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GUIDELINES ON COUNTERING ANTIGYPSYISM

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CONTENTS

UNDERSTANDING ANTIGYPSYISM

1.1 Introduction

Welcome to ERGO Network's "Guidelines on Countering Antigypsyism", designed to equip non-governmental civil society organisations with practical knowledge and strategies to address one of the most persistent forms of discrimination in our society. In this introductory chapter, we will explore the concept of antigypsyism and its significance and provide essential definitions and examples to lay a solid foundation for the subsequent sections.

1.2 What is antigypsyism?

Antigypsyism refers to the deeply rooted prejudice, discrimination, and social exclusion faced by Roma[1] and other groups collectively stigmatised as "Gypsies" across different countries and regions. It is a complex and multifaceted form of racism that encompasses various aspects, including cultural, social, economic, and political dimensions. Antigypsyism perpetuates negative stereotypes, fosters systemic inequalities, and hinders the full inclusion and participation of Roma communities in society. This form of discrimination has persisted for centuries and continues to affect millions of people today. Antigypsyism can occur in everyday situations, as behaviour and expression of public persons and representatives of institutions, and can be embedded into structures, practices, and rules.

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[1] The umbrella term "Roma" encompasses diverse groups, including Roma, Sinti, Kale, Romanichels, Boyash/Rudari, Ashkali, Egyptians, Yenish, Dom, Lom, Rom and Abdal, as well as Traveller populations (gens du voyage, Gypsies, Camminanti, etc.), in accordance with the terminology used by the European Commission.

1.3 Key definitions and examples

To facilitate a comprehensive understanding, let us explore some key definitions and examples related to antigypsyism. By recognising these definitions and examples, organisations can gain a deeper understanding of the manifestations and impact of antigypsyism in various contexts.

Stereotypes: Antigypsyism often relies on stereotypical portrayals of Roma communities, perpetuating harmful narratives that label them as criminals or beggars. "Positive" stereotypes also exist, such as fetishisation or exotification. No matter whether the stereotypes are negative or positive, all of them contribute to marginalisation and discrimination. An example is media representations depicting Roma individuals solely in association with criminal activities or highlighting negative incidents without context.

Discrimination: Roma often face discrimination in accessing rights, resources, and services. This discrimination limits their opportunities and contributes to their social exclusion. Roma children may face segregation in schools, either through being placed in separate classes or being denied access to education altogether. In the Czech Republic, for instance, Roma children are often placed in "special schools" for children with disabilities, even if they do not have any.

Structural discrimination / Structural racism: Antigypsyism manifests through systemic inequalities that result in limited access to rights, resources, and services for Roma communities, from disparities in access to health care and educational opportunities to inequities in housing and employment.

When it comes to law enforcement, if a member of another group were to engage in the same behaviour as a Roma person, they may be seen as less of a threat and therefore receive a less severe punishment. This disparity in treatment can be due to a variety of factors, including cultural stereotypes and biases held by law enforcement officials.

Institutional racism: Antigypsyism is embedded within institutions and public authorities, leading to discriminatory policies, practices, and inadequate responses to the needs of Roma communities. Policies and practices that restrict Roma communities' access to public spaces and services or discriminate against them in employment opportunities.

Hate speech: Antigypsyism is often fuelled by hate speech, which targets Roma communities with racial slurs, and derogatory language, incites violence, and further marginalises them. We find a very large number of discriminatory comments and hate speech targeting Roma communities on online platforms, where perpetrators feel more anonymous, and hate can be spread quickly. In Italy, for example, the media often portrays Roma as thieves and pickpockets. Hate speech itself is seldom punished, but often explicitly or implicitly encourages hate crime.

Physical violence: Roma are often the victims of violent attacks, including beatings, stabbings, and arson. These attacks can be motivated by antigypsyism and often go unreported. Unfortunately, often Roma victims of physical violence are not able to seek justice, because of the prejudices of the police and authorities, or even end up blamed that this is a part of their "tradition". In 2008, for example, six Roma were killed in a firebombing in Hungary, and in 2017, a Roma man was beaten to death in Ukraine.

Police brutality: Roma are often subjected to police brutality and harassment. This can include arbitrary detention, physical violence, and verbal abuse. For example, in 2019, a video circulated online showed Slovak police officers using excessive force against Roma children.
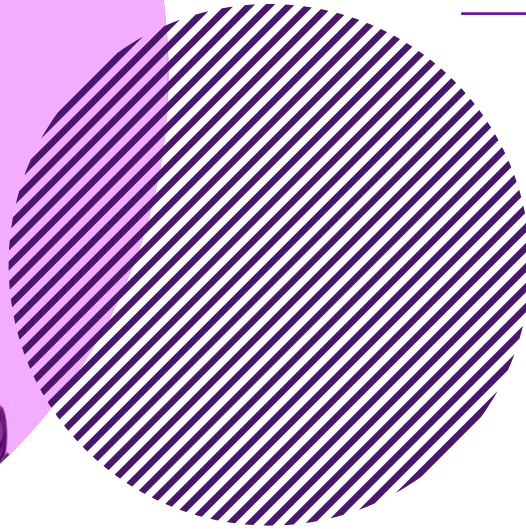
Forced evictions: In many countries across Europe, Roma communities are being forcibly evicted from their homes, often without due process or compensation. For example, in Lithuania, the evictions of the Kirtimai Roma settlement were carried out during winter in minus temperatures, involved many children and elderly people and in general went against the international human rights conventions the country has ratified.

Environmental racism: Environmental injustices can lead to marginalised communities, particularly those of minority racial or ethnic backgrounds, facing disproportionate exposure to pollution, hazardous waste, and other environmental hazards. This results in negative health impacts, reduced quality of life, and limited access to green spaces. For instance, if a predominantly minority neighbourhood is located near industrial sites or waste disposal facilities, the residents may experience higher rates of respiratory illnesses, cancers, and other health issues due to exposure to pollutants. This disparity in environmental quality and health outcomes is often rooted in systemic racism and unequal distribution of resources, perpetuating a cycle of environmental injustice.

Internalised antigypsyism: Refers to the acceptance, adoption, or internalisation of negative stereotypes, prejudices, and discriminatory attitudes towards Roma people by members of the Roma community themselves. It involves Roma individuals or groups unconsciously or consciously absorbing and perpetuating harmful beliefs and behaviours that have been historically directed against them, leading to self-stigmatisation and perpetuation of societal bias.

1.4 The line between antigypsyism and the criminal act

The line between antigypsyism and a criminal act can be blurred, as discriminatory attitudes can lead to actions that violate the law. For example, if someone refuses to rent a property to a Roma person based solely on their ethnicity, this is both antigypsyism and a violation of fair housing laws.

However, not all instances of antigypsyism necessarily constitute a criminal act.

In summary, the line between antigypsyism and a criminal act depends on the specific behaviour in question. Discriminatory attitudes and behaviours can lead to criminal acts, but not all instances of prejudice or hostility towards the Roma community rise to the level of criminal activity.

1.5 Why do we need to counter antigypsyism online? And what counts as a success?

We need to counter antigypsyism online because it is a form of hate speech that perpetuates discrimination and negative stereotypes against the Roma people. It can cause harm, and trauma, and reinforce existing power structures that marginalise and oppress Roma communities. Antigypsyism online can also contribute to the spread of misinformation and further fuel prejudice, which can lead to real-world consequences such as discrimination in housing, education, and employment.

Ultimately, success in countering antigypsyism online will require sustained efforts and a multi-pronged approach that includes education, reporting and flagging mechanisms, positive messaging, and alliance-building. It will also require the involvement and commitment of individuals, organisations, and online platforms to actively work towards creating a more inclusive and respectful online environment for all.

For more information about antigypsyism, its historical origin, definitions and types please see the Antigypsyism Reference Paper, prepared by the Alliance against Antigypsyism
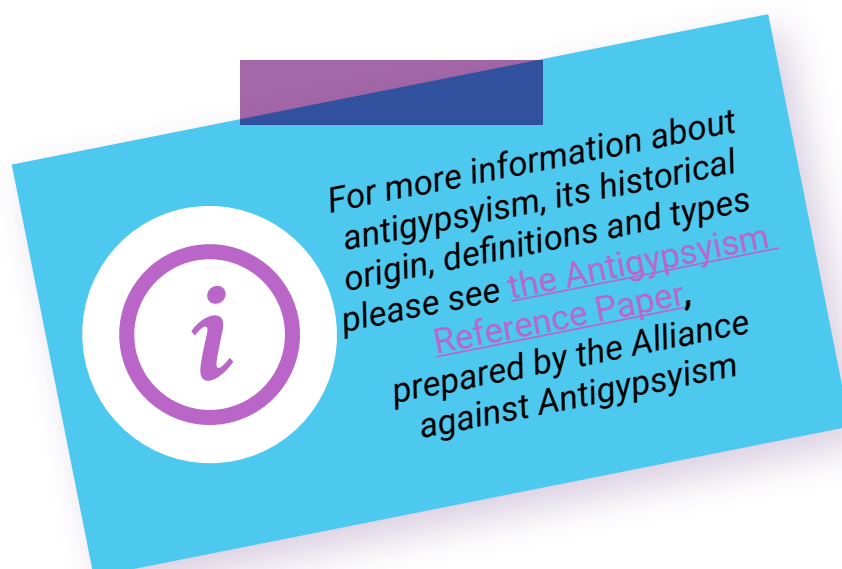
COUNTERING ANTI-GYPSYISM ONLINE

In an age where digital spaces are integral to our daily lives, addressing the persistence of antigypsyism has expanded into the realm of online platforms. The online dimension of antigypsyism presents both challenges and opportunities in the fight against it. This section of the Guidelines delves into countering antigypsyism online, recognising the need to adapt strategies to the digital landscape.

It explores how antigypsyism manifests in online spaces, from hate speech to discriminatory content, and provides insights on reacting to and actively combating such instances. By examining real-world initiatives that target racism on platforms like Facebook, TikTok, and Twitter, this section also aims to shed light on effective approaches while considering the criteria for measuring success. As we navigate this complex terrain, the section underscores the importance of addressing antigypsyism online in tandem with offline efforts, fostering a comprehensive approach to combating discrimination and fostering inclusivity.

2.1 Reacting to antigypsyism

Before embarking on the journey of countering antigypsyism online, it is imperative, to begin with a careful evaluation of personal safety and the situation at hand. This section, the initial step before the proactive intervention, will guide you through the crucial stages of assessing your online safety, cleaning your online space and documenting incidents. By emphasising the importance of gauging potential risks and meticulously recording instances of discrimination, this segment lays the foundation for informed and effective actions against antigypsyism, ensuring a secure and strategic approach to addressing this issue.

2.1.1 Assess your immediate safety: access privacy settings

Before reacting to antigypsyism online, assess your immediate safety and take precautions to protect your online privacy. Adjust your privacy settings on social media platforms to limit access to your personal information, block or restrict access for individuals or groups that are harassing you and report any harmful content.

Review your privacy settings and adjust them as necessary. Here are some specific settings that may help prevent online harassment:

- **Who can see your posts?**
  Set this to "Friends" or a custom setting that only includes people you trust.

- **Who can send you friend requests?**
  Set this to "Friends of Friends" or "Everyone," or adjust it to a custom setting that works for you.

- **Who can see your friend list?**
  Set this to "Only Me" or a custom setting that only includes people you trust.

- **Who can look you up using your email address or phone number?**
  Set this to "Friends" or a custom setting that only includes people you trust.

- **Who can tag you in posts?**
  Set this to "Friends" or a custom setting that only includes people you trust.

Consider enabling additional privacy features, such as two-factor authentication or a trusted contacts list.

By adjusting your Facebook privacy settings, you can limit the amount of personal information that is visible to the public and prevent strangers from contacting or harassing you. It's important to regularly review and update your privacy settings to ensure that they are set up in a way that works for you.

You can follow similar steps on other social networks.

To adjust your Facebook privacy settings to prevent online harassment, you can take the following steps:

1. Log in to your Facebook account and click on the downward arrow icon in the top right corner.
2. Select "Settings & Privacy" from the dropdown menu, then click "Settings."
3. In the left-hand column, click "Privacy."

2.1.2 Documenting and reporting antigypsyism

When facing antigypsyism, your first immediate reaction might be to delete the communication and forget about it. However, record-keeping online is extremely important and is a step that usually can be done with no risk and little effort. This documentation is part of the evidence that you may want to provide to the social media platform for reporting harmful content, the internet provider or if it comes to this, to the police. Even if you choose not to report the harassment now, keeping records can be a good idea in case you change your mind later, especially if the harassment escalates.

Even though all the content is saved on the internet, without you properly documenting it, it can be difficult to access the materials later – they can be removed by the platform or the harasser/perpetrator themselves. In the following chapter, we discuss the steps you can take when facing antigypsyism online, whether it concerns you directly or it is aimed at another group or individual.

What can you document?

Emails: Take screenshots or save copies of emails containing antigypsyism, including sender information and timestamps.

Messages sent on social media platforms or messaging applications: Capture screenshots or save messages that contain discriminatory content, ensuring to include usernames or profiles of the senders.

Harassing texts and phone calls: Preserve evidence of offensive texts or recordings of harassing phone calls, including phone numbers or any identifiable information. If you expect the call to have offensive elements, you can start the voice recorder on your phone during the call.

Social media profiles, groups, events and pages: Capture screenshots of antigypsyist profiles, including usernames, profile pictures, and any relevant details.

Posts on social media platforms or other internet outlets (including offensive posts by other people on your timeline), offensive comments: Take screenshots or record links to posts that display antigypsyism, ensuring to include the date, time, and usernames involved.

Photos and videos: Save copies or take screenshots of discriminatory photos or videos found online, noting the source, date, and context. If the video does not allow being downloaded, you can use screen recording. For this hit the Windows Key + Alt + R to start screen recording (on Windows), or Press Shift + Command + 5 to open the Screenshot toolbar, select your recording options, then click Record (on Mac).

Offensive ads: Before reporting the ad to the social network, make sure you take a screenshot of the offensive message, including the time and the context in which it was given.

2.1.3 Removing antigypsyism from your online space

If you're being harassed by someone on social media, you can limit their access to your content or block them entirely. Here are some steps to take on different platforms:

Twitter: Go to the user's profile, click on the three dots next to the "follow" button, and select "block" or "mute." You can also report the user's tweets by clicking on the downward-facing arrow on the tweet and selecting "report tweet."

Facebook: Go to the user's profile, click on the three dots on the right-hand side of their profile, and select "block" or "restrict." You can also report the user's post or comment by clicking on the three dots on the post and selecting "give feedback on this post."

Instagram: Go to the user's profile, click on the three dots in the top right-hand corner, and select "block" or "restrict." You can also report the user's post or comment by clicking on the three dots on the post and selecting "report."

TikTok: Go to the user's profile, click on the three dots in the top right-hand corner, and select "block." You can also report the user's video or comment by clicking on the three dots on the video and selecting "report."

LinkedIn: Go to the user's profile, click the More… button below their profile picture, and select "block". You can also report the user's post or comment by clicking on the More… button in the right corner of the post and selecting "report".

2.1.4 Taking care of your well-being

Being a target of antigypsyism can be distressing and exhausting. It's important to take care of your mental health and well-being. Here are some tips:

Take a break: If you feel overwhelmed, take a break from social media or the internet altogether.

Seek support: Reach out to friends, family, or professionals for support. You can also contact support organisations that help individuals affected by hate speech and discrimination. You will find the list of Equality Bodies for most countries in the resource section.

There are several ways in which your online communities can help you, including:

**Reporting instances of online abuse.** The more reports are submitted, the more likely the social media platform or website will take action against the abusive behaviour.

Promoting a positive counter-narrative in response to a discriminatory piece of content on social media or on a post that has been used to bully you or your community.

Endorsing a hashtag or participating in a counterspeech campaign.
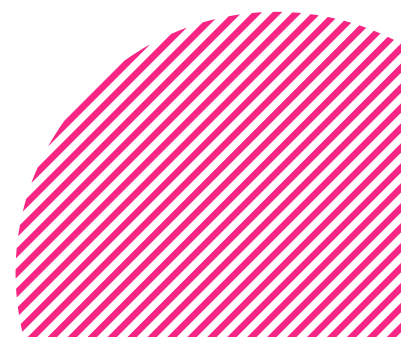
2.2 Fighting antigypsyism online

Equipped with a comprehensive understanding of reacting to antigypsyism, we can now shift our focus to the proactive measures required for countering and combatting this prejudice in the digital sphere. This chapter delves into the strategies and methods for fighting antigypsyism online, empowering individuals and organisations to actively challenge discriminatory content, promote education, and foster a more inclusive online environment. Through practical insights and examples, this section aims to inspire effective and impactful actions that contribute to dismantling the digital manifestations of antigypsyism.

2.2.1 Exposing antigypsyism online

One of the most effective ways to counter antigypsyism online is to expose it by sharing screenshots of posts or comments that promote hate towards Roma people. By sharing these posts publicly, you bring attention to the issue and raise awareness among others. You can also invite others to comment and provide their thoughts on the issue. However, when doing so, it is essential to ensure that you do not engage in hate speech or incite violence.

Social media: This is a powerful tool for exposing antigypsyism. Share examples of antigypsyism on social media platforms like Twitter, Facebook, and Instagram using relevant hashtags. Encourage others to share and amplify the message. Use social media to raise awareness of antigypsyism and hold individuals and organisations accountable for their discriminatory behaviour.

Web platforms: There are various web platforms dedicated to exposing and combating antigypsyism, such as websites, blogs, and online communities. Submit examples of antigypsyism to these platforms and share your own experiences. These platforms can help to create a community of individuals who are working towards combating antigypsyism and provide resources for those who are affected by it.

Examples of website platforms to submit cases of antigypsyism:

RomaReact is a network of antigypsyism experts that is helping its bloggers to publish antigypsyism incidents, reach out to the global Roma community and also make voices reach the desks of opinion makers and politicians.

There are also national online platforms to submit cases of antigypsyism in most of countries. Some examples of these are:

Ireland	United Kingdom	Spain	Netherlands
I Report	True Vision	SOS Racismo	Meldpunt Discriminatie

Mainstream media: Exposing antigypsyism through mainstream media can have a significant impact on raising awareness and advocating for change. Submit articles or op-eds to mainstream media outlets that focus on the experiences of Roma and other racialised communities. Use these articles to educate the public and call for action to combat antigypsyism.

Petitions: Petitions are a way to gather support for a cause and hold individuals and organisations accountable for their actions. Create a petition on platforms like Change.org or Avaaz.org that focus on specific instances of antigypsyism, such as a discriminatory policy or behaviour. Share the petition on social media and other platforms to gather support and raise awareness.

Collaborate with NGOs and advocacy groups: There are various NGOs and advocacy groups that focus on combating antigypsyism and advocating for the rights of Roma as well as other organisations working with communities discriminated against based on racial or other grounds. Collaborate with these groups to share examples of antigypsyism and advocate for change. These groups can provide resources, support, and a community of individuals who are working towards the same cause. Here you can also find contacts of ERGO Network member organisations and contact one in your country for support.

In conclusion, exposing antigypsyism through various platforms can have a significant impact on raising awareness and advocating for change. By using social media, web platforms, mainstream media, petitions, protests, and collaborations with NGOs and advocacy groups, we can work towards a more just and inclusive society for all.

#OscarsSoWhite: In 2015, the Academy Awards nominations sparked controversy when all 20 nominees in the acting categories were white. April Reign, a lawyer and activist, created the hashtag #OscarsSoWhite to draw attention to the lack of diversity in the film industry. The hashtag went viral, and many people used it to share their frustration and disappointment with the Academy's lack of inclusivity. The movement resulted in the Academy making changes to its voting system and diversifying its membership.

Stop Funding Hate: Stop Funding Hate is a campaign that aims to stop mainstream media outlets from promoting hate speech and division. The campaign targets companies that advertise in publications that promote anti-immigrant and anti-Muslim rhetoric. Stop Funding Hate encourages individuals to sign petitions and contact companies to ask them to withdraw their advertising from these publications. The campaign has been successful in convincing several companies to stop advertising in these publications, and it has raised awareness of the issue of hate speech in mainstream media.

2.2.2 Sharing positive examples and stories

Another way to counter antigypsyism is by sharing positive stories and examples of Roma culture, current issues and problems, and contributions to society at large. This can help to challenge negative stereotypes and promote a more inclusive and balanced narrative.

You can share positive news articles, stories, or images on social media and use hashtags to reach a wider audience. You can also create your own content, such as videos or blogs, to raise awareness of Roma issues.

Share knowledge about Roma culture and history in a non-discriminatory way: Many people are not aware of Roma inputs into world culture, sports, history and science.

Share stories: Share stories and news articles that highlight positive examples of diversity and inclusion. This can help to show the beneficial impact of these values and can help to counter the negative messages of hate speech.

Share positive images: Share images that celebrate diversity and inclusion, such as images of different cultures or people working together. This can help to create a more positive and welcoming online space.

Highlight positive actions: Share examples of positive actions that people are taking to counter hate speech and promote diversity and inclusion. This can include sharing stories of activists, organisations, or individuals who are making a difference.

Engage in positive discussions: Engage in online discussions that promote diversity and inclusion and encourage others to do the same. This can include participating in online forums or chats, commenting on social media posts, or sharing positive messages with friends and followers.

Remember that promoting diversity and inclusion is an ongoing effort, and it takes all of us working together to make a difference!

2.2.3 Building alliances with other groups

To counter antigypsyism effectively, it is essential to build alliances with other groups and organisations that are working towards promoting diversity and inclusion. By working together, you can share resources, amplify each other's messages, and create a more significant impact.

You can connect with Roma and pro-Roma organisations working towards promoting Roma rights, diversity, and inclusion and collaborate with them on initiatives or campaigns. You can also join or create groups on social media platforms dedicated to promoting Roma rights and discussing strategies to counter antigypsyism or finding allies among other human rights organisations working with other vulnerable and/or discriminated communities.

2.2.4 Counterspeech

Counterspeech refers to the act of responding to hate speech or other forms of harmful speech with a discourse that aims to challenge or undermine it. It can take many forms, including factual corrections, logical arguments, personal stories, humour, and appeals to shared values. **The goal of counterspeech is not to silence or censor the speaker but to challenge harmful ideas and promote a more positive and inclusive discourse.**

One example of counterspeech is when individuals respond to hateful comments on social media with thoughtful and respectful replies that challenge underlying assumptions or beliefs. This can include citing relevant facts or statistics, providing personal anecdotes or stories, or simply expressing empathy and understanding. The key is to avoid getting drawn into a flame war or escalating the conflict, but rather to offer a thoughtful and constructive alternative.

Another example of counterspeech is when individuals use humour or satire to undermine harmful speech or stereotypes. This can include creating memes or videos that poke fun at racist or sexist stereotypes or using irony or sarcasm to call out hypocrisy or ignorance.

The goal is to use humour to create a more positive and inclusive discourse, and to show that harmful speech is not taken seriously or accepted by the majority.

A third example of counterspeech is when individuals organise public events or campaigns that promote positive values and challenge harmful ideas. This can include rallies or marches that promote diversity and inclusion, social media campaigns that highlight positive stories or role models, or community outreach programmes that promote dialogue and understanding. The goal is to create a counter-narrative that challenges harmful ideas and promotes a more positive and inclusive discourse in the broader community.

TIPS

Deciding whether to engage in counterspeech or take actions like blocking/ reporting content or deleting comments can indeed be challenging, as it depends on various factors. Here are some tips to help you navigate this decision-making process:

Assess the severity: Consider the severity of antigypsyism or hate speech. If it's a mild or isolated instance, counterspeech can be a constructive way to address misconceptions or prejudice. However, for more severe or explicit forms of hate speech that pose a significant risk, it may be best to report it directly to the platform or relevant authorities.

Audience awareness: Think about your audience. Will your response reach people who might be influenced positively by your message, or is the hate speech likely to attract more hateful comments? If the former, responding can be worthwhile; if the latter, it might be best to avoid engagement.

Trust your instincts: If you feel that engaging will not lead to a productive outcome or may endanger your safety, it's entirely acceptable to block, report, or delete without responding. Your safety and mental well-being are paramount.

Use moderation tools: On many online platforms, you can moderate comments and posts. Use these tools to filter out hate speech automatically or require manual approval before comments appear.

Community support: If you have a community or support network online, consider discussing such issues with them. They can provide valuable perspectives and advice.

Self-care: Remember that it's perfectly acceptable to disengage when it becomes emotionally taxing. Online activism can be draining, so practice self-care and know when to take a break.

Ultimately, the decision to respond, block, report, or delete comments should be based on your comfort level, the specific context, and the potential impact. There's no one-size-fits-all approach, so trust your judgment and prioritize your well-being.

#NotInMyName: In 2014, ISIS militants released a video showing the beheading of American journalist James Foley. In response, a group of British Muslims started using the hashtag #NotInMyName to express their condemnation of ISIS and to distance themselves from the group's actions.

While minority groups should not have to justify themselves when members of their groups commit a crime that they don't have anything to do with it, this hashtag was successful in countering racism because it demonstrated that most Muslims do not support violent extremist groups like ISIS. It also provided a platform for Muslims to show solidarity with the victims of ISIS and to challenge the stereotype that all Muslims are terrorists.

The hashtag received a lot of attention on social media and was covered by mainstream media outlets, sparking important conversations about Islamophobia and discrimination against Muslim communities. It demonstrated the power of social media to create positive messages and promote unity and inclusivity.

Overall, counterspeech is a powerful tool for combating hate speech and promoting a more positive and inclusive discourse. It allows individuals and communities to challenge harmful ideas and promote positive values, without resorting to censorship or violence. By using respectful and constructive speech to challenge harmful speech, counterspeech can help build a more resilient and inclusive society.

2.2.5 Using hashtags to counter antigypsyism

Hashtags can be an effective tool to counter hate speech and discrimination on social media. Here are some tips on using hashtags to promote positive messages of diversity and inclusion:

Use established hashtags: Many established hashtags are used to promote diversity and inclusion. Some examples include #BlackLivesMatter, #MeToo, #LoveWins, #NoHate, and #UnityInDiversity. Using hashtags can help to connect with others who share your values and can amplify your message.

Use popular hashtags: Using popular hashtags can help to amplify your message and increase the visibility of your posts. You can find popular hashtags by searching on social media. For Twitter, you can also use specialised tools such as Hashtagify or RiteTag.

Create your own hashtags: You can also create new hashtags to promote positive messages of diversity and inclusion. Be sure to choose a hashtag that is short, easy to spell and remember, and use it consistently in your posts. Encourage others to use your hashtag as well to help spread the message.

Participate in groups on social media chats: This is a way to connect with others and promote positive messages of diversity and inclusion. Look for Facebook groups or Twitter chats that focus on these topics and participate in the discussion. Use the chat's designated hashtag to join the conversation and share your thoughts and ideas.

Engage with others: Engage with others who are using the same or similar hashtags and repost or reply to their tweets and posts. This can help to build connections and increase the impact of your message.

Monitoring hashtags

Monitoring hashtags on social media can be useful for tracking conversations around specific topics or issues. Here are some ways to monitor hashtags:

Use the search function: The search function allows you to search for posts that include specific keywords or hashtags. You can refine your search by date, location, or other criteria.

Use third-party tools: Several third-party tools allow you to monitor hashtags, including Hootsuite, TweetDeck, and Social Mention. These tools allow you to track hashtags in real-time and receive alerts when the latest content is posted.
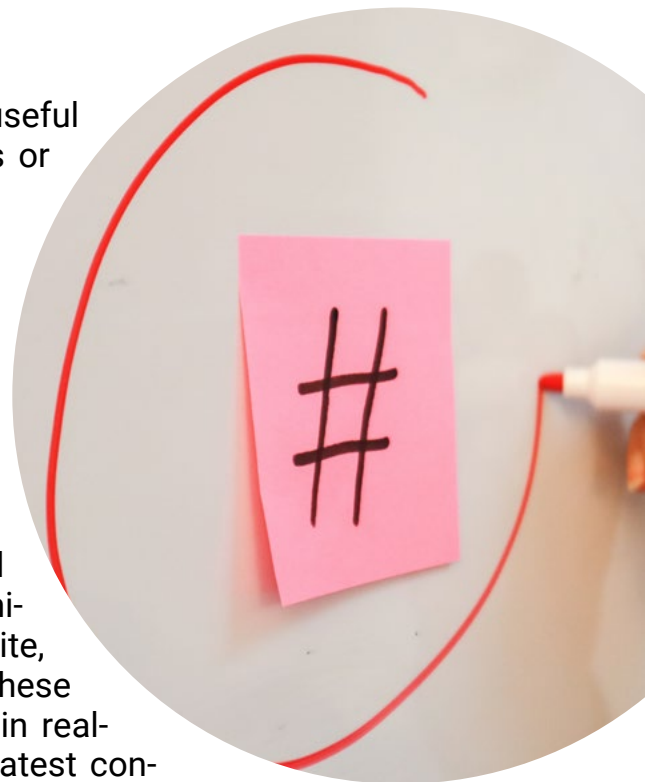
Follow relevant accounts: Following relevant accounts that frequently use the hashtag can help you stay informed about conversations around the topic. You can also create a list of accounts that use the hashtag, which makes it easy to see their posts in one place.

Participate in conversations: Participating in conversations around a hashtag can help you gain a better understanding of the topic and the perspectives of others. It can also help you build connections with others who are interested in the same issues.

Analyse the data: Analysing data around the hashtag can provide insights into the conversation and help you identify trends or patterns.

Hashtag takeover

A hashtag takeover on Twitter is a strategy that involves using a specific hashtag, which has been used to spread hateful content, to dominate the conversation around a particular topic or issue. Originating on Twitter, it can also be applied to other social media, especially where hashtags are of more importance, such as Instagram and TikTok.

Some ideas for hashtags:
#Roma and #Antigypsyism
#StopAntigypsyism
#RomaRights
#NoHateSpeech
#DiversityMatters
#EndRacism
#RomaPride

Here are some steps to take for a hashtag takeover to counter antigypsyism:

Create compelling content: Create content that is compelling, engaging, and shareable. Use images, videos, and other multimedia to grab people's attention and make your message stand out.

Collaborate with others: Reach out to other organisations or individuals who are also working to counter antigypsyism or racism, discrimination and hate speech more generally, and ask them to participate in the hashtag takeover. This can help to amplify your message and increase the impact of your campaign.
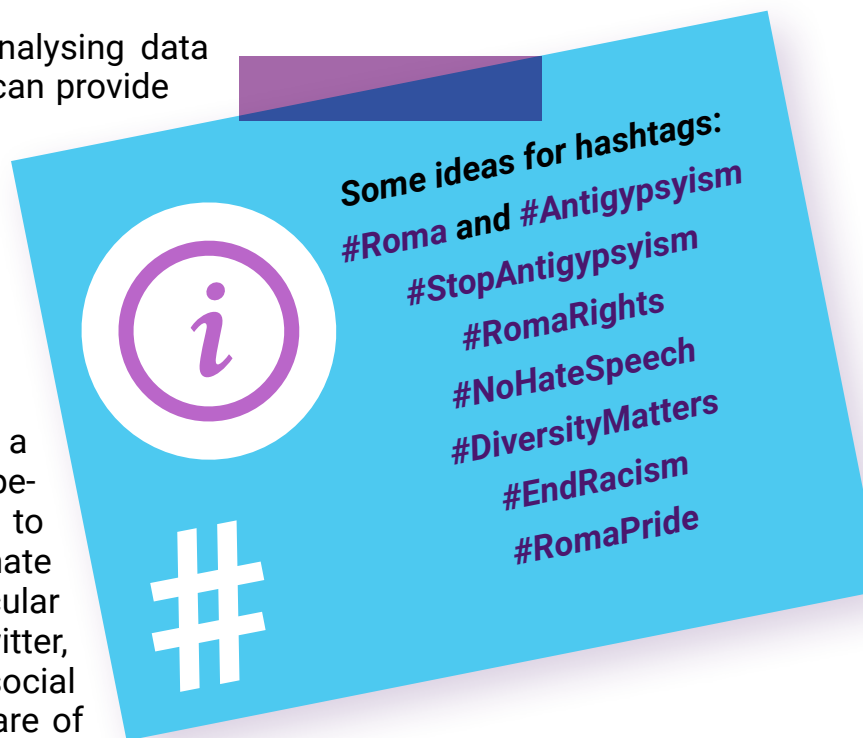
Plan your messaging and posting schedule: Plan out your messaging and posting schedule in advance. Use a mix of pre-prepared content and real-time content to keep the conversation fresh and engaging.

Promote your hashtag: Promote your hashtag widely across social media platforms and encourage others to use it in their posts. Use your network to spread the word and consider running paid ads to increase the visibility of your campaign.

Paid ads can be a cost-effective method to amplify your content's visibility.

With a small investment, you can strategically target your desired audience based on demographics, interests, and online behaviour. Social media platforms offer user-friendly advertising tools that allow you to set a budget, choose ad placements, and monitor performance. This approach ensures that your hashtag and campaign message are prominently showcased to users who are most likely to resonate with and engage in your cause.

The process is simple: you define your target audience, set a budget (which can be small), and create engaging ad content that encapsulates the essence of your campaign. As users interact with the platform, your paid ads will appear seamlessly in their feeds, increasing the likelihood of engagement and participation.

Monitor and engage: Monitor the conversation around your hashtag and engage with others who are using it. Retweet and reply to posts that are aligned with your message and respond to questions or comments.

#ProudBoys: The Proud Boys is a far-right, neo-fascist organisation known for promoting white supremacy and violence. In 2020, during the US presidential election, members of the Proud Boys were using the hashtag #ProudBoys on Twitter to share their views and recruit new members.

However, in response to this, gay men began using the hashtag to share images of themselves with their partners, friends, and family members. They also used the hashtag to promote love, unity, and inclusivity, effectively taking over the hashtag and turning it into a symbol of solidarity against hate. Later on, the hashtag was also used to expose the criminal proceedings against the members of the organisation and other information exposing and condemning their activities.

2.3 Examples of initiatives to counter racism on Facebook, TikTok and Twitter

#TheShowMustBePaused

In response to the killing of George Floyd and the subsequent protests against police brutality and systemic racism in the United States, music executives Brianna Agyemang and Jamila Thomas created the hashtag #TheShowMustBePaused. The initiative aimed to encourage the music industry to take a day off from work and reflect on how they could support the Black community and the fight against racism. The hashtag quickly gained momentum and was shared widely on Facebook and Twitter. Many musicians, labels, and industry professionals joined in the effort, using the hashtag to share resources, educate themselves on anti-racism, and show solidarity with the Black Lives Matter movement.

#IAmNotYourAsianSidekick

In 2013, writer and activist Suey Park started the hashtag #NotYourAsianSidekick on Twitter to create a space for Asian American women to speak out against racism and sexism. The hashtag quickly went viral and sparked a larger conversation about intersectionality and the experiences of Asian American women. In 2021, the hashtag was revived in response to a rise in anti-Asian hate crimes and discrimination during the COVID-19 pandemic. The new hashtag, #IAmNotYourAsianSidekick, was used to share personal stories, raise awareness about anti-Asian racism, and demand action from government officials and social media platforms.

#ShareTheMicNow

In June 2020, a group of Black women in the United States launched the social media campaign #ShareTheMicNow. The initiative aimed to amplify the voices of Black women by inviting white women with large social media followings to step aside and allow Black women to take over their accounts for a day. The white women used the hashtag #ShareTheMicNow to promote the Black women's work and messages, while the Black women used the opportunity to reach a wider audience and share their experiences and perspectives on racism and other issues affecting the Black community. The campaign was widely shared on Facebook and Twitter and received positive feedback for its emphasis on allyship and amplifying marginalised voices.

#MuslimsReportStuff

In 2016, Donald Trump, who was then running for US President, made a statement suggesting that Muslims were not reporting suspicious activity to law enforcement. In response, Muslim Americans took to Twitter and started using the hashtag #MuslimsReportStuff to sarcastically report everyday activities, such as "my mom is making biryani" or "my cat is asleep."

The hashtag was successful in countering racism because it highlighted the absurdity of Trump's statement and turned it into a positive message of humour and inclusivity. It also challenged the stereotype that Muslim Americans are not invested in reporting suspicious activity to law enforcement.

The hashtag received a lot of attention on social media and was covered by mainstream media outlets, sparking important conversations about Islamophobia and discrimination against Muslim Americans. It demonstrated that hashtags can be used to counter racist rhetoric and to promote inclusivity and diversity.

#ForYourPride

TikTok highlights specific hashtags dedicated to promoting diversity, and this example is of the celebration of Pride Month and LGBTQIA+ creators who continue to inspire and shift culture year-round. The hashtag is used in combination with several others: #PrideAnthems focusing on music and #LGBTQBusiness highlighting successful small and medium enterprises.

COUNTERING ANTIGYPSYISM OFFLINE

In this section of the guidelines, we delve into the means to counter antigypsyism offline. While the previous chapter discussed online efforts, this chapter addresses the tangible **actions required to challenge antigypsyism in physical spaces.** We explore the complex distinctions between expressions of antigypsyism and criminal acts, shedding light on the impact of structural racism.

Additionally, we provide insights into effective ways of responding to antigypsyism offline and offer guidance on documenting incidents. Through real-world examples of best practices, we aim to equip individuals and communities with the tools needed to stand against antigypsyism in the offline world.

3.1 How to react to antigypsyism offline

Why should antigypsyism be challenged by individuals and organisations? Because it is important to express loudly and visibly that antigypsyism is a negative behaviour with dangerous consequences. **By commenting and reacting you show others, who are often silent, that there is a way to counter it.**

It is important to react when you are a victim or a bystander, but only if you feel safe. Remember that it is important to respond to antigypsyism in a way that is **safe and respectful**. Do not engage in violence or harassment yourself and try to de-escalate any situation that could become confrontational. Reacting to antigypsyism is never pleasant. You may be a person who does not like conflicts. How to deal with such a situation and not get hurt at the same time?
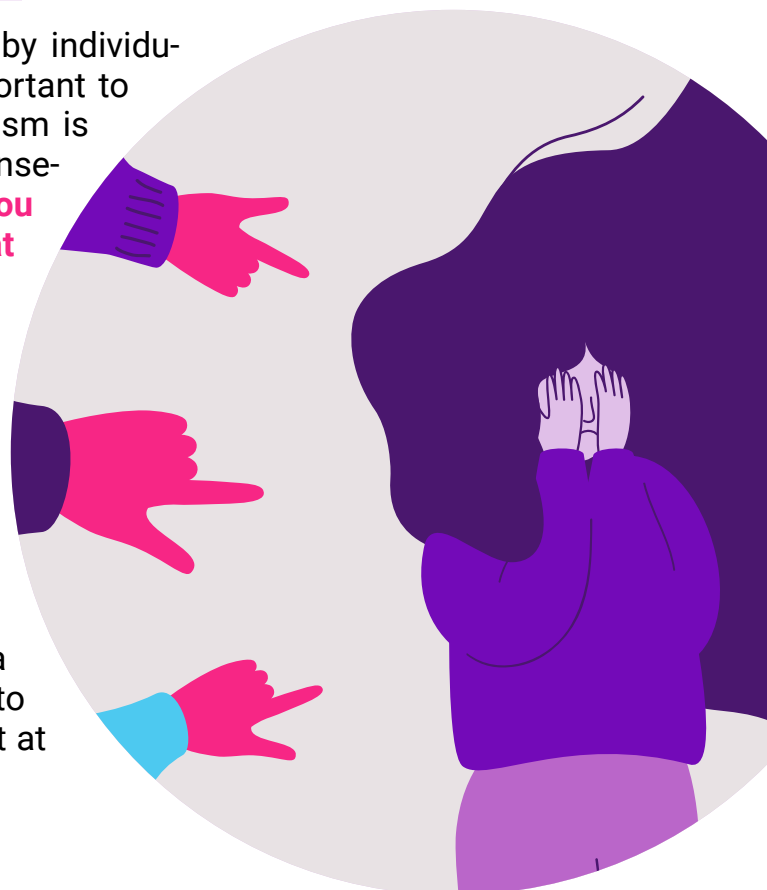
These steps are good to consider.

Speak up

If you feel comfortable, you should challenge the person who is speaking against the Roma community. You can express your disagreement with their views and explain why you believe they are wrong.

Document the incident

If possible, document the incident by taking notes, photos, or videos. Write down what happened, where it happened, and who was involved. This can be helpful if you decide to pursue legal action or if you want to share your story with others. Take note of any witnesses who can corroborate your account. If possible, take photos or videos of any physical evidence, such as graffiti or damage to property.

Report the incident

If you have been the victim of antigypsyism, it is important to report the incident to the appropriate authorities. This can include the police, local authorities, or human rights organisations. Reporting the incident will help ensure that the appropriate action is taken and can help prevent similar incidents from happening in the future.

a) If the incident involved a crime, report it to the police. Be as detailed as possible when giving your account and provide any evidence you have gathered.

b) If the incident did not involve a crime or you are not sure, you can report it to a civil rights organisation or advocacy group that works on behalf of the Roma.

Contact authorities: In some countries, there may be national or local authorities or agencies that are responsible for addressing discrimination, for example, an Ombudsperson Office. Contact them to report the incident and provide evidence.

Seek support

Seek support from friends, family members, or community organisations. There are also specialised organisations that can provide support and advocacy for victims of antigypsyism. If you have been the victim of and want to pursue legal action, you may want to seek advice from a lawyer who specialises in civil rights or discrimination cases. You can address an NGO providing legal advice, a Citizens Advice Bureau or a private lawyer.

Speak out

Sharing your story can help raise awareness about antigypsyism and the impact it has on individuals and communities. It can also put pressure on authorities to take action. If you are comfortable doing so, consider sharing your experience with others, including through social media, local media outlets, or community events. If you are sharing a story of other people/person, please make sure they have given you their consent.

Educate yourself and others

Learning about the history and culture of the Roma people can help combat stereotypes and misconceptions. Consider educating yourself and others about Roma culture and history, and speaking out against discrimination and prejudice whenever you see it.

Support the victim

If someone is the target of antigypsyism, you can offer them your support and let them know that they are not alone. Let them know that you do not agree with antigypsyism and that you stand with them. If you do not feel safe doing this right away and/or in public, you can also express your support in private and later.

3.2 How to document an incident?

Remember that providing evidence of the act can be difficult, especially if it is a systemic problem that is not easily documented. However, by documenting, you can help raise awareness of the issue and contribute to efforts to combat discrimination and promote inclusion for Roma.

Types of evidence that may be helpful:

1. **Eyewitness testimony:** Your first-hand account of what happened can be powerful evidence. Be as detailed as possible in describing what you saw and heard. If there were other witnesses to the incident, their statements can provide additional evidence to support your account.

2. **Video or audio recordings:** If you captured the incident on video or audio, this could provide convincing evidence of what happened. Make sure to preserve the original recording and make a backup copy.

3. **Photographs:** If there is physical evidence of the incident, such as graffiti or damage to property, taking photographs can help document the evidence even after the fact. Remember to mark the location and time where and when the image was taken.

4. **Written records:** If you have any written records of the incident, such as emails, social media posts, or text messages, these can be used as evidence.

It is important to note that the type of evidence that is most useful will depend on the specific circumstances of the incident. **If you are not sure what type of evidence to provide, you may want to seek advice from a lawyer, civil rights organisation, or advocacy group that works on behalf of the Roma.** They can help you understand what type of evidence is most likely to be effective in your case.

VIDEO RECORDS

If you witness a discriminatory incident, it is generally legal to record it as long as you are in a public place and not violating any other laws. However, laws regarding recording conversations vary by jurisdiction, so it is important to check the laws in your specific location.

It is also worth noting that recording discriminatory incidents can sometimes escalate the situation, so it is important to prioritise your safety and the safety of those around you. If you feel unsafe or uncertain, it may be best to contact law enforcement or seek assistance from other authorities.

Be aware of the national law, sometimes you can take videos only with the consent of those who you are recording. Additionally, if you are recording a discriminatory incident to use it as evidence in a legal case, there may be rules regarding the admissibility of the recording as evidence. It is important to consult with a lawyer in your jurisdiction to understand the legal implications of recording such incidents.

In some situations, it may be legal to record individuals without their consent, such as in public places where there is no expectation of privacy. In other situations, such as in the workplace or private residences, it may be illegal to record individuals without their knowledge or consent.

In the EU, the use of video recordings as evidence in a discrimination case is subject to data protection laws such as the General Data Protection Regulation (GDPR). Under the GDPR, recording people is considered to be processing personal data, which means that you must comply with the GDPR's requirements for the lawful processing of personal data. The recording must be obtained lawfully,
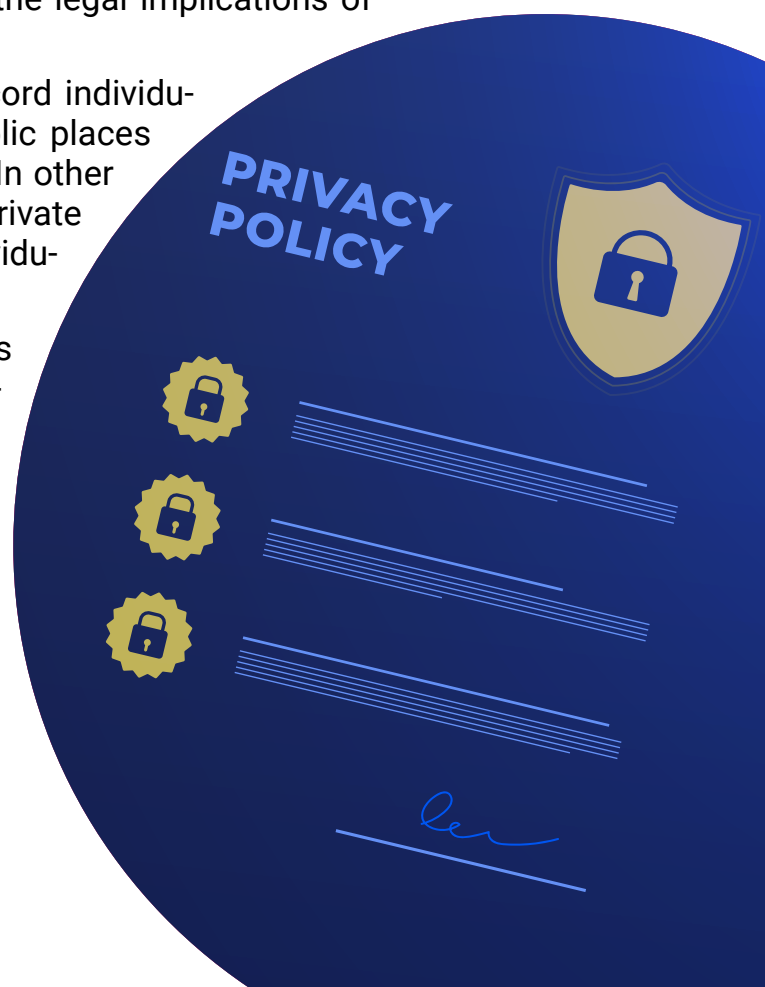
and individuals who are recorded must be informed of the recording and its purpose.

For example, if an employee believes that they have been subjected to antigypsyist comments or actions, they may decide to record the behaviour using their smartphone. However, they must obtain consent from any individuals who are recorded in the footage, such as the colleague or supervisor who is engaging in discriminatory behaviour.

In summary, recording people under the GDPR requires careful consideration of the lawful basis for processing and consultation with a legal expert to ensure compliance with the GDPR's requirements.

Certain conditions must be met for the recording to be admissible as evidence:

- **The recording must be obtained lawfully:** The recording must have been obtained legally and ethically. For example, it should not have been made by illegally entering private property or in violation of data protection laws.

- **The recording must be relevant:** The video recording must be relevant to the issue at hand and must support the discrimination claim. It cannot be a random or irrelevant piece of footage.

- **The recording must not violate the privacy rights of others:** The recording must not infringe on the privacy rights of other individuals who are captured in the footage, and any personal information of those individuals should be redacted if possible.

- **The recording must not be edited or manipulated:** The recording should not be edited or manipulated in any way that alters its content or context. Any changes to the footage can make it inadmissible as evidence.

- **The recording must not be obtained through entrapment:** The recording must not have been obtained through entrapment or any other unethical means. For example, an employee cannot provoke a colleague into making discriminatory comments just to obtain a recording.

It is also important to take appropriate action to ensure that the evidence is properly handled and used in a way that can help bring the perpetrator to justice. The first step is to contact your local law enforcement agency and report the crime. You should provide them with any relevant information, including the date, time, and location of the crime, as well as a description of the perpetrator if you have one. You should also provide them with the video footage you have.
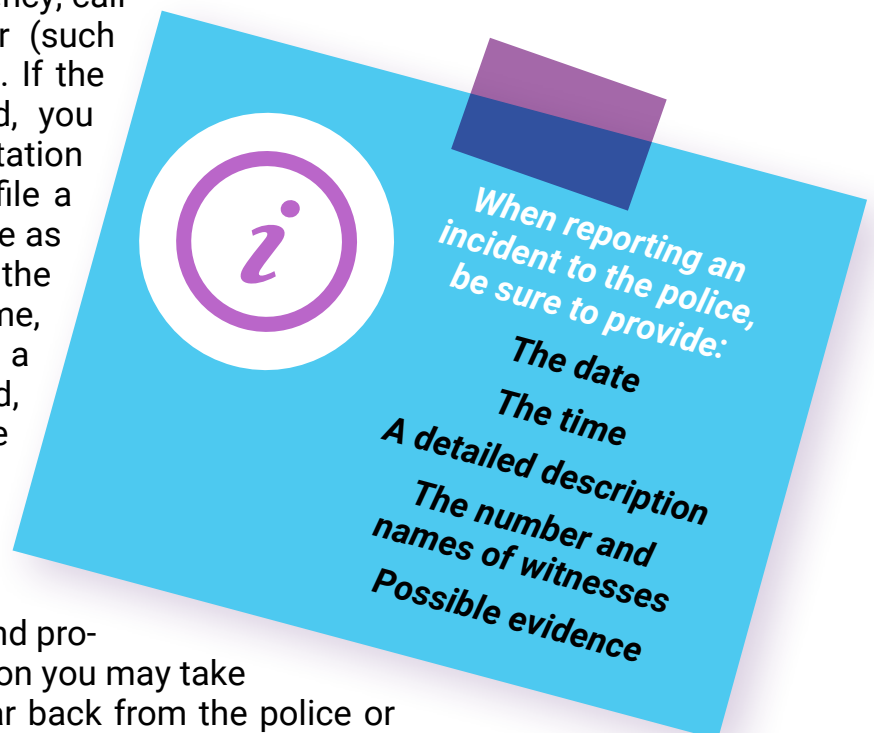
It is important to make copies of the video footage to ensure that it is not lost or damaged. You can make copies of the video on a USB drive or other storage device, or you can upload it to a cloud-based service. Secure the original video footage to ensure that it is not tampered with. You should store the original footage in a safe place, such as a safe or lockbox.

As a video footage author, you may be asked to provide a statement to law enforcement about what you saw on the video. Be accurate and as detailed as possible. Do not forget you can ensure that the video footage is being properly used in the investigation. You may also be asked to testify in court if the case goes to trial.

3.3 Reporting the incident

Different countries may have different legal and institutional frameworks for defining and addressing antigypsyism. Some countries have specialised institutions or ombudspersons that handle complaints of antigypsyism, while others may handle these complaints through more general institutions or agencies. The procedures for filing a complaint and the available remedies may vary depending on the institution or agency involved.

If you or someone you know has experienced an antigypsyist incident, you can report it to your local or national police. The police can play a significant role in responding to and preventing antigypsyist incidents. If the incident is happening in real-time or is an emergency, call your local emergency number (such as 112 in the EU) immediately. If the incident has already occurred, you can visit your local police station or contact them by phone to file a police report. Be sure to provide as much detail as possible about the incident, including the date, time, and location of the incident, a description of what happened, and any witnesses or evidence you have. After you have filed a report, ask the police for a copy of the report. This will help you keep track of the progress of the investigation and provide evidence for any legal action you may take in the future. If you do not hear back from the police or are not satisfied with their response, follow up with them to get updates on the investigation.

When reporting an incident to the police, be sure to provide:

The date

The time

A detailed description

The number and names of witnesses

Possible evidence

It's important to note that reporting an antigypsyist incident to the police is just one step you can take. As already mentioned, the police may sometimes hold anti-Roma positions and bias. In that case, there are also other organisations, such as **Equality Bodies, human rights groups and advocacy organisations**, that

can provide support and resources. It's important to find the right support for your needs and to not give up seeking help until you find the support you need.Here are some of the institutions or agencies that may be able to help you:
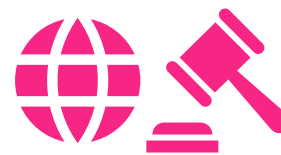

National Ombudsperson or Equality Body are responsible for promoting and protecting human rights, including the rights of Roma people. These institutions can investigate complaints of antigypsyism and provide remedies such as financial compensation or policy recommendations.

Some countries have National Human Rights Institutions (NHRIs)[2] that are responsible for protecting and promoting human rights. These institutions can investigate complaints of antigypsyism and provide recommendations for remedies.

Various national and international NGOs work on issues related to Roma rights and can help with filing complaints of antigypsyism.

In some cases, it may be possible to bring a case of antigypsyism to national or international courts, such as the European Court of Human Rights.

Claims to the Equality Body in your country

The agenda of an Equality Body (ombudsperson or equivalent office, for example, the Public Defender of Rights) typically involves promoting good governance and protecting human rights by investigating complaints of maladministration, abuse of power, or violations of human rights by public authorities. Overall, the agenda of an Equality Body is to ensure that public authorities are held accountable for their actions and that individuals are protected from abuses of power and violations of their rights.

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2   The list of National Human Rights Institutions can be found here: https://ennhri.org/our-members/

Here are some steps that could be taken to file a complaint with the Equality Body on discrimination against Roma in a European country. It is important to add that your local Roma or Human Rights NGO can normally help you go through the procedure:

Identify the relevant: Depending on the country, there may be different bodies that handle complaints related to discrimination. It is important to identify the relevant Equality Body and determine what type of complaints they handle.

Gather evidence: To file a complaint, it is important to provide evidence of discrimination, such as documentation of discriminatory practices, witness statements, or other relevant information.

Draft the complaint: The complaint should describe the discriminatory practices and how they have affected the individual or group filing the complaint. It should also explain why the practices violate anti-discrimination laws or human rights standards.

Submit the complaint: The complaint should be submitted to the relevant Equality Body, either by mail or through an online form. The complaint should include all relevant evidence and supporting documentation.

Await the response: The Equality Body will review the complaint and determine whether to initiate an investigation. They may also request additional information or evidence to support the complaint.

Follow up: It is important to follow up with the Equality Body and provide any additional information or support they may need. The Equality Body will communicate its findings and recommendations to the complainant once the investigation is completed.

It is important to note that the specific procedures and requirements for filing a complaint with the Equality Body may vary depending on the country and the relevant laws and regulations. It may be helpful to consult with a lawyer or an advocacy organisation that specialises in anti-discrimination work to get more specific guidance on the process.

Equality Body office or its equivalents:
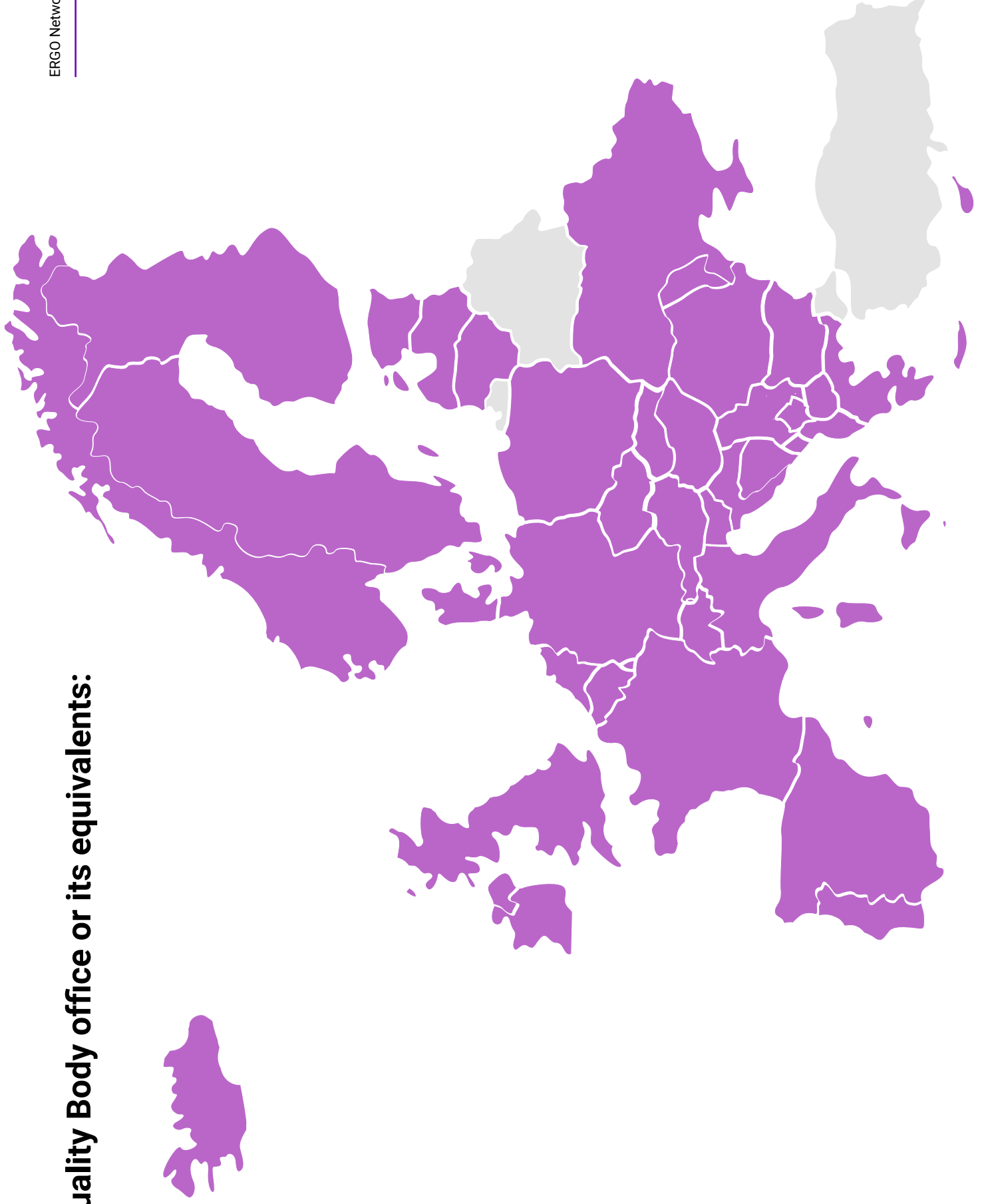
3.4 Examples of good practices

3. 4. 1 Cooperation with the Equality Body

In 2018, a group of Roma families in Romania filed a complaint with the National Equality Body (The National Council for Combating Discrimination) alleging discrimination and violation of their rights to access housing. The families claimed that they had been systematically excluded from public housing and had been forced to live in substandard and overcrowded conditions due to their ethnicity. The Equality Body initiated an investigation into the matter and found evidence of systemic discrimination against the Roma families by the public housing authorities.

The investigation revealed that the public housing authorities had implemented policies and practices that made it difficult for Roma families to access housing, such as requiring extensive documentation, imposing arbitrary eligibility criteria, and providing insufficient information about available housing options. The Equality Body concluded that the actions of the public housing authorities violated the national anti-discrimination law, as well as the EU Charter of Fundamental Rights, which prohibits discrimination based on ethnicity.

The Equality Body recommended that the public housing authorities revise their policies and procedures to ensure equal access to housing for all residents and provide appropriate remedies for the affected Roma families. The case highlights the ongoing discrimination and marginalisation faced by Roma communities in many parts of Europe and the role of the Equality Body in addressing such issues through investigations and recommendations.

3.4.2 Using video evidence

These cases demonstrate that video evidence can be a powerful tool in combating antigypsyism and holding perpetrators accountable for their actions.

- One example of a legal case in an EU country involving video evidence of antigypsyism is the case of M.S. v. Greece, which was brought before the European Court of Human Rights (ECtHR) in 2016. In this case, a Romani

man named M.S. was attacked by a group of men in the Greek town of Aspropyrgos in 2012. The attack was captured on video by a security camera, and the footage showed the men shouting anti-Roma slurs as they beat M.S. The Greek authorities initially refused to investigate the attack, but M.S. brought the case to the ECtHR, arguing that the authorities had violated his rights under the European Convention on Human Rights by failing to protect him from racially motivated violence. The ECtHR ultimately ruled in M.S.'s favour, finding that the Greek authorities had failed to conduct an effective investigation into the attack and that they had discriminated against M.S. based on his ethnicity.

- Another example is a case that took place in Hungary in 2011, where video footage emerged of a group of vigilantes attacking a Roma settlement. The footage, which was recorded by a news crew, showed the vigilantes firing guns, throwing Molotov cocktails, and shouting anti-Roma slurs as they attacked the settlement. The footage was later used as evidence in a criminal trial, and several of the vigilantes were convicted of hate crimes.

- In 2013, a video was widely circulated on social media showing a group of men attacking a Roma settlement in the Czech Republic. The video showed the men throwing rocks and shouting anti-Roma slurs as they attacked the settlement. Six of the men were later charged with racially motivated attempted murder, and five were ultimately convicted.

- In 2019, a video surfaced showing a group of men attacking a Roma family in the Slovak town of Žilina. The men were shown kicking and beating members of the family while shouting anti-Roma slurs. Four men were later arrested and charged with racially motivated violence.

- In 2020, a video was widely shared on social media showing a man attacking a Roma woman and her child on a train in the Netherlands. The man was shown shouting anti-Roma slurs as he hit the woman and tried to take her child. The video helped police to identify the attacker, who was later arrested and charged with hate crimes.

- In 2019, a French court sentenced a man to six months in prison for assaulting a Roma woman and her baby in a park in Paris. The attack was caught on video and went viral on social media, sparking widespread condemnation. The man was convicted of hate crimes and sentenced to six months in prison.

3.4.3 Holding officials accountable for their actions

- In 2011, a Roma man named Athanasios Tsakalos was stopped and searched by two police officers in the town of Nigrita, Greece. During the search, the officers physically assaulted Tsakalos and subjected him to racial slurs. Tsakalos filed a complaint against the officers, and they were eventually charged with assault and racial discrimination. The officers were sentenced to 16 months in prison and were ordered to pay the victim compensation.

- In 2006, the European Court of Human Rights (ECtHR) issued a landmark ruling in the case of D.H. and Others v. the Czech Republic. In this case, a group of Roma children were placed in separate, inferior schools for children with mental disabilities, even though they did not have any such disabilities. The ECtHR found that this amounted to discrimination and a violation of the children's rights to education and non-discrimination.

- In 2016, the Italian government was found guilty of discrimination against the Roma community by the European Court of Human Rights (ECtHR). The court found that the Italian authorities had subjected the Roma to inhuman and degrading treatment by forcibly evicting them from their camps without providing alternative accommodation or adequate compensation. The ECtHR ordered Italy to pay the affected Roma compensation and to improve its treatment of the community.

3.4.4 Speaking out

Petr Torák, a police officer decorated by Queen Elizabeth II for his work in Roma communities in the UK, visited his native country, the Czech Republic. During his visit in 2021, he was allegedly denied service at a restaurant in Prague, the capital city. This incident has been widely reported by him through social media and has sparked a conversation about discrimination against Roma in the Czech Republic and beyond.

Image source:
Wikimedia - Natalie Vinova

HOW TO COPE WITH A NEGATIVE RESPONSE AND PROTECT YOUR MENTAL HEALTH

Antigypsyism, being a deeply ingrained phenomenon, often exposes individuals to uncomfortable situations. It is not uncommon to hear statements like, "I want to have social benefits as those Roma have; they have many kids to gain bigger social support…" or "Roma steal and are criminals." You may have even experienced difficulties in renting a flat due to your Roma background, appearance, or last name. Have you ever hesitated to include your photo in your CV or job application? Or faced problems selling furniture or a house because potential buyers were afraid of your origin?

Being Roma yourself makes you more vulnerable in such situations. However, as an individual, there are ways to react and challenge these stereotypes and instances of discrimination against your ethnicity. **It is important to recognise that you should not feel guilty for the actions of other Roma individuals.** Moreover, expressing your opposition to racism and discrimination may not always make you feel safe, but it is a crucial step toward combating antigypsyism.

Since antigypsyism remains deeply rooted, you may encounter negative or neutral responses from both individuals and institutions. It is essential to be prepared for this reality. Remember that it is okay to prioritise your own well-being and mental health. There may be moments when countering antigypsyism feels too emotionally taxing, and in such cases, it is perfectly acceptable to step back and take care of yourself.

In addition to the above, here are a few suggestions on what to do if you experience failure in fighting antigypsyism both online and offline:

Seek support from trusted individuals: Reach out to friends, family, or members of your community who understand and empathise with your experiences. Sharing your thoughts and feelings with them can provide a sense of validation and comfort.

Utilise mental health resources: If you find yourself struggling with the emotional impact of antigypsyism, consider seeking professional help. Mental health professionals can provide guidance and support tailored to your specific needs.

Engage in self-care practices: Prioritise self-care activities that promote your well-being and mental health. This can include engaging in hobbies, practising mindfulness or meditation, exercising, or spending time in nature.

Most importantly, remember, that the fight against antigypsyism is ongoing, and setbacks are not indicative of failure. Taking care of your mental health and seeking support are crucial aspects of sustaining your resilience and continuing the fight for equality and justice.

FINAL WORDS

The Guidelines on Countering Antigypsyism provide insights and practical strategies for CSOs and individuals committed to fighting against the deeply rooted prejudice and discrimination faced by Roma communities. Throughout the guidelines, we have explored various dimensions of antigypsyism, both online and offline, and have emphasised the significance of addressing this issue.

By understanding the complexities of antigypsyism, both online and offline, we can devise effective strategies to challenge stereotypes, promote inclusivity, and advocate for the rights of Roma communities. Our collective efforts are necessary to dismantle systemic barriers and promote social justice.

As we move forward, it is essential to continually evaluate our progress and redefine what success means in countering antigypsyism. Success should not be measured solely by the eradication of discrimination but also by incremental changes, increased awareness, and enhanced support systems that contribute to long-term transformation. By sharing knowledge, exchanging best practices, and fostering collaboration among CSOs, communities, and institutions, we can create a more inclusive and equitable society.

Let us remember that the fight against antigypsyism is not isolated to a single organisation or individual. It is a collective responsibility that requires ongoing commitment, resilience, and solidarity. By working together, we can challenge prejudices, dismantle stereotypes, and build a society that embraces diversity, inclusivity, and equal opportunities for all.

Let these Guidelines on countering antigypsyism serve as a call to action for each of us to do our measurable practical steps in this work.