

# RAN Collection practice template

## Name of the practice

Please note that by practice we mean an activity/method/tool that has been used or is in use by professionals and/or community members.

## Fair Skills – youth cultural peer training – and the European Fair Skills approach

### Description

(max. 300 words)

Short description of the aim and working method of the practice. Please note that in this description, it must be clear that there is an explicit connection to preventing and/or countering radicalisation and/or violent extremism. This means that in the aims and/or the activities/methods/tools of the practice, there is a link to preventing and countering radicalisation and/or violent extremism. Practices without this link cannot be included in the RAN Collection.

The Fair Skills (FS) practice has recently been implemented as a European Fair Skills (EFS) approach in three eastern European countries. It is financed by the 'Prevention of and Fight against Crime' (ISEC) programme and the Directorate-General (DG) for Migration and Home Affairs. The practice reaches out to young people from various at-risk communities, brings them together in one external facility, and trains them as youth-cultural workshop facilitators in a peer-learning setting (three one-week workshops). These peer-facilitators then return to their communities, form FS youth teams and hold workshops themselves, while being coached by the Cultures Interactive (CI) FS team. In their home communities, the FS peer-facilitators will be assisted by local development round tables in which the CI brings together local and national stakeholders to raise awareness of the project and its objectives, and seeks to raise community support.

The FS method combines the following: (i) facilitated peer-learning in youth-cultural activities with experts (e.g. rap/slam poetry, breakdance, skateboarding, comic/graffiti/visual design, DJing, digital music production and others); (ii) civic education/pedagogical anti-bias and mediation exercises; and (iii) psychologically based self-awareness group work. Hence, (youth) cultures are engaged in a way that has interactive, preventive, and deradicalising/rehabilitative impact with challenging groups of young people at risk of turning away from the school system and from mainstream society altogether. In this way, the FS method systematically supports participants' emotional intelligence, social skills and biographical and

political awareness, and delivers specific non-violent and mediation methods, enabling young people to informally promote civil society values and skills in their communities.

Between 2015 and 2017, the FS method was successfully implemented in Czechia, Hungary and Slovakia, in the ISEC project 'European Fair Skills (EFS) — De-radicalisation Training for Peer Role Models and Youth Workers' (<http://europeanfairskills.eu/>). The EFS project was financed by the ISEC programme (DG for Migration and Home Affairs) and the Federal Agency of Civic Education, Germany.

The main inspiration behind the EFS project is the pressing need to prevent the spread of right-wing extremism and similar forms of group hatred, militias and populism, in eastern Europe in particular.

Safeguarding young people from these kinds of risks has become crucial today. On the one hand, this threat to peace and human rights is rapidly increasing, and on the other, the EU's current rhetoric for countering violent extremism (CVE) isn't helpful for central and eastern European countries. In EU lingo, right-wing extremist group hatred is now barely called by its proper name — rather, with unfortunate lack of clarity, it is indirectly referred to as 'polarisation'.

Even more worrisome is the fact that the extremism issue has sometimes been publicised by the EU in eastern Europe with a focus on so-called Islamism. This, however, is counter-productive: Islamism poses minimal risks in this region, and the EU extremism narrative effectively fuels the populist parties' zeal for venting anti-refugee propaganda, thus indirectly supporting group resentment.

The EFS project developed and implemented the following new FS activities.

- LocalDerad training programme: LocalDerad training is an integrated concept for dealing professionally with right-wing extremism and group hatred via youth work, youth welfare and community work. This programme trained professionals to strategically tackle various forms of discrimination, group hatred and violent behaviour among young people in youth work settings (<http://europeanfairskills.eu/activities.html>).

- FS train-the-trainer courses: participants (youth workers, educators and peer trainers) were taught to implement the CI's FS activities and adapt them to the needs of their work environments and local circumstances. These courses focused on illustrating opportunities inherent in the youth culture concept that can help to sustainably prevent

	<p>group hatred and violent extremism. They taught strategies and methods for non-formal and process-oriented civic education. A critical yet accepting frame of mind for facilitators is key to success in this area (<a href="http://europeanfairskills.eu/activities.html">http://europeanfairskills.eu/activities.html</a>).</p> <p>- EFS regional round tables: the round tables included not only youth workers, and in some instances, the young people, but also assembled representatives from governmental and non-governmental institutions at local, regional, and national levels, alongside stakeholders and experts from a variety of relevant fields, and local media. Practitioners met with these representatives and exchanged views — in some cases for the first time — about the region's challenges in terms of group hatred and violent extremism, and about possible interagency collaboration between local actors for prevention and intervention.</p> <p>- In some instances, a 'governmental advocacy initiative' emerged from the round table meetings, allowing the EFS to engage in more substantial dialogue with key persons of national administrations. The second EFS round table also provided input on the methods and principles of disengagement mentorship delivered by the German Association of Exit Practitioners (developed in recent years with the help of EFS project partner Friedrich Ebert Stiftung) (<a href="http://europeanfairskills.eu/activities.html">http://europeanfairskills.eu/activities.html</a>).</p>
<p><b>Key themes</b></p> <p>Please <u>choose</u> 2 key themes most corresponding with the practice.</p>	<p>Community engagement/civil society</p> <p>Training</p>
<p><b>Target audience</b></p> <p>Please <u>choose</u> a minimum of one target audience most corresponding with the practice.</p>	<p>Local Community Organisations / NGOs</p> <p>Youth / Pupils / Students</p> <p>Authorities</p>
<p><b>Geographical scope</b></p> <p>Please indicate where the practice has been/is implemented (countries, regions, cities).</p>	<p>Germany, in rural, small cities and large city districts.</p> <p>Since 2015, also in central and eastern European Member States.</p>
<p><b>Start of the practice</b></p>	<p>Starting year: Select starting year of practice.</p>

<p>Please indicate when (year) the practice was developed and implemented to indicate the maturity of the practice. In case the practice is no longer active, please indicate when it ended.</p>	<p><b>Ending year:</b> Select ending year of practice in case practice has ended.</p>
<p><b>Deliverables</b></p> <p>Please indicate if the practice has led to concrete deliverables, such as (links to) handbooks, training modules, videos.</p>	<ul style="list-style-type: none"> <li>- The FS methods compendium is available in English.</li> <li>- Further deliverables on the EFS website are available at <a href="http://europeanfairskills.eu/">http://europeanfairskills.eu/</a> online.</li> <li>- Additional deliverables that build on the FS practice have been implemented in the Central and Eastern European Network for the Prevention of Intolerance and Group Hatred' (CEE Prevent Net) project; see <a href="http://ceepreventnet.eu/">http://ceepreventnet.eu/</a> online.</li> <li>- The national FS project from 2009 is documented at <a href="http://cultures-interactive.de/de/modellprojekt-fairskills.html">http://cultures-interactive.de/de/modellprojekt-fairskills.html</a> online (in German).</li> <li>- Further papers and deliverables are available at <a href="http://cultures-interactive.de/de/fachartikel.html">http://cultures-interactive.de/de/fachartikel.html</a> online.</li> </ul>
<p><b>Evidence and evaluation</b></p> <p>Short description on <u>performance measures</u> of the practice, including</p> <ol style="list-style-type: none"> <li>1. <u>qualitative views and quantitative (statistical) data</u> e.g. measure of the success of your project or intervention.</li> <li>2. <u>evaluation and feedback</u>, including surveys and/or anecdotal evidence e.g. have you done either an internal or external evaluation, have you encouraged any feedback from your target group?</li> <li>3. <u>peer review</u> which feedback did the practice receive in the RAN working group and/or study visit where the practice was discussed.</li> </ol> <p>Please elaborate on the outcomes of your monitoring and evaluation efforts.</p>	<p>The CI's practices were evaluated by the Association of Quality Assurance in NGO Work (Phineo) and were awarded the Phineo 'Method-works' certificate in 2014.</p> <p>Previously, the CI's practices were evaluated, received scientific counselling and were showcased by the Federal Model Projects' evaluation and counselling department (attached to government programmes).</p> <p>Throughout EFS practice, the CI developed a '(self-) evaluation tool for quality assurance', providing indicators and guiding questions to help evaluate and self-assess a prevention of violent extremism (PVE) intervention — and gauge how well its concepts and tools can be transferred to other national settings.</p> <p>The quality assurance tool was developed in cooperation with associate partner Phineo Association and the EU Seventh Framework Programme (FP7) research project 'Innovative methods and procedures for assessing counter-radicalisation techniques in Europe' (IMPACT Europe), whose goal is to design strategies to evaluate activities for preventing violent extremism.</p> <p>Moreover, self-evaluation and client feedback collection have been and remain a long-standing practice in the CI; they can</p>

	<p>be used as training modules for young peer-facilitators, who may then employ them in their own fledgling peer workshops.</p> <p>The practice was presented and received positive feedback in various workshops: RAN Derad, RAN Prevent and RAN Voices of Victims.</p> <p>The EFS project (EFS, ISEC, 2015-16) is a partnership with RAN Derad partners from eastern European states (Czechia, Hungary and Slovakia).</p> <p>The FS media-practice offshoot European Platform of Deradicalising Narratives (EDNA) (see EDNA practice) was discussed with RAN@ members on different occasions, and a project partnership focusing on media narratives in CVE contexts was set up between CI/FS and RAN@ member organisations.</p>
<p><b>Sustainability and transferability</b> (maximum of 200 words)</p> <p>Short description on the sustainability and transferability of the practice, including e.g. information on the costs of the practice. <u>Please elaborate on which elements are transferrable and how.</u></p>	<p>The FS practice is currently being piloted in and adapted to three central and eastern European countries (Czechia, Hungary and Slovakia) in the EFS project (EFS, ISEC, 2015-16) and in the CEE Prevent Net project (DG Justice/REC, 2018-20) with additional partners in Poland and Bulgaria. Sustainability is particularly enhanced by the FS element of the 'local-development round-tables' in the home communities of the young FS peer-facilitators. These round tables bring together local and national stakeholders to raise awareness of the project and its objectives and gain community support. The CI's sustainability is enhanced thanks to its appointment as Federal Centre of Excellence for Youth-Cultural Prevention of Violent Extremism and Xenophobia (by the governmental Prevention Department) in 2015.</p>
<p><b>Presented and discussed in RAN meeting</b></p> <p>Please note that to be included in the Collection, the practice is preferably nominated through one of the RAN meetings. Add name of the RAN Working Group/event, date, place and subject of meeting.</p>	<p>Name: Derad workshops and RAN prevent</p> <p>Date: 2013</p> <p>Place: Stockholm, Barcelona and Dublin</p> <p>Subject:</p> <p>Name: RAN VVT Date: 2012 Place: The Hague Subject: Narrative interaction.</p>

### Linked to other EU initiatives or EU funding

(maximum of 100 words)

Please indicate how your project was funded, if your practice is linked to other EU initiatives or projects, AND explicitly note if it is (co-) funded by the EU, and if so, by which funds?

Such as Erasmus +, Internal Security Funds (ISF), European Social Fund (ESF), Horizon 2020, etc.

The FS practice is a key element in the current EU project CEE Prevent Net (Oct. 2018-Sept. 2020), funded by the DG Justice programme 'Rights, Equality and Citizenship', under the priority 'contributing to prevent and combat racism, xenophobia and other forms of intolerance'.

CEE Prevent Net works with nine central and eastern European partner organisations from six countries, and will include peer evaluation; it is co-funded by the Visegrád Fund, the German national Prevent programme 'Live Democracy!', the Remembrance, Responsibility and Future (EVZ) Foundation and the Active Citizens Fund in Slovakia.

CI is a member of:

- the European Network for Non-Violence and Dialogue (ENND)
- the Democracy and Human Rights Education in Europe (DARE) network
- the European Network of Deradicalisation (ENoD)
- IMPACT Europe
- the European Experts Network in Terrorism Affairs (EENeT), run by the Federal Criminal Police Office in Bonn/Germany
- EDNA.

The CI has (associate) partnerships with:

- the European Forum for Urban Security (EFUS)
- the Global Counterterrorism Forum (GCTF).

In similar European contexts, the CI cooperates with:

- the Transnational Threats Department (TNT) of the Organisation for Security and Co-operation in Europe (OSCE)
- POYWE
- the Friedrich Ebert Foundation (FES)
- the Robert Bosch Foundation, the international stipend programme 'Civic Education in Action for practitioners from Eastern Europe'.

### Organisation

(enter maximum of 100 words and select organisation type)

Please briefly describe the organisation behind the practice

'Cultures Interactive e.V. (CI) – Intercultural Education and Violence Prevention' is an NGO that works both in prevention and first-line deradicalisation with at-risk young people that engage in or have shown susceptibility to violent right-wing extremism or ethno-nationalism/religious fundamentalism, or

<p>including the legal status e.g. NGO, governmental, limited company, charity etc.</p>	<p>to xenophobic, racist and other forms of hateful and exclusionary behaviour.</p> <p>In 2005, the CI tackled right-wing extremist/neo-Nazi subcultures which emerged in East Germany after reunification. Since 2008, the CI has also worked in inner-city districts suffering from migration-related ethnic and religious radicalisation and hate crime.</p> <p>The CI's Federal Model Projects and EU-ISEC and EU research projects focused on developing methods for prevention and rehabilitation work with high-risk youth populations which have largely been failed by existing measures. Methodologically, the CI approach for prevention and deradicalisation combines youth-cultural creativity workshops with civic education and psychologically based self-awareness group work. The CI also provides gender-specific and gender awareness methods (WomEx), and offers advanced training in methodology for youth work practitioners, to enable them to proactively and efficiently handle incidents of hate speech/crime and extremist indoctrination/recruitment (LocalDerad). The beneficiaries and partners of such CI interventions are schools/teachers, youth centres, street/youth workers, prisons, local authorities/police, communities and local press/media – especially around social hotspot areas.</p> <p>In 2014, the CI began working more closely with partners in central and eastern European Member States, and started acting as co-chairing organisation for the RAN working group on Deradicalisation, comprising an EU-wide first-line workers' organisation involved in deradicalisation processes for all forms of extremism, including religious extremism and gangs. In 2015, the CI was appointed a Federal Centre of Excellence for Youth-Cultural Prevention of Violent Extremism and Xenophobia (by the government's Prevention Department).</p> <p>Type of Organisation: <a href="#">NGO</a></p>
<p><b>Country of origin</b></p> <p>Country in which the practice is based.</p>	<p>EU or EEA country: <a href="#">Germany</a></p> <p>or:</p> <p>Non-EU country: <a href="#">Enter name if non EU country</a></p>
<p><b>Contact details</b></p>	<p>Address: <a href="#">Address: Cultures Interactive e.V. Mainzer Str. 11 12053 Berlin</a></p>

<p>Please provide contact details of who can be contacted within the organisation, with name and email address.</p>	<p>Germany</p> <p>Contact person: Anika Posselius  Harald Weilnböck  Oliver Kossack  Silke Baer  Email: <a href="mailto:posselius@cultures-interactive.de">posselius@cultures-interactive.de</a>  <a href="mailto:weilnboeck@cultures-interactive.de">weilnboeck@cultures-interactive.de</a>  <a href="mailto:kossack@cultures-interactive.de">kossack@cultures-interactive.de</a>  <a href="mailto:baer@cultures-interactive.de">baer@cultures-interactive.de</a>  Telephone: +49 3060401950; +49 3076236862  Website: <a href="http://cultures-interactive.de/en/">http://cultures-interactive.de/en/</a></p>
<p><b>Last update text</b> (year)</p>	<p>2021</p>