

# Training

Interculturality as an instrument designed to ensure minimum baseline conditions allowing ethnic minority group members to overcome educational disadvantages and social barriers arising from structural inequalities is a vital element for professionals working in intercultural contexts, especially for those working in social action organisations.

Therefore, the Area of Training designs actions to train mediators and incorporate the latter into social-labour market integration actions with the Roma population, thus facilitating access of this group to the labour market.

Actions in 2007 were implemented amidst heavy demand coming from mediators and specialised trainers in some fields of social action (education, access to employment, social-health services and social services in general) as well as the desirability for further specialisation of the different professionals in response to increasingly specific demands. Actions therefore revolve around four major pillars: training, dissemination

A total of 201 people participated in our training actions on intercultural mediation in 2007.

of materials, transfer of know-how and technical assistance.

» **Training actions.** This refers to both mediators as well as trainers. In the first group, and continuing with the line of actions initiated in previous years, three courses were taught in Valladolid, Barcelona and Aviles on *Management and Disputes Settlement in Multi-cultural Contexts*. A course was also taught on *Intercultural Mediation and Evaluation in the Area of Education* at the CEULAJ (Mollina, Malaga) with a view to providing practical labour training to help mediators to enhance their intervention skills in the area of education, specifically concerning evaluation. The course entitled “Mediation and Family Intervention Training through Short-term Family Therapy” was also given to cover family needs detected by FSG technicians in their daily work.

Trainer training initiatives focus on the training of individuals who, in turn, are responsible for the training of mediators working in the different areas of mediation with the Roma community. Three courses were given on *Co-education and dispute resolution*, two in Madrid and one in Toledo. Two courses were also given on *Mediation in the area*



TRAINING COURSE: “INTRODUCTION TO INTERCULTURAL MEDIATION IN THE FIELD OF EDUCATION 2007”, SEVILLE, 23-24 NOVEMBER 2007.



TRAINING COURSE: "INTRODUCTION TO INTERCULTURAL MEDIATION IN THE FIELD OF EDUCATION 2007", GRANADA, 26-27 NOVEMBER 2007.

of education, one in Seville and another in Granada.

A total of 201 people have taken part in these training initiatives.

**Dissemination of the dossier entitled *Challenges faced in intercultural contexts: intercultural skills and settlement of disputes*.** In addition to training and capacity-building in intercultural skills and competencies, we have also put a priority on continuing with the dissemination of this dossier developed the year before and which is now used as specific material in Management and dispute settlement courses. This material has also been distributed among public and private entities carrying out mediator training projects and which offer intercultural mediation services.

› **Measures aimed at the exchange and transfer of know-how.** In line with the practice of mediation with the Roma community, the FSG has prioritised different fora on reflection and exchange. Specifically, a series of meetings was held in this connection in Malaga.

› **Technical consultation measures regarding mediator training.** These measures represent the continuation of the line of work established with public and private entities involved in the development of mediator training projects and/or socio-labour integration initiatives with the Roma population



TRAINING COURSE: "INTERCULTURAL MEDIATION AND EVALUATION IN THE FIELD OF EDUCATION 2007", MOLLINA (MALAGA), 9-11 APRIL 2007

which envisage the figure of the mediator as part of their professional teams.

In this connection, technical consultation actions focusing on mediation have been implemented with 35 organisations and information has been disseminated on mediation through an FSG publication and the Foundation's web page reaching approximately 1,000 people. The resource centre has responded to many requests for information and resource material on mediation processes, the training of mediators, social and labour market integration and the figure of the mediator.

Technical consultation on intercultural mediation was provided to 30 entities and information on mediation was distributed to over 800 people. This has provided visibility to a number of successful innovative experiences concerning intervention with the Roma community in the areas of labour market integration and intercultural mediation, information regarding resources, conferences, seminars, etc.

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