

INTERACTIVE ONLINE WORKSHOPS ORGANISED BY MEMBERS OF THE GERMAN ALF NETWORK FOR ALL MEMBERS OF THE ALF

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26.08.2020 (17:00-19:00 in 4 parts, each with approx. 10 minutes presentation + 15 minutes Q&A)



The Tension between Intangible Cultural Heritage and Superdiversity of Urban Spaces,

Part 1: Importance of Intangible Cultural Heritage for the ALF as an Institution of Intercultural Dialogue

Introductory explanations of terms, principles and cultural-political classifications of the UNESCO Convention(s), the ALF network and the importance of networked systems for the political process of today's societies.

Part 2: Urban Spaces: Places of Migration and Cultural Diversity

Metropolitan regions and urban centers are the preferred places for new lives, especially for migrants, even if they originally come from rural regions. There you will find migrants from their own and other cultures from earlier times of immigration. Cultural diversity is layered over generations and new cultural identities emerge in superdiverse spaces. Negotiation processes of cultural heritage in the local, national, international, multicultural, colonial and post-colonial context and about stories, memories and identities and how these find their way into today's cultural-political regulations, practices and ideas.

Part 3: Urban Traditions as a Paradoxical Construction

The role of intangible cultural heritage for social cohesion and expression of mutual respect for communities and sustainable development in urban areas: life in community, recurring festivals, music, dance, language, nature. Transcultural relationships take place every day in the increasingly diversified cities. Contents and topics are identified. This creates new forms of culture and practice, which become the most diverse, independent urban traditions.

Part 4: Networking in Super-diverse Contexts

However, superdiversity presents scientists, policy makers and the public with the challenge of understanding the complex and extremely dynamic changes in urban societies. To this end, the concepts of diversity management, intercultural opening, networking and open platforms for the areas of consulting and research, communication and exchange, learning, networking and collaboration are mainly used currently.

Fabian Pianka (*Deutsche Welle*)

10.09.2020 (17:00-19:00)



Diversity Management in Times of New Work – Opportunities and Challenges

In view of the constant evolvement of globalization, digitalization and demographic change and the accompanying socio-economic developments, institutions and companies worldwide have to adjust their structures and their corporate culture in order to remain successful in the future.

One of the key factors for organizations to thrive and progress in the 21st century is to strengthen diversity measures and promote inclusion in the workplace.

A fair representation of people of different ethnic origins, religious beliefs, gender equity and people with disabilities, among others, allow for different perspectives. This, in turn, creates a more dynamic output of ideas and helps to promote a more respectful work culture, benefiting the organization and the employees.

Diversity offers enormous opportunities and can create a strong competitive advantage, but also has the potential for conflict. It is hence imperative to incorporate any diversity measures in a solid framework and provide support through initiatives, such as awareness-raising training.

During this two-hour workshop Fabian Pianka will introduce initiatives for an efficient Diversity Management strategy and discuss the do's and don'ts of diversity and inclusion in times of New Work realities in an interactive part of the workshop with the participants.

Anne Gueller-Frey ([Tür an Tür Integrationsprojekte gGmbH](#))

14.10.2020 (17:00-19:00)



Network "Integration through Qualification (IQ)" and Transnational Activities

In Germany, there are a number of factors which cause unemployment to be roughly twice as high among people who have a migration background compared to those who do not. In recent years, immigration to Germany has risen significantly – from other EU countries and from war-torn regions around the world. Many of these people hold professional qualifications or other valuable credentials that are frequently not recognized in Germany.

It is therefore essential to actively tap into all potential, particularly that of people with a migration background. The Network IQ works to improve employment opportunities for people with a migration background. The Network IQ is also engaged in transnational activities with European and international partners.

Since 2009 there is a partnership agreement with Metropolis International, the worlds' largest network on the topics Migration and Diversity. Metropolis International fosters cross-sectoral dialogue on a wide range of issues in migration, integration and diversity.

Following the presentation of the Network there will be an interactive workshop part, where the participants can exchange and discuss.