.
10. Equality in sport - promoting equal access to sport and recreation for all.

The youth's idea is for the "Kutno Against Discrimination" campaign to unite the local community in the fight against all forms of discrimination. Thanks to the involvement of young people and the support of local institutions, this initiative can contribute to the creation of a more open, tolerant and integrated society in Kutno.



Recommendations of young people from Kutno regarding counteracting discrimination

Small murals and street exhibitions "Kutno - City of Equality"

- The youth recommends the creation of the "Kutno - City of Equality" initiative, which involves creating small murals and organizing street exhibitions throughout the city. The aim of these activities is to convey content promoting equality, tolerance and diversity, so that every resident of Kutno feels accepted and respected.
- By using art in public space, young people want to draw attention to important social issues and encourage reflection and dialogue on discrimination.

Proposed action plan:

1. **Creating small murals:**

- Mural design competition: Organization of a competition for young artists for the best mural design on the topic of equality.
- To promote this idea, young people noticed that it is worth using the anti-discrimination campaign "Kutno Against Discrimination"
- Collaboration with artists: Inviting local artists to cooperate in creating murals in various parts of the city.
- Mural Locations: Selecting strategic locations for murals such as schools, youth centers, parks and public places.
- Theme of the murals: Murals depicting scenes and characters promoting equality, acceptance and diversity.

2. **Organization of street exhibitions:**

- Mobile exhibition panels: Setting up mobile exhibition panels in various parts of the city, showcasing the artistic works of youth and local artists.
- Variety of works: Presentation of various forms of art, such as photographs, paintings, graphics and art installations related to the topic of equality.
- Descriptions of works: Each exhibition will have accompanying descriptions that will inform about issues of discrimination and promote tolerance.



Recommendations of young people from Kutno regarding counteracting discrimination

Intergenerational workshops at the University of the Third Age

- Youth recommends the creation of a series of intergenerational workshops at the University of the Third Age, which are aimed at increasing mutual understanding between young people and older people in order to counteract discrimination of both groups.
- These workshops will promote dialogue and cooperation, develop empathy and build bridges of understanding between generations. This initiative aims at social integration and mutual support, creating a more united and tolerant community.

Proposed action plan:

1. **Workshop organization:**

- Regular meetings: Setting a schedule for regular workshops that will be held at the University of the Third Age.
- Workshop topics: Preparation of various topics that will address issues related to the lives of young people and older people, such as social changes, technologies, culture, and everyday challenges.

2. **Recruitment of participants:**

- Inviting students: Encouraging young people, especially school and university students, to participate in workshops.
- Engaging seniors: Inviting members of the University of the Third Age and other seniors from the local community to participate.

3. **Interactive activities:**

- Discussions and debates: Organizing moderated discussions and debates in which participants can exchange experiences and views.
- Simulation games and role-playing: Using simulation games and role-playing to better understand the perspectives of both groups.

4. **Space for exchanging experiences:**

- Online discussion groups: Creation of an online platform where participants can continue conversations, share materials and experiences after the workshop.
- Publication of materials: Creating and sharing educational materials, reports and conclusions from workshops in the form of articles, blogs or videos.



Recommendations of young people from Kutno regarding counteracting discrimination

Intergenerational workshops at the University of the Third Age

Suggested topics:

1. **History and modernity:**

- Exploring together how different generations perceive social and cultural change.

2. **Self-discovery:**

- How to find your "self" in the noise of family values and how family values have changed and are perceived by different generations.

3. **Culture and traditions:**

- Discovering traditions and customs together and their impact on modern life.

4. **Social activity:**

- How young people and seniors can work together to benefit the local community.

5. **Counteracting stereotypes:**

- Recognizing and counteracting stereotypes regarding both young people and seniors.

6. **Common hobbies and passions:**

- Sharing interests and developing common passions.

7. **Human and civil rights:**

- Education about human and civil rights and joint actions to protect them.

8. **Building community:**

- Strategies for building a strong, united and supportive local community.



Recommendations from young people from Łódź, Piotrków and Kutno constitute a valuable contribution to building a society based on equality, tolerance and respect for diversity. Their joint efforts can contribute to the creation of local environments that are more open, inclusive and friendly to all its inhabitants.

