

ID TALKS!

A series of 5 online workshops on 5 major topics in the promotion of “Let’s talk about (anti)racism” - how to form a general understanding of (anti)racism and its link to quality youth work.



ID Talks:

EVERYDAY'S RACISM
COMBATING RACISM
INVISIBLE RACISM
INTERSECTIONALITY & RACISM
PRACTISING ANTI-RACISM

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.

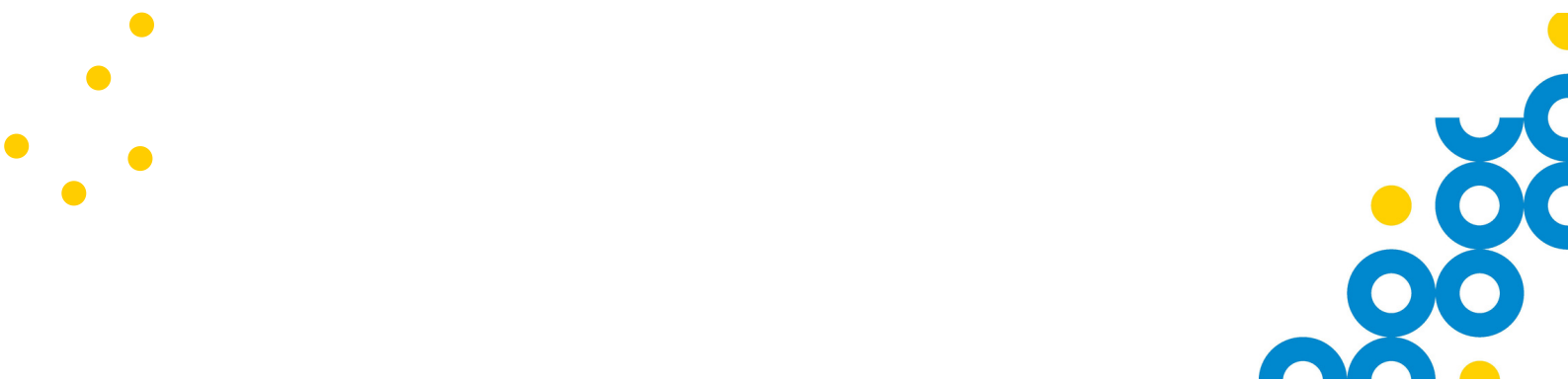
In these European priority areas, SALTO-YOUTH provides resources, information, and training for National Agencies and European youth workers. Most of these resources are offered and disseminated at www.SALTO-YOUTH.net. Find online the [European Training Calendar](#), the [Toolbox for Training and Youth 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".



I & D Talks

“Let’s talk about (anti)racism”

What is it all about?

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.

“We need to talk about racism. And we need to act. It is always possible to change direction if there is a will to do so. I am glad to live in a society that condemns racism. But we should not stop there. The motto of our European Union is: ‘United in diversity’. Our task is to live up to these words, and to fulfill their meaning”.

- President von der Leyen, European Parliament, 17 June 2020

SALTO Inclusion & Diversity Resources Centre offers a series of ID Talks under the motto “Let’s talk about (anti)racism” as a space for reflection and putting our own, social and organisational attitudes, beliefs, and practices under the magnifying glass, to create a better understanding the power structures and dynamics, to analyse the roots and mechanisms of the racial discrimination, as well as to examine our own biases and powers as professionals.

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, and 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:

- 7 September (13h CET) > **ID Talks Everyday's Racism:** For many young people, facing racism is a daily struggle, affecting their well-being and mental health. Explore with us how racism affects health, housing, education, employment, political representation, and many other not-so-obvious aspects of daily life. What are the main challenges and why can youth work be the answer? Guest speaker: **Mohammad Omar, Municipality of Sundsvall & Vision24, Sweden**
- 21 September (13h CET) > **ID Talks Combating Racism:** Several EU policies and national instruments are in place to combat racism. But do you know about them? Come and discover how institutional and policy tools to combat racism can help your work at the grass-root level. And is there space for personal stories in combating racism at the policy level? Guest speaker: **Cătălina Olteanu, Romanian National Council for Combating Discrimination, Romania**
- 5 October (13h CET) > **ID Talks Invisible Racism:** Racism is often hidden behind closed doors. Hate speech, fake news, and lack of critical thinking contribute to new forms of racism. How can youth work address this invisible racism? Learn about good practices from the field and join this important and urgent mission. Guest speaker: **Balint Jósa, United for intercultural action**
- 19 October (13h CET) > **ID Talks Intersectionality & Racism:** What if you don't only have a minority ethnicity, but also a disability, a different religion or sexual orientation... Multiple discrimination makes it more challenging to defend your rights. We zoom in on the intersectionality between disability and race, and where you can find support and inspiration for activism. Ready to challenge discrimination and racism and their negative personal and professional impact? The talk will have international sign interpretation! Guest speaker: **Lydia Gratis, Saved by the sign & EU Youth Deaf Association, Ireland**
- 2 November (13h CET) > **ID Talks Practising Anti-Racism:** Find out how EU youth programmes provide opportunities and formats for anti-racism youth work. Come and learn from the existing experiences. We give you tips and tricks you can use in your youth work practice locally and internationally. Find out how you can make the best use of youth work to promote and practice anti-racism. Guest speaker: **Miriam Petra Ómarsdóttir Awad, Erasmus+: Youth in action National Agency, Iceland**

ID Talks: Everyday's Racism

What are the main challenges and why can youth work be the answer?

"RACISM IS DIFFICULT TO TACKLE IF WE FORGET THE FACTORS THAT CAUSE IT"

MOHAMMAD OMAR
(SWEDEN)



GUEST SPEAKER: MOHAMMAD OMAR

My name is Mohammad Omar. I am a 30 years old, youth worker in the Municipality of Sundsvall, Sweden. I have been working in guiding and helping integrate youth with diverse backgrounds into the Swedish society since 2014. Currently, I have changed work whereby I work as co-ordinator in helping and reintegration of youth that have criminal background and register into the society in different levels.



Article

Mohammad Omar



Introduction

I would like to share and describe how every day's racism affects and has enormous damage to young minds that I come into contact with daily through youthwork. In Sweden, everyday's racism comes in different forms and levels on daily basis. It is changing all the time and it evolves in all levels of society, for instance in housing, education, and school systems, and it can be structural, governmental, and interpersonal.

Discrimination and the Swedish Educational System

Research shows that discrimination in the Swedish educational system is enormous whereby education has dynamic importance in society. Educational institutions have a very crucial and should play an important role in creating a balanced, fair, and prosperous society.

Discrimination should not be the criteria used to affect one concerning gender, religious beliefs, sexual orientation, and social-cultural background. The education system should empower ethnic minorities and it has a huge effect on integration politics that strives in creating a fair society when it comes to equal distribution of opportunities and wealth to all without having to consider their cultural and ethnic backgrounds.

The Swedish education system should be free from stereotypes, and prejudice and it should have an open climate for all. It is alarming when one considers the effect that bad school results has on young minds in the early stages of their schooling as it affects higher learning and later on in the job market. As schools should empower them and give these young minds a fair and equal level of education for them to be successful and live to their fullest potential.



Health and Housing Segregation

Today there is a big and clear divide when it comes to housing segregation and schools in these segregated areas suffer from underfunding, Resources are not put into those places that are crucial in empowering communities such as education, health care, governmental services, community recreational facilities, etc.

It is only fair to mention that despite most immigrants in those segregated areas working mostly in blue-collar jobs and paying taxes like everyone else in society as Sweden is a welfare state and the taxes are crucial but the trickle-down effect of taxes being paid is not returned to those communities that are already disadvantaged. These communities are in dire need of good quality returns in terms of quality education, health care, services, job opportunities, etc.

But instead, the reality in these so-called segregated areas is that in the majority they are immigrant-dominated, the schools are dilapidated, underfunded and there are tremendous budget cuts. The health care systems are failing, housing is privatised, over-crowded, and the prices are rising and are over-crowded.



This, later on, creates a big problem whereby parallel societies are created and for instance leads to young people with immigrant backgrounds not being part of the mainstream Swedish society as they lack the education and social and cultural integration to be part and parcel of Swedish society in terms of power relations in society. The Swedish police lack cultural orientation and know how to deal and understand with this youth thus creating an environment of mistrust, surveillance, and animosity against the system.

The housing system is no different as mainly these ethnic minority groups mainly end up in suburbs that are highly segregated and end up creating their ethnic hubs as they lack the know-how of how the Swedish society functions, and language barriers and this leads to overcrowded segregated areas and their representation in the job market is very low.



Therefore it creates a circle whereby criminals take over these areas and recruit young ones. These places lack mentors who inspire and motivate them. Guidance is important as their parents lack the knowhow and tools to guide this youth properly into the society.

LACK OF ROLE-MODELS

STRUCTURAL & PREVENTATIVE MEASURES NEEDED!

The Vicious Circle

There are a lot of factors that work against immigrants in Sweden and it all trickles down to structural discrimination from institutions. They don't put into place measures that are productive into place thus leading to a circle of poverty, low education, high level of criminality, crowded schools, dilapidated health centres, etc.

According to research in segregated communities, there is a mass brain drain whereby those few who are educated and that was supposed to become the catalyst of change and a push factor to enhance their communities are moving out from these segregated areas leaving behind those who cannot move out and they are being replaced by newcomer immigrant waves who start the circle all over again. So there is always a big gap to fill and the circle repeats itself.

The fundamental governmental services are failing drastically in these places and society is expecting changes to occur without putting tangible measures, especially in health, education, job opportunities, and services. So there is a big vacuum to be filled and no one is really doing something about it and it's all a blame game.

PUSH factors ↔ **PULL** factors
**SHOULD BE CONSIDERED
& DULY ADDRESSED**

The factors mentioned above all go hand in hand. It all starts with poor education and the effect is felt in society in all aspects. It is a sad reality now that immigrant political representation is at its lowest compared to the Swedish population ratio, immigrants make up 25 % of the population in Sweden but when it comes to political representation the statistics are alarming.

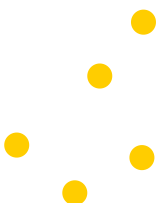
= LOW PARTICIPATION 

Those who have an education always move from that places and the ones left behind are the uneducated parents that lack the skill and resources to navigate their kids to become successful members of society. The Youth are frustrated as they lack mentorship and social and financial connections and on top of that suffer from interpersonal racism whereby society has prejudice and is stereotypical against them. They face discrimination in the job market, lack extracurricular activities, and budget cuts in their neighborhoods. It's simply survival of the fittest and all odds are against them from the beginning. They lack that competitive edge in terms of education, exposure, and know-how compared to youth from well-off communities.

Some ending thoughts...

In conclusion segregated areas become the breeding grounds for all kinds of social ills such as high levels of crime and recruitment, low health quality, poverty, radicalization, and many more. Sweden has become one of Europe's most extreme countries as the right-wing neo-nazi movement (the Swedish democrats) has just gained big margins in the newly conducted elections whereby they got 20,6% of the total votes making them one of the world's biggest political parties with nazi roots.

**"RACIST LAWS & MOTIONS
ARE STILL PROPOSED &
APPROVED TODAY"**



Finally, my parting shot would be the following poem about everyday racism:

“Racism It’s In The Way It’s in the way you patronise
The way that you avert your eyes
The way that you cannot disguise
Your looks of horror and surprise
It’s the assumptions that you make
On my behalf, and for my sake
And in the way you do not hear
The things we tell you loud and clear
It’s in the way you touch my hair
The way you think the way you stare
It’s right there in your history
Just like slavery for me
It’s in the language that you use
The way that you express your views
The way you always get to choose
The way we lose It’s when you say “No offence to you”
And then offend me, as you do
It’s in your paper policy
Designed by you, for you, not me
It’s in the power you abuse
It’s on TV, it’s in the news
It’s in employment, in your school
The way you take me for a fool
It’s in the way you change my name
The way that you deny my pain
It’s in the way that you collude to tell me it’s my attitude
It’s in your false democracy
It’s in the chains you cannot see
It’s how you talk equality
And then you put it back on me
It’s in the way you get annoyed
And say I must be paranoid
It’s in the way we have to fight
For basic fundamental human rights
It’s the invasion of my space
It’s how you keep me in my place
It’s the oppression of my race
IT’S IN MY FACE”



RESOURCES:

- <https://www.regeringen.se/rattsliga-dokument/statens-offentliga-utredningar/2005/06/sou-200556/>
- <https://www.scb.se/hitta-statistik/temaomraden/jamstalldhet/jamn-fordelning-av-makt-och-inflytande/representation-i-politiken/#129733>
- <https://www.vice.com/sv/article/ava85k/people-of-the-no-go-zones-talk-about-what-its-like-to-live-in-no-go-zones-726?fbclid=IwAR0P7rUfD3Q4c3lwTKLX14uUt647eQcox3sQksDlz8-gv9W2hRVNBRVVGXhk>
- https://euobserver.com/eu-political/146538?fbclid=IwAR0Av0_Bd0WO2JrQ2cKP0VHyBaxG1q73YLR2xaEbYrk7HMXrPzuO6-0lL0k
- <https://www.tandfonline.com/doi/abs/10.1080/0267303042000221945?fbclid=IwAR1M-TINVmXYp5GalBo4H5nEAJhhnuHNqAsFfXIDnWHrMNsRan34mcvlHQY&src=recsys&journalCode=chos20>

IDENTALKS
Everyday's Racism



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On behalf of the SALTO Inclusion & Diversity!

