

UNITY

UNITING NATIONS TO INSPIRE TOLERANCE AND EQUITY



PIŃCZÓW, POLAND 10TH-19TH JULY 2024

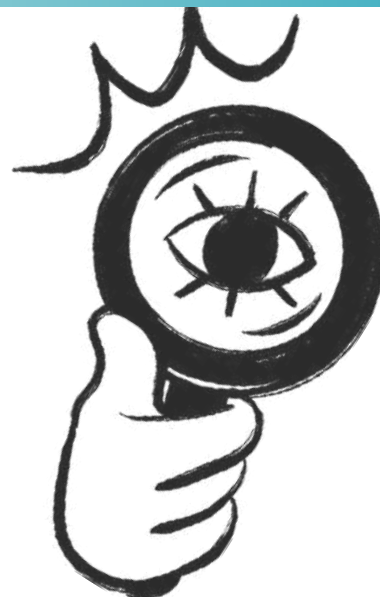


With the support of the
Erasmus+ Programme
of the European Union



INDEX

Introduction	3
Theoretical frame	4
Activities that had an impact on us	5
Volcano eruption	6
Smokey's Aces	6
Job Culture	6
The story of Abigail	7
Theatre of the Oppressed	7
Holiday Plan	8
The Murder of Alice Blunt	8
From Learning to Leading: Activities we created	9
Fly debate	10
Look to see	10
Blind trust	11
Loving robots	11
Sport discrimination	12
Our Partners – Our Strength	13
Memories	15
You want to know more?	16



INTRODUCTION

The UNITY: Uniting Nations to Inspire Tolerance and Equity training course, held in Pińczów, Poland, from July 10-19, 2024, brought together youth workers, educators, and trainers from Poland, Croatia, Italy, Portugal, Romania, Czechia, Spain, and Greece. Hosted by **CreActive**, a non-profit organization dedicated to promoting non-formal education and youth participation, this Erasmus+ initiative aimed to equip participants with tools and competencies to address **discrimination, prejudice, stereotypes, and social inclusion**.

During the program, participants engaged in **interactive workshops** and **creative methods** like drama, role-playing, and storytelling to promote inclusivity.

This booklet is a collection of the most impactful activities created and tested during UNITY. It serves as a **resource for educators, trainers, and organizations** seeking to foster diversity in their communities. Whether you are a youth worker, teacher, or facilitator, we invite you to explore these methods and adapt them to your own educational context.

Together, let's continue to **inspire tolerance and equity** in our societies.



THEORETICAL FRAME

The project was based on modern approaches to **non-formal education, intercultural learning, and social justice education**, promoting critical reflection, dialogue, and active participation. Learning was grounded in a **Human Rights-Based Approach (HRBA)**, aligning with the **UN 2030 Agenda** for Sustainable Development, particularly **Goal 4.7**, which advocates for education that fosters global citizenship and respect for diversity (UNESCO, 2017).

Tolerance was understood not as passive acceptance but as active engagement **with difference**, informed by **UNESCO's** (2022) definition of **intercultural dialogue**. Activities encouraged participants to challenge stereotypes and co-create inclusive learning spaces.

The pedagogical model drew on critical pedagogy, especially the work of **Paulo Freire**, treating participants as co-creators of knowledge with the **ability to question and transform their realities** (Freire, 1970; Giroux, 2011). Interactive methods—such as simulations, drama, and group reflection—supported learning that was both personal and political.

Together, these frameworks created a participatory environment where young people could **explore inequality, build mutual understanding, and develop the confidence** to promote equity and inclusion in their communities.

REFERENCES:

- Freire, P. (1970). *Pedagogy of the Oppressed*. New York: Herder and Herder.
- Giroux, H. A. (2011). *On Critical Pedagogy*. New York: Bloomsbury.
- UNESCO. (2017). *Education for Sustainable Development Goals: Learning Objectives*. Paris: UNESCO.
- UNESCO. (2022). *Intercultural Dialogue: A Framework for Building Trust and Preventing Conflict*. Paris: UNESCO.



ACTIVITIES THAT HAD AN IMPACT ON US

Throughout the project, a number of activities had a profound impact on us—both individually and as a group. They challenged our assumptions, encouraged us to step out of our comfort zones, and opened up space for honest conversations and deep reflection. These experiences helped us explore complex topics in a meaningful, personal way, and often led to emotional moments that stayed with us long after the sessions ended.

What made them truly powerful was not just the content, but the way they were delivered—engaging, participatory, and rooted in real-life experiences. They allowed us to connect with one another, share our stories, and gain new perspectives on issues we thought we understood. As we worked through each activity, we grew more aware of ourselves, of each other, and of the kind of change we want to see in our communities. The impact wasn't just theoretical—it was something we felt, lived, and will carry forward with us.



ACTIVITIES THAT HAD AN IMPACT ON US

Volcano Eruption

A simulation where participants navigate a high-pressure conflict scenario while representing different cultural perspectives. It highlights the importance of identifying needs and values beneath surface-level disagreements.

OUR VOICE: *"I didn't expect a game to make me reflect so deeply. It showed me how cultural conflicts often come from misunderstood needs, and how important it is to communicate beyond emotions."*

Smokey`s Aces

A simple card game turns confusing when players unknowingly follow different rules. This activity reveals how cultural assumptions can create miscommunication and misunderstanding.

OUR VOICE: *"At first it was just a game, but then I realized we were all playing by different rules — and no one explained them. It perfectly mirrored how cultural miscommunication feels."*

Job Culture

Participants explore how cultural background influences workplace norms, behaviors, and expectations. It opens up discussions on unconscious bias and how to adapt in multicultural professional environments.

OUR VOICE: *"This session made me realize that what we consider 'professional' or 'normal at work' is deeply cultural. It helped me think twice before judging someone's behavior through my own lens."*

ACTIVITIES THAT HAD AN IMPACT ON US

The Story of Abigail

A moral dilemma sparks deep group discussion about values, judgment, and empathy. Participants examine how their own beliefs shape how they view others' actions.

OUR VOICE: *"This story seemed simple at first, but the more we talked about it, the more it exposed how differently we judge people. It wasn't about who was right or wrong — it was about understanding values, bias, and empathy."*

Theatre of the Oppressed

Through improvised scenes based on real-life injustices, participants embody roles of both oppressed and oppressor. They then rework the outcomes, discovering how theatre can be a tool for empowerment and change.

OUR VOICE: *"This was one of the most intense sessions for me. We acted out real stories of injustice — not just watched, but lived them. And then we rewrote the endings. It showed me how powerful it is to challenge oppression through action, not just words."*

"I used to think theatre was just performance, but this session made me realize it can be a tool for social change. I saw people stand up, literally, and try new solutions to problems we all face."



ACTIVITIES THAT HAD AN IMPACT ON US

Holiday Plan

In this role-play, participants try to agree on a group holiday while representing characters with clashing cultural values and personal needs. It challenges stereotypes and shows how easily voices can be ignored or overruled.

OUR VOICE: *"It sounded simple — plan a group vacation. But with each of us playing a character from a different background, with different needs, it became a challenge in negotiation and empathy. It really made me reflect on how stereotypes and assumptions sneak into everyday decisions."*

"I realized how easy it is to dismiss someone's needs when they don't match your own. This activity made me think twice about the voices we ignore — both in the game and in real life."

The Murder of Alice Blunt

Participants examine a mysterious murder case from the lens of different news outlets, each with its own version of the truth. The activity explores media manipulation, bias, and the power of perspective in shaping public opinion.

OUR VOICE: *"It wasn't just about a murder case. It was about how we decide what's true, who we trust, and how deeply media bias can influence how we see the world."*



FROM LEARNING TO LEADING: CREATING AND FACILITATING OUR OWN ACTIVITIES

As the final stage of the mobility, participants had the opportunity to design and lead their **own educational activities**, drawing on the methods, tools, and insights gained throughout the project. This process allowed them to put theory into practice, translating key concepts around **tolerance, equity, and inclusion** into creative, engaging sessions. These activities were implemented in a supportive and safe space, where everyone could participate **freely and constructively**. Following each session, participants received thoughtful feedback from trainers and fellow youth workers, creating a valuable moment of reflection, learning, and growth—both as facilitators and as changemakers.



ACTIVITIES WE CREATED

Fly Debate

In this fast-paced and thought-provoking activity, participants were randomly assigned a stance on a controversial topic—either “for” or “against”—regardless of their personal opinion. This twist challenged everyone to **step outside of their comfort zones**, think on their feet, and articulate arguments that may not reflect their own beliefs.

Two representatives from each side took the floor, engaging in a lively debate where the goal was not only to present strong arguments but also to persuade others through logic, creativity, and confidence. The exercise encouraged **critical thinking, active listening, and empathy**, as participants had to understand and express viewpoints different from their own. It was a powerful reminder of how important it is to be open-minded and to consider multiple perspectives—even the ones we might initially disagree with.

Look to See

This activity focused on **trust, communication, and teamwork**. Participants worked in pairs—one person closed their eyes while the other acted as a verbal guide. The guide was shown a complex image, divided into several smaller sections, and had to instruct their partner on how to recreate it using only spoken directions.

The challenge lay in the clarity and precision of the guide’s communication, and in the listener’s ability to interpret instructions without any visual cues. It was a powerful exercise in **active listening, patience, and mutual trust**, highlighting how much we rely on non-verbal cues—and how challenging yet rewarding it can be to communicate without them.

ACTIVITIES WE CREATED

Blind Trust

Building on earlier trust exercises, this activity deepened the focus on **precision, collaboration, and non-visual communication**. Pairs switched roles—the former guide now had their eyes closed, relying on their partner for guidance. Communication was allowed through both words and gentle touch, creating a deeper level of coordination and trust.

Together, each pair completed a series of small but intricate challenges. One task involved finding a piece of tape, measuring exactly 10 cm, and cutting it accurately, while another required locating a pen and taking a photo of it using a phone. These seemingly simple tasks became complex under the limitations, emphasizing the **importance of clear communication, mutual support, and patience**. The experience pushed participants to trust one another fully and work together with heightened awareness and care.

Loving Robots

This light-hearted yet meaningful activity explored themes of **connection, communication, and control**. Two participants acted as "robots," moving slowly around the space. Each robot was controlled by a third person—the "operator"—who directed their movements by gently tapping their left or right shoulder to indicate a change in direction.

The goal was simple but symbolic: to guide the two robots toward each other until they met in a hug. While playful on the surface, the exercise invited **reflection on how we influence others**, the importance of **non-verbal communication**, and the idea that connection sometimes requires outside guidance and cooperation. It was a beautiful reminder of how intention, trust, and care can bring people together—even in robot form.

ACTIVITIES WE CREATED

Sport Discrimination

In this eye-opening activity, participants were divided into mixed-gender teams and given a series of sports-related challenges. While the setup initially appeared fair and inclusive, it quickly became clear that the **rules and expectations were intentionally unequal**. Certain teams received hidden advantages, while others faced subtle restrictions—mirroring the often **invisible biases and structural inequalities** present in real-world competitive settings.

The activity created a powerful metaphor for gender-based discrimination, showing how unfair treatment can be embedded in systems, even when it's not immediately visible. It sparked meaningful discussions about **privilege, fairness, and inclusion**, prompting participants to reflect on how inequality can persist in both sports and broader social contexts.



"Designing our own activity was both exciting and intimidating. We weren't sure how people would react, but once it started, the energy in the room reassured us. Seeing people engage, laugh, and reflect—especially during the debrief—made us realize how powerful facilitation can be."

"Creating an activity from scratch based on what we'd learned was the best way to put everything into practice. We had to think about inclusion, clarity, purpose—it was a challenge, but a rewarding one."



OUR PARTNERS – OUR STRENGTH

This project would not have been possible without the **inspiring collaboration** and dedication of our partner organizations from across Europe. Each of them brought their **unique energy, experience, and perspective**, enriching our training and making the learning journey even more valuable.



Impress (Croatia)



A youth-focused organization promoting active citizenship, mental health awareness, and inclusion through local and international initiatives. Impress combines innovation with care for community well-being.

Centeria (Spain)



Specializing in social and cultural development, Centeria works with young people and adults on projects that build skills, foster entrepreneurship, and strengthen community ties.

CET Platform (Italy)



Part of a wider European network, CET Italy promotes intercultural dialogue, human rights, and youth participation through dynamic educational activities and mobility projects.

Conexão Jovem (Portugal)



An energetic organization empowering young people through volunteering, creativity, and inclusion-focused programs. Conexão Jovem is rooted in community involvement and international cooperation.

OUR PARTNERS - OUR STRENGTH

Objektivni Europa (Czech Republic)



Dedicated to civic engagement and youth empowerment, Objektivni Europa runs workshops, trainings, and European projects that encourage young people to take an active role in society.

Poreia Ygeias (Greece)



Focused on mental health, inclusion, and community well-being, Poreia Ygeias blends psychology, education, and culture to support vulnerable groups and promote lifelong learning.

Multidimensional Org (Romania)



With a strong emphasis on holistic education, Multidimensional develops programs in personal development, sustainability, and youth leadership – inspiring positive change at many levels.

Host organization - CreActive (Poland)

CreActive is a non-governmental organization based in Poland that specializes in **non-formal education** for both youth and adults. Known for its innovative approach, the organization designs and delivers creative learning experiences that promote personal development, social inclusion, and intercultural understanding. Through local workshops, international projects, and partnerships across Europe, CreActive empowers learners to explore, collaborate, and grow.



MEMORIES



YOU WANT TO KNOW MORE?

Curious about how we created these activities? Want to dive deeper into the methods we used or bring something similar to your community or organization?

Here are a few ways to explore further:

- ◆ **Non-Formal Education Methods** – Discover powerful tools like role play, simulations, storytelling, and group reflection that make learning active and meaningful.
- ◆ **Facilitation Skills** – Learn how to lead inclusive, engaging sessions where everyone feels heard and involved.
- ◆ **Intercultural Dialogue** – Explore how understanding and empathy grow when people from different backgrounds share, listen, and collaborate.
- ◆ **Youth-Led Projects** – See how young people can take the lead in designing impactful activities that inspire real change.

Whether you're a youth worker, trainer, educator, or just passionate about social impact—we're happy to share what we've learned.

Keep in touch with us!

We'd love to hear from you, **answer your questions**, or **collaborate on future projects**.

Let's keep learning, growing, and inspiring change—
together.



Address:

CreActive Association
ul. Stanisława Augusta 32/12
03-846 Warszawa, POLAND

Phone: +48692211041

Facebook: <https://www.facebook.com/CreActive.online>

