



AT THE CROSSROAD  
OF INEQUALITIES /  
DISCRIMINATION

## INVITATION TO TRAINING FOR YOUTH WORKERS

DATES: 24./25. – 28. 8. 2024

LOCATION: LJUBLJANA, SLOVENIA

TOPIC: Intersectional Discrimination in Youth Work (Gender/Race/Ethnic Discrimination)

PARTICIPANTS: 21 Youth Workers from Slovenia, Italy and Romania (7 from each country); priority will be given to those coming from areas, where gender and racial stereotypes are more prevalent, and to those with their own experience of intersectional identity.

LOGISTICS:

- Accommodation and Food: Youth Hostel Poljane, Ljubljana. Fully covered by the organizers.
- Travel Costs: Covered up to Erasmus+ unit costs. All travel arrangements will be made in collaboration with the organizers.

Apply by 15 July 2024.



**REGISTRATION**

PROGRAM:

The four-day training "At the Crossroads of Inequalities / Discrimination," will primarily focus on exploring and understanding intersectional discrimination, looking at the intersections of gender, race and ethnicity, its causes and consequences. Participants will engage in practical exercises, discussions, and presentations to enhance their understanding and develop strategies for addressing these issues in youth work.

<p style="text-align: center;"><b>At the crossroads of inequalities / discrimination</b>  <b>24./25.–28.8.2024, Ljubljana, Slovenia</b></p>					
	Day 1 (24.8.)	Day 2 (25.8.)	Day 3 (26.8.)	Day 4 (27.8.)	Day 5 (28.8.)
		<i>Breakfast</i>	<i>Breakfast</i>	<i>Breakfast</i>	<i>Breakfast</i>
9:30 - 11:00	<i>Arrival of Italian and Romanian participants</i>	Introduction (getting to know each other): presentation of partner organisations, project, participants, programme	Stereotypes, prejudices, unconscious bias, power and privilege, and discrimination - practical exercise Bridges between cultures	Discrimination based on gender identity, expression (practical exercise) and orientation	Presentations and discussions about city task, presentation of e-training on intersectional discrimination
		<i>Break</i>	<i>Break</i>	<i>Break</i>	<i>Break</i>
11:30 - 13:00		Safe spaces + group bonding: importance of creating safe spaces and how to create them in youth work (theory and practice)	Race, racial and ethnic discrimination	Intersectional discrimination	Intersectionality in youth work (why and how to address it)
		<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>
14:30 - 15:45		Results of research on intersectional discrimination in Italy, Romania and Slovenia, open discussion about experience of youth workers	Race, racial and ethnic discrimination - practical exercise	Intersectional discrimination - practical exercise and identification of ways of including learnt knowledge into practical work	Concluding discussion, evaluation
		<i>Break</i>	<i>Break</i>	<i>Break</i>	<i>Break</i>
16:15 - 17:30		Stereotypes, prejudices, unconscious bias, power and privilege, and discrimination	Discrimination based on gender identity, expression and orientation	City task	<i>Departure</i>
		Reflection groups	Reflection groups	Reflection groups	
19:00 - 20:00		<i>Dinner</i>	<i>Dinner</i>	<i>Dinner</i>	<i>Dinner</i>
20:00 - 22:00		<b>Welcome evening</b>	Free/proposal by participants	International evening	Free/proposal by participants

The program above is a draft. A detailed program will be sent to selected participants together with more detailed logistic information.

## ABOUT THE PROJECT:

The participating organisations from 3 European countries have identified a common problem, namely a lack of awareness and recognition of stereotypes and norms in the areas of gender, race and ethnicity and related intersectionality among young people, which only exacerbates discrimination. Ignorance of the root causes of discrimination also means lack of recognition, both of which are a first and necessary step for action to be taken in wider society to include people who have experienced intersectional discrimination. We recognise both multiple and intersectional discrimination, including gender, race, colour and ethnicity. In our research, we have understood that youth workers do address aspects of discrimination from time to time, but as separate topics, not together and as a magnifying glass of discrimination. Because of its mission and the values it emphasises, youth work has an important role to play in supporting young people to become aware of the forces that affect their lives and in supporting their equality and access to a decent life, which includes discrimination and the fight against intersectional discrimination. The project promotes inclusiveness and participation of all and raise awareness about diversity.

### Objectives:

- To improve the quality of youth work by addressing intersectional discrimination and developing a sensitive, open and critical attitudes related to gender, racism, ethnicity and their intersectionality;
- To strengthen the knowledge and competences of youth workers in the field of critical learning on topics related to the unequal distribution of power in society, gender, race and ethnicity, and the intersectionality of categories;
- To support youth organisations in their efforts to mainstream gender, race, ethnicity and the intersectionality of these areas and related measures ("gender and equality mainstreaming") in their projects;
- To increase stakeholder involvement in discussions on recommendations to address and prevent intersectional discrimination.

### THE ORGANIZERS:

Forum for Equitable Development (Slovenia)

Institute Global (Slovenia)

Nosotras Onlus (Italy)

Asociatia Pro Democratia (Romania)

We believe your participation will contribute to the success of this training, and we look forward to your valuable insights and active involvement.

If you have any questions or require further information, please do not hesitate to contact Max Zimani (Institute Global) at [zavodglobal@gmail.com](mailto:zavodglobal@gmail.com)

