UniCredit Foundation

UnConference 2024

Roundtables report

June, 26, 2024

UniCredit Foundation

Introduction

The UniCredit Foundation Unconference held in **Milan on June 3-4 gathered over 50 participants** from NGOs organisations.

The Unconference revolved around a central theme: **conflict in all its forms** (social, cultural, educational and within the family). Interested participants were invited to propose topics related to the central theme, which were discussed at dedicated tables with the participation of all the organisations participating in the event.

UnConference Roundtables

TABLE	TOPIC	ORGANIZATION
1	Public Sector Collaboration: from partnership to system change	Joblinge
2	Breaking the cycle: practices for sustaining motivation and retention in education of Roma Youth	Arete Youth Foundation / Bagàsz
3	Educational conflict: getting parents closer to school	Hands Across Romania
4	Conflict: a moment of introspection how can I have a healthy relationship with conflict situations?	Ana și Copiii
5	Digitalization in school education	Education Without Backpacks

UnConference Roundtables

1. JOBLINGE
Public Sector Collaboration
From partnership to system change

2. ARETE YOUTH FOUNDATION / BAGÀSZ
Breaking the cycle: practices for sustaining motivation and retention in education of Roma Youth

3. HANDS ACROSS ROMANIA
Educational conflict
Getting parents closer to school

4. ANA ȘI COPIII
Conflict: a moment of introspection.
How can I have a healthy relationship with conflict situations?

5. EDUCATION WITHOUT PACKPACKS
Digitalization in school education

PUBLIC SECTOR COLLABORATION
From partnership to system change

Roundtable 1 by Joblinge

Participants

Table 1 - Public Sector Collaboration
Held by Jan Boskamp from Joblinge
Thomas Heron
Alessandro Brescia
Diana Filip
Szilvi Koleszar
Iva Eraković
Neža Janež
Rosa Bergmann
Silvia Saladino

Table 1

Public Sector Collaboration

The triangulations around public collaboration:

Partnership

Funds $$ Content
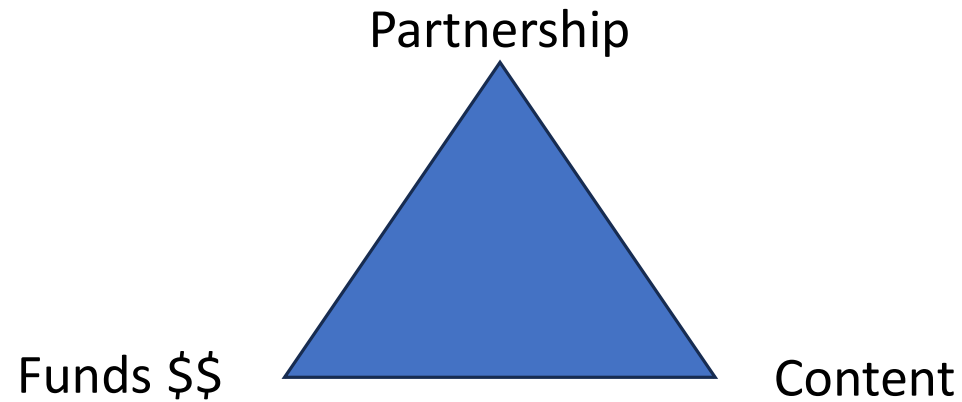
The challenges:
- Input focus
- Delivering projects
- Bringing in budgets in advance (as an NGO it sometimes takes two years to bring in funds in advance)
- Different indicators to measure success

Table 1
Public Sector Collaboration

Table 1

Public Sector Collaboration: how to engage with Public Sector

Project Circle

Application

3 C's Approach:
 Conditions, Contract, Champion
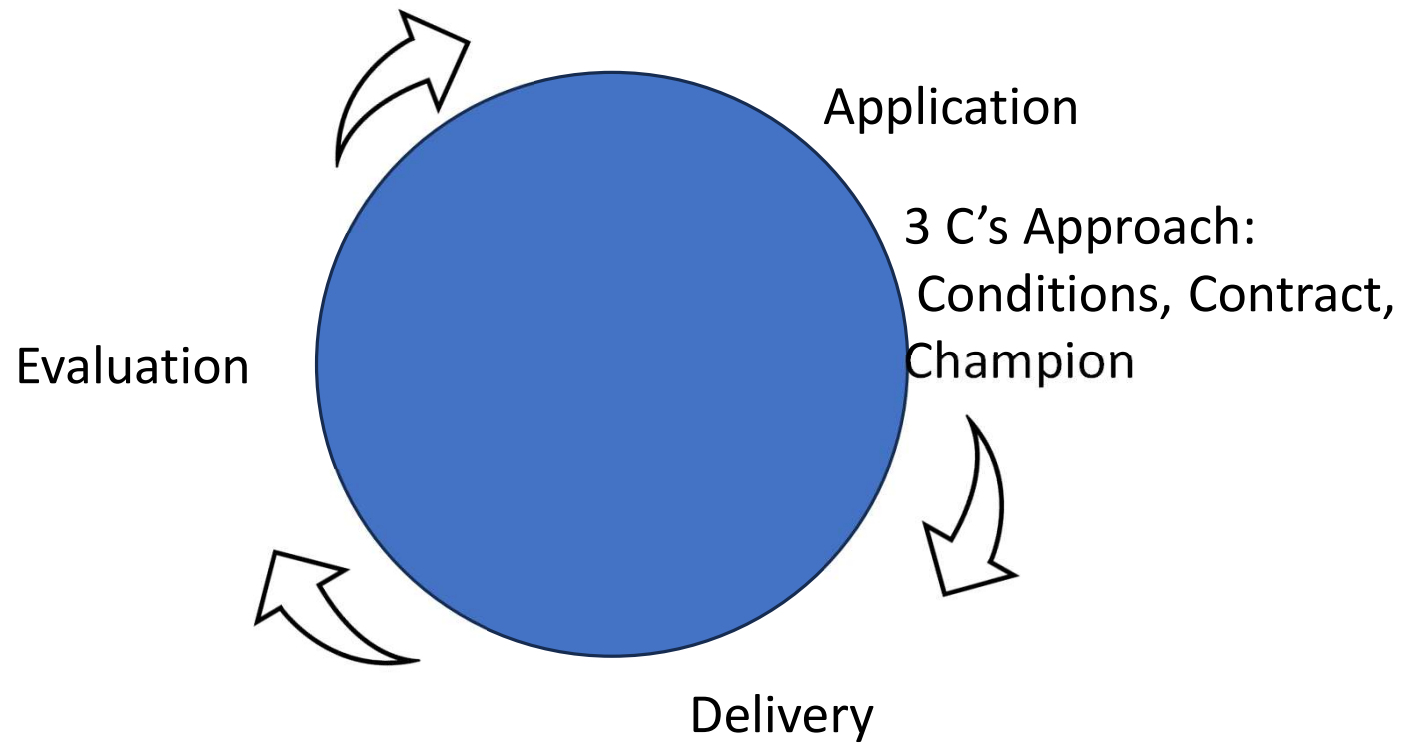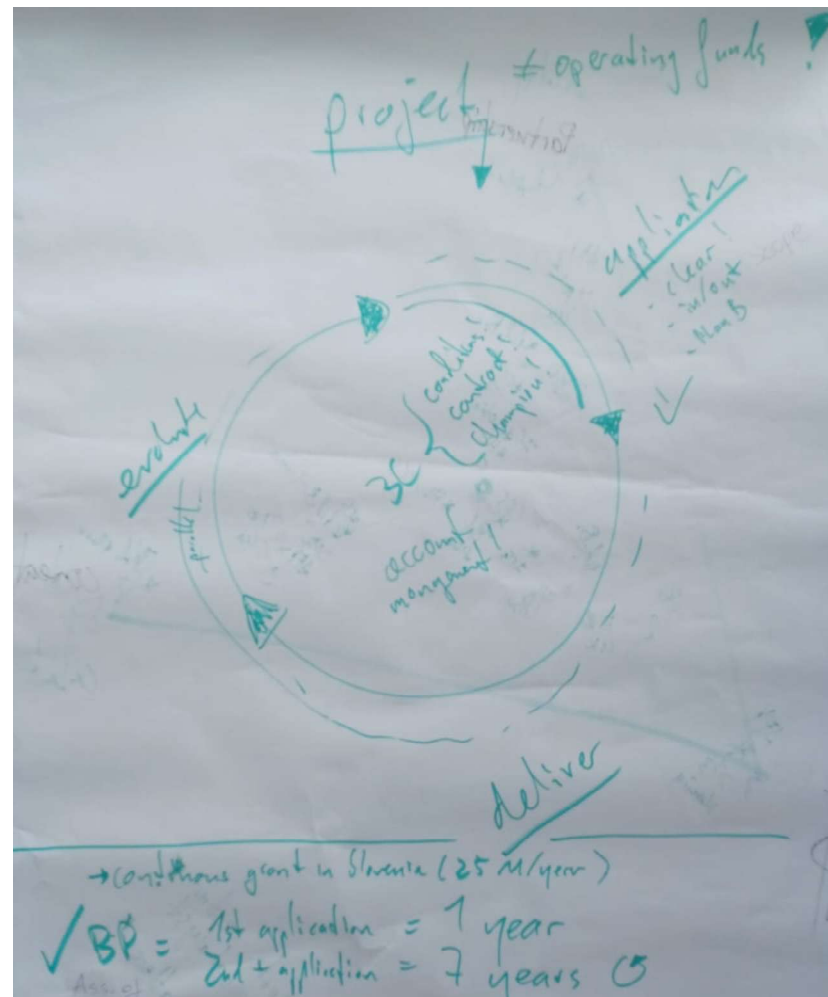
Evaluation

Delivery

Table 1
Public Sector Collaboration

Table 1
Public Sector Collaboration

Solutions: the PYRAMID of system change

At the basis there are some necessary preconditions such as size, matters, partnerships, network, access, publicity and recognitition, media partners.

On the second level: here there is a glass ceiling that most organisations experience before going in to system change like: successfully delivering public projects, deep relations with important people, evaluations and outcomes.

System change level: senior staff collaborations (governaments, CEOs, NGOs)

Table 1

Public Sector Collaboration
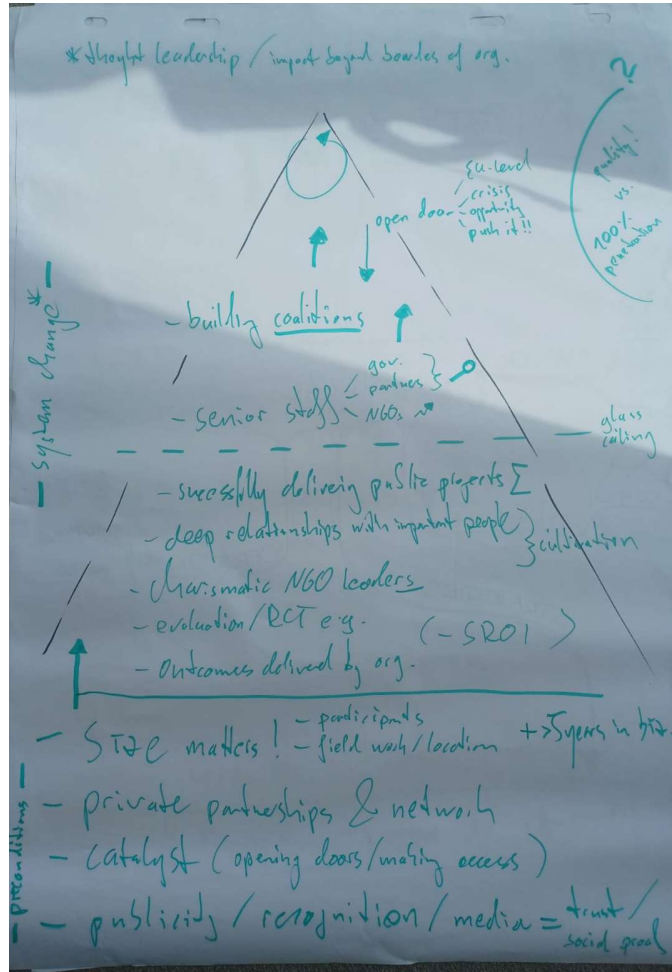
BREAKING THE CYCLE
Practices for sustaining motivation and retention in education of Roma Youth

Roundtable 2 by Areté Youth Foundation / Bagàsz

Participants

Table 2 – Breaking the cycle
Adrienn Natratics Anna Herbst Hristo Hristov Radostina Chaparazova Holders from Arete Youth Foundation / Bagàsz
Daniel Sirbu
Jaroslaw Rafal Wojas
Gabriella Ménich
Olga Shaw
Francesca Quattrocchi
Roberta Bellini
Soňa Tatić

Table 2
Breaking the cycle

In our line of work, everyday we face different contexts in terms of culture, mentality, educational system approaches but the challenges ARE THE SAME.

The Challenges:
- Low high school gratuation rates (65% of Roma girls don't attend school)
- Lack of attendance in university (1% of young people go to university)
- 60% of people who attend our program go to university
- Early marriages
- Gender unequality
- Lack of mentorship support: lack of somebody who can be a guide and give a vision for the future
- Discimination: hate speech everywhere. This prevents young Roman from following their dreams because they think «it's not going to work, no matter how hard I try» and sometimes it really is like this, it really doesn't work because there is nobody who shows the right path.
- Acces to information and opportunities
- Insufficient sustainable support network

15

EDUCATIONAL CONFLICT
Getting parents closer to school

Roundtable 3 by Hands Across Romania

Participants

Table 3 – Educational Conflict
Held by Sandu Mihaela from Hands across Romania
Elfriede Wittberger
Silvia Bruni
Guido Monreal
Andrea Barbuto
Mihaela Voivozeanu

Table 3
Educational conflict

The Challenges:
- Inheritance of educational level.
- Low level of education. Parents don't want their children to overcome their level of education.
- Fear of losing welfare benefits: parents don't want them to get a job because the family might lose some financial benefits.
- Lack of language skills: it's impossibile for them to get closer to educational system
- Lack of education: unalphabetism is a big barrier

The Reasons
- People are unable to go to school
- Lack of resources, no internet access
- Intellectual treshold: language and social status treshold. Feeling inferior to the education system discourages parents from approaching it
- Cultural and religion differences: lots of migrants from arabic countries. It's difficult to reach out to Muslim communities because they have very different values (particularly for women)
- Gender differences
- Lots of parents don't have time beacuse they have two or three jobs, or they work abroad

18

Table 3

Educational conflict: solutions

Solutions:

- Validate the school system
- More communication (marketing campaigns)
- Events for parents so they can see what their children are doing at school and can be proud of them.
- Make them feel important. Tell them they matter and how it is important to their children.

CONFLICT: A MOMENT OF INTROSPECTION
How can I have a healthy relationship with conflict situations?

Roundtable 4 by Ana și Copiii

Participants

Table 4 – Conflict: a moment of introspection
Held by Oana Bulmaga from Ana și Copiii
Joanna Andrzejewska
Iza
Elena Gattafoni
Ljiljana Varga
Massimo Vita
Dubravka Kahrimanović
Gordana Daniel

Table 4

Conflict: a moment of introspection

Conflict is a natural part of working with people.

What is conflict and when does it occur?

Sometimes we have different truths, but conflict needs to be addressed, otherwise it will erupt and cause a lot of damage.

We need a mindset to **see it as an opportunity rather than an obstacle**. We need a space where we can come up with solutions and innovations.
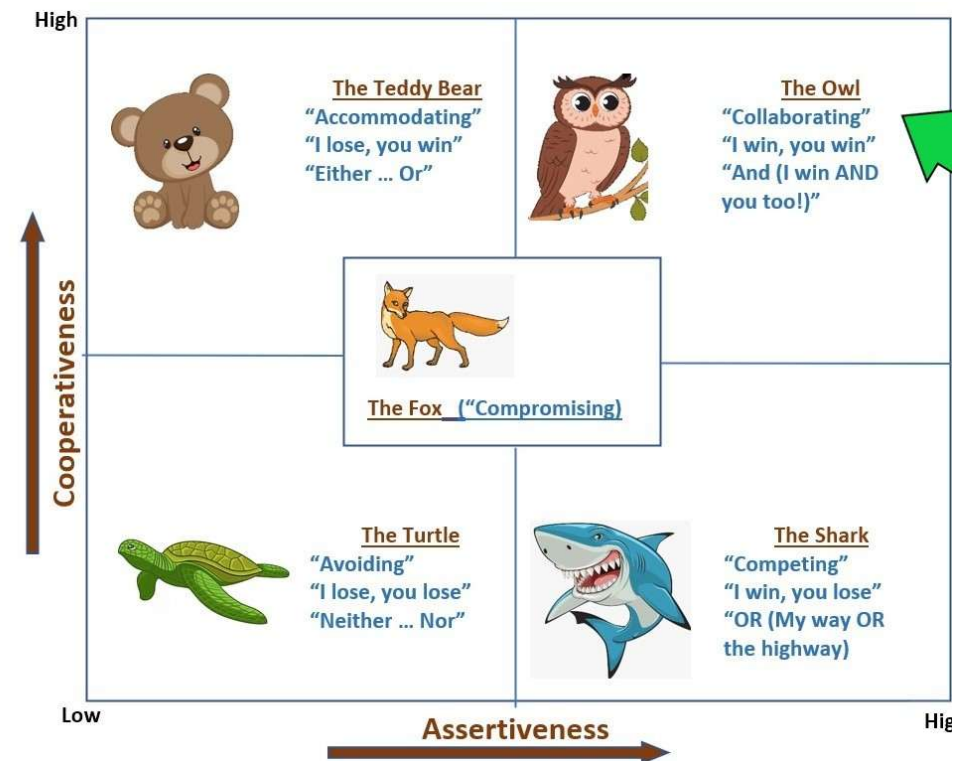
Table 3

Conflict styles

There are different strategies to cope with conflicts based on a continuum between «task VS relationship». It is always a balance betweeen how much you care perceiving your goals and how much you care about relationships:

Conflict styles:

- **Turtle**: avoiding
- **Shark**: competing
- **Owl**: collaborating
- **Fox**: compromising
- **Teddy bear**: accomodating

23

Table 3
Conflict: a moment of introspection - solutions

Every strategy can be valid and can be helpful but **context** is everything. The strategies depend on our personal experience, history and temperament.

When to use which strategy? The best style of conflict resolution depends on the situation. In some circumstances, one approach may be more effective than another.

In our job the most useful one is **collaborating** because we need insight from everyone, from all our stakeholders.
In our line of work, a collaborative approach is essential. Since we function as partners, we inevitably encounter challenges that demand mutual trust for successful resolutions.

DIGITALIZATION IN SCHOOL EDUCATION

**Roundtable 5 by
Education Without Backpacks**

Participants

Table 5 – Digitalization in school education
Held by Rozalina Laskova from Education Without Backpacks
Adam Wolf Rokit
Michal Svoboda
Luca Profico
Valeria Ingenito
Sophia Ricci
Pablo Millanes
Chiara Tomatis
Ryan Turner

Table 5
Digitalization in school education

POTENTIALS	CHALLENGES
• Enhanced learning opportunities: access for all students, learn anytime anywhere, personalized, gamification, master learning fostering creativity. • Benefits for teachers in a new role, including more support for social-emotional development. • Higher standards for better and more skilled teachers. • More effectiveness and more time for teaching at • Schools. • Increased investments in schools. • Greater relevance in social, civic, economic life.	• Equal acces to resources for anyone, not widening the learning & social-economic gap. • Lack of connectivity and devices. • Lack of autonomy of students. • Digital well-being: too much Screen time. Teachers and parents are less digital than students. • Edtech companies are often driven by profit and not values. • Cyber secutity, data protection, digital identity.

Table 5
Digitalization in school education: reframing conflicts

New digital pedagogical approaches	VS	Traditional methods
Students	VS	Educators
Parents	VS	Schools
Policy makers and administrators	VS	Educators/pratictioners
Short-term costs	VS	Long-term benefits
Engagements and Wellbeing	VS	Digital Fatigue
Access	VS	Quality

Table 5
Digitalization in school education: solutions

How to approach conflicts? Contextual approaches or institutional approaches?

Solutions

None of these problems is new… We just need the will to solve them.

How do we solve them systematically?

We do out best of what we can, in our reality, in our context

Is system change possible?

Often it is too contextual, there is no «ONE solution fits all»

Policies are still possible, but context is what matters!

The best way to solve most of these problems is a big coalition involving all stakeholders for a possible long term vision.