1. Background of the project

This project tests and evaluates effective counter narrative campaigns targeting online hate speech against Roma communities in Bulgaria, Croatia, Czech Republic, Hungary and Slovakia. The programme works with civil society organizations (CSOs) in the target countries to develop effective campaigns to challenge online hate speech. From this programme, we want to see an increase in positive and accurate narratives about Roma communities online and enhance the understanding of effective ways of dealing with online hate speech.

Among its activities are:

- Training partner CSOs on countering hate speech online
- Testing strategies by implementing counternarrative campaigns
- Evaluating campaigns to identify best practices
- Roundtable discussion with CSOs and IT companies
- Lessons learned YouTube videos
- Training of trainers session for CSOs
- Multiplier trainings for other activists

Our Partners:

Amalipe Center za mezhduetnicheski dialog i tolerantnost (Center for Interethnic Dialogue and Tolerance), based in Bulgaria, is a leading Roma organization working for equal integration of Roma. The organization plays a central role organising the Roma civil movement and advocates for Roma integration to government institutions.

Institut ludskych prav (Human Rights Institute), based in Slovakia, works to promote human rights through online and offline campaigns. The organisation has significant experience in tackling online hate speech, including an online campaign on housing issues for marginalised Roma communities.

Romedia Alapitvany, in Hungary, is a regional media organisation run by Roma people. Romedia runs media campaigns to promote awareness and understanding of the Roma community. A recent project involved delivering filmmaking and journalism training for Roma women.

Romsko nacionalno vijece (The Roma National Council, RNC), based in Croatia, is an umbrella organization for the protection and promotion of Roma minority rights. The RNC promotes inclusion of Roma while protecting their historical and cultural heritage and promoting their identity.

Fórum pro lidská práva, z. s. (Forum for Human Rights), based in Czech Republic, focuses on international human rights litigation and advocacy in Central Europe. Its lawyers represent several strategic cases in the Czech Republic aimed at fighting discrimination against Roma.
In December 2019, MRGE will organise a Training of Trainers session for partners CSOs, to equip them to run counter-online-hate-speech sessions in their own countries for other activists and CSOs.

To this end, MRGE seeks to recruit a trainer with knowledge and expertise in countering online hate-speech to:

- undertake the development of a comprehensive, gender-sensitive Training of Trainers Toolkit (hereinafter “ToT Toolkit”) bringing together and update training materials from the initial intensive partners training, incorporating feedbacks from CSOs partners, and the findings from the Evaluation of Counter Hate Speech Campaigns report. The ToT Toolkit shall also include practical information on how to run a training session, including logistical considerations, varied exercises, training techniques and tips on how keeping trainees engaged and energised.

- conduct a Training for Trainers session for partner CSOs to equip them to run counter-online-hate-speech sessions in their own countries for other activists and NGOs.

2. Training of Trainers Toolkit and Training

2.1. Overall objective

The overall objective of this assignment is to script and design a comprehensive, gender-sensitive, friendly user ToT Toolkit to be used by CSOs Partners to run counter-online-hate-speech sessions in their own countries for other activists and CSOs. The aim of the trainings will be to raise awareness about counternarrative strategies and key findings of the project, and to learn and equip other CSOs to run their own counter narrative campaigns with tried-and-tested methods. The CSOs and activists will mostly be working on Roma Rights.

The ToT Toolkit shall be in English with appropriate illustrations for easy reference putting into consideration its target users, beneficiaries and public.

Also, the trainer is expected to deliver the one day Training of Trainers session those agenda will follow the ToT Toolkit. The trainer will design and facilitate the one day Training of Trainers session for partner CSOs. The Training of Trainers session should be highly interactive, designed in consultation with MRGE staff and reflect the ToT Toolkit.

2.2. Key deliverables and activities

The trainer/expert shall be expected to deliver the following outputs that will have to be approved by MRGE:

1. An outline of the contents of the proposed ToT Toolkit putting into consideration the legal standards and guidelines on online hate speech; counter hate speech techniques and best practices; case studies including feedbacks and examples from the project and CSOs partners campaigns; counter/alternative narrative
strategy and campaign plan template also including practical information and tips on how to run a training and keep trainees engaged

2. Draft Training of Trainers Toolkit

3. Final Training of Trainers Toolkit incorporating and responding to any feedbacks from MRG where made

4. Develop the Concept Note of the Training of Trainers session

5. Develop the Agenda of the Training of Trainers session

6. Prepare the Training of Trainers session content-wise (including share in advance with participants relevant information/documents) and deliver the Training of Trainers session

The proposed deadlines and payment schedule for each of the deliverables is contained in section 4 of the ToR.

2.3. Methodology and key activities

Based on MRGE’s prior experience, we anticipate that the following tasks will be needed but we are open to suggestion for alternative methodologies.

- Read all project materials including training materials, partners’ campaign plans, feedbacks, data analytics, (campaign reports, monthly meeting minutes etc.) and the evaluation report.
- Speak to MRGE staff involved in the project (face to face or on Skype).
- Speak to project’s partners (face to face or on Skype).
- Independently review existing and available toolkits/online training modules addressing online hate speech and strategies to combat it.
- Independently seek and review data concerning the situation of Roma in Europe in general and Anti-Gypsyism and hate speech in particular, including initiatives and examples potentially relevant to the ToT Toolkit.

3. Experience and expertise required

The following knowledge, skills and qualifications are required:

- Extensive knowledge and expertise of working on human rights, minority rights, hate speech and online campaigns
- Proven experience in preparing and designing training materials
- Proven experience as a trainer/facilitator on human rights issues
- Knowledge and experience in working with Roma communities
- Experience of working with organisations active in human rights field in Europe, especially networks and umbrella organisations
- Good knowledge of the Central and Eastern European region
• Excellent English skills, both oral and written

The expert/trainer will need to be independent of MRG, its partners and donors and will need to demonstrate that no perceived or actual conflict of interests would arise during the evaluation.

4. ToT Toolkit submission, timetable and budget

The draft of the ToT Toolkit should be submitted no later than 10 November 2019. MRGE will submit comments within seven working days and the final full detailed ToT Toolkit responding to all comments must be submitted by November 24, 2019 in English.

The budget for this piece of work, which includes any costs related to the work is in the region of €2,000 gross (two thousand euros) to be paid in 3 (three) instalments. The first instalment shall be paid upon the submission of the Draft Training of Trainers Toolkit. The second instalment shall be paid upon submission and acceptance of the final Training of Trainers Toolkit. The third and last instalment shall be paid after the delivery of the one day Training of Trainers session. Payments will be made within ten days of submission and acceptance of each deliverable.

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How to apply

If you are interested in being considered for this opportunity, please send the following to: nicole.garbin@mrgmail.org by 8 October 2019 23:59 CET.

• Brief (max 3 page) CV of the expert/trainer or of the expert/trainer’s team members
• Cover letter – indicating relevant experience and knowledge and how you meet the task / candidate requirements
• At least one, but if possible two, similar ToT Toolkits - training materials.
• The names and contact details of 2 references who can speak to the expert/trainer or the team’s relevant experience and suitability.
• A list of individuals and organisations with which you have/have had relationships which might compromise your perceived independence/might mean a potential conflict of interest arises and the nature of the relationship.

MRG will endeavor to shortlist potentially strong candidates right after the application deadline and may need to speak to strong candidates in the week commencing 14 October 2019. We hope to have made an appointment by the week of the 21st of October 2019.