

RAN Collection practice template

<p>Name of the practice</p> <p>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.</p>	<p>Business Council for Democracy (BC4D)</p>
<p>Description (max. 300 words)</p> <p>Short description of the aim and working method of the practice. Please note that in this description, it must be clear that <u>there is an explicit connection to preventing and/or countering radicalisation and/or violent extremism</u>. 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.</p>	<p>The Business Council for Democracy (BC4D) is an 8-week educational programme on online harms such as hate speech, disinformation and conspiracy myths, targeting an adult audience and reaching them at their place of work in weekly virtual sessions. The programme combines knowledge transfer with practical tips and recommendations to tackle digital challenges online, aiming at encouraging participants to be active digital citizens.</p> <p>Additionally, the BC4D establishes a network of participating companies and employers, giving the private sector a role in building resilience and protecting democracy. In regular virtual meetings, different challenges and workplace initiatives standing up for human rights are discussed and presented.</p> <p>Thus far, approximately 30 employers have joined the BC4D, aiming at demonstrating their commitment to democratic values. Especially the past year demonstrated the need to discuss online harms, as disinformation and conspiracy myths were increasingly shared, and also affect company and work cultures. Employers can directly reach out to the project team and ask to implement the educational programme for their employees free of charge, and additionally there are outreach efforts on the project's side. Employees participate in the programme on a voluntary basis. Since the programme is scheduled during working hours, they also reach people who you usually don't reach (not only the usual suspects).</p>
<p>Peer Reviewed</p> <p>(To be filled by expert, only in case of an expert review.</p>	<p>No</p>

Not filled by practice owner)	
<p>Key themes</p> <p>Please <u>choose</u> 2 key themes most corresponding with the practice.</p>	<p>Community engagement/civil society</p> <p>Social cohesion and polarisation</p>
<p>Target audience</p> <p>Please <u>choose</u> a minimum of one target audience most corresponding with the practice.</p>	<p>General public</p> <p>Families</p>
<p>Geographical scope</p> <p>Please indicate where the practice has been/is implemented (countries, regions, cities).</p>	<p>Country/ Region: Employers from all over Germany participate in the BC4D training programme.</p>
<p>Start of the 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>Starting year: 2021</p> <p>Ending year: The project is running until the end of 2023, the 8-week courses are implemented up to three times per year.</p>
<p>Deliverables</p> <p>Please indicate if the practice has led to concrete deliverables, such as (links to) handbooks, training modules, videos.</p>	<p>The primary deliverable is the eight-session curriculum with modules on hate speech, disinformation and conspiracy myths.</p> <p>The modules cover information on the above-mentioned topics, such as the consequences of hate speech for individuals, but also society, the motives triggering disinformation campaigns and how they are spread, and the functions that conspiracy myths fulfil. Additionally, the participants are equipped with practical tips, so they can tackle hate speech online (such as counter-speech strategies and tools to report illegal hate speech), do their own factchecks, and practice communication strategies to be able to discuss with someone spreading disinformation and/or conspiracy myths.</p> <p>Additionally, thematic extension modules will be developed (e.g. on anti-Semitism online) as well as a train the trainers course for multipliers within companies and employers.</p>
<p>Evidence and evaluation</p> <p>Short description on <u>performance measures</u> of the practice, including</p>	<p>We are continuously measuring the impact and success of our curriculum: We have an initial survey amongst the participants, a mid-course short questionnaire as well as a final survey to identify whether the participants learned</p>

<ol style="list-style-type: none"> 1. <u>qualitative views and quantitative (statistical) data</u> e.g. measure of the success of your project or intervention. 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? 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. <p>Please elaborate on the outcomes of your monitoring and evaluation efforts.</p>	<p>something and to see whether the programme had an impact. Thus far, the feedback has been positive with a large majority of participants saying that they'd recommend the course to their colleagues and employers.</p> <p>In addition, the curriculum is reviewed in internal peer review processes on a regular basis.</p> <p>The BC4D will further be reviewed by an external evaluator, which will not only cover surveying the participants in the training courses but also the employers to identify the impact of the programme on a structural, work culture, level.</p>
<p>Sustainability and transferability (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 project is a sustainable long-term educational programme that has to be adapted regularly to reflect current debates and pick up on developing challenges. In general, the curriculum can be adapted to other locations worldwide, though regional contexts have to be considered and national/local employers involved. Furthermore, it is necessary to invest in outreach to and cooperation with businesses, especially if aiming at generating a network. The establishment of an engaged private sector has lasting effects. Participating in the educational programme is free of charge for the employers sending their participants; it is a condition though that the participants can take part in the programme during their work hours and join the programme voluntarily. The BC4D is funded by the Hertie Foundation and Robert Bosch Foundation.</p>
<p>Presented and discussed in RAN meeting</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: RAN Families, communities and social care working group meeting</p> <p>Date: 29/09/2021</p> <p>Place: Virtual Meeting</p> <p>Subject: Supporting families in fostering resilience against (COVID-19-related) conspiracy narratives</p>
<p>Linked to other EU initiatives or EU funding (maximum of 100 words)</p>	<p>The project is funded by the Hertie Foundation and Robert Bosch Foundation. It is not linked to any EU initiatives and projects.</p>

<p>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.</p>	
<p>Organisation (enter maximum of 100 words and select organisation type)</p> <p>Please briefly describe the organisation behind the practice including the legal status e.g. NGO, governmental, limited company, charity etc.</p>	<p>The Business Council for Democracy is a project initiated by the Institute for Strategic Dialogue, Hertie Foundation and Robert Bosch Foundation.</p> <p>Type of Organisation: NGO</p>
<p>Country of origin</p> <p>Country in which the practice is based.</p>	<p>EU or EEA country: Germany</p>
<p>Contact details</p> <p>Please provide contact details of who can be contacted within the organisation, with name and email address.</p>	<p>Contact person: Jan-Jonathan Bock Email: info@bc4d.org Website: www.bc4d.org</p>
<p>Last update text (year)</p>	<p>2022</p>