

“Peers for Equality” – Mobility of youth workers

INFO-PACK for Partner Organizations and Participants

Description of the project.

In Dec 2018 the Council of the European Union expressed its concerns and manifested its expectations from the European Commission to foster and promote gender equality in formal, informal and nonformal education by taking appropriate steps to ensure that all youth workers and educators are provided with adequate competences in the areas of gender equality and that they can update their competences throughout their careers.

As presented in their description, the partner organisations of this project have declared to face similar situations in their environment:

- youngsters still perpetuating the same stereotypes on gender,
- social pressure and other forms of oppression of women,
- inadequate educational programs to tackle this.

In the existing cultural context, representatives of Ofensiva Tinerilor, European Peer Training Organisation and Y-Peer Kyrgyzstan exchanged their good practices in this field in a Capacity Building project. The main output was the Peers for Equality Peer-to-Peer training programme (<http://equality.ofetin.ro>). The programme embeds work practices through which peer educators can change the mentality of young people for understanding the importance of gender equality and was tested in over 15 communities (both from Europe and Central Asia) and on more than 200 beneficiaries showing great potential for changing the mentalities of young people, especially in terms of:

- developing critical thinking with respect to traditions and stereotypes that contradict human rights, especially in relation to gender
- empowering the participants to face the existing social pressure that fosters this form of discrimination
- making them aware of the negative implications of gender discrimination
- helping them become, in general, more tolerant and more open to diversity

As a member of the European Peer Training Organisation, a network of European youth and youth-serving organisations who adhere to a common vision of supporting “people to enjoy learning from each other how to embrace their differences and realize their unique potential”, Ofensiva Tinerilor is involved significantly in delivering solutions to the phenomenon of discrimination on

“Peers for Equality” – Mobility of youth workers

various grounds. For the last 10 years, we have been active in the field of anti-discrimination education, ceaselessly building capacities for peer trainers and youth organisations to tackle prejudice and exclusion in their own environments. Our programs reach over 1000 young people every year, mostly from the Arad region but also from different European countries (as together with other members and partners we aim to contribute to the prevention of discrimination, intolerance and inequality of all kind by unleashing the impactful potential of peer training in creating peaceful spaces of dialogue). Hence, the proposed project is a continuation of our work, focused on the direction of gender based discrimination.

"Peers for Equality" comes as a response to the identified need in form of a K1 Mobility for Youth workers with 2 training modules that will take place, the 1st one in Arad and the 2nd in Ramnicu Valcea Romania.

1st module - Thematic Awareness Training (TAT) – a 6-day initial training for youth and youth workers, tackling the training topic, aiming to stimulate the acquisition of social competences that foster ownership of the fundamental values of non-discrimination and equality between genders.

2nd module - Train the Trainer – a 5-day training for peer trainers who have attended a TAT and wish to improve their facilitation skills so that they can replicate the process back in their local environment, by facilitating thematic workshops on the topic, using the P4E methodology

In the 1st module we will host 22 participants coming from a total of 11 partners from all over Europe. Each partner will send two participants to the course.

In the 2nd module, the participants that gained some experience in working with persons with disabilities will discover how to teach others to be more inclusive in their work. This “Train the Trainer” will give them the chance to develop their facilitation skills and to learn how to develop a training program that addresses inclusion.

In the 2nd module we will host again 22 participants coming from a total of 11 partners. The participants should have participated in the 1st training as well and should be able to use the gained experience in their work inside the NGO.

“Peers for Equality” – Mobility of youth workers

Participants/Participating countries/Transportation Flat rates for the training in Arad, Romania

| Partners | Number of youth workers each partner will need to send to each of the mobilities | Maximum transportation rates/for each mobility |
|--|--|--|
| European Youth Community - Ukraine | 2 | 180 Euro/person |
| Seiklejate Vennaskond - Estonia | 2 | 275 Euro/person |
| Bridge of Friendship Kartlosi - Georgia | 2 | 275 Euro/person |
| KEKPA-DIEK - Greece | 2 | 275 Euro/person |
| KOSOVA YOUNG LAWYERS - Kosovo | 2 | 180 Euro/person |
| ASOCIATIA DE TINERET "YOUTH ON THE MOVE" - Romania | 3 (out of which 1 will be staff) | 180 Euro/person |
| Lota's box- Croatia | 2 | 180 Euro/person |
| DRUSTVO KULTURNO INFORMACIJSKO IN SVETOVALNO SREDISCE LEGBITRA - Slovenia | 2 | 275 Euro/person |
| YOUTH FOR EXCHANGE AND UNDERSTANDING - CYPRUS | 2 | 275 Euro/person |
| COLLECTIU LA VIBRIA DINICIATIVES CULTURALS PER LA TOLERANCIA I LA INTEGRACIO - Spain | 2 | 275 Euro/person |
| Romania – Ofensiva Tinerilor | 3 (out of which 1 will be staff) | - |

*** Partners will need to inform Ofensiva Tinerilor if they are not able to send the number of participant required, 1 month before the mobility will take place. Ofensiva Tinerilor in liaison with the National Agency in Romania will try to redistribute the empty places to other partners.**

“Peers for Equality” – Mobility of youth workers

Profile/Recruitment/Selection of the participants:

It is very important for partners to select participants that will be able to attend both training modules as well as organize the workshops foreseen in the project between the two training courses.

Participants who commit to this training will have to complete 6 hours of practice (facilitation of activities with their peers) and to fill in a “self-assessment form” between the first and second training module. This form will help them to reflect on the current state of their competences as peer trainers and will be used during the second training module as a basis to assess and improve those competences. Also, the participants in the second training module would need to present a draft idea of their future action plan and to demonstrate their capacity to take action afterwards.

Each partner will need to select his own participants and notify the coordinating organization 5 weeks before in case participants were not identified.

**For the 1st training module – Peers for Equality – Awareness Training
24.03.2020 – 29.03.2020 in Arad, Romania
Arrival Day 23rd of March 2020
Departure Day 30th of March 2020**

The target group: peers trainers as well as trainers and youth workers who want to explore further and acquire more skills in organising activities and future workshops based on gender equality and anti discrimination through peer education. The common denominator of the participants will be their personal and professional need and honest willingness to deal concretely with the topic and take effective social action after the training. For that purpose, the selection procedure will be carried out through an accurate applicant questionnaire, checking the candidates' motivations and, above all, their potential for organising actions and projects tackling the different topics in their local environments.

At the following link you can also find the online application form, which each participant will need to fill in <https://forms.gle/Dipk2VJuLwE6uA4j8>

Participants should be involved in youth work, being part of the staff or volunteers of the sending organization.

“Peers for Equality” – Mobility of youth workers
For the 2nd training module – Peers for Equality – Train the Trainer
20.10.2020 – 24.10.2020 in Ramnicu Valcea, Romania
Arrival Day 19th of October 2020
Departure Day 25th of October 2020

The foreseen target group is participants who have attended the first training.

Expected Learning outcomes of the training modules:

Each training module will focus on developing specific competencies:

In terms of specific competencies:

At the end of the first activity participants will gain specific youth worker competencies (with respect to the European Training Strategy - "Competence Model for Youth Workers to Work Internationally"), like:

- an open attitude towards acceptance of change (as the whole program is designed to change the attitudes and perceptions of the participant with respect to gender equality)
- knowledge of different educational methods & concepts (as the TAT is a way of experiencing working methods for combating gender based discrimination that the participants are expected to use in their daily work)
- awareness of one's own identity, sensitivity & openness to diversity (in activities like "The identity molecule", "Changing gender roles", "Ideal woman, ideal man", "Concentric circles" etc.)
- openness to expressions of feelings & emotions (one's own & others'), and ability to actively listen given that the whole program is based on sharing reflections that follow different structured experiences. This is also in relation to listening carefully to others, without judgment, interruption &, if possible, in an unbiased manner, which is again a feature that the program is relying on.
- willingness and ability to look at identity, culture and related aspects and dimensions from different perspectives (through "Gender across cultures", "Regrettable quotes", "Is it still a thing?")
- ability to reflect and distance from one's own perceptions, biases, and stereotypical constructions of reality (in all activities of the "Examining prejudice and discrimination related to gender" and "Confronting prejudice related to gender & taking social action" units)

“Peers for Equality” – Mobility of youth workers

- openness and ability to apply human rights principles (in all activities of the "Confronting prejudice related to gender & taking social action" unit)
 - ability to create a safe, inspiring learning environment (in all activities of the "Introduction & Building the foundation" unit)
 - ability to stimulate active participation, motivate and empower learners (which is a feature of the whole program)
-
- being up-to-date on current concepts & theories with regard to diversity (in activities like "The mechanism of oppression", "Developing a common language", "Erasmus+", etc.)
 - ability to speak in another language than one's mother tongue, where needed, as the working language is English, which is not the mother tongue of any of the participants

Participation in A1 is also expected to contribute to the participants' capacity to generate changes in terms of modernization of their sending organisations' working methodologies so that they will be more effective when promoting gender equality in their local contexts.

In terms of transversal competencies (as defined in the E.C. Recommendation on key competences for lifelong learning), participants will improve their competencies related to:

1. Communication, especially in English, by expressing through different means and in different contexts, learning terminology related to disability (e.g. Group's glossary), interacting with people from different countries in non-formal and informal environments;
2. Cultural awareness and expression, by interacting with others from other cultures and sharing info about their own culture in inter cultural presentations;
3. Initiative and sense of entrepreneurship, as they will learn to improve their activities to address a wider group, to take social action and educate their peers, to plan a teaching activity;
4. Group management, by learning to lead a peer training process, build group dynamics, assess the outcomes of the learning process
5. Learning to learn, e.g. by self reflection on learning outcomes ("Learning diary"); by self assessment of learning needs ("A better me"), by understanding learning processes ("Kolb cycle")

“Peers for Equality” – Mobility of youth workers

The second mobility will support participants to acquire both specific competencies for youth workers (in terms of organising youth activities on gender equality), but also transversal key competencies.

Participation in A2 is expected to increase the participants' capacity to generate a multiplication effect in the field of promoting gender equality, adding to the desired "snowball effect" we work on starting;

Specific youth worker competencies (with respect to the European Training Strategy - "Competence Model for Youth Workers to Work Internationally"):

- knowledge on the pedagogical notions needed for facilitating a peer training activity (e.g. "Kolb's learning cycle", "DOs and DONt's in facilitation", etc.)
- abilities of working with & on values through the "Peers for Equality" learning approach - ability to facilitate learning experience that increase awareness and capacity for working in the field of promoting gender equality (through specific learning experiences but also by actually facilitating one of the methods for all group during A2);
- ability to generate the necessary group dynamics (through specific group building and communication activities they will learn);
- ability to work in diverse groups, in terms of cultural background (by activities like Identity molecule, Greetings from around the world, etc.)
- ability to manage a learning process for others
- an open attitude for facilitating workshops on the thematic of gender equality; - ability to advocate for gender equality;
- ability to identify relevant partners in different environments (through activities like "spheres of influence")

Responsibilities of the Sending Partners

- The SOs will be providing support to participants during all the phases of the project, including during and after the mobility. Each SO will assign one person to be responsible from its side for this initiative;
- The recruitment of participants will be the responsibility of each partner;
- Each SO will be responsible for the pre-mobility preparation of their participants;
- Each SO will provide support related to travel (buying tickets, preparing participants for the trip, etc.) and also related to health insurance and the

“Peers for Equality” – Mobility of youth workers

conditions associated to it. Upon request, the coordinating organisation can provide support or other relevant information;

- SOs must check that participants have all the necessary travel documents and that they understand the role and importance of each one, also in terms of reimbursement of costs: valid id/passport, travel tickets, visa (if required);
- Each partner will be responsible for gathering relevant evaluation data and for insuring a proper exploitation of results in each local community and the visibility of the project, including the visibility of the Erasmus+ Program;

Preparation of the participants

Prior to their arrival in Romania, the participants will be part of a preparatory process organized by the SO. This will prepare them both for the intercultural encounters with other people with different backgrounds and cultures and also

for the learning experience abroad. **The preparation should be organised at least 2 weeks before the mobility by the SO.**

It will approach the following topics:

- Erasmus+ and intercultural aspects related to the experience;
- Learning agreement (will be provided in time by Ofensiva Tinerilor);
- Code of conduct (will be provided in time by Ofensiva Tinerilor);
- Rights and responsibilities for them;
- Specifics about the hosting country;
- Expected conditions related to accommodation and food;
- Youthpass;

“Peers for Equality” – Mobility of youth workers

- Medical coverage offered by the insurance (private, European Health Card or any other choice the organisations or participants consider useful);
- Benefits and costs of roaming services.

We advise each partner to use following toolkit as inspiration for the preparatory training:

<http://www.communicate.projects.org.ro/index.php/en/training-tools>

Use the titles on the left side of the screen to reach the topic you are interested in. You can also download the whole T-Kit as a pdf file from the same website.

Each partner will be empowered to choose the best way in which the preparation will be organised, taking into consideration different aspects, like t

the previous experience of the participants, their language level, their interests, the future cooperation that they will have with the organisation. The above training kit will serve as a starting point for the partners and will be adapted according to the profile of the participants.

Before the second training module, some specific preparation will be needed.

Participants will organise anti-discrimination workshops in their home communities, using the methodology presented.

Participants will have to complete 6 hours of practice (activities/workshops for their peers) and to fill in a self-assessment form before the 2nd training (the form will be sent to each participant and SO after the 1st training module). This questionnaire will help to launch the reflection on their use of pedagogical materials and identify their strengths and weaknesses to be improved during the training. These questionnaires will allow the facilitators to finalize the content of the training according to the participants' needs by focusing on the development of specific skills among the group. The forms will be sent to Ofensiva Tinerilor together with photos from the local activities of each participant.

INTERNATIONAL TRANSPORT: Members of the coordinating team will assist partners and/or participants to purchase travel tickets and choose the most suitable route to the venue of the project. Pick up of the participants from airports or stations will be assured by the hosting organisation. Each participant

“Peers for Equality” – Mobility of youth workers

will receive a reimbursement form; participants’ travel costs will be reimbursed according to the funding rules of the ERASMUS+ program.

Reimbursement will be done by bank transfer to each sending organization (which will then reimburse the participants) just after Ofensiva Tinerilor will receive all original both way travel documents from all participants (round trip boarding passes, flight itinerary, bus or train tickets).

As participants will need to organize activities between the two mobilities, the reimbursement time frame also depends on each participant or sending organization, sending proof of the undertaken local workshops.

For arrival to Arad, Romania, participants can:

- Use the airport of Budapest 250 km away from Arad – a special shuttle bus or direct train can be used to arrive to Arad. Ofensiva Tinerilor can book shuttle buses for the participants (they need to send e-mail to us in whom they will indicate the exact arrival time to Budapest, the flight number and a copy of their ID card so the shuttle company can do the invoice in their name. In case the participant would like to use the shuttle for also returning to Budapest we would need the same information about the flight. The price for one-way travel is 30 Euro per person and needs to be paid directly to the bus driver).
- Use the airport of Timisoara 40 km away from Arad – one of our colleagues can pick you up but in order to do so we would need the exact time of your arrival or a copy of your flight itinerary.
- Use the train, as there are direct routes from Budapest several times each day. It takes 3 to 4 hours to Arad so any train that can bring you to Budapest you can then change and takes another one to Arad.
- Use the car, in case you do so please keep your pay toll recipes we would need those to show your route, as well as a Google map print showing your route of both way travels.
- Use the bus; there are several private bus companies on the Internet that are going around Europe through different cities.

You can of course combine all the means of transportations from above.

“Peers for Equality” – Mobility of youth workers

ACCOMMODATION: in an authorized accommodation place, 2 separate beds/room, same-gender bedrooms. Each room will have private bathrooms.

The name and photos of the hotel will be sent to partners as soon as it will be booked. In case participants face any kind of disability and would need accessible rooms please let us know in time, it will help us prepare and offer the best conditions as possible.

As a general reminder please pack personal items you may use as well as towels even if the hotel may provide them.

MEALS: 3 meals and 2 coffee breaks/day will be provided. Participants will be asked for special dietary needs in the application form, please make sure to fill in the specific section, it will help us and the hotel staff prepare and offer the best service possible. In case you will not mention your special dietary need in the application form we will not be able to guarantee it will be taken into consideration by the restaurant (Please keep in mind that we here refer to

allergies, intolerance to any food groups as well as not eating specific types of food out of religious reasons).

INTERNET ACCESS: wi-fi will be provided in training rooms and accommodation place. Please keep in mind that you will be a big group of participants, in case Internet is slow or not working at times it is due to the fact that most probably all of you will try to connect at the same time to the same wireless router. Patience and understanding are required :)

TRAINING: all necessary material resources will be supplied by the hosting organization. Only certified trainers will be facilitating. They will provide learning materials that are easy to read use also graphical facilitation and have an interactive, friendly approach.

In case you face any kind of disability or special need and use some special accessible technology or would need any kind of support please let us know!

INSURANCE: Participants are advised to have a European Insurance card with them or buy travel insurance before departure. This cost will **not** be reimbursed to the participants.

“Peers for Equality” – Mobility of youth workers

VISA: Ofensiva Tinerilor will offer Participants who need visa to travel to Romania assistance and documents.

Dissemination of results

Dissemination channels:

The main dissemination channel will be on-line: website, social media pages of partner organisations, social media accounts of participants, on-line media. We all will have to promote the project before, during and after the on-site events (through live-Tweeting, posting picture on a daily basis, publishing quotes from participants on Facebook and Instagram).

In case you don't want to appear and/or be tagged on pictures, you can notify the coordinating organisation and facilitators prior and/or at the beginning of the first training. Anyway, a consent form will be handed out to all participants at the beginning of the first training to ask them whether they allow or not pictures of them to be taken and used.

Dissemination indicators:

- At least one post referring to the program will be published by each partner/participant at each mobility. This will also allow us to capitalize on the newly created cooperation mechanisms and on the associated networking opportunities;
- E-mails presenting the relevant results will be sent to organizations active in the youth field, until the last month of the project. Ofensiva Tinerilor will lead this task. Each partner will also share the resources with their own networks, to at least 30 other NGOs.
- At least 5 on-line resource sharing groups will also be used for the same purpose;
- At least 2 articles about the project will be published in local news websites;
- EPTO will share the results through its own mailing list/newsletter.

“Peers for Equality” – Mobility of youth workers

Also, as presented before, the participants will be asked to implement an activity in their local communities (e.g. organizing an anti-discrimination workshop), ensuring the dissemination of the project at community level. Partners will need to support their participants in organizing the local activities.

Visibility of the program:

Each material used in the dissemination will, of course, make reference to the Erasmus+ program, both in the form of the mandatory program logo and, where appropriate (like on the website), further information about it that is relevant to the target group it addresses (objectives, type of support offered, examples of initiatives that are eligible, etc.). Each mobility will include a session for presenting the Erasmus+ program. Each workshop organised by the trained peer educators will include references to the Erasmus+ program.

In case partners need to receive the Erasmus+ Logo Ofensiva Tinerilor can provide it.

Role of partners in the dissemination activities:

Each partner will be equally involved in the dissemination activities, each being empowered to choose the best way to disseminate, taking into consideration the quantitative criteria mentioned above and the need to approach the following channels of dissemination:

- E-mails
- Social media
- Organization’s website
- Mailing groups and lists
- Mass-media

“Peers for Equality” – Mobility of youth workers

Each partner will also act as a local multiplier, organising anti-discrimination workshops in their communities, promoting the results of the project and offering information to the ones that request it.

“Arad – a city with personality”

Few place you can explore during your stay in Arad :)

<http://www.aradcityguide.ro/en/>

A small presentation of the city that will host you for a week!

<https://www.youtube.com/watch?v=XzdyRHdIlV0>

Important!!!!

Please DO NOT forget to pack:

- Your good mood!
- Some traditional sweets or drinks you can share with other participants during free evenings.
- Music you like, we could use it during the breaks and working sessions.
- Some light summer clothing – June can be quite warm in Arad.
- In case you use any kind of medication please make sure you would have enough for your stay.
- Laptop/tablet/mobile phone/photo camera.

“Peers for Equality” – Mobility of youth workers

- Everything you need for your own personal comfort and for your evenings entertainment: musical instruments, games, sports shoes and clothes, etc.