STOP - RACISM
«A JOURNEY TOWARDS INTERCULTURAL UNDERSTANDING»

Intercultural literacy planning & training curriculum

Work Package 3

Course Overview

Introduction to the STOP-RACISM Training Course

STOP-RACISM intercultural literacy planning & training curriculum is introduced as an innovative and comprehensive educational program and materials designed to support and enhance the anti-racist behaviour of young people. At its core, this course aims at fostering a community sense among all European citizens through anti-racism thinking. This goal will help to strengthen the bonds of the European Union

Course Objectives

- Introduction to meanings related to racism and anti-racism thinking.
- Investigation of intersections between structural racism and other systems of oppression.
- Unintentional discrimination, why is it happening, and how to encounter it.
- Awareness of young people about the dangers of racism and prejudice.
- The importance of standing up against discrimination and hatred.
- Supportiveness to victims of racism.
- Inclusion of action chapters, which youths will commit to following.
- Quantification of data in simple terms, to enable better handling of data.

Target Audience

Young people who are illiterate in terms of diversity and non-discrimination. Specifically, youth groups such as high school students, university students, youth workers, graduates, young people who are victims of racism, minority groups, and volunteers.

Methodology

The methodology for creating the training course is designed to meet the specific needs of young people who are illiterate in terms of diversity and non-discrimination, youth workers, young people who are victims of racism, and relevant stakeholders. The primary goal is to equip them with essential skills and a deep understanding of meanings related to racism and anti-racism thinking. To achieve this, the training curriculum will be structured into modules, each containing in-depth chapters that directly address the

challenges and dangers of racism and prejudice among youth. The approach emphasises flexibility, enabling participants to learn at their own pace over an extended period.

Course structure

The design of this training course is grounded in the need to address racism and promote equity through education. It is aimed at adult learners, educators, community leaders, and organisations committed to social justice and inclusion. The course also serves professionals and stakeholders working in fields such as education, human rights, advocacy, and diversity and inclusion.

The main goal is to equip participants with the knowledge, awareness, and practical tools needed to recognise, challenge, and dismantle racism at both individual and systemic levels. The training is structured into six thematic modules, each building on the previous to create a comprehensive learning journey—from foundational concepts to practical strategies for advocacy and support.

The learning approach is designed to be flexible, allowing participants to progress at their own pace. Each module blends theoretical knowledge with real-world examples, reflective activities, and practical exercises. All resources are available online via the training platform, making the course accessible and adaptable to various learning environments.

An outline of the course structure is provided below:

Module 1: *Racism Uncovered: Key Concepts and Their Impact*
Module 2: *Structural Racism and Intersectionality*
Module 3: *Uncovering Unintentional Discrimination: Recognising and Overcoming Implicit Bias*
Module 4: *The Perils of Racism, Awareness and Advocacy for Change*
Module 5: *Support for Victims of Racism*
Module 6: *Data Literacy and Quantification*

Content details

Module 1 – Racism Uncovered: Key Concepts and Their Impact

Summary

This module introduces the core concepts needed to understand racism, such as prejudice, stereotyping, and structural inequality. It sets the foundation for the rest of the course by exploring how language, behaviour, and systems contribute to ongoing discrimination.

Aim and Learning Outcomes

To provide learners with a clear understanding of basic terms and ideas related to racism and how they shape everyday experiences.

By the end of this module, you will be able to:

- Define key concepts like prejudice, discrimination, and structural racism.
- Recognise how racism operates both individually and systemically.
- Reflect on the historical roots and ongoing impact of racism.

Module 2 – Structural Racism and Intersectionality

Summary

This module takes a closer look at how racism is built into systems and institutions, such as education, housing, healthcare, and the legal system. You'll learn how laws, policies, and everyday practices can maintain inequality. The module also introduces the concept of intersectionality—the idea that people experience discrimination in different ways depending on their overlapping identities (such as race, gender, class, or sexuality). Real-life examples will help bring these concepts to life, showing how systemic and overlapping injustices affect individuals and communities.

Aim and Learning Outcomes

To deepen learners' understanding of how racism is embedded within societal structures and how it intersects with other forms of discrimination, thereby fostering a more comprehensive, empathetic, and justice-oriented approach to addressing inequality.

By participating in this module, learners will:

- Recognise how structural racism is embedded in society and its institutions.

- Understand intersectionality and how various identity factors combine to shape discrimination.

- Analyse real-world examples of structural racism and overlapping forms of bias.

- Reflect on the role of social justice and the importance of inclusive approaches to change.

Module 3 – Uncovering Unintentional Discrimination: Recognizing and Overcoming Implicit Bias

Summary

In this module, we focus on unintentional discrimination—how bias can influence actions and decisions without us even realising it. Implicit bias stems from cultural messages, stereotypes, and personal experiences, and it often shows up in everyday situations like hiring, teaching, or social interaction. You'll explore how bias works, where it comes from, and what you can do to challenge it. This module includes practical tools and reflection exercises to help you identify your own biases and take steps toward more inclusive behaviour.

Aim and Learning Outcomes

To help you recognise how unconscious bias can lead to discrimination, even when it's unintentional—and to give you practical ways to respond to it.

By the end of this module, you will be able to:

- Define implicit bias and understand how it influences behaviour unconsciously.

- Explore how media, language, and social norms shape bias.

- Reflect on your own assumptions and responses.

- Use tools such as active listening and perspective-taking to promote fairness and inclusion.

Module 4 – The Perils of Racism, Awareness and Advocacy for Change

Summary

This module looks at the serious and lasting effects of racism on individuals and communities. We explore how racism contributes to mental health struggles, social

exclusion, and long-term inequality. But it's also about taking action—understanding what it means to be an ally, how to intervene when you witness racism, and how to use your voice to support change. The focus is on both awareness and advocacy, equipping you to respond with empathy and confidence.

Aim and Learning Outcomes

To deepen your understanding of the personal and societal impact of racism, and to equip you with tools for advocacy, allyship, and action against racial injustice.

By the end of this module, you will be able to:

- Recognise how racism affects mental health, identity, and access to opportunities.

- Understand the importance of allyship and how to practise it in everyday life.

- Apply strategies for standing up to discrimination through bystander intervention.

- Reflect on your own role in challenging racism and promoting equity.

Module 5 – Support for Victims of Racism

Summary

In this module, the focus shifts to supporting those directly affected by racism. While challenging racism is essential, offering care, empathy, and practical help is just as important. This module will guide you in how to provide emotional support, listen without judgement, and respond with sensitivity to the needs of individuals and communities. It also highlights the role of inclusive environments, community support, and professional services in helping people heal.

Aim and Learning Outcomes

To help learners understand how to provide meaningful support to individuals affected by racism, and to promote healing through empathy, advocacy, and inclusive practices.

By the end of this module, you will be able to:

- Offer empathetic and practical support to someone who has experienced racism.

- Recognise when professional or community-based help is needed.

- Apply an intersectional lens when supporting individuals from diverse backgrounds.

- Understand the importance of inclusive, supportive environments in schools, workplaces, and communities.

Module 6 – Data Literacy and Quantification

Summary

In this final module, we explore how data can be used to understand and communicate the realities of racism and inequality. Data literacy is more than just reading numbers—it's about interpreting statistics critically, identifying reliable sources, and using information to tell meaningful stories. You'll learn how to present data clearly and ethically, making it accessible and powerful in the fight for social justice. With these skills, you'll be able to support advocacy with evidence and amplify the voices behind the numbers.

Aim and learning Outcomes

To equip learners with essential data literacy skills to critically analyse, interpret, and communicate information related to racism and social inequality.

By the end of this module, you will be able to:

- Identify credible sources of data and recognise potential biases.

- Interpret statistics with an understanding of context and limitations.

- Present data in a clear, accessible, and ethical way.

- Use storytelling to humanise data and drive advocacy.