Participants are able to
• reflect upon and express their own role in processes of exclu-
  sion and inclusion at personal, interpersonal and structural levels in
  a global context;
• critically reflect on the role of prejudices, power inequalities
  and ideologies in peace work and to begin to develop strate-
  gies to counter their negative effects;
• explain and build upon the anti-bias and social inclusion
  approach in their own work context.
Peace Work aims at establishing and nurturing inclusive soci-
eties that provide equal access to social, political and eco-
nomic resources to all – irrespective of their ethnic origin, age,
gender, physical or mental condition, religious background,
sexual orientation, etc. The training introduces the concepts of
Anti-Bias and Social Inclusion. It aims at strengthening respect
for diversity and creating awareness for discrimina-
tion and social exclusion.
Participants will reflect how they themselves are involved
- and/or affected by the social/global power relations. They will
- learn how to initiate processes of prejudice awareness that
  motivate and equip individuals, groups and institutions to
  critically confront their discriminatory attitudes and actions,
  to gain an overview of the wide range of nonviolent means
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• apply key elements of selected project management tools
  approaches like negotiations and mediation. Such methods can
  lead to sustainable solutions and a de-escalation of conflict.
  However, in order for them to be successful, there has to be a
certain degree of power balance between parties and aware-
ness for the root causes of conflict. To create such pre-condi-
tions, nonviolent direct action is a tool to raise awareness,
mobilise people and confront injustice.

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tions, nonviolent direct action is a tool to raise awareness,
mobilise people and confront injustice.
The training addresses people who are or want to become
- peace promoters and peace workers. Participants will study the basic
  concepts of nonviolent conflict transformation based on Diana
  Francis, including definitions of violence and peace by Johan
  Galtung as well as means of nonviolent action as described by
  Gene Sharp and others.
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Supported by
Participants are able
• apply selected tools for the analysis of the dynamics of nonviolent social conflict in their own contexts;
• think more strategically, i.e. formulating goals, tasks and demands of nonviolent social movements;
• reflect and more systematically manage risks and opportunities.

From Gandhi to the ‘Arab Spring’, from the anti-nuclear movement to the struggle for ... The training will offer a “guided tour” through cycles and dynamics of strategising processes in nonviolent social conflict in their own contexts; understanding the emotional effects of conflicts and disasters on their victims and responding to the victims’ needs are crucial capacities for peace workers and staff of NGOs working in conflict areas and disaster situations.

This training course addresses staff of NGOs and peace workers who experience or need to assist in traumatic and stressful situations as also demanded by international donors.

The training is structured alongside a security management framework that can also be used for advancing organisation-al security later on. We work with inputs, examples, exercises and small group work. The training also includes a crisis management simulation and smaller roleplays. The training will focus on creating policies, programmes and practices that make peace work and activism safer.

Participants are able to
• apply a security management framework and so advance organisational security management;
• apply selected risk and context analysis tools and develop security guidelines.

Peace workers face threats not only because of where they work but also because of what type of work they do. This training aims at proactively managing security on an organisation-al level while touching aspects of personal security. Therefore coordination or management level staff of NGOs and others who are responsible for security of fieldworkers or activists will benefit most.

The seminar introduces key concepts of organisational development and the facilitation of change processes in organisations or teams. Participants will be introduced to analytical and strategic tools as well as methods to support change processes like facilitating larger groups, group dynamics or phases in organisational development. The training addresses staff with internal advisory functions or who are involved in internal development processes.