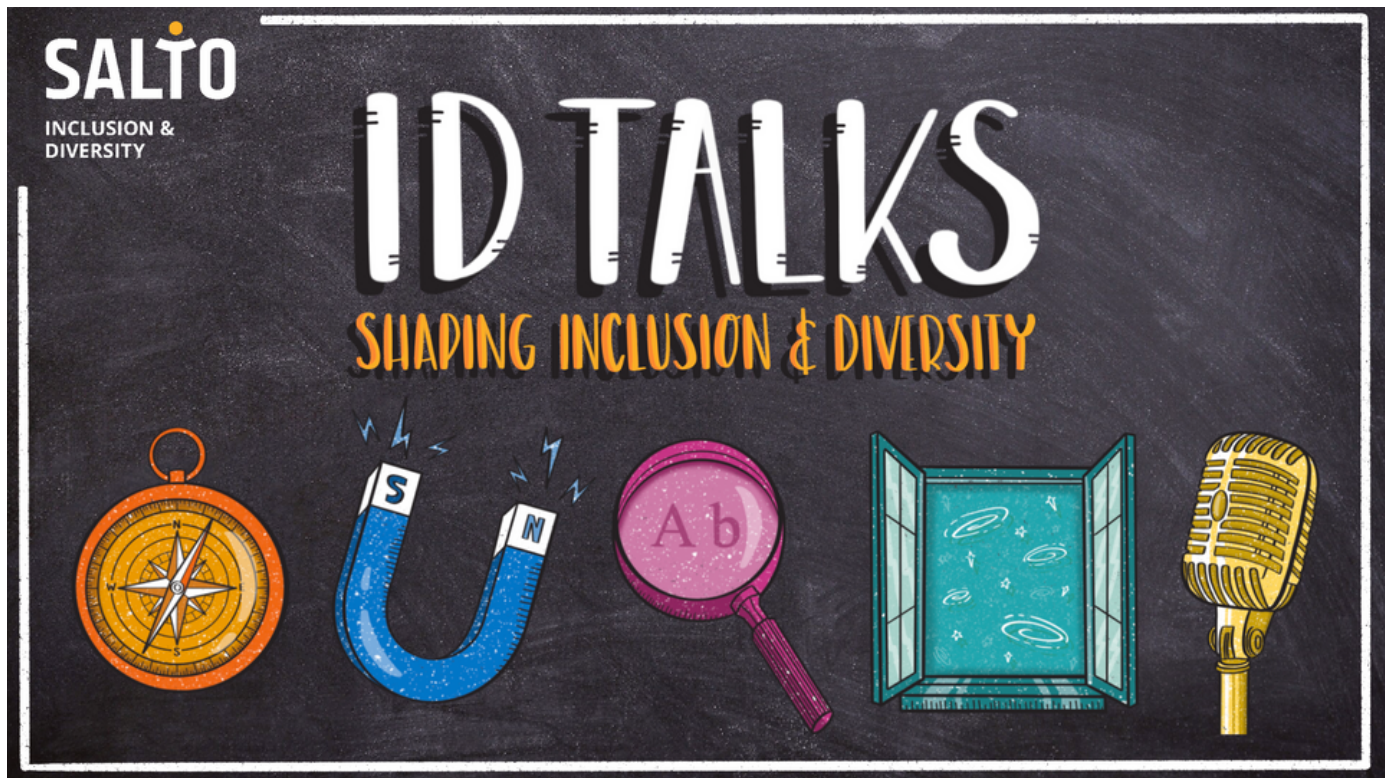


ID TALKS!

A series of 5 online workshops on 5 major topics in the promotion of "Shaping Inclusion and Diversity" - how to implement youth projects that are more inclusive, diverse, and reflect the ID Strategy?



ID Talks:

STRATEGY
OUTREACH
LANGUAGE
LOCAL
VISIBILITY

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".

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 the successful first edition in the autumn of 2020 and the second edition in Spring 2021, we are continuing the "Embracing Diversity" series by organizing the Autumn edition and bringing to your attention new topics and new speakers.

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:

- 23 February 2022 (1 PM CET) > **ID Talks Strategy:** Following on from the European Commission's 'Inclusion and Diversity Strategy', the new 'I&D Road Map' details the road we need to travel together to make inclusion & diversity easier and better in the Erasmus+ programme and the European Solidarity Corps. Which milestones can you reach? What tools help you get there? And how to develop an Inclusion and Diversity strategy for your organisation? Guest speaker: **Susie Nicodemi, UK & Tony Geudens, SALTO ID**
- 09 March 2022 (1 PM CET) > **ID Talks Outreach:** Even projects that "tick the inclusion boxes" often fail to reach to most vulnerable young people. What keeps young people with fewer opportunities from participating in European projects? Who is already on board then? And who is left behind? Why and how can you reach out to organisations doing inclusive work locally and connect them to the EU level? What are the obstacles and what is the way forward? Guest speaker: **Andreas Rosellen, Germany**
- 23 March 2022 (1 PM CET) > **ID Talks Language:** The main function of language is to make communication simpler. But is the language we use (in international youth work, in the related programme documents and application forms) reducing or increasing barriers for participation? Is it inviting or discouraging? How do we communicate about our work at local and international level to appeal and attract diverse groups of young people? Guest speakers: **Petra Plicka & Heidi Mackowitz, Austria & Barbara Eglitis, European Solidarity Corps RC**
- 06 April 2022 (1 PM CET) > **ID Talks Local:** One size does not fit all. What new, open, easy and inclusive projects and initiatives could be more suitable for young people with fewer opportunities? Why is it important to propose EU-funded local project formats and how do they compare with international mobility projects for young people? Guest speakers: **Ieva Kaupaiteė & Karolina Lipnickienė, Lithuania**
- 20 April 2022 (1 PM CET) > **ID Talks Visibility:** Communicating about our work becomes increasingly important. How not to "fake" it for the sake of giving a better ID impression? What are the ethical dilemmas? Why and how to disseminate and exploit project results (DEOR), both to convey the relevant messages and to remain useful and appealing to the larger public? Guest speaker: **Pavel Vassiljev, Estonia**

ID Talks: Outreach

What keeps young people with fewer opportunities from participating in European projects? Who is already on board then? And who is left behind?



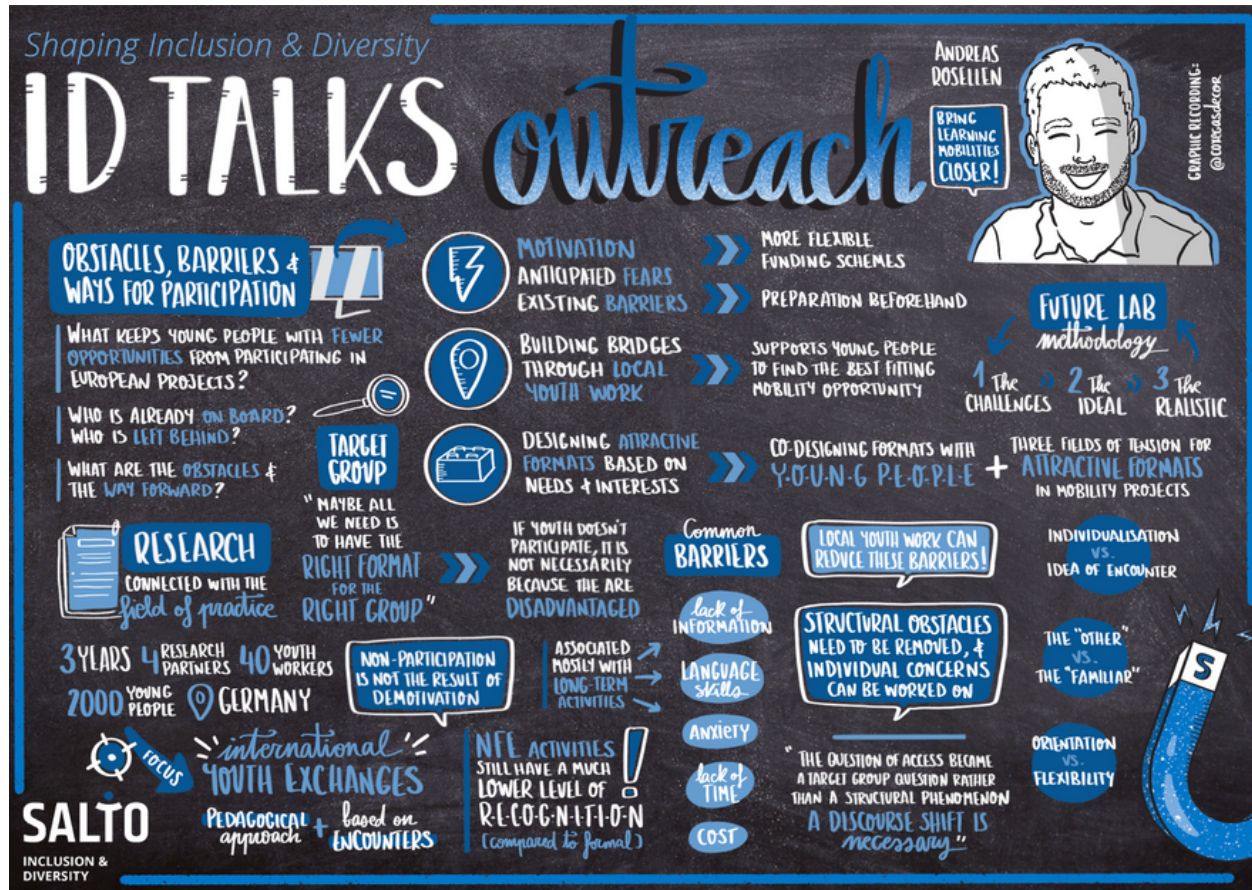
GUEST SPEAKER: ANDREAS ROSELLEN

Andreas is a trained Social Worker, social scientist, and Non-Profit Manager. In his professional life, he is deputy managing director of transfer, a youth work NGO based in Cologne, Germany. His main task is to coordinate a network called "Research and practice in dialogue – International Youth Work", which functions at the intersection of academia and practice. He is convinced that international and interdisciplinary cooperation makes us learn and grow.



Article

Andreas Rosellen



Why are young people not participating in international youth work and what can we do about it?

Introduction

When we are talking about learning mobility and international youth work, we are very often discussing target group issues. Who is already on board and who are those, who aren't participating yet? We as experts in the field of learning mobility do have a high motivation to include as many young people as possible, because we are so convinced of the power of an impactful international project. At the same time our wish is to reach out to diverse young people, which at some points is a challenge. Also, very often non-participation is connected to "disadvantage" and a certain socio-demographic aspect, that leads to exclusion.

I want to present a research project, which had the purpose to collect information about non-participants, find out about reasons they weren't participating and the barriers they faced. The research shows perspectives of young people living in Germany and allows conclusions that are connected to the German youth work system. Still, these perspectives are relevant for other structures as well and the follow-up processes give ideas for future approaches to reach out to young people. Spoiler alert: The results are way too complex to come up with "easy" answers to these questions.



Access Study": Why are young people not participating in international youth work?

The so-called "Access Study" was a three-year research project funded by the Federal Ministry for Families, Senior Citizen, Women, and Youth and Bosch Foundation. The mixed-method study was designed and implemented by four research partners. The idea was to at the end be able to better describe non-participants and strategies to include them in the future. The research consisted of a representative study with more than 2.000 young people living in Germany as well as interviews with 49 non-participants and 40 youth workers besides further quantitative and qualitative methods.

First of all, it was important to define the focus of the research. As there are plenty of opportunities for young people to go abroad, it was important to focus on certain formats and be clear about what should be analyzed. The research time defined a core area of international youth exchange that was characterized through two attributes. First, the formats should promote the encounter between young people from different countries, which excludes for example a school trip, where a closed group goes to another country but stays for themselves. Second, the pedagogical framework was important. Formats should be designed and accompanied by youth workers, follow content, or a program. Through these characteristics, the team of researchers identified formats in non-formal and formal education, that fulfilled these criteria and started to analyse reasons for non-participation and barriers young people faced.




Target groups and potentials

In total 2.380 young people all over Germany were asked for experiences with international youth exchanges and their motivation to participate in the future. The good news was that already 26% of all respondents have had experiences with formats in non-formal or formal education. Also, the researchers could find out, that another 37% were interested to go abroad and maybe would have done so before if they would have known about the opportunities or other barriers, explained further down, were reduced. 26% of this group had already been abroad, but not in a format of international youth exchange. The other 11% have never been to another country besides from holidays with parents. That leaves 37% of respondents who mentioned solid reasons for not being willing to participate. One automatic reflex could be to directly focus on the latter, but maybe it is even more interesting to look for those, who are interested, but somehow not finding their way towards participating. Because right now, we are “wasting” a huge potential for future target groups.

Less positive was the insight, that a majority of respondents barely knew about international youth exchange. Whereas in formal education you find a majority, who has experienced a school trip before, the knowledge about formats of international youth exchange, especially in non-formal education was shockingly low. This is definitely an aspect, the field needs to further work on.

In the next step, these findings of target and potential groups were matched with a model of SINUS, which was one of the partner institutes. They have clustered livelihoods of young people in Germany within seven so-called “milieus” based on educational level and value sets. It became obvious that the idea of non-participants being disadvantaged is not the full truth or one of these “easy” answers. It’s a fact, that certain groups are underrepresented, and these groups are to a higher extent for example less educated. But at the same time, we also see non-participation in privileged groups, and the amount of interested young people, especially in disadvantaged groups is unproportionally higher. That is why we need to have a closer look at individual reasons than group structures.

**IF YOUTH DOESN'T
PARTICIPATE, IT IS
NOT NECESSARILY
BECAUSE THEY ARE
DISADVANTAGED**



Popular restraints and barriers

The top two reasons, why young people are not participating in international youth exchanges don't come by surprise. They either did not have the information or support or thought that participating was too expensive. And also, other reasons like missing language skills, anxieties or insecurities, and missing time slots you most probably have heard of before. The interesting aspect is, that a lot of the fears are anticipated and connected to formats they knew, which are most likely long-term individual stays and not necessarily a one-week youth exchange. That is why the research team concluded that non-participation is not a result of demotivation. It is not the case, that young people do not want to participate. But there are individual concerns that hinder them, which could be processed through supporting structures for example in youth work systems or schools. At the same time, structural barriers need to be removed to ease the way into participation.

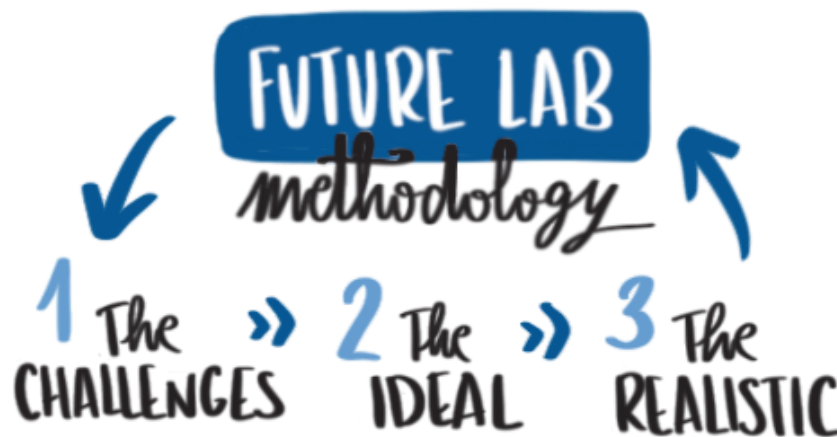


Perspectives of youth workers

In Germany, there is a structure of local youth work which allows a broad range of employed and funded youth work offers. For international youth work, which is a central principle of youth work, this is a potential, but at the same time a hindrance. With a focus on local contexts, working internationally often comes on top for youth workers. It is an added effort, which is hard to combine with a demanding job, they have. At the same time, the team of researchers has analyzed, that there is the assumption of the capability of a young person to participate. Whom do I take abroad and who will be able to join? This approach nourishes the idea of non-participants being disadvantaged and at the same time the fear of young people not getting along rises. What stays with a young person is the image that this opportunity is nothing for me. In total, the question of access became a target group question rather than a structural phenomenon. That is why we need a discourse shift, that leads us away from talking about who is able to participate or why a certain disadvantaged group is not participating to a focus on structural conditions, that promote participation and reduce barriers. Of course, it makes sense to design projects that address certain groups, but for the bigger purpose of inclusion we need to focus on structural change.

Innovation and flexibility

In a follow-up process, we focused on the question of how to design mobility projects that are closely connected to the interests of young people and match their needs. We designed workshops using the method of the future lab, that follows a three-phase approach. The first phase invited participants to criticize everything they don't like about international exchange, being abroad, or traveling. In the second phase, they were allowed to develop utopias, which means the ideal way of going abroad. During the third phase, this utopia was adapted into a possible project. We hold two digital and two analog workshops with different groups from formal and non-formal contexts. Some of the participants already had experienced international youth exchanges, others didn't. The workshops were supported by research and the findings were analyzed in connection to the access study.



Generally speaking, this way of preparing a learning mobility project allows young people to communicate all their concerns, interests, and wishes. It paves the way for mobility, which is stronger connected to the lives of young people, builds ownership through participation, and improves motivation. The project showed three fields of tension, that should be considered when planning an attractive format. The first one is, that you need to find a balance between the claim of matching individual needs and interests and the purpose of the encounter. The second shows the wish of young people to join a highly flexible program with spare time to use for themselves on the one hand and on the other hand a need for orientation and proposals to not get bored. The third tension shows a wish for security and staying in a familiar context when exploring something new. Here it also needs a good balance to guide young people leaving their comfort zones without scaring or overwhelming them.

So: What to do now and how to include that into practice?

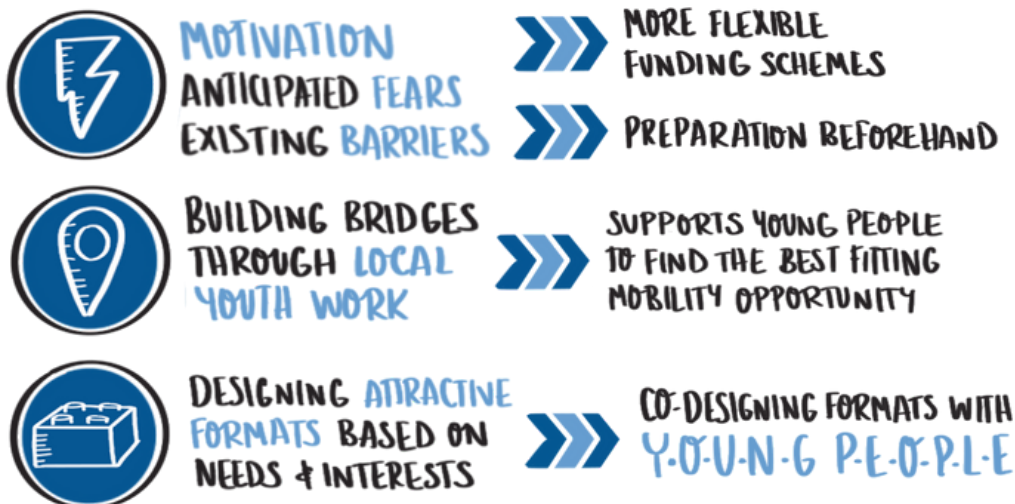
Conclusion

As a consequence of access study and the explained follow-up process, local youth work can be seen as THE gate opener – which is indeed not brand-new information. Considering all of the findings, the central recommendation should be to financially and structurally support local youth work, as individual barriers and fears of young people can be removed here and young people can be guided to find the fitting opportunity. At the same time, youth workers also need to be informed about how to design learning mobility projects and the existing funding schemes.

Of course, we need to take into consideration, that there are very different realities of youth work structures and systems in different countries. This is why we need funding schemes and programs that allow a learning mobility project not only for young people to start with traveling to another country. Instead, there should be ways and opportunities to involve young people consequently in preparing and planning the mobility project. Otherwise, we tend to lose people on the way and will not be able to exploit the full potential and reach out to those who are interested.

In the beginning, I have mentioned that the insights of the research show a German perspective. But also here, we realized, that contexts differ a lot in different regions. If you would like to collect more information about the perspectives of youth workers or young people in your country, maybe it makes sense to choose a regional focus. In this case, the research would not be as huge and the information you collect can help to design even more concrete measures.

As you see, there are several ways of action for creating a future that allows consequent opportunities to access international youth exchanges for all young people. Hopefully, you read something, that rang a bell and is accessible for your practice. We all are convinced of the power of youth exchanges. So, let's further reflect on the good work that we do and find new and innovative ways to question the structures and allow young people to find their way into a fitting format.



RESOURCES:

- Forschung und Praxis im Dialog – Internationale Jugendarbeit (2020): Access Study on international youth exchange. Results of the research project: https://www.zugangsstudie.de/wp-content/uploads/2020/05/Zugangsstudie_en_web.pdf
- i-EVAL: Self-evaluation tool for international youth exchanges: <https://i-eval.eu/en/>
- SINUS Institute: Sinus Youth Milieus: <https://www.sinus-institut.de/en/sinus-milieus/sinus-youth-milieus>



Shaping Inclusion & Diversity

ID TALKS outreach



EDITORIAL INFORMATION

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On behalf of the SALTO Inclusion & Diversity!

