

PROJECT RESULTS

This document consists of following results of the project "Youth sport work increases inclusion and acceptance of diversity in Europe (yswPBA)":

- The concept (curricula) of the partnership-building activity, with recommendations for improving it and organising multiplication meetings/workshops
- Good practice guides – recommendations from participants and proposed solutions on how to deal with challenges of international partnership and how to develop quality European partnership
- Good practice guides – recommendations from participants about preventing and/or dealing with challenges in implementing youth sport work projects for inclusion and acceptance of diversity
- Compilation of different inspirational personal stories and statements of our participants about their learning outcomes during the partnership-building activity "Youth sport work increases inclusion and acceptance of diversity in Europe"

The concept (curricula) of the partnership-building activity, with recommendations for improving it and organising multiplication meetings/workshops

Name of the session: **Introduction (participants, team, organisations, programme)**

Objectives:

- To get to know each other better and the training team
- To get to know background of the PBA
- To get to know objectives of the PBA and

Session flow:

- Name-games
- Presenting each other to the others how they see themselves
- Interactive games: human bingo and carousel
- Interviews and speed-dating among participants
- Presentations of the objectives and the programme

Recommendations:

- For quality partnership-building activity it is important to spend enough time on getting to know all participants, not just their names, but also their background and values. Thanks to the diversity of methods dedicated to those, we have managed to go deeper into the participant's background and values, thanks to the questions in speed-dating.

Name of the session: **Expectations and motivations; Group building; Teamwork**

Objectives:

- To explore participants needs, expectations, motivations and potential contributions to the PBA and to assess as well their fears or the things they would like to avoid happening during the PBA.
- To develop belonging to the group among participants and feeling at ease to exchange, learn and work in that very group.

Session flow:

- Individual reflection and silent brainstorming on post-its in relation to expectations, contributions and fears
- Small groups discussions and summary
- Presentations of the brainstorming and small groups in plenary
- Group building activity: building the tallest self-standing structure

Recommendations:

- Give participants opportunity to express their specific needs and expectations from the activity. As participants have different motivations it is important that they realise what is their personal motivation, then to share it with others, in order to avoid misunderstanding and to have clear personal goals of every participant in the group.
- When participants share their fears or the things they would like to avoid, discuss with them about possible solutions about how to avoid or deal with specific fears they mentioned. Write it on the flipchart paper and put it on the wall so everybody can see it during the whole duration of the activity.
- Invite participants who have specific experience connected with the topic to offer and give their contribution during the activity.

Name of the session: **Partnership in European projects**

Objectives:

- To discuss and define what is "Quality partnership" and how we see it
- To discuss what are the challenges of international partnership and proposed solutions and recommendations for quality European partnership

Session flow:

- Barometer (agree/disagree exercise) on interesting statements and situations about partnership
- Small groups' discussions and presentations in plenary

Partnership-building activity:

„Youth sport work increases inclusion and acceptance of diversity in Europe“

Recommendations:

- Make the statement for the agree/disagree exercise rather provocative and directed to the specificities of the group you are facilitating and their experience with partnership so far. Try to provoke stereotypical statements on (international / European) partnership.
- Give participants the possibility to share their experience about the topic and draw conclusions and/or offer possible solutions.
- Invite every participant to share their opinion during the Barometer (agree/disagree exercise). Facilitate quality discussion.
- If possible, do Barometer (agree/disagree exercise) in an outside space.

Name of the evening session: **Intercultural evening**

Objectives:

- To present your own and to explore other cultures (countries, traditions, religions or any other feeling of belonging to a culture

Session flow:

- PPT presentations (basic info about each country and photos)
- Presentations of food and drinks, music and dances, etc.

Name of the session: **Discrimination, exclusion, marginalisation of different groups in our communities - our realities and related youth work programmes existing in our organisations/communities**

Objectives:

- To present and explore each other's communities' realities when it comes to discrimination, exclusion and marginalisation of different groups in our communities.
- To discuss about how far their realities are from perfect situation and what they can do through youth projects to contribute to more perfect picture in communities.
- To share information about participants' organisations to each other - and about the projects and activities they are coordinating in regard to the topics of the PBA.

Session flow:

- National small working groups on creating posters and then presentations in plenary about their realities, Q&A and discussion
- Creating promotional posters and stands of their organisations, exhibition, interviews, and presentations

Recommendations:

- Give specific task to participants before the activity.
- Motivate participants to use, for their presentations, both specific data about their countries and their personal experience.
- Give participants enough time for sharing and discussion.
- Stimulate participants to find common issues and differences between the countries. Participants that find similarities are probable for developing future common activities/projects.

Name of the session: **Intercultural acceptance of diversity; Fundamental/Human Rights in Europe – clarification of basic concepts, the approach and needs analysis**

Objectives:

- To discuss and achieve common understanding of different terms and concepts related to the diversity and intercultural acceptance and Fundamental / Human Rights in Europe
- To share between participants the challenges that they are facing when it comes to working on the acceptance of diversity and promoting respect for Fundamental/Human Rights of different marginalised groups
- To learn how to define needs of their communities regarding the topics of the PBA

Session flow:

- Brainstorming on concepts used in this session
- Work in small groups on how we approach the intercultural learning and related sessions
- Presentations in plenary
- Plenary discussion on challenges and implementation of Fundamental/Human Rights tools/documents in our regular youth (sport) work

Association "Active youth in happy Europe" (AMUSE)

Address: Sv. Save 61a; 26000 Pančevo; Serbia / E-mail: amuse.pancevo@gmail.com

Partnership-building activity:

„Youth sport work increases inclusion and acceptance of diversity in Europe“

Recommendations:

- As we use sport as a tool for inclusion, it is relevant also to have an understanding about different cultures and background of our target groups and how it can affect our activities. This is why it is important that our youth workers have intercultural competence, that they are aware of diversity in their youngsters and that they work on intercultural acceptance.
- Every time when planning every activity (local or international) it is important to define needs of participants and develop and adjust activities according to their real and specific needs.
- Know your youngsters and put yourself in their shoes in order to understand them and involve them in development of your activities.

Name of the session: **Diversity and youth sport work in Europe – understanding and sharing of the situations and challenges to face when organising projects**

Objectives:

- To explore and share realities from their countries and local communities about promotion and volunteering for diversity and acceptance among youth as a target group and about youth sport work programmes existing that are working on it)
- To have understanding about all the challenges that we as a whole society are facing when it comes to implementing youth sport work projects for diversity and intercultural acceptance
- To discuss and agree about possible reactions to prevent or deal with such challenges in implementing youth sport work activities/projects.
- To develop the forms of inviting / advocacy messages for youngsters in our communities with the aim to raise awareness of the importance to get involved in youth sport work for inclusion and accepting diversity.

Session flow:

- Brainstorming and wall-writing, silent floor on topics of promotion of and youth work for diversity and acceptance in relation to using sport as methods (youth sport work)
- Work in small groups – discussing and summarizing notes from brainstorming and adding and presenting it in plenary
- Plenary discussions

Recommendations:

- Research and find already existing publications and manuals that are dealing with this topic, from European bodies, Council of Europe and other institutions and organisations that have been published on this topic, as they are already existing guidelines about what are challenges and possible solutions.
- Make your own guidelines and update it on regular basis according to the challenges your organisation is facing. Involve in this process also your youngsters.

Name of the session: **Erasmus+ Youth in Action – KA2 – Capacity-building projects between organisations active in the field of youth in Programme Countries and in the Partner Countries from Region 1 (Western Balkans Youth Window projects)**

Objectives:

- To introduce participants to the Erasmus+ Youth in Action programme (its objectives and priorities, institutions, participants, features, actions, deadlines, project managing and basics of application procedures) in general
- To explore in more details the KA2 – Capacity-building projects Western Balkans Youth Window projects, to analyse how much participants know about it and how much more they still need to improve
- To share, by participants, ways how to better and on a more innovative way approach the KA2-WBYW in the future project opportunities and will inspire each other for more pro-active usage of the KA2-WBYW in the future

Session flow:

- Interactive presentation and/or quiz
- Self-reflection, brainstorming and exhibition
- Promotional movie
- Questions and answers

Recommendations:

- Explore creative ways of informing and motivating youngsters how to use opportunities inside KA2
- When developing quiz, we advise you to use <https://kahoot.it>

Association “Active youth in happy Europe” (AMUSE)

Address: Sv. Save 61a; 26000 Pančevo; Serbia / E-mail: amuse.pancevo@gmail.com

Partnership-building activity:

„Youth sport work increases inclusion and acceptance of diversity in Europe“

Name of the session: **Erasmus+ Sport – Collaborative partnerships in sport field and/or European Week of Sport**

Objectives:

- To present the eligibility and quality criteria of projects falling into collaborative partnerships in sport field in general and for European Week of Sport in specific
- To discuss and envision how participants can increase the quality of their local youth sport work activities by promoting the European Week of Sport, as well as creating collaborative partnerships with different stakeholders for better quality of youth sport work for inclusion and acceptance of diversity.

Session flow:

- Theoretical input
- Presentation of Case studies
- Questions and answers

Recommendations:

- Present the usage of the European Week of Sport campaign in order to show to participants how to make local activities more visible to the local community and youngsters
- If in the group there are participants with experience in this field, get them to discuss and share their challenges and achievements they faced during the process. If possible, organise a fishbowl activity with them with you already having lots of questions for them prepared in advance.

Name of the session: **OUTDOOR AFTERNOON – visiting local youth organisation**

Objectives:

- To visit local youth organisation/centre and discover how such organisation functions and roles they are doing in community

Session flow:

- 'Study visit' meeting
- Discussion
- Questions/interviews

Recommendations:

- Make similar study visits in your local community/country in order to raise the quality of your activities and to make a network of organisations who are using sport for inclusion in your community/country

Name of the session: **Erasmus+ (Youth in Action and Sport) – procedures and application forms**

Objectives:

- To present and explore procedures and application forms of Erasmus+ (Youth in Action and Sport) programme
- To share ideas between participants and to inspire each other for what are possible answers to specific questions in the application forms

Session flow:

- Theoretical input
- Presentation
- Small groups and Wall-writing
- Questions and answers

Recommendations:

- In order to involve also youngsters and less experienced youth workers from our organisations in development of the project and writing of the application, develop simplified questions that will lead them through the application form
- Motivate youngsters giving them examples of already approved and implemented projects, especially their results and outcomes

Name of the session: **Project ideas – defining phase**

Objectives:

- To brainstorm on individual level about one or more project ideas and define them (needs, objectives, target group, partners needed)

Association "Active youth in happy Europe" (AMUSE)

Address: Sv. Save 61a; 26000 Pančevo; Serbia / E-mail: amuse.pancevo@gmail.com

Partnership-building activity:

„Youth sport work increases inclusion and acceptance of diversity in Europe“

- To form small working groups according to most similar interests and further to define project ideas (their framework and basic descriptions)

Session flow:

- Self-reflection and Brainstorming
- Exhibition of ideas
- Work in small teams based on interest

Recommendations:

- This session is easy to implement with youngsters on the local level, as it can give to youngsters structured process for development of their ideas. It also stimulates youngsters to self-reflect and define their ideas.
- It is important to do it in a group of at least 20 people as there will be enough of different ideas from which participants can choose which idea they want to develop further.

Name of the session: **Working on concrete project ideas in teams**

Objectives:

- To develop new ideas for future projects and cooperation within the Erasmus+ Youth in Action and Sport Programmes in relation to organising / improving youth sport work programmes in their organisations and communities that are promoting intercultural acceptance

Session flow:

- Teamwork on developing further the ideas selected
- Consultations with facilitators/trainers

Recommendations:

- Best is if you prepare copies (paper and electronic) for developing project with guiding questions.
- Even though some participants will not ask for it, do offer your consultation time, especially in defining the goals and objectives of the project, as usually it is hard to express properly the objectives.

Name of the session: **Action plans for projects**

Objectives:

- To discuss and agree about their roles and responsibilities (what needs to still be done till the project submission, by when and who?) after this PBA regarding the projects they have developed here
- To present all the developed project ideas to the rest of the group and use the opportunity to invite more partners to join their projects

Session flow:

- Work in small teams of the projects
- Presentations
- Questions and answers

Recommendations:

- As facilitator, get your youth workers / participants ready for encouraging active youth participation. In order for youngsters to engage more and take active role in organisation it is important to have "ownership" of the project. If they have developed their ideas and if they make their own action plans, take the responsibilities and agree upon deadlines, their competences will be improved. They will need a mentorship and support during this process.

Name of the session: **Consultations / Open space**

Objectives:

- To reflect about the week and all aspects that participants discussed and learned
- To reflect about participants' projects and according to covered issues to think about improvements of the projects
- To use the opportunity and knowledge that is in the group (among peers) and from trainers for consultation about specific problems or issues concerning participants' projects

Session flow:

- Open space technology

Name of the session: **Evaluation and closure of the PBA**

Objectives:

- To conclude impact that the PBA has left on the participants
- To evaluate the PBA visually, verbally, interactively and in written

Session flow:

- 'evaluation target or pie'
- 'hot chair'
- evaluation forms
- final round

Recommendations:

- Try using electronic / online tools for evaluation, as it will make your life easier for reporting.

Good practice guides – recommendations from participants and proposed solutions on how to deal with challenges of international partnership and how to develop quality European partnership

Challenges in EU partnerships

1. Selection of right partner organizations in order to fulfil the aim of project
2. Shaping and adapting tools according to country reality of the partner
3. Communication between partners
4. Communication: Ensuring efficient communication
5. Fast decision-making process
6. Division of responsibilities
7. Distance – different time zones
8. Framework of the cooperation is not specified.
9. Cultural differences – Different practices
10. Commitment to the project
11. Language barrier
12. Difficult to motivate people to participate in the project
13. Time-consuming activities (rather than face-to-face)
14. Visa requirement

Solutions:

1. Check out aims, description and target group of the partner; personal recommendation from other partnership organizations; recommendation from national agency (last option).
2. Ask partner several times to choose person of the organization who is specifically aware of his/her country's reality; partnership building activity offers opportunity to meet future partners.
3. Partnership building activity offers opportunity to meet future partners; agreement between partners about communication; specify the best communication channel between partners.
4. Using as many as possible communications tools. For example: Facebook groups, Whatsapp groups, Skype, doodles, etc.
5. Increase the competences of the coordinators about communications.
6. Specify concrete rules and responsibilities in the organization, who is contact person, what will be his/her position in the project.
7. Agree on compromise what is appropriate time to communicate; adapt to the most convenient communication channel for partners.
8. Give clear and preliminary information about the project (draft programme, summary, actions).
9. Awareness of cultural differences and assertive communication between partners.
10. Develop project with partners that have similar values and needs, agree in advance (in the phase of developing the project idea) about the level of participation that is needed from each partner.
11. Define language for communication, ask again if something is not clear.
12. Choose the right partner (ways to reach that depend on partners).
13. Define specific deadline for each task and person responsible for tracking the tasks and deadlines.
14. Be aware of the application deadline; hosting organization should make sure that they would write good letter of invitation to the embassy and contact the embassy if needed.

Good practice guides – recommendations from participants about preventing and/or dealing with challenges in implementing youth sport work projects for inclusion and acceptance of diversity

Challenges in implementing youth sport activities for inclusion – regarding participants

1. Information
 - Preparation of participants
 - Preparation of staff
2. Motivation/team spirit
 - Lack of motivation
3. Group
 - Activities should enhance their competences
4. Needs
 - Major differences between participants' needs
5. Organisation
 - Topics
 - Active involvement
 - Group dynamics
 - Balance between flexibility and following of the schedule
6. Social problems
 - Stereotypes
 - Gender balance

Solutions:

1. Preparation
 - Quality pre-organisation (stakeholders, participants, staff)
 - Knowing the participants in advance
 - Risk analyses – having prepared solutions for possible problems/issues that might occur
2. Implementation
 - Personal development oriented approach, not be focused only on results
 - Innovation in methodology
 - Active involvement of the target group

Challenges in implementing youth sport activities for inclusion – regarding promotion and visibility

1. Social media
 - Use of social media
 - Cost of mass media
 - Inclusion is not a priority
2. Skills and attitudes
 - Lack of creativity
 - Lack of innovation
 - Time management
 - Building good community
3. Context
 - Too much noise (a lot of similar activities)
 - Joint efforts with peers (how to find each other?)
 - Think local – act global
4. Target groups
 - Who?
 - Creating interest

Solutions:

1. Media
 - Involve NGOs and CSOs with media skills

Partnership-building activity:

„Youth sport work increases inclusion and acceptance of diversity in Europe“

- Involve volunteers with experience
 - On-line volunteering
 - Sponsorships
 - Raising awareness campaigns
2. Skills and attitudes
- Involve experts on inclusion
 - Involve educators
 - Joining forces
 - Advanced planning
 - Focusing
3. Context
- Being original
 - Think differently
 - Googling
 - Glocal
4. Target groups
- Select audience
 - Create specific output for each target group

Challenges in implementing youth sport activities for inclusion – regarding partners and local community involvement

Challenges:

- Lack of interest
- Lack of involvement
- Advertising
- Lack of network
- Lack of facilities
- Political issues
- Bureaucracy

Solutions:

- Flexibility
- Create common interests and common goals
- Training of staff
- Work on Public relations
- Collaboration
- Involve private initiatives
- Evaluation and feedback

Challenges in implementing youth sport activities for inclusion – regarding funding and resources

1. Partners
2. Ignorance where to find information
3. Too much paperwork
4. Too many problems, not enough resources
5. Corruption
6. Bureaucracy

Solutions

1. Collaboration, be objective, quality team
2. Have a person (one or more) in the organisation in charge of searching for information
3. Reach requirements
4. Get to know the funding opportunities
5. Transparency
6. Find energetic person

Compilation of different inspirational personal stories and statements of our participants about their learning outcomes during the partnership-building activity “Youth sport work increases inclusion and acceptance of diversity in Europe”

Rafail: “I feel satisfied with the overall experience of this PBA. The main purpose of the project (to build partnerships) has been achieved. During this activity, I improved my knowledge about how the Erasmus + projects work, details about Key Actions I didn’t know much about, how to implement and organise Erasmus+ project, how to identify and tackle the problems that I might face, how important team work is.”

Andres: “I received from this PBA more than I expected. I found new partners and developed with them some new projects. I shared and discussed with others deeper the topics of sport and inclusion. I improved my social, digital and language skills. My organisation will benefit greatly from my participation as I found new quality partners that are involved in sport youth work and I am very excited to work with them in the future.”

Carmen: “My overall satisfaction has been very positive in this activity. I went with the idea of acquiring and accurate knowledge about European projects, and no doubt my expectations were fulfilled. I learned about cultural differences and diversity, I learned about different types of projects I wasn’t aware of before, I improved my ability to work in groups with people from different countries and realities, I learned how to be creative and innovative, I learned about the project management. Now I feel I have enough competences and good motivation to work on projects with people from all Europe. I’ve been working with many programmes related to discrimination and exclusion during the last 17 years, but now I have a more complete idea about the problems in other countries. After this PBA, I have a good knowledge about the different programs and options for young people and youth workers. During this activity, I have created two future projects for my organization and have some others in mind, so I will say that I’m really proud about the "product", and the training received.”

Ivana: “On this PBA, I learned about different Erasmus+ projects other organisations have implemented, how to lead youngsters step by step how to write a project, I meet new youth workers from other countries and I improved my language skills.”

Burak: “I learned a lot, especially some things I didn’t expected like history of Balkan countries. Besides that, I improved my skills in project writing, especially about Erasmus+ programme. By communicating with other participants, I learned new English words and improved my organisational and management skills. With my organisation, I will share valuable contacts I made on the PBA and one idea I learned about from other participant, about how to use Frisbee with youngsters.”

Nevila: “This was a great experience which expanded my knowledge further. I learned a lot about similarities and differences between mine and other countries, found new partnerships. I was developing some local activities for my organisation but now I improved my skills in developing and applying projects in European level. I have already considered myself good at teamwork but this PBA gave me more knowledge on how to deal with big projects in European level. Not only I got better but I learnt even more about partnerships. After the activity, my competencies increased quite a lot thanks to the experienced participants among our group. My awareness about challenges when organising European projects were very low, but now I know it's quite a lot and challenging work. But with the knowledge gained and some help I would like to organize a youth sport project in the near future. I got some very good advice from the experienced participants on how to collaborate for the future projects. I think the PBA was quite useful as I learned how to design a project and of course I will design similar projects with my organization.”

Partnership-building activity:

„Youth sport work increases inclusion and acceptance of diversity in Europe“

Amina: "I now have fresh ideas for new projects. I understand better Erasmus+ and I have better approach to developing new projects. It was very useful for me to listen to advices of other people about challenges, problems and issues that can happen on projects and how they are dealing with it. Social contact and team work was amazing, there are so many creative and inspiring people present here."

Mikaela: "I developed my presentation skills and received knowledge about project developing and implementation procedures and met professionals in this area. I found out more about intercultural learning and exchanging information relating to habits, everyday life and civil problems of other countries. Big learning point for me was meeting and befriending Turkish citizens and dissolving the 'walls' me or society has built between Greek - Cypriots and Turkish nationals. I also learned to compromise more, show more patience and discuss any problems and solving misunderstandings."

Sara: "I learn how to write projects, and have some new insights about new cultures and how they affect us as youth workers. New partnerships have been developed during the PBA and I have to say that now I found new perspective on life. I learned how to make needs analyses which is important for developing a quality project. My motivation now is very high because now I have an idea for a new project."

Claudia: "This event met my expectations as I found new partner organizations. I have a wider view of what is happening in other European countries in the field of sport as a tool for social inclusion. It was very informative to hear experience from different people about their Erasmus+ projects and details about the programme itself. I gained new knowledge about the Balkans and its countries and cultures. I will continue to participate in this kind of projects as I learned a lot and received new motivation. I think there is nothing more stimulating than to work with partners at European level. I think it's an extraordinary occasion for personal and professional growth. Meeting with participants coming from other countries allowed me to understand that many challenges are common challenges. That is why the PBAs are so important, as they give the opportunity to develop networks that, facing the same challenges, have a greater chance of succeeding. Participation of my organisation in European programs and in general on all training opportunities is part of the guidelines of our association with regard to staff members. Staff of my organisation is constantly engaged in self-training, and experiences such as these are fundamental."

Enrico: "On this project, I became more self-confident, I improved listening ability. Also, I learned a lot about how Erasmus plus works, and a lot of knowledge about Western Balkans. I've found myself fitted for these kind of activities, a lot of knowledge to share and ideas to develop. Now my organisation has new potential partners and a lot of knowledge about Erasmus plus, and new ideas."

Ioan: "I developed my self-confidence by socializing with peoples from different cultures using different ways like games or debates on a particular topic. I improved my ability to communicate in a proper way with my team members and to deal with people from all kind of countries and cultures. I learned about social and civic facts in different countries of Europe. I developed further my ability to speak in English."