

# TOGETHER DIVERSE OUTDOOR

**A SEMINAR FOR YOUTH WORKERS  
AND YOUTH LEADERS**

10-17 MAY 2018  
TRAMONTI (AMALFI COAST)

A unique outdoor seminar  
to try out different tools for  
promoting diversity and  
inclusion



Comune di Tramonti



Erasmus+

Supported by:



ACARBIO

# MANUAL



*“Together, diverse, outdoor - nature learning space for diversity and inclusion”* was an experimental and experiential project which took place in the village of Tramonti where experienced youth workers and active youth leaders met in order to share and develop together non-formal learning OUTDOOR tools that help to promote greater **DIVERSITY** and **INCLUSION** among youth.

The seminar activities partly took place indoors (3 days sleeping and working in the old monastery of S. Francesco) and partly outdoors (3 days in a camping place arranged by us in the mountains). The thematic focus of the seminar has been on sharing already existing and creating new non-formal learning tools that promote greater inclusion and diversity among young people and can be implemented in the outdoors settings – using the power of nature. We believe that as people working with youth, we could and should play a larger role in supporting young people in developing more open attitudes towards diversity and promoting inclusion. We need more powerful approaches and tools for it! And, as we believe that the “truth is out there” – in the nature, with this seminar/laboratory, we explored together how to use it for youth work!

**This manual is both a report of the activities we did during the seminar and a container of the tools we used and those we developed during our time together. We believe this manual will be useful for other youth workers and organisations working with youth. Feel free to borrow the ideas!!!**

# ***CONTENT***

**DAY 1** (the 11th of May)

**Goal: INTERACTIONS BETWEEN PARTICIPANTS AND INTRODUCTION TO D&I TOPIC**

**DAY 2** (the 12th of May)

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**DAY 3** (the 13th of May)

**Goal: TEAM BUILDING AND WORKING WITH THE NATURE**

**Day 4** (the 14th of May)

**Goal: LABORATORY ACTIVITIES**

**Day 5** (the 15th of May)

**Goal: HIKE BACK AND INDIVIDUAL REFLECTIONS**

**Day 6** (the 16th of May)

**Goal: GOAL: FINAL REFLECTIONS AND FOLLOW UP**

**Resource List**

## DAY TO DAY PROGRAMME

### 11 May - DAY 1




#### GOAL: INTERACTIONS BETWEEN PARTICIPANTS AND INTRODUCTION TO D&I TOPIC


- Welcome and opening by representative of Tramonti Municipality
- Introduction of the team of trainers and staff
- Getting to know each other / ice-breakers:
  - Circle - name, country, a physical action to wake up efficiently
  - The winds blows to everyone who...(and swapping places)
  - Questions on exploring diversity within a group – printed out and cut out – everybody takes two slips of papers, goes around and asks questions

- How do you like to spend a rainy day?
- Of all the places you have lived/visited, what was the one you like the best? Why?
- What was the best compliment you received?
- Who was your childhood hero? Why?
- What are the names of three exotic countries you would like to visit?
- What is the one thing you would really like to own? Why?
- Which bad habits of other people drive you crazy?
- What is the worst thing you did as a kid?
- If you were to name one piece of clothing that describes you, what would you say?
- If you had to eat a worm, how would you cook it?
- What makes the world go round?
- If you had your human body, but the head of an animal, what animal would you pick?
- If you were a vegetable, what vegetable would you be?
- If you were an animal, what would you be and why?
- What was the best job you have ever had? And what was the worst job you have ever had?
- When you were a kid, what did you want to be when you grew up?
- What is one thing you really like about yourself?
- What past action (big or small) did you take to improve the quality of your life?
- What was the best thing that happened to you this past week?
- What part of your daily routine do you enjoy most?
- If you could choose your age forever, what age would you choose and why?
- If you could be in the movie of your choice, what movie would you choose and what character would you play?
- If you could be someone else, who would you be?
- If you could choose, how would you want to die?
- If you could eat your favorite food now, what would it be?
- If you could eliminate one thing from your daily schedule, what would it be and why?
- If you could go anywhere in the world, where would you go?
- If you could go back in time and change history, what would you change? Why?
- If you could have any question answered, what would it be?
- If you could learn any skill, what would it be?
- If you could live anywhere in the world, where would you live?
- If you could wish one thing to come true this year, what would it be?
- If you could read one person's mind, whose would it be?
- What would you do if you did not have to work?
- What would you do if you had a million dollars?
- As a child, what did you wish to become when you grew up?
- What book, movie or video have you seen/read recently you would recommend? Why?
- Would you rather be stranded on an island alone or with someone you absolutely hate? Why?
- If you had a time machine that would work only once, what point in the future or in history would you visit? Why?


- Where in the world you would never want to travel to and where you absolutely want to go?
- Your first memories from the childhood that YOU remember?
- If you had to born another nationality than you are now and you could choose it yourself – who would you like to be?
- What subjects were you good at during the school time and what were you not that good at?
- What you could never FORGIVE to your lover?
- At what stage of life are you now?
- What is the best thing that you own?
- What are you thankful for?
- What makes you laugh? When did you laugh the last time?
- If you could be someone else for a day, who would you like to be?
- Have you ever wished to be the opposite sex (even for a while)?
- If you had to live on a desert island, what would be the 3 objects you would like to take with you?
- If you could choose to be born in another time, which would it be?
- Your childhood's favourite game?
- When was the last time that the film/book made you cry and what was it?
- Who has the biggest influence on your life (apart from yourself..)?
- What would be your ideal vacation?
- What is the most memorable activity that you did with your family as a child?
- When was the last time that you danced and what kind of dancing was it?
- What qualities do you appreciate the most in friends?
- What is 1 characteristic that you received from our parents that you want to keep and 1 you wish you could change?
- What is a good thing happening in your life right now (what makes it good)?
- What is the most expensive thing that you own? Is it also your favourite thing?
- If you could talk to any person now living – who would it be and why?
- Name a gift that you will never forget?
- Who is your favourite cartoon character and why?
- What is the hardest thing that you have ever done?
- If you had this week over again – what would you do differently?
- What objects do you always carry with you?
- If you could change anything about yourself, what would you change?
- What superpower would you like to have?
- If you had a magic stick...
- What or who are you afraid of?
- What is a good deed you have recently done?
- If you could meet any famous person from any century, whom would you like to meet (and talk)?
- Mom or dad; jogging or walking in the forest; burger or Greek salad?
- East or West; movies or reading books; pop or rock?
- What are you looking forward the most in ~ 1 month time?
- Which of the 4 basic elements is the strongest in you – fire, water, earth or air?
- How do you see yourself in 10 years?
- If you could teleport yourself to any place on planet tonight, where would you like to go TONIGHT?

- Presenting co-responsibilities during the seminar - to share the experiences from this project with wider public through a daily post (each time a different country)
- Italian Coffee break organised by participants

   SHARE YOUR EXPERIENCE

We ask each delegation to prepare a -POST for one day according to the schedule below

- BE CREATIVE
- ADD PICTURES OR VIDEOS
- ADD A MESSAGE
- to dedicated page

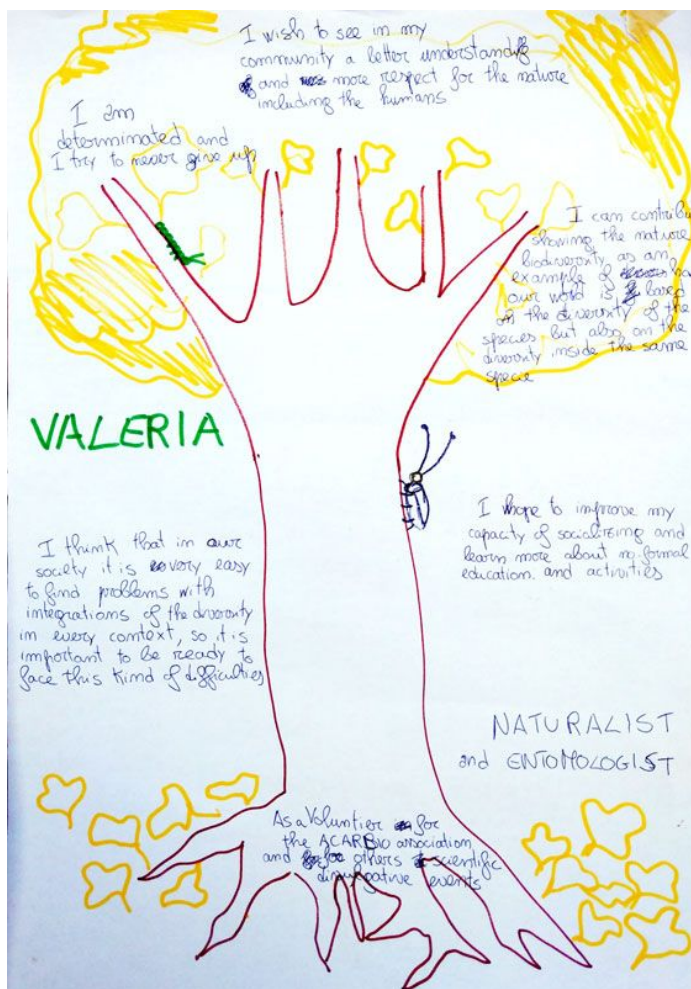
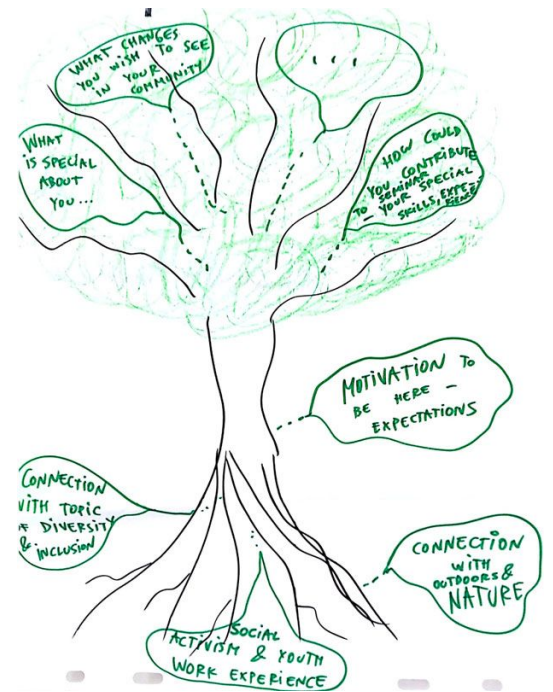
- 1 POST (according schedule)
-  page Esperienza Tramonti Amalfi Coast
- # togetheroutdoor
- # ErasmusPlus
- # AmalfiCoast

11	FRI	LATVIA
12	SAT	ESTONIA
13	SUN	CZECH REPUBLIC
14	MON	SPAIN
15	TUE	ITALY
16	WED	POLAND
17	THU	BULGARIA

... and spread, share, comment, and talk about it! ☺

## Session 1


- Introduction of programme and objectives
- Draw yourself as a plant/tree:
  - What is special about you
  - Connection with outdoor and nature
  - Connection with topic of Diversity & Inclusion
  - How could you contribute to the seminar (skills and experiences)
  - Social activism and youth work experience
  - Motivations to be here - expectations
  - What changes you wish to see in your community
- 30 second presentation of the drawings in circle and then participants walk around mingling with each other and exploring more




- Introduction of the "institution" of Italian families and division into 4 families (Giordano, Amato, Ferrara, Apicella). Task for the families:


# FAMILY CONTRIBUTION




 GET TO KNOW EACH OTHER A BIT MORE AND AGREEING HOW YOU WILL SUPPORT EACH OTHER THIS WEEK


 EXPLORING MONASTERY, FINDING 'WEIRDEST PLACES' AND MAKING  
 ③ CRAZY GROUP PICTURES → (f)





 PREPARE AN ICE-BREAKING ACTIVITY THAT SUPPORTS BUILDING TRUST, BUT ALSO CHALLENGES THE GROUP



 15-20 MIN

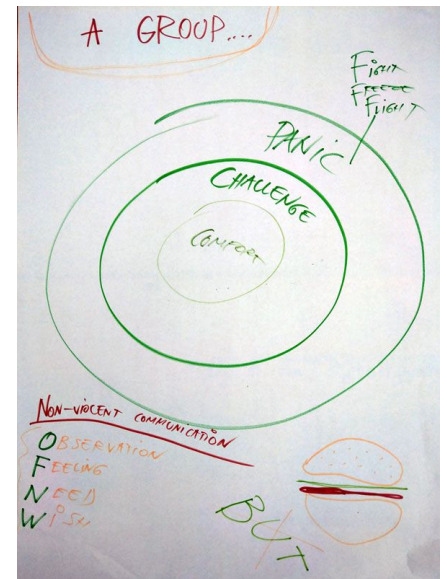
 OUTSIDE TRAINING ROOM

 ACTIVELY INVOLVING EVERYONE

 YOU MAY USE THE RECEIVED 'SPECIAL MATERIAL' FOR IT (BUT DON'T HAVE TO :))

## SESSION 2

- Implementation of ice breakers developed by the family groups:
  - Name remembering by throwing water balloons over a blanket that separates two groups of people so they cannot see each other. When throwing they call the name of the person who is supposed to catch it on the other side.
  - Passing an orange around the circle without touching it with hands
  - Mirrors in couples, showing and reflecting the movements
  - Carrying a person on a chair in small groups, lifting it up.
  - One person can see, the other one is blind. Leading the blind person through hand guidance.
  - Group trust building by climbing steps and walking a path blindfolded and following directions given by sounds.
- Short reflection on working together and trusting in the group
- Short intro on comfort, challenge and panic zone + non violent communication model
- Polish coffee break organised by participants



## SESSION 3

### Getting back to work

- Cooperative musical chairs. Chairs go out, no people go out as long as they do not touch the ground





- Exploring crucial theories, definition and framework that helps to explain D&I
  - Sharing research results in 3 groups, presenting the posters to everyone

✓

- Differences
- Identity
- Variability
- Expression/Experience
- Acceptance
- Similarity/Strength
- Tolerance
- Productive

Diversity: Encompasses complex diff. & sim. in perspectives, identities & POV.

Inclusion: Active, intentional, & ongoing engagement with diversity.

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✗

- Sexism
- Centralism
- Racism
- Bigotry (Superiority)
- Xenophobic
- Homophobic
- All phobias
- Dictatorship/Power

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DIVERSITY

US vs THEM

+ STRONGER COMMUNITY

INCLUSION

EXCLUSION

EASY IN THEORY  
HARD IN PRACTICE

INCLUSION

DIVERSITY

UNIFICATION

INCLUSION

SEGREGATION

EXCLUSION

INTEGRATION

INTEGRATION

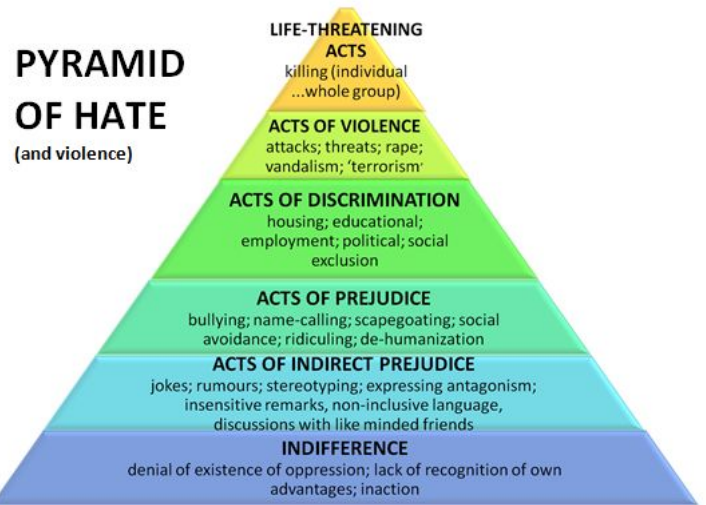
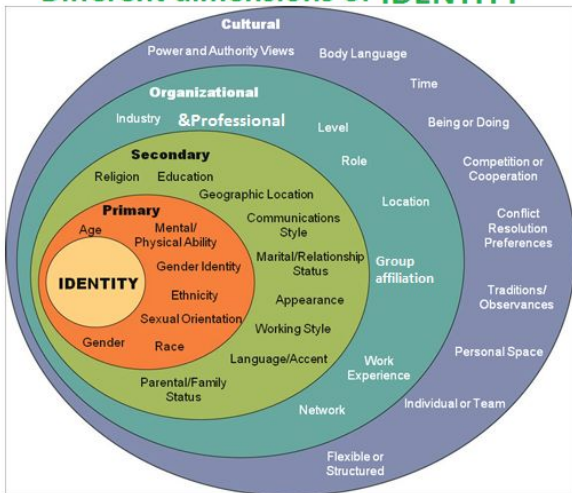
SEGREGATION

EXCLUSION

INCLUSION

- Going deeper into the topic of D&I

### Different dimensions of IDENTITY



### SESSION 4

- Preparation for camping in the mountain:
  - Explain the outdoor days, location, conditions;
  - Equipment and safety issue;
- Preparations in family groups
  1. Cross Check equipment
  2. Family contribution during the outdoor parts - bonding activities for the families to organise the evening by the fire
- Reflection. Family meeting, discussion about day activities.

Facebook report of the day by Latvia

<https://www.facebook.com/CostieraamalfitanaTramonti/posts/173637293348222>

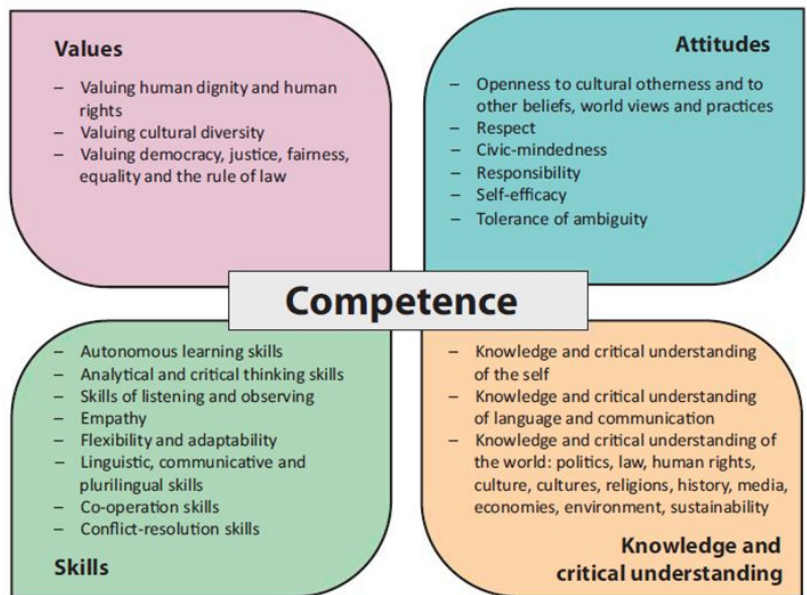
12 May - DAY 2

GOAL: INTRODUCTION TO OUTDOOR

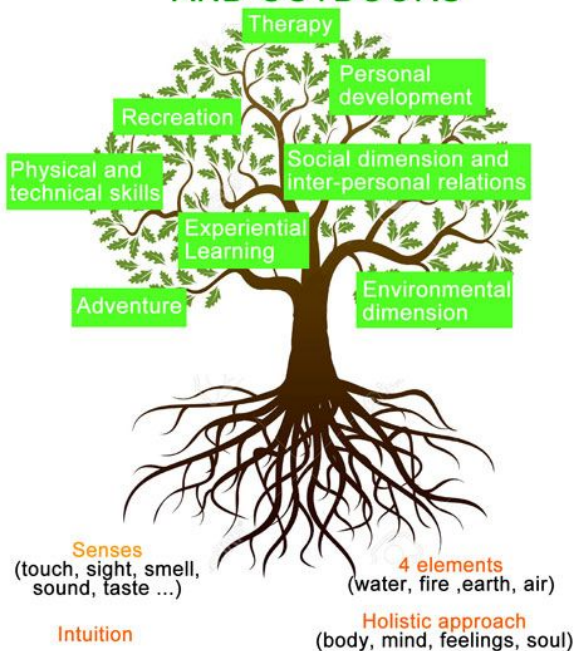
LEARNING; HIKE TO THE MOUNTAIN

- Setting of personal learning objectives:
  - The outdoor tree

The D&I competence model



LEARNING IN THE NATURE AND OUTDOORS



OUTDOOR EXPERIENTIAL LEARNING

Relationship with **the self** through the meeting with challenges

Relations with **others** through group experience and shared discussion making

Relationship with **natural environment** through direct experience of it

Culture doing

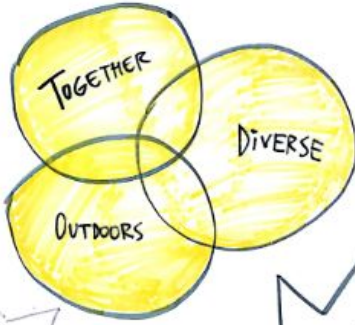


Nature being



# PERSONAL LEARNING GOAL

**SMARTT**  
MEASURABLE  
 SPECIFIC  
 CASUALTY  
 CHALLENGE  
 ENJOYABLE  
 ELEVANT  
 TIME-APPROPRIATE



1 SENTENCE  
- WRITTEN  
DOWN

BE READY  
TO SHARE IT  
BEFORE HIKE

<p><b>BAGPACK SWAP</b> 20m + 20m</p>	<p><b>BLIND WALK</b> 20m + 20m</p>
<p><b>IN-DEPTH RESEARCH</b> OF SOMEONE YOU KNOW LESS / LIKE LESS</p> <p>40 min</p>	<p><b>PHILOSOPHY TALK</b> ON DIVERSITY &amp; INCLUSION</p> <p>40 min NON STOP</p>
<p><b>ULTRA FOCUS ON ME ... MINDFULNESS</b></p> <p>40 min</p>	<p><b>ULTRA FOCUS ON NATURE</b></p> <p>40 min</p>
<p><b>EXPLORING INTERCULTURAL DIFFERENCES</b></p> <p>12-15 people</p>	<p>... - A TASK YOU DEFINE</p> <p>40 min</p>

- Departure from Tramonti to Minori (starting point of the hike)
- Exploring the local environment
- Sharing personal objectives and choosing challenges for the hike (from the options given (see above) or self-invented)
- Two and a half hour hike from Minori to the mountain
- Arrival in S. Nicola convent and setting of the camp
- Reflection Stay - Stop - Start (Family meetings)

## Reflection questions

### PERSONAL REFLECTION

- How was this day for you - in 5 key-words?
- What are you proud of today regarding yourself (you don't have to share it with anyone but yourself..)?

### GROUP REFLECTION

- Basing of the experience from today, what would you like to **stay** the same for the next days – what did you appreciate?
- What would you like to **stop** – what did not work and should not be done the same way for the next days?
- What would you propose to **start** – what recommendations/ideas for improvements you have?



- Closing of the day with evening by the bonfire organised by one of the families

## Facebook report of the day by Estonia

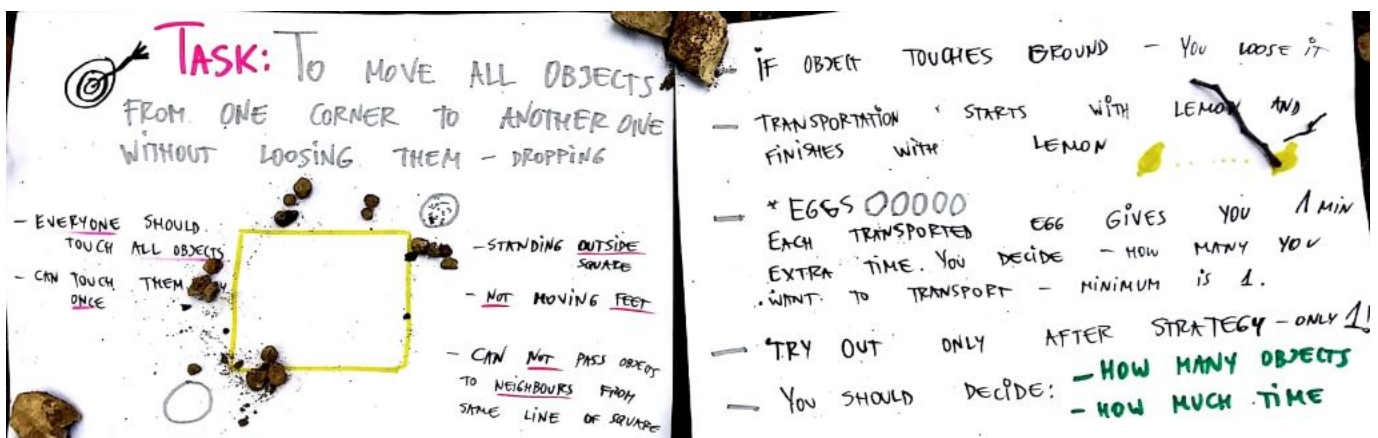
<https://www.facebook.com/CostieraamalfitanaTramonti/posts/173871429991475>

## 13 May - DAY 3

## GOAL: TEAM BUILDING AND WORKING WITH THE NATURE

### SESSION 1

- Morning introduction
- Sharing reflection from the day before: What was the most special moment? What did you discover/realise yesterday? What are your expectations for today?



- Group building task: Transporting objects



- Debriefing
- Solo task, 1 hour alone in the nature

#### TASK

Your task is to challenge yourself to spend 60 min in the nature solo, interact with it and “observe it” with all your senses. Pay special attention to what this interaction and sensations bring to YOU and what do you discover about the NATURE.

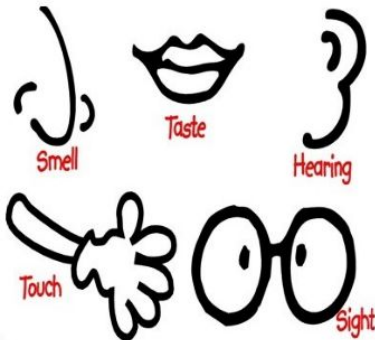
Make sure that there is no one closer to you than 30 m and even if they are there, you pay no attention to them and do not interact.

Pay special attention to ALL your senses during this task...even if you get distracted at some point and stop being attentive to sensations (start thinking...or try to finish the task before the deadline), challenge yourself and come back to it!

Start by eating an orange for 30 min...



- ✓ Everything that we do involves at least one or two senses.
- ✓ There are actually 7 sensory systems (taste, smell, touch, hearing, seeing, proprioception, and vestibular input).



#### Questions for Reflection

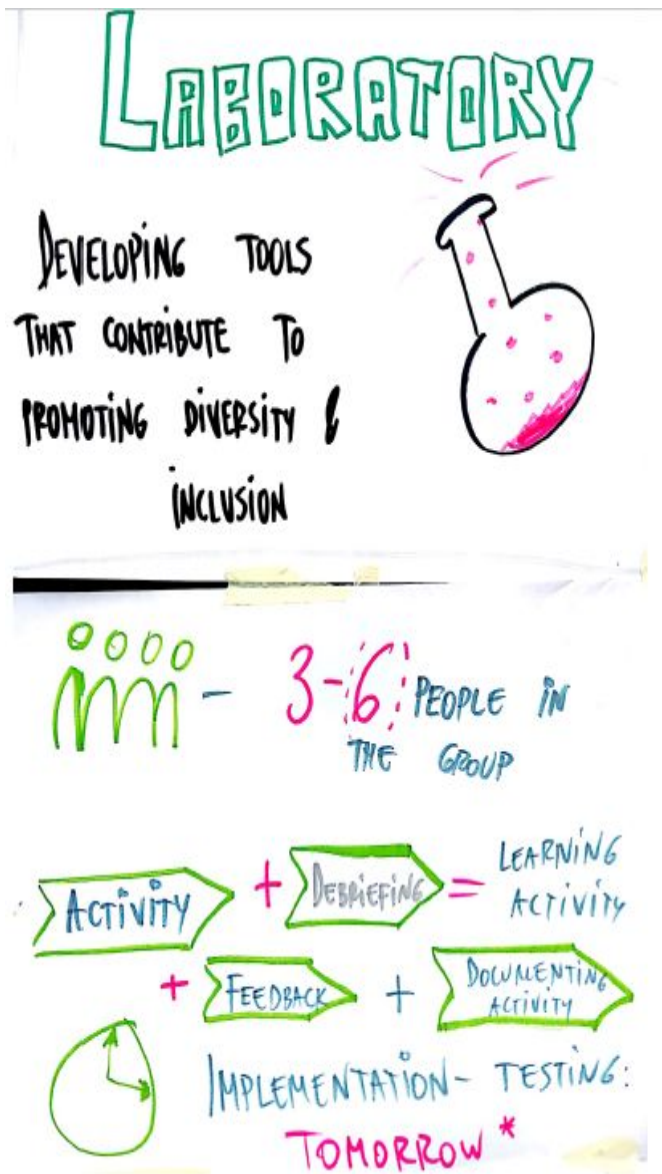
1. How was this task for you – what went well and what was challenging?
2. To what extent did you manage to focus on the task – to sense the nature in different ways throughout the given time – and to what extent were you distracted and did something else (started thinking about other things, etc.)?! Why?
3. Which of the senses were you using the most during the exercise? And which generally are your most developed and least developed senses?
4. What did you discover about the nature and your relationship with the nature during this exercise?
5. What did you discover about yourself?



- Personal reflection and sharing in a group
- Estonian Coffee break organised by participants

## SESSION 2

- **Laboratory:** creative platform for the participants to come up with the activity and its implementation .  
Division in groups.



→ GETTING TO KNOW EACH OTHER  
A BIT MORE - PROFESSIONAL EXPERIENCE  
POSSIBLE CONTRIBUTION, PREFERENCES OF  
TOOLS & TOPICS... THE WAY OF WORKING

→ IDENTIFY SOME LEARNING OUTCOMES  
YOU WISH TO ACHIEVE - SKILLS, KNOWLEDGE,  
VALUES, ATTITUDES... (NARROW DOWN THE LIST)

→ BRAINSTORMING OF IDEAS (10+...)  
FOR METHODS

→ CHOOSING 3-4 MOST SUITABLE TOOLS  
& SHARING THEM WITH I&A

→ PLANNING ACTIVITIES FOR NEXT MEET

- Starting to work on activities
- Consultations
- Evening by bonfire organised by one of the families

Facebook report of the day by Czech Republic <https://goo.gl/izDLX4>

14 May - DAY 4

## GOAL: LABORATORY ACTIVITIES

### SESSION 1

- Morning intro and last preparations of the activities
- Implementation of laboratory "[Treasures are everywhere](#)"
- Implementation of laboratory "[Biodiversity hunt](#)"

### SESSION 2

- Implementation of laboratory "[Pyramid of Love](#)"
- Implementation of laboratory "[No Diversity](#)"
- Feedback (Learning outcomes on D&I, Nature dimension, Methods & Engagement, Facilitation & Teamwork)
- Evening by bonfire organised by one of the families

Facebook report of the day by Spain

<https://www.facebook.com/CostieraamalfitanaTramonti/posts/174356946609590>

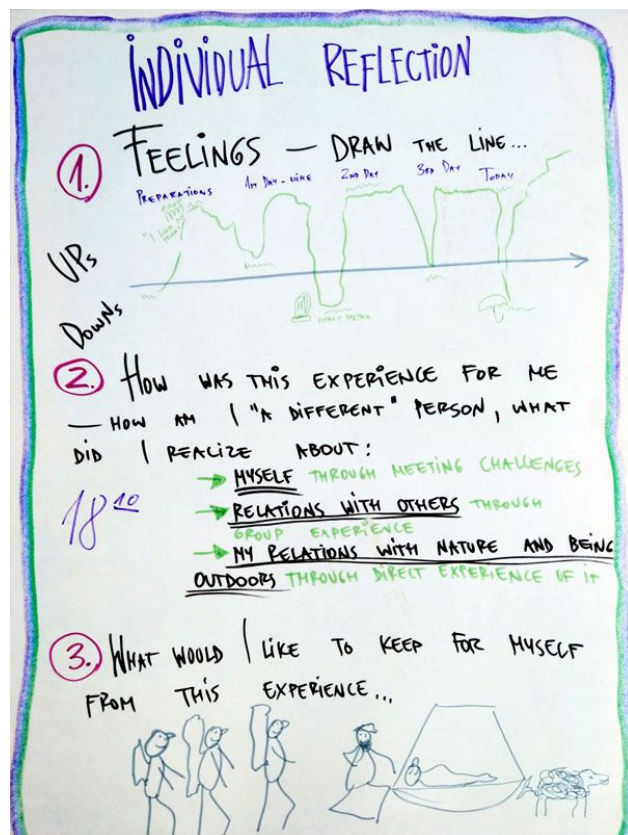
15 May - DAY 5

## GOAL: HIKE BACK AND INDIVIDUAL REFLECTIONS

- Packing
- Farewell ritual organised by one of the families
- Hike back to Tramonti with challenges on the way "No raining - no training!"
- Looking at yourself for 2 minutes in mobile screen - how am I a different person now...
- Individual reflection
- Group reflection in family groups and sharing
- Local evening. Study visit at local environmental association ACARBIO. Pizza and local traditional dances

Facebook report of the day by Italy

<https://goo.gl/CoJuCj>



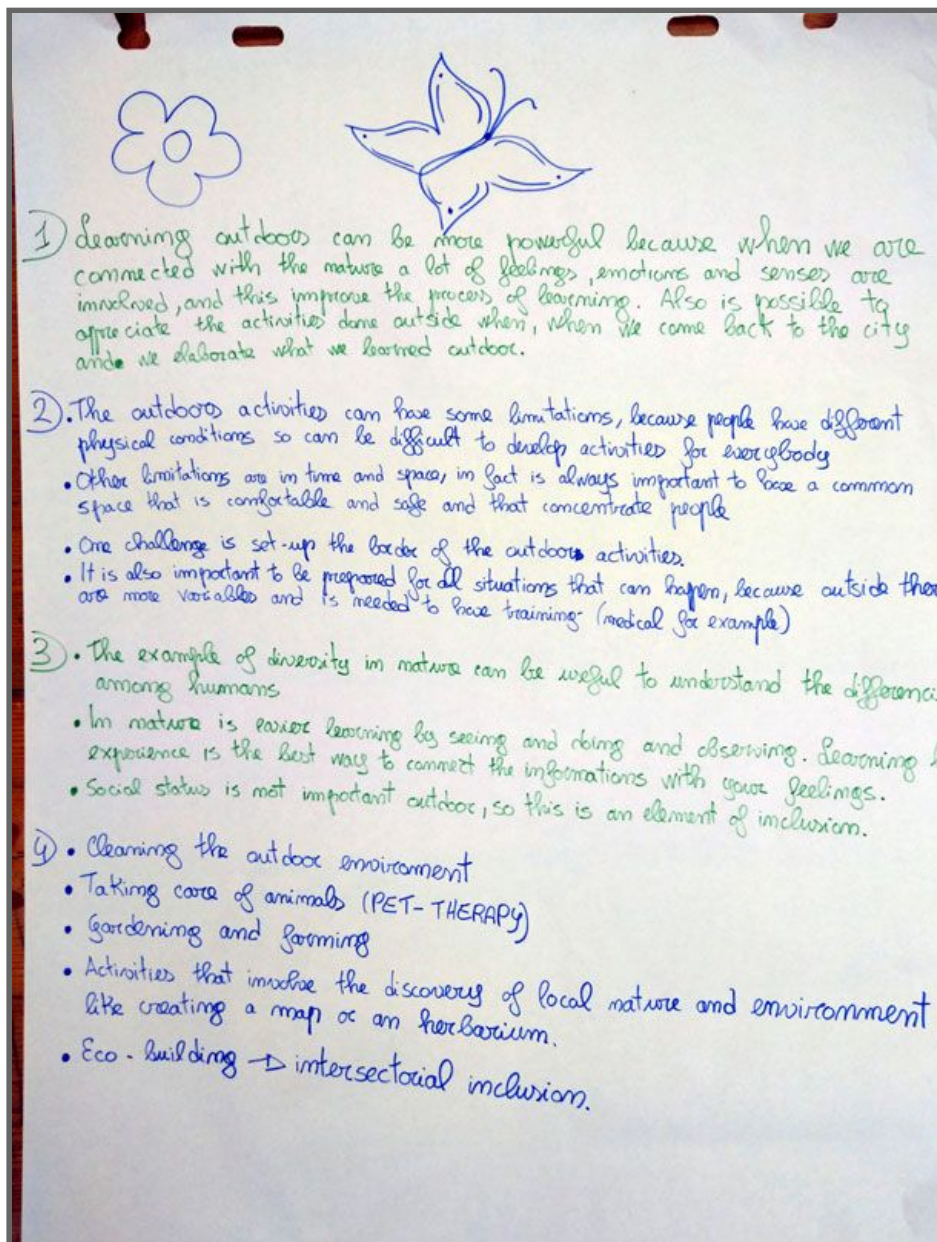


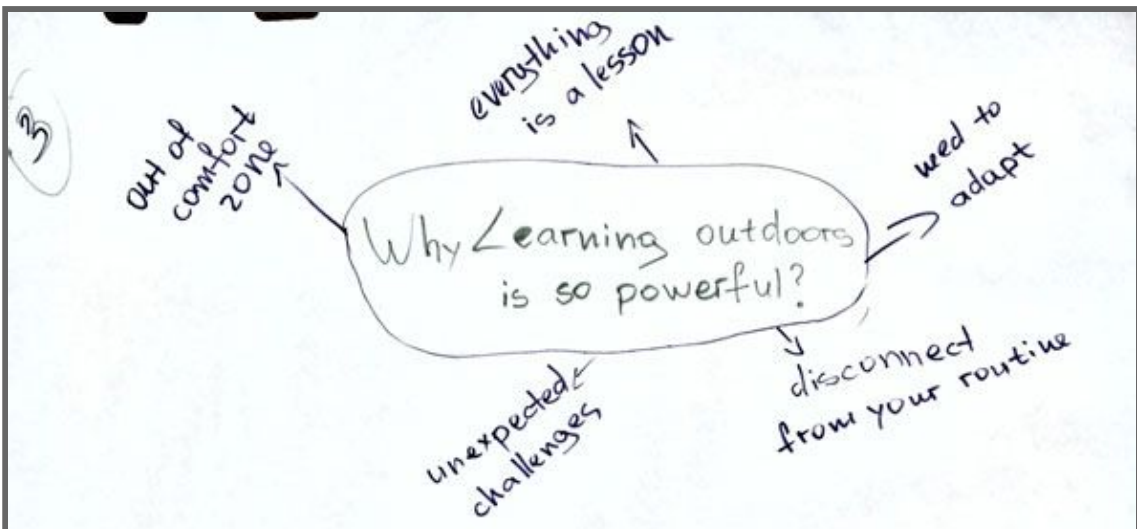
16 May - DAY 6

## GOAL: FINAL REFLECTIONS AND FOLLOW UP

### SESSION 1

- Introduction of the day
- Discussion questions in activity groups:
  - Why learning outdoors is so powerful
  - What are the common challenges/limitations related to non-formal learning process outdoors?
  - How do you deal with it?
  - Does it make sense to learn about D&I outdoors?
  - Share 5-10 good ideas for promoting D&I that you didn't manage to test but would like to... (\*)
  - Preparing descriptions for the manual
  - Presenting results in seminar room





- 4
- there are many distractions
  - limited resources
  - the weather
  - dependence on the group

- 5
- Achieve more in less due to conditions
  - brings out the best & the worst
  - appreciation of personal time

- 6
- money / barter / solidarity
  - solidarity of pain
  - garbage collecting / recycling / upcycling
  - food / dumpster diving and freeganism
  - beauty in arts & nature
  - inspiration for dreaming
  - different bodies

- Spotlight on gender based roles
- personal VS group goals
- negotiate
- heightens the level of acceptance

### ③ WHY LEARNING OUTDOORS IS POWERFUL?

- \* all senses included → helps to remember → memory is stimulated
- \* challenging through being outside the comfort zone
- \* many great elements to be included, from around
- \* wakes curiosity about surrounding things
- \* learning by doing, in action (without internet & simple solutions)
- \* team work is more required and valued

### ④ COMMON CHALLENGES & LIMITATIONS WHEN OUTDOORS

- \* being easily distracted
- \* for some - unused to it - it might be tough to manage longer in the specific conditions (being dirty, no internet etc.)
- \* weather
- \* more time for preparations needed (to gather tools)
- \* not easy to find the right place + bring people there!

⑤ YES (see no. 3)

⑥ GYMCA NA / POCANAY, HANDICAPS  
SURVIVAL "GAME", PHOTO ACTIVITY  
DRAW YOUR FEELINGS, STEREOTYPES THEATRE

⑦ NO

## SESSION 2

- Opportunities offered by Erasmus+
- Speed dating reflection: reflecting on outcomes from the project - in concentric circles (sitting in couples, facing each other in inner and outer circles) answering questions in the form of the role play - telling / describing their experience from the project (what is this project, why learning in nature is powerful, how it can be useful for local youth, etc.) to the different personalities, such as - neighbour in the plane, taxi driver, family member, friend, youth worker/colleague, journalist, decision-maker, etc.

- Postcards: choose 2 postcards and write short message to other youth workers we want to share this experience with, who could find the project's outcome helpful or could be beneficial for successful follow-up activity in one's country. Later post cards will be send to the recipients from Italy by Comune di Tramonti.

### SESSION 3

- National teams think about concrete follow-up activities and how to disseminate the result of the project (visibility, writing of articles, sharing of manual, etc.)
- 1 minute presentation of follow-up ideas
- Family groups to sum up experience (5-7 fan facts/statistics about the seminar, 5-7 hashtags, 3 human statues)
- Closing circle with final comments (going back to their drawings from the beginning and comment)
- Evaluation
- Farewell dinner and family talent show

Facebook report of the day by Poland <https://goo.gl/2ciWP2>

## Resource List

### ***About Learning in the Nature and Outdoors***

- Theories of Outdoor Education:
  - o Amazing site with very rich information <http://www.wilderdom.com/Theories.htm>
  - o The Adventure Wave - <http://www.wilderdom.com/theory/AdventureWave.html>
  - o The Black box theory - <http://www.wilderdom.com/theory/BlackBoxTheory.html>
  - o The History - <http://www.wilderdom.com/history/ChallengeEducationHistoricalRoots.html>
  - o Does Outdoor Education Really Work? A Summary Of Recent Meta-Analyses - <https://pdfs.semanticscholar.org/9783/682f0c3ba543f99c080c42a2c27ba79dcfc0.pdf>

### ***About personal development and Emotional Intelligence***

- Personal Development - Why? - <https://www.skillsyouneed.com/ps/personal-development.html>
- Emotional Intelligence - [https://www.mindtools.com/pages/article/newCDV\\_59.htm](https://www.mindtools.com/pages/article/newCDV_59.htm)
- 50 Tips to improve your Emotional Intelligence - <https://www.rochemartin.com/blog/50-tips-improving-emotional-intelligence/>
- Why EI can be more important than IQ - <https://www.irishtimes.com/life-and-style/health-family/emotional-intelligence-why-ei-can-be-more-important-than-iq-1.2953573>

### **About Youth Work and Non-formal Education**

- A link to SALTO website, where you can find further training opportunities (European Training calendar), Methods and tools (Toolbox) and different thematic publications and documents (Resource centers)

<https://www.salto-youth.net>

- A link to Council of Europe's Youth Work Portfolio – more clarity on what are the competences that youth workers should have

<https://rm.coe.int/1680699d85>

- Training kits on different topics related to youth work and managing organizations

<http://pjp-eu.coe.int/en/web/youth-partnership/t-kits>

- Handbook on understanding youth work

<http://mitteformaalne.archimedes.ee/wp-content/uploads/2014/07/handbook-for-people-working-with-youth-groups-en-web-version.pdf>

### **About INCLUSION**

- “Inclusion A to Z” – A publication/compass to international Inclusion projects

<https://www.salto-youth.net/downloads/4-17-3141/InclusionAtoZ.pdf>

- A video explaining what is NEET and how can YOUthwork provide better opportunities for young people in NEET situations. Results of a research project.

[https://www.youtube.com/watch?v=V6rO7XL15\\_I&feature=youtu.be](https://www.youtube.com/watch?v=V6rO7XL15_I&feature=youtu.be)

- A link to great publications on different aspects of Inclusion – by SALTO Inclusion

<https://www.salto-youth.net/rc/inclusion/inclusionpublications>

### **About Erasmus+**

- Video channel with videos about Erasmus+

<https://www.youtube.com/channel/UCBA7I7XjM4C6kWqxAg8MI8w/playlists>

- “Ready to (ex)CHANGE!” - a practical guide for Youth Exchange organizers

<http://jtba.lt/biblioteka/be-ready-to-exchange-practical-guide-for-youth-exchange-organisers>

- “Cherry on the Cake. Advice for Quality Planning of Youth Exchanges” – a guidebook

<https://www.salto-youth.net/downloads/4-17-3198/Cherry%20on%20the%20cake%20%20publication.pdf>