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Training Course

**Training of Trainers
for
Diversity and Inclusion of
Minority Youth**

15-23 May 2008
European Youth Centre Budapest



Acknowledging and respecting diversity

The richness of European societies lies in their cultural diversity represented also by the number of minority groups and communities present in the national states. Whether national, religious, ethnic, social or cultural, minorities are an important asset for an intercultural Europe.

However, this diversity is not always accompanied by social cohesion and co-operation, the pre-conditions for equality in access to rights and opportunities. Discrimination practices remain problematic to many societies, as do poverty and social exclusion. Young people, especially those from minority groups and those living in highly multicultural environments are important vectors in promoting social change in this area. Not only are they often stigmatized and excluded, but they are also key actors in shaping the future of their communities.

On a long term perspective, to enable minority young people to feel included, means also securing that the education and training activities set up for youth leaders and multipliers are de facto representative of the multiculturalism of the modern European societies. This implies that they include all minority groups in a common, global programme where common developments and objectives can be developed. Inclusion, in this sense, means that young people from minority communities should have access and feel competent to be actively involved in all areas of concern of youth policies in Europe.

Whether on the short or long-term, none of this can happen by accident only. Experience has shown that specific activities directly addressing these challenges can effectively contribute to change the perceptions and habits on which they are rooted. The “multiplying” function of the education programme of the Directorate of Youth and Sport has its full meaning in these activities. While learning about diversity and human rights cannot and will not replace political and social action, activities such as this training course can bring new dimensions of work on diversity/in diversity and help trainers to develop new skills needed to work with young people.

Working with minority youth leaders and trainers

The conference of European Ministers responsible for Youth held in 2005 in Budapest decided to have Human Rights Education and Intercultural Dialogue, Youth Participation and Social Cohesion as the three thematic priorities of the Directorate of Youth and Sport from 2006 to 2008. While doing so, it ensured to include activities relevant both to social cohesion and to the social exclusion faced by young people across Europe today.

The Directorate of Youth and Sport of the Council of Europe has a strong historical record in developing ways to promote the participation of minority young people. Much of this work has been pursued through training courses for minority youth leaders and by supporting organisations, networks and projects run by and with young people associated with minority groups. The accrued priority given to matters related to Intercultural Dialogue, Diversity and Inclusion is a natural result of the follow-up of the training course “Participation and citizenship” for minority youth leaders (1997-2001)¹, as well as of the long term training course on “Diversity and Cohesion”(2004-2005)². Finally, it is not less a consequence of the “All different – All equal” European youth campaign for Human Rights, Diversity and Participation (2006-2007). It was within this campaign that the “Diversity Youth Forum³”, which brought together 150 people around the themes of diversity and its concrete meanings for young people’s everyday life,

¹ The results and conclusions of the evaluation and impact study can be downloaded from <http://www.coe.int/hre>

² More detailed info about the course can be found on <http://eycb.coe.int/eycbwwwroot/hre/index.asp>

³ The report of the symposium can be found on www.coe.int/hre

emphasised the need of “*a lively and creative Europe, where people of different age, gender, abilities, religions, sexual orientation, ethnic, national, cultural and social background can fully participate in the shaping of their societies and live in dignity and peace*”.

Minority youth participation, intercultural dialogue and anti-discrimination are cross-cutting issues that concern political, social, legal and educational matters. They are also, obviously, very important human rights issues.

The Youth Programme on Human Rights Education and Intercultural Dialogue federates the experiences and activities of the Directorate of Youth and Sport in these areas. It intends to take further the work initiated in in this and related areas, especially in view of consolidating the results and mainstreaming them in youth policy. One of the conclusions of the evaluations of the previous projects and activities was the need to provide further training opportunities for trainers working on these issues. Although several European or international networks and organisations of or with minority young people were created and supported and the participation of young people from all diversities in European youth activities has significantly increased, experienced European trainers coming from or working closely with minority youth groups are still rare. This can at times constitute a handicap for a youth programme and policy that seeks to be as inclusive as possible. Similarly, the trainer’s pool of the Directorate of Youth and Sport can be further developed, quality-wise, by having more trainers whose competences come from youth and community work practice on these issues.

It has also been understood that these trainers would in turn contribute to greater visibility of diversity matters in the non-formal education youth activities, an accrued competence to update the educational approaches related to diversity and intercultural learning and better prospects for involving other multipliers associated with minority issues and communities in the running of the activities of the youth sector of the Council of Europe.

There are limited opportunities and possibilities for this to happen through the regular programme of activities of the European Youth Centres, not the least because their number is decreasing and because the opportunities for training trainers in non-formal education are usually addressed to a very wide public. This Training of Trainers for Diversity and Inclusion of Minority Youth seeks to respond to this situation.

Aims and objectives of the course

In this context, the training course aims at:

Developing the competences of trainers active and experienced in youth work for diversity, particularly with minority youth groups, in view of strenghtening their capacity to prepare and carry out European and national training activities based on intercultural learning and non-formal education practices.

Specific objectives:

- To develop participants’ competences in developing and running youth non-formal education training activities based on intercultural learning, human rights education and participation;
- To familiarise participants with the values, mission, structure and ways of working of the Council of Europe and in particular the Directorate of Youth and Sport;
- To develop and consolidate essential skills for trainers in non-formal education with multicultural youth groups and to raise awareness about quality criteria in their training activities;
- To share and learn from practices of youth work and training with minority youth for diversity and social inclusion;

- To identify and develop specific trainers competences related to work with minority youth and diversity;
- To inform participants about the potential of European youth programmes in youth work for diversity and inclusion;
- To develop the range of competences and diversity in the trainer's pool of the Directorate of Youth and Sport.

Methodology and calendar of the course

The course will be designed to give participants the opportunity to experience and reflect upon activities and concepts central to diversity, based on experiential learning approaches. It will be run in a mutual learning situation, where participants can compare their approaches and experiences to training on diversity with minority groups across Europe. Interventions from experts will help setting the theoretical framework for the course. A diversity of working methods will be used, the starting point of the course being participants' experiences as trainers. The preparation of the course by the participants may include tools for self-evaluation and personal preparation which will be used by the trainers when finalising and designing the programme of the course. Internet-based tools may also be proposed to this end.

Profile of participants

The course is organised and planned for trainers who are:

- active within youth organisations and associations, in youth work activities and in other NGOs working with minority youth;
- experienced in working with minority young people and minority youth organisations on topics related to social inclusion;
- experienced with non-formal education training practices and motivated to consolidate these experiences in order to work as future trainers
- interested in developing strategies and ways to improve social cohesion and cultural diversity with young people
- willing to contribute to making diversity visible in European training activities
- motivated to share and to learn;
- ready and able to attend the full duration of the course;
- supported by their organisation or association;
- aged between 18 and 30 years (exceptions are possible);
- able to work in English or French.

Candidates personally related to minority groups and communities are strongly encouraged to apply. The final selection will be based on the candidates' experience and on their potential for development as trainers.

Working languages

The course will be run both in English and French with simultaneous interpretation

Financial conditions

- Board and lodging are provided and paid for by the European Youth Centre Budapest.
- Travel expenses are fully reimbursed according to the rules of the Council of Europe, Directorate of Youth and Sport. Participants attending less than 80% of the course will not be reimbursed.
- An enrolment fee of 55 € is due from each participant. This fee will be deducted from the amount to be reimbursed for travel expenses.

Procedure for applications

All applicants must apply using an Internet based form. The form is available at <http://coe.opencontent.it>. In case of difficulties, please contact Jackie Lubelli at: jackie.lubelli@coe.int.

The letter of support for the candidate should explain the need and the value for the sending organisation or authority and for the candidate to attend this course. If an organisation wishes to propose more than one candidate, the order of priority should be clearly indicated and justification for the priority list should be provided. Applicants without recommendation letter will not be accepted. The recommendation letter can either be uploaded on the website mentioned above, or sent separately by e-mail to Jackie Lubelli (see e-mail address above). Finally, the letter can also be faxed on +33 (0)3 88 41 27 77.

30 participants will be selected by the preparatory team on the basis of the profile outlined above. The team will try to respect the organisations' priorities as far as possible, but also to ensure a geographical balance, gender balance, different types of experiences, diversity of cultural and minority backgrounds, organisations, institutions or projects.

The selection of candidates will take place in the end of March 2008. Selected candidates will be informed of their selection during the first half of April 2008. A waiting list may be drawn up.

Deadline for applications:

All applications must be completed and validated by **5 March 2008**.