



PEACE
POWER

Info Pack

Embracing Conflict & Diversity II

March 25 - April 2 2022

Skills Practice



The Training Course

In the summer of 2020 we organised the [first “Embracing Conflict and Diversity” training](#), which led the participants to ask for a **follow-up**. In this training course we therefore focus on **skills practice** in the same topics, amongst which are Mediation and Restorative Justice. In addition we also added new topics to the program. (See below). As it won't be possible to gather the same group, we are hoping to involve new people who already have some knowledge about the topics we're addressing, so that they can come along with the others. At the same time, we will do our best for everyone to be able to participate in all the workshops.

The training will take place from **March 25th to April 2nd** 2022 (including travel dates), in Greece.

The title of this training reflects the main competences: embracing conflict means to acknowledge conflict (instead of avoiding) and engaging in a conflict-solving process in which people gain mutual understanding and thus come closer together. Embracing diversity involves acknowledging differences and supporting mutual respect and understanding through dialogue and communication.

The aim is to improve practices of dealing with conflict and diversity in youth work in Europe, by offering youth workers relevant knowledge, exercises and tools and exchange best-practices. The objectives are:

1. Further improving youth workers' skills to respond to stereotypes, discrimination, and harassment, and being aware of how they can use the privileges they have;
2. Further improving youth workers' self-empathy in responding to emotions during conflict, and indicating personal boundaries;
3. Further improving youth workers' understanding and ability to practice the skills that are part of the Mediation and Restorative Justice process;
4. Exchanging best-practices of including people with different backgrounds in youth work (embracing diversity) and practising conflict resolution skills in youth work (embracing conflict).

PREPARATION

If this is the first time you participate you are expected to familiarize yourself with the topics addressed in this training through watching **videos** and **reading a few articles** that we will email. It is important that you prepare, as it will be easier for you to participate during the training course.

FOLLOW-UP

It is important that you're also committed to follow-up on the training course by **sharing what you have learned** during the training course with others. This has two elements: “dissemination”, meaning sharing about the training course through social media and in informal conversations and “**multiplying**”, meaning **organising an activity** in which you implement what you've learned. This could be a workshop or another kind of project. We invite you to already start thinking about the activity you'd like to do, so you can further develop your idea during the training. Also please write down some learning goals for yourself and keep track



of these in your notes.

The trainers will offer their support to help you implement your idea(s) so that you, as a youth worker, can empower youth to become peacebuilders, and of course also become a peacebuilder yourself :-).

Furthermore, we invite you to stay in touch by participating in webinars or other courses, contributing to the newsletter or involving us with any project ideas you may have. The world needs people that promote peace, solidarity, and cooperation, and we're stronger together.

Selection results

People can apply to participate until the 1st of March and will be notified within 3 days about the results. [The application form can be found here.](#)

Only people who are from or residing in The Netherlands, Greece, Spain, Italy and Germany can participate.

Working Together Guidelines

The training will be more enjoyable if we work together and interact in respectful ways, so that everyone can feel safe, cared for and supported. Therefore, we are proposing some guidelines to you that will support us as a group. Based on our experience as trainers, we propose eight guidelines. We will invite you on the first day to revisit them and add or adjust them. The guidelines are phrased as commitments, which we ask you to consider.

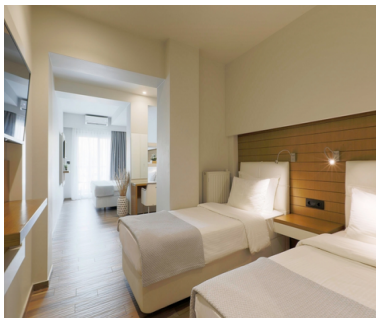
1. I will share and participate in the exercises at whatever level feels safe and comfortable.
 - I will share what I want to share. If I choose not to share, that's fine. If I want to share a little, that's fine. If I want to share more, that's fine. Together we will create an environment where our feelings and thoughts are respected. I might want to voluntarily take opportunities to feel uncomfortable when that might aid my growth.
 - I understand that facilitators are not acting in the capacity of professional psychotherapists or counselors. They are ordinary people helping us explore alternatives to the violence in our lives and the larger world.
2. I will maintain confidentiality about personal stories or experiences shared in my small group or in the large group, unless I have been given permission to share them with others, in order to contribute to a sense of safety and trust within the group.
3. I will strive to appreciate and honor our differences. Diversity is an opportunity for me to grow and learn in a new way. I will try to be open and celebrate persons, approaches, and ways of being that are different from mine. Within this context, I recognize that there are power dynamics in every group, including this one. I will do my best to be sensitive to the use of power based on race, gender, ability, sexual orientation, money, or class. If someone, for example, discounts another person's experience, I will try to respond to this situation in a clear and loving way, seeking to ensure that everyone's needs are held as important.
4. I will listen to whoever is speaking with respect and attention, and I will wait until a person has completed his or her thoughts before I speak.
5. I will be on time for the workshop sessions, to make the most of our time together and ensuring there is enough time for learning. When I need more rest, I will communicate

this to the trainers and the group.

6. In order to participate fully in the training and be present to all the learning, I will turn my mobile phone, computer and other devices off and leave them in my bag or in my room during the training sessions and reflection groups. If I need to make or receive a call during one of the training sessions I will speak to the trainers about this beforehand.
7. I will try to be aware and respectful of the needs of the participants, trainers and other people at the venue. I will take responsibility for contributing to a space that is enjoyable to work in, and also encourage others to do so, for example by clearing the room from any cups or personal items at lunch time and after the last session, and putting the chairs back into a circle. I will also be careful with all the materials in the hotel and be quiet between 11PM and 7AM to respect other guests. If disagreement arises I will do my best to practice the nonviolent skills I am learning and I will bring up any issues with the trainers.
8. I understand that I have been chosen over many other applicants to be a part of this project, and that I am receiving financial support from the EU to take part in this training. Therefore, I commit to participate fully in *all the three stages of the project*: I will attend all the sessions during the training. I understand that not participating fully in the training may have consequences for the reimbursement I am receiving. I will also do my best to implement a follow-up activity to share what I have learned with others.

Accommodation and food

Hotel San Panteleimon: The hotel is situated in the famous Olympus Riviera, in the center of Paralia Panteleimonas, where the ancient Greek town “Heraklia” used to be. A 3km coastal beach is revealed to you just under the castle of Platamon, awarded with the “Blue Flag” by the European Union, due to the purity of the waters and the sandy coast. There is a restaurant, bar and swimming pool in the hotel and it is 80m from the beach. For more information please visit the website: <https://sanpanteleimon.gr>



You will be hosted in shared rooms of two or three.

Food: The hotel offers a wide variety of Greek food. Due to Covid-19 they will serve the food on plates and give us a menu with different options where you can fill out your preferences in advance. In order for them to take into account any specific needs you may have, such as vegan or vegetarian food, gluten-free or any other allergies you may have, make sure you have communicated this to us at least 10 days in advance. On the 25th we will serve dinner at 19:00 for those who arrive on time. If you do not wish to have dinner that day, please notify us in

advance!

Information on how to get to the accommodation will be send to you, after the selection process. The closest airport is Thessaloniki, but it is also possible to travel to Athens.

Corona Measures

As these keep changing, we will update you on this subject and refer to the official page: <https://travel.gov.gr>

Expenses

This program receives co-financing from Erasmus+, a European institution that supports mobility within Europe as well as the improvement of youth work and other sectors of formal and non-formal education. This funding covers your accommodation and food.



Erasmus+



We ask everyone to pay a participation fee of **30 euro to be paid before the 4th of March**, in order to reserve your space. When we do not receive your payment, we will contact people on the waiting list, as we do not want to have any empty spaces. We can select only 10 to 15% of all the people who apply, so it wouldn't be fair if you occupy a place you're not committed to. Two weeks gives us a little time to find another person, but of course the earlier you can confirm, the better. Please make your payment to the “Stichting voor Aktieve Geweldloosheid” IBAN NL93 INGB 0000 2665 51

Travel costs (of any means of transportation) to and from your home to the venue (and no additional detours!) are reimbursed, up to the following maxima:

- Spain, Italy, Netherlands and Germany: €275
- Greece: for >100km €180, for less €20

The travel expenses are reimbursed after the training course, upon receiving a PDF that includes all your receipts of your journey. Please note that we are accountable to Erasmus+ to provide them the receipts for your expenses. Therefore, **only expenses for which receipts are presented will be covered!** Also note that international bank transfers or currency transfers are to be paid by/on the costs of the participants.

Organization and Trainers



You will see two names on our documents and the website: **Foundation of Active Nonviolence** and **Peace Power**.

Peace Power is a new name that I adopted for 2020. The previous one, Towards a Nonviolent World was the title of a project and website I (Nina) started to give shape in **2014**. On the way I found

The Foundation for Active Nonviolence (Stichting voor Actieve Geweldloosheid - SVAG) which was founded back in **1966** and is made up of largely the same people who started it. I explained to them my ideas, and discovered they'd run many trainings until the mid-nineties. While the peace movement has diminished in the Netherlands since then, these people's enthusiasm for

the topic of nonviolence and peace didn't wear off during all these years! They decided to support me and I kept the name 'Towards a Nonviolent World' to promote the training and attract young and international people. So far I organized 7 Erasmus+ training courses.

SVAG is currently publishing a "**Handbook of Nonviolent Power for a Peaceful Society**", made available for the few hundred members of the organisation, and the author is working on English translation. At the moment there is a brochure in English.

I myself co-authored a book, the **Study Guide "Engaging Nonviolence. Activating Nonviolent Change in Our Lives and Our World"** published in October 2019 by Pace e Bene Press. [Pace e Bene](#) is an American organisation that had published a training manual before (in 2005) and I proposed to their trainer Veronica Pelicaric to write a new book together. I will use it during the training course and it will be available for purchase. You can read more about it [here](#).

The trainers

Besides the organization, there are the trainers. Let us introduce ourselves...! We will do so the same way we will ask you to introduce yourselves. (If you want a more formal approach you can see the trainer's tab on the website of last year's Erasmus+ training).



Marcus Armstrong – co-trainer

Marcus has been a Peace & Justice and Human Rights worker for over 20 years, specialising in peacekeeping missions to the Middle East. Marcus also works as an international mediator, negotiator and trainer in nonviolence and conflict resolution, mainly in Europe, Africa, India, Palestine and Iraq. He has extensive experience as a trainer and as a community worker and describes himself as an anti-nuclear and anti-war activist, participating in nonviolent acts of disarmament and civil disobedience. He was born in the UK and lives in Milton Keynes, near London.



Nina Koevoets - Project coordinator and trainer

Nina has been studying nonviolence and conflict resolution for more than a decade. Her master in Conflict Resolution did not include what regular people can do to build peace, so she sought answers elsewhere. She joined a training program with the Metta Center for Nonviolence in the USA and worked several months in India and Israel-Palestine. These experiences gave her new perspectives and ideas about the challenges and potential of nonviolent action. She earned a second master degree in Global Studies in Sweden, with the intention to do a PhD afterwards, but decided instead to teach outside of academia and become an independent trainer. In 2015 she implemented her first training course in The Netherlands and has organised several since then. She was born in The Netherlands and lives in Greece (Thessaloniki) since 2017.

Contact

In case you have any questions before arriving to Greece, please contact Nina by email: contact.peacepower@gmail.com

Please join the [facebook group](#) of the training course and like our public [facebook page](#).

PROGRAM Embracing Conflict and Diversity - Follow-up Skills Practice	
San Panteleimon, Greece. March 25- April 2 2022	
Time	Activities
Arrival Day	
20:00	Program overview & sharing Learning Goals. Timing decisions/negotiation.
DAY 1 – Responding to conflict	
Session 1 9:30-11:00	Sharing how you successfully applied knowledge of the last training, and what was challenging.
Session 2 11.20-12.50	How to respond to challenging conflict management strategies.
Session 3 15.00-16.30	Escalation ladder+ The "master-techniques" of direct intervention regarding stereotyping, prejudice (cycle of oppression).
Session 4 16.50-18.20	Reframing blaming sentences. Debriefing: tips,challenges and examples.
REFLECTION 18:20-18:50	Youth pass reminder & Reflection groups
DAY 2 – Emotional resilience	
Session 1 9:30-10:30	Self-empathy
Session 2 11.20-12.50	Exploring personal boundaries
Session 3 15.00-16.30	Racism & micro agressions. For white people: how to overcome resistance in dealing with it? For POC: how to build resilience and raise awareness?
Session 4 16.50-18.20	The Truth Mandala (expressing emotions regarding embracing diversity & conflict)
REFLECTION 18:20-18:50	Reflection groups
DAY 3 - Mediation	
Session 1 9:30-11:00	Explanation of Mediation process + setting-up role plays
Session 2 11.20-12.50	Role play and debriefing.
Session 3 15.00-16.30	Living Library
Session 4 16.50-18.20	Living Library - continuation
REFLECTION 18:20-18:50	Reflection & feedback groups
DAY 4 – Communication & community	
Session 1 9:30-11:00	Conversation techniques
Session 2 11.20-12.50	Gratitude and Hardship - Macy's Spiral: gratitude-pain-seeing with new eyes-moving forward
Free time	
Evening 20:00-22:00	Open Stage - creative expression
DAY 5 – Breaking patterns & sharing	
Session 1 9:30-11:00	Deepening: privilege and allyship (esp. gender privilege/roles)

Session 2 11.20-12.50	The 'yes' behind the 'no' (Nonviolent Communication)
Session 3 15.00-17.30	Participant workshops (special request to participants from Spain+Greece, as other countries are represented already)
Session 4 17.50-18.20	Debriefing/harvest of the workshops
REFLECTION 18:20-18:50	Reflection & feedback groups
DAY 6 – Restorative Justice	
Session 1 9:30-11:00	Forgiveness - Why forgiveness? What is forgiveness and how do we give and receive it? Link forgiveness to nonviolence and compassion.
Session 2 11.20-12.50	Our times: a transition is taking place. Introduction of different approaches to activism.
Session 3 15.00-16.30	Restorative Justice principles and process + set-up role plays
Session 4 16.50-18.20	Restorative Justice role plays+ Debriefing
REFLECTION 18:00-18:30	Reflection & feedback groups
DAY 7 – Looking Back & Forward	
Session 1 9:30-11:30	Dissemination of project results
Session 2 11.50-12.50	1. Dissemination of project results 2. Reflection on the whole week
Session 3 14.40-16.10	1. Review youthpass competences 2. Personal commitments to nonviolence: what is the essence for you and how can you practice?
Session 4 16.30-18.00	Closure