

Shaping Inclusion & Diversity Strategy: 2-4 June 2021

MARIJA KLJAJIC APR 29, 2021 06:37PM

Welcome!

Intro

So great to have you all here! :) This padlet is the place where we will gather all information related to our Colleague Support Group online meeting aimed at shaping Inclusion & Diversity Strategies.

To get us in the atmosphere of I&D we have prepared for you a small inquiry exercise that will get us ready for June. In the following columns you'll find:

- the **agenda & objectives**
- the **pre-work**
- an invitation to **getting to know each other**
- a **resource** space you can explore at your own pace

If you have any questions please reach out to us, the facilitators, Dani & Andreea via email:

prisacariudani@gmail.com

andreea_buzec@yahoo.com

Really looking forward to getting to know you!



IDCSG agenda & objectives

Objectives:

1. To discuss and exchange on ID strategies in different countries
2. To de-mystifies strategy and encourages NAs to take a more strategic approach to inclusion & diversity
3. To share and create ideas on how to make the most of the NA's (limited) resources to have lots of inclusion impact

4. To gain knowledge on step-by-step approach which NAs can use to develop their own national-level inclusion & diversity strategies

5. To (start) develop(ing) national-level inclusion & diversity strategies

This is our agenda for our meeting!

All sessions in **green** are online with the whole group. Sessions coloured in **black** are offline- when you can work at your own pace, and collaborate with your NA colleagues if it's helpful to you.

We'll work a maximum of 5 hours every day, out of which 3 will be online, together. We'll have one **break** in between morning sessions of 15-20 min.

All times are in CET.

Shaping inclusion & diversity strategy AGENDA - Program by Dani

CANVA



Pre-work

Building a strong base for our I&D strategies

Step 1- Talk to a few colleagues and representatives of beneficiary organizations (min. 4 & max.10 people) that are relevant for the topic of inclusion and diversity strategy and, from here:

1. Define what are the most relevant needs or gaps of the target groups that the programmes (ESC & Erasmus+) should address in your country
2. Identify the needs of the beneficiary organizations in your country- what are their struggles in terms of working with young people with fewer opportunities?
3. Are there any other strategies at your NA level (training, communication, green) and do they support inclusion and diversity? In which ways?
4. Identify what type of support is already available or will be available for the development of the inclusion and diversity strategy - people, working groups, etc.
5. Identify resources available at NA level for implementation of strategic plan

Step 2 - Share your findings by uploading them as a comment to the following link:

https://jintvzw.padlet.org/marijakljajic/pre_work_findings

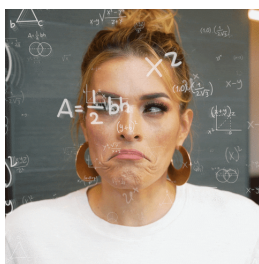
You can use the template [HERE](#).

Please upload your pre-work by **May 25th**!

Pre-work findings

Please upload your findings here, in an easily accessible format such as pdf or word.

PADLET



Getting to know each other

Before the Colleague Support Group meeting..

We invite you to take the time and get to know each other. Simply click on the link below and introduce yourself: add a photo, your name (how you like to be called), what gender pronouns you use (she/he/they/other), together with 3 things that you love and a welcome message for the others.

Please introduce yourself by **May 25th** here:

https://jintvzw.padlet.org/marijakljajic/getting_to_know_each_other

Resources

Shaping Inclusion & Diversity publication & podcasts

[SALTO-YOUTH - Shaping Inclusion: Inclusion Strategies for NAs \(salto-youth.net\)](#)

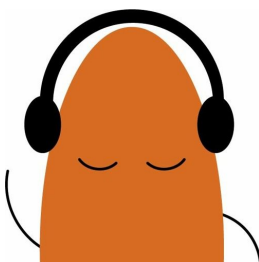
Interview with Miruna & Nic from Romanian NA

All you wanted to know! :)

Interview SALTO I&D With Miruna And Nic by Dani Prisacariu

How can we approach the development of an Inclusion and Diversity Strategy? In this interview we learn from the lessons of the Romanian NA in their process of developing and implementing a I&D Strategy.

SOUNDCLOUD



This was great, thanks! -Miriam — ANONYMOUS

Inclusion and Diversity Strategy 2021-2027

“Implementation guidelines for the Erasmus+ and European Solidarity Corps Inclusion and Diversity Strategy”... reinforces inclusion and diversity dimension of the Erasmus+ and European Solidarity Corps. It builds on the experiences across the different sectors of the Programmes and encourages mutual inspiration and motivation amongst them.

The Strategy helps to reach out to and support young people with fewer opportunities in the best way possible and creates a transparent frame to make Inclusion & Diversity projects easier.



Examples of the NA's I&D Strategies, 2014-2020

These are some examples developed by fellow colleagues in the one of the previous IDC SG.

1Ak1YTV8ckVsKfXDa0IzC-y0Ylu50pPGF

DRIVE.GOOGLE.COM



ID Strategy Library, 2015-2020

You need to login to the SALTO website in order to access the library.

for me this link doesnt work — ANONYMOUS

me either — ANONYMOUS

You need to be logged in (my SALTO). If it still doesn't work let me know, it might be that you need "a special permission"


— MARIJA KLJAJIC

Guidelines on “Shaping Inclusion & Diversity Strategies for NAs” - Report from the IDCSG in Portugal, 2016

- o <https://www.salto-youth.net/downloads/4-17-3441/GuidelinesOnHowToShapeYourOwnInclusionAndDiversityStrategy.pdf>

Template for strategic plan

SHAPING inclusion & diversity & STRATEGIC PLANNING TEMPLATE

 Define **Mission, Vision, Values** and **Focus Areas** for your strategic plan – that will be the **NORTH** of your organization, in terms of diversity and inclusion, in the next 7 years.

Mission:

Vision:

Values:

Focus areas:

Keep in mind:

Strategic Plan Template

Word document

PADLET DRIVE

Template for action plan

SHAPING inclusion & diversity & ACTION PLAN TEMPLATE

 Define **Strategic objectives, Key indicators, Activities, Resources, Deadlines, Responsible** and **Monitoring & evaluation measures** for Year 1 of your strategic plan – that will be the **FIRST STEPS** towards **NORTH**, in terms of diversity and inclusion, in the next 7 years.

Strategic objectives	Key indicators	Targets	Activities	Resources	Deadlines for Year 1	Responsible	Monitoring & evaluation

Keep in mind:

- The support and resources available for the implementation of your strategy that you have identified within your organization during the pre-work.

Action Plan Template

Word document

PADLET DRIVE

Marta Gutierrez Benet, COM presentation on the ID Implementations Guidelines



Shaping Inclusion & Diversity, 2nd June 2021

Inclusion and Diversity in Erasmus+ and the European Solidarity Corps 2021-2027

Marta Gutierrez Benet
European Commission
DG Education, Youth, Sport and Culture
Erasmus+ Coordination Unit
Marta.gutierrez-benet@ec.europa.eu



COMMartaGutierrezBenetIDStrategy
Powerpoint presentation
PADLET DRIVE

ID Strategy Roadmap Process for the Youth Field - SALTO ID

 **Salto ID**

Map for Inclusion & Diversity in the Youth field

[th.net/Inclusion/](https://www.salto-youth.net/Inclusion/)



Presentation Roadmap process TGv1
Powerpoint presentation
PADLET DRIVE

Croatian NA ID Strategy 2021

Check new ID Strategy developed (not fully finalized yet) by Croatian Colleagues!

Objective 1: Information
 Objective 2: Education
 Objective 3: Dissemination and Promotion
 Objective 4: Monitoring
 Objective 5: Sustainability and Management of the Action Plan

OBJECTIVE 1.	INFORMATION
ACTION 1.1.	Accessible websites for Erasmus+ and ESC
LEADER	Department for Analysis, Evaluation and Dissemination of EU Programmes Results
TIMEFRAME	TASK
Q3 2021	
Q1 2022	Improving the accessibility of websites
IMPLEMENTATION INDICATORS	<ol style="list-style-type: none"> 1. Increased accessibility level of websites 2. Evaluation of websites accessibility level through a survey for beneficiary groups
TARGET GROUP	Erasmus+ and ESC applicants and beneficiaries
ACTION 1.2.	Websites containing the principles of inclusion and diversity

CroatianNAIDStrategy2021_ENG

PDF document

PADLET DRIVE

Romanian NA Strategy

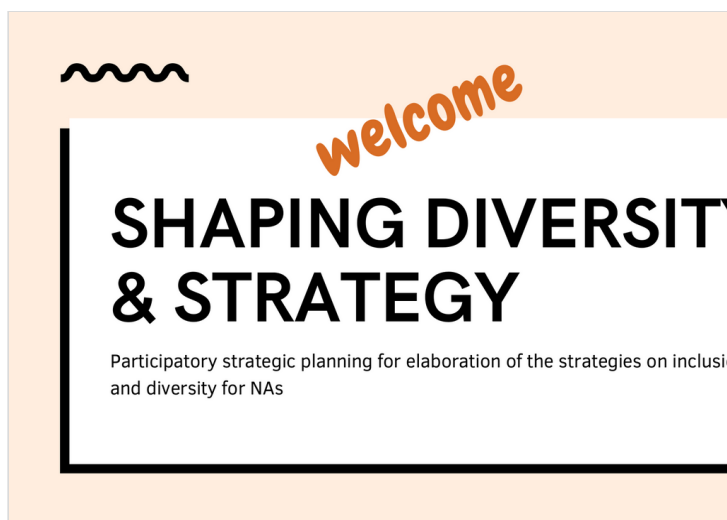


romanian-national-agency-inclusion-strategy

PDF document

PADLET DRIVE

Canva presentation



Canva presentation

PDF document

PADLET DRIVE

Working groups

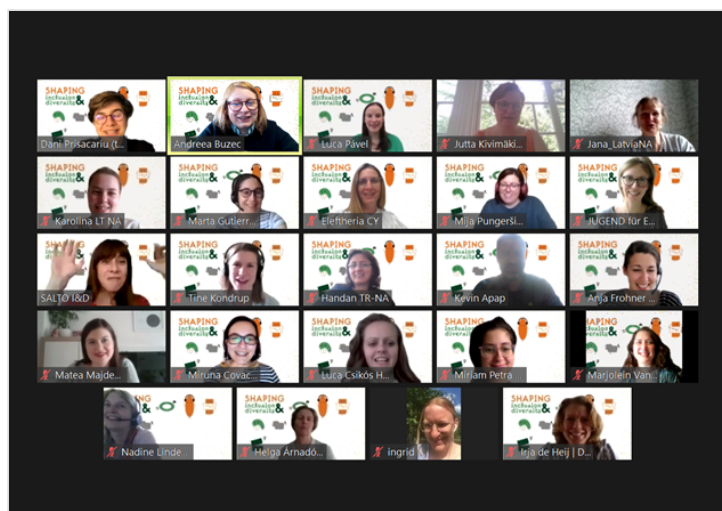
Kati	Inkinen	Finland
Marjolein	Vandenbroucke	Belgium - FL
Eleftheria	Christoforou	Cyprus
Brasov		
Hanna	Schüßler	Germany
Luca	Pável	Hungary
Luca	Csikós	Hungary
Milena	Karaangova	Bulgaria
Clara	Gonzalvez	Spain
Nicutor	Ciobanu	Romania
Iasi		
Jana	Priedniece	Latvia
Laura	Reisele	Latvia
Karolina	Lipnickiene	Lithuania
Nadine	Linden	Luxembourg
Kevin	Apap	Malta
Irja	de Heij	Netherlands
Timisoara		
Ingrid	Dybvik	Norway

Working groups

by Dani Prisacariu

GOOGLE DOCS

Group photo - Sweet potato!!!



WHATSAPP GROUP

hi to all, here is the link to our WhatsApp group :)

<https://chat.whatsapp.com/Lc5XpXGIgKxKwDvfAtYFPe>

Keeping the strategy alive

Monitoring

Evaluation

Getting to know each other

Let's get to know each other a bit better! Simply click on the red button on the upper hand side of the screen and chose your location on the map. Add a photo, your name (how you like to be called), what gender pronouns you use (she/he/they/other), together with 3 things that you love and a welcome message for the others. To see the entries of your colleagues just click the dots on the map so it opens their window. Have fun, looking forward to reading your posts!

MARIJA KLJAJIC APR 29, 2021 06:30PM

ANONYMOUS JUN 02, 2021 08:43AM

Helsinki

Helsinki

Jutta; loves hiking, kayaking and cooking

ANONYMOUS JUN 02, 2021 08:26AM



ANONYMOUS JUN 02, 2021 07:21AM

Cyprus



ANONYMOUS JUN 02, 2021 07:20AM

Warszawa

Warsaw, Poland



ANONYMOUS JUN 02, 2021 07:14AM



ANONYMOUS JUN 02, 2021 06:47AM

Budapest

Budapest

Hi everyone, My name is Luca (pronounced as Lutza) Csikós E+ and ESC programme officer of the Hungarian National Agency. I am supporting our TCA-NET and Inclusion Officer, Luca Pável (yes, she is Luca as well :D) in her work. I am the official cheerleader of inclusion at our NA :D



ANONYMOUS JUN 02, 2021 06:25AM

Zagreb

Zagreb

Hi everyone! My name is Matea (she). I'm KA2 officer and inclusion officer in HR NA.

My three favorite things are playing with my two little girls, reading books and drinking coffee :)



ANONYMOUS JUN 01, 2021 08:32PM

Ankara, Turkey

Ankara, Turkey

Hi, I'm Handan from Turkish NA, working as TCA Officer , guess what I like. Of course CATS but also Sun and Travelling, Looking forward to meeting you soon.



179926763_4686590048036123_4964500557012760684_n

0:05 video

PADLET DRIVE

ANONYMOUS JUN 01, 2021 03:17PM

Ljubljana

Ljubljana, Slovenia

Hi everybody, I Mija (she/her) and I'm external expert for I&D and for organising support activities at Slovenian NA.

I love to travel and meet new people, I also like to swim and take time to read some good book. :)

I'm really looking forward to meet all of you and work together on this really important topic. :)



ANONYMOUS JUN 01, 2021 02:42PM

Woerden

Woerden

Hi! My name is Irja (she) from the Dutch NA. I am looking forward to these days, to meet you all, and also to finally being pushed to take the time to develop an I&D Strategy. I adore the sun, and living in Holland already makes that quite difficult, but this week is amazing for our standards, 25 degrees and sunny! So sometimes you will find me sitting in the sun during the group meetings :) Besides the sun I really love chocolate and my kids! See you soon!



ANONYMOUS JUN 01, 2021 12:48PM

Jūrmala

Jūrmala

Hi! My name is Laura (she/her). Have been working in Latvian NA for 4 years, where last 2 as a inclusion project coordinator. I love to and can not wait when will be able to sunbath, swim in the sea, listen to hip hop in a live concert and explore the world.



ANONYMOUS JUN 01, 2021 07:40AM

Budapest

Budapest, Hungary

Luca Pável (she) - pronounce as 'Lutza'

Hi everyone! I am Luca, working at the Hungarian NA as TCA-NET & Inclusion officer.

I really like baking (sweets and breads, too), not only since the pandemic. :)

Looking forward to meeting and discussing, planning together with you colleagues!



ANONYMOUS MAY 31, 2021 04:51PM

Dům zahraniční spolupráce, Na Poříčí, Nové Město

Martina, the Czech Republic

My name is Martina (she) and I'm from the Czech NA. Living very close to Prague I like the nature, plants and animals including rhinos :-). I work in the team of the KA1 and inclusion is a topic I have been dealing with for a long time, even before 2019, when I started in NA. I look forward to discussing with you and new inspiration.



ANONYMOUS MAY 31, 2021 10:46AM

Sandakerveien 82, Oslo

Sandakerveien 82, Oslo

Ingrid Dybvik



ANONYMOUS MAY 31, 2021 07:47AM

Bucharest

Bucharest

Nicutor/Nick_RO01

Communication officer, member in RO NA since 2017, pleased to say a big, even online, Welcome!



ANONYMOUS MAY 31, 2021 06:18AM

Malta

Malta

I am Kevin Apap. I work for the Maltese National Agency since 2011. Currently I am in charge of mobility of youth workers and inclusion. I like swimming, trekking and reading. Looking forward for our meeting !



ANONYMOUS MAY 28, 2021 10:34AM

Ghent

Marjolein Vandenbroucke

Hey all!

I am Marjolein (she/her) and I'm the ID officer of our NA.

I love playing & experiencing music. (I'm so happy we just restarted playing live again now with our crazy group De Propere Fanfare - <https://youtu.be/RzTCMOT1cxA>) And if I'm not working, playing music or volunteering, I love doing crazy with my enthousiastic 2-year old :)



ANONYMOUS MAY 26, 2021 11:25AM

Hamburg

Hamburg/Bonn

Hi everyone, I am Hanna (she/her), Advisor on Inclusion & Diversity at the German Youth-NA.

I love days spent with friends and family, enjoying a real good coffee in the sun at a plaza in southern Europe and being in motion outside - preferably in the nature.

Looking forward to meeting you all!



ANONYMOUS MAY 26, 2021 07:17AM

Vilnius

Vilnius, Lithuania

My name is Karolina (she/her), I am a new ESC officer in Lithuanian NA, joined my Agency last week. Very excited to be here with you ;)

When it comes to my personal life, I have a two-year-old son, who takes majority of my free time. And what is left, is dedicated to driving lessons.



ANONYMOUS MAY 26, 2021 05:46AM

Cyprus

Cyprus

Hi I'm Eleftheria (means liberty/freedom) and I'm the ESC officer in Cyprus.

I love the sun, the sea, the flowers, I adore my family -extended and close (4 kids including our dog and a husband;))- and my friends with whom I enjoy drinking, dancing, laughing and relaxing;)

I'm so excited to be doing this exercise with all of you!!!



ANONYMOUS MAY 25, 2021 04:28PM

Latvija

Latvija

Jana (she)

I like travel, gardening and books

Looking forward to seeing you all soon



ANONYMOUS MAY 25, 2021 11:31AM

Vienna

Vienna, Austria

Hello everyone! I am Anja (she) from the Austrian National Agency. I ♥ nature, a good glass of wine with friends/family and donkeys!

Looking forward to meeting all of you, learn and inspire each other!



MARIJA KLJAJIC MAY 24, 2021 09:36AM

Bucharest

Bucharest



ANONYMOUS MAY 23, 2021 01:22PM

Tallinn, Eesti

Tallinn, Eesti

Karin (she).

I love nature and hiking, playing with my 2-year-old son and enjoying a late evening icecream after he's gone to bed.

Hello everyone! :)



ANONYMOUS MAY 21, 2021 10:33AM

Ringe, Danmark

Ringe, Danmark

Hi everybody.

I am Tine (she) from Denmark. I am KA2 Youth officer at the Danish National Agency and have recently been appointed as the I&D officer for Youth as well.

I love all kinds of sweets, playing football, and spending time with my family (1 husband, 2 kids, 3 cats).

I am looking forward to meeting you all and to learning a lot from you and from this workshop.

See you all soon :)



ANONYMOUS MAY 21, 2021 08:09AM
Chitila, Romania

Chitila, Romania

Hello, dear inclusion officers!

I am Miruna (she), from Romania. I have been working in the NA since 2008, in youth and communication. I am a mother of three, passionate about learning, play, reading and travelling. Looking forward to creating inclusion strategies together!



ANONYMOUS MAY 20, 2021 03:47PM
Reykjavík, Iceland

Reykjavík, Iceland

I'm Miriam (she/her), from Reykjavik, Iceland. I work at Eurodesk Iceland and in close cooperation with the NA of Erasmus+ in Iceland. I love a good glass of wine, travelling and nice weather.



ANONYMOUS MAY 20, 2021 12:52PM
Helsinki, Suomi

Helsinki, Suomi

Kati (she)

love singing together, friendship and film/drama

Happy to be in this thing together with you!



ANONYMOUS MAY 10, 2021 12:53PM
Walferdange, Luxemburg

Walferdange, Luxemburg

Nadine (she) I am the youth coordinator in the Luxembourgish NA.

MARIJA KLJAJIC JUN 01, 2021 05:53PM
Ghent, Belgium

Ghent, Belgium

Marija (she), friends call me Masha.

Like: reading (mostly fiction), travelling and spending time with my friends and family.

I'm looking forward seeing you all in Jun! Let's make inclusion easier, by creating strategies together!



Bucharest, Romania

Bucharest, Romania

Name: **Dani**

Pronouns: **they/them**

I love: hugs, cats, plants, the moon🌕🌑🌒🌓🌔🌕🌖🌗

I am so happy to get to know you all and share space with you!

Welcomee! 🌟




ANONYMOUS MAY 05, 2021 12:04PM

Pre-work findings

Please upload your findings here, in an easily accessible format such as pdf or word.

MARIJA KLJAJIC MAY 05, 2021 11:44AM

Turkey



Shaping inclusion & diversity strategy Colleague Support Group
Pre-work findings

Country: Turkey
Number of people I spoke with:


Main findings

1. Define what are the most relevant needs or gaps of the target groups that the programmes (ESC & Erasmus+) should address in your country
Needs:

ESC and Erasmus+ should be disseminated in the following sectors:
NGOs and GOs working with:
*NEETs (3,8 million NEETs)
*Disabled people (2,5 million registered+ not registered ones)
*Syrian migrants and other migrants (3,6 million+ ca 400. 000= 4 million migrants and refugees, GUESTS, ca 1,3 million Syrian and other nationality migrants aged between 15-29 years old)
*Roma people (ca 2 million people, street workers, street children forced to work)

On the other hand there are 13 million youngsters in Turkey. It is 15% of whole population, GOs such as youth centers working under Ministry of Youth and Sports and Municipalities have to be informed regularly as well.
Around 20000 orphan youngsters and children. 6000 of them are leaving with protective families. So, those families can be provided with opportunities of ESC and E+

IDCSG Pre-work findings template-TR
Word document
PADLET DRIVE



Shaping inclusion & diversity strategy Colleague Support Group
Pre-work findings

Country: Malta
Number of people I spoke with: 3 NA Staff, 4 NGO's


Main findings

1. Define what are the most relevant needs or gaps of the target groups that the programmes (ESC & Erasmus+) should address in your country

- As an NA we struggle to reach participants with fewer opportunities;
- The definition of what is meant by *fewer opportunities* still needs to be clarified/fully grasped to/by our target groups;
- There is a barrier in that our target groups still have a mindset of focusing their projects towards their organisation/institution rather than to address the needs of the target group;
- Local young people do not have a culture to do volunteering locally or in another in EU country. Volunteering is associated with third world countries;
- There is an issue of overcoming the stigma related to their specific situation in the spectrum of fewer opportunities;
- Some target group population would not identify themselves as with fewer opportunities due to this misconception and therefore excluding themselves from the support they could otherwise receive;
- There is a need of more dialogue, especially intercultural dialogue, minority groups and participants with special needs. There is also a need of intergenerational dialogue but the Erasmus+ limits this;

IDCSG Pre-work findings Malta
Word document
PADLET DRIVE

Lithuania



Shaping inclusion & diversity strategy Colleague Support Group
Pre-work findings

Country: Lithuania
Number of people I spoke with: 4

Main findings

1. Define what are the most relevant needs or gaps of the target groups that the programmes (ESC & Erasmus+) should address in your country

Mental health
Sex education
Environmental stability
Motivation to participate

2. Identify the needs of the beneficiary organizations in your country- what are their struggles in terms of serving young people with fewer opportunities?

In the context of *volunteering projects*, organisations generally lack capacity and experience how to host young volunteers with fewer opportunities, i.e., how to connect with and meet their needs, how to motivate them, how to set goals and make sure they are challenging enough but not too much, how to mentor them well – pay them enough attention and do not stigmatise them, etc. Also, organisations that host volunteers need support and guidance how to address their emotional needs, depression and/or triggered traumatic experiences.

3. Are there any other strategies at your NA level (training, communication, green) and

IDCSG Pre-work findings LT
Word document
PADLET DRIVE

Pework inclusion and diversity strategy seminar

Norway

- Define what are the most relevant needs or gaps of the target groups that the programmes (ESC & Erasmus+) should address in your country

Two main aspects:

- Regular organisations not engaged in including young people with fewer opportunities when doing Erasmus + projects,
- Organisations specifically targeting groups of young people with disabilities or similar, that are not using our programs.

The first group could benefit from TCA activities or other courses/workshops about inclusion strategies, while the second group needs information and guidance on how to use our programs.

We could also encourage the organisations to set up projects that focus on inclusion and diversity-related themes.

- Identify the needs of the beneficiary organizations in your country- what are their struggles in terms of working with young people with fewer opportunities?
 - According to an ambrella organisations for youth clubs, finding suitable partners is an obstacle. OTLAS is recomended for this, but the database is not updated. So beneficiaries are ofted adviced to use informal networks or getting to know partners through TCA activities.
 - Organisations for ethnical minorities tend to have poor skills in writing applications. They need more guidance and training on this matter.
 - Small organisations and communities are often hard to reach, and lack resources.
 - Many organisation probably exclude unconsciously. We all do.

Pework_Norway

Word document

PADLET DRIVE



Shaping inclusion & diversity strategy Colleague Support Group

Pre-work findings

Country: Luxembourg
Number of people I spoke with: 4

Main findings

- Define what are the most relevant needs or gaps of the target groups that the programmes (ESC & Erasmus+) should address in your country

Target groups

- Students
- Recent graduates
- Pupils (SE/ VET)
- Young people
- Adults

They can face one or more of the following barriers:

	Needs
a disability	Physical access, accompanying person
Health problems (Mental health, chronic illness)	Access to or funding for regular treatment, flexible working hours (the programme forsees strict limits for mobilities to be eligible)
Barriers linked to education and training systems, NEETs	Language barrier, confidence
Cultural differences/ Migrant background	Language barrier, intercultural preparation
Social barriers	No knowledge of the programme, fear to participate

IDCSG Pre-work findings template

Word document

PADLET DRIVE

Cyprus

Country: Cyprus
Number of people I spoke with: 4

Main findings

- Define what are the most relevant needs or gaps of the target groups that the programmes (ESC & Erasmus+) should address in your country
 - Lack of information for the programmes and the opportunities they provide as learning paths in a yp's life
 - They are considered as opportunities for privileged yp as some/a lot face one/more of the following obstacles:
 - Communication language
 - Financial problems / poverty thus they don't afford to bear costs on their own or they HAVE to work to support themselves or their families
 - Mental / other health problems
 - Disabilities
 - Racism / discriminations
 - Lack of experiences and confidence thus they feel fear for the unknown or travelling alone
 - The procedures are exclusive as they are complicated
 - Digital skills / literacy
 - They need more incentives and encouragement
 - Further development of the volunteering, participatory mindset
 - Validation of competences aquired through non formal learning processes
- Identify the needs of the beneficiary organizations in your country- what are their struggles in terms of serving young people with fewer opportunities?
 - Lack of paid personnel
 - Lack of experienced and trained youth workers or group leaders
 - Lack of local volunteers
 - Constant replacements in personnel and volunteers
 - Financial support from the state and sponsors
 - Lack of information in schools, youth clubs, tertiary education institutions and in

CYPRUS_IDCSG Pre-work findings template

Word document

PADLET DRIVE

Denmark

- especially the accessibility to information (communication) is a most relevant need for this group.
- The same organisation says that the most important need for the deaf young people is networking. There are not many deaf young people in Denmark to form a network with, so networking across Europe, finding friends and maybe even sweethearts, is a real life changing and eye opening experience for them. At the same time it gives them a sense of being part of something bigger – both in terms of a broader network of people they can identify and most importantly communicate easily with – but also in terms of feeling as a part of Europe (for many it is their first experience outside their country borders).
- Identify the needs of the beneficiary organizations in your country- what are their struggles in terms of serving young people with fewer opportunities?
 - One organisation working with young people with migrant background and/or religious minority/other cultural background point to the parents as a major barrier (not safe, afraid of drinking, cannot see the value/learning outcomes of the programmes etc.).
 - An organisation point to the planning of activities as a struggle when working with young people with fewer opportunities (deaf people). It takes a lot of extra thoughts, careful consideration and difficult planning to organize activities for deaf people (as well as other groups of people with fewer opportunities).
 - Are there any other strategies at your NA level (training, communication, green) and do they support inclusion and diversity? In which ways?
 - To the best of my knowledge we do not have such strategies. The colleagues I have talked to did not know of any either.

IDCSG Pre-work findings template Tine Kondrup

Word document

PADLET DRIVE

Iceland

Main findings

1. Define what are the most relevant needs or gaps of the target groups that the programmes (ESC & Erasmus+) should address in your country
 - Difficult to reach out to the target group/young people, the NA reaches out to organisations more
 - Relevant information doesn't reach relevant young people
 - Need of involving young people in planning, working with young people – not for them
 - Need to motivate young people and empower them
 - Need to communicate with youth workers about inclusion and diversity
 - Need to communication with youth workers on how they reach out to target group
 - Safeguarding measures
2. Identify the needs of the beneficiary organizations in your country- what are their struggles in terms of serving young people with fewer opportunities?

Struggles:

 - Small organisations with few staff
 - Too much workload all ready and staff not able to include more tasks in their daily worktime
 - Very little if anything about inclusion strategy at organisational level
 - Little or no internationalisation
 - Heads of organisations not open for European cooperation

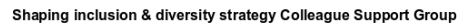
Needs:

 - Mentoring/Coaching support
 - Have the opportunity to take part in capacity building activities
 - Knowledge on how to reach out to the target group
 - Motivation to work with the target group
 - Lack information on granting scheme/programmes
 - Need more financial support
 - Lack the knowledge about inclusion support in the programmes

IDCSG Pre-work findings_IS_NA

Word document

PADLET DRIVE



Country: Latvia

Main findings

- ## Pre-work_findings_LV_NA

Word document

Romania

Country: Romania

Number of people I spoke to: 5 (+information gathered from interviews and surveys integrated in the NA's inclusion evaluation study)

Define what are the most relevant needs or gaps of the target groups (young people with fewer opportunities) that the programmes (ESC & Erasmus+) should address in your country

Needs: probably one need that generates others is the following: to be aware of their needs (in some cases, with dignity); the need to be involved, to access youth activities, to know their opportunities, their rights. Need to develop social abilities, self-esteem, participation and cooperation with other young people; hands on experience on what a project means; overcome a sort of fear of the unknown (regarding European projects, managing money etc.) and skepticism coming from parents

Gap: lack of language abilities – many young people with fewer opportunities do not speak English and it seems that in many projects organisations put pressure on having, as participants, English speakers

Gap: the information about these programs does not reach them (less so online); the way to reach them is through organisations that are active and known in the rural area

Gap: There is a sort of fear of the unknown, of European projects, of managing money etc.

Particular contexts: early-school leaving, unemployment, young people in foster care etc., young people from Roma community, with disabilities (organisations working with young people with disabilities usually work, internationally, with similar organisations); there is a need for a national systemic approach in terms of inclusion, because Erasmus+ can not substitute national policies

Identify the **needs of the beneficiary organizations** in your country - what are their struggles in terms of working with young people with fewer opportunities?

pre-work findings - R0 NA

Word document

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Latvia2

Shaping inclusion & diversity strategy Colleague Support Group

Pre-work findings

Country: Latvia

Number of people I spoke with: 6 people – 1 communication officer, 4 project coordinators from different departments and 1 ministry representative

Maija (vai NEET jaunieši dodas EVS), **Madara**, **Ieva U.**, **Agnese Lorence** (par iepriekšējo stratēģiju), **Līga M.**, **Arita**

Main findings

- **Define what are the most relevant needs or gaps of the target groups that the programmes**
 - Can reach out to young people through youth workers and other professionals
 - At the present moment we are reaching out to most visible and active groups, have to reach to those who are hard to reach like LGBTQT and young people in prison
 - Main target groups NEET, disability rural
 - Very different needs in very different groups
 - Information has to be more simple, more understandable to the target groups
 - Have to work more with young people through Eurodesk and Europeans

- Identify the needs of the beneficiary organizations in your country- what are their struggles in terms of serving young people with fewer opportunities?**
- Most organization do not have capacity
 - Have to work more on concept experienced organisation vs/with new organizations
 - There are just a few real inclusion projects – mostly minority groups remain in their circle
 - Young people with fewer opportunities need more support, more empowerment
 - Have to develop a strong network
 - Have to develop a better reach out from organization to young people with fewer opportunities
 - There is almost no good examples of cooperation between the public sector and NGO's
 - Very little long term sustainability

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Word document

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Latvia

Finland



Shaping inclusion & diversity strategy Colleague Support Group

Pre-work findings

Country: Finland

Number of people I spoke with: Youth Unit in the NA

Main findings

1. Define what are the most relevant needs or gaps of the target groups that the programmes (ESC & Erasmus+) should address in your country
 - Disability organisations are partly involved, could be more
 - Lack of municipalities; during the last programme period we have lost many municipalities - and we would have to engage many small municipalities from the areas of dispersed settlement.
 - Challenging to reach reach young people who are not active in NGOs or who do not have regular hobbies and recreational activities
 - Geographical balance; do we reach all parts of our country?
 - Language barriers; 2 official languages (Finnish - Swedish), big minority of Russian, Arabian, Estonian, Somalian speaking communities. Also keep in mind Sámi, Romani and Kurdi communities.
 - Communication; timely and effective communication, to whom (for both a decision maker and a youth worker)
 - Dialogue with the target groups, e.g. immigrant organisations who frequently apply funds with no positive result.

2. Identify the needs of the beneficiary organizations in your country- what are their

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Shaping inclusion & diversity strategy Colleague Support Group

Pre-work findings

Country: Germany

Number of people I spoke with: I regularly consult with colleagues in the framework of an internal working group on the topics as well as with stakeholders in the framework of an advisory group, the answers are based on this work.

Main findings

1. Define what are the most relevant needs or gaps of the target groups that the programmes (ESC & Erasmus+) should address in your country
 - access to international youth work for ypwo due to information gaps and established narratives
 - motivation and capacity building for relevant organisations not using the programmes yet and for already active organisations to work inclusively with the programmes
2. Identify the needs of the beneficiary organizations in your country- what are their struggles in terms of serving young people with fewer opportunities?
 - (lack of) structural support
 - networking and cooperation with relevant organisations and stakeholders
 - human resources
 - outreach strategies and channels
 - knowledge about the needs and everyday live and struggles of ypwo
 - expertise and know-how on how to deal with these needs

IDCSG Pre-work findings template - Germany

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Austria

Consultation took place, but little time to put it into words.
however, here the updated version

Pre-work findings - Austria

Country: Austria

Number of people I spoke with: 6

Barbara Eglitis (former NA ID Officer, SALTO RC)
Margit Dirnberger + Oesterbauer Julia (OeAD, E+ Higher Education)
Julia Tschelaut (OeAD)
Daniela Fellingner (Grenzenlos)
Veronika Drexel (AHA)
Magdalena Klaric (the Austrian Federation of the Deaf)

Main findings

1. Define what are the most relevant needs or gaps of the target groups that the programmes (ESC & Erasmus+) should address in your country
 - Communicating in an adequate language (youth friendly, easy to understand, accessible)
 - o feedback from the Austrian Federation of the Deaf - If it is a declared objective to also address less qualified project organisers in civil society, documents would have to be provided in German - e.g. to address the Youth Commission of the ÖGLB - **also in easy-to-read versions and content would have to be made available in hypersign videos in Austrian Sign Language**, if necessary. (Deaf people often have poor German language skills as a result of the inadequate education system in Austria).

IDCSG Pre-work findings template_ATNA

PDF document

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Shaping inclusion & diversity strategy Colleague Support Group

Pre-work findings

Country: Luxembourg

Number of people I spoke with: 4

Main findings

1. Define what are the most relevant **needs or gaps** of the target groups that the programmes (ESC & Erasmus+) **should address in your country**
 - Target groups
 - Students
 - Recent graduates
 - Pupils (SE/ VET)
 - Young people
 - Adults

They can face one or more of the following barriers:

Barriers	Needs
a disability	Physical access, accompanying person
Health problems (Mental health, chronic illness)	Access to or funding for regular treatment, flexible working hours (the programme foresees strict limits for mobilities to be eligible)
Barriers linked to education and training systems, NEETs	Language barrier, confidence
Cultural differences/ Migrant background	Language barrier, intercultural preparation
Social barriers	No knowledge of the programme, fear to participate

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Germany

Also a draft, gathered from former work on the topic, there was unfortunately few time to prepare and consult comprehensively.

Add your findings here

1. Click the "+" pink sign in the left lower corner
2. Upload your doc by clicking the upload button (an arrow facing up)

All that you find will be very useful in developing your strategy during our meeting. **Looking forward to reading your findings!**

Monitoring of our Strategies

Why monitor? What to monitor? How do we monitor? When do we monitor? Who does it?

MARIJA KLJAJIC JUN 04, 2021 06:20AM

advisory group?

Meeting groups, working groups etc. questionnaires, gathering data

the ID working group

Monitor the propernational priorities

Monitoring inclusive projects which were financed according to the Inclusion strategy

suggest improvements (to the commission)

reflect on the programme

Depends on the indicator. Ex., data on number of participants - dashboard. If the satisfaction of activities ; or some impact indicators - through focus groups/ surveys.

resources

time resources (how much time do programme officers/inclusion officers etc. dedicate to that process) - financial resources

During the time and afterwards/ some set points, for example, twice a year

I&D officer and maybe external person

to learn from mistakes (and adapt accordingly)

We should monitor our Strategy and AP, and also the activity of the external experts. We should also monitor projects implementation

to show where to put our effort, are you on the right track, what to focus on etc. to reveal needs, challenges and also success

Check if we are still on track and if not, get back on track

to celebrate

After actions / events immediately

Coordinator of the strategy

The whole strategy: (half) yearly

Discussion with other NA colleagues doing P implementation

After each finished activity/period depending on the indicator. Intermediate check up for progress too.

Monitoring visits

With a strong inclusion dimension

to see are we reaching targets, is there any progress - following the process to be sure that everything is being done, if need to adjust - do that.

Each person/unit responsible for the sector in small agencies.

Indicators

The things that are implemented,
But not just numbers, also the quality of the action

To monitor the CHANGES of the progress made, based on the indicators

Even monitoring the changes within our NAs, for us, as people and NA staff

Implementation of the action plan
Indicators (quantative & qualitative)
Degree of satisfaction

indicators that we set and define in our action plans

To realize succes
To see the process
To check quality
To keep focus

To be able to do the evalutation: To know if what you thought of worked and if not be able to adjust your strategy and actions

indicators/impact/ activity plan

to be careful what we monitor. if many things have to know that we have the tools. Monitoring the impact, activities.

asses the initial plan

To ensure that everything is according to the initial plan

to be informed, to follow the progress - track the impact, to know if we are on track

Who does it?



When do we monitor?



How do we monitor?



What to monitor?

Evaluation of our Strategies

Why evaluate? What to evaluate? How do we evaluate? When do we evaluate? Who does it?

MARIJA KLJAJIC JUN 04, 2021 09:16AM

The progress (if any)

Count

Agreed on the milestones

The evaluation was divided within the NA

the evaluators should evaluate
the trainers
the TCA officer

Gathering all the info coming from them

Objectives of the strategy itself

Set individual Milestones

According to the duration of each strategy. It could be mid-term evaluation and final evaluation

Yes, us as I&D officers as a catalyst to give that boost

To show that the programs do what they promised- PR strategy :)

Hopefully: To show that the programmes keep their promises (PR)

To see how we are doing and if we should change/adapt

to celebrate

Surveys
Focus groups
Analysing data

(cross-sectoral) working group

Yearly

external expert

Reaching the objectives

Colleagues from Programme Controlling

The Commission

To improve (the process of monitoring)
To keep track

RAY

not only us :-)

tools, methods

the process

overall objectives, have they been reached

the results

To know if what you thought of worked and if not be able to adjust your strategy and actions

if necessary --> to adapt the strategy, eg.
certain targets, measures

to see the progress + challenged

not recreating the while all over again

in order to develop

learning from past experience

Who does it?



When do we evaluate?



How do we evaluate?



What to evaluate?



Why evaluate?