

Contributors notes...

Iris Bawidamann is working as an Educational Advisor for the Council of Europe's Directorate of Youth and Sport, based in the European Youth Centre in Strasbourg. Within her work she focuses mainly on participation and youth policy development. Her professional background is in youth and social work. She has been active for several local, national and European NGOs and was also working in the youth department of a municipality and in an international university office.

Hans-Joachim Borck is managing director of social policy within the Deutsche Bahn Group. His other responsibilities include being director of the project "Bahn-Azubis against Hatred and Violence" and member of the parity commission "in favour of equality and considerate cooperation – and against racism and antidemocratic trends" within the DB Group.

Sonja Čandek comes from Slovenia. She works as a trainer in the TiPovej! Institute for Creative Society with the basic mission to enable young people to develop and realize their ideas. Beside this Sonja runs the Centre for Non-Profit Management which aims to increase the effectiveness in non-governmental organizations. She provokes ideas for new activities, believes that everyone is creative and that the non-formal approach can help to raise hidden potential in all of us.

Dr. Semra Çelik completed her studies of German language and literature and went on to carry out an empirical PhD study about "hybrid identity" in relation to the diaspora culture in Germany. In 2006 she became a graduate trainee of the Deutsche Bahn Group with a focus on the project "Bahn-Azubis against Hatred and Violence".

Arne Gillert works with Kessels & Smit, The Learning Company, a network of consultants in the field of learning and development. Everything that involves the bridging of borders fascinates him – borders between cultures, disciplines, ways of thinking. Arne used to work in the youth field as a volunteer, and as a free-lance trainer, among others working for the Council of Europe. Visit the website at www.kessels-smit.com for more information.

Galina Kupriyanova is Russian and has been working since 2004 in the Council of Europe Directorate of Youth and Sport where she is in charge of bilateral co-operation and the European Youth Award. She has been involved in youth policy development and research since 1992. She worked previously as the State Secretary of the State Committee on Youth Policy of the Russian Federation and the Director of the Youth Policy Department. She has published on a range of youth questions.

Nadine Lyamouri is working as an Educational Advisor for the Council of Europe's Directorate of Youth and Sport. Within her work she focuses mainly on social cohesion, Human Rights Education and intercultural dialogue. Her academic background is in intercultural child and youth psychology. Before arriving at the Council she was working in international organisations dealing with conflict transformation and developments in the field.

Katrin Oeser is an anthropologist, who has been working as a trainer for different volunteer programmes as well as in the media and as a social worker. She is currently coordinating the network of National Campaign Committees within the all different – all equal campaign of the Council of Europe.

Christine Øverli Eriksen (24) is from the very far north of Norway. She is the leader of the Norwegian part of the All Different – All Equal Campaign, board member of the Norwegian Children- and Youth Council and member of the Council of Europe Advisory Council on Youth. Christine has been involved in youth NGO work actively on a local, national and European level for eight years. She is finishing her bachelor degree of International Studies at the University of Oslo this spring. Her main interests in youth work are youth policy making, participation, human rights, minorities-, gender- and children's issues.

Luís Manuel Pinto is Portuguese and lives in Belgium working as the European Coordinator of the European Peer Training Organisation (EPTO). A primary school teacher by academic training, Luís is now dedicated to non-formal diversity and anti-discrimination education. During this year he was responsible for the development of youth programmes in the fields of Religious Diversity and Gender and Homophobia. He is also part of the Pool of Trainers of the European Youth Forum and the European Federation for Intercultural Learning (EFIL).

Michael Raphael is director of the all different - all equal campaign. He has worked for a wide range of NGO's over the years, for example: Greenpeace International, Anti Nuke campaign, Human Rights Watch, Reclaim the Streets and Amnesty International. He has also worked as a trainer for the Council of Europe for about 10 years. His training expertise is in conflict management, mediation, leadership development and intercultural dialogue.

Hans-Joachim Schild has been living in Strasbourg since summer 2005 and works as manager of the Partnership between the European Commission and the Council of Europe in the youth field. Additionally, he also coordinated the preparation of the Council of Europe Youth campaign All Different - All Equal until August 2006. Previously Hans-Joachim lived and worked in Brussels for the Youth Policy Unit in DG Education and Culture of the European Commission; amongst other topics he was responsible for the relationship of the youth sector to «lifelong learning», specifically for the whole subject of recognition of non-formal and informal learning. In this period he was involved in drafting the White Paper on Youth (and the relevant chapters on education and training), and a strategy for a better recognition of youth work, including the joint working paper on recognition with the Council of Europe and the Leuven event «Bridges for Recognition».

Gavan Tittle has worked with the Council of Europe youth sector for many happy years, in training on intercultural learning and anti-racism (as he still quaintly calls it), and more recently, in youth research and policy development. He works as a Lecturer in Media in the National University of Ireland, Maynooth, where it rains all year and gives him a professional and personal excuse to watch television. In research, he is interested in how media is used in migration and living between places, in discourses of multiculturalism and diversity, in how the war on Iraq was mediated, and in how we are 'moved' by images we perceive. He sometimes lives and works in Helsinki.

Mark Turpin has over 20 years management experience in Europe, the Middle East and Southern Africa with various organisations, including OXFAM and CARE. His particular areas of interest include strategic change management, organisational learning and development, conflict and diversity management, leadership development, mentoring and executive team-building. He has assisted organisations with HIV/AIDS workplace policies. Mark has an MBA from WITS Business School, and is currently studying for an MSc in Public Policy & Management through SOAS at London University. Mark is married to freelance photographer Gisele Wulfsohn. They have twin boys aged eleven.

Editorial team

Jonathan Bowyer is a consultant trainer working in a variety of fields in the UK and Europe. He has a particular interest in values-based management and partnership development for organisations. Jonathan worked for youth NGOs for over 18 years, most of which was with the national Council of YMCAs in England. He was editor of the T-Kit on Organisational management and a contributor to the T-Kit on Funding and Financial management. He lives in the beautiful English Lake District with his wife and two sons.

Mark Taylor is a freelance trainer and consultant currently based in Brussels. He has worked on projects throughout Europe for a wide range of organisations, institutions, agencies and businesses. In addition to training and consulting activities, he has long experience of writing publications for an international public. Major areas of work include: intercultural learning, international team work, human rights education and campaigning, training for trainers, and developing concepts and practice for the recognition of non-formal learning. A founding member of the Coyote magazine editorial team, he is the editor and co-author of the Intercultural Learning T-Kit and the Evaluation CD-ROM published by SALTO UK.

Bernard Abrignani works as a civil servant at the French Ministry of Youth and Sports and as a Project Officer at the National Institute for Youth and Community Education (INJEP). He is specialised in youth participation, community development, education, prevention of delinquency, intercultural learning and international youth work. He is coordinator of the SALTO-YOUTH Euromed Resource center.

Florian Cescon is currently working as educational advisor of the Partnership between the European Commission and the Council of Europe in the field of youth. His main responsibilities include preparing and implementing the Partnership training activities, as well as coordinating the Partnership educational and training publications (including Coyote!). Previously he was managing a large European NGO organising vocational trainings for young professionals, among other things. He also worked in European affairs & EU policy in Brussels, and in the field of organisational management in Paris. Florian now lives in Strasbourg with his wife and three daughters.

Aymeric Dupont has been the Policy Officer in charge of Training in the European Youth Forum since 2005. He is responsible for the coordination of its Pool of Trainers and of Training Policy. He liaises with the Council of Europe Directorate of Youth and Sport, the European Commission and the SALTO Centers regarding European training programmes. With a M.A in E.U Politics and Policy, Aymeric previously worked with a French MP, and in the election monitoring field with the OSCE. He is also a trainer and a director of holiday camps for French organisations working with youth and children.

Susie Green works for the SALTO Diversity Resource Centre for the YOUTH programme. SALTO, amongst other things like delivering training/resources/support, provides links between campaigns and the programme. She likes doing "real" things with "real" people when she can escape her desk.

Kathrin Groth is a member of the Advisory Council, which is part of the Co-Management-Structure of the Council of Europe Youth Directorate. She started her voluntary life with the scouts and has been active in the scouts since eleven years. Further she is an active member of the German National Committee of International Youth Work (DNK) since seven years. She studied Educational Sciences, worked as Educational Advisor and started in April 2006 to work as Project Leader for the Campaign «all different - all equal» in Germany.

Marta Medlinska has been working in the European Youth Centre of the Council of Europe in Strasbourg since October 2005, first as an educational advisor in the Directorate of Youth and Sport activities, then in the secretariat of the Campaign "All Different - All Equal" and finally in the secretariat of the Partnership between the European Commission and the Council of Europe. Currently she is responsible for the Youth Research activities. Previously Marta was a training officer in the Polish National Agency of the YOUTH programme in Warsaw. She also works as a trainer and Open Space facilitator.