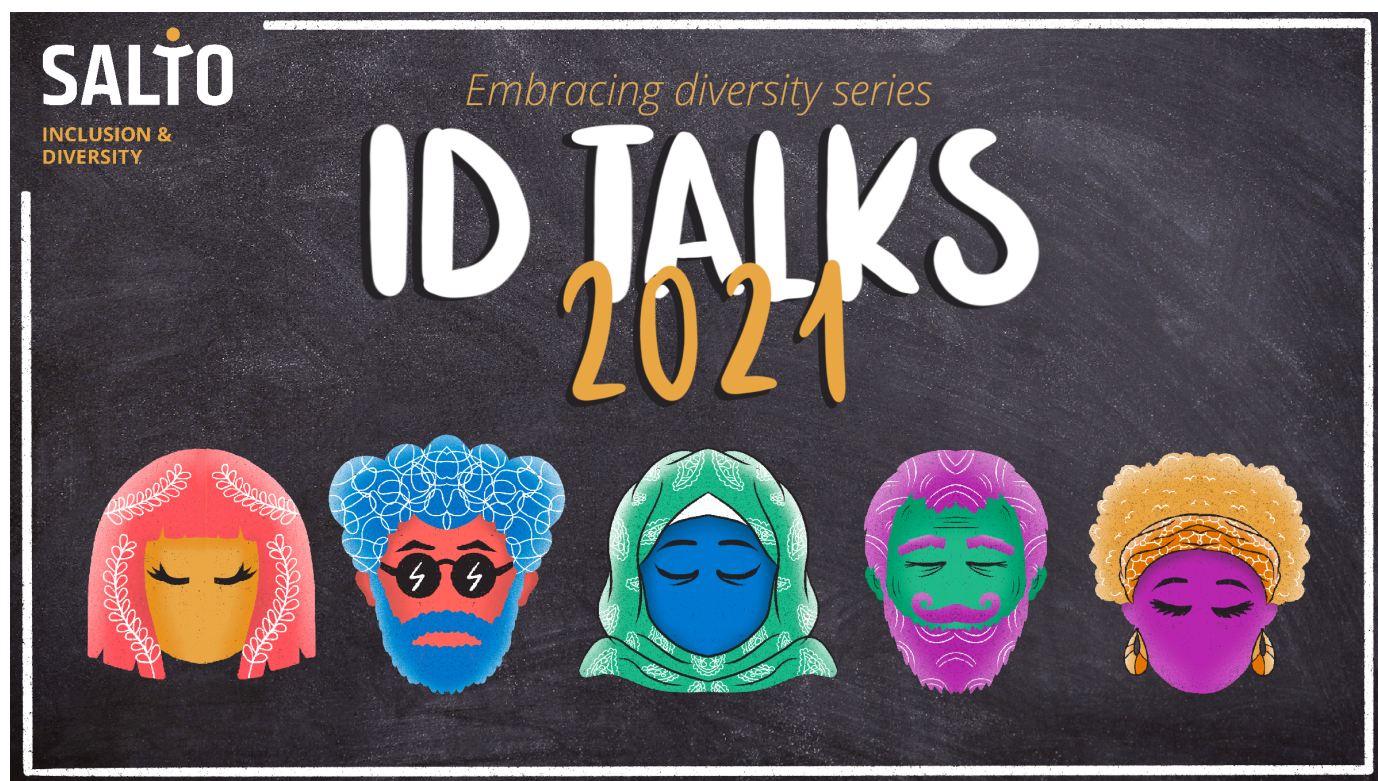


# ID TALKS!

*A series of 5 online workshops on 5 major topics in the promotion of "Embracing Diversity".  
How can differences become a source of learning rather than conflict or prejudice?*



## ID Talks:

FAITH  
ABILITIES  
MIGRATION  
INTERGENERATIONAL  
INTERSECTIONAL

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.



EUROPEAN  
SOLIDARITY  
CORPS



Erasmus+

## 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 "Embracing Diversity"

## 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.

How can differences become a source of learning rather than conflict or prejudice?

This is a key question "ID Talks" want to help individuals and organisations to reflect upon and try to answer. After a successful first edition in the autumn of 2020, we are organizing the second edition of ID Talks this spring, with new topics and under the motto "Embracing Diversity".

### 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:**

- 24 February 2021 > **ID Talks Faith:** People all believe different things. How can we be amazed by these diverse looks on life, rather than letting faith divide people? Come and discover how youth work can address religious diversity and provide space for constructive, open, and positive interaction between people with different beliefs and traditions? Guest speaker: **Anna-Maria Daou**, Community Engagement Coordinator & Researcher - Interreligious Dialogue, Lebanon
- 10 March 2021 > **ID Talks Abilities:** Approximately 15% of people have some form of disability. How many do you know? Come and discover personal stories and changing systems! Are you ready to learn from people with a disability who, while fighting for their rights, succeed in making a positive impact on the lives of everyone? Guest speaker: **Önder İşlek**, Assistant Professor at Aksaray Üniversitesi, Turkey
- 24 March 2021 > **ID Talks Migration:** We all like to move around in this beautiful world. So what happens if we (or our parents) want to stay in another place? Learn how youth work can reach out and co-create programmes with and for young people of migrant background, and to build more open and diverse societies? Guest speaker: **Dr. Lorenz Wiese**, migration policy scholar, Germany
- 07 April 2021 > **ID Talks Intergenerational:** Is 'youth' work passé? Young people are not an island. So how do we bridge age gaps in communities and organisations for the benefit of all? Discover how you can create projects that bring people of different ages - both participants, volunteers, and staff - together and make it work? Guest speaker: Gea Sijpkes, Director of Humanitas Deventer, The Netherlands
- 21 April 2021 > **ID Talks Intersectional:** We are all so different in different ways. Intersectionality embraces the magic that happens at the crossroads of differences. Sounds good? But how can your organization develop an intersectional perspective and incorporate intersectional approaches in your practice? Guest speaker: **Georgiana Aldessa Lincan**, Roma Feminist Activist, Organisation E-Romnja, Romania

# ID Talks Intersectional

*We are all so different in different ways.*



## GUEST SPEAKER: GEORGIANA ALDESSA LINCAN

Georgiana Aldessa Lincan- is a Roma feminist activist, with expertise in advocacy and grassroots work with groups of Roma women, Roma girls, and Roma youth. She has been working with E-Romnja - Association for Promoting Roma Women's Rights since 2013, and through her activity, she wants to create safe spaces for Roma girls, through which to offer them the opportunity to freely express their ideas and opinions in an intersectional feminist collective where they can feel supported regardless of their choices.



# Article

by Georgiana Aldessa Lincan



## Embracing diversity through intersectionality

I identify as a Roma feminist and activist.

Even if I expect people to know about the Roma community I am often surprised to understand by the look of the people when I say I am a Roma feminist and activist that they do not understand what I mean by Roma. And it is because often people call the Roma community by using the negative “G” word (gypsy) which is a slur.

## **Why is it wrong to use the "G" word?**

First, it is because "gypsy" has a pejorative meaning and it is associated with negative things in different languages. For example in the Romanian language the form is "țigan" and the word is coming from the Greek language "atiganos" which means a person that you cannot touch, who smells bad, etc, or in other countries "gypsy" people are seen as those free-spirited people who are dancing and they are always happy. No, in reality, the Roma community is very diverse and it is not right to generalize. Secondly, we have a language, Romani language which is different from the Romanian language. It is rooted in Sanskrit, and in our language, the "g" word does not exist.

Even though there are Roma people who are using the "g" word for themselves it does not mean that gadje (non-Roma) people can do it. Many Roma people do not know about our own history. Romania enslaved Roma people for 500 years and we talk very little about this part of history. I found out about our history when I was 18 years old when I got in contact with the E-Romnja Association for Promoting Roma Women Rights.

## **Who are Roma people?**

Roma people are the biggest minority in Europe. We have a language, which is rooted in Sanskrit because our roots are from India. One thousand years ago Roma people migrated from the North of India to different parts of the world: Europe, the Middle East, America, etc.

This year on the 8th of April, the International Roma Day we celebrated 50 years since the International World Romany Congress took place in London in 1971 when activists across Europe came together and established at an international level 8th of April as the International Roma Day, an anthem and an hymn for our Roma community symbols of our identity.

The Roma community is facing racism, discrimination, segregation, and marginalization for centuries. We still have communities in the 21 century where Roma people live and there is no access to water and asphalt streets.

## **What is Roma Feminism?**

As Roma women, we have multiple identities and most of the time our issues are not either part of the anti-racist movement or by the feminist mainstream movement. So, the concept of Roma feminism was created in order to speak about the multiple identities and multiple struggles of Roma women.

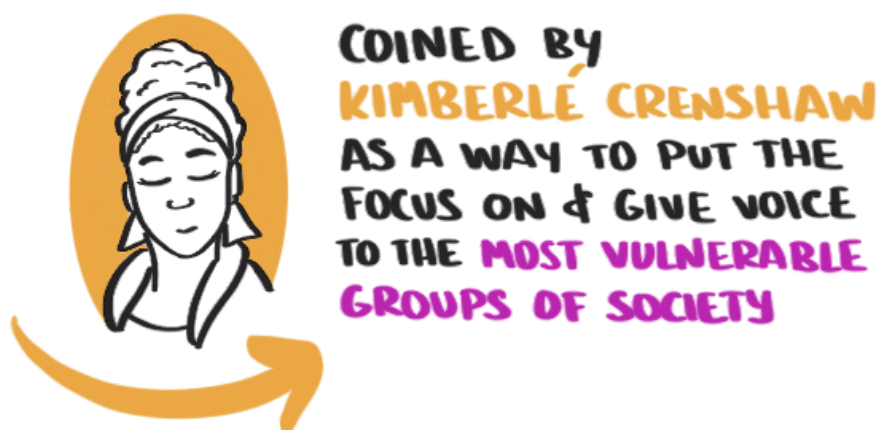




## What is intersectionality?

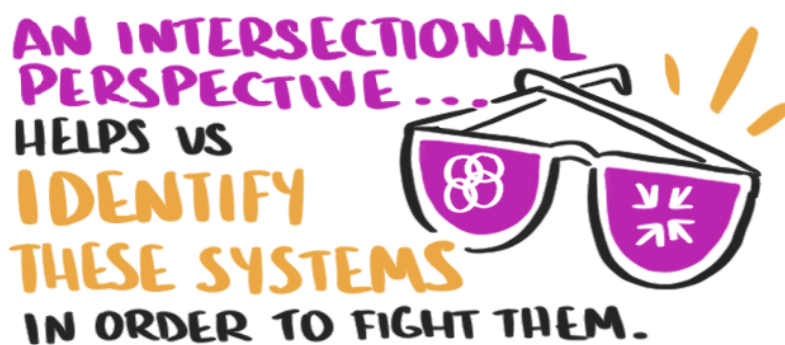
Intersectionality is the concept that focuses on the multiple identities of individuals and on the system of oppressions that are overlapped. It was coined in 1989 by Kimberlé Crenshaw, a black feminist woman and a law professor at the University of California. It is very important to know that intersectionality is rooted in black feminism.

Crenshaw explained intersectionality in how black women were discriminated against in the labor market by not having access to jobs as white women and black men were having.



Through time the concept of intersectionality has received many definitions and it was completed with more identities, different perspectives and life experiences which makes the concept of intersectionality so complex. But the most important thing we should keep in mind is that intersectionality focuses on the voices of the most vulnerable groups that are part of our societies.

We may think that intersectionality it's difficult to put into practice. Yes, it is difficult. So that are the systems of oppression that affect individuals based on their multiple identities like gender, race, class, sexuality, age, religion, color, disability, etc. Systems like racism, sexism, and classism are not easy to deal with either.

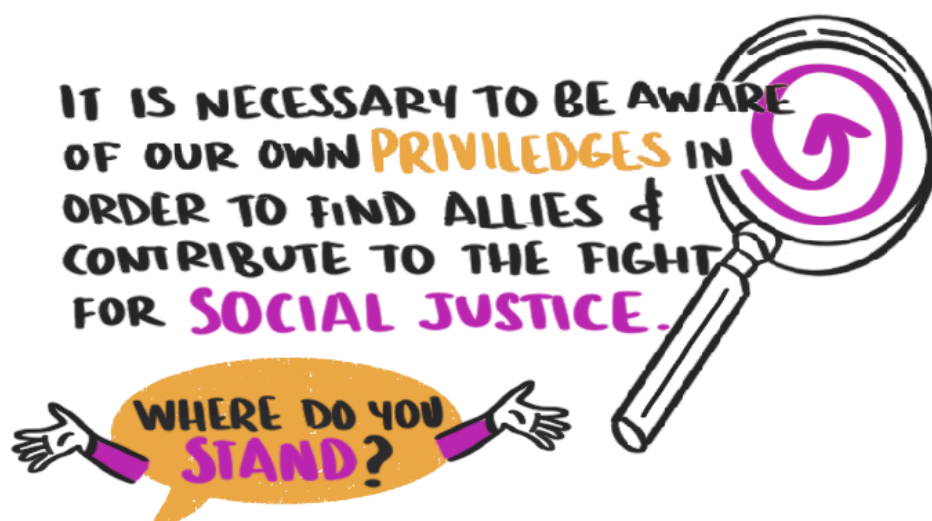


## Why it is essential to today's feminist movements?

It is essential because the theory of intersectionality helps us see the inequalities that exist within the societies we are part of. Intersectionality theory emphasizes the differences between women, the diversity of a person's identities, the struggle for empowerment, solidarity, and at the same time it shows very clearly the power relations within the society, community, the oppressions, and privileges.

As feminists our role should be to equalize the balance of the systems of inequalities and to make us all aware of how to use our privileges, step back and bring the most vulnerable voices in the front.

Only in this way, our feminist fight will be successful to achieve gender equality.



## How can your organization develop an intersectional perspective and incorporate intersectional approaches in your practice?

- ★ First of all, acknowledge that people have multiple identities and multiple struggles which means that for some of us it is more difficult to have equal chances.
- ★ People are discriminated against based on the intersection of their identities. Do not see one identity as separated. For example, Roma women are discriminated against based on their gender, ethnicity, and class. It is impossible to choose one identity. Also, Muslim women - they are discriminated against based on their gender and religion, trans black women are discriminated against their gender, race, color, and so on. And then we need to address the problem by taking into account all the identities of a person, not by reducing the person only to one identity and create intersectional policies.
- ★ Really hear the voices and needs of those most affected by the systems of oppression.
- ★ Step back and support them to speak for themselves and for their communities.
- ★ Create partnerships and collaborate with people/NGOs who are doing grassroots work in the communities.
- ★ Develop projects and campaigns in order to give access to resources and spaces.
- ★ Change laws.

## HOW TO INCORPORATE INTERSECTIONAL APPROACHES IN YOUR ORGANIZATION & PRACTICE?

ACKNOWLEDGE THAT PEOPLE HAVE MULTIPLE IDENTITIES & STRUGGLES	DO NOT TAKE THESE IDENTITIES SEPARATELY, BUT AS ONE	REALLY HEAR THE VOICES OF THOSE MOST AFFECTED BY THE SYSTEMS OF OPPRESSION
	DEVELOP PROJECTS TO PROVIDE RESOURCES	STEP BACK & SUPPORT THEM TO SPEAK BY THEMSELVES
	CREATE PARTNERSHIPS WITH GRASSROOTS NGO'S AND INITIATIVES	ADVOCATE FOR LAWS WITH AN INTERSECTIONAL APPROACH

- Apply the concept of intersectionality in all your projects and activities. If you work with youth, organize workshops and tackle the topic of privileges and inequalities.
- Talk about the different contexts in which people can live and how this context makes young people not to have the same equal chances and opportunities.
- Develop projects and criteria of participation in a mentorship program or a youth exchange project by taking into consideration to give priority to the most vulnerable young people.

**RESOURCES:**

- <https://www.womankind.org.uk/intersectionality-101-what-is-it-and-why-is-it-important/>
- [https://www.ted.com/talks/kimberle\\_crenshaw\\_the\\_urgency\\_of\\_intersectionality/transcript#t-1116240](https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality/transcript#t-1116240)
- <https://www.vox.com/the-highlight/2019/5/20/18542843/intersectionality-conservatism-law-race-gender-discrimination>
- <https://chicagounbound.uchicago.edu/cgi/viewcontent.cgi?article=1052&context=uclf>
- <https://bridge-magazine.net/?p=619>
- <https://www.youtube.com/watch?v=DJYZp8aph1g>
- <http://e-romnja.ro/2021/04/05/intersectvoices-in-europe-combating-discrimination-against-roma-women/>

*Embracing diversity series***ID TALKS** *intersectional*

“MY FEMINISM WILL BE  
INTERSECTIONAL, OR  
IT WILL BE BULLSHIT”  
— FLAVIA DZODAN





## EDITORIAL INFORMATION

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

