EVENT DESCRIPTION SHEET

(To be filled in and uploaded as deliverable in the Portal Grant Management System, at the due date foreseen in the system.

Please provide one sheet per event (one event = one workpackage = one lump sum).)

PROJECT	
Participant:	Ville de Besançon
PIC number:	923157537
Project name and acronym:	FAIR EUROPE- Fostering Awareness and Interculturalism with Roma communities in European cities

EVENT DESCRIPTION			
Event number:	WP7		
Event name:	Training programmes for LAs and CSOs #France		
Type:	Training programmes for LAs and CSOs		
In situ/online:	In Situ		
Location:	Lab Innov, Besançon		
Date(s):	25/09/2026 and 26/09/2026		
Website(s) (if any):	https://icei.it/en/progetti/faireurope/		
Participants			
Female:	15		
Male:	10		
Non-binary:			
From country 1 [Italy]:			
From country 2 [Portugal]:			
From country 3 [Spain]:			
From country 4 [France]	25		
From country 5 [Greece]			
From country 6, 7.8 [Romania, Bulgaria and Ukraine]			
Total number of participants:	25	From total number of countries:	1
Description			

Provide a short description of the event and its activities.

1. Overview and metodhology

As part of the FAIR EUROPE project, the City of Besançon organised two complementary capacity-building trainings on antigypsyism. One targeted municipal staff and the other local civil society organisations. Both trainings were aimed to help participants understand, identify and respond to antigypsyism in their local context, using an interactive approach built on concrete examples and discussion.

The trainings were delivered by Saimir Mile, Mirabela Margelu and Dylan Schutt of *La voix des Roms,* a Roma-led anti-racist organization founded in 2005, working to combat anti-Gypsyism and discrimination and to promote Roma rights, history, culture, representation, and participation.

The training was delivered by three trainers, combining professional expertise with lived experience and different perspectives within Roma and Traveller communities:

Saimir Mile – Director of La Voix des Roms
Saimir Mile is a Bulgarian Roma lawyer, activist, and lecturer in Romani language at INALCO (National Institute for Oriental Languages and Civilizations) in Paris. He has extensive experience in Roma rights and in addressing anti-Gypsyism, discrimination, Roma history and memory, and institutional practices.

Dylan Schutt – President of La Voix des Roms
Dylan Schutt comes from the French Traveller community (*Gens du voyage*) and is a Roma and Traveller rights activist and peer educator. He has extensive experience in awareness-raising and training on anti-Gypsyism, including through European projects addressing stereotypes, discrimination, and anti-Gypsyist hate speech, both online and offline.

Mirabela Margelu – Social worker and member of La Voix des Roms
Mirabela Margelu is a Romanian Roma social worker who has been involved with La Voix des Rroms for many years. Her experience combines field-based social work with involvement in Roma inclusion, intercultural initiatives, and civil society work, bringing both professional expertise and lived experience to the training.

The trainers' approach combined historical and conceptual grounding with practical, case-based work. As a Roma-led organisation with long-standing experience in supporting victims of antigypsyism and in advocacy at national and European level, *La voix des Roms* brought first-hand knowledge of how discrimination operates in everyday life and public services. This allowed participants to discuss concrete situations, question their own assumptions and become familiar with the institutions and mechanisms available to report and respond to discrimination and hate speech. The trainers' position as members of the communities concerned also added credibility and a perspective that is rarely present in institutional training.

2. Training 1: Municipal Staff

Participants**.** The one-day session brought together staff from a wide range of municipal departments who work with, or are likely to interact with, Roma communities. They included museum mediators, front-desk and public-facing staff, the City's Director of Communications, early childhood and childcare professionals, and staff from the Housing and Traveller Reception Department. This diversity made it possible to look at Roma inclusion across different areas of local public service.

Morning session: historical and conceptual foundations.

- The historical construction of the "Gypsy" category, and the persecution and discrimination experienced by Roma communities.
- The different terms used to refer to Roma populations.
- Key concepts: stereotypes, prejudice, racism and discrimination.
- A mix of presentations and discussion, allowing participants to reflect on their own perceptions and professional practices.

Afternoon session: contemporary manifestations**.**

- Case studies and concrete examples of common stereotypes and antigypsyist hate speech.
- Online hate speech and its links with fake news.

- The tools, institutions and organisations available to combat racism and discrimination.

Objective: To help municipal staff identify and overcome biases, better understand the experiences of Roma communities, and adapt their professional practices to deliver more informed and inclusive public services.

3. Training 2: Roma and Non-Roma Civil Society Organisations

Participants**.** Roma and non-Roma civil society organisations

Content

- The historical roots and contemporary manifestations of antigypsyism.
- Key concepts: stereotypes, prejudice, racism and discrimination.
- The diversity of Roma communities and identities, and the terminology used to refer to them.
- Work on concrete examples of antigypsyist prejudice and hate speech, including online hate speech and fake news.
- Mechanisms, institutions and organisations for reporting and combating racism, discrimination and hate speech. The original programme specifically included the Défenseur des droits, PHAROS, specialised organisations and the justice system.

Exchange and cooperation**.** The training created a space for Roma organisations and other local associations to share experiences, discuss the challenges they encounter and strengthen their ability to work together. The content was adapted to the associative sector, including the diversity of groups affected by antigypsyism and the challenges of building alliances between them.

Objective**.** To give local organisations knowledge, practical resources and tools to recognise and respond to antigypsyism, support people experiencing discrimination, and strengthen cooperation between Roma and non-Roma civil society actors.

4. Comparative Summary

	Municipal staff	**Civil society organisations**
Audience	Staff from diverse municipal departments	Roma and non-Roma associations
Format	One day: theory in the morning, practice in the afternoon	Interactive and participatory
Shared content	History, terminology, key concepts, stereotypes, hate speech, fake news, anti-discrimination tools	Same
Distinct focus	Adapting professional practices in public services	Reporting tools, supporting victims, building alliances
Main goal	More informed and inclusive public services	Stronger civil society capacity and cooperation

5. Conclusion

Together, the two trainings address antigypsyism at two levels: institutional practice within the municipality, and community-level action by associations. They share a common foundation of historical understanding, shared terminology and practical tools against discrimination and hate speech. This supports a more coordinated local response to antigypsyism in Besançon.

TRAINING EVALUATION

1. Data collection method

The trainings were evaluated through an anonymous online questionnaire, completed individually by participants at the end of the training.

The questionnaire contained 12 questions, organised in four blocks: (i) overall satisfaction and whether the content met expectations (Q1–2); (ii) rating of five aspects of the training – clarity of explanations, quality and relevance of content, time for exchanges and questions, adaptation to the professional context, and duration and pace (Q3); (iii) self-assessed knowledge of antigypsyism before and after the training on a 1–5 scale (Q4–5) and level of agreement with five statements on learning outcomes (Q6); (iv) use of the knowledge acquired in professional practice (Q7–8) and five open questions on the main lesson learned, changes to practice, topics to explore further and suggestions for improvement (Q9–12).

2. Results

Table 1 summarises the answers on satisfaction, aspects of the training and learning outcomes; Table 2 shows participants' self-assessed knowledge of antigypsyism before and after the training.

Table 1 – Satisfaction, aspects of the training and learning outcomes

Item	Highest rating	2nd rating	Lower ratings (3rd–4th)	Favourable
Overall assessment				
Overall satisfaction *(very satisfied / rather satisfied)*	2	5	0	100%
Content met expectations *(completely / rather yes)*	1	6	0	100%
Aspects of the training – very satisfactory / satisfactory / not very satisfactory				
Clarity of explanations and presentations	2	5	0	100%
Quality and relevance of content	3	3	1	86%
Time given to exchanges and questions	4	3	0	100%
Adaptation of content to professional context	1	4	2	71%
Duration and pace of the training	2	4	1	86%
Learning outcomes – strongly agree / rather agree / rather disagree				
I better understand the history and mechanisms of antigypsyism	4	3	0	100%
I am better able to identify stereotypes and prejudices against Roma people	4	3	0	100%
I am better able to spot potentially discriminatory situations or practices	3	4	0	100%
I feel better equipped to react to discriminatory remarks or behaviour	2	3	2	71%
I better understand how to build trust with Roma people in my professional setting	2	2	3	57%

Table 2 – Self-assessed knowledge of antigypsyism before and after the training

Self-assessed level of knowledge of antigypsyism	Before the training	After the training
1 – Very low	1	0
2 – Low	0	0
3 – Average	3	0
4 – Good	3	5
5 – Very good	0	2
Mean score (scale 1–5)	**3.1**	**4.3**

Satisfaction. All respondents were satisfied with the training overall (two "very satisfied", five "rather satisfied") and all considered that the content had met their expectations (one "completely", six "rather yes"). The time given to exchanges and questions was the best-rated aspect (four "very satisfactory", none negative), followed by the clarity of explanations (no negative rating). The aspects that received some "not very satisfactory" ratings were the adaptation of the content to the professional context (two respondents), the quality and relevance of the content (one) and the duration and pace of the training (one).

Learning outcomes. All respondents agreed that they better understand the history and mechanisms of antigypsyism, and are better able to identify stereotypes and prejudices and to spot potentially discriminatory situations or practices.

Knowledge. The mean self-assessed score rose from 3.1 to 4.3 on the 1–5 scale.

Use in professional practice. The majority of respondents said the training had led them to question some of their representations or professional practices “a little”, while few said it had not particularly done so. Regarding the use of the knowledge acquired in their work, the majority answered “yes, probably”.

3. Qualitative feedback

The open questions were answered by a minority of respondents. The main lessons retained were the history of antigypsyism, its reality in France today, the importance of communication and of meeting “the other” and working together, and the idea that nobody should become accustomed to discrimination and racist remarks and that vigilance must now turn into action. As for changes in practice, one respondent mentioned strengthening links between museums and local Roma communities, one did not yet know how to change practice and one did not plan any change.

Topics suggested for future training were more concrete ways of fighting discrimination, with practical professional tools, and the role of civil servants in the face of discrimination and the rise of the far right, including how to act and give value to their commitment as public servants, distinct from activism. Suggestions for improving the training were to analyse practical cases that lead participants to find solutions and change their behaviour, to structure the interventions better so as to offer a global analysis beyond facts and anecdotes, and to involve more local speakers.

4. Overall assessment

The questionnaire shows a positive reception of the training: all respondents were satisfied overall, all reported better understanding of antigypsyism and of how to identify stereotypes and discrimination, and the space given to exchanges was particularly appreciated. The results also point to areas to strengthen in future activities: practical skills to react to discriminatory situations and to build trust with Roma people, closer adaptation to participants’ professional contexts, more practical cases and tools, and more local speakers. These points support the continuation of capacity-building activities on antigypsyism at local level.

HISTORY OF CHANGES		
VERSION	PUBLICATION DATE	CHANGE
1.0	01.04.2022	Initial version (new MFF).