

PROGRAM – Embracing Conflict and Diversity, 2020 GREECE

ARRIVAL DAY		
15:00	From 15:00 you can arrive to the location	
19.00-20.30	DINNER	
20:00:00	Registration @ workshop room + filling out questionnaire	
20.30-22.00	Name/introduction games	
	Description	Aim
DAY 1: BEYOND STEREOTYPES		
7.30-9.30	BREAKFAST	
Session 1 9:30-11:00	Introducing trainers, the program and Non-formal Education Methodology and an interactive 'commonalities bingo' & Quote Match	Getting to know the people in the group and making the program's content and methods understood.
Session 2 11.20-12.50	Group Agreement (setting guidelines for interaction). Mapping expectations; concerns and hopes with post-its and sharing. Explaining Youthpass Competences and reviewing personal Learning Goals.	Creating group norms and safety. Addressing concerns and hopes, making a reality-check. Remembering learning goals and skills of the YP.
13.00-14.40	LUNCH	
Session 3 14.40-16.10	Beyond Stereotypes Poem: making poems with a certain format. Mapping your path (info pack). Mindmaps of insights from the preparation materials.	Moving beyond stereotypes, getting to know each other in 'fuller' ways
Session 4 16.30-18.00	Five Responses to conflict: avoid-confront-accommodate-compromise-problem solve and exploring how compromise differs from problem-solve by using the Two Hands of Nonviolence.	Making people aware of various responses to conflict, so they can choose their response and not react out of habits, as well as understand other people's responses.
Reflection 18.00-18.30	In small groups participants reflect on their learning, that they write down on feedback forms	Letting the learning sink in and formulating it for oneself and the trainers.
19.00-20.30	DINNER	
Optional 20.30-22.00	MLK evening: A Force more Powerful + I have a dream	
DAY 2: CONFLICT RESOLUTION & DIVERSITY: PRIVILEGE & EX/INCLUSION		
7.30-9.30	BREAKFAST	
Session 1 9:30-11:00	Privilege Walk: by reading out different statements participants step forward or back, by which they make a human 'map' of their privileges +debrief to share insights and feelings.	Understanding one's own privileges and how one can help people with less access to privileges
Session 2 11.20-12.50	Exploring the Cycle of Oppression (i.e. prejudice, stereotypes and discrimination.) Brainstorm in small groups about how to break the cycle + harvest. The Allyship Chairs: how to be an ally.	Giving tools to be an ally for marginalized people, fostering inclusion and understanding.
13.00-14.40	LUNCH	
Session 3 14.40-16.10	Third party intervention techniques: Role playing Five Ways to Interrupt Intimidation and Harassment.	Giving practical steps and practicing those to stop intimidation and harassment.
Session 4 16.30-18.00	Different perspectives on multi-cultural societies: a role-play called "Pieces of the Truth" in which roles are rotating so that each participant plays different persons/roles.	Giving people the opportunity to take different perspectives and thereby facilitate empathising with different actors, to see there are always many sides in each situation/conflict.
Reflection 18.00-18.30	In small groups participants reflect on their learning, that they write down on feedback forms	Letting the learning sink in and formulating it for oneself and the trainers.
19.00-20.30	DINNER	
Evening Activity 20.30-22.00	Inclusion/Exclusion World Café: identify sub-topics to discuss in the context of in/ex-clusion, inter/multi-culturality etc. and host these on different tables. The groups rotate, so each group visits all subjects.	Giving the opportunity to discuss what you want amongst yourselves and learn from each other.

DAY 3: COPING WITH EMOTIONS & CONFLICT		
7.30-9.30	BREAKFAST	
Session 1 9.30-11.00	Social Emotional Learning: movement exercises to see how our body connects to different feelings. Identify feelings in the body and in specific situations. Introduce four steps- The Roadmap - that can help dealing with strong emotions,	Increase the awareness of feelings and how to deal with them, enabling better self-management and helping others to do the same.
Session 2 11.20-12.50	Explanation of the 4 steps of Nonviolent Communication with examples (observation-feelings-needs-request) and short role-plays.	Familiarizing with the tool Nonviolent Communication and providing a context to practice it.
13.00-14.40	LUNCH	
Session 3 14.40-16.10	Practice in small groups to apply the 4 steps of Nonviolent Communication to work situations, moving on cards on the ground with the four steps.	Learning to apply the new tool, to resolve a conflict.
Session 4 16.30-18.00	Designing a 'conflict agreement': a protocol for dealing with conflict in the workplace, by working in small groups.	Practicing setting-up a Protocol for dealing with conflict to apply at work
Reflection 18.00-18.30	In small groups participants reflect on their learning, that they write down on feedback forms	Letting the learning sink in and formulating it for oneself and the trainers.
19.00-20.30	DINNER	
Optional 20.30-22.00	Film Screening Human (docu) or "The World is my county"	
DAY 4: MEDIATION		
Session 1+2 9.30-12.50	Mediation role plays to practice the procedure of mediation with participant's examples of inter-cultural conflicts.	Learning how to set-up and implement a mediation process and experiencing the effect/results.
Reflection 12.50-13.20	In small groups participants reflect on their learning, that they write down on feedback forms	Letting the learning sink in and formulating it for oneself and the trainers.
13.20-14.40	PACKAGED LUNCH	
Session 3+4 14.40-18.00	Sight-seeing/ Free afternoon	
19.00-20.30	DINNER	
DAY 5: BEST PRACTICES & RESTORATIVE JUSTICE		
7.30-9.30	BREAKFAST	
Session 1 9.30-11.00	Exchanging Best Practices of youth work regarding embracing diversity and conflict, through 'milling' (moving around) and small group discussions.	Learning from each other and gaining new insights and ideas through exchanging best practices and experiences.
Session 2 11.20-12.50	Local Knowledge Exchange. We will meet with Multicultural Women's Center of Thessaloniki and share best-practices from the training.	Learning from each other and gaining new insights and ideas through exchanging best practices and experiences.
13.00-14.40	LUNCH	
Session 3 14.40-16.10	Key principles of Restorative Justice Circles with youth. Short video of Dominic Barter (working in Brazilian slums with violent youth). Groups find examples of the principles in the provided case-studies, and divide/chose one.	Understanding and experiencing the principles and process of Restorative Justice circles for group conflict.
Session 4 16.30-18.00	Role-plays of case-studies, to practice RJ circles.	Learning how to implement a Restorative Justice Circle.
Reflection 18.00-18.30	In small groups participants reflect on their learning, that they write down on feedback forms	Letting the learning sink in and formulating it for oneself and the trainers.
19.00-20.30	DINNER	

DAY 6: PREPARING OURSELVES		
7.30-9.30	BREAKFAST	
Session 1 9:30-11:00	The Corona-virus impact: How to find opportunity in “crisis”? What conflicts have arisen, due to the situation? Overcoming our fears with exercise “ If I were not afraid I would... ”	Practicing implementing CR and Inclusion practices learned during the training and sharing them with others.
Session 2 11.20-12.50	The group will be split in four groups of six in which they start designing a workshop . Each group hands in a finished workshop plan that will be reviewed by the trainers.	Practicing implementing CR and Inclusion practices learned during the training and sharing them with others.
13.00-14.40	LUNCH	
Session 3 14.40-15.10	Short session: Explaining the Peaceful Earth Game .	The Peaceful Earth Game has 9 missions that people can carry out in teams. It's a tool that can be applied to youth work.
Session 4 16.30-18.00	Open Space: participants propose topics that they can further discuss at several discussion tables. People can come and go as they like and the discussions are documented with a mind map.	Sharing fears and supporting each other through a group process.
Reflection 18.00-18.30	Reflection on the day with the whole group	Letting the learning sink in and formulating it for oneself and the trainers.
19.00-20.30	DINNER	
Optional 20.30-22.00	Cultural Evening of Peace: Share something about peace, conflict resolution or diversity from your culture (poem, music, quote, piece of art)	
DAY 7: LOOKING BACK AND LOOKING FORWARD		
7.30-9.30	BREAKFAST	
Session 1 9:30-11:00	Looking Forward: filling out a road/story map to envision your next steps.	The roadmap is a preparation to follow-up on the training course and implement the exercises and methods we used.
Session 2 11.20-12.50	Looking Back: working on “mini-zines” and articles that summarize the main learning outcomes and project results of the training.	Sharing the learning points and methods of the training with other people in an attractive and concise way.
13.00-14.40	LUNCH	
Session 3 14.40-16.10	Evaluation: interactive evaluation of one's own learning with the Youth Pass competences, and of the program: orally and written.	Giving time to reflect on learning and receiving feedback about it, in order to improve the training in the future.
Session 4 16.30-18.00	Closing: Looking back at our learning process and providing a sense of closure.	Providing a sense of closure
19.00-20.30	DINNER	
DAY 8 – DEPARTURE		
7.30-9.30	BREAKFAST	
Check-out	No later than 11.00	