

FACING FACTS

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Mapping report on
hate crime monitoring training

May 2014

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Facts! partnership
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BACKGROUND

In order to achieve a better understanding of the organisations we are working with, we administered an online survey for which we have received responses from 30 organisations. The questionnaire was designed to identify the current methodologies and practices of hate crime monitoring training provided by local, regional, national and umbrella organisations committed to giving greater visibility to the daily issue of hate crime. The questionnaire was composed of 16 questions, divided into 4 sections. The first section addressed general questions about the organisation while the other sections sought to collect information about the provision of hate crime training, the methodology and target audience of any such training, challenges faced when conducting training, the evaluation of current training and plans for the future.

This survey has been helpful to obtain a better understanding of the work and training programmes that these organizations offer. This information was especially important in order to build the programme of the *Facing Facts!* Networking meeting which mainly focused on training implementation strategies.

The analysis of the data collected by the survey shows that the vast majority of respondents are advocacy organisations that work at national level. Only half of the respondents (56%) effectively provide hate crime monitoring training. The 84% of those who declared to not have the capacities yet to offer training has expressed the will to start delivering training programmes. The 35% of the organisations who deliver training organise specific training courses on hate crime monitoring. Concerning the training methodology, the vast majority of respondents use a combination of lecture based and interactive approaches. 30% of the respondents affirmed that their main target for their training activities is other CSOs, 16% said governments officials and only the 15% law enforcement. As predictable, 61% of the respondents declared that mainly finance issues impede the training programmes' delivery while the 43% identified as main external challenge the lack of commitment of local authorities.

Almost 74% of the respondents have a consolidated procedure such as questionnaires, evaluation forms etc. to evaluate the short-term impact of the trainings. Unfortunately only 14% carry on structured/semi-structured or formal/informal post-workshop interviews with participants to measure the long-term impact of the trainings.

Section I – ORGANIZATION’S DETAILS

1) How would you characterize your organisation?

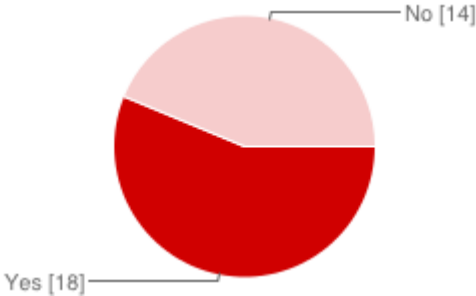
Community support organisation	14	24%
Service provider organisation	14	24%
Advocacy organisation	24	41%
Religious organisation	0	0%
Other	6	10%

2) Please select the geographical coverage of your organisation

Local organisation	4	9%
Regional organisation	5	12%
National organisation	20	47%
Umbrella organisation	7	16%
Other	7	16%

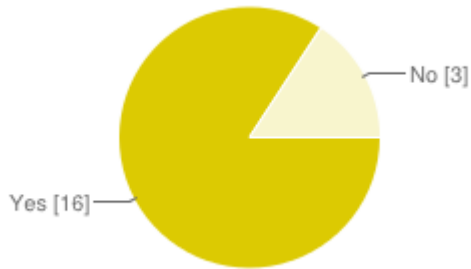
Section II - Training Provision

3) Does your organisation organise training programmes on hate crimes?



Yes	18	56%
No	14	44%

4) If no, would you like your organisation to start delivering training programmes?

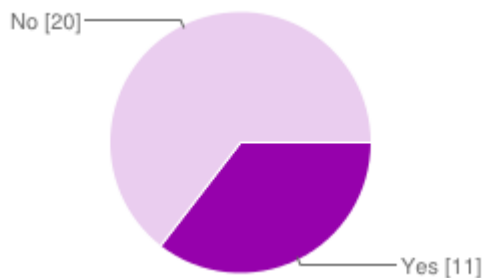


Yes	16	84%
No	3	16%

5) If your organisation does currently perform training programmes, which topics does it focus on?

Hate crime monitoring	12	21%
Hate crime in general	10	18%
Racist hate crime	8	14%
Antisemitic hate crime	6	11%
Anti-Muslim hate crime	5	9%
LGBTI - phobic hate crime	5	9%
Antigypsyism/Antiziganism or Anti-Romanyism hate crime	5	9%
Other	5	9%

6) Does your organisation offer specific training programme on hate crime monitoring?



Yes	11	35%
No	20	65%

7) What methodology does your organisation use for its training programmes?

Interactive approach	7	30%
Lecture based approach	0	0%
A combination of interactive and lecture based methodologies	14	61%
Other	2	9%

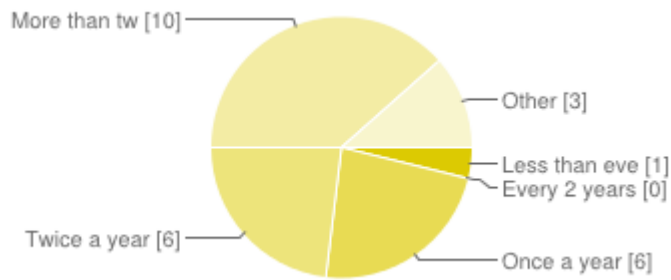
8) What is the format of your organisation's training programmes?

Awareness workshop - less than 1 day	11	31%
Awareness workshop - more than 1 day	7	20%
Train the Trainer seminar	2	6%
Capacity Building seminar	12	34%
Other	3	9%

9) What is the target group of your organisation's programmes?

Civil Society Organisations (CSOs)	22	30%
Police and Law Enforcement organisations	11	15%
Government officials	12	16%
Public citizens	13	18%
Students/Youth	11	15%
Other	4	5%

10) On average, how frequently does your organisation perform training programmes?



Less than every 2 years	1	4%
Every 2 years	0	0%
Once a year	6	23%
Twice a year	6	23%
More than twice a year	10	38%
Other	3	12%

Section III – Challenges

11) What are the operational challenges your organisation faces when conducting a training programme?

Finances	20	61%
Recruitment	0	0%
General Management	2	6%
Logistics	5	15%
Other	6	18%

12) What are the external challenges your organisation faces when conducting a training programme?

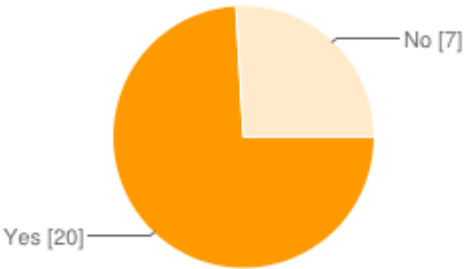
Negative public reaction	4	19%
Lack of trust in the training tools	2	10%
Local authorities not cooperating or committing to programme implementation	9	43%
Other	6	29%

Section IV – Effectiveness

13) How does your organisation measure the impact of training programmes?

Keep in touch with past participants	16	38%
Evaluate participants' level of knowledge and/or ability upon completion of the training	13	31%
External Evaluation	4	10%
Data analysis for indications of changes in the field of hate crime monitoring or the social context in general	6	14%
Other	3	7%

14) Does your organisation have participants evaluate the training programme upon completion?



Yes	20	74%
No	7	26%

15) If yes, how is this evaluation carried out?

a. Questionnaire for participants to fill out immediately at the end of the training	19	66%
b. Post-workshop evaluations of the participants to see how they have applied the learning from the training long-term	5	17%
c. Structured or formal post-workshop interviews with participants	1	3%
d. Semi-structured or informal post-workshop interviews with participants	2	7%
Other	2	7%

16) What kinds of future training programs is your organisation looking to have?

"Diverse topics relevant to parents, especially with school-age children"

"Hate crimes for prosecutors (How to qualify hate crimes); Hate crimes for police officers (How to register hate crimes); Hate crimes for Roma civil society (How to detect and denounce hate crimes)"

"On addressing anti-tziganizm via existing legal mechanisms"

"Trainings on hate crime monitoring to respond to the needs of the organisations-members in different countries"

"I would like for my organisation to have the capacity to deliver enhanced hate crime monitoring training for members of those communities which are most at risk, and whose experiences go largely undocumented. I would like for this training to be to the highest international standards, producing data that will have impacts with national and international bodies. The Training should also give communities the tools to generate effective local and national responses, for example by using a communications strategy. At the same time I would like for this training to contribute towards capacity and leadership building in communities, leaving a sustainable legacy and communities equipped with much better tools to combat racism"

"1. On hate speech online directed against Roma and the ways to combat it. 2. On hate speech online directed against Jews and the ways to combat it. "

"programmes for law enforcement officials/local authorities

- ToT

- trainings for legal staff of CSOs"

"1. Trainings for trainers 2. Trainings for local authorities 3. Trainings for legal service providers (legal staff of CSOs)"

"Anything that will empower people with disabilities and educate society as a whole as to the challenges facing people with disabilities".

"training of trainers of different ethnic/religious women/girls for enhancing interfaith and intercultural dialogue"

"training for development monitoring group hate speech facts"

"Training Jewish women and youth for monitoring gender based violence ,antisemitism and discrimination of all kinds".

“Community monitoring of the national programs connected with Roma and other marginalize groups “.

“We would like to offer 'train the trainer' programmes to monitor extremism and hate crime targeting youth, educators and civil society representatives”.

“Train the trainer programmes to monitor extremism and hate crime targeting youth, educators and civil society representatives”.

"Training about hate crime, monitoring of hate crime trials, nondiscrimination, tolerance, non-violence, trainings for high school students, CSOs, local authorities..."

"Training on hate crimes associated with islamophobia for professionals, victims and organizations”

“Cross-community trainings”

Comments

“The Hungarian Helsinki Committee does not provide training program on hate crime. That is why the majority of the questionnaire is left blank. In the last years we provided training programs in anti-discrimination law and practice. In general professional trainers are mandated to deliver the training, since most of the employees of the HHC are lawyers, not trainers. However numerous lectures are given by the HHC staff members in the field of refugee law, statelessness, practice of the ECtHR, police violations and even hate crime. These are not training programs but single lectures at conferences or incorporated in a longer education program of the trainees”.

“We did not have any training program yet, but hopefully we will do so with your help”

“We would like to develop partnership with European organizations working in this sphere “