

FUNDAMENTAL
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GENDER TOOLKIT



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fundamental rights initiative

GENDER TOOLKIT

Fundamental Rights initiative is a project by Global Focus and Nyt Europa. The project focuses on strengthening civil society and activists' capacity, network, and advocacy efforts in the field of fundamental rights, and monitoring the development on democracy, the rule of law and fundamental rights in Denmark.

The objective with this gender toolkit is to provide individuals, activists, practitioners, and organisations with resources and toolkits on a variety of topics within the scope of gender, as well as insights and access to key EU policies, strategies, and toolkits in the field of Fundamental Rights. Further, the toolkit guides project staff's work and practices as we implement and develop the project.

THE TOOLKIT

We have created this toolkit through the understanding that language is organic. We acknowledge, that as time passes, the world changes. Thus, as we created this toolkit, it has been done to our best knowledge of progressive language at the current time. This toolkit is meant as a guide, in which one can learn what inclusive language is, and how to use it. However, as language is organic, we encourage you to reach out to us, if you have insights, knowledge, or inputs in regard to the toolkit, as we want it to stay relevant and updated.

Ensuring a gender perspective helps address people, planning, and issues in a more appropriate manner, and increases the likelihood of implementing projects and growing relations that are inclusive and diverse. It is important to keep one's privilege in mind. Even though something may not seem harmful or non-inclusive to one, others may have lived experiences that are different. What is key in this context is to keep asking questions, rather than assuming, taking accountability, and staying curious when mistakes inevitably happen.

In collecting this toolkit, we rely heavily on experts and practitioners in concrete fields such as gender equality, discrimination etc. We fully acknowledge and appreciate their expertise, and this toolkit continuously refers to their existing works as the best sources of training, guidance and knowledge.

ON LANGUAGE: EXISTING TOOLKITS, GUIDES AND TRAINING

Oxfam Denmark, Action Aid Denmark, The Danish Family Planning Association and the Women's Council Denmark has collaborated on creating a [Feminist Toolkit](#) website. It contains 24 toolkits, guides and learnings for organisations, activists, public offices, and touches on subjects such as the LGBT community, organisational development, climate justice, unpaid and domestic work, intersectionality, feminist practice, equality, partner violence and justice.

Partners behind the **Real Deal Project** have created a [Gender Glossary](#) in partnership with **Women Engage for a Common Future (WECF)**. The glossary contains both a list of concepts, where they explain the meaning of different concepts, and also a section on 'preferred language', highlighting which words to use and which words to avoid – and why. This guide is thus a toolkit to educate oneself on how the language evolves, and how one can best support others by using inclusive language.

The European Institute for Gender Equality has created this website with [toolkits and guides](#), where there is a number of toolkits and guides pertaining to especially gender-related questions. They offer guides on gender budgeting, equality, impact assessment, risk assessment and management, communication, sexism at work, and work-life balance.

ChangemakersXchange has created [a list of resources](#) for changemakers. They aim at helping individuals, activists, and others create impact, and have published a number of guidelines, resources, tools, and toolkits, and they touch upon a variety of topics such as climate action, generative action, organisational culture, harassment and discrimination, disability inclusion, diversity and equity, GDPR, facilitation, and systemic impact.

CONCEPT LIST¹

The following list of concepts reflects a gathering of words and concepts which will likely come up in the Fundamental Rights Initiative, and which are both contested and important to handle with care and precision. Hence, this list of concepts guides and reflects our understanding. It leans on existing definitions and experts which we have found to be aligned with our understanding, but it is always open to dialogue and can and will be updated and amended throughout the project's implementation, as we gain new understandings and experience new need for vocabulary.

- **Anti-racism:** *“To be antiracist is a radical choice in the face of history, requiring a radical reorientation of our consciousness.”² Ibram X. Kendi.*
- **Awareness:** Awareness is being aware of e.g. the social, historical, and structural context of any given situation. This awareness is based on information or experience.³
- **Bias:** Bias is *“the action of supporting or opposing a particular person or thing in an unfair way, because of allowing personal opinions to influence your judgment.”⁴*
- **Binary:** Today, there is not one single way of viewing identity. By moving beyond the binary, we recognise that identity is not set in stone.
- **Colonialism:** Colonialism is *“the control over one territory and its peoples by another, and the ideologies of superiority and racism is often associated with such domination”.*⁵
- **Decolonisation:** Decolonisation is *“the process in which a country that was previously a colony becomes politically independent (...)”* and the process of changing something *“(...) in a way that considers the cultural beliefs behind it (...) and that gives more importance to non-European writers, artists, etc.”⁶*
- **Disability language:** People with disabilities have been referred to in many different ways throughout time. However, it is best to listen to people with disabilities, and learn how they describe themselves, rather than forcing a description on them.⁷
- **Discrimination:** *“Discrimination occurs when a person is unable to enjoy [their] human rights or other legal rights on an equal basis with others because of an unjustified distinction made in policy, law or treatment.”⁸*
- **Diversity:** Diversity is *“the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, religions etc.”⁹*
- **Empowerment:** Empowerment is *“the act of giving somebody more control over their own life or the situation they are in”.*¹⁰ However, using empowerment as a statement often comes from or comes off as saviourism. A different phrase to use can be ‘agents of change’ as this implies the agency of a person and gives a person space.
- **Equality and equity:** Equality is *“the fact of being equal in rights, status, advantages etc.”¹¹* Though equality is often used as a goal, it is more transformative to strive for equity. Equity takes into consideration the different circumstances of people and recognises that everyone needs different resources and opportunities to reach equality.

- **Fundamental rights:** Fundamental rights are the basic rights and freedoms that protect citizens and residents in the EU. They apply to everyone, as everyone is equal under the law.
- **Gender:** Gender is the interrelationship between identity (own view of gender, and their social gender (attributes given by society)). A person's gender is not fixed and can change.¹²
- **Gender-blindness:** Gender-blindness is *“the failure to recognize that the roles and responsibilities or women/girls and men/boys are ascribed to, or imposed upon, them in specific social, cultural, economic and political contexts”*.¹³
- **Gender in policymaking:** To ascertain whether gender has been considered in policymaking, one can look for the following: 1) Have gender differences of balances been mentioned? 2) Does the policy acknowledge the differences between genders, and is there a concrete plan or strategy in place? 3) Does the policy pay explicit attention to gendered differences? 4) Does the policy seek to address root causes of inequality? Such as gender roles, norms, and behaviour.¹⁴
- **Global North, Global South:** In earlier years, terms such as capitalist, communist, (post)colonies, developed and developing have been used as a way to describe and categorise countries. However, doing so implies that there is a hierarchy, where e.g. developed countries are the best, and developing countries must be in need of help to develop. Similar connotations have in recent years been attributed to the terms 'Global North' and 'Global South', with critical voices advocating for 'Global majority' and 'Global minority' as less value-laden and hierarchical terms.
- **Historical responsibilities:** A number of countries, and especially in the global minority, carry a lot of responsibility for events taking place in the past. Specifically, in regards to colonialism, neo-colonialism, industrialisation and the effects this has had on the climate.
- **Human rights:** According to UNICEF, *“Human rights are standards that recognize and protect the dignity of all human beings. Human rights govern how individual human beings live in society and with each other, as well as their relationship with the State and the obligations that the State have towards them”*.¹⁵
- **Inclusion:** Inclusion happens at several levels, but the core of it is to always include everyone regardless of gender, ethnicity, sexuality, body type etc. It is relevant in social activities but also at workspaces and in politics.
- **Inclusive language:** Using inclusive language means using language that everyone can identify with, or at least are not harmed by. It is thus using gender-neutral language, and taking away terminology that is loaded by prejudices of the past.¹⁶
- **Intersectionality:** Intersectionality is *“the network of connections between social categories such as race, class and gender, especially when this may result in additional disadvantage or discrimination.”*¹⁷ Having an intersectional view is being aware of and examining the intersections of racism/colonialism, capitalism and patriarchy; and their by-products: classism, homo- and transphobia, cis- and ableism. The term covers the fact that people can experience multiple forms of discrimination, potentially enhancing each other.

- **Marginalisation:** Marginalisation is “the process or result of making somebody feel as if they are not important and cannot influence decisions or events; the fact of putting somebody in a position in which they have no power.”¹⁸ Marginalisation often occurs to groups of people who are considered minorities, and who are discriminated against due to internalised prejudice in society.
- **Masculinities:** Masculinities refers to the engrained behaviours, languages and practices that are typically associated with being a man, thus making behaviour outside this category ‘feminine’. This upholds toxic structures that are harmful to everyone.¹⁹
- **Patriarchy:** Patriarchy is “a society, system or country that is ruled or controlled by men.”²⁰ The patriarchy is a structure that has been upheld by society in many years, and which is reproduced through both people and systems whether it be consciously or unconsciously. It is a structure that favours men.
- **Gender disaggregated data:** Data today is often tabulated separately for women and men. Collecting data this way does not guarantee “(...) that concepts, definitions and methods used in data production are conceived to reflect gender roles, relations and inequalities in society.”²¹ It is a very binary way of collecting data.
- **Social constructs:** Social constructs are concepts that are made up by society. It is concepts created by and between people. This can e.g. be class, gender, and race.²²
- **Structural discrimination/systems of oppression:** Many structures and systems, e.g. patriarchy, that have been in place for many years, are discriminatory towards certain groups. These structures are embedded into everyday life and are often invisible to those not affected. When talking about these barriers, it is always the barrier that is the problem – not the person.²³
- **Tokenism:** Tokenism is when someone is invited to represent an organisation or a cause, but not given meaningful space. They are only there to ‘fill a quota’, and the act is not sincere.²⁴
- **Transformative action:** Taking transformative action is making a significant change in one’s behaviour or language. One can also work for systemic transformative action.
- **Unpaid care work:** Throughout time, women have primarily been the caretakers of the home – for both husbands and children, thus spending hours of unpaid care work, that they are not compensated for. When taking into consideration that women are often paid less, and more seldom given promotions, there is a big gender disparity in earning.²⁵

EU RESSOURCE TOOLKIT

REPORTS ON PROGRESS AND TOOLS FOR MONITORING PROGRESS

This chapter contains reports that can be used to track progress on certain topics, such as progress on gender equality and gender parity; tools for monitoring progress oneself and comparing countries' gender gaps, and lastly a report by the Group of Experts on Action against Violence against Women and Domestic Violence that evaluates specific measures taken by the parties of the Council of Europe.

The European Institute for Gender Equality has created a [website with resources for monitoring progress and evaluating a Gender Equality Plan](#). This website is aimed at academia and research, but can be used by both individuals, organisations, and professionals. It also contains links to a number of other tools and resources within gender equality, such as a model for building a gender equality index for academic institutions; an assessment methodology, indicators and a template plan; a wheel toolkit to assist organisations in implementing an sustaining change in cycles; a report on mapping tools for the evaluation of gender equality plans; and a guidance on how to build up a set of indicators for gender monitoring.

The World Economic Forum has published the [Global Gender Gap Report 2023](#) in which you can learn more about the progress towards gender parity and compare countries' gender gaps across four dimensions: economic opportunities, education, health and political leadership. This report is published once a year, making it possible to track the progress of each country on a yearly basis.

GREVIO is a [Group of Experts on Action against Violence against Women and Domestic Violence](#). GREVIO consists of independent experts, who monitors “(...) *the implementation by the parties of the Council of Europe Convention on preventing and combating violence against women and domestic violence.*”²⁶ They publish reports where they evaluate the measures taken by the parties.

DIRECT RESOURCES AND HOTLINES

This chapter contains direct national hotlines for victims of domestic violence and trafficking.

The Council of Europe has put together a [website, that contains helplines for European countries](#) in relation to *violence against women and domestic violence* under the Istanbul Convention*. This list is aimed at women and individuals who are victims of violence and domestic violence. They have also created [a list of useful links](#) for both official agencies within the Council of Europe, activities they are co-operating on, international organisations, international non-governmental organisations, and academia. This list can be used by individuals, organisations, and officials looking for specific strategies, news of or information on activities taking place that are related to domestic violence and violence against women.

The European Commission has created a [website consisting of national hotlines for victims of human trafficking, or for anyone wanting to report a crime](#) in relation to human trafficking. The list contains numbers for service providers who help individuals who have experienced human trafficking and local emergency numbers for specialised police units, but also general emergency numbers in case of an acute situation.

*The Istanbul convention is a "[European landmark treaty to end violence against women](#)". The convention has been ratified by 34 member states of the Council of Europe.

The European Commission has created a [network of legal experts on gender equality and non-discrimination](#). This network “(...) ensure that the European Commission is kept informed in relation to important legal developments in both the fields of gender equality and non-discrimination at national level and as to the impacts of those developments.”²⁷ You can use this resource to follow legal developments in member states, read critiques of strategies/lack of strategies, and read a report on equal pay.

The European Network of Equality Bodies “(...) promotes equality in Europe by supporting Equality Bodies to be independent and effective catalysts for more equal societies; where equality is a reality for everyone, diversity is valued, and all forms of discrimination have been eliminated.” [This network](#) works within several topics: gender identity, race and ethnic origin, religion or belief, sexual orientation, horizontal issues, and other grounds. The network links to relevant EU directives for the different topics, and provides examples on the topic, e.g. discrimination based on age. You can also watch webinars, read articles and learn of conferences they are hosting.

STRATEGIES AND POLICIES FROM THE EU

The Defence of Democracy Package is [a strategy and policy](#) put forward on December 12th, 2023, as a response to democratic challenges due to rising extremism, election interference, and the spread of manipulative information and threats against journalists. The package contains a review of the work that has been done under the European Democracy Action Plan, a legislative proposal to set up common transparency and accountability standards for interest representation activities seeking to influence the decision-making process in the Union that is carried out on behalf of third countries, a recommendation to promote free, fair and resilient elections, and a recommendation to promote the participation of citizens and civil society organisations in policy making. The Commission seeks to provide funding for democracy, in promoting election integrity, strengthening funding to news media organisations, and fighting disinformation. See [this portal](#) where all the opportunities for Union funds are gathered, and you can search for relevant funding opportunities.

In close relation to the Defence of Democracy Package, is the initiative **Protecting journalists and human rights defenders from strategic lawsuits against public participation (SLAPPs)**. It is [a mix of legislation and recommendations](#) that is “(...) designed to equip journalists and human rights defenders who are targets of SLAPP with the tools to fight back against abusive court proceedings”. There are both recommendations, a proposal on a Directive, and a factsheet with the goal of making EU democracies stronger and ensure better protection for journalists and human rights defenders.

The Annual Rule of Law Report presents an overview of the rule of law situation in the EU and an assessment of the situation in each Member State in the EU. [This report](#) can be used to track the development of the overall rule of law situation, but also to track individual countries progress. Civil society can use this knowledge to plan policy work, activities, and strategies focusing on improving areas that scores negatively in the report, and learning from areas that scores positively. Civil society can also provide input on the rule of law situation in their own country every year, as the first phase of the development of the annual report. If you want more information of the process of the report, [you can find it here](#).

The LGBTIQ Equality Strategy 2020-2025 focuses on how our social, political and economic strength comes from our unity in diversity. The [LGBTIQ Strategy 2020-2025](#) was adopted on November 12th 2020 with the realisation that the European Union has to be at the forefront of efforts to better protect LGBTIQ people's rights. In this [progress report](#) you can read about actions taken by the European Union. The report has also been used as a tool to identify projects and good practices that help realise the full potential of LGBTIQ people and serves as a basis for assessing the impact the strategy has had on the lives of LGBTIQ people in Europe. It also informs discussions on what remains to be done for a successful implementation of the strategy.


The Gender Equality Strategy 2020-2025 is set up to deliver a Union of Equality, as it sets out to achieve a gender-equal Europe in 2025. Some of the efforts in [the strategy](#) to do so includes, but is not limited to, proposing binding pay transparency measures, adopting a EU-wide proposal for a directive to combat violence against women and domestic violence, implementing the directive on gender balance in corporate boards, and a campaign to challenge gender stereotypes.

The Digital Service Act has been put in place to protect consumers and their fundamental rights online. [The policy](#) has been created for both citizens, providers of digital services, business users of digital services and for society at large. It can be used to gain greater democratic control and oversight over systemic platforms, to mitigate systemic risks such as manipulation and disinformation, and to protect the individuals' fundamental rights, giving everyone control and choice over their online activities.

The EU Anti-racism Action Plan 2020-2025 is [a plan](#) to step up against racism and achieve a Union of Equality. Through this action plan, the Commission *"(...) sets out a series of measures to step up action and bring together actors at all levels to address racism more effectively in the EU"*. Strategies within the plan includes an implementation report on the Racial Equality Directive, enforcement of the Framework Decision on combating racism and xenophobia, and an upcoming Artificial Intelligence proposal to address the risk of bias and discrimination of AI systems. They have also created [a checklist and reporting tool](#), that *"(...) aim to support Member States in identifying and reporting (...)"* on racism and racial discrimination through using a checklist. They also provide an annex on terminology, that helps clarify terms used in the checklist and the reporting.

The Roma Strategic framework for equality, inclusion and participation is a direct contribution from the EU Action Plan against racism 2020-2025, that *"(...) aims to give all Roma the opportunity to realise their full potential."* [The strategy](#) has a three-pillar approach: *"(...) equality with all other members of society, social and economic inclusion, and participation in political, social, economic and cultural life."* The strategy contains a strategic framework, a proposal for Council Recommendation on Roma equality, inclusion and participation, guidelines for planning and implementing national Roma strategic frameworks, and a portfolio of indicators.

The EU Strategy to strengthen the application of the Charter is [a strategy](#) with the aim of ensuring that the Charters becomes a reality for all. The EU Charter of Fundamental Rights is a charter outlining the fundamental rights people in the EU are protected by. There are four pillars to the work of the strategy, *"The effective application by the Member States, empowering civil society organisations, rights defenders and justice practitioners, the Charter as a compass for EU institutions, and strengthening people's awareness"*.



In 2021 **the Commission set out new laws on political advertising, electoral rights and party funding.** These laws were set out with the intention of protecting election integrity and open the democratic debate. The proposal also contained a proposal to update the current EU rules “(...) concerning ‘mobile citizens’ and their right to vote in European and municipal elections as well as on European political parties and foundations”.

The European Union Agency for Fundamental Rights (FRA) has created a website, in which you can find tools for various human rights-related topics. These tools touch on topics such as the Fundamental Rights Information System, the Criminal Detention Database, the Anti-Muslim hatred database, the Case-law database, the Charterpedia, an e-learning platform, data visualisation and compendiums on promising practices for equality data collection and promising practices for combating hate crime. The website also holds a number of articles and information on the work with different rights such as justice, victim’s rights, judicial cooperation, equality, non-discrimination, racism, asylum, migration, borders, data protection, privacy, new technologies and support for human rights systems and defenders.

EXISTING TOOLS

This chapter contains tools that aims at helping, educating, and informing anyone wanting to learn. In the overview, you can find the name of the tool (which is click-able with a link), the creators, which languages the tool is available in, and who the target group is, according to the creators. All of these tools are freely accessible to everyone.

NAME OF THE TOOL	CREATORS	LANGUAGES	TARGET GROUP
Tools on gender			
<u>Organizational Capacity Assessment Tool for Gender-Just Organizational Strengthening</u>	Oxfam Canada	English	Organisations
<u>GenderLAB: A Digital Guide to Norm-Critical Work on Gender Equality</u>	Jeannette Knudsen, Rebekka Mahler, Elin Ferm and Stine Kunkel for KVINFO and NORM	English Arabic	Facilitators, organisations and groups working with gender equality
<u>Gender, think-tanks and international affairs: a toolkit</u>	Marissa Conway (CFFP), Laura Dunkley (Chatham House), Marion Messmer (BASIC), The Royal Institute of International Affairs	English	People working in international affairs think-tanks, regardless of position, experience or level of seniority
<u>OECD Toolkit for Mainstreaming and Implementing Gender Equality</u>	OECD	English	Institutions including executive leadership and senior managers, gender equality institutions, line ministries, national statistical offices, central civil service management departments, parliaments and local deliberative bodies, parliamentary committees or crossparty caucuses on gender equality/women's affairs, political parties, electoral management bodies, civil society organisations and other stakeholders
<u>Gender Impact Assessment: Gender Mainstreaming Toolkit</u>	Ana Agirre Saez De Equilaz, European Institute for Gender Equality	English	Civil servants working for governmental, regional or local offices, departments or ministries initiating a new norm or policy

The ODIHR gender audit methodology for political parties	ODIHR	English Russian	Political parties
Toolkit on Gender-Sensitive Communication	European Institute for Gender Equality	English	This is a resource for policymakers, legislators, media, and anyone else with an interest in making their communication more inclusive.
Gender Mainstreaming Glossary	European Institute for Gender Equality	English	This is a glossary that contains a number of terms specifically related to gender equality and mainstreaming.
Tools on LGBTQIA+ Rights			
LGBT Access to Justice Toolkit: Challenging Violence Through LGBT Community Engagement	Claire House, Stonewall	English Albanian Serbo-Croatian	LGBT rights campaigners worldwide
Intergenerational Projects for the LGBT Community: A Toolkit to Inspire and Inform	Sally-Marie Bamford, Dr. Kylan Kneale and Jessica Waatson for The International Longevity Centre UK	English	Practitioners, policy makers and educators
Tools on feminism			
Achieving Transformative Feminist Leadership	Srilatha Barliwala and Michel Friedman for CREA	English	Organisations, movements, and individuals seeking to practice transformative feminist leadership
Toward a Feminist Funding Ecosystem: A Framework and Practical Guide	Rochelle Jones and Kellea Miller, AWID.	English	Feminist movements and funders
A Feminist Monitoring & Advocacy Toolkit for Our Feminist Future	Diyana Yahaya et al. with the Collective of Feminists Activists of the Feminist Response to COVID-19 with the support of Wellspring Philanthropic Fund	English French Spanish	Organisations, activists and policy and advocacy makers

<u>Feminist Organisational Capacity Strengthening: Backgrounder</u>	Gender at Work associates: Carol Miller, Shawna Wakefield, Joanne Sandler, David Kelleher and Virisila Buadromo in consultation with International Women's Development Agency staff and partner organisations across Asia and the Pacific	English	Anyone working with Feminist Organisational Capability Strengthening
<u>Feminist Realities: Our Power in Action – An Exploratory Toolkit</u>	Aimee Santos-Lyon and Robin Taubenfeld for AWID	English	Women's rights and gender justice movements but also suitable for others
<u>The Feminist Organisational Development Tool</u>	The African Feminist Forum Working Group 2010	English	Primarily for women's rights organisations, but the tool is a useful resource for all activists and those interested in extending their knowledge and understanding of feminist theory and practice in Africa
Tools on Intersectionality			
<u>A Guide to Building Feminist Intersectional Solidarity</u>	Mélissa Alig, Jackie Neapole, Kyla Piccin and Luna K C at the Canadian Research Institute for the Advancement of Women	English	Feminists and feminist organisations
<u>Intersectionality Toolkit</u>	IGLYO with contributions from Ani Giorgadze, Dani Prisacarui, Daniela Prisacariu, Eirik Rise, Euan Platt, George-Konstantinos Charonis, Joshua McCormick, Maryam Din, Mina Tolu and Orlaith Hendron	English	Individual activists and organisations

Tools on Unpaid Care-work			
<u>Care-Principles and Care-Responsiveness Barometer: Guidelines and toolkit for international financial institutions</u>	Dharmistha Chauhan and Swapna Bist Joshi for Oxfam International	English	International financial institutions but also relevant for others interested in learning more about care principles
<u>Measuring and Understanding Unpaid Care and Domestic Work: Household Care Survey</u>	Lucia Rost, Amber Parkes and Andrea Avedo for Oxfam	English	Development practitioners, policy makers, employers, academics and researchers
Tools of Extractives			
<u>Behind the Scenes of Extractives: Money, Power and Community Resistance (A Toolkit)</u>	Arif Naqvi, Salena Tramel and Ronald Wesso	English French Spanish	Activists and organisers in communities affected by extractive projects
Tools on Preventing Violence			
<u>Community-Based Approaches to Intimate Partner Violence: A Review of Evidence and Essential Steps to Adaptation</u>	Margarita Puerto Gómez et. al. for Global Women's Institute at The George Washington University	English	Feminists and feminist organisations
Tools on Climate Work			
<u>Gender and Climate Change: Tool kit for women on climate change</u>	Sabrina Buzzalino, Joan Merris and Leah Staples for Isis International with the support of Oxfam	English	Feminist social movements and activists
<u>Feminist Approaches to Climate Justice</u>	Anya Knechtel with support from Yosra Salem, Amanda Gomm, Lucy Juneau, Ian Thomson, Kelly Bowden and Diani Sarosi for Oxfam Canada	English	Climate activists, environmental not-for-profits and other civil society organisations
<u>CXC Climate Action Resources</u>	ChangemakersXchange with support from Tariq Al-Olaimy	English	This website contains resources for taking action on the climate and biodiversity crisis. It is a complete guide to become an active changemaker.

<u>CXC Regenerative Manifesto</u>	ChangemakersXchange	English	This manifesto contains a guide to reduce one's footprint, and a checklist for those planning a Summit on how to do it regenerative.
Tools on Human Rights			
<u>Building Feminist Practice – a Pocketbook for Human Rights Defenders</u>	Civil Rights Defenders with Hope Chigidu, Hope Africa Dawn Cavanagh, Mosu Collective	English	Human rights defenders and organisations on the African continent, but also relevant to other countries and contexts
Tools on Racism			
<u>Supporting the Development, Implementation and Monitoring of National Action Plans Against Racism: Checklist and reporting tool</u>	The European Commission	English	This is for tool for anyone who is combating racism, and in need of a tool to help guide the systemic incorporation of a gender perspective
Tools on Building Organisations			
<u>CXC Team Manifesto</u>	ChangemakersXchange	English	This manifesto contains a roadmap on how to create an organisation and a working environment that benefits everyone working there.
Tools on Preventing Harassment and Discrimination and Fostering Inclusion			
<u>CXC Harassment & Discrimination Policy</u>	ChangemakersXchange	English	This policy includes processes and actions to foster a harassment- and discrimination-free community.
<u>CXC Disability Inclusion Policy</u>	ChangemakersXchange	English	This policy contains information on what processes and actions to take into account when ensuring an inclusive community with a special focus on disabilities.
<u>CXC Diversity, Equity, and Inclusion (DEI) Resources</u>	ChangemakersXchange	English	These resources contain information on dialogue and understanding to help foster diversity, equity and inclusion.

<u>Disability Language Guide</u>	Written by Labib Rahman and reviewed by the Stanford Disability Initiative Board	English	This guide explains the complexities of disabilities and offers a guide with commonly used terms and the preferred language.
Tools on Facilitation			
<u>CXC Online Facilitation Toolkit</u>	ChangemakersXchange	English	This toolkit is for anyone who wants to learn or better themselves on online facilitation.
Tools on Teaching the EU			
<u>Teaching the EU</u>	Center for European Studies, A Jean Monnet Center of Excellence at Chapel Hill Center for European Studies	English	This toolkit is aimed at teachers, but can also be used by any individual, activist or organisation wanting to learn more about Europe, people, politics, and the European Union. They also suggest specific lesson plans for further teaching this material.
<u>Toolkit for schools: EU Democracy in Action</u>	European Commission	English	This toolkit is aimed at teachers with the goal of equipping students with the knowledge and skills that allows them to be active and engaged EU citizens. However, it can also be used by others.

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