



Creating an inclusive environment that allows youngsters to genuinely participate

When we are creating an international youth experience, it's crucial to intentionally design it in a way that makes **it possible for all young people to participate and for everyone to feel comfortable showing up as their authentic selves and engaging fully**. That is why creating an inclusive environment is essential. It means understanding the group we work with and meeting their needs accordingly. Like this, everyone can fully participate and feel comfortable in doing so.

Concrete tips and tricks on how to do that:

- **Embed inclusion as a core value** and foster open dialogues about it within your team and with your participants. Everyone should recognise that this is one of the non-negotiables of your program.
- **Be aware of the different needs in your group of participants and be ready to adapt** schedules, menus, venues, language and methodologies used as necessary. The intentionality of tailoring these elements according to the group's needs will make the difference.
- Actively seek to incorporate different perspectives into your organisation, project and team. **Representation matters** and participants should be able to see themselves in the team and the group.
- **Make sure your team is prepared to create a “Safer Space”** for the group. You can read tips on how to do that in the publication “Embracing Diversity” of Salto Inclusion and Diversity. It's also helpful to develop clear rules of engagement with the group, for example in the form of a group contract.

*“A very simple tip for youth workers who want to **be inclusive to young people who are part of the LGBTQIA+ community** is to start activities by sharing the name and pronoun they use. Inviting everyone to share their pronouns, and through that their gender identity, makes the space more inclusive for transgender, non-binary or other gender non-conforming youth without anyone being put on the spotlight.”*

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Reach out to your national agency for support:

Find contact details on the [EU commission's webpage](#).

More resources about inclusion:

SALTO I&D Resource Centre created the “[Inclusion Meter](#)” that addresses design related questions.

