



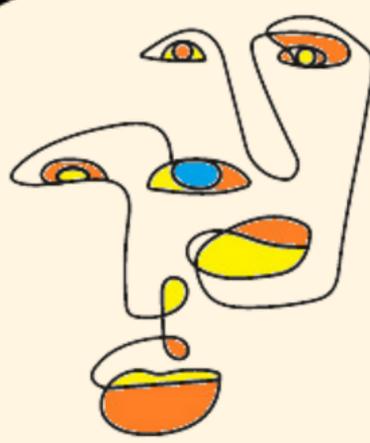
BURN THE BIAS

**International training course
on inclusion and diversity**

6-12 MAY 2024

STOCKHOLM, SWEDEN

**CALL
FOR
PARTICIPANTS**



**ARE YOU BRAVE ENOUGH TO OPEN
YOUR EYES AND TAKE AN HONEST
LOOK INTO THE MIRROR?**

**DO YOU WANT TO BECOME A DIFFERENT YOUTH WORKER,
MORE ABLE TO WELCOME AND INCLUDE ALL HUMAN
BEINGS WITH THEIR STORIES AND BACKGROUNDS?
THEN THIS TRAINING COURSE IS FOR YOU.**

**AS HUMANS, IT IS NATURAL FOR US TO CATEGORISE OUR
SURROUNDINGS. IN ADDITION TO THE ADVANTAGES THAT
THIS BRINGS, IT ALSO BRINGS OBSTACLES:
BIASES - UNCONSCIOUS BELIEFS AND PREJUDICES -
THAT NEGATIVELY IMPACT OUR ABILITY TO BE FAIR AND
CREATE INCLUSIVE SPACES WHEN WORKING
WITH YOUNG PEOPLE.**

**WE INVITE YOU TO EMBARK ON A JOURNEY WITH US:
INTO THE DEPTHS OF OURSELVES, UNCOVERING THE
UNCONSCIOUS, SHARING IT WITH EACH OTHER IN A SAFE
AND WARM ENVIRONMENT, AND TAKING STEPS TOWARDS
OVERCOMING WHAT HOLDS US BACK.**



⋮

THIS TRAINING COURSE CULTIVATES A SAFE AND SUPPORTIVE ENVIRONMENT WHERE WE WILL EMBARK ON A JOURNEY OF **SELF-AWARENESS AND CRITICAL REFLECTION**. WE INVITE YOU TO EXPLORE YOUR **BIASES**, EXAMINING THE IMAGES THAT YOU HOLD OF YOURSELF AND OTHERS IN YOUR **YOUTHWORK PRACTICE**.

BY CONFRONTING **COMPLEX IDENTITIES** AND RECOGNIZING THE IMPACT OF UNCONSCIOUS BIAS, YOU WILL GAIN THE TOOLS TO PROACTIVELY **FOSTER INCLUSIVITY** WITHIN YOUR WORK AND ACROSS SOCIETY.

WE WILL WORK WITH **NON-FORMAL EDUCATION METHODS** SUCH AS EXPERIENTIAL LEARNING, EMBODIMENT, INDIVIDUAL AND GROUP REFLECTION IN ORDER TO EMPOWER YOU TO SHAPE INCLUSIVE ENVIRONMENTS THAT VALUE DIVERSITY, RESPECT INDIVIDUALITY, AND PROMOTE **EQUALITY FOR ALL YOUNG PEOPLE**.



OBJECTIVES

-  FOSTER PEER-TO-PEER LEARNING, AND CREATE A SECURE LEARNING ENVIRONMENT TO SUPPORT YOUTH WORKERS IN THEIR PERSONAL AND PROFESSIONAL DEVELOPMENT
-  EXPLORE THE CONCEPT OF BIASES AND REFLECT ON THEIR IMPACT ON EXCLUSION AND DISCRIMINATION IN THE YOUTHWORX FIELD
-  ENCOURAGE EMPATHY WITH DIFFERENT ASPECTS OF DISCRIMINATION/EXCLUSION AND FACILITATE THE EXCHANGE ON CHALLENGING SITUATIONS THAT YOUTH WORKERS ENCOUNTER AT WORK
-  SUPPORT YOUTH WORKERS IN THE PROCESS OF UNCOVERING PERSONAL BIASES THROUGH SELF-ANALYSIS
-  ENABLE THEM TO DECONSTRUCT AND OVERCOME THOSE BIASES, BY TRANSLATING PERSONAL LEARNINGS INTO PROFESSIONAL GROWTH
-  EMPOWER YOUTH WORKERS TO CREATE ACTIONABLE CHANGE IN YOUTH WORK, DEVELOPING SPECIFIC INCLUSION STRATEGIES AND ACTION PLANS. THIS INCLUDES SHARING AVAILABLE EUROPEAN RESOURCES (E.G. SALTO'S INCLUSION AND DIVERSITY STRATEGY, EU AND COE INCLUSION POLICIES).



A NOTE ON EMOTIONS

During the training course, we will talk about topics such as **marginalisation, discrimination and inequality.**

For many of us, these topics bring up **uncomfortable feelings and painful memories** - because we have been victims, witnesses and/or (often unconscious and unintentional) perpetrators.

Being confronted with the **unfairness** that was directed towards us or loved ones can be just as painful as realizing that we ourselves have been -involuntary and without knowing- harming others due to unconscious biases.

We invite you to a space where we look at these challenging parts of ourselves, and welcome you with all your **emotions.**

Please have an honest check-in with yourself, if you are ready to journey with us. From our side, we will do our best to create a space that is safe enough to allow you to be brave, and to hold all that comes up.



WHO CAN APPLY?

**PARTICIPANTS WITH
RELEVANT EXPERIENCE IN THE
YOUTH WORK FIELD:**

YOUTH WORKERS, YOUTH LEADERS,
MUNICIPAL WORKERS, VOLUNTEERS
AND ACTIVE YOUNG PEOPLE
INVOLVED IN THE WORK OF YOUTH
ORGANISATIONS, NGO/PUBLIC
SECTOR STAFF WORKING WITH
YOUTH OR YOUTH POLICIES

**OVER 18 YEARS OLD AND ABLE TO
WORK AND COMMUNICATE IN
ENGLISH**

**RESIDENT OF AN ERASMUS+
PROGRAMME COUNTRY (EU AND
ASSOCIATED ERASMUS+ COUNTRIES)**

**OPEN AND WILLING TO
CRITICALLY SELF-
REFLECT AND ENGAGE
INTO A DEEP AND
POSSIBLY
EMOTIONALLY
CHALLENGING
PROCESS**

**WILLING TO TAKE ACTION
IN THE FIELD OF SOCIAL
INCLUSION AND CULTURAL
DIVERSITY, WHETHER
THROUGH NEW
INITIATIVES OR ENHANCED
ACTIVITIES**



PROGRAMME FLOW

:

DAY 1

GROWING TOGETHER

TEAM BUILDING,
CREATING COLLECTIVE
LEARNING SPACE

DAY 2

GETTING TO KNOW THE BIAS

ORIENTATION IN THE TOPIC

DAY 3

MEETING THE BIAS

SELF-ANALYSIS,
CRITICAL SELF-REFLECTION

DAY 4

BURNING THE BIAS

EXPLORING HOW TO LET
GO OF BIASES

DAY 5

INTEGRATION, EVALUATION

INTEGRATION OF THE PROCESS,
ACTION PLAN FOR FUTURE
DEVELOPMENT



THE INTERNATIONAL TRAINERS
TEAM

CLARA MONTALBANO (FR)

JOSÉ FILIPE COSTA (PT)

TONI MALLACH (SE)

IMRE HEGEDUS (HU)

THE TEAM MET AT SALTO TRAINING OF TRAINERS FOR EUROPEAN ERASMUS+ YOUTH AND EUROPEAN SOLIDARITY PROJECTS. THEY ARE UNITED BY THEIR PASSION FOR INCLUSION AND SOCIAL JUSTICE, WHILE BRINGING A BROAD DIVERSITY OF BACKGROUNDS AND LEARNING APPROACHES TO THE TEAM.



CLARA MONTALBANO
(FR)



JOSÉ COSTA
(PT)



TONI MALLACH
(SE)



IMRE HEGEDUS
(HU)



WHERE AND HOW?



WHERE TO APPLY?
[THROUGH OUR APPLICATION FORM](#)



APPLICATION DEADLINE: 15/03/2024



6-12 MAY 2024 (INCLUDING TRAVEL DAYS)
STOCKHOLM, SWEDEN



PARTICIPATION FEE

THIS PROJECT IS FINANCED BY THE PARTICIPATING NATIONAL AGENCIES (NAS) OF THE ERASMUS+ AND EUROPEAN SOLIDARITY CORPS PROGRAMME. THE PARTICIPATION FEE VARIES FROM COUNTRY TO COUNTRY. PLEASE CONTACT YOUR NATIONAL AGENCY OR SALTO RESOURCE CENTRE (SALTO) TO LEARN MORE ABOUT THE PARTICIPATION FEE FOR PARTICIPANTS FROM YOUR COUNTRY.



WHERE AND HOW?



ACCOMMODATION AND FOOD

ACCOMMODATION AND FOOD ARE ORGANISED BY THE SWEDISH NATIONAL AGENCY. ACCOMMODATION IS IN **SINGLE ROOMS**. THE MEALS ARE **VEGETARIAN**.



TRAVEL REIMBURSEMENT

PLEASE CONTACT YOUR NA OR SALTO IN ORDER TO KNOW WHETHER THEY WOULD SUPPORT YOUR TRAVEL COSTS. IF YES, AFTER BEING SELECTED, GET IN TOUCH WITH YOUR NA OR SALTO AGAIN TO LEARN MORE ABOUT THE OVERALL PROCEDURE TO ARRANGE THE BOOKING OF YOUR TRAVEL TICKETS AND THE REIMBURSEMENT OF YOUR TRAVEL EXPENSES.

THIS COURSE IS ORGANISED BY THE SWEDISH AGENCY FOR YOUTH AND CIVIL SOCIETY, IN COOPERATION WITH THE NATIONAL AGENCIES OF FRANCE, HUNGARY AND PORTUGAL.



IN CASE OF FURTHER QUESTIONS, PLEASE CONTACT PROGRAMME OFFICER LARS NILSSON:
LARS.NILSSON@MUCF.SE