

PROJECT

MOSAIC



ONE IN DIVERSITY

DIVERSITY makes us stronger. END DISCRIMINATION

FINAL REPORT

2007



Malta Gay Rights Movement



KUNSILL NAZZJONALI TA' L-ANZJANI
NATIONAL COUNCIL FOR THE ELDERLY



STITCHED TOGETHER MEMORIES

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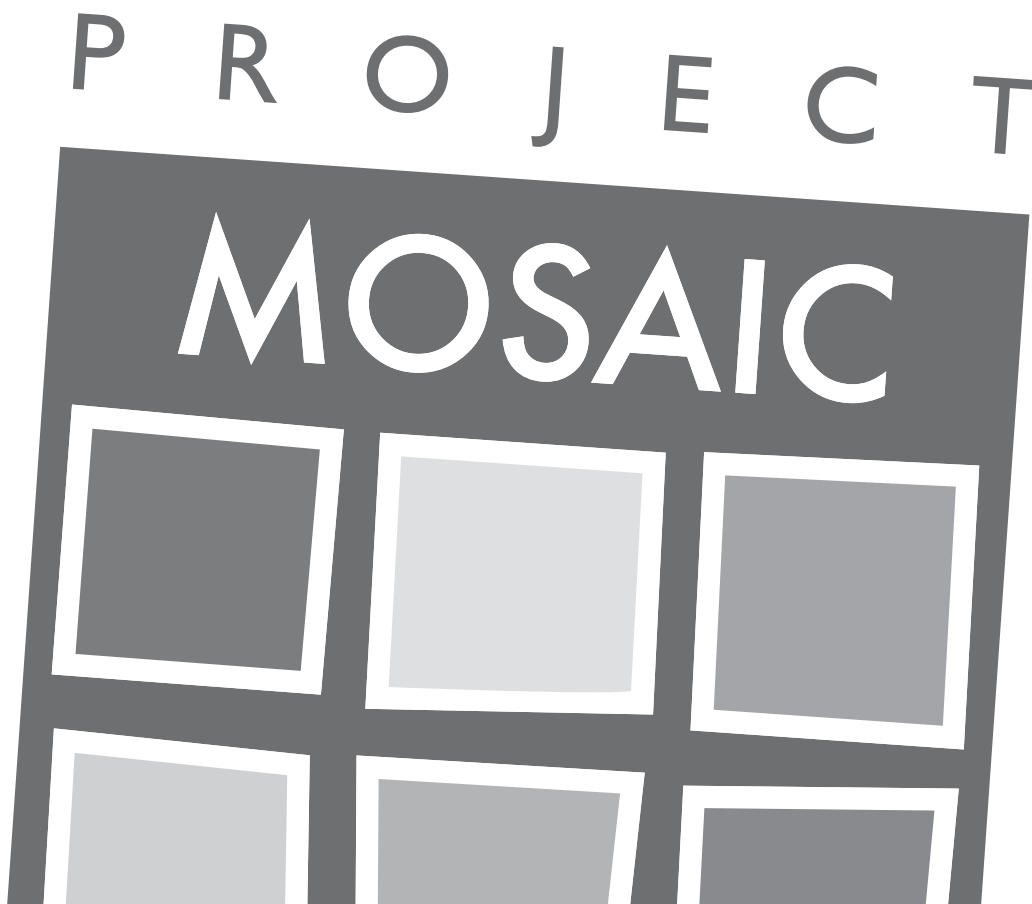
INTRODUCTION

The *Mosaic – One in Diversity* project emanates from the European Year of Equal Opportunities for All 2007. This European Year aims at highlighting rights, representation, recognition, and respect around the six grounds of discrimination as recognised by the European Union - Gender, Religion or Belief, Race and Ethnicity, Age, Disability, Sexual Orientation.

The *Mosaic – One in Diversity* project centres around Equality and Non-discrimination. Equality is a term which signifies our basic human rights, it emphasises our right to live with dignity and freedom. Taking these fundamental values away paves the way for a society which allows discrimination, social division and stereotyping. The European Union cherishes the values of freedom and non-discrimination, values to enhance and provide greater opportunities which make Europe strive in the global economy; in essence to fully embrace diversity and all the benefits emanating from it.

Background

The European Year of Equal Opportunities for All 2007 was established within the European Commission's Social Agenda (2005-2010) and Framework Strategy for Non-Discrimination and Equal Opportunities (2005) to reinforce individual legal protection and develop a positive approach to the promotion of equal opportunities and diversity by mobilising all stakeholders and EU policies towards the realisation of equality.



Anti-discrimination organisations in Malta have been growing fast both in numbers and stature but were lacking a unified front to enhance their voice. Thus, the idea for a network of NGOs representing the different groups vulnerable to discrimination working together to fight discrimination was founded. The Mosaic project moved from idea to reality through discussions between the National Commission for the Promotion of Equality and various NGO in Malta in late 2006. Early in 2007 a consensus was reached and a consortium covering the different grounds of discrimination was formed - the Mosaic Network.

Through the discussions in the Network it was clear that Malta needed to synchronise NGO's activity to battle all forms of discrimination. The Mosaic celebration of the European Year of Equal Opportunities for All 2007 established two new elements for projects in Malta, firstly it was the first time a network of Non-Governmental Organisations (NGOs) was established under a EU project with the aim for continuance after the culmination of the European Year. Secondly, it was the first time the six grounds of discrimination were given full promotion in Malta with equal weight and under the overall aim of challenging multiple discrimination.

Full equality cannot be achieved in segments which is why the Mosaic network and the European Year of Equal Opportunities for All 2007 are important for Malta. To achieve equilibrium in society, all people need to be protected against all grounds of discrimination. The role of Mosaic was to highlight the wider implications of discrimination based on all the grounds by promoting the positive values of equality and diversity.

However, raising awareness was not the only aspiration of the project as specific groups, sectors and legislation were targeted for their role in anti-discrimination, equality and diversity. The Mosaic Network involved themselves in events that emphasised specific grounds of discrimination, such as the Pride March, Children's Day, and the International Day for the Elimination of Violence Against Women. The Mosaic network's training days not only trained the members of the NGOs and Governmental bodies in the Mosaic network but also gave training to Human Resource Managers, Governmental Equality Bodies and the general public on all grounds of discrimination, through intensive workshops. School children were given the opportunity to express themselves and highlight their experiences of 'difference' through Forum Theatre events. The Mosaic network presented a film festival with movies picked by members of the network which discussed the different grounds of discrimination. These films were shown to members of the Maltese public at no charge.

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MOSAIC

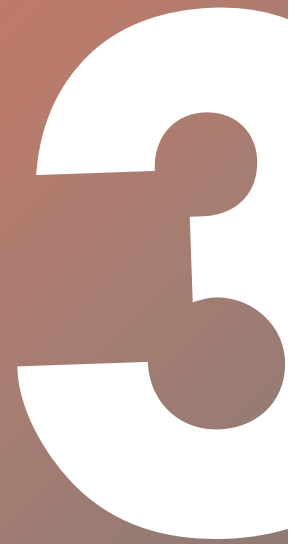
The Mosaic project held a variety of activities to publicise the message to end discrimination as widely as possible. The Mosaic Network worked together to develop information campaigns under the same image.

The challenge of the project was clear - how to get across a message to the general public about full inclusion for all members of society. The starting point for the Mosaic network was to understand the concerns of people who may fall under any of the six discriminated groups, research the rights that are there to protect people under the separate grounds and disseminate this information to the general public through awareness raising activities. These awareness raising activities took place through diversity days, training events and publicity campaigns.

To reach out to children in an interactive and effective way, the project visited schools in Malta via the acting company that won the tender, who put on forum theatre events which were fun, informative and empowering for children. Children were also invited to partake in our children's competitions to display their literary and artistic skills whilst discussing the ideas of equality and diversity.

The Mosaic Equal Opportunities Film Festival took place in December at St James Cavalier, Valletta and showed 10 films about the different grounds of discrimination, following the Mosaic Project goal of highlighting all grounds of discrimination together.

The European Year of Equal Opportunities for All was an opportunity to begin a trend in Malta to highlight, express and raise awareness about all the grounds of discrimination. In addition, enabling the network to work against all forms of discrimination with the support of a more informed public and empowering more people to join the challenge against discrimination.



**THE SIX
GROUNDS OF
DISCRIMINATION**

The *Mosaic – One in Diversity* project raised awareness in the spirit of the European Year of Equal Opportunities for All 2007 and promoted recognition of all the six grounds.

Gender

Discrimination on the basis of ones' sex is prohibited in the Employment and Industrial Relations Act (2002)¹ which guarantees equality in employment matters and provides an effective resolution through the Industrial Tribunal. The Equality for Men and Women Act (2003)² assures gender equality with regards to family responsibilities, educational and vocational guidance, and discriminatory advertising. European Union policy has a comprehensive approach towards equality between men and women through directives and treaties, and the promotion of positive action and gender mainstreaming.

1 Cap. 452 Employment and Industrial Relations Act (EIRA)

2 Cap. 456 Equality for Men and Women Act 2003



**LABELLING
PEOPLE
HURTS**



Religion or Belief

This ground is the hardest to define and the widest in scope. Generally it is interpreted to include religions, beliefs, and convictions about a person's 'ultimate concern' from which that person draws meaning and orientation for his or her life. Whereby the European Union describes this right as Religion or Belief it can be construed to be wider to include Thought and Conscience as per the European Convention on Human Rights. Through European Court case law, a wide variety of beliefs have been protected such as pacifism.³ Malta, like many other European countries, also interprets this right to include political belief.⁴

3 *Arrowsmith v United Kingdom* (1977) EHRR 7050/75

4 Article 32 Chapter IV *Constitution of Malta*



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**LABELLING
PEOPLE
HURTS**



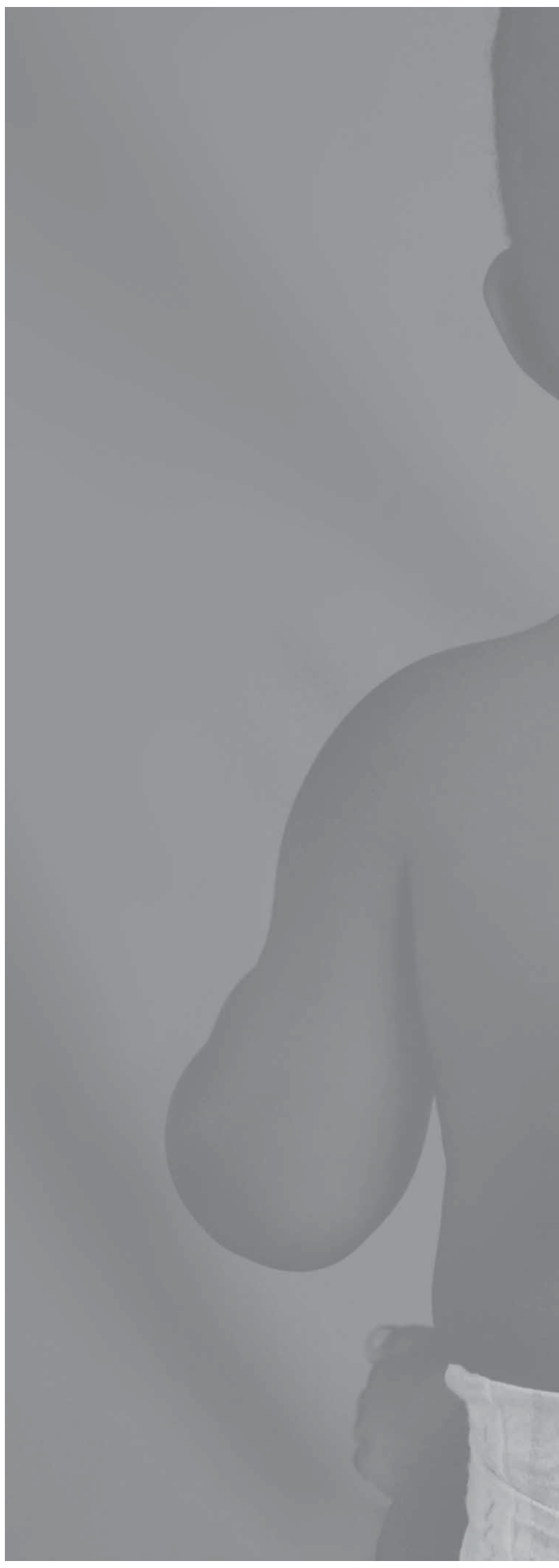
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Race and Ethnicity

Discrimination on the grounds of Race and Ethnicity at EU level covers unequal treatment, harassment, and victimisation towards people in comparison to others on the basis of their racial or ethnic origin or identity.⁵ The Equal Treatment of Persons Order 2007⁶ in Malta outlaws direct and indirect discriminatory treatment of people based on their Race or Ethnicity in the provision of goods and services.

5 Council of the European Union *Council directive 2000/43/EC Implementing the principle of equal treatment between persons irrespective of racial or ethnic origin* 29 June 2000

6 Legal Notice 85 (2007) *Equal Treatment of Persons Order*





1 OF 1

**LABELLING
PEOPLE
HURTS**



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Age

Discrimination on the ground of age covers all ages, from young children to the elderly. The difference in treatment of groups based on age is often based on assumptions and stereotypes about the different age groups.⁷ Anti-discrimination legislation protects people against unequal treatment based on their age.

⁷ C O'Cinneide (2005) *Age discrimination and European Law* European Commission Directorate General for Employment, Social Affairs and Equal Opportunities Brussels



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**LABELLING
PEOPLE
HURTS**

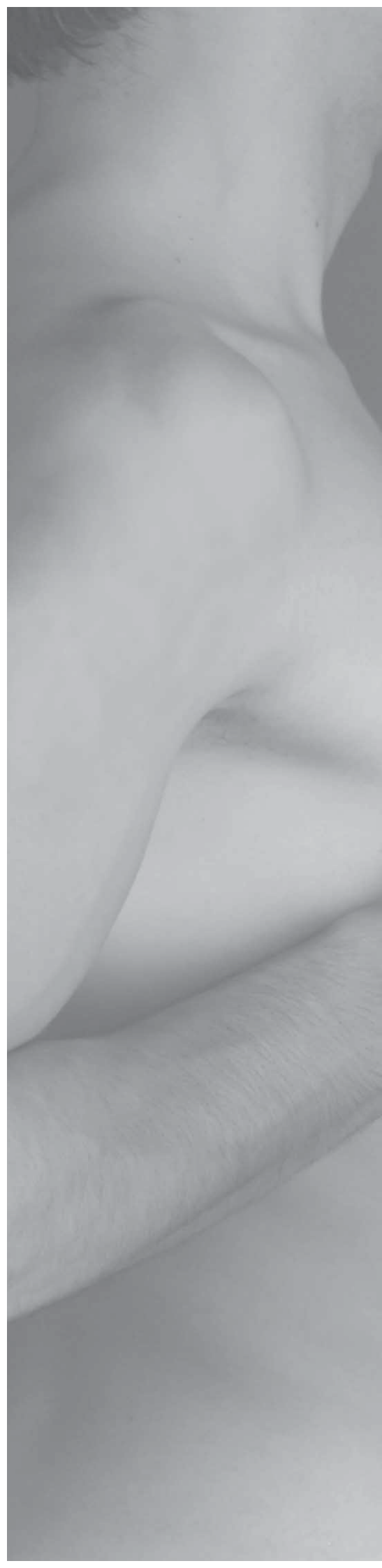
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Sexual Orientation

Discrimination on the grounds of sexual orientation are social and legal inequalities amounting to misperceptions and fears around people who are Lesbian, Gay, Bisexual, and Transgender (LGBT). The aim of equality in this field is to give LGBT an equal standing to heterosexuality. The Employment Industrial Relations Act protects Lesbian, Gay and Bisexual people from discrimination at the workplace.⁸

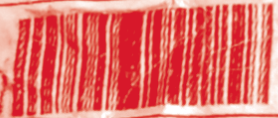
⁸ Legal Notice 461 (2004) Subsidiary Legislation 452.95 *Equal treatment in employment regulations*



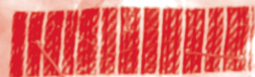


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**LABELLING
PEOPLE
HURTS**



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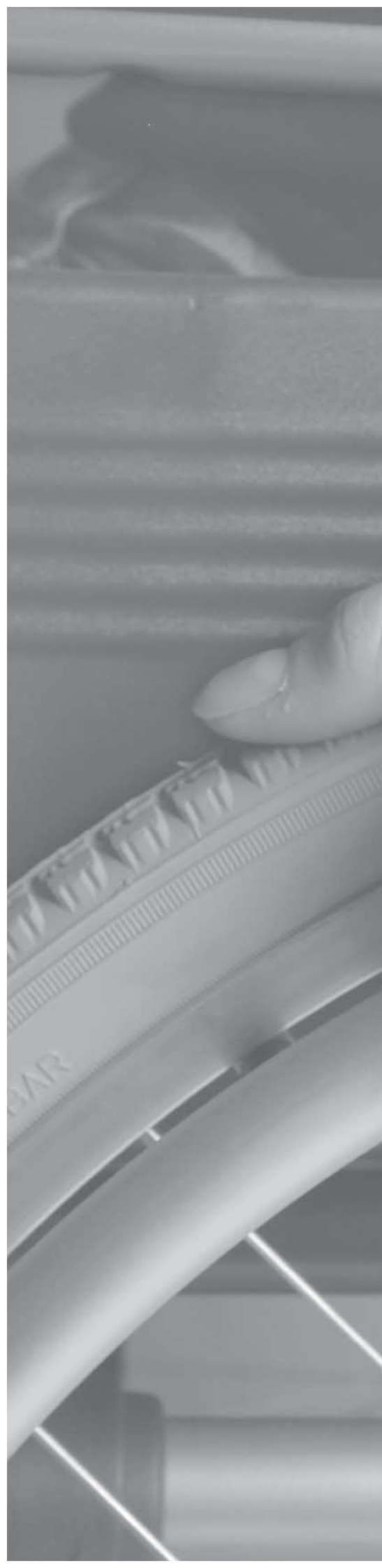
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People with Disability

People with Disability can face a wider range of discrimination based on their different abilities which can create extra obstacles to their entry in the workforce or to the enjoyment of living an independent life. In 2007 the UN opened the convention on the Rights of Persons with Disabilities for signature and received 118 signatures immediately, one of the signatories was Malta.

With regard to the Equal Opportunities (persons with disability) Act (2000)⁹ discrimination towards people with disability is when a person is given a less favourable treatment because of their disability. These rights include access to buildings and equal opportunities in employment.

⁹ C. 413 Equal Opportunities (Persons with Disability) Act 2000





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**LABELLING
PEOPLE
HURTS**

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**GENDER
RELIGION/
BELIEF
RACE/ETHNICITY
AGE**

**SEXUAL
ORIENTATION
DISABILITY**

4

**MOSAIC
TERMS**

The project used three key terms - Equality, Diversity and Discrimination - to highlight the importance, scope and aims of the activities. It was also important for the network as well as the general public to understand multiple direct and indirect discrimination.

Equality

Equality is a term which signifies the protection of people from discrimination based on their membership or association with one of the six grounds of discrimination. Equality can take the form of legislation, policy and grassroots work. At its core, equality would lead to fair participation by all members of society including basic respect and dignity.

Diversity

Diversity encompasses acceptance and respect by all parties involved in society. It entails understanding, valuing and recognising individual differences as tools towards a more inclusive society. Diversity enables society to value and make use of each individual's full potential.

Discrimination

Generally speaking discrimination is treating one individual to a lesser standard than another based on an individual's attributes, identity, or orientation and membership or identification with one or more of the six grounds.

Direct Discrimination

Direct discrimination is when an individual is treated less favourably than another in a comparable situation because of their race or ethnicity, sexual orientation, disability, age, gender, and religion or belief.

Indirect discrimination

Indirect discrimination is when a neutral provision, criteria or practice disadvantages people on grounds of racial or ethnic origin, religion or belief, age, sexual orientation, disability, and gender unless the practice can be objectively justified with a legitimate aim.

Multiple Discrimination

Multiple discrimination is defined in the same way as direct and indirect discrimination, with the difference of more than one ground of discrimination being used against a person. For example, an Asian woman is treated less favourably to an Asian male and a white female. She is discriminated on the basis of race and ethnicity because she is treated less favourably as a woman of a different race or ethnicity, and discriminated on the basis of gender because she is treated less favourably than a male of the same race or ethnicity.

**DISCRIMINATION
EQUALITY
DIVERSITY**

5

**THE MOSAIC
NETWORK**

The Mosaic Network is made up of ten Governmental and Civil Society partners each with experience in their own specific ground of discrimination. Together they create a network of expertise which provides an economy of knowledge and the tools for change.

The role of the network is to feed off and strengthen one another by sharing these experiences and expertise. Under this auspice the possibilities for sharing good practices increases, synergies strengthen, and the role of anti-discrimination movements widen to share the challenge of ending discrimination in an altogether unified and synchronised way for a more equal society.

National Commission for the Promotion of Equality (NCPE)

NCPE is the lead partner for the *Mosaic – One in Diversity* project, and is a governmental commission established by the Equality between Men and Women Act.¹⁰ In 2007 the remit of NCPE was widened to include non-discrimination in the provision of goods and services relating to Race and Ethnicity.¹¹ The role of NCPE is to promote equality in Malta and receive complaints related to discrimination on the grounds of gender, family responsibilities, sexual harassment in employment, race and ethnic origin as well as to monitor the implementation of policies on the promotion of equality. NCPE has a rich history in management of European projects having successfully participated in European Structural Funds, Equal, and Progress projects amongst others.



Office of the Commissioner for Children

After the establishment of the UN Convention on the Rights of the Child in 1989, ratified by Malta in 1990, the Office for the Commissioner for Children was set up by the Commissioner for Children Act (2003) and works towards promoting and protecting children's rights. The Commission has been committed towards providing a better future for our children.



European Network Against Racism (ENAR)

ENAR is a network of European NGOs all working to combat racism in the EU Member States. This Network was established following the 1997 European Year Against Racism. The ENAR is determined to fight racism, xenophobia, anti-Semitism and islamophobia and promote equal treatment between EU citizens and third country nationals by acting against discrimination and exclusion of people of different racial, ethnic and cultural backgrounds; eliminate racist elements in Europe's migration policies, and celebrate cultural and racial diversity.



10 Cap. 456 Equality for Men and Women Act 2003

11 Legal Notice 85 (2007) Equal Treatment of Persons Order



Malta Confederation of Women’s Organisations (MCWO)

The Malta Confederation of Women’s Organisations was set up in 2004 composed of fourteen various organisations focusing on women’s and equality issues. They aim to represent the concerns, needs and interests of women from all works of life through dialogue and networking at a National, European and International level. The purpose of the Confederation is to integrate and unify all national women’s NGOs and individual members and represent Malta at the European Women’s Lobby Group in Brussels.



Malta Federation of Organisations for People with Disabilities

The Malta Federation of Organisations for People with Disabilities is an umbrella organisation whose aims are to help persons with disability whilst keeping the autonomy of the affiliated associations. The federation encourages awareness on disability issues, investigates issues that involve people with disability and provides preventative measures.

Malta Gay Rights Movement

Malta Gay Rights Movement (MGRM)

The Malta Gay Rights Movement was established in 2001 and remains the only national organisation that represents the interests of Malta’s Lesbian, Gay, Bisexual and Transgender community. They aim to increase the acceptance of the LGBT community, educate society and challenge myths and misconceptions about different sexual orientations and gender identities, lobby for legislative changes to achieve equality for LGBT individuals in society and address and prevent acts of discrimination on the basis of sexual orientation or gender identity.



National Council for the Elderly (KNA)

The National Council for the Elderly was established through the Ministry of Health, the Elderly and Community Care in 1993. The Council brings together Non-Government Associations and Organisations that work on a voluntary basis to promote and safeguard the interests of Elderly persons. At present, there are 18 such Associations affiliated. The council acts as bridge between the elderly and the government and other international organisations to safeguard the interests of the elderly.



National Council of Women (NCW)

Founded in 1964 the National Council of Women is a non-partisan, and independent organisation which works to improve the quality of life and promote equality of opportunity for women. It aims at increasing participation at all levels in and aspects of the community. The Council provides a forum for women of different backgrounds and experiences to come together as individuals as well as representatives of affiliated organisations.

National Youth Council (KNZ)

The National Youth Council is an autonomous entity established in 1991 representing youth organisations in Malta. The organisation aims to help young people integrate into the national community and enable them to play a constructive role in the state.



National Youth Information Centre (NYIC)

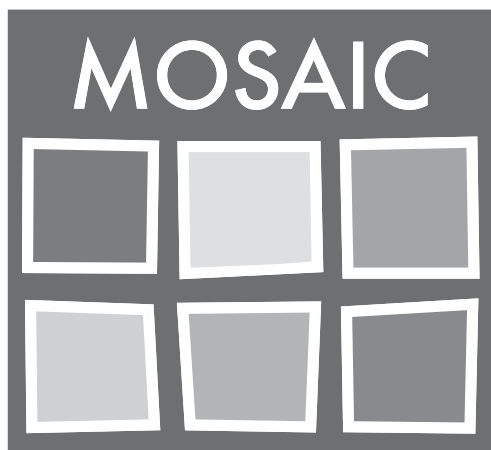
In order to empower youth, the National Youth Information Centre ensures that all barriers to learning are overcome so that students of Malta College of Art, Science and Technology are able to engage and progress in non-formal education, training and employment opportunities. The centre allows youths to access practical information for local services for cultural and leisure activities and specialist information services.



6

THE
MOSAIC
LOGO

P R O J E C T



ONE IN DIVERSITY

The Mosaic project began in July 2007 with a competition to design a logo to emphasise the six grounds of discrimination, diversity and equality. The competition was open to the general public and the Mosaic project received five submissions of high quality.

Of the five submissions one logo stood out in what was to be a difficult decision. This logo, designed by Mr Godwin Borg, emphasised the image of the project, depicting six different elements making one great whole.

As the artist himself proclaimed:

These diversified quadrants are put together in a way to form a single harmonious mosaic which represents the community where each and every person is accepted.

The logo became an important multiplier of the project due to its vibrant design, finding itself the centrepiece of our Universal Children's day event, where the logo was adorned on a (1.5m by 1.8m) jigsaw.

At the Universal Children's Day Event





THE

CAMPAIGN

The campaign of the *Mosaic – One in Diversity* project entitled 'Labelling People Hurts' used images which aimed at truly and figuratively expressing the denigration that discrimination places on an individual and society. The intent was not to shock for the sake of being different, but to use a strong mode of expression which captured people's attention.

The nature of discrimination calls for a strong and active campaign which stands out and encourages the public and institutions to question their surroundings, thoughts and actions.

The message to 'End Discrimination' is fundamental - every individual needs to understand that when people are labelled with any stigma/ stereotype or are denigrated, this has the power to hurt individuals coming from similar backgrounds. It could be argued that these themes, as they affect a multitude of people in society, are so important to the progression towards a non discriminatory and accepting society that the project had a role of identifying the needs of these discriminated groups in a way that will raise awareness. This is one way that the network aims to continue its approach against discrimination in all its forms.

The colour scheme of deep and dark reds was adopted using the colour perceptions premises - when we see colour, it is processed through our brain creating positive or negative connotations which we associate with that colour. Red was the colour chosen because its connotations in our society are with 'stop', 'wrong', and 'danger'. This expresses the message to bring to a halt discriminatory behaviour.

The labels signify the message in its most straightforward way - we are literally putting labels on people to illustrate the invisible labels that are applied to some members of society, be they black, gay, disabled, women, Muslim or youths. The idea behind this concept is that the staples of the label represent the pain which the label causes as well as the difficulty of removing the label once it has been placed. Removing the label needs to be a joint effort where all of society understands these grounds, their effects on people, and how they can distort the possibilities that diversity can bring.

Ultimately this campaign brings together all these elements; the perceptions of colour, the pain of labelling, and the everyday people approach to create memorable imagery which will convey the message 'Diversity Makes Us Stronger' but more importantly 'End Discrimination'.



Billboards

The Mosaic project launched a billboard campaign throughout Malta and Gozo with displays in Marsa, High Ridge, Qormi, Salina Coast Road, Mriehel Zejtun, Fgura, San Gwann, Naxxar, Victoria and Ghajnsielem.

The billboard campaign consisted of an introductory message of 'Diversity Makes Us Stronger: End Discrimination' and single billboards on each of the six grounds of discrimination.



Brochure

The Mosaic brochure was compiled by the members of the Mosaic network to outline and highlight important issues in their specific grounds. The concept of the leaflet was to identify fears and misconceptions under each ground and disclose / rectify the stereotype or stigma attached to them. For example 'women are better secretaries and men are better engineers' was followed by an equality based reply such as 'capability is not related to gender. Equality gives the individual free choice to be considered for any job that fulfils him or her.'

The brochures provided contact details of organisations that can help and advise with regards to all grounds of discrimination and also give a brief introduction to all forms of discrimination such as Direct, Indirect, and Multiple discrimination.



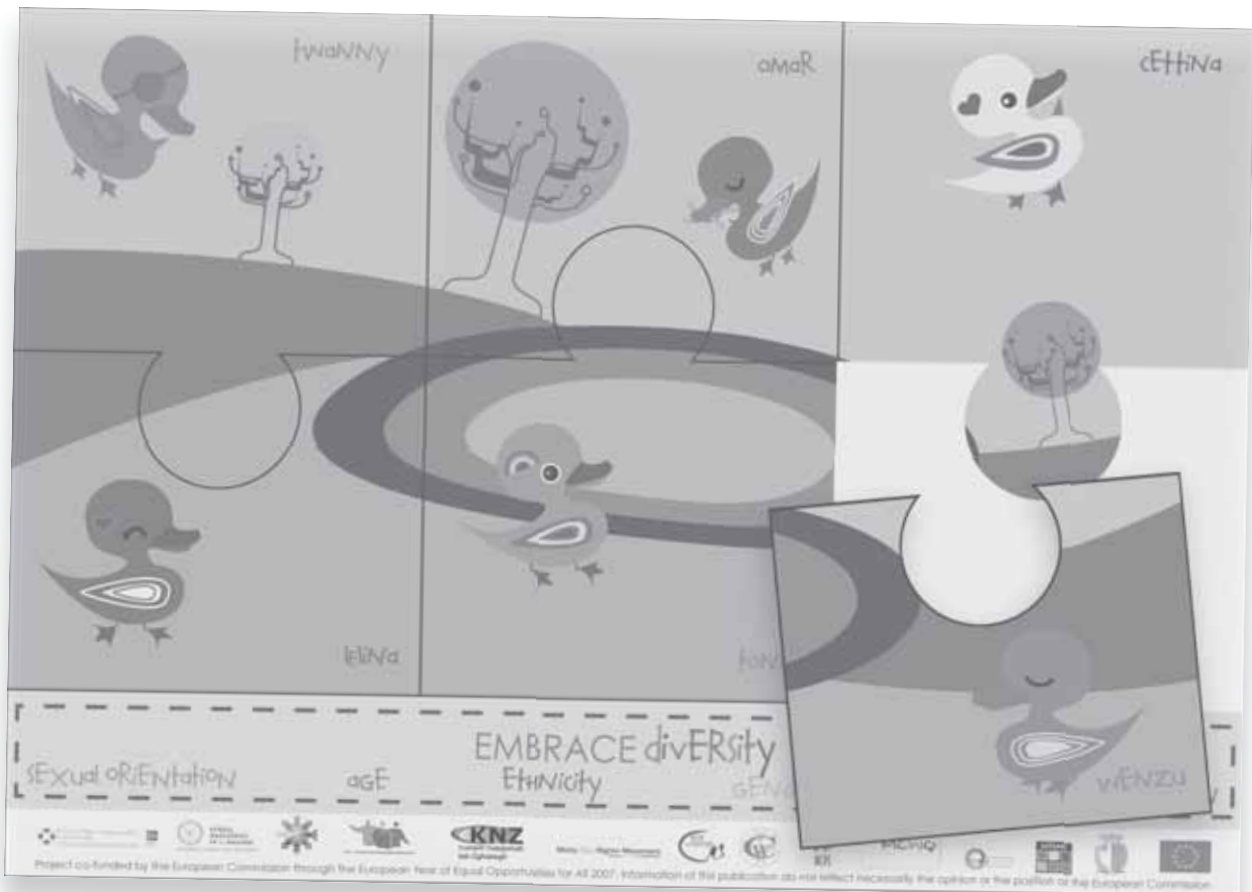
Posters

The Mosaic project posters were distributed to all government offices as well as numerous other venues to provide higher visibility of the campaign. The poster provided a simple message – ‘discrimination on the six grounds must be stamped out’.

Public Service Announcements (PSAs)

A television Public Service Announcement, which included a sign language interpreter, was produced in Maltese. This was aired on the three main television stations for a one week period. The television Public Service Announcement covered a general introduction about all ground of discrimination.

Seven radio Public Service Announcements (in English and Maltese) were produced and aired on the top ten radio stations in Malta. One was a general introduction about discrimination, and the other six each covered a ground of discrimination.



Children's Stickers

The children's stickers proved to be highly versatile, providing the basis of our competitions and further *The Times of Malta* newspaper coverage. The stickers were made with collection in mind by having 7 separate stickers to make a jigsaw. The design of the ducks, later titled the 'diversity ducks', were not to outline any particular ground of discrimination but to highlight all the grounds together and attract the interest of children. During children's day at Ta' Qali, they proved to be extremely popular with over 200 sets of stickers being distributed.



Newspaper Adverts

Newspaper adverts (in English and Maltese) were published on all the Weekly newspapers displaying the central message of the project.

8

**DIVERSITY
DAYS**

The *Mosaic – One in Diversity* project celebrated international human rights recognition days with local diversity days where the Mosaic network promoted different issues.

Pride March, 6th July 2007

The Mosaic project celebrated the European Year of Equal Opportunities for All at the annual and global gay pride march. Where marches hit capitals all around the world, Malta was no different having an activity in Valletta followed by the march itself.

The Pride celebration carried on throughout the week with a film festival at St James Cavalier showing:

- **Unveiled** - A German film about a Lesbian from Iran who flees to Germany after being persecuted for her sexual orientation. She takes the identity of a political refugee who had died after she is refused entry into Germany where she finds love with a co-worker, Anne.
- **Soldiers Girl** - Tells the true story of a soldier who was beaten to death for his love of a transgendered nightclub performer. A strong critique of the US military's 'don't ask, don't tell' environment.
- **Head On** - Nineteen year old has to confront his sexuality and his Greek family, leading him to despise his previously radical activist parents' traditional ways.
- **Dangerously Living: Coming Out in the Developing World** - A documentary about the obstacles, prejudices and confrontations people receive when coming out in the developing nations.

The pride march celebrations ended with the annual 'Women Space Art and Music' event. Awareness of the rights of women from sexual minorities was raised by the 150 participants.

Universal Children's Day 25th November 2007

The Mosaic Network joined the festivities of Children's Day at Ta' Qali with the Ministry for the Family and Social Solidarity (MFSS), Ministry for Education, Youth and Employment (MEYE), and Appogg. The day included performances by children on the main stage, games and activities throughout the park and at the MFSS stands Mosaic Diversity duck stickers and Mosaic badges were given out. The main attraction at the stand was the 1.5m by 1.8m Mosaic jigsaw where parents and children alike worked together to piece together the logo.

International Day for the Elimination of Violence against Women 26th November 2007

The Mosaic Network joined the Commission on Domestic Violence's white ribbon event. Members of the Network, Appogg and local celebrities wore white ribbons, to signify their stand against domestic violence, to politicians outside parliament. The National Council of Women provided the campaign with large quantities of Council of Europe's 'Stop Domestic Violence Against Women' campaign posters and bookmarks.

9

TRAINING

The Mosaic project included two training events both aiming at increasing knowledge about the six grounds and to highlight the issues of multiple discrimination. The first session was a Capacity Building Training carried out by the Mosaic Network, for the Mosaic Network, to increase all the groups' understanding of one another's grounds of discrimination. The second was the Train the Trainers sessions on the six grounds of discrimination aimed at Human Resource Managers, Governmental Equality Bodies, and the General Public.

Capacity Building Training 19th & 20th October 2007

Over two days the Mosaic Network's members trained the network on the six grounds. The expertise of the network made it possible for the network to immerse themselves in the six grounds of discrimination. On the first day the network was trained on Religion and Belief, Sexual Orientation, and on Gender. The second day saw presentations on Age, Race, and People with Disability.

Train the Trainers 15th & 22nd November

Members of the Mosaic network trained 33 members of Human Resource Departments, Governmental Equality Bodies, and the General Public. The event took place over two days and was set out in three revolving workshops to keep the numbers in each room small and encourage discussions. The aims were to highlight the six grounds and multiple discrimination, understand the real world challenges the business and social world face in their understanding of the grounds and their requirements, give an opportunity to gauge the level of understanding in the societal and business spheres as well as answering their questions and listening to their requirements.

The event started with a speech from the Executive Director of NCPE and Project Leader of the Mosaic project, who highlighted the goals of the project and the six grounds of discrimination. Training was provided on Persons with Disability, on Race and Ethnicity, and on Sexual Orientation. Followed by, a week later with presentations on Age, Gender and on Religion and Belief.

The training sessions were credited for providing useful information and practices which the attendees could use in their place of work. It was highlighted that employers need to be made more aware of amendments in the law to help all people participate in the labour market.

Train the Trainers session – MOSAIC



10
FORUM
THEATRE

Forum theatre is an interactive style of performance and is the brain child of Brazilian writer, director and acting coach Augusto Boal who set up different theatrical forums to help discuss current events. Whilst typical theatre is a passive affair with the audience being the receiver of information, forum theatre acts to immerse the audience in information and aims to incite the audience to be participants (the 'spect-actor') and be active in the scenarios performed with the aim of having their instincts challenged and perceptions changed. The basis of forum theatre is to transform monologue into dialogue through interactions between the audience and the stage.

Forum theatre is a set of exercises, games and performances to lower inhibitions and increase discussion. The forum play uses improvisation in a scene based on oppression. The audience is first shown a short play where the protagonist encounters oppression or obstacles they are unable to overcome. This is followed by a brief discussion amongst the audience with a mediator (known as the Joker).

The 'spect-actor' is there to interact and halt the play if they would do something different than the protagonist. The protagonist then sits and is replaced by the 'spect-actor' to demonstrate their method/version of events, while the other actors of the play act as antagonistic as possible to test if the new idea could work, and unless the 'spect-actor' is successful in overcoming the oppression the original protagonist actor will resume and the play will proceed. At the end of the play the audience is invited to discuss proposed solutions.

Forum theatre was used by the Mosaic project to create bonds between groups of students by using plays. These students helped to shape the ending of the play written especially for them. The interaction of the audience with and over the actors provides some ownership of the issue and the activity allows for active thought as how to change perceptions and empower the audience to make the necessary changes.

An acting company was contracted by the Mosaic project to take forum theatre to secondary schools in Malta. Six schools were visited and seven shows were performed in November 2007. Form one and Form two students from St Joseph's school, Sliema; Maria Goretti, Tarxien; Guzeppi Despott Junior Lyceum, Hamrun; Lorenzo Gafa, Vittoriosa; Lorenzo Manche, Floriana; and Erin Serracino Inglott, Cospicua took part in these performances.

The events followed the theme of bullying as a consequence of thinking negatively about difference. Students enjoyed warm up games including a circle game to introduce and accept each other, image theatre to depict an event as a living photograph and the forum play. There were five plays all depicting the notion of difference, often by putting a common character in a new contexts.

The plays included:

- The School Bus: a girl is picked on for being clever and wearing glasses, by an elephant and a lion, where one bully is more dominant than the other.
- Pinocchio: Pinocchio is running away from school after having been in a fight and is stopped by a lion and a wolf who aim to kidnap him and take him to the circus.
- Art: Pierrot displays his mime talent to a juggler and a clown playing Diablo who make fun of Pierrot because of his different talent. It ends with Pierrot showing his dancing talents to the juggler and the clown and finally teaching them the dance steps.
- Cinderella: The daughters of Cinderella and Snow White are in the company of two puppets (these two puppets want to be popular) and together, they bully the daughter of the evil queen. This play shows how family reputation can have wide effects as it highlights that the characters were treated differently depending on their family's reputation, not on their own merits.
- Jealousy: A regularly bullied girl decides to inform her teacher and when a fight breaks out outside the school the teacher intervenes and tries to understand both sides of the story.
- The Forum Theatre events were one of the highlights of the project as through their use a strong indication may be gathered with regards to the next generation's understanding and respect towards people of different races, ethnicities, sexes, abilities, sexual orientations, religions, beliefs, and ages. From the events below listed, are gathered some of the findings seen in regards to the script writing exercise depicting what is good and bad and the children's involvement in Forum Theatre.

Solutions highlighted in the Forum plays

1. The School Bus

- a. Stand up to bullies.
- b. Inform the bus driver.
- c. Inform a teacher about bullying when you get to school.
- d. Other bus passengers should step in.
- e. Question the weaker of the two bullies to make her stop.

2. Pinocchio

- a. Tell his father about the fight at school and not be scared.
- b. Tell his father about the wolf and the lion's plans for him.
- c. Keep running when the wolf and the lion try to stop him as he runs home from school.

3. Art

- a. Ignore the clown and juggler with their challenges.
- b. Inform the clown and juggler that mime is also an art.

4. Cinderella

- a. Question Cinderella and Snow White's children as to why they bully the evil queen's daughter.
- b. Ask the puppets why they like to be with Cinderella and Snow White's children if they are not being spoken to.
- c. Have the puppets make friends with the evil queen's daughter who they prefer to be friends with.

5. Jealousy

- a. Ask the bully why she dislikes the other girl.
- b. Ask the girls what they like in each other and if they can be friends through these aspects.

11

CHILDREN'S
COMPETITION

The 'diversity ducks' were the basis of the Mosaic children's competition. In collaboration with *The Times of Malta*, Mosaic held two competitions, a story and an art competition.

Story competition

Using the diversity ducks as a basis, a project was planned which would enable the children to express their views, understand diversity and become involved in the children's campaign through the diversity ducks. In the weeks previous to the competition *The Times of Malta* had announced Mosaic to children and the characters of the diversity ducks were explained.

The characters of the ducks were to be used in the submitted story, but to ensure that the story was along the lines of difference and diversity, the aim of the competition was to write an ending to an incomplete story, which is below quoted.

As it's Autumn, Wenzu is flying away from the cold for Christmas. He soars over the river he calls home but is hit by a strong wind that takes his feathers and lands him by a lake. The ducks from the lake don't see this pink, featherless, billed animal as a fellow duck. They point and laugh, and waddle quickly away, scared. Wenzu lies crying. He hasn't finished his trip. His fellow ducks don't recognise him. He is worried he'll have an unhappy Christmas...

The competition was won by Mitchell Garrett of Swatar (ages 7-9) and Matthias Suda of Marsascula (ages 10 and over).

Mitchell Garrett wrote:

One of the ducks sees Wenzu crying and takes pity on him. This duck tells the others that Wenzu is really a duck. They make friends and start playing games. They also huddle together to keep Wenzu warm, as he has no feathers. Wenzu becomes so happy that his feathers grow very quickly and he can return home to his family on the river. So it turns out to be a happy Christmas for Wenzu, after all.

Art competition

The art competition, also promoted through *The Times of Malta*, was a cross promotion of Mosaic children's film festival's showing of *Happy Feet* and the diversity ducks. Children were asked to draw a picture showing how the diversity ducks could have helped Mumble, the penguin from *Happy Feet*, in his problem displayed in the movie.

12

**FILM
FESTIVAL**

The Mosaic celebration of Human Rights Day, was a week long Equal Opportunities film festival of ten films picked from within the Mosaic Network. The free entry event took place at St James Centre for Creativity starting on Human Rights Day - 10th December 2007 and running until the 18th December 2007.

The film festival highlighted all six grounds of discrimination and multiple discrimination by showing a number of well known movies as well as others which had never been shown in Malta.

Calendar Girls

This film portrays a group of middle aged women of the UK Women's Institute which posed for the infamous nude calendar to raise funds for one member's terminally ill husband.

Calendar Girls was picked in order to focus on the discriminatory ground of Age and to show that while some age brackets might bring along some stereotypes, they could also bring about new opportunities.

I am Sam

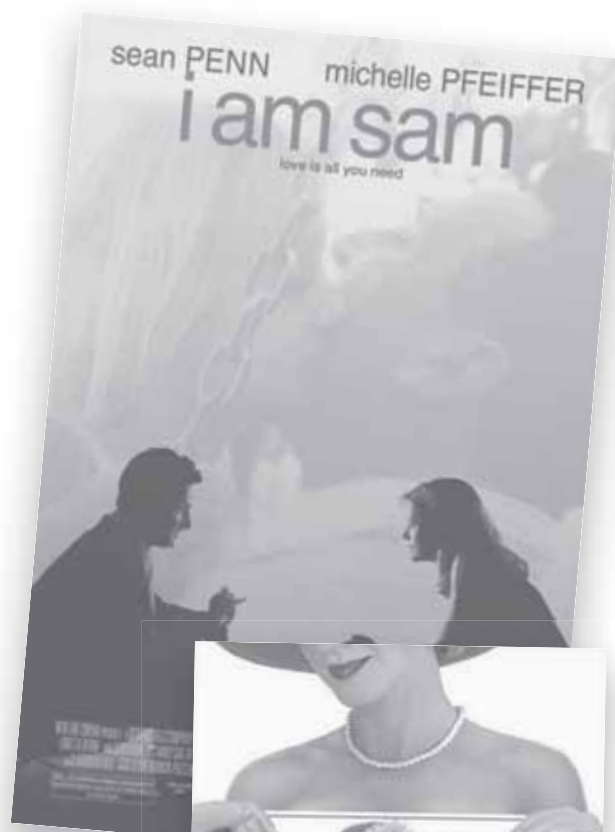
I am Sam is the story of a mentally-challenged man who challenges the social services to retain custody of his child. As the child begins to intellectually surpass her father, social services try to place her into foster care. Together with a high-powered lawyer they fight to keep custody of his daughter.

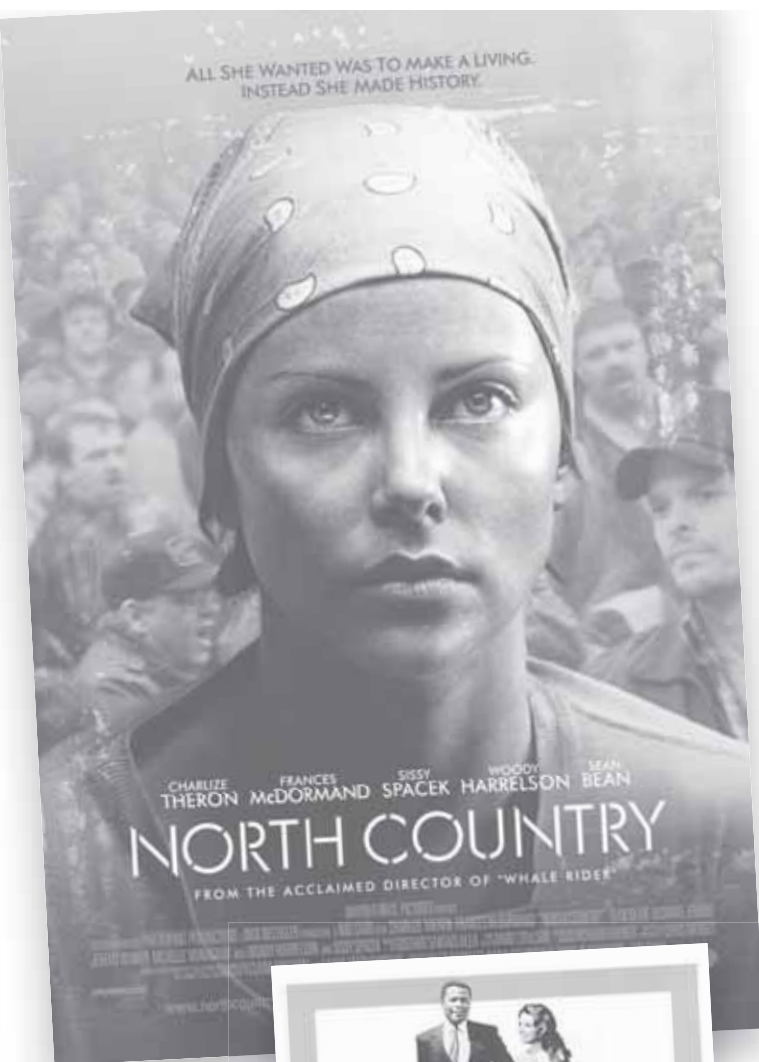
This film illustrates many of the stereotypes faced by people with a disability, while it shows that behind every disability there is a person.

My Sister Zahra

This Moroccan-Belgian film premiered in Malta and discussed sexual orientation and religion, thought and conscience. It is a documentary about the sister of a film maker who discovers her to be a lesbian, whilst they live in Belgium and have to explain this to their Muslim Moroccan family.

This true story is an important documentary about the role of tradition in being a barrier to expressing ones' true self and also a guide to help people through the coming out process.





North Country

This film focuses on gender discrimination as it tells the story of sexual harassment in the mining industry leading to the first class action lawsuit of sexual harassment in US history. For the ground of Gender, North Country was a popular choice because its subject matter remains a large barrier against full equality between the sexes.

Guess who's coming to dinner

A classic comedy to discuss the ground of Race and Ethnicity about a liberal white family whose limits and perceptions are tested when their daughter brings home an African-American fiancé. 'Guess who's coming to dinner' analyses the racially charged 1950's America whilst also looking at the social roles of both men and women and the role of religion in society.



Normal

Normal is a complex film about a 50 year old married man who has to explain to his wife, colleagues, and congregation that he has always identified himself as a woman and will be undergoing gender reassignment surgery. Underlying this is the story of the tension between him and his wife and also, but importantly, how his wife furthers her attempt for their daughter to grow up 'normal'.



This film was chosen to discuss the complexities of LGBT issues and the stereotypes and misinformation that surround them. It also discusses how people of different gender identities can live their life under a disguise as not to hurt their families and suffer discrimination.

The Station Agent

A man ostracised because of his dwarfism inherits a station house and wants to live there away from everyone. Instead, he finds this new town has people who are interested in who he is. It's a more light-hearted look at difference.

The station agent was chosen to show that the disability spectrum is very wide and stereotypes can follow a person whatever 'differences' they may have.

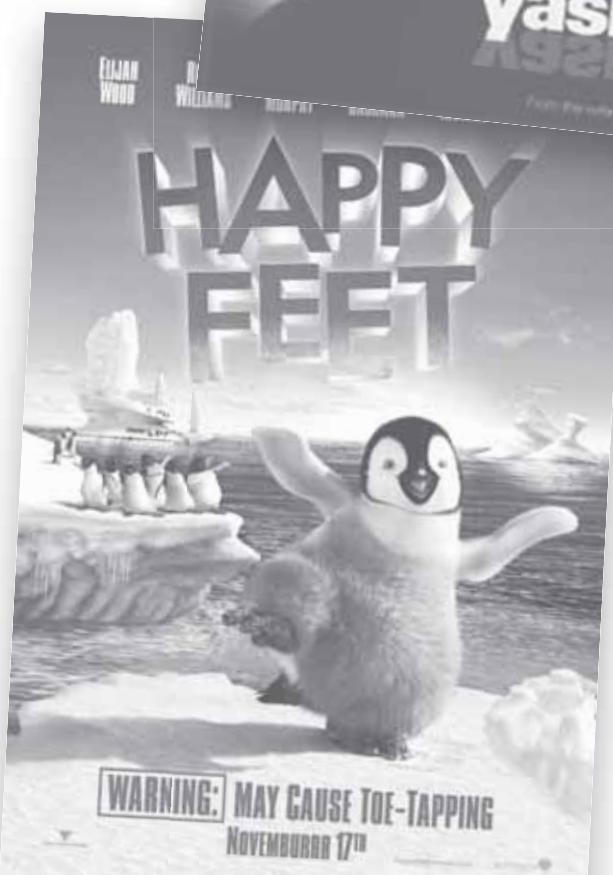
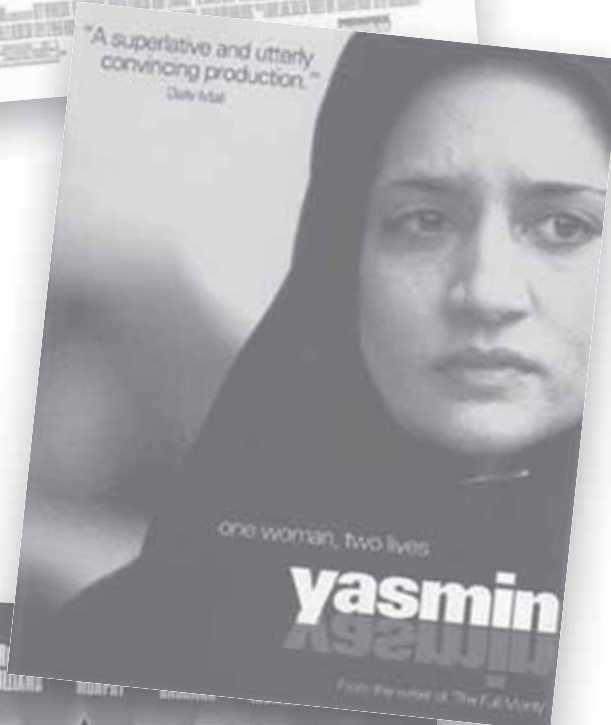
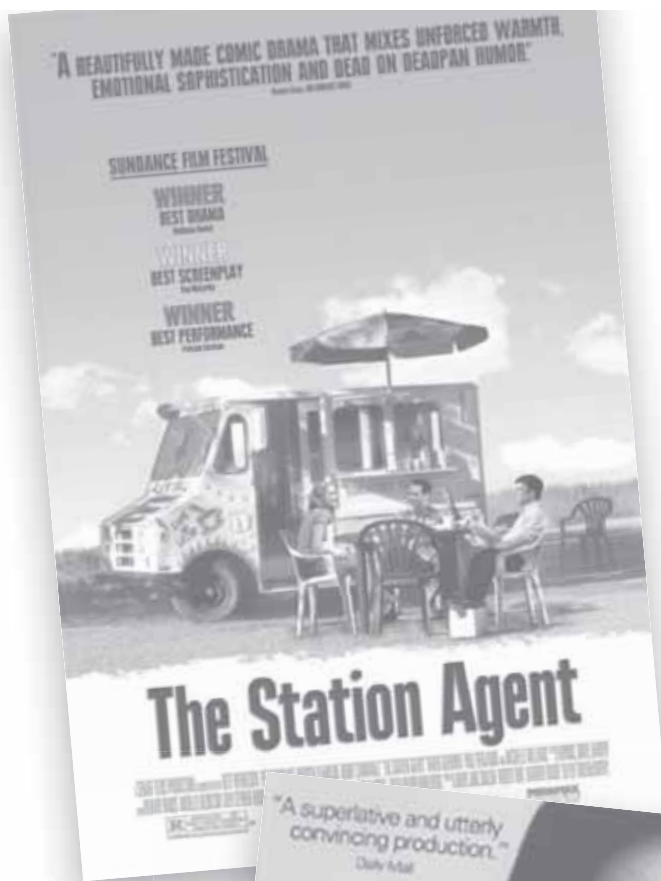
Yasmin

The story of an Asian Muslim woman in the UK who has an arranged marriage to please her family but wants a divorce which becomes more complicated after 9-11 occurs and her husband is arrested under the Prevention of Terrorism Act. The film looks at the racism that people of colour and different religious orientations can face after catastrophic events.

This film was picked for its relevance to Islamophobia but also to illustrate multiple discrimination.

Happy Feet

A special Saturday morning showing for children was organised with this animated story of difference. Children attending this film received a Mosaic badge and yo-yo as well as a set of diversity Ducks stickers.



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CONCLUSION

The purpose of this report was to provide a brief overview of what the MOSAIC project was all about. This was necessary to further disseminate the methods used to reach out to the different target audiences. This information will be useful for future initiatives particularly at a National level.

The overall objective of the MOSAIC project was to address fears and misconceptions that lie behind discrimination. As explained in the various sections of this report, MOSAIC utilised different tools to reach this target, such as training sessions, forum theatre, and competitions. Each tool was specifically designed for the respective target audience. On the other hand, to increase awareness of discrimination and its negative effects on individuals and society at large, an awareness campaign was carried out. The campaign ran parallel to other MOSAIC activities and this targeted the general public using different media to communicate the message of non-discrimination.

The capacity building training sessions on the other hand, which were aimed at representatives of the MOSAIC network, as projected, were very useful. This is because each training participant had the opportunity to be sensitised on the six grounds of discrimination outlined earlier in this report. The positive aspect of the training component of this project is mainly through the multiplier effect. This is because persons trained will be disseminating first hand within their respective organisations the information gathered.

Finally, the work carried out throughout this year was possible through the support, expertise and efforts of all partners of the MOSAIC network which was the equality platform created for the purpose of this project.

P R O J E C T



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