

EXPANDING HORIZONS

ANTIBIAS IN EUROPEAN YOUTH WORK
23.06.-29.06.2014 / WEIMAR, GERMANY

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A project by



EUROPÄISCHE
JUGENDBILDUNGS-
UND JUGEND-
BEGEGNUNGSSTÄTTE
WEIMAR



Youth
in Action



JUGEND
für Europa

The background of the page is a light beige, textured paper. It features several large, overlapping, abstract shapes in various colors: a bright yellow shape in the top right corner, a teal shape in the bottom right corner, a large green shape on the left side, and a light blue shape at the bottom left. The text 'INDEX GUIDE' is centered on the page, with 'INDEX' in blue and 'GUIDE' in yellow. The letters are bold and sans-serif.

INDEX GUIDE

INTERNATIONAL — ALL TRAINING COURSE —

ANTIBIAS IN EUROPEAN YOUTH WORK
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ABOUT THE PROJECT

If consulting the Oxford Dictionary, one can define the English word "bias" as "a prejudice for or against one person or a group, especially in a way considered to be unfair". Therefore "AntiBias" stands for the stance to recognize unfairness and cultivate respect towards human differences.

The "AntiBias" approach assumes: prejudice and discrimination are part of social ideologies. We adopt them, while being raised in a certain environment.

Thus, the Training Course(TC) on AntiBias is developed to :

- » provide an intensive experiential learning
- » recognize oppressive and discriminatory forms of interaction
- » throw a critical glance over dominance structures
- » attain the capacity to question and identify the role of dominance structures
- » influence as well as master new alternative behaviors

As the next step, we will deal both theoretically and practically with models that make the anti-bias approach understandable and use for its deepening the existing different experiences and competences within the group of participants. We will raise awareness for various forms of discrimination and degrade / deconstruct them actively. The aim is to detect the often unconscious and mutually dependent biases - in ourselves, in society and in the environment, we live in. We suggest evaluating the individual, structural and social levels.

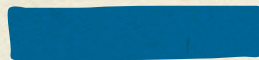
Last, but not the least, we will develop skills for diversity- conscious and critical discrimination strategies for our own youth work and life. We will expose ourselves to practical work experience and process- oriented group exercises, based on the principles and practices of non-formal education.

WE...
...break up with old behavior patterns;
...reflect on our attitude and conduct;
...cherish/celebrate/ promote diversity;
...overcome burdens/barriers;
...restore equilibrium.

ANTIBIAS EDUCATIONAL GOALS AT FIRST GLANCE



- Raising awareness for discrimination
- Critical evaluation of our world perception
- Advancing/enhancing/nurturing our knowledge about discrimination through examination/analysis of different kinds of discrimination
- Self-reflection, analysis and personal paradigm transformation
- Dealing with internal aspects of dominance and oppression, possible ways of controlling or altering them
- Promoting empathetic and comfortable interaction with people of diverse backgrounds
- Cultivating „proactive“ attitude towards habitual behaviour patterns for the sake of developing alternative, highly progressive prejudice-conscious conduct



PARTICIPANT'S PROFILE

This training course is designed and open for those...

- » engaged as youth workers or young educators/facilitators
- » who are up to tackling discrimination
- » feeling an urge to learn more about prejudice conscious education
- » who are curious about influencing behaviour and conduct
- » willing to cultivate a “proactive” attitude

APPLICATION PROCESS

→Application deadline is May, 16th, 2014←

Applications are accepted through the partner organisations and must be submitted via the link given below.

Please, follow this link to access the application form:

<https://docs.google.com/forms/d/1q29LjS0n6juzeOTu8GiesgEHmcyF0N0byWV RJadncG0/viewform>

The contact persons of the responding country and their e-mails are presented in the table below:

Country & Partner Organisation	Contact person	E-Mail
Austria Plattform Generation Europa	Wolfgang Sieberth	plattform@generationeuropa.eu
Bulgaria Fondatsia "Detsa na Balkanite"	Antoaneta Pophlebarova	staschool@abv.bg
Croatia Udruga mladih PHARINA	Jurica Petri	pharina.hvar@gmail.com
Cyprus SYNDESMOS ANAPTIXIS DEXIOTITON ZOIS	Irene Skoutari	irinims@hotmail.com
	Soterios Skoutaris	spskoutaris@gmail.com
Estonia INVOLVED NGO	Angel Casal	mobility@involved.ee
NGO Youth for Society	Marco Santos	info@nyh.ee
Germany Stiftung Europäische Jugendbildungs- und Jugendbegegnungsstätte Weimar (EJBW)	Markus Rebitschek	rebitschek@ejbweimar.de
	Polina Sulima	ejbw-praktikant1@ejbweimar.de
Greece YOUTHNET HELLAS	Efstathia Polyzoi	programs@youthnet.gr

Country &
Partner Organisation _____ Contact person _____ E-Mail _____

Hungary

With the power of humanity Foundation

András Nyirati _____ humanityhun.ngo@gmail.com

CompassEurópaiIfjúságiKözösségértEgyesület

Andrea EglynéKatona_xchange@compassegyesulet.hu

Italy

Work In Progress – W.I.P. _____ Schirly Invidia _____ mobility@workinprogress-wip.eu

Associazione Oxygen _____ Marzia Stenti _____ oxygen4youth@gmail.com

Lithuania

Rokiškio jaunimo organizacijų sąjunga “Apvalus stalas”

Birutė Bagdonienė _____ projects@lyderiai.net

Portugal

Associação para a Formação Profissional e Desenvolvimento do Montijo - CMM

João Martins _____ Juventudecmmontijo@gmail.com

Slovakia

C.A.R.D.O. _____ Ľubomír Jakub _____ bratislava@dobrovolnictvo.sk

→The participation fee is 55 Euro per person and
is paid upon arrival on the spot.←

DATES & VENUE, ACCOMMODATION

The following organizations are involved in the International Training Course
“Expanding horizons: AntiBias in European Youth Work”:

Country _____ Organisation _____ Exp. number of participants _____

Austria _____ Plattform Generation Europa _____ 3

Bulgaria _____ Fondatsia “Detsa na Balkanite“ _____ 2

Country	Organisation	Exp. number of participants
Croatia	Udruga mladih PHARINA	2
Cyprus	SYNDESMOS ANAPTIXIS DEXIOTITON ZOIS	2
Estonia	INVOLVED NGO	1
	NGO Youth for Society	1
Germany	Stiftung Europäische Jugendbildungs- und Jugendbegegnungsstätte Weimar (EJBW)	3
Greece	YOUTHNET HELLAS	2
Hungary	With the power of humanity Foundation	1
	CompassEurópaiIfjúságiKözösségértEgyesület	1
Italy	Work In Progress – W.I.P.	1
	Associazione Oxygen	1
Lithuania	Rokiškio jaunimo organizacijų sąjunga “Apvalus stalas”	2
Portugal	Associação para a Formação Profissional e Desenvolvimento do Montijo – CMM	1
	Experimentáculo Associação Cultural	1
Slovakia	C.A.R.D.O.	2

We will stay in the facilities of the European Youth Education and Meeting Centre in Weimar (EJBW)

The facilities include:

- 134 beds in single, two and three bed rooms with shower and toilet
- 15 modern, fully-equipped seminar rooms (*ranging from a conservatory for 4 people to a cultural room for 80 people*)
- a video and recording studio as well as a computer room
- two internet terminals
- an elegant fireside room
- sports facilities and playground



European Youth Education and Meeting Centre in Weimar (EJBW)



TRAVELLING TO THE EJBW

Arrival by train

take bus no. 1 (direction: *Ehringsdorf*)
from outside the railway station to the Goetheplatz



change to bus no. 2 (direction: *Bodelschwinghstraße*)

or

bus no. 9 (direction: *Süßenborn*)



disembark at the bus stop "*Hellerweg / EJBW*"

Single fare - 1,90 Euro | Single fare (4-ticket-set) - 6,30 Euro

Arrival by car

From the A4 motorway take the exit to "Apolda". Follow the B87 in the direction of Apolda until you reach the main traffic lights at Umpferstedt. Turn left towards Weimar on the B7 and follow the road into Weimar until you reach us on the Jenaer Straße.

FINANCIAL CONDITIONS AND TRAVEL COSTS

We will reimburse 70% of the travel costs for the training course on the basis of the cheapest possibilities, e.g. second class railway tickets, APEX-flights etc., accompanied by the receipt of complete and original tickets, invoices, bills, receipts, boarding cards etc.

CHECK LIST FOR TRAVEL REIMBURSEMENT

1. Regular air tickets must be accompanied by the original invoice (signed and stamped)/receipt/pay order/proof of payment the boarding pass(the small ticket stub you receive before boarding the plane) and the prices stated in the invoices, receipts etc. must coincide with the price on the ticket.
2. E-Tickets must be printed out and include your name , the exact fare you paid, details of your flight on the same page be provided along with the credit card receipt for the payment or a copy of your bank statement (clearly showing the payment has been made) given in with the boarding pass(the small ticket stub you receive before boarding the plain)

NOTE: Some airlines print „passenger receipt“ at the top of the cardboard ticket. It is not accepted as a receipt of proof of payment. Therefore, if you book your tickets online, please, make sure to print out the e-mail you receive from the airline company upon the payment, stating how much and how you paid.

3. Train/Bus tickets: It is important that that arrival and departure time as well as the price are visible (+invoices if available).

Other important details:

- > Missing or lost tickets are not reimbursed
- > Booking paper alone is not enough
- > Any costs for taxi are not reimbursed
- > Return tickets must be bought in advance before the journey
- > Following the guidelines of the YIA Programme the travel must be released by the participants on the direct way within maximum 2 days. In case of long pauses or indirect routes (holiday travel), there is no reimbursement of travel costs!

Here you find the maximum travel costs for ONE participant per country from home town to Weimar and back:

Country & Destinations	Means of transportation	Max.costs per person in €
Austria/Vienna ↔ Weimar	Plane, Bus, Railway, Car	250€
Bulgaria/Varna ↔ Weimar	Plane, Bus, Railway, Car	350€

Croatia/Hvar ↔ Weimar	Plane, Bus, Railway, Car	350€
Cyprus/Lemosos ↔ Weimar	Plane, Bus, Railway, Car	450€
Estonia/Tallinn ↔ Weimar	Plane, Bus, Railway, Car	350€
Germany/Berlin ↔ Weimar	Plane, Bus, Railway, Car	50€
Greece/Athens ↔ Weimar	Plane, Bus, Railway, Car	400€
Hungary/Pecs ↔ Weimar	Plane, Bus, Railway, Car	350€
Hungary/Kaposvar ↔ Weimar	Plane, Bus, Railway, Car	350€
Italy/Galatone ↔ Weimar	Plane, Bus, Railway, Car	450€
Lecce/Galatone ↔ Weimar	Plane, Bus, Railway, Car	450€
Lithuania/Rokiskis ↔ Weimar	Plane, Bus, Railway, Car	350€
Portugal/Montijo ↔ Weimar	Plane, Bus, Railway, Car	450€
Portugal/Setubal ↔ Weimar	Plane, Bus, Railway, Car	450€
Slovakia/Bratislava ↔ Weimar	Plane, Bus, Railway, Car	450€

Reimbursement is done in Euro. If the payment is carried out in a different currency, it will be calculated according to the exchange rates of the European Commission for the date of ticket purchase.

Please, do not buy our tickets earlier than 03.03.2014, otherwise they cannot be reclaimed. After the YE, please send us back all your complete travel documents in ORIGINAL by post mail as well as your bank account details (*name of account holder, name of the bank, IBAN code, BIC/SWIFT code*) until **14.07.2014** to:

Europäische Jugendbildungs- und Jugendbegegnungsstätte WEIMAR (EJBW)

Markus Rebitschek

Jenaer Str. 2/4

D-99425 Weimar

Germany

TRAINERS COACHING TEAM

Annette Kübler, M.A. in Education, is an expert on diversity and anti-discrimination. She lives with her kids in Berlin, she provides training, advice and motivation in the areas of Anti-Bias, critical whiteness and global education. Her multiple qualifications were gained and strengthened in Indonesia, Madagaskar, the Netherlands and France.



Annette Kübler

"It is the job that I love for several reasons: I erect bridges between diverse experience realms and environments, I can create space for acceptance and equality and I supervise those undergoing internal shifts and changes towards more appreciation."

Her focus areas in work with multipliers include: Trainings on prejudice conscious education, Anti-Bias-Trainings on handling with diversity and discrimination, Global learning workshops on unintentional reproduction of racism.

One of her favourite quotes is "The danger of a single story" uttered by Chimamanda Adichie.



Žaklina Mamutovič

Žaklina Mamutovič is born in Niš, Serbia and grew up in Bielefeld Germany. For the last 13 years she has worked in Berlin as a facilitator for diversity and inclusion. She is active in the anti-bias network www.anti-bias-netz.org. Together with Annette Kübler they have developed the anti-bias-approach for in-school and extracurricular educational work with children, adolescents and adults. They also work freelance in the project "Inclusive Education in Elementary School" ISEG at Kinderwelten.net

EXPANDING HORIZONS

ANTIBIAS IN EUROPEAN YOUTH WORK

PROGRAMME

Day 1st

- Exchanging ideas about experienced discrimination and questioning own prejudices
- Strengthening our awareness of discrimination and its different facets

Arrival



Check-in



Opening round: *Story of my name*



What is Anti-Bias, Input



Bingo



Images in our minds – *Functions of prejudices*



Conversation point: Music stools



Distribution of power in our group



Learning assignment “*What is to be respected?*”



Acquisition of different forms of discrimination



Daily evaluation

Day 2nd

- Understanding the mechanisms of discrimination
- Reflecting our position in social distribution of power

Models & Definitions of Discrimination



Discriminated me



Discriminating me



Global maps



Speechless and the Speech



Daily evaluation

Day 3rd

- Inner mechanisms of discrimination
- Alternative behaviour patterns for the internalised dominance and suppression

Internalised dominance and suppression I



Analysis of one's own position

- > Where do we experience disparities of power distribution in our work and educational backgrounds?
- > Who has the access to the resources?
- > How are the groups formed?
- > Who takes the decision?



Internalised dominance and suppression II

- > What has surprised us?
- > What has become clear?



Alternative behaviour patterns for the internalised dominance and suppression

What is my role in the described structures?



Plenary evaluation

- > What are the most important enlightments I wish to share?
- > Which point motivates me the most?
- > Where would I like to keep working on?
- > Where would I like to change something?



Daily evaluation

Day 4th

- **Discovering other AB Methods and Practical examples of the Anti-Bias Approach**
- **Their Implementation in our sphere of influence**
- **Networking**

Power Flower

Empowerment und Powersharing



AB in my sphere of influence
From awereness to Changes



Networking



Daily evaluation

Day 5th

- **Reflecting our practice – private and professional**
- **Getting to know other AB Excercises**
- **Examination of the AB approach**

Family networks



Joint discussion of methods

- > critical films shredding light on media
- > whiteness, becoming aware of casualties



Introduction: Forum Theatre



Daily evaluation

Day 6th

- **Performance: Testing behavioral patterns-**
- **Planning future coop**

Forum Theatre-further repetitions



Theory, *Excercises, Performance



Planning future cooperation and further development of
the Anti-Bias approach for the European Youth Work



Final evaluation

Day 7th

Closing round



Departure

The programme of the training course is subject to alterations.



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**anti
bias
netz**



Muster
aufbrechen



eigene Haltung
reflektieren



Vielfalt
wertschätzen



Schieflagen ins
Gleichgewicht



Hindernisse
überwinden