

Aus dem Antrag:

## **CONTENT**

Facilitation basics, NVC, anti-bias work, topics on systemic discrimination and privilege, practice and coaching sessions, international exchange of best practices, reflection and support about implementation in home countries and own communities/organisations; participation in daily yoga and meditation at Ananda Gaorii is optional

## **PROJECT SUMMARY**

The "Dismantling Barriers: Creating Inclusivity through Skillful Facilitation" Erasmus+ project aims to address the growing need for inclusive practices in youth work by equipping youth workers with the necessary skills to create welcoming and supportive environments for all young people, regardless of their race, gender, sexual orientation, ethnicity, ability, religious beliefs, etc. Systemic discrimination lies at the root of much conflict and suffering in our European societies. Also, we are still only learning how to create inclusion and how to talk about these topics in a constructive manner that unites rather than further divides us. In today's diverse society, youth workers play a critical role in fostering social cohesion, promoting diversity, and empowering marginalised youth. However, many youth workers may lack the knowledge and tools to effectively facilitate inclusivity in their programs and activities. The idea of our project is to implement a comprehensive training program focused on enhancing the facilitation skills of youth workers in general, and in promoting inclusivity in particular. This training will cover a range of topics, including communication strategies such as Nonviolent Communication after Marshall Rosenberg, emotional competence and empathy, conflict resolution in groups, unconscious bias awareness, and participative facilitation methods that counteract those very biases and enable equitable participation. Through a combination of workshops, discussions, peer learning activities, and various practical exercises, participants will gain a deeper understanding of inclusivity principles and how to apply them in their youth work practice. There will be opportunities for supported self-reflection, so that participants will develop and grow their sensibility about their own privilege, as well as the dynamics that arise from their social positioning - and how these come into play when facilitating. The needs driving this project are multifaceted. Firstly, there is a growing recognition of the importance of inclusivity in youth work settings, as youth workers increasingly encounter diverse groups of young people with varying needs and backgrounds. Many youth workers express a desire for training and support in effectively engaging with and supporting

these diverse populations. Additionally, there is a need to address systemic barriers and discrimination that can prevent marginalised youth already from attending youth programs and from fully participating in and benefiting from such activities.

By equipping youth workers with the skills to create inclusive spaces, we can help dismantle these barriers and create opportunities for all young people to thrive.

The objectives of our project are as follows:

- \* Train youth workers: To introduce youthworkers to the concept of skillful facilitation knowledge, tools, and strategies, so they can effectively facilitate inclusivity in their programs and activities.

- \* Foster peer learning and exchange: To create opportunities for youth workers to share experiences, best practices, and challenges related to inclusivity, fostering a supportive community of practice.

- \* Provide ongoing support and resources: To set up a virtual space, like a repository of different models and methodologies for Inclusivity via Skillful Facilitation.

- \* Evaluate and disseminate results: To evaluate the impact of the training program on participants' knowledge, attitudes, and behaviours related to inclusivity and share our findings with the wider youth work community to promote learning and best practices.

Overall, the "Creating Inclusivity through Skillful Facilitation" Erasmus+ project seeks to empower youth workers to create inclusive, welcoming, and empowering environments for all young people, regardless of their background or circumstances.

By investing in the professional development of youth workers and promoting inclusive practices, we can contribute to building more inclusive societies where all young people have the opportunity to thrive and fulfil their potential.

## **NEEDS OF PARTNER ORGANISATIONS**

The project "Inclusivity Through Skillful Facilitation" directly addresses the needs of participating organisations in several ways:

Enhancing Youth Work Practices: Participating organisations, which may include youth NGOs, community centres, educational institutions, and youth service providers, are committed to promoting inclusive youth work practices. However, they may lack the specific skills and expertise needed to effectively facilitate inclusivity within their programs and activities.

This project provides them with tailored training and resources to address this gap, enabling them to create more inclusive and supportive environments for the young people they serve. Moreover, participants will be able to exchange best practices across national boundaries that they might not get to know about if they would only stay within national boundaries.

**Meeting the Needs of Diverse Youth Populations:** Many participating organisations work with diverse groups of young people, including those from marginalised communities, ethnic minorities, LGBTQ+ individuals, and refugees or migrants.

These young people may face unique challenges and barriers to participation in youth programs. By equipping staff with skills in inclusive facilitation, organisations can better meet the needs of these diverse populations and ensure that all young people feel valued, respected, and included.

**Professional Development for Youth Workers:** Participating organisations recognise the importance of investing in the professional development of their staff, including youth workers, facilitators, and volunteers. By participating in this project, organisations can offer their staff valuable opportunities for training, skill-building, and networking with peers from across Europe. This enhances the expertise and capacity of their workforce and contributes to the overall quality of their youth work initiatives.

**Addressing Systemic Barriers and Discrimination:** Despite their commitment to inclusivity, participating organisations may face systemic barriers and discrimination that hinder their efforts to create truly inclusive environments. This project provides organisations with the tools and strategies to identify and address these barriers effectively, whether they are related to unconscious bias, institutional practices, or community dynamics. By fostering awareness and promoting proactive approaches to inclusion, organisations can work towards overcoming these challenges and fostering greater equity and social justice.

**Strengthening European Cooperation and Exchange:** Participating organisations value opportunities for international cooperation and exchange as a means of learning from diverse perspectives and sharing best practices. This project facilitates collaboration between organisations from different countries and contexts, enabling them to exchange ideas, experiences, and resources related to inclusive youth work. Through fostering peer learning and exchanges, participating organisations can build sustainable partnerships and networks that extend beyond the duration of the project, enriching their work and contributing to broader European cooperation in the field of youth.

Overall, the "Inclusivity Through Skillful Facilitation" project aligns closely with the needs and priorities of participating

organisations, providing them with valuable support, resources, and opportunities for collaboration to enhance their capacity to promote inclusivity and support the diverse needs of young people across Europe.

## **TARGET GROUPS**

The project targets several main groups, each playing a crucial role in the promotion of inclusive youth work practices:

1. **Youth Workers:** The primary target group of the project is youth workers, including professionals, volunteers, and educators, who work directly with young people in various settings such as youth centres, schools, community organisations, and non-governmental organisations (NGOs). These individuals are responsible for planning, implementing, and facilitating youth programs and activities. By enhancing the skills and competencies of youth workers in inclusive facilitation, the project aims to empower them to create supportive, inclusive, and empowering environments for all young people, regardless of their background or circumstances.
2. **Organisational Leaders and Managers:** Another target group of the project is organisational leaders and managers within youth-serving organisations, including directors, coordinators, and supervisors. These individuals are responsible for setting organisational priorities, policies, and strategies related to inclusivity and youth work. By engaging organisational leaders and managers in the project, the aim is to foster a culture of inclusivity within participating organisations, ensure organisational buy-in and support for inclusive practices, and promote sustainability and scalability of the project's outcomes beyond the duration of the project.
3. **Young People:** While not the primary target group, the ultimate beneficiaries of the project are young people themselves. This includes young people from diverse backgrounds, including those from marginalised or underrepresented groups, who participate in youth programs and activities facilitated by trained youth workers. By promoting inclusive facilitation practices, the project aims to create safe, welcoming, and supportive spaces where young people feel valued, respected, and empowered to express themselves authentically, participate actively, and develop positive relationships with their peers and adult mentors.
4. **Trainers and Facilitators:** The project also targets trainers and facilitators who deliver the training activities and

workshops as part of the project's implementation. These individuals may include subject matter experts, experienced youth workers, or professional trainers with expertise in diversity, inclusion, and facilitation. By equipping trainers and facilitators with the necessary knowledge, skills, and resources, the project ensures the quality and effectiveness of the training program and contributes to the professional development of trainers and facilitators in the field of inclusive youth work.

5. Stakeholders and Partners: Additionally, the project engages stakeholders and partners at the local, national, and European levels, including government agencies, educational institutions, youth organisations, and civil society organisations. These stakeholders play a crucial role in supporting the project's objectives, providing input and feedback, sharing resources and expertise, and promoting the adoption and dissemination of inclusive practices in youth work. By building partnerships and collaborations with stakeholders and partners, the project leverages collective efforts and resources to maximise its impact and reach a wider audience of youth workers and young people across Europe.

The main target groups for the "Inclusivity Through Skillful Facilitation" project are youth workers, organisational leaders and managers, young people, trainers and facilitators, and stakeholders and partners. By engaging these diverse groups, the project aims to promote inclusive youth work practices, enhance the capacity of youth workers, and create more inclusive and supportive environments for all young people to thrive.