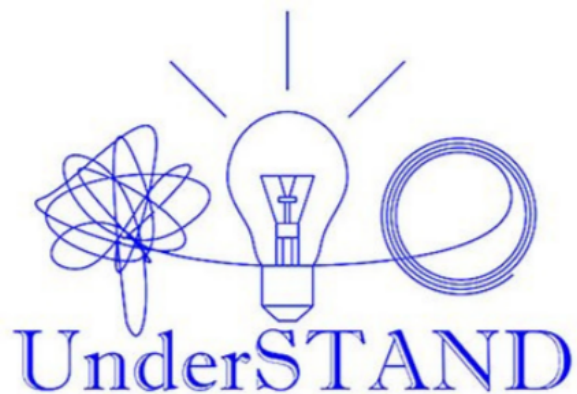




UnderSTAND



TRAINING
FOR
CHANGES



With the support of the
Erasmus+ Programme
of the European Union

2021

50 people from 10 different countries (Romania, Slovakia, Bulgaria, Czech Republic, Latvia, Hungary, Poland, Lithuania, Italy, Croatia) were attending online training for 9 days!

PROJECT DESCRIPTION

IT WAS 9 DAY ONLINE COURSE FOR YOUTH WORKERS TO INVOLVE YOUNG PEOPLE INTO INTERCULTURAL TEAMWORK AND PREVENT RADICALIZATION AND INTER-ETHNIC CONFLICT AMONG YOUNG PEOPLE WITH DIFFERENT CULTURAL BACKGROUND. THE ONLINE COURSES WERE ON "ZOOM" PLATFORM. IN THESE ONLINE TRAINING COURSES PARTICIPANTS HAD LOTS OF INTERESTING TASKS, ENERGIZERS EVERY PROJECT DAY AND LOTS OF COMMUNICATION WITH OTHERS.

INTRODUCTION

The reason why these people were attending this project is to get experiences on research as a tool how it can help to analyze needs, expectations, and possibilities of young people on participation within their local community to prevent any type of conflict situation among culturally diverse young people. And to get information and knowledge on the Erasmus+ program with a special focus on international youth exchanges and Youthpass.

This booklet is one of the training course outcomes. The training course "UnderSTAND" is funded by the European Commission's Erasmus+ program.

General objectives of the project is to train youth workers, youth leaders who are directly working with diverse culturality young people e.g. refugees, migrants, minorities, marginalised young people, etc. being able to support the process of promoting sustainable local and global peace through understanding inter-ethnic conflicts.

PROJECT OBJECTIVES

THROUGH THIS TRAINING, PARTICIPANTS HAVE BROADEN THEIR INTERCULTURAL SENSE, DEVELOP COMMUNICATION AND CONFLICT MANAGEMENT SKILLS AND BUILD AN AWARENESS OF HOW COMMUNITY PROBLEMS CAN BE APPROACHED AND SOLVED THROUGH YOUTH WORK ACTIVITIES.



In the perspective of knowledge, learning objectives:

- to define what inter-ethnic conflict is, how it happens and what are its causes;
- to summarize and interpret roles and conflict styles and conflict management in interethnic conflicts;
- to identify and later contrast personal behaviour regard to stereotypes, prejudices, feeling of empathy, tolerance and solidarity;
- to solve communication barriers in conflicting situations and to demonstrate effective way of communicating that resolves conflict;
- to interpret, analyze and describe and later produce a project proposal based on the comprehension of the research;
- to apply the knowledge of inter-ethnic conflict in simulation or role-play and other similar activities;

PROJECT OBJECTIVES

In the perspective of skills, learning objectives:

- to detect and identify personal conflict. style and illustrate skills of solving conflict using personal communication skills;
- to display skills of active listening of the other;
- to choose between methods or research and show the actual work, later organize the research process;
- to construct an outlook of the project proposal using knowledge;
- to show active involvement in mediation processes using communication skills;
- to practice different conflict resolution skill;
- to actively react more efficiently in inter-ethnic conflict simulations, using communication and conflict management skills;

In the perspective of attitude, learning objectives:

- to have a positive approach towards conflict and being open minded for its solution;
- to welcome cultural diversity;
- to understand differences and being able for acceptance and appreciation;
- to foster empathy and tolerance.

THE BOOKLET

This E-booklet on youth work on preventing inter-ethnic conflict among different cultural background young people for public use. It will include the following:

- CONFLICT
- CULTURAL ICEBERG
- INTERETHNIC CONFLICT
- TEAMWORK

Here, reader can find descriptions about each online workshop, their aims, tasks or methods and results. Each workshop has a similar, but not the same target group. It's a young people e.g. refugees, migrants, minorities, marginalised young people and foreign kids.

All online workshops promote participants to use unique and creative ideas, teamwork, play useful games, brainstorming, to take decisions, to think about situation in other eyes, communication with different people, to foster tolerance, empathy, acceptance, emotional intelligence and language skills.

CONFLICT

Types of conflict between different: cultures; gender; religion; ethnic; managerial levels; generation; belief; geographical location; political and economic interest; education; professions; methodology; knowledge; way of communication...

1. Conflict can help us to develop.
2. Try to solve it by mediation.
3. Solve it by doing an activity.
4. We don't focus on how beneficial can conflict be for us.
5. It may result in better relationships or no relationships at all.
6. Communication is very important.

Conflicts are a way of life, inevitable and often creative.

Conflict is confrontation of beliefs based on our internal stereotypes, prejudices, cultures, traditions with lack of proper communication and dialogue that leads to anger, misunderstanding, separation, disrespect, disappoint...

Wherever you bring different people together, there is potential for conflict. But with some basic approaches conflicts can be defused or used constructively.

Some tools for analysing conflict situations:

- a) Stages of conflict
- b) Conflict mapping
- c) The ABC triangle
- d) The onion
- e) The conflict tree
- f) The pyramid

The Skills of Conflict Resolution

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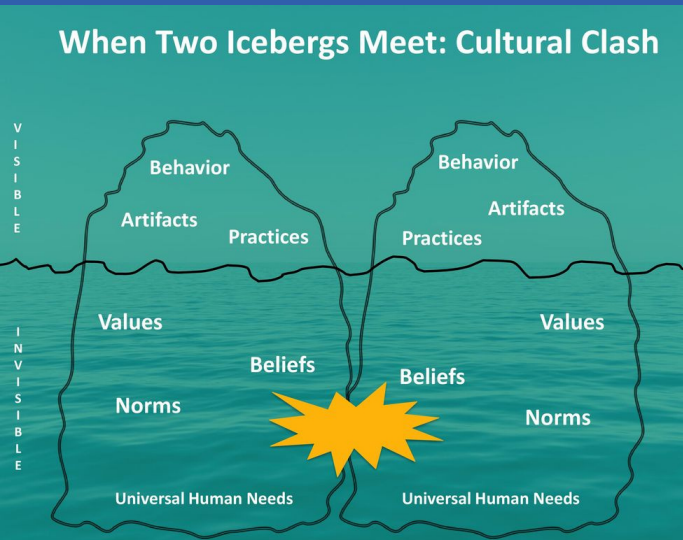
To resolve conflicts, it can be helpful to have (i) skills to analyse our motivations and the conflict itself, (ii) a set of positive attitudes and (iii) skills for interacting with others. Grouping these skills helps us to consolidate our understanding of them. In practice, of course, skills and attitudes tend to merge; and all are useful in each of the twelve major skill areas.

Twelve Skills	ANALYSIS SKILLS	ATTITUDES	INTERACTION SKILLS
Win/Win	All of the skills below	Wanting what's fair for everyone.	All of the skills below
Creative Response	Perfections vs Discovery	Seeing conflict as an opportunity.	Responding rather than reacting
Empathy	DISC	Valuing individuals' differences.	Active Listening Asking questions Using empathy openers Tailoring our approaches to suit others' needs
Appropriate Assertiveness	Fight, Flight, Flow	Having respect for all people's needs and rights. Wanting to meet my own needs and rights without violating those of others.	Making "I" statements
Co-operative Power	Power Bases Persecuting, Rescuing and Playing Victim "I Should" to "I Choose" Demand Behaviour - Shoulds on others Difficult Behaviours - Rudolph Dreikurs' model Exploring the Past	Wanting to use my personal power in a way that doesn't diminish others.	Consulting Active Listening Using "I" statements Giving appropriate feedback Reducing blaming language Sharing responsibility and decision-making

CULTURAL ICEBERG

Culture is an umbrella term which encompasses the social behaviour and norms found in human societies, as well as the knowledge, beliefs, arts, laws, customs, capabilities, and habits of the individuals in these groups.

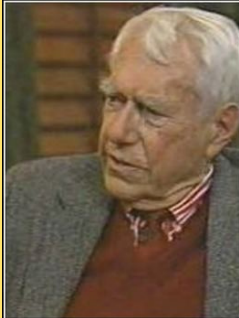
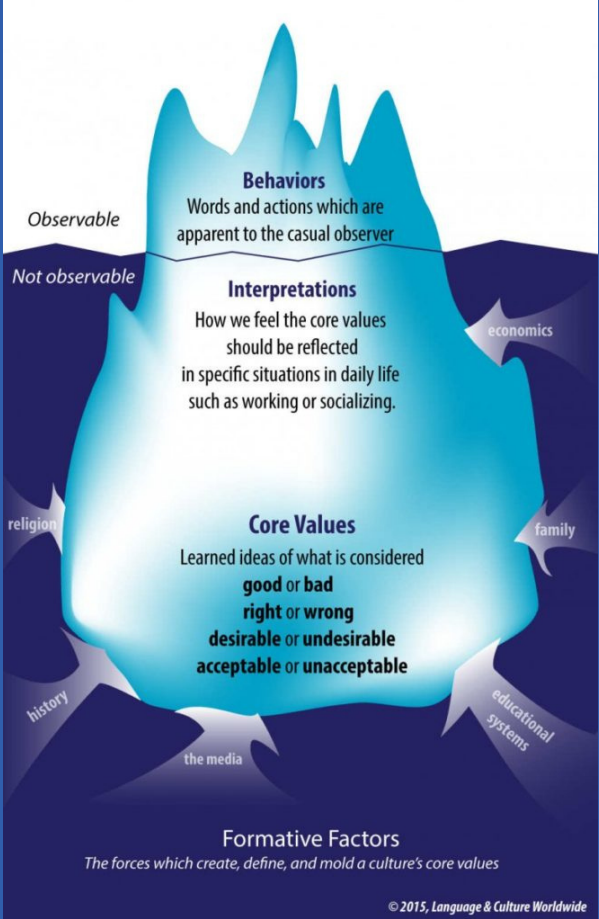
In 1976, Edward T. Hall suggested that culture was similar to an iceberg. He proposed that culture has two components and that only about 10% of culture (external or surface culture) is easily visible; the majority, or 90%, of culture (internal or deep culture) is hidden below the surface.



When we enter another culture is like two icebergs colliding, the real clash takes place beneath the water, where values and thought patterns conflict.

Above the water's surface are the numerous observable characteristics of a group that we see with our eyes such as food, dances, arts, etc. The reality, however, is that these are merely an external manifestation of the deeper and broader components of culture — the complex ideas and deeply-held preferences and priorities known as attitudes and core values that lies deep below the “water line”.

Diverse and inclusive environments cannot survive without exploring what is above or below the surface of our own and others' cultural icebergs.



Culture hides more than it reveals and strangely enough what it hides, it hides most effectively from its own participants. Years of study have convinced me that the real job is not to understand foreign culture but to understand our own.

— Edward T. Hall —

Ethnicity

The terms ethnic and ethnicity have their roots in the Greek word ethnos, which describes a community of common descent.

Ethnic identity is formed by both tangible and intangible characteristics.

Interethnic conflict describes a situation in which two or more ethnic groups pursue incompatible goals. It is not necessarily violent, but the use of tension, dispute, or unease is more common in a nonviolent context. A violent internal conflict is generally called a civil war.

Interethnic conflict



Causes of interethnic conflict

The conflict is usually not about ethnic differences themselves but over political, economic, social, cultural, or territorial matters.



Plan a YE or a MYW

Applicant NGO/Partners?
YE or MYW?
Topic*
Short description?
Target group?
Where?
When?
Who?
Why?



Believe in Yourself.

introduction,
presentation about
homeculture
other days: activity,
introduction about
visions, opportunities,
what do or do not like
in your country?



youth exchange
(13-20
year)

introduce different
cultures to youth
who is currently in
foster care or
recently left it

BREAKOUT
ROOM 2

sharing success
stories, books about
their lives, movies,
blog, personal
website on which
they can share their
future-life, theatre

introduce
different
cultures to
youth who
is currently
in foster
care or
recently left
it

TEAMWORK

- Theme of the exercise: participation of culturally diverse young people within their community.
- Desk research in national teams.
- Choose which target group you would like to do the research for, you have 45 minutes to plan and prepare a research, using desk research.

- Target groups: Young people with diverse cultural background e.g. refugee, migrants, Roma, etc. between 13 – 30 years old, local inhabitants above 30 years old, local government, local youth organisation targeting young people with different cultural background.

Open Youth Center of Kelme

PARTNERS

Time: July - June

ONLINE course

Training for Youth Workers, teachers, educators.

"EDUCATION TECHNOLOGY"

Organisations from different Europe countries that works directly with Youth

How to properly use technology tools in education. The participants will get familiar with different tools and try everything. It would be a workshop session.

3 EDUCATORS, who specialize in technology and also in non-formal education. Are capable to train online using various tools.

####Dear educator, join our perfect-online-training and open the Pandora's box for various digital online tools to improve your lessons, training and to get Youth actively involved. v ####

BREAKOUT ROOM 6
- powered by:
Lucrezia (the Main Boss), Austėja (art director), Agni (writing expert), Arina (intern), Natalia (clever listener)

Activities

Every day was full of activities and started with different energizer exercise like dancing, counting and being creative. Most tasks were in different groups every, to let participants communicate with each other.



Some examples of activities: multitask exercise, world coffee, different conflict tasks/analyzes, how to be active listening, fight or flight analyze, dealing with emotions work, desk research information and lots of more.

More information about activities and event (upcoming events) you can find in Facebook page **Youth Culture:** <https://www.facebook.com/youthcultureproject>

Project partners

Asociatia Clubul Tinerilor din
SfantuGheorghe - Szentgyörgyi Ifjúsági
Klub

(Romania)

YOPA - Fiatalok Az

ÁllampolgáriRészvételért Közhasznú
Egyesület

(Hungary)

Sharing Europe

(Italy)

Radosa Apvieniba Jauniesiem Trepes

(Latvia)

Civilna, Edukativna I
TransparentnaPlatforma

(Croatia)

European Youth Centre Breclav Z. S.

(Czech Republic)

Hors Pistes

(France)

Fundacja Kopalnia Inicjatyw

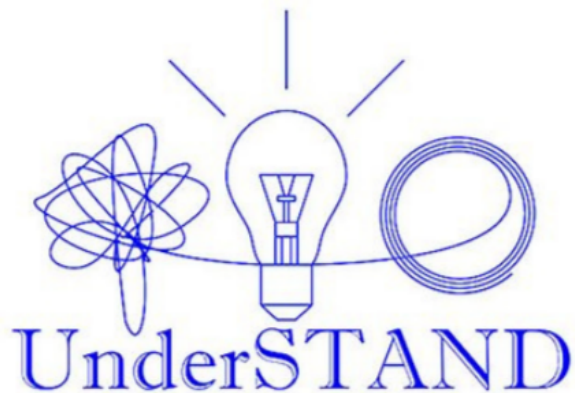
(Poland)

Youthfully Yours Sk

(Slovakia)

VšĮ Inovacijų biuras

(Lithuania)



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2021