A good practice to promote an intercultural approach through the organizational culture

Since 2011, La Xixa has been providing a training program called “Intercultural Forum Theatre Facilitator Training”. The program directly involves about 20 participants between March and November, in order to train on social issues and EDI values through different techniques and methodologies, such as Theatre of the Oppressed, Process Work and other participatory and creativity tools.

During the training period, the creative and theatrical tools are used to help in questioning power relations and stereotypes, discriminations and language communication. Each year, the facilitating techniques focus on working different values, such as how to facilitate diverse and polarized groups.

Through the training process, two events are held, where the training participants facilitate and perform Forum Theatre plays. The events involve about 400 citizens from different backgrounds and experiences. They are invited to reflect on the performances and open dialogue about social issues and how to contribute with the community in co-creating a world more in line with EDI values and re-thinking organizational culture. We offer this training and events to all those people of all ages and backgrounds who are interested in multiplying the methodologies of La Xixa, such as Forum Theatre, Theatre of the Oppressed and Process Work.

We think this training is an example of a good practice in promoting organizational culture, as it promotes EDI values, intercultural dialogue, intersectionality and community work in order to overcome differences and work for a more real equality in accordance with the values we stand for with a specific group.

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