



# Diverse Acting

## Training of Trainers

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 inter alia  
Inspiring social change

The “Diverse-Acting” first activity was a 3-day international Training of Trainers (ToT) aimed at promoting paths of inclusion through the provision and improvement of skills and competencies of facilitators from different cultural, socioeconomic, and educational backgrounds.



The seminar took place in Palermo, Italy (26-29 Nov 2023) and was organized by Moltivolti in partnership with Inter Alia.

# Objectives



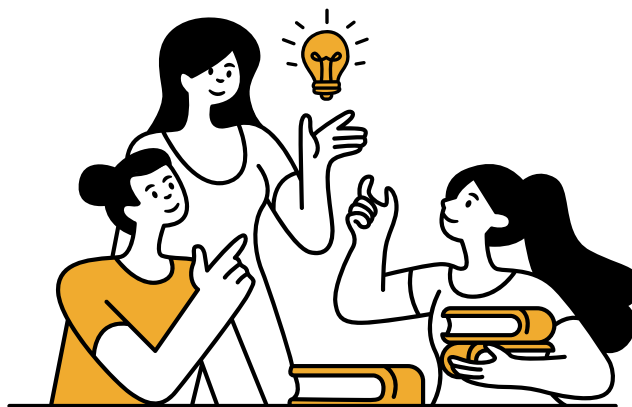
Strengthen the intercultural and management skills of culturally diverse groups of youth workers and linguistic-cultural facilitators.

Provide opportunities for exchange of practices and tools for the promotion of participatory creative processes among young people.

Foster dialogue, intercultural exchange, and experimentation with youth initiatives.

# Activities of the training

**Day 1. Team building, Project Presentations & Facilitators role.**

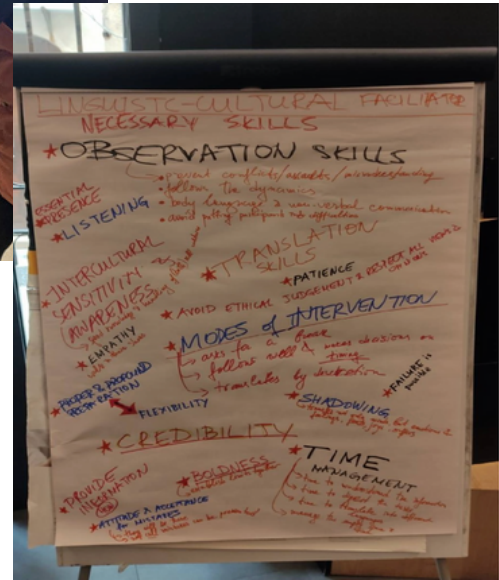


The morning session centered on fostering teamwork through breaking-the-ice activities, participants' introductions, and a general overview of the project.



Delving into the intricacies, we focused on the distinct roles various actors play within the project framework. This comprehensive approach aimed to establish a solid foundation for collaboration, ensuring a clear understanding of each team member's contribution and the overall project dynamics. By seamlessly blending team-building exercises with a detailed project introduction, the session laid the groundwork for a cohesive and informed group, ready to embark on the collective journey ahead.





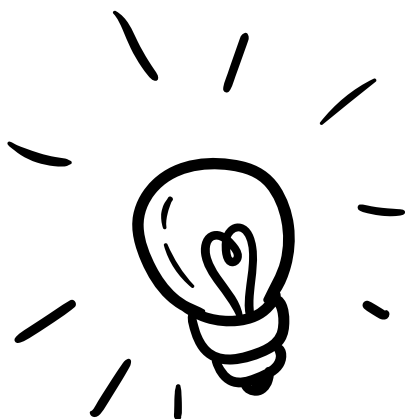
The afternoon session of the first day explored the role of the cultural-linguistic facilitator in navigating workshop pathways with diverse youth groups. It delved into the nuanced distinctions between facilitators, mediators, and interpreters, elucidating their respective functions. Emphasis was placed on delineating the essential competencies required of linguistic-cultural mediators. This focused exploration aimed to equip participants with a comprehensive understanding of the facilitator's multifaceted responsibilities, especially in the context of engaging with diverse linguistic and cultural backgrounds. The session fostered awareness and proficiency, empowering individuals to navigate the complexities inherent in facilitating effective cross-cultural communication and understanding.

# **Activities of the training**

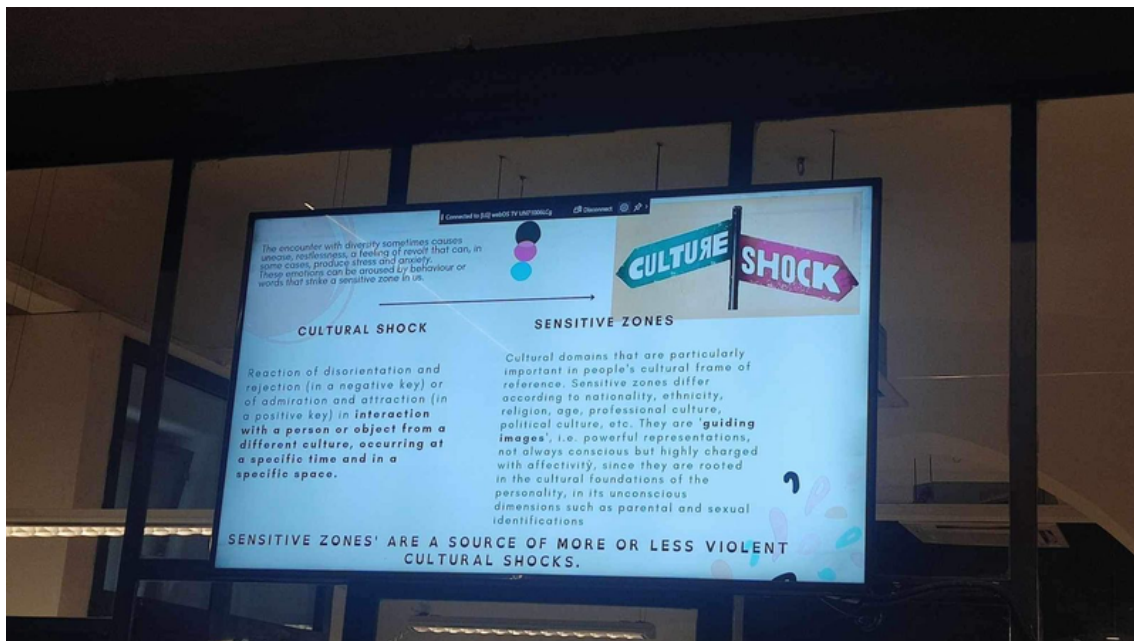
## **Day 2. Multicultural management & Circular Participation**



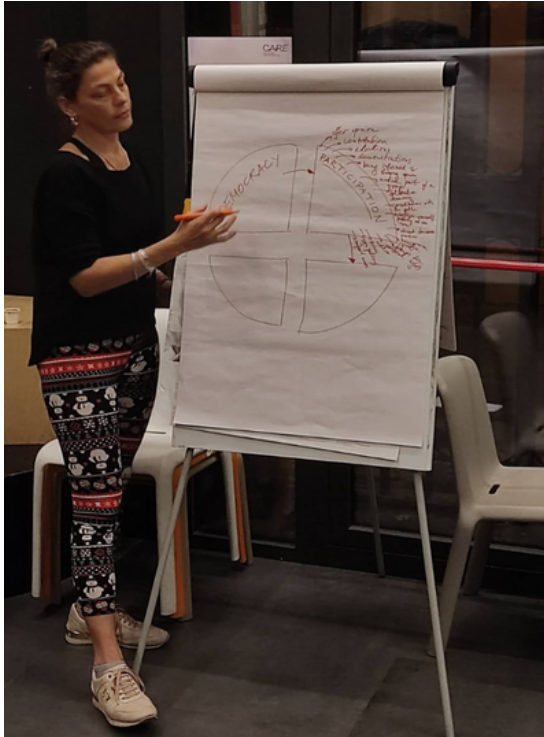
The second day started with an overview of managing multicultural contexts, shedding light on the intricacies involved. The focus then shifted to intercultural competences and communication, delving into the essential skills required for effective interaction in diverse environments particularly when it comes to youngsters.



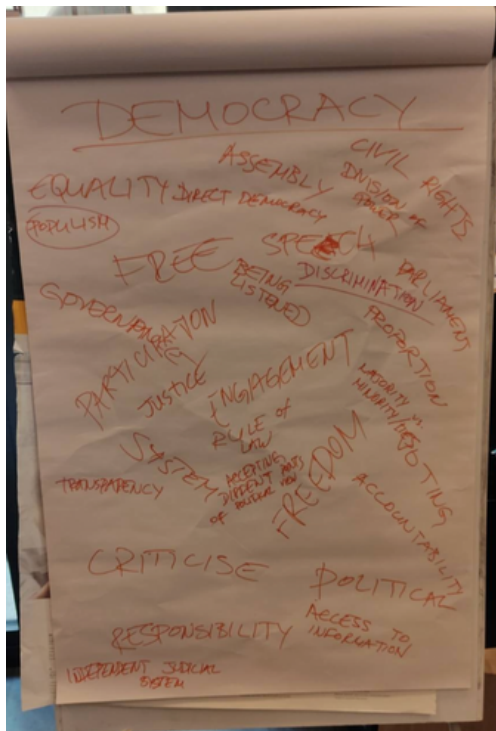





The session unfolded a methodology centered on critical incidents, offering a strategic approach to analyze and address challenging situations within multicultural settings such as racism and global inequalities in educational system in both Athens and Palermo. By combining theoretical insights with practical tools, the day's agenda aimed to equip participants with the knowledge and skills necessary for navigating the complexities of multicultural management, fostering intercultural understanding, and effectively addressing critical incidents as they arise.



Continuing the day's agenda, the spotlight shifted to the circular four-step process of participation. This interactive session addressed the art of engaging and fostering active involvement among young people, or participants in general. By elucidating a strategic framework, the session aimed to empower individuals with the skills and insights needed to facilitate dynamic and meaningful participation, ensuring a collaborative and inclusive environment. Moreover, the session aimed at providing the participants with a 4-step circular tool that explains the levels of participation in decision-making processes, in order to enhance democracy and participation at any level.



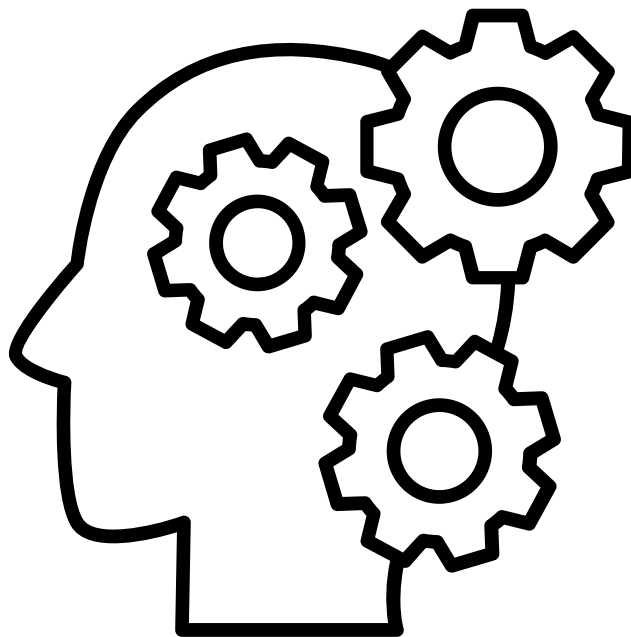


The day concluded with a vibrant cultural performance featuring collaboration between migrant and native youngsters. Centered on the shared culture of the Mediterranean sea, the event was a harmonious blend of diverse talents accompanied by captivating sounds of West-African descent.



# **Activities of the training**

## **Day 3. Risk assessment & Conclusions**





On the final day, discussions revolved around risk assessment, ensuring a comprehensive understanding of potential challenges such as cultural gaps and cultural shock. The team discussed ways to tackle the listed obstacles and proposed tangible solutions.



The session concluded with a project summary, encapsulating key insights and experiences, providing a reflective closure to the collaborative endeavor.



The training ended with a common lunch and the departure of the participants.





# Outcomes

- 1.** The training was designed with a focus on preparing the participants and creating the proper toolkit for the upcoming activities. Firstly, it aimed at fortifying the personal, intercultural, and technical competencies of young individuals. Through a dynamic curriculum, participants were equipped to navigate the complexities of a globalized society, fostering both personal growth and cross-cultural understanding.
- 2.** Secondly, the initiative unveiled and nurtured individual talents and passions, fostering self-awareness and a clearer vision of personal and professional objectives. By exploring and identifying their strengths and interests, participants gained valuable insights into their unique capabilities from sessions that questioned the stereotypes created by contemporary societies. The sessions focused to empower the participants by providing them tuneable tools for their active engagement in public life. Furthermore, the training promoted a sense of responsibility and agency among the participants, encouraging them to shape their communities positively.

Overall, the “Diverse-Acting” training of trainers successfully achieved its objectives by providing participants with the tools and experiences necessary to engage in intercultural dialogue and active citizenship. The project’s activities fostered a sense of unity and understanding among participants, promoting the exchange of ideas and experiences, and ultimately contributing to a more inclusive and diverse society.



The project is co-financed by the Erasmus+ programme of the European Union, Key Action 2 - Small Scale Partnerships in YOUTH.

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the European Union**