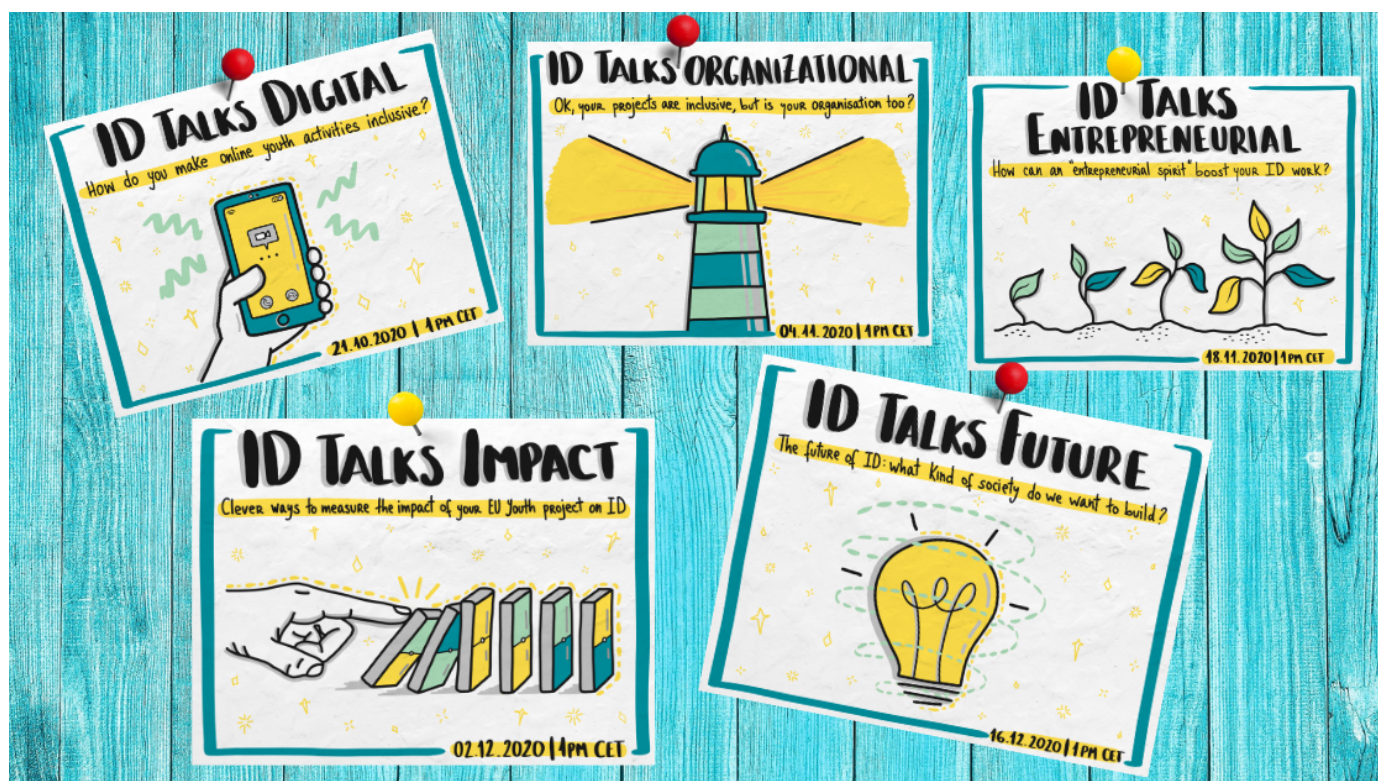


# ID TALKS!

*A series of 5 online workshops on 5 major topics in the promotion of Inclusion & Diversity (ID) and quality youth work.*



## ID Talks:

DIGITAL  
ORGANISATIONAL  
ENTREPRENEURIAL  
IMPACT  
FUTURE

Download this and other SALTO Inclusion & Diversity booklets for free at [www.SALTO-YOUTH.net/Inclusion/](http://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](http://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/](http://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/](http://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".



# ID TALKS!

## What is it all about?

### A short description

ID Talks is a series of 5 stand-alone online events (workshops) of up to 90 minutes each, with inspiring guest speakers, thought-provoking insights, discussion in small groups, and Q&A sessions.

For the international youth work sector, 2020 marks the end of the current Erasmus+ programme and European Solidarity Corps, while a new generation of the EU programmes is forthcoming. On a wider scale, the COVID-19 pandemic is causing a profound impact on cross-border learning activities and mobility projects. Organizations and youth workers have been pushed to find alternative solutions to carry on with their activities.

For all those who wave the Inclusion & Diversity flag, this is the right moment to reflect on what has happened, on what we have achieved, and how to build further on existing knowledge and experiences to get us prepared for current and future challenges.

### 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.

### Main objectives:

- To provide food for thought and learn from inspirational ID stories;
- To provide an opportunity to learn about ID topics from the youth work sector and beyond;
- To get information, inspiration, methods to help the youth sector address ID;
- To inform about and contribute to quality (international) youth work;
- To identify and learn how to tackle existing and future challenges within ID;



## Event Dates:

- 21 October 2020 > **ID Talks Digital:** How do you make online youth activities inclusive? Inclusion & Diversity on the focus of international projects in the age of Digitalization. Guest speaker: Michele Di Paola
- 04 November 2020 > **ID Talks Organisational:** Ok, your projects are inclusive, but is your organisation too? How to build a culture of Inclusion & Diversity beyond mobility projects! Guest speaker: Rahel Aschwanden
- 18 November 2020 > **ID Talks Entrepreneurial:** How can an 'entrepreneurial spirit' boost your Inclusion & Diversity work? Inspiring practices of social entrepreneurship within the Inclusion & Diversity field. Guest speaker: Areg Tadevosyan
- 02 December 2020 > **ID Talks Impact:** Clever ways to measure the impact of your EU Youth project on inclusion & diversity. Measuring the impact of Inclusion & Diversity work within EU youth mobility projects and online activities. Guest speaker: Özgehan Şenyuva
- 16 December 2020 > **ID Talks Future:** The future of Inclusion & Diversity: what kind of society do we want to build? Guest speaker: Erica Bol

# ID Talks Organisational

*Ok, your projects are inclusive, but is your organisation too?*



**RAHEL  
ASCHWANDEN**  
Instructional designer  
@ NOW & INSTITUTO NOW

## GUEST SPEAKER: RAHEL ASCHWANDEN

Rahel Aschwanden is an instructional designer and co-founder of NOW and Instituto NOW. The focus of Instituto NOW is to bring new methodologies and topics around diversity, inclusion and social transformation to formal and non-formal education spaces and recently created the NOW App - a tool to foster and measure the development of 21st-century competences. Rahel lives in Brazil and Switzerland with their wife and two kids.



# Article

by Rahel Aschwanden



## Making our organisations more inclusive

Inclusion has been the topic of many programs and projects within the European youth work and youth exchange field. But how could we go beyond specific and short-term projects and really make inclusion a practice in our organisations?

Don't be afraid of **DIFFICULT CONVERSATIONS**, they are a necessary step towards making your organization more **INCLUSIVE!**

## What does it mean to be an inclusive organisation?

Inclusive organisations could be defined as those that work to reduce all possible barriers to the full participation of anyone in the organisation. Being inclusive also means that everyone involved has a sense of belonging and feels safe, appreciated, and respected. In other words, everyone should feel comfortable to share their perspectives and be themselves.

Inclusion goes hand in hand with focusing our organisational lens on whom we welcome and integrate into our spaces. In other words, having inclusive practices also means valuing the diversity within the human race and seeking out different perspectives.

As one of the participants of the ID talks rightfully pointed out: being inclusive is not about being more profitable or about publicly positioning our organisations as progressive. Inclusion is about treating each human being with dignity and equal opportunities.

Transforming our organisations towards more inclusion requires, here in a quote from a research paper from Gallup, "creating a culture that truly promotes, embraces and actively seeks out each community member's unique contributions." [1]. It is important to highlight the word "culture", which points out the importance of fostering collective values and practices shared by everyone within the organisation. An inclusive culture requires everyone to value diverse perspectives and understand that enabling everyone to contribute requires us to deconstruct systems of inequity that permeate our organisations (and our societies).

Inclusion looks different for different realities, being dependent on the makeup of society in the community the organisation serves. In other words, when we are working to make our organisations more inclusive, we must look at the makeup of the society we are embedded in and at the target group of the organisations's offering. While there are social groups that exist everywhere (for example, younger and older people, cis and trans people, people with and without disabilities, etc.), there are also groups that are more prevalent in some regions than in others. Think about different religions, people with migrant backgrounds, cultural and ethnic minorities, and so on. So the question you can ask yourself is: What groups are present in the society we are serving but not within our organisation?

[1] <https://www.gallup.com/education/228572/culture-inclusion-assessment-overview.aspx>





## The path to inclusive organisations



We do not make our organisations inclusive from one day to the other. It is a long journey that requires time, commitment, and continuous work. To better understand what that journey might look like, I propose the following four stages an organisation might be at:

- **Unawareness:** At this stage, the organisation is not aware of the importance of diversity and inclusion. Exclusion and discrimination happen and are not addressed - and potentially not even noticed by many. Individuals who suffer from experiences of discrimination must deal with it alone. The organisation needs to gain awareness of how its way of operating is likely excluding (and hurting) many people.
- **Gaining awareness:** The organisation has diversity and inclusion on its radar and there is a certain effort to look at the world through this lens. The organisation understands that discrimination needs to be addressed and that its programs need to be accessible. Yet, the organization and its members still lack a deeper understanding of the challenges and underpinning system of inequity that marginalized people face. Resources and time need to be allocated to identify and address the organisation's and the individual's biases.
- **Doing the work:** The organisation actively seeks out to be inclusive both within its programs and in its internal practices. Team members have started to gain an understanding of the privileges and systems of inequity that affect the organisation. They try to reflect on their own biases and keep themselves and the organisation accountable. The organisation starts working on systemic changes that dismantle barriers of access and speaks up about discrimination. The organisation needs to keep working on recognizing its biases, include more diverse perspectives, and make resources available for fostering an inclusive environment.
- **Fostering the culture:** The organisation has been able to effectively decrease barriers to participation on all levels. Everyone involved shares the values of inclusion and equity, which are deeply embedded in the organisation's practises. Systemic protocols for inclusive decision-making and collaboration are woven into the organisation and its programs. Few incidents of discrimination or exclusion occur and, when that happens, they are addressed with processes that allow the organisation to reflect, react, learn and heal. The organisation needs to keep fostering and caring for its culture and pass it on to new team members.

## What you can do to become more inclusive



So where do you start? The work starts first with the people who are already in the organisation. They need to prepare and become inclusive before bringing new people to the team. Differences in identities and backgrounds do actually bring differences in opinions, needs, approaches to the team - and people need to be ready to embrace that. Besides looking at the above steps and trying to situate your organisation within it, you can also start with the following practices and exercises:

- **Have a conversation with your team.** The following questions can guide you: What are our values around diversity and inclusion? Does everyone understand what "equity", "power" and "privilege" mean? How do we deal with diverging opinions? Who makes the decisions? What cultural groups are present within our organisation? Which are not?
- **Learn more.** There are tons of resources available on how to be inclusive to certain groups - from making your social media posts accessible to people with visible impairments, to how to accommodate people of different faiths. Look for them and start implementing what you learn.
- **Discuss processes and protocols.** Reflect with your team on processes that can be used to deal with conflicts around diversity and inclusion in a positive way. Ask yourself: How do we deal with a situation of discrimination? How do we dismantle barriers? How can we foster a safer space for people from marginalized groups?
- **Create time and space for the topic.** Don't make it a one-time topic. Have monthly or bi-monthly meetings to discuss how your organisation is advancing in becoming more inclusive. Set clear goals for yourself and your organisation.
- **Diversify your team.** Start by looking at your alumni and other people that already have a connection to your organisation. Would they be interested in joining your organisation? In what way could they get involved? Do you have a path of opportunities for development within the organisation? Could you include a mentoring program that allows people to grow within the organisation? Make sure that you find paths for diverse people to join in all levels of the organisation, not just in junior or volunteer positions.

## What you can do to better support team members from marginalized backgrounds

Do you already have a diverse team? Now it's time to make sure everyone feels safe and wants to stay in your organisation. That requires work and intentionality. Here are a few practices that can be implemented:



- **Check-ins:** Create space for people to be themselves and share about how they are doing. Especially when collaboration only happens online, it's crucial to offer a moment for human connection. However, invite - without pressuring - people to share about their private life. No one should feel obliged to share when they might not feel safe or comfortable sharing.
- **Safe(r) space:** Keep in mind that only the person themselves can decide if a space feels safe for them or not. So don't proclaim "this is a safe space" (hoping that such a statement will magically create a safe space), but create ways people can safely share if they are actually feeling safe - and then listen carefully.
- **Reassurance:** People from marginalized backgrounds often face mental barriers, such as feeling that they are not good enough to be in a certain position. Make sure you acknowledge everyone's work and contributions and make people feel valued and seen.
- **Access to support:** Have clear support structures and access to resources. What do I do when I do not feel safe in the organisation? How can I get support in delivering my tasks? How can I further develop within the organisation? Ideally, everyone knows the answers to these questions and can easily access resources around them.

## What about during Corona?

So what happens to inclusion during social distancing, home office, and potentially lockdowns? While it might be true that right now it is harder to reach new communities, that does not have to stop us from working on our organisations. It gives us an opportunity to do our homework. For most organisations, taking inclusion seriously means looking at themselves and working with the people who are already in the organisation. Doing the work of deepening individual and collective understanding and awareness around differences, privileges, and inequity is crucial before being able to truly include more people.

## Glossary:

**Accessibility:** The quality of being able to access opportunities and spaces (physically or not). Equal accessibility is reached through the removal of barriers.

**Barriers:** Barriers are structures, policies, practices, and beliefs that limit or prevent some people's access to opportunities that are available to others. There are several types of barriers: there can be physical barriers (for example in the form of walls, stairs, etc.), but also socio-economic barriers (such as lack of access to financial resources), and even systemic (such as racism, sexism and other forms of discrimination) or psychological barriers (for example in the form of feelings of inferiority or internalized oppression). Because they are not all physical, when we are not stopped or limited by certain barriers, they can easily become invisible to us.

**Cisgender (or cis):** Cis means that the sex assigned to someone at birth is aligned with their gender identity.

**Equity:** Seeking fair and just treatment and opportunities for everyone. Unlike equality, which is about seeking equal treatment for everyone, equity takes into account the structural factors that favor certain groups and marginalize others. As a result, justice might, in some cases, require unequal treatment for different groups or individuals to make sure that each of them has access to the same opportunities.

**Marginalization:** Excluding certain groups of people from an equal contribution to society and giving them less visibility, legitimation, and power. Each society has certain groups that have been historically marginalized and continue to have less access to power and decision-making. Examples could be Roma people in Eastern Europe, LGBTQI+ in most societies, First Nations people in North America, women in most of the world, etc.

**Privilege:** The unearned social, political, economic, and psychological benefits of membership in a group that has institutional and structural power (YWCA Social Justice Glossary).

**Power:** "One's ability to influence or control people, events, processes or resources. We each have different levels of power in different situations depending on our personal combination of privileges and oppressions." (YWCA Social Justice Glossary).

**Inclusion:** Actively and intentionally removing barriers for the participation of marginalized groups and individuals, and valuing the diversity of backgrounds, beliefs, identities, capabilities, and ways of life.

**Intersectionality:** "The interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage" (Oxford Dictionary).

**Transgender (or trans):** Transgender means that the sex assigned to someone at birth differs from their gender identity.

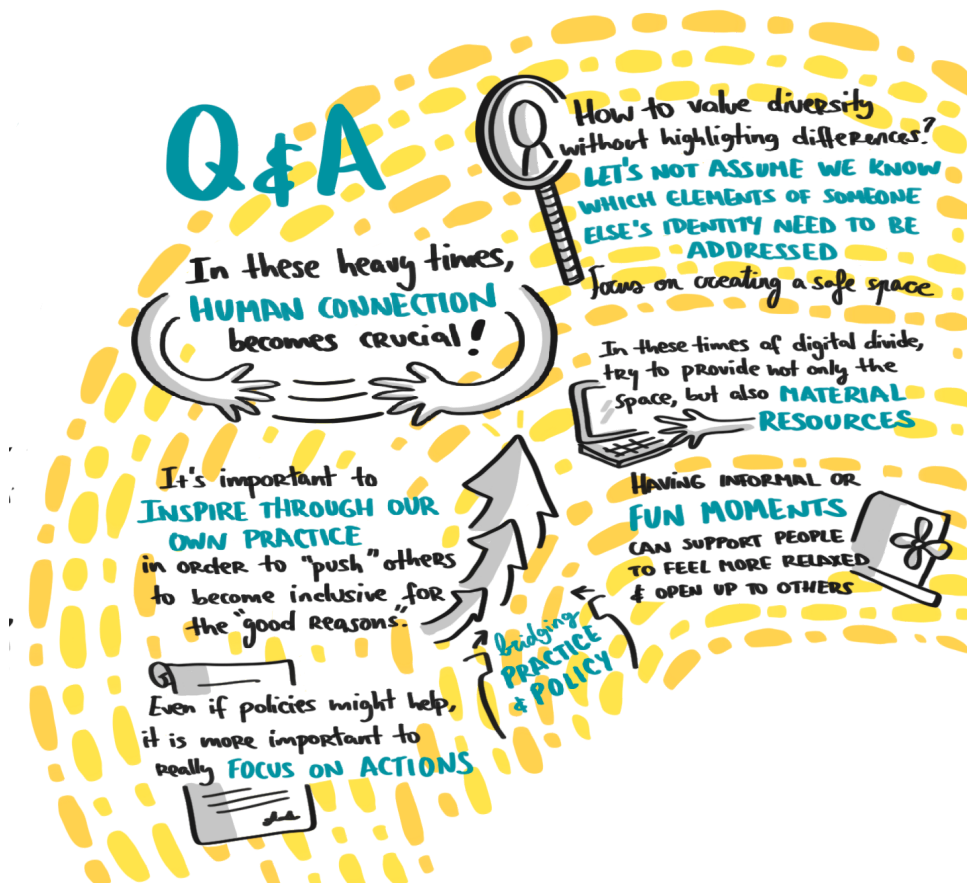


**YOUTUBE LINKS:**

- [ID Talks Organisational – Full Version](#)
- [ID Talks Organisational Teaser](#)

**RESOURCES:**

- Culture of Inclusion Assessment Overview:  
<https://www.gallup.com/education/228572/culture-inclusion-assessment-overview.aspx>



## EDITORIAL INFORMATION

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***On behalf of the SALTO Inclusion & Diversity!***

