

CALL FOR PARTICIPANTS

Managing Diversity: A Training for Youth Workers



Basic information

What?	Long Term Training Course
Title?	“Managing Diversity: A Training for Youth Workers”
Venues and dates:	- 12-19 August (including travel days): Ommen, the Netherlands; - 6-14 October (including travel days): Yerevan, Armenia
Eligible Countries?	Armenia, Belarus, Czech Republic, Georgia, Germany, Italy, Latvia, Macedonia, Moldova, Netherlands, Poland, Portugal and Romania
How to apply?	Via the online application form: the link is at the end of this document
Deadline to apply?	16 July 2017

Idea, theme and objectives Structure

Development and prosperity of any society depends on the involvement and participation of individuals. Thus, every individual should have the same rights, opportunities and spaces to get involved and to be heard. This should in line with equality of chances for articulation and involvement. However, everywhere in Europe we face scarcity of these conditions. There are many studies showing how diversity affects any team, society or a country in different constellations and contexts. Some studies, for example, show that that diversity is beneficial and leads to greater creativity and innovation. Others, however, show that it is not easy to manage diversity and it often leads to conflicts. Compared to more homogeneous groups, heterogeneous groups can achieve greater successes in terms of creative tasks and have a potential to perform better than homogeneous ones. However, diverse groups tend to face more conflicts and confrontations.

So, how to approach diversity? We believe diversity is good and beneficial when it is managed properly. It is not enough to collect diverse groups of people to achieve success. Though diversity can be managed through different quota regulations, laws and codes of conducts, those can never work if the habits and educational models reproduce stigma and prejudices. This is why we have developed this Long Term Training Course (LTTC) in order to support youth workers, educators and youth trainers to develop their diversity management skills and learn how to implement a culture of diversity in their working environment. We would like to incorporate diversity-awareness and behavior in our work, making sure it exists both in our trainings, projects and initiatives on diversity and in any other project not directly related to the topic.

There is a strong need of change-makers and youth work specifically who can professionally work against structural discrimination and under-representation of marginalized groups. There is a need of educators and youth workers who can foster participation of marginalized youth and support them to develop their capacities for engagement. Marginalization, lack of participation and discrimination are strongly connected to societal habits and education. This means we have the ability to change them the same way they have been created. Promoting acquisition of skills, knowledge and attitudes regarding diversity and inclusion among youth workers, educators and trainers is essential in order to shape better societies where all individuals have the same rights and same spaces to express themselves.

LTTC "Managing Diversity: A Training for Youth Workers" aims to support 26 youth workers, educators and youth trainers from Programme Countries as well as and Partner countries in development of their diversity management skills and in learning how to implement a culture of diversity in their working environments by increasing diversity-oriented awareness in their work with young people.

The LTTC has the following main objectives:

- To empower 26 youth workers, trainers and educators to develop diversity orientation in their work with young people and build their competence in diversity management;
- To support youth workers in incorporation of diversity into their working environment, thus, making their work more inclusive and effective;
- To promote diversity-oriented attitudes and awareness within the European programs in the fields of Education, Training and Youth;
- To introduce key theoretical aspects, the glossary as well as the practical tools, methods and instruments to the youth workers who seek to implement the concept of diversity in their work;
- To discuss how the European Youth Work can reinforce equality and ensure that diverse groups of people get equal treatment during trainings, seminars as well as other formal and non-formal educational settings;
- To strengthen cooperation between 16 organizations based in the EU and non-EU countries in order to exchange methods and develop new projects on diversity and inclusion within the Erasmus+ programme.

Structure

The Long Term Training Course has 3 main Project Activities:

Activity 1: Introductory Training Course in the Netherlands

Activity 2: Local Activities in Participating countries

Activity 3: Capacity Building and Evaluation Seminar in Armenia

Introductory Training Course in the Netherlands aims:

- To empower 26 youth workers, trainers and educators to develop diversity orientation in their work with young people and build the their competence in diversity management;
- To support youth workers in incorporation of diversity into their working environment, thus, making their work more successful and inclusive;
- To promote diversity-oriented attitudes and awareness within the European programs in the fields of Education, Training and Youth;
- To introduce key theoretical aspects, the glossary as well as the practical tools, methods and instruments to the youth workers who seek to implement the concept of diversity in their work;
- To develop training and educational activities and tools on diversity and try them out in the group of participants in order to use the tools during the Local Activities back home;

Local Activities in Participating countries aim:

- To bring young people based in the local communities of the participating countries around the topic of the LTTC and transfer the knowledge gained during the project through a small scale project to the community;
- To encourage marginalized young people affected by the intolerance and discrimination in our local communities to undertake their own initiatives and various steps necessary to manage diversity;
- To practice and try out the methods that have been learned during the project with small groups of young people;
- To increase the awareness and knowledge of local youth on the topics of diversity and inclusion as well as discuss how the lack of participation of marginalized youth impacts their communities.

Capacity Building and Evaluation Seminar in Armenia aims:

- To develop skills in planning of a training activity and mainstreaming diversity in project management stages, from planning to evaluation;
- To learn about diversity challenges and issues in the Eastern Europe and Caucasus and meet relevant stakeholders;
- To discuss how the European Youth Work can reinforce equality and ensure that diverse groups of people get equal treatment during trainings or in other educational settings.
- To evaluate the individual learning process of the participants and have a look on the process of their self-empowerment and self-efficiency in dealing with diversity and inclusion;
- To evaluate and reflect on the knowledge, skills and attitudes of the participants gained within LTTC;
- To evaluate Local Activities in Participating countries and present the project implemented through a dissemination event;
- To exchange best practices in relation to youth work and strengthen cooperation between 16 organizations based in the EU and non-EU countries;
- To exchange methods and develop new practices and projects on diversity and inclusion within the Erasmus+;
- To facilitate networking between participants and develop new projects dealing with diversity and inclusion.

Methodology

A variety of non-formal learning methods and techniques will be applied in order to address the different needs of participants and desired outcomes. Through non formal education methods the participants will get to know each other and will be given a space to exchange experiences and forge new friendships, across any barriers that may exist.

All the topics will be brought to attention using the 'learning by doing' methodology, where the participant becomes the protagonist of the learning experience, gets new insights and learning after observing and reflecting over his or hers behavior in different exercises, games, processes and role plays offered by the trainers and gets a possibility to try out new approaches, ways of communicating and actions in a safe environment of a group setting. The participants will acquire the skills and knowledge to transfer the used methods to concerned parties outside of the project.

The trainers and invited experts will share practical and theoretical knowledge on the topics, through plenary sessions, workshops, processes & interactive exercises and other non-formal educational methods. The input and experience exchange of the participants will also be vital part of the program. Through exercises, discussions, presentation of examples of good practices in the field of diversity and inclusion as an enriching concept, we want to encourage peer learning and inspire youth workers to discuss follow-up and take action in their own countries following the project.

Accommodation and finances

The training will take place in training center 'Olde Vechte', close to the city of Ommen in the Netherlands. It is easily reachable by a 1.5 hr. / 2,5 hr. train ride from Amsterdam or Eindhoven airport. It is situated in a nice environment and it has excellent facilities. Check out their website: <http://www.oldevechte.nl>. The participants will be accommodated in 3 / 4 person bedrooms and housekeeping will be self-managed.

The exact location of the second training in Yerevan is not yet determined.



Specifics on costs:

- JUB & APY will cover your stay 100%, including accommodation, food and materials;
- 85% of all travel costs (door to door, cheapest way, until the limits below) of trips to the Netherlands and Armenia will be reimbursed through a bank transfer upon the completion of the entire LTTC and after receiving all relevant receipts, including boarding passes;
- There is a one time participation fee of 25 euro.
- Visa costs can be reimbursed in cooperation with the organizer;
- Participants with fewer opportunities, social and economic obstacles may be exempted from the participation fee upon request.

Limits for travel costs (door to door, to be reimbursed for 85%) for the first training, in the Netherlands:

Armenia	530	Belarus	275
Czech Republic	180	Georgia	530
Germany	180	Italy	275
Latvia	275	Macedonia	275
Moldova	275	Netherlands	20
Poland	275	Portugal	275
Romania	275		

Limits for travel costs (door to door, to be reimbursed for 85%) for the second training, in Armenia:

Armenia	0	Belarus	275
Czech Republic	360	Georgia	180
Germany	360	Italy	360
Latvia	360	Macedonia	275
Moldova	275	Netherlands	530
Poland	360	Portugal	530
Romania	275		

Profile of the participants

The Long Term Training Course "Managing Diversity: A Training for Youth Workers" is intended for youth workers, youth trainers and facilitators who are ready to work on the topics of diversity, inclusion and anti-discrimination in order to activate the potential of diversity in trainings and work with young people both at National and the European levels. The Long Term Training Course targets mainly youth workers, trainers and facilitators in order to equip them with knowledge, skills and attitudes on the topic. Despite of the fields where the youth workers, trainers and educators work, in order to be selected they should have a motivation and will to improve their skills in managing diversity and have a feeling that it is relevant and important in their work. That is why they need to have a motivation, to increase their awareness and, thus, benefit from it in their work with young people.

The same 26 participants will be involved in all the stages of the project in order to ensure the consistency and continuity of the LTTC as well as to have deeper impact. The preference in the selection process will be given to those youth workers, trainers and educators who have solid experience in non-formal education and want to incorporate diversity dynamics in their trainings and work with young people. They followed one or more trainings for trainers, work in the organizations they represent and are interested in setting up educational activities based on the Long Term Training Course program they will undergo. In the first place they want to go more in-depth with the subject in a way that fits their educational level and as a second stage they want to transfer the gained knowledge and methods to their communities.

A few more notes:

- The inclusion of the young people with fewer opportunities is prioritized;
- Fluency in English is required;
- There is no age restriction. The organization will take into account balance in terms of gender and cultural background.

NOTE! Selected participants should attend both the Training Course in the Netherlands and the Evaluation Meeting in Armenia as well as commit to implementation of 1 local activity.



About JUB & APY

JUB (the Netherlands) is a youth organization, founded in 2011, aiming to promote peace, understanding and co-operation between young people in the world. We aim to realize local and international youth activities, to promote tolerance between young people from different cultures and countries. Further, we hope to encourage active involvement in society, without any distinction because of race, social status, educational level or any other 'disadvantage'. We work in a spirit of respect for human rights and we highly value sustainable development. Our projects are carried out by trained professionals, mostly based on non-formal education methods. It means we make use of several techniques, like brainstorming, discussions, presentations, role plays, simulations and expert inputs. The proverb 'learning by doing' is most suitable here. In short, we create a space for young people to develop themselves.

Armenian Progressive Youth (Armenia) is a non-profit, non-political youth organization aiming to support, inspire and engage young people from Armenia and all over the world to develop their social leadership skills, to take their civic responsibility and to act as change-makers. Through different projects, initiatives and non-formal education tools we help young people to succeed, ensuring that they develop the knowledge, skills, attitudes and competences to fit to the modern world. We believe that progressive, educated, skillful, open-minded and engaged young people possess all the power to become actors of change in Armenia and beyond because youth is not the future but the present!

How to apply?

In order to apply, fill out this [application form](#), latest 16 July 2017

In case of any questions, please contact Martijn Bergsma at martijn.bergsma@gmail.com

WE ARE LOOKING FORWARD TO MEET YOU IN THE NETHERLANDS AND ARMENIA