

## Consultancy to finalize the Anti-Racism Toolkit

### Background Information

The world is faced with an unprecedented and complex situation today: The corona virus pandemic calls for cooperation and solidarity across the globe. Moreover, increasing political and financial instability has over the past decade led to a rise in nationalism worldwide fueled by political rhetoric and public discourse focused on asylum seekers and migrants. We are living in times when the definitions of inclusiveness, justice, equality and peace are being rearranged to the convenience of those in power. It is more important than ever to challenge a narrative in which migrants, asylum seekers and refugees are a danger to society, to act against hate and work towards a diverse and inclusive global society. Youth and voluntary work have the potential to make a difference: To change mind-sets, remind people that the answer to our problems is solidarity, not division, and to create awareness of populist narratives versus the facts of migration. Likewise, the need of the hour is the integration of refugees and support to local NGOs working with refugees.

The International Cultural Youth Exchange (ICYE), comprising 40 National Committees, is a non-profit, youth exchange organization registered in Germany with head office in Berlin. ICYE provides youth mobility, intercultural learning and international voluntary service opportunities to help people break down prejudices and develop intercultural understanding and competence for a just, ecologically sustainable and peaceful world.

Since 2019, ICYE is implementing the EC funded project “Youth work can unite” which focuses on enhancing solidarity and challenging nationalism through anti-racism training and campaigning by and with young people. The specific aims of the project are to

- raise awareness of the challenges faced by refugees and the current political situation in view of nationalist and racist tendencies by presenting facts on migration versus myths spread by the mainstream media.
- counter discriminatory and racist attitudes among young people and in local communities.
- foster social inclusion, solidarity, and more respectful and welcoming communities in participating countries

### Overall Purpose of the Consultancy

The consultant is expected to finalize in collaboration with the project partners the Anti-Racism Training Toolkit which will be used in future Anti-Racism Trainings with youth workers. The aim of these trainings are to:

- explore different perspectives on the situation of refugees and asylum seekers, examine facts on asylum versus media narrative.
- elaborate on the role of social media and alternative digital as well as printed news sources for the mainstreaming of radical tendencies.
- empower and train youth workers in anti-racism education and tackling hate speech.
- develop anti-racism training programs for trainings with local and international volunteers and host projects.
- develop a strategic plan of action for campaigns.

## Specific Objectives of the Consultancy

The consultancy should achieve the following objectives:

- Revise and finalize the existing anti-racism exercises already developed.
- Consult with the project partners on their experiences with the campaigns and the training.
- Develop the Anti-Racism Toolkit for International Volunteering to be used by youth workers globally.

## Methodology

The consultant is expected to use a collaborative and empowering approach for finalizing the toolkit, taking into account that it should be used for participants coming from all over the world (Americas, Africa, Asia, Europe).

In the training toolkit three methodological approaches should be combined:

- Anti-racism Approach
- Non-formal Learning Methodology
- Process of Learning and Change
- Inner Readiness Competence Development

## Intended Audience

The consultant will work closely with the programme and grants officer at the ICYE International Office and the 12 project partners. During the international Anti-Racism Training in Porto Alegre, Brazil, in March 2020, a first structure for the toolkit has been developed which needs to be revised and adapted (see Annex 1). The training toolkit should be aligned with the "[Standing together against Racism](#)" - Training Handbook.

The anti-racism toolkit will be used by youth workers globally who engage with young local and international volunteers and the host communities.

## Deliverables, Timeline and Budget

The consultancy is scheduled to take place from March to July 2022. The following documents should be delivered:

- A revised structure of the training toolkit by April 15<sup>th</sup>, 2022
- A first draft of the collaboratively developed toolkit by June 30<sup>th</sup>, 2022
- The revised and finalized toolkit by July 31<sup>st</sup>, 2022.

The available budget for the consultancy is 5.000 Euro.

## Selection Criteria

The consultant is expected to:

- have demonstrated proficiency and experience in developing training manuals with a participatory and inclusive approach
- have strong understanding and practical, in-field, experience of working with young people on anti-racism
- have a strong understanding of intercultural learning, diversity/gender equality and social justice,
- show very good writing skills
- be fluent in English

## Application Procedure

Applicants interested in conducting the consultancy should submit an Expression of Interest (EOI) to the ICYE Federation until **15<sup>th</sup> February 2022**; including the following documents:

- A cover letter outlining their understanding of the consultancy work and how they meet the expected criteria, including relevant experience.
- Updated curriculum vitae of the consultant that clearly spells out qualifications and experience in relation to this assignment.

## Confidentiality of Information

All documents and data collected in the process of the consultancy will be treated with confidentiality and used solely to facilitate the consultancy assignment. All information to which the consultant shall receive access to shall at all times be treated as the property of ICYE Federation and shall not be disclosed without permission.

## Contact Details

Please send your proposal (main ideas) until **15<sup>th</sup> February 2022** to Courtney Kelner, Programme and Grant Officer, [courtney.Kelner@icye.org](mailto:courtney.Kelner@icye.org)

Annex 1 – First draft structure of the Toolkit

### **ANTI-RACISM TOOLKIT FOR INTERNATIONAL VOLUNTEERING**

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Annex 2 - Background reading

- Standing Together Against Racism: A Training Handbook, ICJA e.V., 2020: [https://www.icja.de/fileadmin/Daten/Servicebereich/Downloads/STAR-E\\_A\\_Training\\_Handbook.pdf](https://www.icja.de/fileadmin/Daten/Servicebereich/Downloads/STAR-E_A_Training_Handbook.pdf)
- Practical Guide for Intercultural Learning in International Voluntary Service, ICYE International Office, 2019: <https://www.icye.org/wp-content/uploads/2018/02/Practical-Guide-for-Intercultural-Learning-in-IVS.pdf>
- Non-Formal Learning Handbook for Volunteers and Volunteering Organisations, ICYE International Office, 2017: <https://www.icye.org/wp-content/uploads/2017/06/NFE-Handbook-May-2017.pdf>