Call for Partners

Training course For Key Action 1 – Learning Mobility of Individuals:

by all partner organisations for mobility actions in the youth field;

**Incorporate diversity**

Understanding the concept of diversity starting from our own identity

Berlin, Germany, June 2015

Hello everybody,

We, Sabrina Apitz (Germany) and Dominique Verschuren from Connected Elephant (Belgium), organize organize in cooperation with transfer e.V. the international Training Course "Incorporate diversity.Understanding the concept of diversity starting from our own identity**."** The TC will take place in Berlin, Germany in June 2015 and will involve 2 or 3 participants from at least 10 different European Union member and partner countries (totally max. 30 participants). Transfer e.V. will apply for the TC under Key Action 1 with the 4/02/2015 deadline.

**Background and theme of the training course**

Migration processes seem irreversible in an increasing globalized world. Because of migration there arises the questions of belonging. From this perspective of growing heterogeneity on one hand it is about proper citizenship, so constitutional belonging and political rights. On the other hand it is a question of future identity, cultural self-conception and the belonging to the civil society.

Obviously people ‘with migrant background’ have to face the heritage from the past, move into a new society by requiring special skills to survive by learning social codes and practical issues of the new environment. But already this attribution is a difficult construction: The biggest risk for children and young people ‘with migrant background’ is to be identified as such. Thereby they are perceived as different, as ‘the others’, associated to a category and in future just treated as members of this category. Whatever they do, it will interpret related to the imposed label. What those new fellow citizens need are chances and a open attitude from other people. Young migrants are faced with the fact of being in a transition phase, but also peers of their new surrounding and youth worker and educators are faced by the fact that our society is situated in such a transition phase.

There is need of a perception of diversity as the general case. All human beings are always and principally divers. Diversity is not a feature of special people, but rather a general feature of all human beings. For making young people more conscious about this youth workers play an important role.

**What is the need?**

To build on a stable and divers Europe it's necessary to standing open to new European fellow citizens and integrate them as equals by mutual encounter. This attitude and mentality are supported by the stimulation of exchanges by youngsters from different cultures and backgrounds.

There is a need among youth workers to emphasis this mentality. Both new fellow citizens and youth worker will have to deal with ambiguity and stereotypes. It's up to the youth workers to play a role in breaking out of the classical prejudice and create for youngsters and young people a consciousness of the richness of diversity.

In addition, there is a need to explore the meaning of identity and its relationships to society, and how society deals with diversity and stereotypes. It is important for young people to have adults around with whom they dare to talk about this topic and their own struggle of multiple/hybrid identity. Those adults should give the young person the feeling of recognition of his/her identity, to be taken seriously and accepted.

**Overall aim**

The overall aim of the TC is to develop the skills of encounter other people's identity in complete openness, try to ease transition, prejudice and ambiguity by accepting diversity, and encourage young people in their capacity to do the same.

**Objectives**

* To investigate how society and myself sees diversity and stereotypes and how it influence young people.
* To explore how diversity in identity is seen in different European cultures.
* To discover which norms we have in connection to diversity and identity.
* To explore more about transition and ambiguity in general.
* To raise awareness of your own identity in general and resources.
* To raise awareness about our own prejudices and privileges and from there a critical thinking and acting.
* To explore ways of self-determined acting and life and how to implement an individual, adequate support of each young person.
* To discover corresponding propositions, tools and methods of pedagogy which should be created for young people.
* To discover the new Erasmus+ - Youth in Action program and how its actions are very linked with the main objectives of this training.

**The approach and methodology**

This training course will be based on non-formal and informal education with a self-directed learning approach. It will be developed from the expectations and needs of the participants and the experience and knowledge from the trainers. The training course will be characterized by highly participatory, interactive and experiential methods. The working methods will include case studies, working in pairs and small groups, team building activities, role-plays, discussions and self-assessment.

Further, the training course will have an inclusive and norm-critical approach. Hence, every opinion will be taken seriously and will be thrown into the group and discussed. Everything is possible, nothing is stupid because every opinion has a background; we're all products of the environment where we have been formed. The aim of working around diversity is to extend the framework for what we are allowed to feel and be. Nothing can be assumed in advance. This approach helps us to make youngsters more open and it increases their respect for each other and for themselves. With the norm-critical approach we will focus on the norms that exist in the society instead of focusing on those who do not fit into the norms.

**Dissemination**

The participants will also have a multiplier role, in other words: they will adapt what they learn in this training course to the context of working with young people. In their future projects and daily work they can incorporate tools, methods and theory which they have learned during this TC. As well as their personal learning and development they can use in their daily work with their own target groups.

**Partner organizations profile and role:**

The partner organizations want to invest in a better and clearer dissemination of information about personal topics to young people. The role of the partner organizations will be to select the participants for this TC, support the participants with booking travel and other practical issues, and to carry on the dissemination process of the training in their local communities.

**Target group**

Youth workers who are interested in the concept of diversity and working in the multicultural field and youngsters in transitional phases. The participants are willing to go on an intensive learning journey where they explore identity and discover variated views on this topic. The training course will be an investment in personal as well professional life.

The participants will also have a multiplyer role, in other words: they will adapt what they learn in this training course to the context of working with young people. The participants learning needs and contributions will play an important role. We are looking for participants who are familiar with the topic and who can reflect about it from an holistic point of view.

**Venue**

The training course will take place in Berlin

**Eligible countries**

EU programme Countries

**TC Language**

English

**Organizers**

transfer e.V.

**Trainers**

Sabrina Apitz (Germany) and Dominique Verschuren (Belgium)

**Financial conditions**

The food and accommodation will be provided and paid by the organizers. Travels costs will be counted by distance calculator provided by European Commission and reimbursed by bank transfer after the course.

**Are you are interested in being our partner in this project?**

In the attachment you find the Partner Identification Form and the Mandate. We kindly ask you to fill out the Identification Form from your organization and sign, scan and send the partner Mandate. Send them us back before the **23th of January**. You can send them to: **sabrina.apitz@fu-berlin.de**

If you have any questions don't hesitate to contact us!