



Terms of Reference (ToR)

United Evangelical Mission (UEM)

Train the Trainer /Anti-Racism Workshop in Partnership Work

Wuppertal

Background

International partnerships between church districts, congregations and social institutions have existed for more than 40 years. They have contributed a great deal to global learning worldwide. Nevertheless, they too are caught up in subtle racism and reproduce stereotypes. Many in Europe still see themselves in the image of the "white saviorism complex".

Reflection on this subtle racism has progressed in recent times, but what is missing is targeted training for groups in Germany as well as in the Global South. These trainings must address the respective situation.

In this training, we want to prepare trainers specifically for this work. The special thing about it is that we offer the training together, both for people from Germany and from the Global South. Units are offered together as well as separately. The responsible team for the training is also international.

Objectives

- Getting to know the history and its impact in the area of racism
- Examining current research on the topic
- Recognizing and overcoming from stereotypes
- Identifying patterns of (subtle) racism in partnership work
- Strengthening partnership work that is critical of racism
- Developing partnership work in solidarity
- Developing transcultural skills and sensitivity
- Developing of a training unit
- Building up a network

This project is based on the UEM proclamations of:

- ["Challenges and Opportunities for Internationalization and Equal Partnership"](#)
- [UEM Code of Conduct \(CoC\) against Discrimination and Racism](#)
- Partnership and subtle racism: [Open Letter](#) and [Recommendations](#)
- And the Recommendation of the International Partnership Conference 2023

Methods

- Self-study and e-learning
- Self-reflection
- Lectures
- Training
- Group work
- Creation of own training units
- Daily reflections and final evaluation



Participants

The offer is aimed at people who are active in the partnership at various levels. They will be prepared to offer training themselves after the course.

A good knowledge of English is necessary.

Costs

For the participants from Africa and Asia:

UEM finances the international flight tickets, local transportation costs in Germany, health insurance, accommodation costs, meals, seminar costs and entrance fees.

UEM does not pay any daily allowances.

Participants or their churches are asked to finance the visa costs, the local transportation and accommodation costs within their own countries when travelling to and from the international airport.

For the German Participants:

The German participants or their sending organizations are asked to contribute 300 Euros to the seminar expenses (accommodation, meals, participation fee, excursion), if they are coming from one of the members of UEM.

German Participants or their sending organizations, who are not coming from the members of UEM, have to pay 1000 Euro.

Deadline for application

17th March 2024

Documents for application

- Recommendation letter by the church leadership/sending organization
- Motivation letter

Participants are selected according to diversity criteria (gender, age, country of origin, etc.).

Program Draft

The program includes an e-learning phase/self-study phase from 01.06.24 and at least 2 Zoom meetings before the face to face seminar in Wuppertal.

The following is planned for the workshop in Wuppertal:

1.9. Arrival of the international participants

2.9. Getting to know each other, presenting the program, reflecting on own experiences with racism (in a protected space, if necessary in small groups),



3.9. Presentation of racism research (recordings of the work from the e-learning phase/self-study phase) and presentation of training units,

4.9 Resistance in training courses and ways of dealing with it, initial development of own units,

5.9. Excursion on the topic, further work on the units, presentation of the units in small groups,

6.9. Reflection, evaluation and agreements on further work,

7.9. Departure

The planning will be adapted to the current situation.

Participation in all seminar days (online and face to face) is obligatory.

Trainers

Tommy Salomon, Rhenish Church of South Africa (RCSA)

Sarah Vecera, United Evangelical Mission (UEM)

Maria Komboy, Asia

The application should be sent to the following address:

Frauke Bürgers, Partnership Officer, partnerships@vemission.org