

# normallydifferent

## *Train-the-trainer's programme for administration, judiciary, police and education in a nutshell*

EU Twinning project against homophobia and transphobia in Kosovo

### **Kosovo citizens are by law protected against any form of discriminatory action.**

Therefore, the professional attitude and actions of Kosovo authorities shall mirror the right to all citizens to be treated equally. One way to implement these standards in a sustainable manner is to support the building of a small group of professional trainers who operate within the system and train their colleagues.

### **Authorities have to deal with the challenges of a heterogeneous society every day.**

Kosovo citizens are all "normally" different, although in daily life there are those who are perceived as more accepted or "normal" than others. When it comes to the very private or even intimate question of sexual orientation, many people follow the idea of one "right" or "normal" orientation. Exclusion and discrimination are consequences people are forced to face when they identify themselves not exactly in the same way as the majority believes is right. The aim of the project is to escape from that binary thinking of "right" and "wrong", "normal" and "different" by raising awareness on how to deal with a diverse society in an inclusive, relaxing and highly professional manner

**To strengthen a trustful, citizen-oriented approach and non-discriminatory standards of service** towards all citizens, regardless of their sexual orientation, the projects contribution to that change process is to offer an

intensive train-the-trainer's programme for a selected group of future trainers from four professional sectors: administration, judiciary, police and education. Train-the-trainer's programme will provide an opportunity for intensive exchange of experience and increase the knowledge and skills of participants. Additionally, the future trainers will be equipped with methodology and curricula tailored to the needs of each professional sector. They will have the chance to prove their new skills by conducting trainings with and for their professional colleagues.

### **Future trainers shall be...**

- interested in expanding their knowledge on anti-discrimination, diversity and inclusion.
- comfortable with discussing LGBT related issues.
- dedicated to the ideas of equal rights and equal treatment.
- open to reflect one's own perception, discuss and work interactively.
- interested in becoming a trainer and share as well as promote the core ideas of the project.
- supported by their superiors to be released from work during the whole period of the train the trainers' programme (12 days).
- supported by their superiors to be allowed to conduct trainings after the train the trainers' programme.



An EU funded project managed by the European Union Office in Kosovo

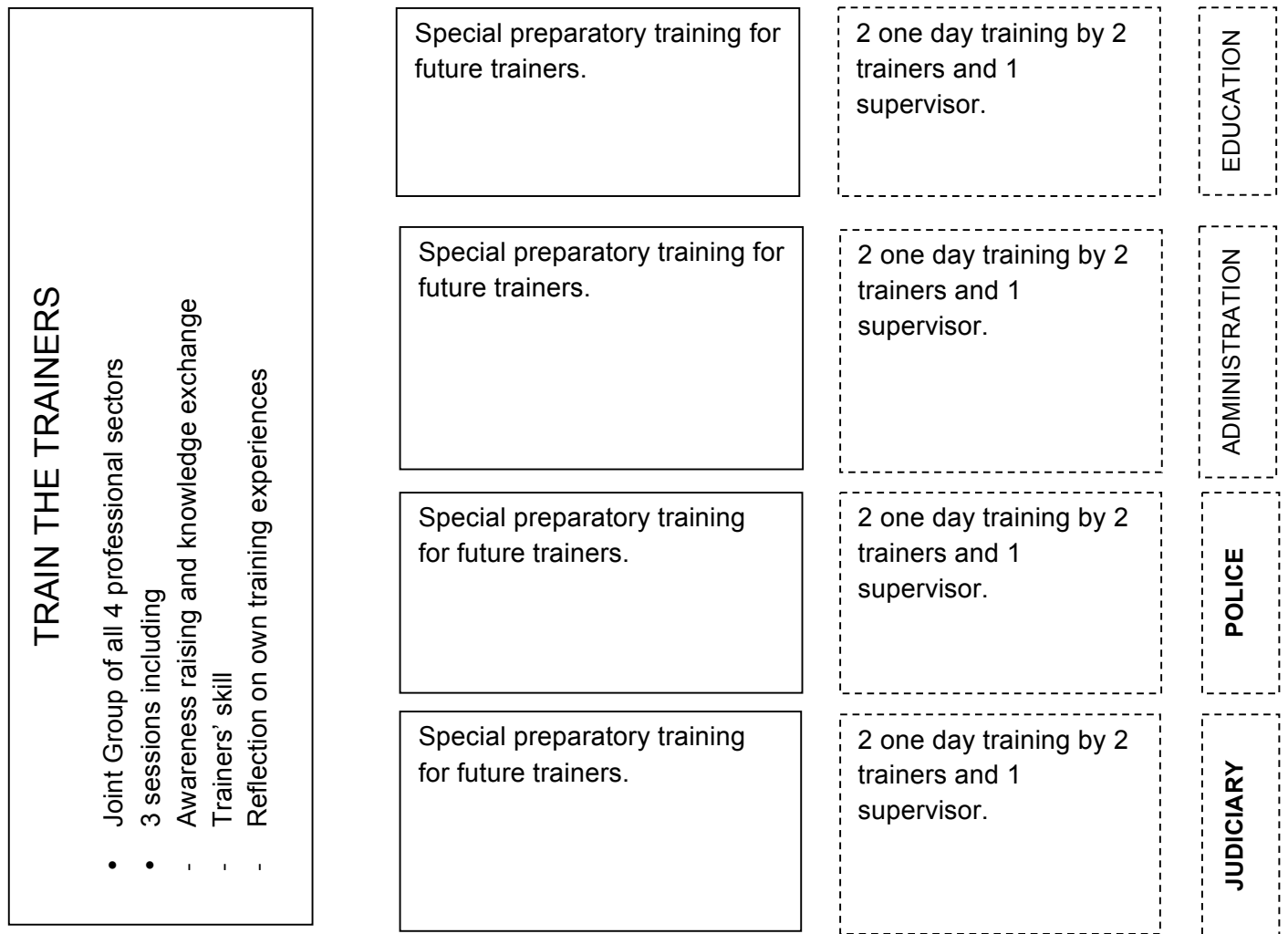


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## Structure of the 12 day train-the-trainer's programme



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