

## Connecting Spheres Academy

**Connecting Spheres Academy** is a skills-sharing and training program addressed to civil society organisations and entities, both beneficiaries and non-beneficiaries of the Connecting Spheres call.

The training is conceived as a space for exchange of tools and mutual learning, with the objective of sharing knowledge and practices and strengthening collective action to promote inclusive and just societies, free from all forms of gender-based violence against LGBTQIA+ people.

The training was built through a participatory process involving the participating organisations in identifying methodology and needs. The goal of the mutual learning is to map existing expertises and to develop new ones in key areas such as financial sustainability, project design, transformative communication, advocacy, networking, and cooperative learning processes. Through this approach, the Academy aims at strengthen skills and connections among organisations to generate systemic change in their contexts, starting from a transfeminism and intersectional perspective.

### Objectives

To strengthen and support small and medium-sized civil society organisations and entities through an ad-hoc, tailor-made technical, financial and thematic training program.

### Target group

Professionals, volunteers and activists of civil society who want to improve their skills to increase sustainability and effectiveness.

### Methodology

The training will take place both in-person and online and use combined methodologies to facilitate the participation and engagement of attendees. Case studies, interactive scenarios, best practices and practical tools for daily work application will be used.

The entire training program consists of 72 hours, divided into modules of 2 or 3 hours each. Each association (lead and co-applicant) are invited to attend at least **12 total hours**, including:

- **6 mandatory hours**, divided into two modules:
  - safeguarding and ethics (3 hours)
  - project management (3 hours)
- **6 free option hours**, freely chosen from the list of modules

Associations and entities participating as "associated partners" may freely choose from all modules with no time limits.

## How to enrol

Please, enrol individually through this link: [Connecting Spheres Academy](#)

### Programme:

SUBJECT	FRUITION	HOURS	DATE AND TIME
Safeguarding/child safeguarding and ethics	Mandatory	3 h	on Tuesday 28th April (4-7pm) ENG*
Technical and financial project management	Mandatory	3h	On Tuesday 19th May (4-7 pm) ENG*
Project Monitoring, learning and evaluation	Free option	2 h	On Tuesday 21st April (4-6pm) ENG*
European Union Values	Free option	2 h	on Thursday 7th May (4-6 pm) ENG*
Gender based violence with an intersectional approach	Free option	2 h	on Thursday 28th May (4-6 pm) ENG*
Policy&advocacy	Free option	2 h	on Thursday 14th May (4-6 pm) ENG*

\* The modules will foresee simultaneous interpretation into English

### Subject description and trainers:

#### Safeguarding and Ethics

*Maria Nella Lippi (Head of Gender Justice Program, Oxfam Italia Intercultura), Martina Brunelli (Safeguarding & Compliance Officer, Oxfam Italia), Gabriele Rosato (cultural anthropologist and Research Fellow, Pontifical Gregorian University)*

This session explores the protection of the front-line workers delivering activities and services to people, with particular attention to minors. Through a practical workshop, participants will examine the minimum protection standards that organisations can adopt to ensure that every intervention is safe and responsible, protecting both those who deliver services and those who participate in them. The session provides concrete tools and space for exchange to strengthen safeguarding practices within programs.

#### Technical-Financial Project Management

*Clara Bigiarini (Desk Officer Italy - Gender Justice Program, Oxfam Italia Intercultura)*

### ***Antonio Mancini (Finance & Compliance Grant Manager – International Programs, Oxfam Italia)***

This module provides tools needed to effectively manage the technical and financial aspects of projects funded at the European and national level. It covers:

a) Budget planning and monitoring, ensuring transparency through sound technical-financial planning; b) Reporting procedures and compliance, aligned with requirements of different funding programs; c) Optimisation of resources and processes, to maximise the impact of initiatives. The approach is practical and enriched with operational tools and real cases, aimed at strengthening the capacity of organisations to manage complex projects strategically.

### **Monitoring, Evaluation, Learning and Accountability (MEL)**

#### ***Anna Rita de Bellis (Monitoring, Evaluation and Learning Senior Officer, Oxfam Italia)***

The module offers participants a clear understanding of how MEL structures fit within the project cycle and how they become essential tools for maximising the impact of third sector projects. The session provides tools for identifying indicators (including gender-sensitive and intersectional ones), and examples of data collection both quantitative (with attention to disaggregated data, gender sensitivity, intersectionality, privacy) and qualitative (structured and semi-structured interviews). Real examples and case studies will help consolidate concepts.

### **EU Values**

#### ***Marta Capesciotti (Researcher, Fondazione G. Brodolini)***

This module explores the founding values of the European Union—equality, non-discrimination, and fundamental rights—and their impact on policies addressing gender-based violence and discrimination against LGBT people. Combining theory and practice, the session offers tools to transform these principles into political and project drivers within local and national contexts.

### **Gender-Based Violence (GBV) with an Intersectional Approach**

#### ***Giorgia Serughetti (Researcher in Political philosophy at University of Milan-Bicocca)***

This module addresses intersectionality as a tool for understanding GBV as a structural phenomenon rooted in multiple forms of power: patriarchy, racism, ableism, and anti-LGBTQIA+ prejudice. It analyses how migration background, disability, gender identity, sexual orientation, socio-economic status, and age shape different and often invisibles experiences of violence. It also discusses data gaps and institutional narratives that marginalise certain types of violence.

### **Policy & Advocacy**

#### ***Barbara Kenny (Head of Institutional Communication, Fondazione G. Brodolini)***

This training strengthens organisations' capacity to influence public policies on GBV and LGBT rights, starting from participants' own experiences as activists. Through a co-creation approach, participants transform field challenges into clear, realistic political asks. The session provides concrete tools to turn experience into advocacy strategies.

### **Contacts**

[Info.connectingspheres@oxfam.it](mailto:Info.connectingspheres@oxfam.it)

[mariagrazia.krawczyk@oxfam.it](mailto:mariagrazia.krawczyk@oxfam.it)