

## **Concrete awareness concept for the youth exchange “Human rights in times of war” Reflections on democracy and asylum**

4.10. till 11.10. in Berlin

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### **1. Before the youth exchange**

- Participants will be asked what rooms they would like to sleep in using concrete examples. e.g. with what genders would you like to share a room with?
- Participants will be asked if they have allergies
- Every participant will be sent a flyer that briefly explains awareness & What do I do if I'm not feeling well?
- Olga will be asked if she is present for the whole youth exchange and if she could be a contact person.
- talk to the translators how they should act when people get misgendered
- organise shower curtains and rods for the entrance to the showers
- Rent a pavillion
- First aid box, Ibuprofen, Paracetamol, Aspirin Complex
- Sanitary products in both bathrooms. Each box will also contain condoms
- ask the accomodation if there are wheelchair accessible toilets
- Workshop antislavic racism
- ...This list is not complete; in the following sections there are other points that require preparation before the youth exchange.

### **2. Arrival on Wednesday**

- Every room will contain a programme
- Info-table at the entrance
- Collect data and signatures
- Scan tickets, print and file them
- Reimburse travel costs or make a list who gets how much money.
- Name badges with pronouns & country
- Assign rooms (the prior email will allow us to assign rooms according to the wishes of the participants. Each room will have a sign detailing who is staying there)
- Start number for orientation activity (when four people with the same number arrive their group can start the activity)
- Collect phone numbers and email addresses. Open a messenger group
- Collect consent for photos
- Give the participants the paper with the orientation activity. “Find the toilet, find the REWE supermarket, discuss in your group the poster you found about the power of definition etc. -

Objects the people should find during the orientation activity:

complaints box. Lottery for chores (before dinner participants will get a ticket and kann swap with others if they wish)

- No alcohol on Wednesday. On Thursday we will reach a consensus if alcohol is allowed
  - Explain risk of wildfire
  - Explain shutting the gate to shut out the wild pigs
  - get to know you game (e.g., autograph hunting) combined with small group chats (who am I? Why am I here? What do I expect from this youth exchange)
  - Dinner
  - After dinner 2-3 get to know you questions and 3-4 awareness questions in small groups (e.g. how do I think we should treat each other? What does it mean if I act in a certian way (excited, moody and need space) and how do I want people to react to this?)
  - In these small groups, write the ideas on notes and stick them on the wall (cluster similar thoughts)
  - What do I need when I don't feel well?
  - Compile triggers: write them anynonymously on notes and share with the group and external workshop givers.
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- Explain to participants that they should talk about their needs with their room partners.
  - Either on the first day with the group or within the Orga team. How do we give feedback? How to we kommunicate? Without hurting another with the goal to understand each other.

### **3. Thursday, the first full programm day**

- Explain where everything in the house is
  - Get to know you game (30 mins) e.g. 2 rotating circles so random pairs talk to each other and answer questions from the moderation.
  - Why are you here?
  - What are your expectations for this week?
  - What was the most important day in your life?
  - What was the happiest day in your life?
  - What are you proud of?
  - What helps you deal with stress?
  - Input to awareness. What is the power of definition?
- Etc. p. p. The b-aware collective will give this workshop
- Break
  - Participative part of the awareness workshop
  - Motivate participants to talk about problems
  - How kann I talk about things? What are my options? (Orga person will give this part of the workshop)
  - Talk to your room partners
  - Participants have the option to have a Buddy. Everyone that wants one will get paired up.
  - You can talk to anyone you trust/who you think will deal well with the situation
  - The organisational team (from Germany and Belarus)
  - at the Party there will be an external Awareness-Team
- there is still the possibility that at least 2 people of 2 different genders will feel responsible for awareness throughout the whole week who will proactively look for sensitive situations and talk about things that went wrong
- Email and phone
  - Complaints box (anonymous)
  - Complaints wall (will be used during the daily reflection)
  - small groups in the reflection rounds?
  - Explain that there could also be offenders in the Organisational team and that it is just as important to talk about it if something happens.

- What is an acceptable reaction when someone criticizes you?

#### **4. Spaces**

- New signs on the toilets ("Women, trans & genderqueer" and "All gender"). If there are no urinals, then all but one toilet will be allgender. There will always be one toilet where no cis men are allowed
- Posters to the power of definition and types of discrimination
- Shower traffic light (in front of the shower the participants can put a clip on the field of people who can enter while they shower. e.g. Friend of xyz, everyone welcome, no cis men.) there will be empty spaces for people to write their own needs
- We will install shower curtains so you can't look into the shower on the way to the toilet

#### **5. Schönevide**

- The museum in Schönevide could impact the participants emotionally, so we will plan enough time for reflection afterwards
- Dave from VVP will be asked to lead the reflection round
- First participants will talk in small groups how they found the visit. Hopefully all participants will have space to say what they thought and felt
- Afterwards we will come together in a big round where participants will have a higher acceptance for more emotional statements due to the small group work
- If no one was emotionally affected then it is simply a more in depth daily reflection.

#### **6. Stressful times to hire an awareness team**

- we want to have an awareness team for the following times:
- Party
- Action und Bundestag talks

#### **7. Expulsions and Termination of the youth exchange**

- Expulsions: People who behave extremely badly will be expelled from the youth exchange. Examples of extremely bad behaviour are: Rape, sexual violence, physical violence and threats.
- If an affected person wants someone to be expelled, the person will be expelled. If an affected person wants the youth exchange to be terminated it will be terminated
- We will make sure that people who were expelled get home
- If a person wants someone from the Orga team to be expelled, the person from the Orga team has to go
- There is a difference between termination of the program to discuss a conflict and termination of the youth exchange where all participants leave the next day
- If it is possible, we will discuss the conflict, but we have to be careful if this is helpful or not and in doubt, terminate the youth exchange
- Legally the power to terminate youth exchange lies in the hands of the VVP (according to the civic code of the organisation and its board of directors), in the case of a decision Nash dom will play a major role

#### **8. Police**

- If the affected person wants to, we will call the police
- We will attempt to avoid further problematic circumstances under the circumstances (try not to have police in the accommodation but on the next street, intervene if the police are racist, etc.) we will accommodate where the affected person wants the police. This may mean talking to the police before they enter the accommodation.
- We cannot prevent every situation, but it is unacceptable to talk the affected person out of calling the police if that is what they want.

## **9. Safe(r) room**

- "Gemeinschaftsraum 3" will be a safe(r) room where you can be alone

(see house plan:

[https://www.haus-am-wannsee.de/wp-content/uploads/2020/01/202\\_Raumplan.jpg](https://www.haus-am-wannsee.de/wp-content/uploads/2020/01/202_Raumplan.jpg) )

- this room will have the same traffic light system as the shower detailing who is allowed to enter
- Tissues, paracetamol, ibuprofen, paper and pens, sweets/food will be in the room
- Information to Awareness (concept, Telephone numbers you can call, etc.)
- Lockable?
- If there is a second key we will inform all participants. It will only be used in an emergency situation where there has been no sign from the participant for multiple hours and they do not react to knocking. If there is no second key in such an emergency, we will have to break the door down
- Does the room have curtains on the windows?

## **10. Daily reflection**

- Each day someone else will lead the round
- Flipcharts with topics to evaluate where people can stick a sticker on a scale to show their opinion
- How am I feeling?
- How was the food?
- How interesting was the program?
- Too much or too little program?
- Small group discussions:
- What was good today?
- What was bad today?
- What was interesting?
- What will I remember?
- What could have been better?
- What was missing?
- Complaints wall
- Random thoughts wall

## **11. Final evaluation**

- We will make sure that everyone has access to a device which has access to the evaluation tool from the EVZ
- The flipchart point system and complaints wall are in the room. We will ask the participants to read them again and check this against their overall feeling of the week
- we will ask Participants to remember their expectations from the beginning of the week and reflect on these.
- There will be posters with questions where participants can write their thoughts.
- Best moment?
- Worst moment?
- What will I take with me?
- What have I learnt?
- What would I have done better?
- Were my expectations of this youth exchange met? What was missing? What fell short?
- Would I do it like again?

## **12. Internal needs from the organisers**

- The evening before the action we will have an organisational plenary to check in with one another
- We will be punctual for breakfast every day to have a 5-10 minute standing meeting

- After this we will not eat breakfast together but try and integrate ourselves in the group
- If we need more time to talk we will call a crisis plenary and find a slot in the program for this