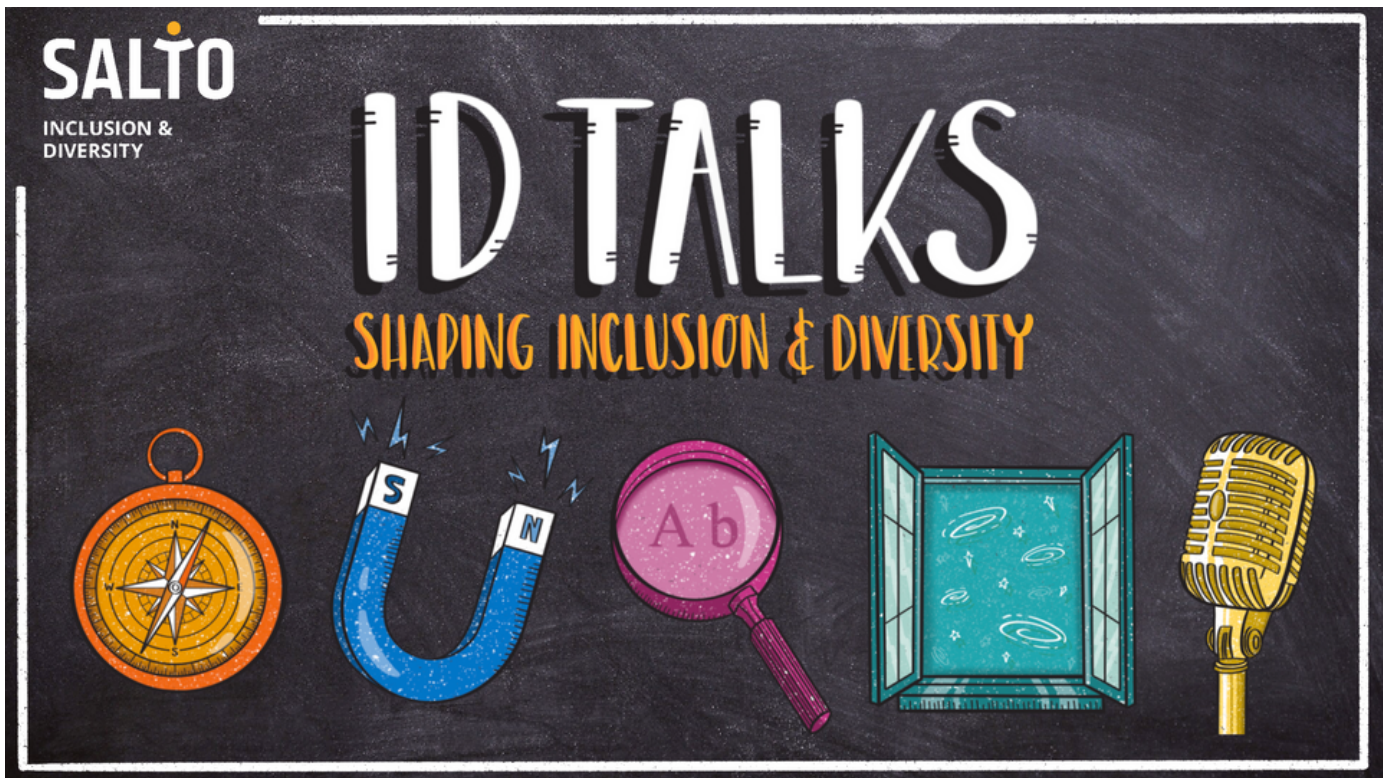


ID TALKS!

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;

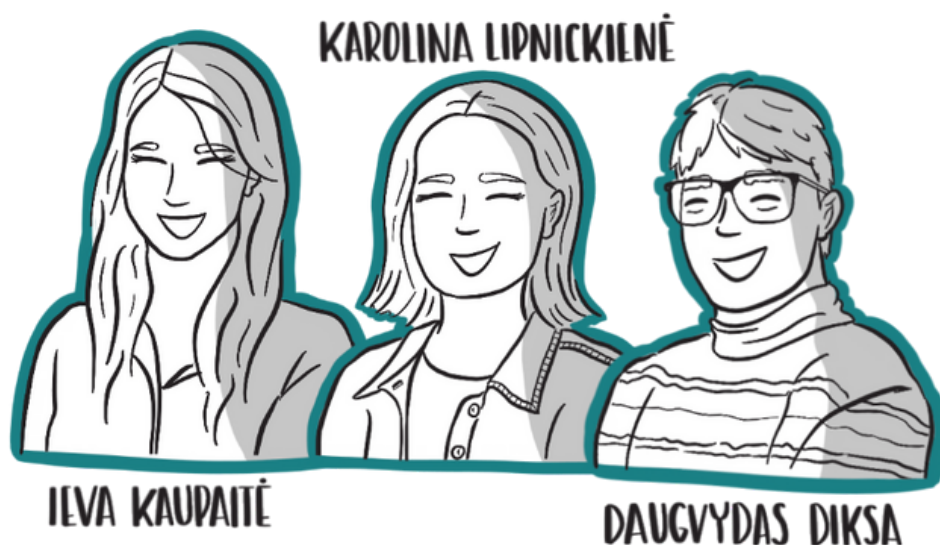


Event Dates:

- 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: 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?

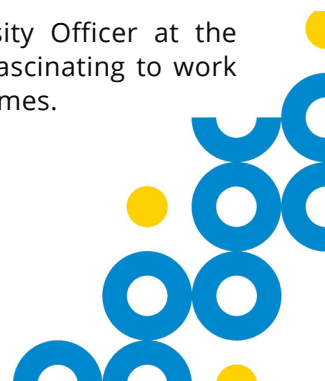


GUEST SPEAKERS: DAUGVIDAS DIKSA, IEVA KAUPAITĖ & KAROLINA LIPNICKIENĖ

Daugvydas is a young man from Lithuania, Panevėžys. Daugvydas was born with an additional copy of one of the chromosomes - 21 chromosomes. Maybe that's why he's so creative, inventive, curious, and motivated to learn and enjoy life. Maybe that's why he and his peers at the youth daycare center of the day implementing a lot of innovative and inclusive projects. Daugvydas and his friends are the real agents of inclusion, changing attitudes towards disability and spreading the idea of solidarity in the community.

Ieva is a professional youth worker, although she is only 25 years old. She is a very creative and empathetic personality. She works with young people with intellectual disabilities in Panevėžys, Lithuania. Ieva is a real change-maker. The projects she implements together with her target group make sustainable changes in people's lives and minds. Their initiatives are well known not only locally, nationally, and internationally, but also internationally. Ieva always does much more than others expect from her. It enables people with intellectual disabilities to be equal and active participants in their lives. She works according to Mary Kay Ash's saying, "Aerodynamically the bumblebee shouldn't be able to fly. But the bumblebee doesn't know that so it goes on flying anyway."

Karolina is a Project Officer at European Solidarity Corps and Inclusion & Diversity Officer at the Lithuanian National Agency. Trained as a researcher and policy analyst, she finds it fascinating to work with grassroots organisations and support their participation in the E+ and ESC Programmes.



Article

Daugvidas Diksa, Ieva Kaupaitė
& Karolina Lipnickienė

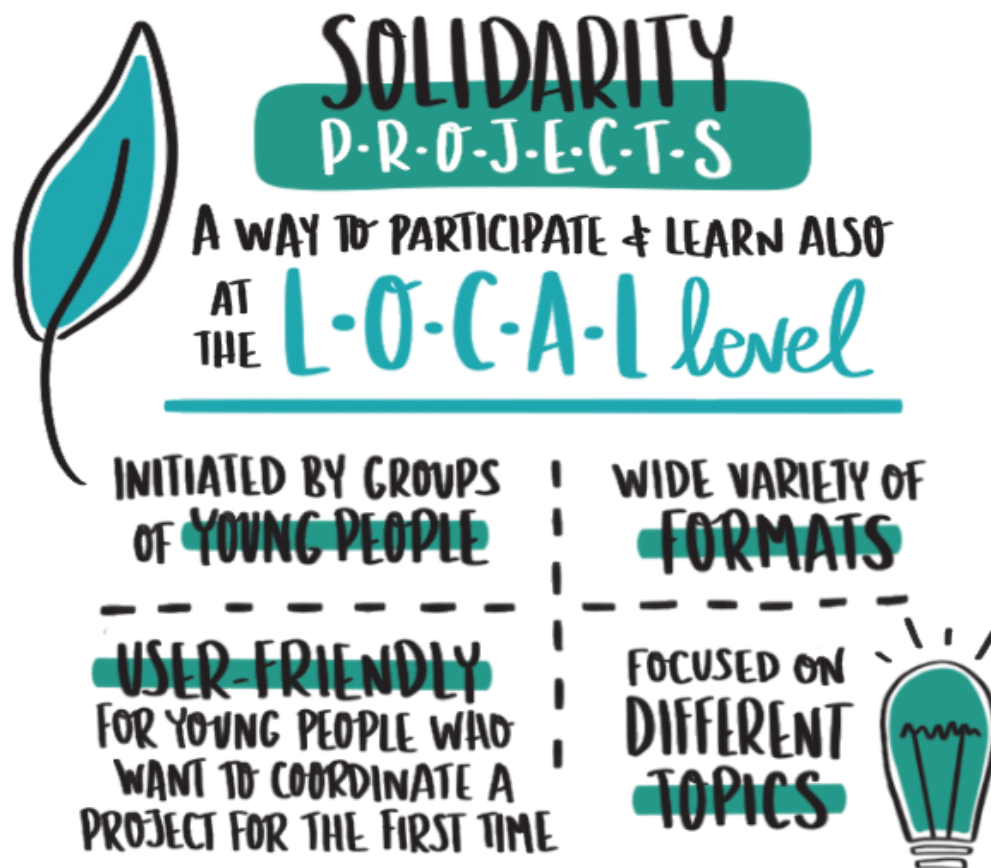


Typically, Erasmus+ and European Solidarity Corps programmes are associated with transnational mobility projects. However, a local solidarity project under the ESC can be an equally good opportunity for young people to participate in and learn.

Solidarity project is a non-profit solidarity activity initiated, planned, and implemented by young people themselves. This format is dedicated to implementing an idea or solving a local problem while focusing on individual competencies. The common attributes of a solidarity project are: a group of minimum of 5 young people between 18 and 30 years old; supporting organization; project duration of 2-12 months; project grant is up to 6 thousand euros. The project group is free to choose a topic that they find relevant. In Lithuania, young beneficiaries chose a number of topics ranging from animal rights to community strengthening.

Solidarity projects are not complicated to manage. All costs are considered eligible, as long as they contribute to a project's aim. When it comes to accountability, - the main requirement is to submit a Final Report with a description of activities implemented, main project results, and competencies project group improved. Taking that into account, solidarity projects are quite a user-friendly for first-time beneficiaries and those young people who would like to try project coordination for the first time.

Solidarity projects are also a good option to involve young people with fewer opportunities. Programme provides additional funds to eliminate certain barriers young people might experience. For example, transport for young people living in rural areas, transport for wheelchair use, sign language interpretation, text to speech support equipment for blind participants, etc. Also, each the National Agency has a dedicated officer who focuses on the ways to involve disadvantaged young people to the programme. And last, National Agencies hold trainings for solidarity project implementors which supports and motivates them.



So, let's talk about solidarity projects! This short article is about Daugvydas and his personal stories about inclusion and diversity. Daugvydas attended a special school, after which he came to a daycare institution. What does it mean - daycare in Lithuania? It means just care and small occupation in the daytime. How did young people change the institution and attitudes? Let's follow Daugvydas and his friends and let's discover an inclusion and diversity story.

There are several ways of inclusion: passive way, negative way, and positive way. One option is just to sit back and wait for other people to do something with inclusion and change. Another option is to simply complain about the lack of opportunities and lack of inclusion.

Or there is a chance that you can become a superman and change something yourself. Which option seems best to you?

There are 70 young people in the JDC (Jaunuoliu dienos centras)- day care centre that Daugvydas attends. JDC is in Lithuania, in a small, but very beautiful and green city Panevėžys. There are a lot of Superman stories in JDC.

So, let's start with story No.1!

Some time ago most young people at JDC were complaining they are moving not enough, they have not enough sports activities, feel passive and lazy. Most of the time they were spending sitting on the sofa. **Daugvydas got an idea** -to create an innovative and evolving sports method. It is an easy „I DO SPORT“ method consisting of 8 steps: 1 step - take your cell phone; 2 step - go to clock; 3 step - set the alarm time; 4 step - alarm! 5 step - scan QR code; 6 step -watches the video of the exercise; 7 step - do the exercise; 8 step - mark in the plan.

Daugvydas becomes a coach of all the JDC community. Now he is making individual sports plans to more than 100 people. Everybody satisfied with the results.



Story No.2!

Daugvydas is a young man who always wished to have a job and to get work experience. However, he never had a chance to be included in the labour market. Maybe because of his chromosome 21? **But Daugvydas got an idea** – to join the Solidarity Corps project - Solidarity coffee. This project is run by young people with intellectual disabilities since 2019. It is already 3rd project of Solidarity Coffee. Young people are learning to become barista and to communicate and „infect“ the community with solidarity. Daugvydas has join this project, because he wanted to have some work experience, so he succeeded and learned a lot: how to make a delicious coffee, how to dress nicely, how to communicate with customers, how to work in a team, how to plan and organize work, etc. You must plan project activity also, for example: 1 step - prepare team for work; 2 step – get to know about an event, where you go to make the coffee; 3 step – to distribute responsibilities within the team; 4 step – make a list of required details and products; 5 step – prepare delicious coffee recipes; 6 step – plan transport to the coffee event; 7 step – plan your work outfit; 8 step - go to the coffee event, smile and invite to join!



Of course, we also have the following challenges during the project:

- COVID-19 - quarantine limitations, we couldn't communicate and give people coffee at events, we just had to be home with our technologies. So, we did online education for other young people on how to make coffee, desserts, and how to prepare for events. Of course, we also participated in some training about project implementation, etc.
- Urban infrastructure development - as I said, we live in a not so big, but very beautiful Lithuanian city - Panevezys. But in the last few years, the streets of our city are very limited, because most streets and areas are in renovation. So, we couldn't give coffee in different parts of the city, so we decided to get more involved inside other organizations - conferences, meetings, etc.
- Declining motivation - when you work a lot - of course, you get tired. And then you get tired and don't want to work anymore. So, we decided to give the vacation to the regular Solidarity coffee team and it was temporarily replaced by other PWDs.

For Solidarity Coffee project, the community is increasingly trusting us. We see that community needs not only for us but for the community we also are important and necessary. The biggest community award for us - is an award for the best youth project at Panevezys 2020.

With this project, we have got a lot of followers on Facebook, and Instagram, articles in national newspapers, TV reports on National TV channels, etc. Our solidarity coffee community became big. People from all over Lithuania started to come to quite a small city Panevezys just to taste Solidarity coffee.



Are you ready for one more story?

Story No. 3

The story will be about volunteering. Daugvydas friends are very involved in volunteering. Daugvydas had a dream to try volunteering as well. One day his dream came true – he went to Portugal as a volunteer for a social cooperative. What was most important to Daugvydas and his family is that he has equal opportunities as his sister, who did an international internship as a student.

In volunteering, of course, you can travel, you can gain more competencies, but in local projects, you can also travel and increase your circle of friends, gain work skills, see different local areas, etc.



Are you ready for story No. 4?

Another big challenge Daugvydas faced was this commitment to make an official speech at the big international conference. His language is not clear enough. So Daugvydas took advantage of IT and gave his speech with the help of a robot.

Daugvydas is a very busy young man and is involved in many projects. After all activities, you must always evaluate your results in it. How to do it? Of course, with YOUTHPASS! But for YOUTHPASS we have COMPETENCES SELF-ASSESSMENT ASSISTANT. This method of self-assessment has been developed by the JDC and is applicable to all youngsters. It's like a helper for fill YOUTHPASS.

So, the most important is to be motivated, creative, and to have an aim. Then everything is possible.

These was the stories of **inclusion and diversity from Lithuania**. That was the story of the young man Daugvydas. There are a lot of success stories around. But the most important is – not to be a passive participant, not to be negative. The most important is – to be active, involved, and to be a change maker.

I hope Daugvydas' stories inspire you to make unreal dreams come true!

You can contact us: <https://pjdc.lt/paslaugos/>

Facebook: <https://www.facebook.com/JaunuoliuDC/>

Instagram: https://www.instagram.com/accounts/login/?next=/jaunuoliu_dienos_centras/

Twitter: <https://twitter.com/JCentras>

Email: dienos_centras@hotmail.com

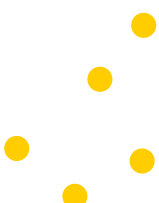
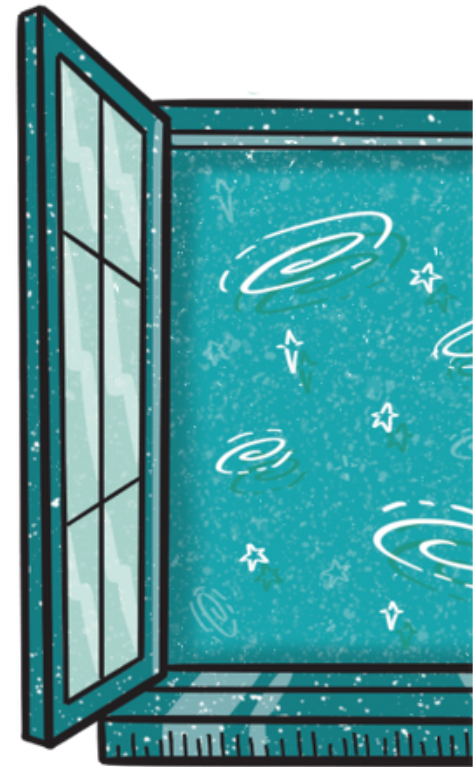


RESOURCES:

- ESC Programme Guide 2022, https://www.solidarumokorpusas.lt/wp-content/uploads/2022/02/european_solidarity_corps_guide_2022_en_v2.pdf
- Database of an overview of all projects funded by the European Solidarity Corps programme, <https://europa.eu/youth/solidarity/projects/>
- SELF-ASSESSMENT ASSISTANT:
<https://drive.google.com/file/d/1JROolbVlKV653wstahefVtY8WzSvJE0N/view>

Shaping Inclusion & Diversity

ID TALKS local



EDITORIAL INFORMATION

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On behalf of the SALTO Inclusion & Diversity!

