

ID TALKS!

This series of the ID Talks will take you on a journey across Europe to hear experiences from youth workers who create inclusive international youth projects.



ID Talks:

INCLUSIVE PARTNERSHIPS
INCLUSIVE PREPARATION
INCLUSIVE ADMINISTRATION
INCLUSIVE LEARNING
INCLUSIVE PROGRAMMES

Download this and other SALTO Inclusion & Diversity booklets for free at www.SALTO-YOUTH.net/Inclusion/. This document does not necessarily reflect the official views of the European Commission, the SALTO Inclusion & Diversity Resource Centre or the organisation co-operating with them.

ABOUT SALTO

...‘Support and **A**dvanced **L**earning and **T**raining **O**pportunities within the Erasmus+: Youth in Action and European Solidarity Corps programmes’. The European Commission has created a network of seven SALTO-YOUTH Resource Centres to enhance the implementation of the EU Erasmus+: Youth in Action and European Solidarity Corps programmes, which provide young people with valuable non-formal learning experiences.

SALTO’s aim is to support the implementation of the European Erasmus+: Youth in Action and European Solidarity Corps Programmes with regard to priorities such as Social Inclusion, Diversity, Participation, and Solidarity. SALTO also supports co-operation with regions such as EuroMed, South-East Europe, or Eastern Europe and The Caucasus and coordinates all training and co-operation activities, as well as information tools for National Agencies.

In these European priority areas, SALTO-YOUTH provides resources, information, and training for National Agencies and European youth workers. Most of these resources are offered and disseminated at www.SALTO-YOUTH.net. Find online the [European Training Calendar](#), the [Toolbox for Training and Youth Work](#), the database of youth field trainers active at the European level ([Trainers Online for Youth or TOY](#)), links to online resources, and much more.

SALTO-YOUTH actively co-operates with other actors in the European youth field, among them the National Agencies of the Erasmus+ and European Solidarity Corps programmes, the Council of Europe, the European Youth Forum, European youth workers and trainers, and training organisers.

THE SALTO-YOUTH INCLUSION AND DIVERSITY RESOURCE CENTRE WWW.SALTO-YOUTH.NET/INCLUSION/

The SALTO-YOUTH Inclusion and Diversity Resource Centre (based in Belgium Flanders) works together with the European Commission to support the inclusion of young people with fewer opportunities in the Erasmus+: Youth in Action and European Solidarity Corps programmes. Through that, it works to contribute to social cohesion in society at large. SALTO Inclusion and Diversity also supports the National Agencies and youth workers in their inclusion work by providing training, developing youth work methods, disseminating information via the newsletter, etc. By offering opportunities for training, exchange, and reflection on inclusion practice and diversity management, SALTO Inclusion & Diversity works towards the visibility, accessibility, and transparency of its inclusion & diversity work and resources, and towards making ‘inclusion of young people with fewer opportunities’ and ‘positive diversity management’ a widely supported priority.

For more information and resources, have a look at the Inclusion & Diversity pages at www.SALTO-YOUTH.net/Inclusion/



DISCLAIMER

This magazine contains pictures as a result of the Graphic Recording which is an integral part of all the ID Talks events. There are four types of styles throughout the whole magazine.

- **General Cover Picture.** It is used for promotional reasons throughout the social media channels and the dissemination materials and it depicts the logo of SALTO Inclusion & Diversity, the title, and the graphic elements of each version of the ID Talks events. It is displayed as a cover picture of each ID Talks version.
- **Portrait of Speaker.** It depicts each speaker and a few graphic recording elements such as written parts of their "speech" and/or any other graphics according to the style of each ID Talks version. It is displayed on top of the speaker's description page.
- **Main Graphic Recording Card.** It is used for promotional reasons throughout the social media channels and the dissemination materials and it depicts the logo of SALTO Inclusion & Diversity, the title, and the graphic elements of each version of the ID Talks events, including the specific name of the event, the portrait of the speaker, written quotes of their "speech" and/or any other graphics. It is displayed on top of the first page of each article.
- **Graphic Recording Elements.** Throughout each article, the graphic recording elements complement the text with essential parts of each speaker's "talk".

I & D Talks

“Inclusion & Diversity Travels”

What is it all about?

“ID Talks” is a series of 5 online workshops on 5 major topics to promote inclusion & diversity (ID) and quality youth work. It features youth workers, professionals and volunteers, from all over the world to share insights, research findings, food for thought, good practices or inspirational stories. They will guide participants through the pressing matters and challenges affecting Inclusion & Diversity and inspire them to make their programmes and organisations more inclusive, embrace human differences, look ahead and picture how the future of youth work and Inclusion & Diversity might be.

Each workshop begins with an input from a guest speaker. Afterwards, participants have the opportunity to engage in the discussion, ask questions and share about their own realities and experiences.

For whom?

- Youth workers, youth leaders, professionals and volunteers involved in ID in the EU youth programmes, as well as all those interested in youth work and inclusion & diversity topics.

Why should you join?

- Get food for thought and learn from inspirational ID stories.
- Learn about ID topics from the youth work sector and beyond.
- Get information, inspiration, methods to help the youth sector address ID.
- Put some more quality in your (international) youth work.
- Identify and learn how to tackle existing and future challenges within ID.



Event Dates:

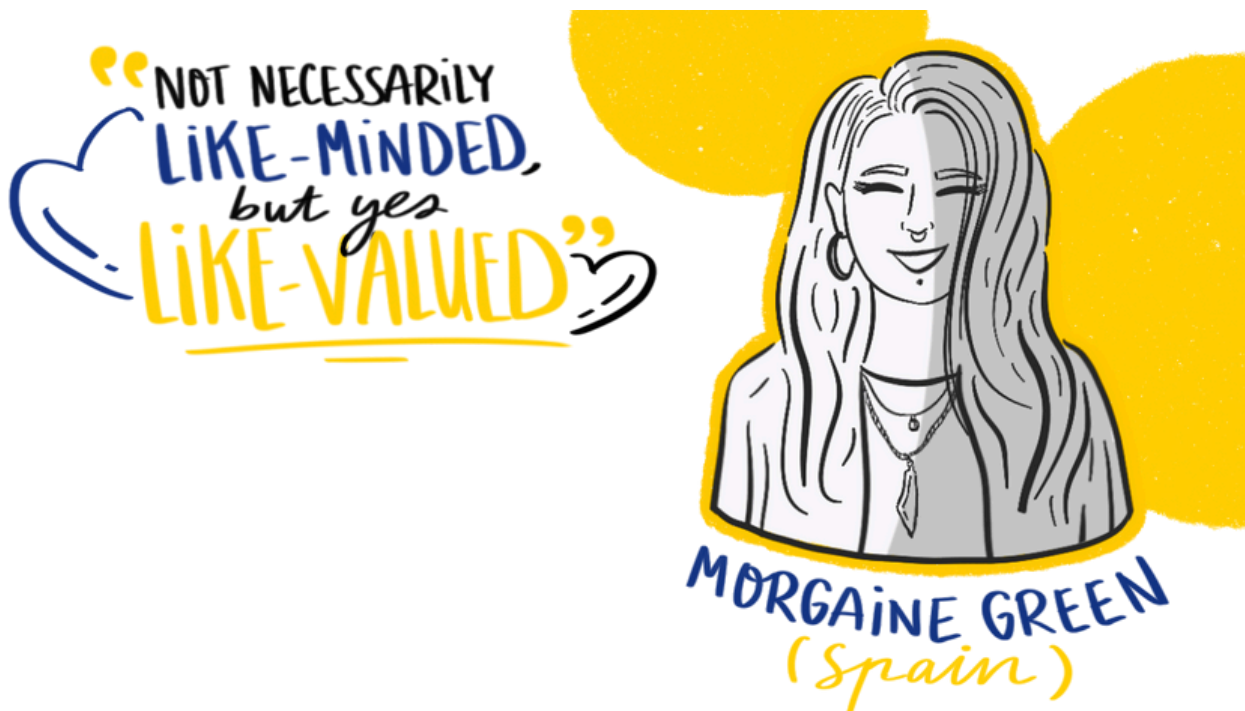
- 11 September (13h CET) > **ID Talks Inclusive Partnerships (and project initiation)** - The beauty of international youth projects is that we can learn from and with other organisations about inclusion and diversity. And finding the right partners is important to organise quality projects: partnerships that are built around common values and that help us achieve our inclusion goals. How and where do we find partner organisations and build strong partnerships? What is the key to successful project initiation? This ID Talk brings you first-hand experience and practical tips on how to give your inclusive international youth projects a quality start. Guest speaker: **Morgaine Green**, Otra Escuela, Spain
- 25 September (13h CET) > **ID Talks Inclusive Preparation (of participants and teams)** - Inclusion is a process that takes time and thought. In every activity, you can learn something new with and from the experts, team and participants involved. Though there is no one uniform model for all-inclusive and diversity-sensitive projects, one thing is uncompromisable: proper preparation of everyone involved in the project, from participants to experts, teams and local community. How to maintain inclusion as a core value when preparing our participants and teams? What can help us translate our values into practice? In this ID Talk, we will equip you with knowledge and tools to support participants and team members in developing their inclusion skills and working together for inclusive international youth projects. Guest speaker: **Abderrahman Assorhani**, Föreningen Framtidståget, Sweden
- 9 October (13h CET) > **ID Talks Inclusive Administration (from budget to logistics)** - When we plan an international youth experience in an inclusive and diversity-sensitive manner, we are sometimes worried that this could mean extra costs, administrative burden and impossible logistics requirements. So what special funding exists to support inclusive Erasmus+ youth and European Solidarity Corps projects? And what are the rules to follow? Have you considered making your projects more inclusive, but are you worried about the financial implications, managing logistics and bureaucracy? Do you want to make the best use of the available inclusion support? This ID Talk explores project administration through procedures and real-life examples. Guest speakers: **Elzbieta Kosek**, **Kreisau-Initiative & Hanna Schuessler**, JEUGEND für Europa, Germany

Event Dates:

- 23 October (13h CET) > **ID Talks Inclusive Learning (and programme design)** - Getting in contact with other people and sharing experiences is a powerful way of learning. However, for this learning to happen, we need to plan it conscientiously. When organising inclusive international youth experiences, we should we create the space and give tools for young people and team members to develop knowledge, skills and attitudes. But we also need to support them to identify the learning and change they went through. How can we make sure that all participants of youth project have meaningful learning experiences? This ID Talk focuses on different ways to approach learning in inclusive international youth projects. Guest speaker: **Aleksa Savic**, Grupa Izadji, Serbia
- 6 November (13h CET) > **ID Talks Inclusive Programmes (for youth from the European Union)** - To conclude the autumn 2024 series of ID Talks, let's connect the dots and draw some conclusions. How inclusive are the Erasmus+ youth programme & the European Solidarity Corps? How well have we been doing since the launch of the ID Strategy and throughout the current cycle of the EU youth programmes? This ID Talk identifies the programmes' strengths and weaknesses, and shares important ID lessons learnt for the future European youth programmes beyond 2027. It is based on the SALTO ID interim evaluation of the inclusiveness of the Erasmus+ youth programme and European Solidarity Corps and the contribution of the Inclusion and Diversity Strategy in enhancing inclusion in the youth field, in the period 2021-2023 ([January 2024 Making EU youth programmes more inclusive - research report.pdf](#)). Guest speaker: **Gisele Evrard**, Belgium

ID Talks: Inclusive Partnerships (and project initiation)

What is the key to successful project initiation?



GUEST SPEAKER: MORGAINE GREEN

Youth worker with inclusive groups, international trainer/facilitator and project manager with focus on cultures of peace and care, art and play, positive transformation of conflict and creative non-formal education for collective liberation and social justice. 10+ years participant and professional of Erasmus+, passionate about mutual learning, lifelong playfulness and making connections. Happiest when reading or tap dancing.



Article

Morgaine Green



When I think about inclusive partnerships, I ask myself what for? And I believe it's 3-fold. To facilitate the participation of people who otherwise would not, to practice the same care in our institutional relationships that we preach in other dimensions, and to achieve further inclusion or social justice goals "on the ground" through these partnerships.

With this in mind, I will aim to share some food for thought after 10 years of inclusive projects and fostering long term partnerships through Erasmus+.

Participation is key:

The thing that continues to be most useful and successful for me is participating in continued trainings to keep up to date on different projects and meet new people. These might be NA or Salto events such as Partner Building Activities or Study Visits designed exactly for this in different topic areas of your specific field. But it is also essential to participate in training activities by other organisations, not only to meet or expand partners, but to experience first-hand as a participant what works for you or doesn't, and to implement this in your own coordination. It also allows you to meet the partners of your partners, and participants not always selected by NAs (there are only so many places on NA activities).



In a similar way, and as it is not possible to attend everything yourself, we can send our own participants (colleagues or beneficiaries) to others' projects who navigate with our accompaniment and on our behalf. This way we get to know partner organisations "from both sides".

In mutual projects we can share also informal "follow-up" between our activities, meet others in similar positions, exchange partners AND get to know each other better as people (people make decisions and relations, not organisations). It is not always necessary to be like-minded (we always have something to learn, unlearn or challenge from each other) but like-valued. We can participate together putting in the groundwork to understand each other as people (people make decisions, not institutions) and thus when our partnership "goes long-distance" or online, we don't try to avoid but to transform conflict on the way.

Ecology of inclusion:

ECOLOGY OF INCLUSION

IT IS IMPORTANT TO BRANCH
OUT FROM WHAT WE
KNOW & EXPLORE FURTHER



As Audre Lorde said, “there is no such thing as a single-issue struggle because we do not live single-issue lives.” Make bold moves to include diverse target groups on specific topics (of course we want Deaf participants in antiracism training, or people with intellectual disabilities talking about gender, or Palestinian partners in every project as intersectionally connected to them all) and to further mid-term goals (these participants return and give back workshops to colleagues, return to next projects as Group Leaders, facilitate young enterprising at home, create more opportunities locally for youth, and add dimensions to projects abroad).

Put your money where your mouth is:

Get to know organisations and achieve local community objectives by supporting and sharing values in spending, with partners who uphold principles and teach us new things: partners who, like us, support communities and spread shared living and give back (hosting at community living venues, buying food/materials locally, paying contributions to partners where possible for the process of accompaniment, or to the authors/communities contributing to our ideas/work or vulnerabilised by our comfort – participating in mutual aid etc.).



PAY FORWARD

SUPPORT LOCAL
COMMUNITIES &
SUSTAINABILITY

Trial and error with a safety net:

Combination and balance: it is more important to make a tasty recipe than select individual ingredients. This means in each project selecting a realistic number of partners (between a manageable number to coordinate, and a manageable number of participants for each partner to convene), of both experienced organisations and newcomers, larger and smaller associations, mainstream and marginalised target groups, neighbouring countries and further distance away.

In this mix, invite non-EU countries! Just like strategically undervalued and excluded groups should be equally welcome and contribute other dimensions to projects (not only about their, or one, particular identity), partners from non-programme countries also have the right to participate and add value to our debates and perspectives in European and often Eurocentric projects. NA and Salto events due to budget limitations often cannot take more than 2-3 participants from other regions, and there are huge number of applications and organisations who cannot participate or apply for funding on their own according to the programme requirements – we can apply together (with an EU applicant) or invite them as partners. Inclusion takes time and adjustments: inviting non-EU partners is simple enough but requires time management of preparation in advance in order to receive the grant approval, select participants, send invitations and acquire visas before booking flights, so leave enough time between potential approval dates and planned activity dates.

**TRIAL AND ERROR****with a SAFETY NET!****IT IS ABOUT BALANCING
PARTNERS' CHARACTERISTICS
THAT BENEFIT EVERYONE**

Sharing is caring:

Celebrate good practices and partners by opening their doors to others. Word of mouth is strong – but not only in sharing partners among us, as we end up with one large criss-cross of the same partners, which is natural, but we also want to extend into new partners who are doing great work but not involved yet with Erasmus+. We can share know-how with local and international organisations, thus creating larger national support systems (sometimes it seems easier to get to know organisations in Greece than in Galicia) and newer partners in other partner countries. If you don't have the "right" partner from that country, invite someone new to join in! Despite limited funding for 3rd sector organisations, it's up to us to cooperate and not gatekeep – the more we mutually share our networks, contacts and mentorship, the better our own projects will become too.



Practice what you preach:

We strive for inclusion within our own teams, with participant support, with trust building, with the people behind the organisations, and with ourselves. Nothing about us without us means wherever possible that our teams also include the diversity we want to embrace in our target groups, understanding and communicating different needs and wider visions. And to be people who have direct experience and expertise – in our team we are of different ethnicities and migrant statuses, neurodivergent, LGBTQI+ community members, having worked with indigenous and marginalised communities, with EU programmes in different institutions, psychologists, and youth workers – striking further balance between the nature and nurture to successfully accompany diverse groups from different partners: mapping our strengths and covering each other's limitations.

PRACTICE WHAT YOU PREACH
 HAVING THE MINDSET
 TO ARRIVE TOGETHER.
 WHAT DOES YOUR TEAM NEED?



Use methodologies which foment authenticity, belonging, braveness, exploration, imagination, critical thinking and creativity – almost regardless of inclusion or support needs. There are no universal answers, but there are basic human ways to make partners and people feel at ease, and comfortable enough to include themselves and communicate their needs. I think of a personal example of a participant who was a wheelchair user who in an inclusive dance festival chose to take the 2 workshops (tap dancing with me and hip hop with a colleague) precisely because one was adapted exactly to her needs (I had prepared removeable “taps” for both hands and feet) and would never normally be accessible, and the other was the same instructions for all (and all welcome to do up to and in their own way) and was equally as inclusive, challenging and accessible. Just because we know someone’s circumstances or condition, doesn’t mean we know them or what they are looking for. For sure, prior preparation makes it easier to improvise with the resources we have, but nothing supplants an inclusive mindset of realising we don’t have all the answers, and working together with people in a human manner, we can get there much easier together.

“Quality” improvements:

It is not always possible to write the projects together but at least ask the questions both for project writing and to keep in mind in the design and fluidity of the relationship (needs, goals, target groups, participants fees why/for whom/why not, contributions, concerns...). Make internal agreements with local and international partners and stakeholders and adjust them project by project as you learn. Systematise protocols and formats of application forms, partner identification forms, participants agreements, new partner agreements. Remember that a short call or meeting can save a hundred emails.

It is not easy to find the time and means for preparatory visits, and they are not always necessary. But where possible, take advantage of these and go with someone from the target group who will attend. Accompanying persons, in my experience, are usually better to be previously known by the participants they will support – as an accompanying person I have carried out previous airport simulation roleplays, mutual support mapping, to multiplier workshops and psychosocial support on return to “real lives”. Inclusion support can be considered for these activities, as well as for accommodation that helps participants overcome geographical barriers, or translation, or visas, or unforeseen needs which can be addressed by overestimating, as later you will justify them in the reporting.



**INCLUSION TAKES
TIME & EFFORT.
TIMELY PLANNING
IS IMPORTANT!**

**THERE ARE
RESOURCES!
AND IT DOES MAKE
A DIFFERENCE!**

Practice makes PROGRESS:

Learn to truly embrace mistakes and implement the lesson next time. Often the mistake itself is unclear communication or understanding of objectives or facilities but can also lead us to improving our conditions or changing our partners (from hiring tatami for safer floor activities, to partners who subcontracted other organisations who then charged unexpected fees). We don't often know what might happen until it does, and we can mitigate following some of the previous advice, but the specific solutions come after specific conflicts.

Perfection is a colonial and capitalist structure to be unlearnt and is not the objective. We know on paper what is ideal, and we find out on the way what is realistic. Each time learning and improving, then going back to other points like exchanging know-how.

PRACTICE MAKES PROGRESS

EMBRACE MISTAKES &
APPLY THE LEARNING
NEXT TIME YOU DO IT



WE DON'T KNOW
WHAT'LL HAPPEN
UNTIL IT DOES!

One size doesn't fit all:

As it isn't about not making any mistakes, rather learning from them, what is important and I hope becomes clear from all of the previous points, is that it is about overall having an ecosystem of trust in ourselves and others, and shared values through which we can foster honest communication and an inclusive mindset ready to adapt, improvise, ask the right questions and accompany the persons, partners and process.



EDITORIAL INFORMATION

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On behalf of the SALTO Inclusion & Diversity!

