

Call for participants for

Social Justice and Diversity Long Term Training Course

National Institute For Family and Social Policy – National Institute For Family and Social Policy – Youth in Action Programme Office, in close cooperation with British Council (National Agency of the Youth in Action Programme in United Kingdom) is organizing a long-term training course with the topic of Social Justice and Diversity.

Training Course description

The overall aim is to increase the diversity of participants in local or international youth projects. To achieve this, the project aims to sensitize social/youth workers for different forms of discrimination and facilitate communication in a less discriminative way. Further to better understand how and why young people with fewer opportunities could feel that international youth work is not for them. During the training the participant's attitudes will be developed in order to reduce the reluctance of the youngsters.

In order to achieve the overall aim, the Long Term Training Course (LTTC)'s objectives are the followings:

- Sensitizing youth workers through the Social Justice Training method on existing prejudices, anti-discrimination and their own 'blind spots' and how these were reproduced and strengthen by fears of being different or matching the unknown. Reflecting on discrimination and privileges experienced personally helps to identify fields of activities for own further non-discrimination acting;
- Analysing those factors (prejudices, discrimination, individual, cultural and institutional barriers) that prevent participation of less-privileged youth in local and international projects;
- Supporting/helping the participants in raising their capabilities to become aware of and use their a) privileges and resources as well as respect b) obstacles and resistance while supporting young people back home;
- Supporting participants to ensure the feasibility and development of projects/actions with the involvement of less-privileged young people;
- Supporting participants in their learning process by providing a space to exchange experiences and good practices or possible problems.

The LTTC will consist of two residential trainings and a field phase between the two. During the practical period participants will be supported by the trainers to explore the potential of social justice and diversity issues. That means participants will be enabled to implement less discriminating activities within their organisations and relevant types of projects.

Methodology & working language

Social Justice Trainings (SJT) ask for a certain ethical attitude which has to be developed personally. They work towards a dialogic way of thinking to ensure dialogic talk and action. SJT enable participants to elaborate thematic inputs that add new perspectives on dynamics of discrimination and privileges. SJT work with methods and exercises that try to be less excluding or discriminating. Communication takes place in a more inclusive way and raises the sense of responsibility for one's own thinking and acting.

SJT provide a space in which every individual can act openly in a protected way; there shall be no "right and wrong", SJT develop a dialogic, respectful way to interact. They raise the awareness that participants belong to different social groups and take advantage. Awareness about one's own social group membership by reflecting own experiences with being privileged as well as being disadvantaged is an inevitable precondition for changing one's own discriminatory thinking and acting.

The trainings start with a basic module, which introduces the dialogic approach, working methods and theoretical framework. In every following thematic module(s), SJT treat one form of discrimination at a time, e.g. racism, sexism and hetero-sexism, anti-Semitism, ableism, classism, anti-Ziganism or ageism.

Individual experience is taken into account and self-reflection takes part as a crucial process of understanding power and oppression; historical contexts, including counter-movements, are reviewed and compared to the present situation. Stereotypes and every day discriminating habits as individually used jokes or proverbs, cultural agreements or institutional constraints (that generalise random members of social groups and assault individuals) are collected and deconstructed in a way that allows interrupting them.

SJT follow the paradigm that all forms of discrimination are interrelated and support each other reciprocal. societal impact of for single individuals and groups Every thematic module finishes with planning of actions: What kind of discrimination do you encounter within different spheres of your influence that you wish to interrupt? How can this be realised and which requirements and risks need to be monitored? Which can be indicators of success? Obstacles are identified and strategies developed.

SJT don't have an end nor a solution, they are an on-going process – as all interactions and dialogues within the trainings, too.

Working language of the LTTC: International English

Workflow of the LTTC

The LTTC starts with an introductory phase that ensures a protected yet dynamic workspace and introduces into the basics of the ideas and methods of Social Justice and Diversity. After that, two exemplary modules will be provided.

The first module is about "sexism and heterosexism" and provides an easy access to daily life experiences of the participants as well as a suitable approach to an understanding of the Social Justice method.

The second module is about “classism”. The expression is rather new in European context, yet already very powerful to understand social exclusion. The module “classism” offers an exposition about discrimination and privileges based on social class background of individuals or social groups.

Both modules will help to understand the approach of Intersectionality. They will raise awareness for understanding dynamics of discrimination and exclusion and will increase personal capabilities to counteract them in daily praxis of youthwork.

A mentionable part of the training focuses on usual resistances of the working environment against change and how one can get better “in shape” to cope with those obstacles.

At the end of the first training course (first phase) there will be a careful assessment of how one can become an ally of change and fight discrimination in one’s own surrounding. Activities will be developed for every participant, which are as well feasible as they have good chances to provide meaningful outcome.

During the field phase (second phase) phase there will be a coaching by the trainers to accompany participants during the implementation of activities/projects against discrimination and assure the success of the actions.

The second training (third phase) will wrap up the experiences with implementing the idea of social justice, reflect on good and difficult practise and provide some guidelines for further work.

Flow of the long-term training course

1st phase: First training course

Duration: 23 April - 30 April 2013

Venue: Hungary, Budapest

2nd phase: Field phase

Duration: May – August 2013

3rd phase: Second Training course

Duration: 22 - 28 September 2013

Venue: Hungary, Budapest

Team of trainers

The trainers’ team will be composed of three experienced trainers and the staff of the hosting National Agency.

Trainers: Jasamin Boutorabi (Germany), Balázs Kiss (Hungary), Eike Totter (Germany)

Target group of the LTTC

There will be places for 16 participants at the training, selected according to the criteria below:

- Professionals, volunteers and multipliers motivated to work on anti-discrimination topics
- Motivated in exploring one's own blind spots in terms of discrimination or lacks of diversity and willing to raise awareness
- Desire to initiate activities within own working fields and organisations in order to reduce exclusion and discrimination
- Some experience or knowledge (as a group leader, participant, mentor, etc.) about international youth mobility projects is helpful.
- Motivated for further personal and professional development.
- Committed to further explore social justice topics and take part in field-work (study visits, projects for young people, etc.) or projects between the two residential events.
- Confident in and able to communicate in (international) English.
- Available to actively participate in the full duration of the course (including both residential events and field phase).
- Having support from their employers in order to take part in the full duration of the LTTC and to carry out activities which should develop the organisations policies.

Application procedure and deadline

The deadline for application is 5th of March 2013.

Please **apply** online through <http://www.salto-youth.net/tools/european-training-calendar/application-procedure/3397/application/> not later than the deadline. Your National Agency will make a pre-selection. NAs are kindly asked to pre-select their applicants before the 15th March 2013. If your application is accepted, you will receive a confirmation and further information as soon as possible after the 28th March. Please do not book any tickets before you receive confirmation of your participation and before talk to your NA.

Financial conditions

This LTTC is organized by the HU and UK National Agencies of the Youth in Action Programme.

- Board and lodging will be provided and paid by the hosting National Agencies of YiA Programme.
- Participants coming from **Programme Countries**: travel costs can be covered by your National Agency according to their own rules (please check before applying).
- Any insurance, especially medical, is a private responsibility of each participant.

Information for National Agencies

All National Agencies of the Youth in Action Programme are welcome to send participants to the two residential events of Social Justice and Diversity LTTC. In case the NA decides to support an applicant, we would be happy if it could ensure the involvement of participants in both residential events (covering international travel costs + possibly follow-up the participant(s)).

For more information contact:

Zsafia Szoke

National Institute For Family and Social Policy –

Youth in Action Programme Office

(Hungarian National Agency of the Youth in Action Programme)

E-mail: szoke.zsafia@mobilitas.hu; zsafia.szoke@ncsszi.hu

Tel: +36 1 237 6763