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MOBILITY FOR INCLUSION AND DIVERSITY FROM THE WEST TO THE EAST

MOBILIDADE PARA A INCLUSÃO E DIVERSIDADE DO OCIDENTE AO ORIENTE

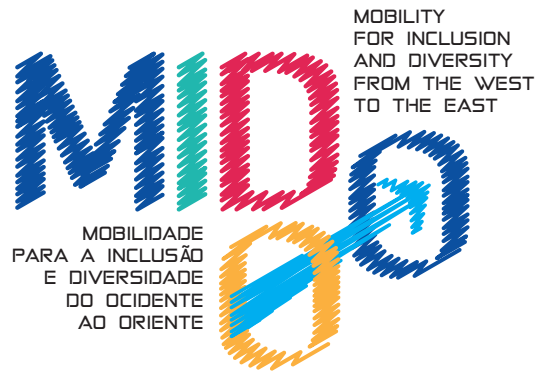Co-funded by the European Union

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GONDOMAR
é D'ouro
MUNICÍPIO DE GONDOMAR

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AMMAN · JORDAN

Challenges and trends in a new scenario:

cultural skills to deal with change

ARMENIA
"AREAL" Cultural Non-Governmental Organization

In the modern world culture is becoming a significant resource for socio-economic development which makes it possible to ensure a worthy position of a given country in the world.

Today, European nations are facing new challenges that require huge financial, material, human and other costs, the solution of which often goes beyond the boundaries of one country. Increasing migration and diversity, social conflicts, the surge of information technology and globalization all have a profound impact on the identity of people who live close to each other and yet hold different faiths, origins and views. European societies need to think carefully about how to overcome clashes between conflicting worldviews, what attitudes and behaviors to adopt, how to respond to emerging conflicts related to migrants everywhere. These are all questions, the answers to which can be perceived ambiguously. As European nations continue to become more and more mixed, intercultural dialogue is vital to bring all citizens into the process of democratic debate, discussion and discussion.

The historical path of the peoples of Europe determined their cultural identity, peculiarities of the national mentality, the value bases of life and development with a unique historical experience of mutual influence. In the coming years the Europe should lead the free world and bring peace to neighboring nations.

AZERBEIJAN
Innovative Education Academy

Today's world is diverse and global. Technology has made interactions across cultures around the world a very common experience. Social networking sites, blogs, and chat rooms are letting people regularly interact across national borders. Many industries currently have a significant amount of international collaboration, and careers in many fields increasingly entail working with people from different countries, both directly and indirectly. Youth today need to be prepared to enter a workforce and adult society that spans across borders and involves interacting with people of diverse backgrounds in myriad settings.

Recognizing our increasingly globalized society, many industries and professional organizations are emphasizing the importance of cultural competence and related skills as essential in today's workplace. Numerous universities are also incorporating cultural awareness and development as part of the higher education experience and career preparation by creating opportunities for students to participate in international experiences. Successfully navigating our globalized society entails being able to understand and appreciate diversity in its many forms, and to effectively engage and communicate with people from different cultures.

Learning more about other cultures and being aware of current events is often key to learning about various cultural groups' points of view. When working with people from different cultural backgrounds, it can be useful to learn about their culture's practices, values, and beliefs. For example, learning about the languages spoken in their communities or religious traditions can help us understand and interact with individuals and groups of various backgrounds.

Tolerating different cultural backgrounds is a step in the right direction. However, tolerance is not always optimal. In fact, tolerance usually means that you are simply putting up with something that is undesirable. Cultural competence goes beyond "putting up with" differences and instead involves being appreciative, affirming, and inclusive of all cultural backgrounds. For example, to increase our cultural competence, we can ask members of a cultural group open-minded, open-ended questions, or ask for more information. Additionally, making an effort to detect verbal and nonverbal actions that certain cultures may not find appropriate can establish an inclusive environment.

Overall, cultural competence has three important components: active listening, demonstrating empathy, and effective engagement.

GEORGIA
Bridge to Europe

Cultural skills are the ability to interact and communicate effectively with people of different cultures, making this an essential skill when working with culturally diverse teams.

There are many benefits of cultural diversity in the workplace, including increased ability to solve problems, higher productivity, and innovative ideas. But an organization can only enjoy these benefits when culture-related conflicts are identified, eradicated, and prevented.

The first step is to understand the challenges of diversity and the factors that often produce cultural issues in the workplace and then implement strategies to prevent them. The cultural diversity management is a process that needs constant monitoring, evaluation, and regular adjustments.

Very often, religion is a core cultural characteristic of many people's identity and it can affect perceptions, intentions as well as work behaviour. Different beliefs and ethical principles can cause conflict among co-workers or even lead to religious discrimination.

A good way of making everyone aware of others' traditions are such projects that we did in Amman, Jordan, showcasing diverse art and culture. This allows everyone to share a bit about themselves.

In conclusion, being culturally aware enables change practitioners to customize their change management approach, apply culturally specific adaptations while avoiding culturally specific obstacles, and create effective communication plans with the culture of the audience in mind.

GREECE
Society in Progress

Inter-religious and intercultural dialogue in European education presents a varied picture. Pedagogical, means must be used to eliminate discrimination and to address the problem of the perception of co-existence. We need to focus on developing coexistence skills, to include initiatives within youth education that promote inter-faith and intercultural dialogue.

Reading books or texts and critical reflection on them. For example, to develop these skills which compare customs, calendars, habits of the season, religious texts, objects….etc.

So, try to discuss and strive to eliminate stereotypes and overcome ethnic religious and cultural differences. For example meetings between students and young people from different religions, from different cultures and countries with different religious and historical backgrounds.

Developing communication skills so that individuals from different nationalities, cultures and religions can form a team and work together and strengthen the cohesion of the team.

The youth community should work or through educational institutions or activities, municipalities and organizations should work together and aim to prevent the rejection of cultural and religious minorities, to reduce xenophobic attitudes, so as to minimize cultural and religious segregation in schools, small communities and society at large. Deep knowledge of diversity, religions, traditions and mutual recognition, peaceful coexistence and respect and prevention of fundamentalist positions.

For this reason, the development of cognitive and communication skills, the cultivation of life skills such as equality, social justice, acceptance, respect of diversity, and solidarity are required.

The following bullet points summarize in five main fields the educational challenges that interreligious and intercultural dialogue that is needed to work on:

1. Education policy oriented towards religious/cultural diversity.
2. Competencies in intercultural and interreligious dialogue.
3. Education for intercultural and interreligious dialogue beyond the school.
4. Training for teachers and social educators.
5. Prevention of youth extremism on this issues.

Some initiatives as example:

As examples of oriented towards awareness and the expression of religious and cultural diversity in the public sphere:

1. Talks explaining countries through their culture, aimed at making young people proud of their religion.
2. Visits to places of worship in order to attenuate the feeling of rejection or fear towards others.

3. Visits to centers of interest for different religions and customs.
4. Talks on experiences with representatives of atheists, Jews, Muslims and Christians.
5. Colleges, Universities Schools for peace: a project which young people from the community carry out in educational frame to foster peaceful coexistence.
6. Joint work with children's play spaces in which the subject of spirituality is approached from the standpoint of diversity.

To create experiences based on everyone's inherent spirituality:

"A) Dialogue groups": Groups made up of grassroots members, rather than religious leaders, regularly meet for conversations or activities with young and elder people from the different religions, culture and traditions.

B) "Bridge-builders": working on religious diversity through action, which consists in listening to young people from different traditions/cultures or working from the perspective of dialogue in order to design and implement a community development project.

Education for Intercultural and Interreligious Dialogue beyond the School

How to achieve it?

• Training Teachers and Social Educators

• Fighting Religious and cultural Intolerance

• Developing competencies for Intercultural and Interreligious Dialogue.

ITALY
Associazione Circum Vitae

This structurally adverse situation is contrasted with a public perception that sometimes stresses the unwillingness of young people in Italy to grow up.

Such stereotypes construct them as unresponsive to sacrifices and commitment and as 'not mature enough'. These easily turn into prejudices that disregard the constraints to which they are confronted, and do not help their self-esteem or their engagement with public life. Whatever their merits or failings, such negative public representations of youth need to be updated, whilst also making a few changes in the policy scenario.

Stricto sensu, the scenario of opportunities available to young people, have changed substantially in Italy throughout the last decade due to a series of reforms introduced by various governments. Obviously, we do not have the space here to provide an exhaustive overview of all these changes but will mention just a few of the most important ones in relation to young people.

In Italy, restrictive measures have been a huge obstacle for many young people belonging to second generations, preventing them for many decades to have a fully-fledged presence on the political scene, the economic life and in civil society at large.

JORDAN
Youth Spirit Center

In our rapidly evolving world, individuals and organizations face the constant challenge of adapting to change. Cultivating cultural skills to effectively navigate and embrace change has become increasingly crucial. This brief explores the challenges and identifies emerging trends in developing cultural skills to deal with change.

• Globalization and Cultural Diversity: As globalization continues to connect people across diverse cultures, individuals must possess cultural sensitivity and adaptability to understand and engage with people from different backgrounds.

• Technological Advancements: The rapid advancement of technology brings about significant changes in various industries.

• VUCA Environment: The volatile, uncertain, complex, and ambiguous (VUCA) nature of the modern world presents challenges that demand cultural skills to cope with change.

• Intercultural Competence: The trend towards interconnectivity and cultural diversity emphasizes the importance of intercultural competence.

• Change Leadership: The demand for effective change leaders is rising. Cultural skills such as empathy, effective communication, and influence play a vital role in leading teams and organizations through transformative periods.

• Continuous Learning and Adaptability: The speed of change necessitates a continuous learning mindset.

• Cultural Intelligence: Cultural intelligence (CQ) is becoming increasingly valuable in diverse workplaces. It encompasses the ability to understand, appreciate, and effectively interact with individuals from different cultural backgrounds

MALTA
Qrendi Local Council

With the fundamental right to having the privilege to Water, Food, Air, Shelter, wellbeing and love, the ever-changing world is experiencing hardships such as poverty, worldly catastrophes, and Wars and national Conflicts between one race and the other, one's culture against that of another, opposing others religious beliefs, political disputes and greed.

Hardships that can otherwise be avoided through sincere dialogue, addressing such hardships, learning from one's good practices, and in seeking ones best forward in the making of a better world.

Many a time, Religion, Culture, Language, as well as national politics have been seen as challenging obstacles or Stumbling blocks!

"But can such challenges be changed into opportunities in involving the younger generation by working with Innocent Youths that have not been influenced by such surroundings or difficulties.

Youths who themselves strive to find methods as to how to overcome communication difficulties. Learn how to share. Learn how to feel for each other, but most of all, LEARN HOW TO CARE FOR EACH OTHER.

"Experiences have shown that non formal education "outside the classroom" have reaped the greatest of results". "Let youths learn and progress within their own time"

In playing together, in eating together, but best of all in sharing together, one sees the best of every child.

"Soon friends become family".

Team building games where everyone emerges as winners, music and art are an ideal opportunity to achieve one's goal, to integrate, to overcome differences.

The exchange of educator's experiences and results, as well as their methodologies are vital in achieving, and where every good practice is a good practice, no matter its origin.

The world does not rotate around who is the best, the greatest, the most prosperous in life, but rather around who can live in peace of mind, and the show the respect for those of different ethnic and religious backgrounds, those that have opted to make the world a better place than they have found it.

PORTUGAL
AJME (Associação Juvenil Memória Europeia

One of the foundations on which the European Union is based is the idea of a common cultural heritage, i.e., being aware of the cultural and creative diversities that characterise the different member states, once it is believed to be a common responsibility to safeguard cultural heritage, as they contribute to European cultural significance. It is thus necessary to ensure an Europe that is: inclusive, where everyone has access to culture; sustainable, seeking sustainable solutions for a cohesive future; resilient, in order to protect endangered heritage; and globally stronger, by strengthening international cooperation.

Among these key areas, we highlight inclusion, as it is essential for dealing with different cultural realities and welcoming change. Inclusion can be developed through greater cultural flexibility, which allows people to adjust to new realities, ways of thinking, values and traditions. On the other hand, it is important to be open to dialogue, seeking mutual understanding and critical reflection of our prejudices, which is essential for continuous learning. Teamwork contributes to this, improving the capacity for collaboration and adaptation to new realities, as well as involving different social actors and strengthening communities.

We must therefore recognise cultural diversity and promote this same multiculturalism, which is essential for maintaining heritage authenticity, at risk due to phenomenon of globalisation, but without ever failing to promote equality, essential in a changing intercultural world.

PORTUGAL
Municipality of Gondomar

In this rapidly changing world, it is crucial to develop cultural competencies to cope with change.

In this new scenario, we think disruption and uncertainty will be crucial and constant factors in today's world, whether caused by economic shifts, political changes or unexpected events such as pandemics. Individuals need to cultivate resilience, adaptability, and a growth mindset to navigate uncertain situations. Being open to change, continuously learning and developing problem-solving skills are essential to deal effectively with uncertainty.

We therefore feel that developing cultural competencies to deal with change involves embracing diversity, adapting to technological advances, building resilience, promoting virtual collaboration, embracing lifelong learning, addressing sustainability, and prioritising wellbeing. These competencies will enable individuals to thrive in the face of continuous change and contribute positively to their communities and workplaces.

SPAIN
Asociación Xuvenil Vrenza

As the world continues to evolve, cultural skills have become increasingly important in dealing with change. The ability to understand and appreciate different cultures can help individuals and organizations adapt to new scenarios.

One of the biggest challenges in today's world is globalization. Cultural skills are essential for navigating these differences and building relationships with partners from around the world. By understanding and respecting cultural norms, individuals and organizations can create more successful and sustainable partnerships.

Technology has also brought about significant changes in our society. As we become more connected through social media and other digital platforms, cultural skills are becoming increasingly important for effective communication.

By understanding the cultural nuances of different online communities, individuals and organizations can communicate more effectively and avoid misunderstandings. Additionally, cultural skills can help individuals navigate the ethical and moral implications of technology use.

Effective leadership requires cultural skills as well. Leaders must be able to understand and appreciate the perspectives of their team members, especially in diverse workplaces. By cultivating cultural intelligence, leaders can create a more inclusive and productive work environment.

In conclusion, cultural skills are essential for navigating the challenges and trends of our rapidly changing world. It's up to each of us to cultivate our own cultural intelligence and promote diversity and inclusion in all aspects of our lives.

TUNISIA
Association de Volontariat, Echange Culturel et action des jeunes

In the face of change, cultural skills play a pivotal role, but they also encounter challenges and follow certain trends. Adapting to technological advancements is a major challenge, demanding a growth mindset and continuous learning.

In a globalized world, cultural intelligence is crucial for embracing diversity and facilitating cross-cultural collaboration.

Additionally, critical thinking and media literacy skills are essential to navigate the abundance of information. Interdisciplinary collaboration is a growing trend, necessitating effective teamwork and knowledge-sharing. Moreover, resilience and adaptability are increasingly valuable traits in managing uncertainty.

Cultural skills must address these challenges and align with emerging trends to empower individuals and societies in dealing with change.

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CARAVELA
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BRIDGE TO EUROPE

Avec
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