



Project funded by European Union



Baia Mare
Romania

14-22
March

I AM because YOU ARE

2016

Multimedia book

ubuntu - I AM because YOU ARE

A person is a person through other persons

“It is the essence of being human. It speaks of the fact that my humanity is caught up and is inextricably bound up in yours. I am human because I belong. It speaks about wholeness, it speaks about compassion.

A person with Ubuntu is welcoming, hospitable, warm and generous, willing to share. Such people are open and available to others, willing to be vulnerable, affirming of others, do not feel threatened that others are able and good, for they have a proper self-assurance that comes from knowing that they belong in a greater whole.

They know that they are diminished when others are humiliated, diminished when others are oppressed, diminished when others are treated as if they were less than who they are. The quality of Ubuntu gives people resilience, enabling them to survive and emerge still human despite all efforts to dehumanize them.”

South African Nobel Laureate Archbishop Desmond Tutu

“No one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.”

Nelson Rolihlahla Mandela, lawyer, president of South Africa between 1994-1999 and 1993 Nobel Peace Prize winner, from Mandela's inspirational 1994 book, *Long Walk to Freedom*



Partners



Thank you for your sharing, commitment, creativity, responsibility, love, cooperation!



intro

I AM because YOU ARE is a project that consists of a training course designed for 28 youth workers from 7 organizations from Europe and post training activities implemented in partner organizations. The training was held in Baia Mare, Romania between 14-22 March 2016, the main organizer being Federatia YMCA Romania with partners from Macedonia, Bulgaria, Italy, Ukraine, Serbia, Albania.

Discrimination is frequent and can have many forms, ranging from gender, religious, social, ethnic, or racial discrimination to forms related to more specific characteristics such as profession, sexual orientation and other personal preferences.

Although both solid and emerging democracies are making tremendous efforts into education societies and promoting values such as equality, acceptance, tolerance, peace and cooperation, often these messages are misunderstood and neglected, leaving human nature to burst out in the most inappropriate and unpleasant ways.

Human rights issues concern the whole of a person (body, mind and soul) and all dimensions of life from cradle to grave. The whole person lives in the whole world where everything is inter-related; human rights education necessarily involves a holistic learning approach, an open ended learning, cooperative learning and learning through experience. All these approaches were experienced in our training.

Through this training we offered sustainable working tools for all the young leaders and organizations participating, in order to help their work with partners, volunteers and beneficiaries in the context of human rights, democracy and equality.

During the training, our experts in communication, human rights, human behavior, multiethnic policies, intercultural learning, peace & peace building, created the proper space for learning and developing skills and strengths adequate for this field.





Our aim was to raise the quality of the youth work of the people involved and partner organizations, all participants gained useful tools and skills in order to implement it in their programs related to the topic, or create new ones, or participate in awareness raising campaigns, proposing policies, etc. This quality will be reflected in the development of programs and services for youth provided by these organizations, which lead to capacity building and movement strengthening.

Mixing together partners from EU countries and Partner countries, partners who deliver programs with the topics of the training, work in multi cultural environment encouraged the learning from each other, getting to know the realities, exchange of good practices, this also in a Europe where migration is a big component, where differences in culture, religion, thinking, acting, exists in every communities and we as youth organizations need to serve the community as a whole and have the correct and inclusive approaches towards everybody.

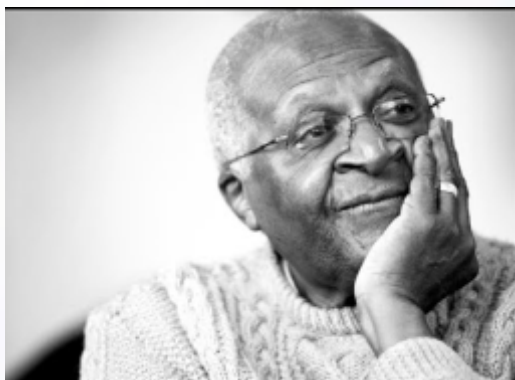
The main objectives of this project are:

- to improve the skills and key competencies of young people, intercultural dialogue, social inclusion through learning mobility of those actively involved in youth work and youth organizations through strengthened links between youth field and labor market;
- to foster quality improvements in youth work through enhanced cooperation between youth organization and stakeholders;
- to enhance the international dimension of youth organizations & role of youth workers as support structures in complementarity with EU`s external action, promotion of mobility and cooperation between EU and Partner Countries.



The training program was designed to promote, teach and develop values such as acceptance, equality, tolerance, commitment, engagement, care, compassion and empathy.

During this training participants acquired a set of skills and competencies that will contribute to their work in cultural diversity contexts where acts of discrimination still occur, human rights are not always respected and democratic values and principles are misunderstood or not put into practice: human rights and values, critical thinking, peace building, non-violent communication, media graphic facilitation, intercultural leaning.



“One of the sayings in our country is Ubuntu - the essence of being human. Ubuntu speaks particularly about the fact that you can't exist as a human being in isolation. It speaks about our interconnectedness. You can't be human all by yourself, and when you have this quality - Ubuntu - you are known for your generosity. We think of ourselves far too frequently as just individuals, separated from one another, whereas you are connected and what you do affects the whole World. When you do well, it spreads out; it is for the whole of humanity.”

Desmond Tutu

training

The training activities were held between 14-22 March 2016 in Baia Mare, Romania, at Ambassador Hotel with public events in Millennium Square area.

Methods used in the training: holistic learning, open ended and cooperative learning, experiential learning, playing to learn and learning to play, simulations, role plays, coaching, graphic facilitation/cartooning workshop, energizers, lectures and debates, a class divided method, human library, Socratic Circle, debate, workshops, debriefs, reflective sharing, evaluation.



activities

Holistic learning

implies that learning takes place in a social context that encompasses our everyday experiences; it is therefore interdisciplinary and cuts across the traditional subjects in school curricula.

A holistic approach also means that we seek to address and involve the cognitive, practical and attitudinal dimensions of learning, that is, not only what people learn, but also how to apply their learning in their attitudes or behavior and how to apply it in action for human rights, alone or with others.

Holistic learning promotes the development of the whole person, their intellectual, emotional, social, physical, artistic, creative and spiritual potentials.

Open-ended learning

encourages self-confidence to express opinions and critical thinking. This is essential in human rights education because human rights issues are bound to result in different opinions and understandings; it is therefore important for the learners to learn together but still be free to disagree or come to opposite conclusions or points of view.

Participants were given opportunities to identify, clarify and express their own beliefs and values and to confront them with others in a safe framework based on the dignity of every human being, freedom of thought and expression, and the respect for others' opinions. In cooperative learning people learn through working together to seek outcomes that are beneficial both to themselves and to all members of the group.

Cooperative learning

promotes higher achievement and greater productivity, more caring, supportive, and committed relationships and greater social competence and self-esteem.

Learning through experience

or discovery learning is the corner stone of human rights education because core human rights skills and values such as communication, critical thinking, advocacy, tolerance and respect cannot be taught; they have to be learned through experience and practiced.



day 1

1st day, after arrival, the participants got to registration corner, where local volunteers of the organization did the entire procedure of registering, handing out the training folder, providing the participants with logistical information, liability waiver, etc.

The course began with introducing the training team, the structure, objectives, working methods and rules of the training. They also introduced themselves and set learning goals and expectations, in this way they could take ownership of their learning process. This was followed by a workshop on **Erasmus Plus presentation**, emphasizing key actions, program objectives and priorities, project management information, tips, sharing experience, followed by discussions. We had also a creative quiz about the Program.





The **Youthpass** as a tool for setting the learning goals of participants accordingly with the 8 key competencies was firstly introduced through *Youthpass Islands*, a learning-by-doing team game to introduce Youthpass and the eight key competencies for lifelong learning.

The objective of the game is for each team to get their 'Youthpass-Ports' stamped, after visiting as many islands as possible and fulfilling certain tasks related to each one of the eight key competencies.

A debrief and short lecture ended the game, in this way the participants could put their own expectations and objectives in a frame that at the end of the training would allow them to evaluate and quantify the learning process using the competencies of the certificate.

In this project we used the Youthpass as a learning, reflection and evaluation tool, a competence being taken in its 3 aspects:

- knowledge and understanding,
- skills,
- attitudes and values: communication in mother tongue, communication in foreign languages, science and technology competencies, digital competencies, learning to learn, social and civic competencies, sense of initiative and entrepreneurship, cultural awareness and expression.

Together with participants we created the so called "**Star of the day**" where they signed up to share with everybody different energizers, icebreakers, games. These short activities were done at the beginning of sessions, wherever it was necessary.

day 2

2nd day first session focused on **human rights and values**, the participants watched a short video about human rights history, practiced through a game called Sailing to a New Land-what will you throw overboard? to evaluate what is essential for survival and development, to separate wants from needs, to connect human needs and human rights, emphasizing in debrief that human rights are based on human needs: the things that every human being needs to survive, grow and develop well and live a life of dignity and that everyone needs all their

human rights! Some are necessary to stay alive, such as food, medical care, clean water and shelter. But others are essential for people to live well and develop. It is not enough for anyone just to stay alive.

This activity was followed by a **lecture and dialogue** regarding human rights with focus on the international documents issued at world and European level, with emphasis on Children`s rights. se voice and stand for dignity, values, rights.

[click for the human rights power point presentation](#)



The morning session ended with a working exercise in country group followed by presentation and plenary dialogue regarding the realities on each partner countries related to human rights issues: best practices, lack of legislation, public opinions and actions. It was an excellent platform to learn from each other, to better understand the realities, to empathize, to raise voice and stand for dignity, values, rights.

The afternoon session was about **intercultural education**. Milton J. Bennett's developmental model of intercultural sensitivity is based on a "differentiation", and how one develops the

ability to recognize and live with difference.

"Differentiation" then refers to two phenomena: first, that people view one and the same thing in a variety of ways, and second, that cultures differ from one another in the way that they maintain patterns of differentiation, or worldviews.

This second aspect refers to the fact that in Bennett's view, cultures offer ways on how to interpret reality, how one should perceive the world around us. This interpretation of reality, or worldview is different from one culture to the other.

The participants through real examples understood the :

- a) Ethnocentric Stages: denial (isolation, separation), defense (denigration, superiority, reversal), minimization (physical universalism, transcendent universalism);
- b) Ethnorelative Stages: acceptance (respect for behavioural difference, respect for value difference), adaptation (empathy, pluralism, integration (contextual evaluation, constructive marginality)).

The afternoon continued with the **workshop about the Story of Abigail** where the participants shared again their views and gave arguments about their opinion, followed by a human rights drama where participants had to use not only their knowledge but also their creativity and teamwork in order to perform a short drama on specific topic related with human rights and the others to guess and have a short feedback about it.

The day ended with an activity called **Intercultural Train** a simulation about deliberation, making agreements, acknowledging prejudices.



day 3

Day 3 focused on critical thinking. The first workshop was about looking beyond judgement had a part of observation and one of sharing what we saw, working with what is there and thus getting a better grasp of reality. It was underlined by everybody the importance of *reality check* and not let personal filters to delete or distort the information that we receive. A lot of miscommunication starts because we think we are talking about the same, but in fact we are talking about the image we have, in this case we discussed about the importance of being aware of our internal map of

reality, about the personal filters through which we process the information and message. A raising awareness session through exercises and sharing.

A workshop about media tools was put in the schedule, in this was all the participants and partner organization representatives learnt some tips about how to promote programs better, send messages on online platforms, use the social media to promote, raise awareness and disseminate, getting examples of free platforms that can be used by organizations to reach this purpose.

Media tools for NGOs online



Through **critical thinking workshop** - by lecture and exercises - the participants were introduced in the core critical thinking skills observation, interpretation, analysis, inference, evaluation, explanation, metacognition, learning and practicing to distinguish argument from non-argument, facts vs opinions, implied conclusion, presumptions.

As a follow up we introduced another method - **Socratic circle or Socratic questioning**. The 6 types of questions: clarification, probing assumptions, probing reasons and evidence, viewpoint and perspectives, probing implications and consequences, questions about questions were practiced by participants in a certain circle set up on concrete life examples/issues.

Albatros simulation was the last activity of the day, an intercultural simulation about overcoming stereotypes, difference between assumptions and evidence (facts & thoughts), critical thinking.



day 4

Day 4 - peacebuilding - started with an exercise where participants working in teams had to use all their opportunities and creativity to build from wooden blocks a tower that is identical one the one given in a picture by the trainer.

Through this assignment they experienced what kind of role they take in everyday life and how quickly they get into routine.

Babel Tower - Mission Impossible is a community simulation where the participants are the different citizens with precise roles who live in the same community. They need to act as the role given by trainer, interact with others, find common understanding and make agreements and cooperate. A relevant sharing followed this exercise with comparisons with daily life, behaviors, attitudes, solutions and perspectives.

In the afternoon and evening we organized a **Human Library**, the participants arranged the spaces for the event, divided roles: librarians, book, timekeeper, living dictionary, catalogue, library passes.

We had invited from the local community 3 living books and we had one from the team.

The Human Library is designed to build a positive framework for conversations that can challenge stereotypes and prejudices through dialogue.

The Human Library is a place where real people are on loan to readers. A place where difficult questions are expected, appreciated and answered.

Our human/living books were: Roma people and the contemporary society, Orphan, Points of view, Political Refugee.

HUMAN LIBRARY



power point presentation

day 5

Day 5 - non violent communication - started with a video and a short lecture about empathy. Empathy is the ability to identify and understand another's situation, feelings and motives. It's our capacity to recognize the concerns other people have.

Empathy means: "putting yourself in the other person's shoes" or "seeing things through someone else's eyes." Empathy, then, is an ability that is well-worth cultivating. It's a soft, sometimes abstract tool in a leader's toolkit that can lead to hard, tangible results. But where does empathy come from? Is it a process of thinking or of emotion? We need to use our reasoning ability to understand another person's thoughts, feelings, reactions, concerns, motives.

This means truly making an effort to stop and think for a moment about the other person's perspective in order to begin to understand where they are coming from: And then we need the emotional capacity to care for that person's concern; Caring does not mean that we would always agree with the person, that we would change our position, but it does mean that we would be in tune with what that person is going through, so that we can respond in a manner

that acknowledges their thoughts, feelings or concerns.

Some tips to help you do this: active listening, don't interrupt people, tune in to non-verbal communication, practice the "93 percent rule" (tone of voice and body language), use people's name, be fully present when you are with people, smile at people, encourage people, give genuine recognition and praise, take a personal interest in people.

Take a step forward is an exercise about discrimination and xenophobia, poverty, general human rights in which participants experience what it is like to be someone else in their society.

The issues addressed include: social inequality being often a source of discrimination and exclusion, empathy and its limits. The purpose of the activity was to promote empathy with others who are different, to raise awareness about the inequality of opportunities in society, to foster an understanding of possible personal consequences of belonging to certain social minorities or cultural groups.



DO NO HARM

The principle of “do no harm” is that the wellbeing of the people we are trying to help must be the focus of our efforts to help them.

The DO NO HARM provides a tool for mapping the interactions of assistance and conflict and can be used to plan, monitor and evaluate both humanitarian and development assistance programmes. It is a descriptive tool that: identifies the categories of information that have been found through experience to be important for understanding how assistance affects conflict, organizes these categories in a visual layout that highlights their actual and potential relationships, helps us predict the impacts of different programming decisions.

The lecture provided the 7 steps tool to find better ways to provide assistance:

understanding the context of conflict, analyzing dividers and tensions, analyzing connectors and local capacities for peace, analyzing the assistance programme, analyzing the assistance programme's impact on dividers and connectors, considering (and generating) programming options, test programming options and redesign project.



**NO HATE
SPEECH
MOVEMENT**

No hate speech movement - a youth campaign of the Council of Europe for human rights online, to reduce the levels of acceptance of hate speech and to develop online youth participation and citizenship, including in Internet governance processes.

After short presentations, some videos were watched and participants started to share about this campaign in their own countries, about cases and how they can involve in this campaign.

All of this in order to raise awareness about hate speech online and its risks for democracy and for individual young people, and promoting media and Internet literacy, to support young people in standing up for human rights, online and offline, to reduce the levels of acceptance of online hate speech. Other objectives are: to mobilise, train and network online youth activists for human rights, to map hate speech online and develop

tools for constructive responses, to support and show solidarity to people and groups targeted by hate speech online, to advocate for the development and consensus on European policy instruments combating hate speech, to develop youth participation and citizenship online.



The philosophy of Ubuntu derives from Africa's Nguni people who understood that a being human is manifested through spheres of culture, politics, and economy. Ubuntu originates in Southern African and has been given many definitions by different philosophers, politicians and thinkers.

Ubuntu touches different areas, from society to the economy and various integrations as people. With its African origins, it has grown in popularity to make itself relevant throughout the world.

According to Ubuntu, **there exists a common bond between us all and it is through this bond, through our interaction with our fellow human beings, that we discover our own human qualities.** “Umuntu ngumuntu ngabantu” is a phrase that is derived from the Ubuntu philosophy which, when translated, states simply that “a person is a person because of other people”.

South African Former Archbishop Desmond Tutu noted that Ubuntu is the essence of being human and further noted that “Ubuntu speaks particularly about the fact that you can't exist as a human being in isolation. It speaks about our interconnectedness. You can't be human all by yourself, and when you have this quality - Ubuntu - you are known for your generosity”.

In the Ubuntu philosophy, a person with Ubuntu is described as someone who is open and available to others, affirming of others, and does not feel threatened that others are capable and successful. Someone with Ubuntu has a healthy self-assurance and self-awareness that comes from knowing that they belong in a greater whole. They feel diminished when others are humiliated or disempowered, or when others are tortured or oppressed.



Former South African President, Nelson Mandela, elaborates that “Ubuntu means that people are people through other people and it acknowledges both the right and responsibilities of every citizen in promoting societal wellbeing”.

Ubuntu essentially brings us to the idea of sharing, generosity, and of being civil and equal to our fellow people. It is also the idea that society gives human beings their understanding of their own humanity. Ubuntu emphasises that one can have immense material wealth but if there is no sense of connectedness to humanity, than that person is empty and poor.

Ubuntu is also about the relationships we create with the people we communicate with. Simple acts of generosity, for example offering food to people even when they did not ask for it, highlights the practice and the concept of Ubuntu.

In the economic sphere, Ubuntu is shown by giving back to people who are less fortunate, for example a company giving back to its surrounding community in terms of sponsors, food, and job creation. At its heart, Ubuntu is basically about performing good, generous, acts towards others.

“In this respect, the African Renaissance also brings forth the essence of Ubuntu because it is a shared belief of shaping a better Africa for all and this can only be achieved by integrating, communicating, and cooperating with other people, thereby expanding concepts of success from success of the individual to success of the entire group”- Carlos Sanvee, General Secretary of Africa Alliance of YMCAs.

For this workshop we had invited through Skype the General Secretary of Africa Alliance of YMCAs Mr. Carlos Sanvee, an inspirational leader who gave insights about Ubuntu and how it is put in practice nowadays, followed by a Q & A session.

Participants were introduced to the concept of just peace, a theory that goes beyond the debate of whether war is justified or not, and instead offers ways to prevent war and create peace based on techniques of diplomacy, conflict resolution, repentance, reform, and nonviolent action.

There are **10 practices** that have been empirically proven to prevent wars and end conflict around the world:

- support nonviolent direct action;
- take independent initiatives to reduce threat;
- use cooperative conflict resolution,
- acknowledge responsibility for conflict and injustice and seek repentance and forgiveness;
- advance democracy, human rights, and religious liberty;
- foster just and sustainable economic development;
- work with emerging cooperative forces in the international system;
- strengthen the United Nations and international efforts for cooperation and human rights;
- reduce offensive weapons and weapons trade;
- encourage grassroots peacemaking groups and voluntary associations.



The afternoon session ended with a video documentary called **The Imam and the Pastor**, the story of Pastor James Wuye and Imam Mohammad Ashafa of Nigeria. Pastor James and Imam Ashafa are former members of competing militias in Nigeria who experienced personal transformations through their friendship and now work cooperatively to head the Inter-Faith Mediation Centre.

This documentary captures Pastor James and Imam Ashafa at work building relationships between Muslim and Christian clergy and leading

training in conflict prevention, mediation, and reconciliation.

This documentary is very useful as a resource for workshops and training programs exploring themes of religious peace building and inter-group reconciliation.

A sharing about the movie and connections with other examples all around the world as well as personal perspectives and opinions were exchanged by participants.



The evening session consisted in a **simulation about diversity, intercultural dialogue, religion**. A mosk in Sleepyville simulates a dispute over the building of a new mosque in a traditionally Christian area.

The participants are given certain roles: the Mayor of Sleepyville, Town Council members: 3 parties should be represented (Traditionalist Party, Populist Party, Diversity Party), “Young Sleepies for Human Rights”, “Past and Present Association”, “Muslim Association of Sleepyville”, Ordinary Citizens, journalists who

will report on the meeting. After receiving their role cards, the participants had time to practice their roles and came back to a room that was set up as a Town council room for a meeting where the decision of building or not bulding a mosk in the town will be made.

This activity gave participants the opportunity to experience the real conflicts that can raise in meeting, the needs of diverse communities, to explore the right to religion, to develop skills of debate and analysis.

d
a
y
6 Day 6 is media (graphic facilitation) day. The morning started with a plenary sharing per country about how media can influence and manipulate our thoughts, perceptions, the participants were bringing examples, newspaper articles, videos of how the media influences in creating biases, discrimination, breaking human rights.

We continued with graphic facilitation workshop where the participants learnt useful tips and techniques in creating a cartoon story, watching also some animations and specific videos made with this approach. After the theoretical part,

the participants, divided in small groups, went to create their story board presented afterwards to the workshop facilitator. The whole afternoon they have been working to create their cartoon stories on human rights topics. In the evening the 5 groups presented in plenary their cartoons, the participants and facilitator were giving feedback.

The cartoon stories created are: A Choice Can Make a Difference, The Story of Nadiya Savchenko, Inform Yourself Before Talking, It is Human, Right? Health-Peace - Education-Solidarity



Enjoy the animation created after the 5 cartoon stories

A CHOICE CAN
MAKE
A
DIFFERENCE



d Day 7 started with an intercultural simulation, participants were divided in 3 tribes with specific culture, knowledge, behavior and values that needs to build together a shelter in order to survive on the Island of monomulti.

a
y Through this activity the participants raised their awareness of diversity and consequences, started the discussion about how to deal with differences, experienced a multi-cultural situation.

7 We introduced afterward the method called a class divided, watching the documentary created by an American television. The day

after Martin Luther King, Jr. was killed, a Jane Elliott, a teacher in a small town in Iowa tried a daring classroom experiment.

She decided to treat children with blue eyes as superior to children with brown eyes. The documentary explores what those children learned about discrimination and how it still affects them today.

This workshop on discrimination is done nowadays by many teachers, trainers and educators all over the world on different age groups in order to raise awareness and correct behaviors. This workshop ended with debrief and sharing.



The participants made the preparation for the public event and created the flashmob that will be held in the city.

For the public event we created a partnership with a popular pub in the old part of the town, we invited other NGOs, local volunteers, friends in order to create a platform of diversity and dialogue.

The short video Tolerantia was played and discussions raised on different topics: interfaith dialogue, is faith a causer for war, what we can do as organizations in order to

prevent conflicts on our communities, sharing of good practices.

Then, with all guests we went to the very heart of the Millennium Square to do the flashmob, to show the cartoons created and to hand out to citizens small papers containing values, inspirational words related with the topics of the project.

The participants were wearing not only the I AM because YOU ARE T-shirts but brought also their country flags so at the end there was a display of flags in unity.



In the evening, under the **Limelight** - the participants organized an intercultural evening I AM because YOU ARE sharing traditions, teaching and learning about cultural diversity, different aspects from their culture and life.



d Day 8 was the last day of training and was focused on closing the training in a motivational manner, participants presenting their organizations and work on planning future joint actions, continuing with planning the post training event, Youthpass and closing ceremony.

y The first session opened with an NGO market, where all the partners had the chance to present in a non formal way their activities and programs. This was a perfect opportunity to strengthen relationships between them, to explore and see common ideas and programs for future cooperation.

8 The Albanian team member shared about

ABEDEBELE

During the next session the participants divided in country groups, developed ideas for an event that they will implement post training with the support of partner organizations. After creating the draft, the participants shared among each other their plans.

This session was followed by future cooperation plans, the participants already

Gjakmarrja (literally "blood-taking", "[blood feud](#)") that refers to the social obligation to commit murder in order to salvage honor questioned by an earlier murder or moral humiliation. This practice is generally seen as in line with the Albanian social code known as Kanuni i Lekë Dukagjinit, or simply the [Kanun](#).

**BLOOD FEUD
LOCKED UP FOR LIFE!**

**click for the
power point
presentation**



worked during the previous days in their free time, everyone agreeing in one project to be written and submitted for next deadline. The title of the project is ABEDEBELE, a youth exchange that will happen in Bulgaria next summer concentrating on different topics considered as priorities: skills development, discrimination, inclusion, interculturality, leadership, etc.



The training course ended with a closing ceremony which started with the evaluation of the TC, done in non formal way but also formal, completing the evaluation forms.

The evaluation was done in comparison with initial needs and objective of the participants and team, using the competencies from Youthpass (presented in the first day as a tool for setting the learning goals) and using now the same certificate as evaluation tool, quantifying

the learning process on the 8 key competencies.

At the end, all the participants received the Youthpass certificate link in order to fill it out and the final activity was done using the Points of You Punctum cards - I AM because WE ARE.

All Youthpass certificates were sent to participants by post office till the end of project.





[click for the photo album](#)





IMG_3038
by Yotul



IMG_3038 by



full flickr



post training

After the training course held in Baia Mare between 14-22 March 2016, till end of April 2016, in partner organizations were implemented workshops, events, inspired by I AM because YOU ARE training.

YMCA Gabrovo - Bulgaria



Date: 25.03.2016 - 26.03.2016

Venue: YMCA Gabrovo, Bulgaria

No. of participants: 20

Average age: 17

Brief description: A training, targeting the volunteers of YMCA Gabrovo, focusing on development of a set of skills for working with children and teens during the camp program of the organization.

Main activities:

- Presentation of the project I AM because YOU ARE and dissemination of results;
- Children rights & Socratic questions
- Problem solving & Role play game
- The "Game" within the children work
- Open discussions

Result: The training course has increased the level of preparation of the volunteers for the children camp program in 2016 and has helped them to gain new knowledge and skills which will help them in their daily live and also in their voluntary service within the YMCA.

Vagamondo - Italy



Title: I AM because YOU ARE post-training;

Topic: Social connections - A flower to you

Activities:

Chain game: 10 people were present, they took part in the workshop using 20 flowers with the goal to start the chain and follow the flowers for at least 3 passangers, so the workshop involved in total at least 70 people

YMCA Serbia



Title: I AM because YOU ARE post-training in YMCA Serbia;

Topic: Human rights & Critical thinking

No. of people attending: 14 young people

Activities:

- Presentation of the project I AM because YOU ARE and dissemination of results;
- Watching a video on human rights
- Questions and answers session
- "Sailing to a new land" game and another short video;
- What is critical thinking, short video,
- "Abigail" game, a discussion about the activity results;

YMCA Bitola - Macedonia



Title: I AM because YOU ARE post-training in YMCA Bitola, Macedonia;

Topic: Human rights

No. of people attending: 14 students

Activities:

- Presentation of the project I AM because YOU ARE and dissemination of results;
- Presentation of human rights with emphasis on children rights, short video;
- NO hate speech campaign presentation;
- A class divided method and video presentation;
- Q&A session;

ing activities

YMCA Ukraine



Title: I AM because YOU ARE post-training in YMCA Boyarka, Ukrainea

Topic: Human rights education combined with environmental education

No. of people attending: 12 young people

Activities:

- Presentation of the project I AM because YOU ARE and dissemination of results
- Children`s rights – presentation with hand outs;
- "Sailing to a new land" game, debrief and sharing;
- Session about the importance of a healthy environment followed by cleaning and painting playgrounds;

YMCA Tirana - Albania



Title: I AM because YOU ARE post-training in YMCA Tirana, Albania

Topic: Human rights

No. of people attending: 10 young people

Activities:

- Presentation of the project and dissemination of results;
- "Sailing to a new land" game, debrief and sharing;
- Take a step forward - exercise about discrimination and xenophobia, poverty, general human rights;
- Video about human rights;
- Q&A session;

YMCA Romania



Title: I AM because YOU ARE post-training event in **YMCA Cavnic, Romania**

Date: 12.04.2016

Topic: Human rights

No. of people attending: 23 young people aged 17 - 18

Activities:

- presentation of the project I AM because YOU ARE and dissemination of results;
- video about history of human rights followed by sharing;
- Abigail intercultural game and small group exercise;
- Act it Out activity – drama on human rights;

Title: I AM because YOU ARE post-training event in **YMCA Baia Mare, Romania**

Date: 15 - 16.04.2016

Topic: Human right, UBUNTU, graphic facilitation/cartooning

No. of people attending: 18 young people aged 13 - 29

Activities:

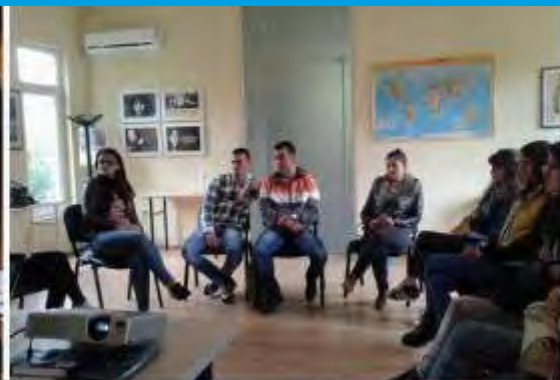
- I AM because YOU/WE ARE project, dissemination & network- self presentation;
- video about history of human rights followed by sharing;
- Exercises and games about discrimination, xenophobia, poverty, general human rights;
- Session about UBUNTU followed by sharing;
- Graphic facilitation/cartooning session: theory and practice;
- Evaluation and closing



click for the photo album of the post-trip events



“Do your little bit of good where you are; it's those little bits of good put together that overwhelm the world.” - Desmond Tutu





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”Transformation begins in you, wherever you are, whatever has happened, however you are suffering. Transformation is always possible. We do not heal in isolation. When we reach out and connect with one another—when we tell the story, name the hurt, grant forgiveness, and renew or release the relationship — our suffering begins to transform.”
- Desmond Tutu



testimonials

what they're saying



Antoaneta Yankabakova- YMCA Gabrovo, Bulgaria

As a youth worker with many years of experience, the participation in this training mobility for me was one remarkable training event, which brought together colleagues from different part of Europe and allowed us to share, learn, experiment and grow together.

The theme of the training “I am because you are”, was a great inspiration for all of us and for me personally. It provoked very deep reflection on my personal and professional experience and empowered me for future actions.

During the training process I played three specific roles one as trainer, part of the training team which allowed me support the overall training process, and more specifically to share my knowledge and personal experience in the field of human rights, children rights and child protection work both as principles and practices in Bulgaria. Another role I was pleased to take was the role of mentor and kind of a resource person for some of the young leaders and youth workers who was part of this training

mobility, which allowed me to both share my practical experiences in the implementation of youth service activities, as well as to support the process of self- reflection, the feedback on some of the training sessions, role plays, discussions and personal observations, which had an evident impact on their development and growth.

The third role I was performing was the one of trainee, which allowed me to get knew knowledge about the Ubuntu philosophy, about Just peace methodology for interfaith dialogue and practical work in different multiethnic and multi-religious, communities in the world. It also provided me with opportunities to gain practical experience and knew ideas of how to plan and implement training modules which focus on self-presentation, critical thinking, graphic facilitation, effective use of media, innovative and interactive methods of organizing campaigns aiming at promotion of youth participation, youth service activities and the opportunities which provides Erasmus + program as well.

There are several immediate outcomes of my personal participation, as well as of our group participation in this training mobility, together with three young leaders from the YMCA in Gabrovo, and one of them is the process of planning the next training mobility for youth workers, for the application deadline in April 26th. Another good example for direct outcome of the participation in this training is the training event we organized for a group of young leaders in YMCA -Gabrovo, which held on 26-27th of March. The implemented training module enabled us as a team to test the newly gained skills and experiences as well as to directly apply some of the working methods, interactive games and presentations with our new group of young leaders.

With admiration for partnership devotion of the entire project team and project partners and appreciation for all experiences gained and lessons learned during the training mobility “I am because you are”

Eglantina Lula - YMCA Tirana, Albania

During 14-22 of March 2016, an Albanian group, representatives of YMCA Tirana/Albania, composed by 4 young people (1 team member + 3 youth workers) participated in the training "I am because you are" supported by Erasmus Plus program and implemented by YMCA Romania, in Baia Mare.

Personally, I have participated in other different training in the frame of Erasmus Plus program, such as youth exchange, training or EVS hosting and coordinating sessions and as such I have experienced different approaches, being involved and applied different methodologies; but during "I am because you are" training, I really felt as it was the first time for me being in this kind of training.

The methodologies used, the games and role plays, the dynamics within the group or subgroups created during the sessions, the pool of trainers (from different countries and fields, with a lot of expertise and experiences working with/for young people) made us feel like home and new at the same time. It was really interesting the interaction of participants and correlation of topics and tools among sessions and days of training. Sharing ideas, best practices, acknowledge, expertise and mixing all these with the enthusiasm of participants made those days unforgettable.

Another important thing was the continuance of the training deliverables -each participant should apply what learned during this training with other peers or beneficiaries in their own countries or organizations. I really enjoyed the time there and for me, the feeling is like - to be continued...

Thank you YMCA Romania and Erasmus Plus and keep going like this!



Daniel Lekar - YMCA Serbia

I always thought of myself as an open-minded person with progressive opinions, I thought I was in some way "better" and far ahead of most other people in my community. This made me feel special. It made me feel good about myself. But participating in this training has made me feel NOT SPECIAL!

Now, this might sound like a bad thing at first, but let me explain: First of all, some of the exercises and discussions made me feel not special through realizing that I'm not as progressive and open-minded as I thought I was, and that there is still some (or a lot!) work to do in this area of my life, in order to improve, to grow. And secondly, meeting and getting to know all the other participants through various creative games and exercises, all those open-minded and - maybe most importantly - open-HEARTED people made me realize that I'm not special in the sense of "I'm not alone, I DO belong somewhere".

So it made me feel not special, but in a GOOD way... and I am very grateful for that. I think this training has "opened my eyes" in several ways. I could best describe it with a quote from the movie Limitless - "I was blind, but now I see".



Tetiana Shchetinska - YMCA Ukraine



One month has already passed since I returned home from the training course «I AM because YOU ARE», which was held in the picturesque Romanian town Baia Mare. The experience and emotion were still overwhelming. The host organization of this event was YMCA Romania. The training was funded by the Erasmus Plus Program.

Participants were from different 7 countries such as Romania, Ukraine, Bulgaria, Macedonia, Albania, Serbia and Italy. Irina Domnenko (YMCA Kyiv), Erika Chernenko and Svitlana Polyak (YMCA Boyarka) were also representing Ukraine on this training course. Within 8 days of training we studied diligently, actively participated in all activities and with pleasure shared and exchanged experiences with YMCA leaders from other countries.

First of all we got to know each other and learnt about the Erasmus Plus Program. And then we started with more serious and important topics. During the session devoted to human rights we have learned about the basic principles/ approach of Human Rights, saw that in different countries Human

Rights “works” in different ways, what was very interesting and useful, also we tried to determine the human values in different countries, and understood that it is not so easy to do, as well as hard to find a compromise. It is a good occasion for reflection :-). Also we did not forget to talk about discrimination.

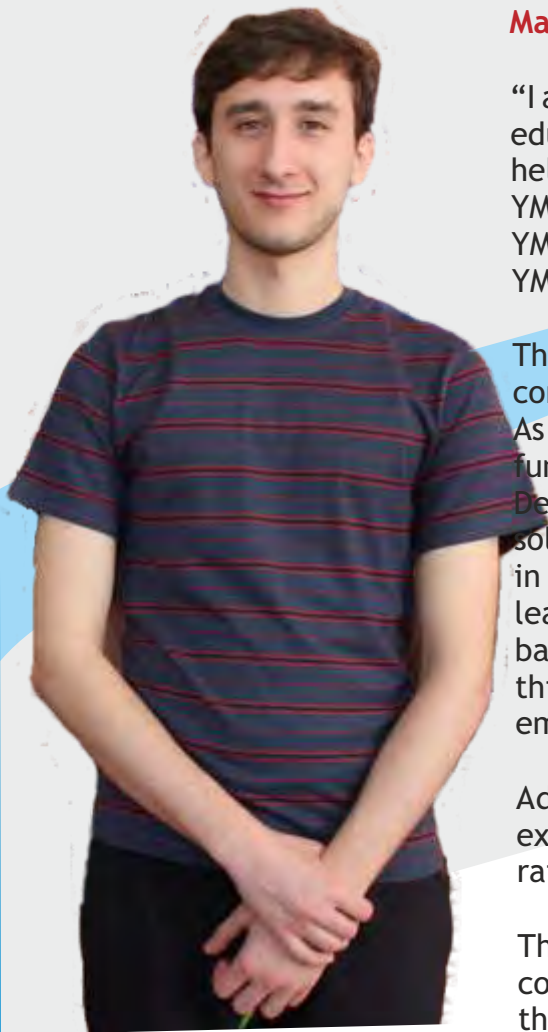
Then it was more fun, we became more familiar with the approach of “critical thinking”. We learnt how to observe, analyze information and make decisions. These skills are useful in professional and everyday life. We learned how to make intercultural dialogue and to promote peace-building through games. We familiarized ourselves with the philosophy of “Ubuntu”, which is based on the principles of compassion, kindness and humanity, calls to do good things for people around us. We can and should live by these principles, don't we?

We presented YMCA Ukraine at the NGO Market. Also we saw what programs work in 6 other countries which were presented at the training. During the training course “I AM because YOU ARE” we made a flashmob in the town, got our homework and came back home with new ideas and a desire to do good things and to share acquired knowledge and experience.

Denisa Mosoiu - YMCA Cavnic - Romania

I choose to share my experience that I had in Baia Mare during of 8th days in “I am because you are” project with my colleagues from University. So I did a short power point presentation and I explain what we did in this project; I talk about human rights, Abigail story and Human library. I was very impressed by the reaction of my colleagues; they were very surprised about every activities that we did. We had a long discussion about human rights and it was a pleasure to find that there are so many young people which are actually involved in many projects about human rights. At the end of my presentation we choose to do a human library lesson to have new experience and to find new things in an interesting way.





Marko Tomoski - YMCA Bitola Macedonia

“I am because you are” is an Erasmus + project whose focus is youth education, empowerment and networking. The main training was held from 14th - 22nd March in Baia Mare, Romania. It is hosted by YMCA Romania along with its partners YMCA Bitola (Macedonia), YMCA Gabrovo (Bulgaria), YMCA Serbia, YMCA Tirana (Albania), YMCA Ukraine and the informal group - Vagamondo (Italy).

The project draws inspiration from the African philosophical concept of “Ubuntu” - the acceptance and bonding with the other. As a youth educational project it recalls and reinforces the fundamental tenets of European democratic values and the Declaration of Human Rights as well as provide discussions and solutions regarding contemporary challenges facing youth workers in Europe. This was practically achieved by using advanced group learning and self-reflecting methods. Working on topics such as the basics of Human Rights, the No Hate Speech Movement, critical thinking, conflict resolution, democratic discussion, cultural and emotional sensitivity.

Additionally, the project introduced a section for artistic expression and social media as an effective and efficient tool for raising awareness, networking and public outreach.

The outcome of the training was a public showcase of hand-drawn comics made by the participants. The comics wove a story about the beauty and struggles of humans across the world who want to live in peace and harmony. This display was supported by a flash mob which was organized in the center of aia Mare. The project

follow-up plan was drafted at the end of the training. This follow-up project is now in the planning stage with a healthy chance to be fully realized in the months to come.

Boyan Penchev - YMCA Gabrovo, Bulgaria

My name is Boyan and I am one of the 4 representatives of YMCA - Gabrovo, Bulgaria and I had the privilege to participate in “I AM because YOU Are”, which took place in Baia Mare, Romania, 14th-22nd March.

First of all, I would like to confess that I had no idea that I would be the youngest participant in the training and for this reason I felt slightly insecure in the beginning, but the serene atmosphere quickly changed this. I had the fantastic opportunity to meet so many unique and aspiring individuals, who never failed to impress me with their open-mindedness, skillfulness and ambitions. Every one of these people left a little piece of themselves in me, which I have perceived and kept. The experience I gained from the mentors, as well as from the other participants, cannot be compared to anything which I have gained throughout my formal education in my country. This includes learning to learn, team-based and communication skills, building confidence and identity, and cultural awareness. Furthermore, this project gave me the possibility to carry out intercultural dialogue, which enriched my visions of the surrounding world. Finally, I am grateful to the entire team of YMCA-Romania for the given opportunity and for the effect they had on me. Thank you for the experience, YOU ARE the best!





Mirko Saccone - Vagamondo, Italy

Hi, I'm Mirko! I am 22 and I am from the suburbs of Turin, a quite big city in Italy! I've always lived here but I really like to meet new people and share experiences. I'm also part of an NGO in my hometown.

I have been in Romania for the training "I AM because YOU ARE", from the 14th to the 22nd of March. When I first read about the project it was almost a shock: it was really into what we were doing as NGO and we really needed the tools that YMCA Romania proposed to focus on. Obviously it was not just that: thinking over what I read I understood that was about fighting individualism while valorizing people with all their differences. In the end it was even better. I mean the training was good, seriously. Well timed and engaging. Also the trainers were excellent! But surely it wouldn't have been the same without the people I met there. So many people from so many backgrounds. I listened to thousands of stories and learnt more

than I could hope to. When I got back home I felt weird: empty but full of new ideas and energies! I definitely hope to see everyone again! Thanks everybody, thanks!

Pavlina Veljanovska - YMCA Bitola, Macedonia

I can say I put in one bag my prejudice and went to Romania to come back and never search for that bag again. I learned there to question everything and to ask more questions, also I even went further I learned to accept, respect and not to judge by the cover. But what was strange I found out that you could learn something somewhere sometime that you didn't expect to learn, but only if you decide to be fully present and as an addition also how much participation is important.

The issues that were on the training I think touched everyone because they are universal and no matter who are you, what you do for leaving, you face prejudice, you have rights, different EQ, and you need critical thinking to be more efficient.

I found it the most useful and fun: class divided, Socratic questioning, mission impossible, albatross, mosque in sleepy Ville, intercultural train, the flash mob that we made, the role-playing. But to me it is as the training haven't finished yet, and I think it won't because what I learned I will now share with YMCA members, in the schools where I work. I guess life it is just fleeting....

Conclusion: Everything starts with a decision and action. This training also started with applying that came up from the motivation to learn more about human rights, children rights that I need for my work, thn conflict prevention, peace building that I already worked on and Socratic way of questioning, critical thinking and the comics that I thought I would found it simply interesting. But as it came every session was useful for my work and can be implemented in different part of "Implementation of the Convention of Children Rights" project and also in everyday life. Another thing that was result of the project was the No Hate campaign that we are starting now and the connections and the talks for future cooperation with some of the participants, but most importantly the project ABEDEBELE that we are working as a team now, the participants from "I am because you are".



Bruno Mebelli - YMCA Tirana, Abania

I have participated in the training "I am because you are" that took place in Baia Mare- Romania on 14-22 of March 2016. I was with other three participants from YMCA Tirana. For me this was the first time participating in an international training with other young people from Balkans, Ukraine and Italia.

This was a wonderful experience, which helped me to better understand human rights issues, to know other cultures, mentalities and Balkan's issues closer and to have the possibility to share with other some of our country most concerns, such as blood feud phenomena. I really liked and enjoyed all the games, role plays and especially I really liked the human library, which helped me a lot in breaking some prejudices and to have another point of view on those matters. All the games and tools used during the training, were really new for me and improved some of my communications skills, interaction with the others and thinking critical on different topics.

In the mean time I had the possibility to make new friends and to have possible future opportunities to collaborate with them within YMCAs. I wish I will meet with these young people again in other trainings.



Claudia Stoica - YMCA Cavnica, Romania

This training has been one of my best experiences of my life. It helped me to develop both personally as well as professionally.

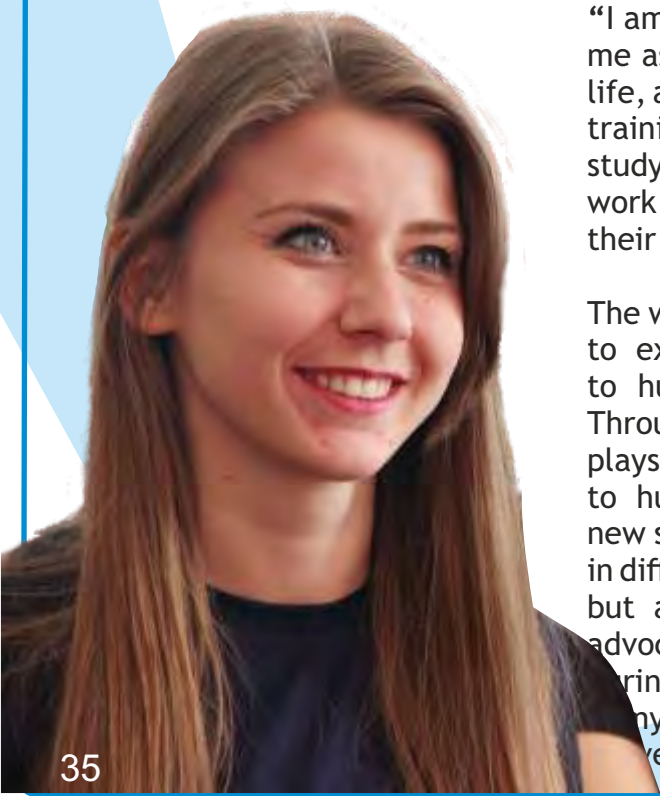
It has offered me numerous ideas for activities with the young people from my organization and also inspired me in my work with the students at school.

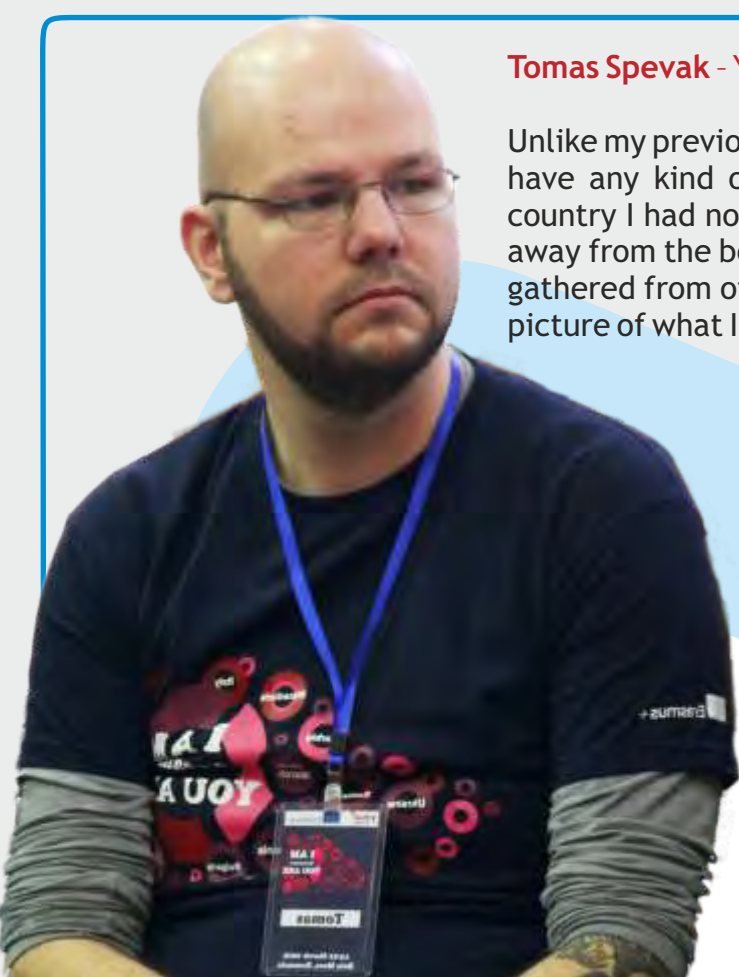


Ida Mucka - YMCA Tirana, Albania

"I am because you are" was a training that had a strong impact on me as a youth worker because human rights affect aspects of our life, as individuals and as members of a community. The topics of this training are related to my life and my work given that I am actually studying psychology and I am engaged in youth organizations that work in cultural diversity contexts and are focused on human beings, their rights and welfare.

The way that the training was designed gave me the opportunity to experience and reflect upon activities and concepts central to human rights based on some interesting learning approaches. Through discussions, work groups, simulations and different role plays I could understand better the current situation and challenges to human rights in my country. The training also helped me to gain new skills related to critical thinking and to see human rights issues in different points of views. I think this is helpful for me, as individual but also as a youth worker because empathy, communication, advocacy and other intercultural learning competences developed during this training will help me to apply them and other knowledges in my work as a youth worker, as a participant on youth programs and in my everyday life.





Tomas Spevak - YMCA Serbia

Unlike my previous training, which I only had one, this time I tried not to have any kind of expectations. Mostly because we were going to a country I had no ideas about, despite living less than a 100 kilometres away from the border. I tried not to allow any prejudice or stereotype I gathered from other people that had some limited experience, paint a picture of what I was to expect. This includes other YMCA members that already were in Romania or had cooperated with Romanians.

I was however sceptical that this was going to be an amazing experience. It was just supposed to be training, about subjects I was interested in. I was supposed to meet people like me. And as before it started slowly, until we started to get to know each other and the environment we were in.

It was a very refreshing and satisfying experience to be around people with whom I had a lot in common with in terms of world views, attitudes and concerns towards the problems our respective societies are facing, and an understanding for each other (and a sense of humour), despite differences in character. I'm guessing because of the background we are all coming from, as youth workers, some even as social workers, we are all essentially quite liberal and open minded. At least most of us were.

I also experienced a great sense of relief. Mainly because, as most of us were, I'm coming from a very conservative society that is constantly trailing behind the developed, or as I like to say, a more "sensible" world. So I was relieved to find out there are other people in the same situation as me, feeling the same things as I am, looking for answers, solutions, allies, and having the same or similar ideas from which they gather their inspiration. I was relieved because unlike in my home town my concerns were not dismissed and I was heard, and others got a chance to get the same.

But also the training confirmed most of what I felt; the subjects we covered, some of them I was familiar with, like Ubuntu which I have known about for a few years now. Critical thinking is a subject I have been reading about for a long time now as well, and I was glad it was covered (and that it even became a meme for us). The schedule of the training was done very well, but it might just be my bias since I liked the topics even before we came. It did not require convincing me of the point they were trying to make.

Another thing that was very significant for me, and was very new to me, was that we were all from countries that historically had many conflicts, some still have, and there are linguistic barriers between the populations of these countries, but thanks to English we were able to go around these barriers, to go beyond the historic myths most of us heard since childhood, to see that those people are human, like we are. I am grateful to live in an age where this has become a reality.

Klarida Bregaj - YMCA Tirana, Albania

"I am because you are" was very important training for me as youth worker. It was my first training abroad and I was not very sure what will be happened, but it was more that I expected. Not only because I meet wonderful people with almost the same ideals like me and the same motivation in social issues. At this training I understood better the key concepts in human rights. I think thank of this "I am because you are" now I can develop activities and programs for human rights (that are very important for my work).

I understood and I reflect over the different instruments for the protection and promotion of human rights and I think that now I'm able to connect them with the lives of individuals and community where I

Alina Pop - YMCA Romania

In nowadays multicultural diversity context with conflicts raising due to different way of thinking, culture, religion, social and economic background, colour of skin, so on and so forth, this training had the goal to raise awareness and to bring knowledge, tools, new understanding and inclusive attitudes to the youth workers involved in the project so they can pass it on in the programs they deliver, because only through education we can understand diversity, only through education we can fight against discrimination, xenophobia, exclusion.

By listening to each other, understanding our realities, empathizing, being aware of our differences, and respecting the rights and values of the other person, we can create bridges: acceptance-tolerance-engagement.

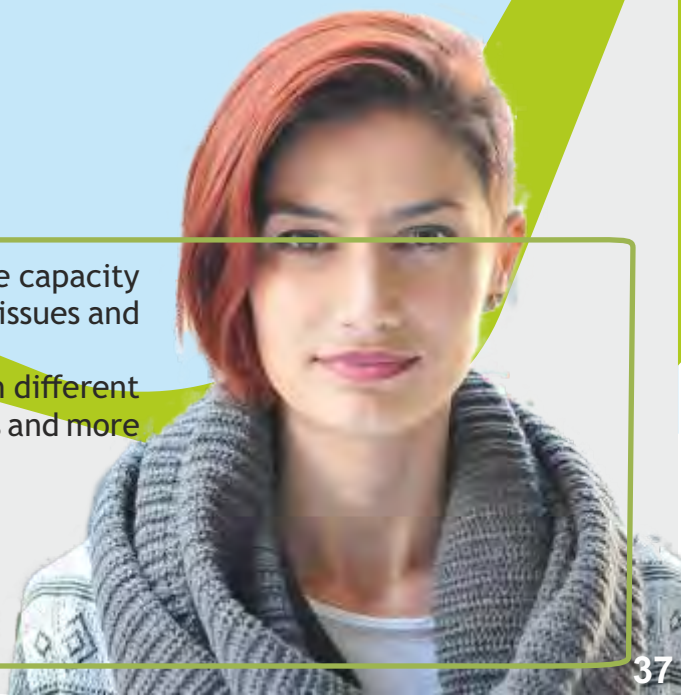
Ubuntu summarise it very well: every single action that I do has an effect on you and your wellbeing and everything that you do has an effect on me and my wellbeing. We are interconnected. Big thank you goes to the international team of trainers and facilitators that delivered this project their interconnectivity, experience and expertise, creativity, responsibility, commitment created the empowerment space for the participants to learn, share, create and stand for each other. We would like to send appreciation for the living books for sharing their inspirational stories, powerful and relevant in the same time. The interconnectivity, generosity, warm, sharing and supportive atmosphere created the very essence of this project: I AM because YOU ARE, I AM because WE ARE.”



***“True peace must be anchored in justice and an unwavering commitment to universal rights for all humans, regardless of ethnicity, religion, gender, national origin or any other identity attribute.”
Desmond Tutu***

live. Another new issue for me was critical thinking and I have capacity to have multiple perspectives on contemporary human rights issues and dilemmas.

Also I understood and I reflect over different cultures through different exercises, role-plays, games, simulations etc. I can use all this and more in my everyday work as social worker and in everyday life.



I AM because YOU ARE participants:

Ida Mucka, Klarida Bregaj, Bruno Mebelli, Eglantina Lula, Mirko Saccone, Fabiano Bruno, Davide Cappitella, Marko Tomoski, Viktor Iliev, Pavlina Veljanovska, Tomas Spevak, Marina Novak, Daniel Lekar, Ivo Tepavski, Irina Stoyanova, Antoaneta Yankabakova, Boyan Penchev, Svitlana Poliak, Erika Chernenko, Iryna Domnenko, Tetiana Shchetinska, Florentina Turcanu, Oana Tamas, Denisa Mosoiu, Claudia Stoica, Andreea Lazar, Alexandra Canta, Alina Pop.

Thank you for your sharing, commitment, creativity, responsibility, love, cooperation!



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Szilard Szekely - Romanian artist, Nazar Polyvka - YMCA Ukraine, Carlos Sanvee - YMCA Africa, World YMCA, Marius Pop - YMCA Europe, Roxana Pascan - YMCA Baia Mare, Gheorghe Silaghi - HHC Romania, Vladimir Bardai - Asociatia Young Roma, Nuri Guney, Dan Carpov - YMCA Romania, Vlad Silaghi, Podul Viilor 9, SC Ambassador SRL Baia Mare, SC Bulan Media SRL.





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