

“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.

A lot of organisations 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 program (<http://equality.ofetin.ro>). The program 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

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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 Mobility for Youth workers that will take place, in Arad Romania.

Training module - Thematic Awareness Training (TAT) – a 6-day initial training for 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.

In the 1st module we will host 23 participants coming from different countries and sending partners.

Peers for Equality – Thematic Awareness Training will take place face to face in Arad, Romania
Arrival Day 18th of May 2022
Departure Day 26th of May 2022

The target group are peers trainers as well as trainers and youth workers who want to explore further and acquire more skills in organising activities on the topic of gender equality 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 who would like to participate in the training course will need to fill in <https://forms.gle/DW48Gn6ZpcGzoSpLA>

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

All participants who would like to join this training course, would need to have a sending organization whom will sign a short mandate form with us before sending the participant, in order to formalize our partnership.

Participants will be selected according to their motivation to participate in the training and the willingness to be part of the learning journey.

We would like to mention as well that we are announcing the participants whom will be selected to be part of the training whom than will turn back to their organizations and announce them about the fact that there were selected to participate in the training, after that we will proceed in signing the official partnership/mandate form.

Expected Learning outcomes of the training modules:

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

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- prejudice and discrimination related to gender" and "Confronting prejudice related to gender & taking social action" units)
- 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 the training 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")

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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 be responsible for the pre-mobility preparation of their participants if necessary;
- Each SO will provide support related to travel (buying tickets, preparing participants for the trip, etc.) and also related to health insurance and the conditions associated to it, if the participant needs help. Upon request, the coordinating organization 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 or reimbursement of costs: valid id/passport, travel tickets, visa (if required);

Each partner will be empowered to choose the best way in which the preparation will be organised, taking into consideration different aspects, like the previous experience of the participants, their language level, their interests, the future cooperation that they will have with the organisation.

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 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).

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).

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- 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.

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 :)

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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.

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.

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