

Draft agenda

Gender equality as a space of growth

**Tenerife, Spain
6th – 12th of May 2024**

Host organization:

ASOCIACIÓN PARA LA PARTICIPACIÓN, OPORTUNIDAD Y DESARROLLO

✚ **6th of May - Arrival day**

Informal welcome to the event

✚ **7th of May - Day 1**

First part of the day - Intro and welcome to the TC and also get-to-know sessions, on a personal and organizational level.

Second part of the day - Initial conversations around the topic of gender equality and values in youth work related to gender dimensions.

Day one will be focused on self - awareness, self reflection, experiences that aim to acknowledge the fact that the process of building gender inclusive spaces starts with one self and working with biases.

✚ **8th of May - Day 2**

In the first part of the day - Trainers will open conversations and host learning around general human rights issues, gender and intersectional approaches and show also good practice principles and examples.

In the second part of the day - Trainers will host learning experiences on specific topics such as: safe and brave spaces, gender based discrimination, gender equality in and through education, gender equality as a central point to the protection of human rights.

✚ **9th and 10th of May - Day 3 and 4, both the same format**

The 2 days will propose a differentiated/ personalized learning process according to the role of the participants. They will be split in 2 groups

Group one - youth workers

Group two - youth leaders

The following ideas will be included in the 2 days that will be organized in this split format:

In the first part of the day

Group one will take part in a learning process guided by one of the trainers, focused on:

Creating safe spaces, free of discrimination, suitable for learning

Ingredients for a safe inclusive learning space

Inclusive learning practices

Non-formal inclusive methods - how to choose methods without further promoting social normative gender norms

Coaching and Mentoring type practices in learning

Group two will take part in a learning process guided by the other trainer, focused on:

Learning about intersectionality and gender dimensions in organizational management

Needs analysis of gender sensitive practices and policies on the level of the organizational management (strategy, budgeting, human resources, monitoring and evaluation, communication, etc.)

Development of key abilities in gender and intersectional management approaches including the use of inclusive language

Policies and practices for gender inclusive practices.

In the second part of the day, both day 3 and day 4 - The 2 groups will meet and share their learnings and will have the space to work in national groups to put together pieces of the puzzle of what they want to include in their youth center both from the organizational point of view and also from the learning point of view. The process will be guided by the trainers using an organizational development framework. The second part of the day will also include debriefing and reflection contexts on the ideas that were present and could be incorporated in their work.

✚ **11th of May - Day 5**

In the first part of the day - Getting participants to go in national groups, we will invite them to work on an organizational policy for their respective organizations on how to strategically incorporate gender dimensions in their programs and services, on one hand, and at organization level, on another hand. The work will be shared within the larger group.

In the second part of the day - We will evaluate and close the event, having a discussion also about the follow-up of the TC back in the organizations.

✚ **12th of May - Departure day, all day**