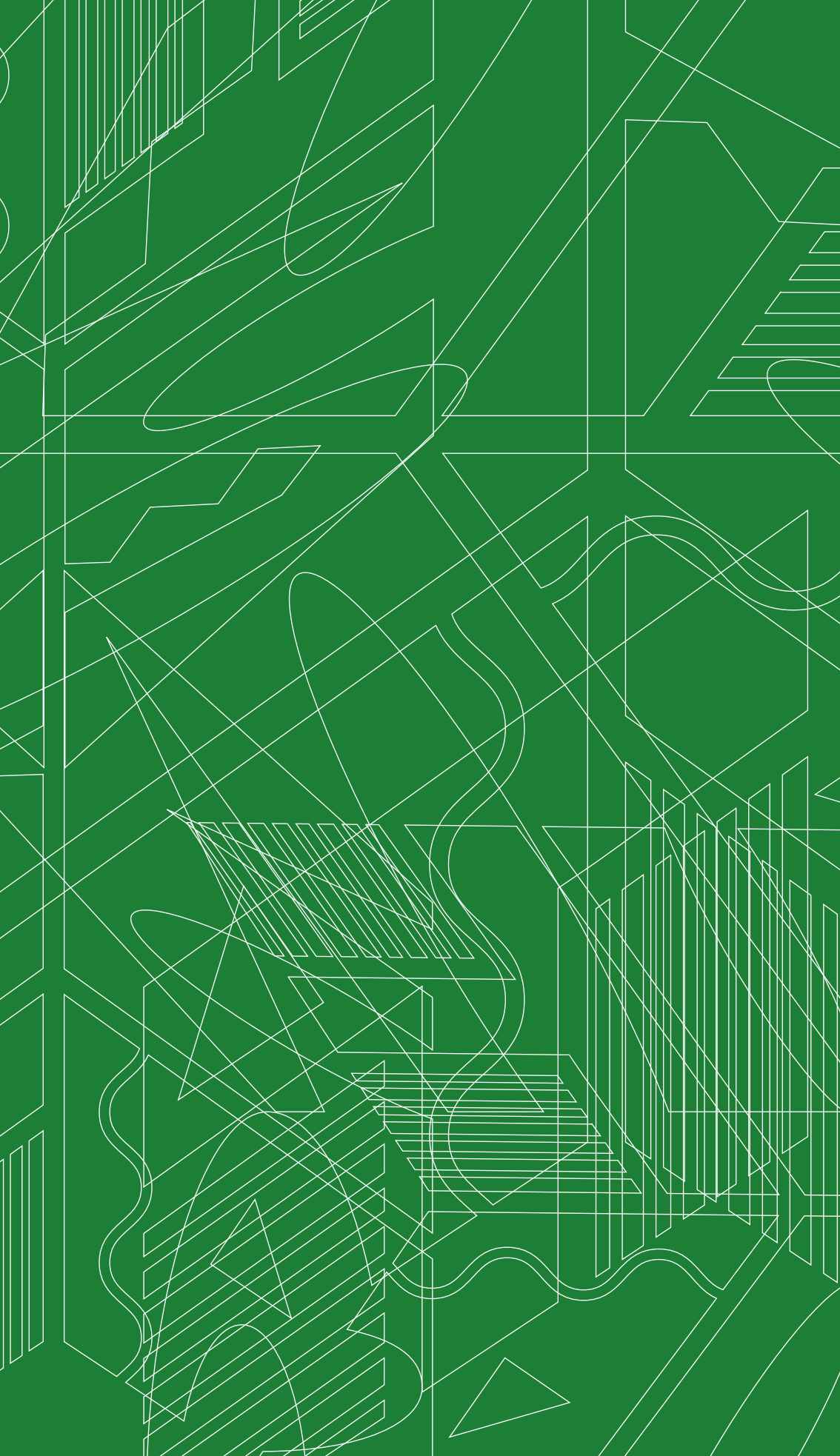


YEAR 3

SETA Project



THE SETA PROJECT
EDUCATION SYSTEM
FOR AN ANTIRACIST
TRANSFORMATION



Year 3 of the SETA Project

The implementation of these activities resulted in substantial progress in promoting **anti-racist education**, with a significant impact on training, mobilization, knowledge production, and advocacy, reaching a broad and diverse audience in different contexts.

TRAINING AND CAPACITY BUILDING: courses were held for teachers, principals, coordinators, and young leaders, focusing on topics such as anti-racist education, racial and gender equity, and human rights. Notable among these were training sessions on participatory methodologies, extension courses in partnership with universities, and seminars on Quilombola education.

ADVOCACY: this was strengthened through the project's external coordination, participation in national and international events, as well as partnerships with departments of education and research centers to strengthen legal frameworks. There was also a global anti-racist mobilization in education and the development of research and advocacy roadmaps to achieve racial equity in education by 2030.

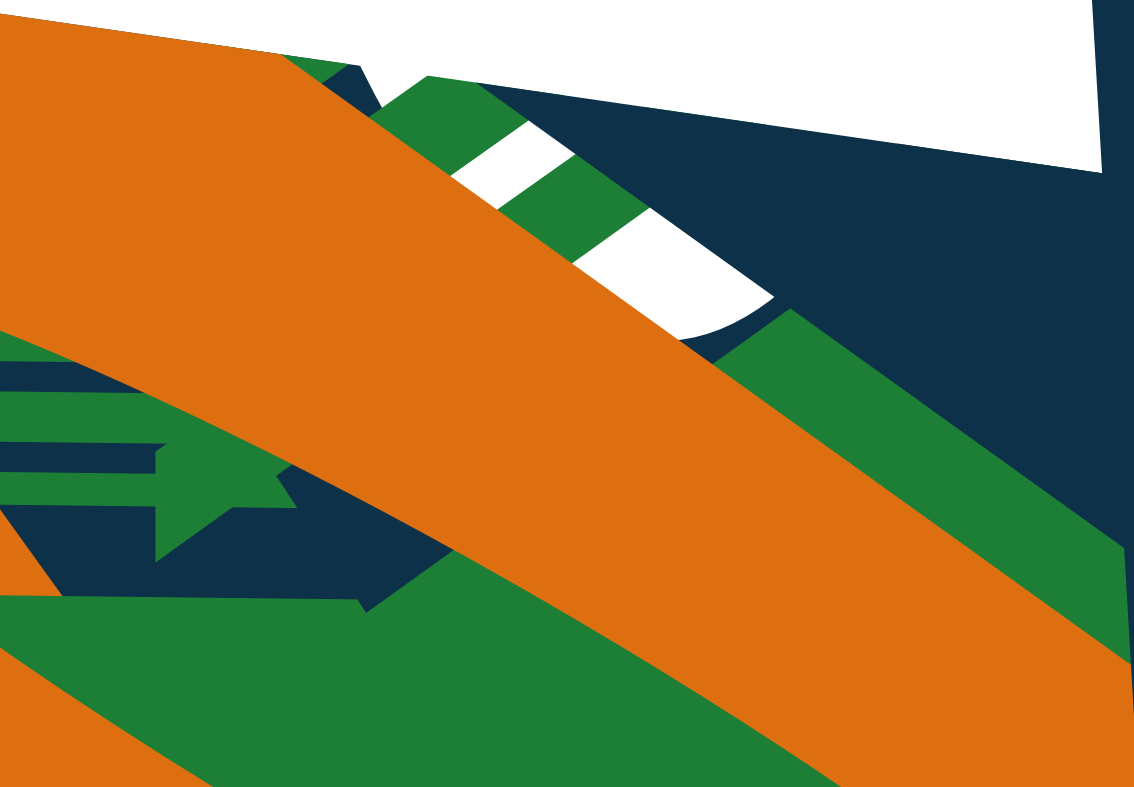
DEVELOPMENT AND DISSEMINATION OF MATERIALS AND METHODOLOGIES:

the project produced and disseminated resources such as the “anti-racist glossary”, an online training platform, methodologies for budgeting in ERER (Education on Ethnic and Racial Relations), multimedia teaching resources, and publications.

RESEARCH AND MAPPING: research and studies were conducted on racial inequalities in education, the educational trajectories of Black girls, and the creation of a national youth research network. In addition, surveys were conducted to map the presence of Black and Indigenous people in areas served by affordable test-prep courses.

MOBILIZATION AND ENGAGEMENT OF YOUTH AND STUDENTS:

these efforts were driven by the creation of a national student body network, the training of young researchers admitted through affirmative action programs at universities, workshops such as the Anti-Racist Wiki, and the production of documentaries and activities that celebrate funk culture and Indigenous knowledge. These joint efforts demonstrate a multifaceted initiative to promote a more equitable and just education.

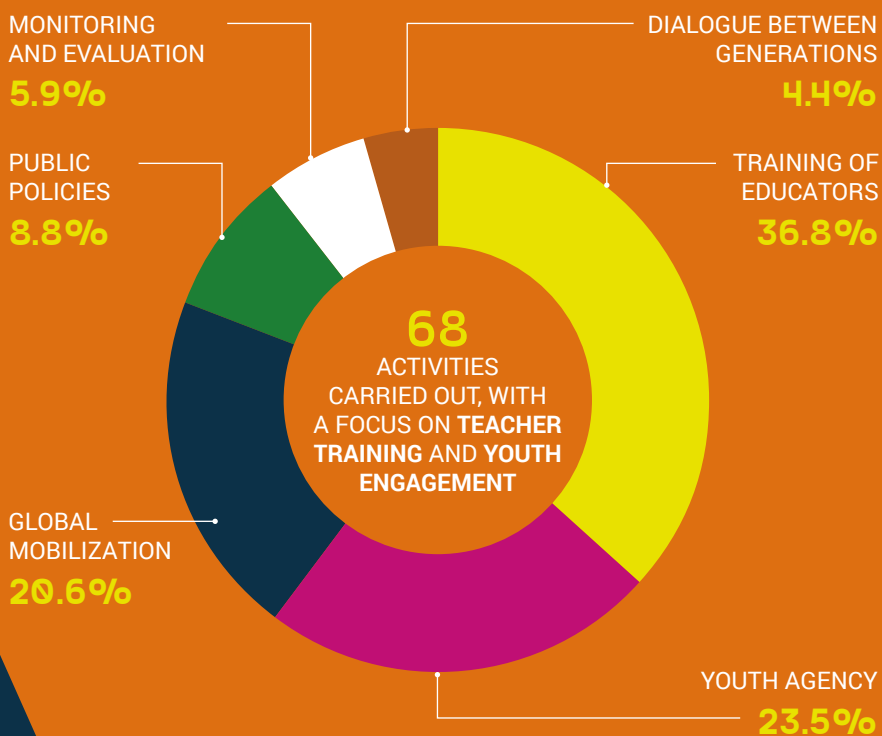


ACTIVITIES

- 01_ Training and capacity-building for educators, administrators, and young people on topics such as **anti-racist education**, **racial and gender equity**, and **human rights**.
- 02_ Organizing courses, seminars, and partnerships with universities (including **Quilombola education**).
- 03_ Strengthening **advocacy** through national and international coordination and institutional partnerships.
- 04_ **Global anti-racist mobilization** and development of strategies through 2030.
- 05_ **Production and dissemination of materials** (anti-racist glossary, online platform, educational resources).
- 06_ Conducting research on **racial inequalities** and the **life trajectories of Black girls**.
- 07_ Creation of a **national youth research network and territorial mapping initiatives**.
- 08_ Engaging young people through student networks, workshops (**Anti-Racist Wiki**), and cultural production.
- 09_ Widespread impact on **education**, **mobilization**, **knowledge production**, and **policy advocacy**.

Outcomes

Three approaches that drove concrete progress toward anti-racist education in the third year of the SETA Project: training educators, empowering youth, and influencing public policy.



In the third year of the SETA Project, multifaceted results were achieved that demonstrate significant progress on the anti-racist education agenda. A total of 68 activities were recorded, with a notable focus on initiatives aimed at training educators and empowering young people and students.

Specifically, 25 activities (36.8%) focused on training educators and administrators to incorporate anti-racist practices, while 16 activities (23.5%) aimed to transform communities and school culture through the involvement of young people and students. In addition, the project dedicated 14 activities (20.6%) to mobilizing a global network for racial justice in education, elevating racial equality as a priority within international educational structures. There were also efforts to improve and implement public education policies, with 6 activities (8.8%) focused on ensuring quality, equity, and context-specific educational offerings.

The incorporation of an intersectional approach to monitor and assess racism in education was addressed in 4 activities (5.9%), and intergenerational dialogue on racism and education was the focus of 3 activities (4.4%).

10,816

PEOPLE REACHED



4 BRAZILIAN
REGIONS

9 STATES

42 CITIES



12 COUNTRIES

20

ACTIVITIES
ADAPTED FOR
PEOPLE WITH
DISABILITIES



49

ACTIVITIES
SENSITIVE
TO GENDER
EQUITY

8

ACTIVITIES
IN REMOTE
AREAS



More than just expanding its reach, the SETA Project strengthened connections between territories, people, and knowledge, promoting an anti-racist education that is more inclusive, diverse, and accessible.

Geographically, the activities had a wide reach, taking place in 4 regions of Brazil, 9 states, and 42 cities, as well as extending to 12 countries.

In terms of impact, the project reached a total of 10,816 people, mostly adults, young people, social movement activists, and teachers in basic education. The outputs generated were diverse, including publications, seminars, workshops, educational resources such as teaching materials, as well as tools and methodologies, such as the INDIQUES¹.

A key aspect was the focus on inclusion: 20 activities were adapted for people with disabilities, and 49 were designed with gender equity in mind, addressing topics such as Sustainable Development Goal 5 and the leadership roles of Black and Indigenous women. Additionally, 8 activities took place in hard-to-reach locations, demonstrating a commitment to remote and vulnerable communities.

1. The INDIQUES methodology (often associated with the Education Quality Indicators) is a participatory school self-assessment process. Developed by the Ministry of Education (MEC) in partnership with organizations such as Ação Educativa, a member of the SETA coalition, the methodology aims to involve the entire school community in assessing and improving the quality of education.

The project also drove the review and improvement of internal processes at participating organizations, resulting in more structured and effective management. This included the implementation of new tools, the definition of indicators, and the adoption of best practices, promoting greater efficiency and a reduction in operating costs.

Team engagement was strengthened, autonomy was expanded, and technical and interpersonal skills were developed. Encouraging a more strategic mindset enabled organizations to set clear goals, allocate resources efficiently, and assess the long-term impact of their actions. The standardization of planning and record-keeping procedures contributed to the consistency and quality of deliverables. In addition to technical knowledge, employees developed essential problem-solving and communication skills. These actions fostered a more collaborative work environment, with greater motivation and a stronger sense of belonging.

The initiatives had a positive impact on the communities served and increased the coalition's visibility, strengthening its credibility and attracting new partners. They also stimulated innovation and the use of new technologies.

Collaboration with other institutions was intensified, expanding the reach of the initiatives and strengthening networking efforts. The organizations began to participate in 11 distinct networks, demonstrating greater advocacy capacity.

Also noteworthy are the insights gained regarding the transformative potential of youth and the effectiveness of participatory methodologies, as well as the importance of collective knowledge production.



IMPROVEMENT OF INTERNAL MANAGEMENT (PROCESSES, INDICATORS, AND OPERATIONAL EFFICIENCY)



STRENGTHENING TEAMS (ENGAGEMENT, AUTONOMY, COMPETENCIES)



INCREASING VISIBILITY, CREDIBILITY, AND PARTNERSHIPS (11 COLLABORATIVE INITIATIVES)



FOSTERING INNOVATION AND THE USE OF TECHNOLOGIES



RECOGNITION OF THE TRANSFORMATIVE ROLE OF YOUTH AND THE EFFECTIVENESS OF PARTICIPATORY METHODS

Challenges

The challenges faced throughout the year underscored the importance of collaboration, flexibility, and the ongoing strengthening of organizations to expand the impact of anti-racist education in different regions.

One of the main challenges was engaging different audiences. The heavy workload of teachers and administrators and the difficulty of maintaining young people's ongoing participation posed significant obstacles.

Limited financial resources, materials, and infrastructure also impacted the implementation of activities, especially in remote regions. Logistical problems and a lack of institutional support affected the effectiveness of some initiatives.

There were challenges in adapting language and methodologies to different contexts, as well as in addressing sensitive topics. Rigid planning in some cases also hindered necessary adjustments.

Problems with connectivity and coordination among stakeholders reduced integration in some areas. In addition, resistance to topics such as racism and gender was observed in certain contexts.

Internal organizational issues, such as financial constraints, staff turnover, and excessive bureaucracy, also impacted the progress of the project.

INSIGHTS

01

The central importance of **strategic planning**;

02

The need for **constant and coordinated communication**;

03

The value of **ongoing** team training;

04

The importance of **flexibility**;

05

The importance of effective **monitoring and evaluation systems**.

Lessons learned

Strategy, adaptability, and teamwork were key elements in improving results and strengthening the coalition's work.

- 01_ **STRATEGIC PLANNING** and efficient resource management are essential.
- 02_ **CLEAR COMMUNICATION** strengthens alignment and partnerships.
- 03_ **COLLABORATIVE NETWORKS** expand impact and sustainability.
- 04_ **CONTINUOUS TRAINING** (technical and socio-emotional) increases engagement.
- 05_ **FLEXIBILITY** is key to dealing with unforeseen events.
- 06_ **CONTINUOUS MONITORING** improves decision-making and outcomes.
- 07_ **YOUTH AND PARTICIPATORY METHODS** have high transformative potential.
- 08_ **INTEGRATING DIVERSE KNOWLEDGE** strengthens educational practices.

Organizations emphasized the importance of strategic planning and efficient resource management, including risk assessment and contingency plans.

Clear and ongoing communication proved essential for alignment among partners and teams. Strengthening networks was a key factor in increasing impact and sustainability.

Investment in team capacity building proved to be fundamental, both in terms of technical and socio-emotional skills, contributing to greater engagement and innovation.

Flexibility and adaptability were crucial for addressing unexpected challenges, enabling strategic adjustments throughout the project.

Continuous monitoring was identified as essential for informed decision-making and constant improvement.

Also noteworthy are the lessons learned about the role of youth, the effectiveness of participatory methodologies, and the importance of integrating diverse forms of knowledge in the development of educational practices.

Next steps

The lessons learned in the third-year point to concrete ways to strengthen the SETA Project. For the next cycle, efforts will focus on seven strategic areas:

01

PLANNING AND SUSTAINABILITY

The project will move forward with more detailed planning, including better resource allocation and contingency plans. Strict budgetary control will be implemented, with constant monitoring of expenses and revenues, to ensure sustainability and the efficient allocation of funds.

02

COMMUNICATION AND PARTNERSHIPS

Communication channels will be strengthened to keep all stakeholders informed about progress, challenges, and decisions. This will help prevent misalignment and rework. Strengthening collaborative networks with other institutions, experts, and stakeholders will be a priority, with the aim of expanding the scope and sustainability of our actions. It was essential to review and formalize partnership agreements, providing greater clarity regarding roles and responsibilities.

03

TEAM DEVELOPMENT

There will be ongoing investment in team training, the exchange of experiences, and constructive feedback to foster a collaborative and innovative environment. It is important to identify specific skill gaps and offer targeted training, as well as to recognize and value individual and collective contributions to keep the team engaged and productive.

04

INNOVATION AND ADAPTABILITY

Flexibility will be incorporated as a guiding principle, allowing for strategic adjustments as needed. For Year 4, the project will adopt an organizational culture that encourages experimentation and learning from mistakes, allowing for course corrections and strategy revisions in the face of new challenges or opportunities. The ability to respond quickly to unforeseen events and adapt approaches to the realities of different territories will be crucial to keeping the project on track and maximizing its impact.

05

MONITORING AND DECISION-MAKING

The monitoring system will be improved so that it allows for close tracking of the progress of activities in relation to lessons learned, goals, and indicators, with greater participation by stakeholders and the use of data for informed, evidence-based decision-making. This process will not only ensure that the course is refined but will also generate valuable knowledge for continuous improvement and accountability.

06 YOUTH LEADERSHIP

Strategies for youth engagement will be expanded, given their transformative potential, by creating safe spaces and methodologies that encourage engagement, leadership, and the exchange of experiences among young people and students. The use of approaches such as conversation circles, group dynamics, and active listening should be expanded, strengthening student councils as spaces for change. Training young people to serve as information multipliers should also be encouraged to broaden the reach of these initiatives.

07 ANTI-RACIST EDUCATION AND GENDER EQUITY

The lessons learned about anti-racist education and gender equity reinforce the urgency of implementing legal frameworks for ERER. For the coming year, the project should intensify its partnership with education departments and its support for educators — especially in the fields of mathematics and natural sciences — so that they can incorporate discussions on race relations into their subjects. It is essential to deepen the debate on racism, identity, bullying, gender, and transphobia, and to continue promoting the collective production of knowledge that integrates academic and popular knowledge.



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 **ação
educativa**

 **CAMPANHA
NACIONAL (DIREITO À
EDUCAÇÃO)**


CONAQ
Coordenação Nacional de
Articulação das Comunidades
Negras Rurais Quilombólicas

 **GELEDÉS**
INSTITUTO DA MULHER NEGRA

 **MAKIRA-E'TA**
REDE DE MULHERES NEGRAIS DO ESTADO DO CEARÁ

UNEafrô UNIVERSIDADE

 **University of
BRISTOL**