

# 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/](http://www.SALTO-YOUTH.net/Inclusion/). This document does not necessarily reflect the official views of the European Commission, the SALTO Inclusion & Diversity Resource Centre or the organisation co-operating with them.



EUROPEAN  
SOLIDARITY  
CORPS



Erasmus+

## ABOUT SALTO

...‘Support and **A**dvanced **L**earning and **T**raining **O**pportunities within the Erasmus+: Youth in Action and European Solidarity Corps programmes’. The European Commission has created a network of seven SALTO-YOUTH Resource Centres to enhance the implementation of the EU Erasmus+: Youth in Action and European Solidarity Corps programmes, which provide young people with valuable non-formal learning experiences.

SALTO’s aim is to support the implementation of the European Erasmus+: Youth in Action and European Solidarity Corps Programmes with regard to priorities such as Social Inclusion, Diversity, Participation, and Solidarity. SALTO also supports co-operation with regions such as EuroMed, South-East Europe, or Eastern Europe and The Caucasus and coordinates all training and co-operation activities, as well as information tools for National Agencies.

In these European priority areas, SALTO-YOUTH provides resources, information, and training for National Agencies and European youth workers. Most of these resources are offered and disseminated at [www.SALTO-YOUTH.net](http://www.SALTO-YOUTH.net). Find online the [European Training Calendar](#), the [Toolbox for Training and Youth Work](#), the database of youth field trainers active at the European level ([Trainers Online for Youth or TOY](#)), links to online resources, and much more.

SALTO-YOUTH actively co-operates with other actors in the European youth field, among them the National Agencies of the Erasmus+ and European Solidarity Corps programmes, the Council of Europe, the European Youth Forum, European youth workers and trainers, and training organisers.

### **THE SALTO-YOUTH INCLUSION AND DIVERSITY RESOURCE CENTRE [WWW.SALTO-YOUTH.NET/INCLUSION/](http://WWW.SALTO-YOUTH.NET/INCLUSION/)**

The SALTO-YOUTH Inclusion and Diversity Resource Centre (based in Belgium Flanders) works together with the European Commission to support the inclusion of young people with fewer opportunities in the Erasmus+: Youth in Action and European Solidarity Corps programmes. Through that, it works to contribute to social cohesion in society at large. SALTO Inclusion and Diversity also supports the National Agencies and youth workers in their inclusion work by providing training, developing youth work methods, disseminating information via the newsletter, etc. By offering opportunities for training, exchange, and reflection on inclusion practice and diversity management, SALTO Inclusion & Diversity works towards the visibility, accessibility, and transparency of its inclusion & diversity work and resources, and towards making ‘inclusion of young people with fewer opportunities’ and ‘positive diversity management’ a widely supported priority.

For more information and resources, have a look at the Inclusion & Diversity pages at [www.SALTO-YOUTH.net/Inclusion/](http://www.SALTO-YOUTH.net/Inclusion/)



## DISCLAIMER

This magazine contains pictures as a result of the Graphic Recording which is an integral part of all the ID Talks events. There are four types of styles throughout the whole magazine.

- **General Cover Picture.** It is used for promotional reasons throughout the social media channels and the dissemination materials and it depicts the logo of SALTO Inclusion & Diversity, the title, and the graphic elements of each version of the ID Talks events. It is displayed as a cover picture of each ID Talks version.
- **Portrait of Speaker.** It depicts each speaker and a few graphic recording elements such as written parts of their "speech" and/or any other graphics according to the style of each ID Talks version. It is displayed on top of the speaker's description page.
- **Main Graphic Recording Card.** It is used for promotional reasons throughout the social media channels and the dissemination materials and it depicts the logo of SALTO Inclusion & Diversity, the title, and the graphic elements of each version of the ID Talks events, including the specific name of the event, the portrait of the speaker, written quotes of their "speech" and/or any other graphics. It is displayed on top of the first page of each article.
- **Graphic Recording Elements.** Throughout each article, the graphic recording elements complement the text with essential parts of each speaker's "talk".



# 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 Jóna, 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: Combating Racism

*Several EU policies and national instruments are in place to combat racism. But do you know about them?*



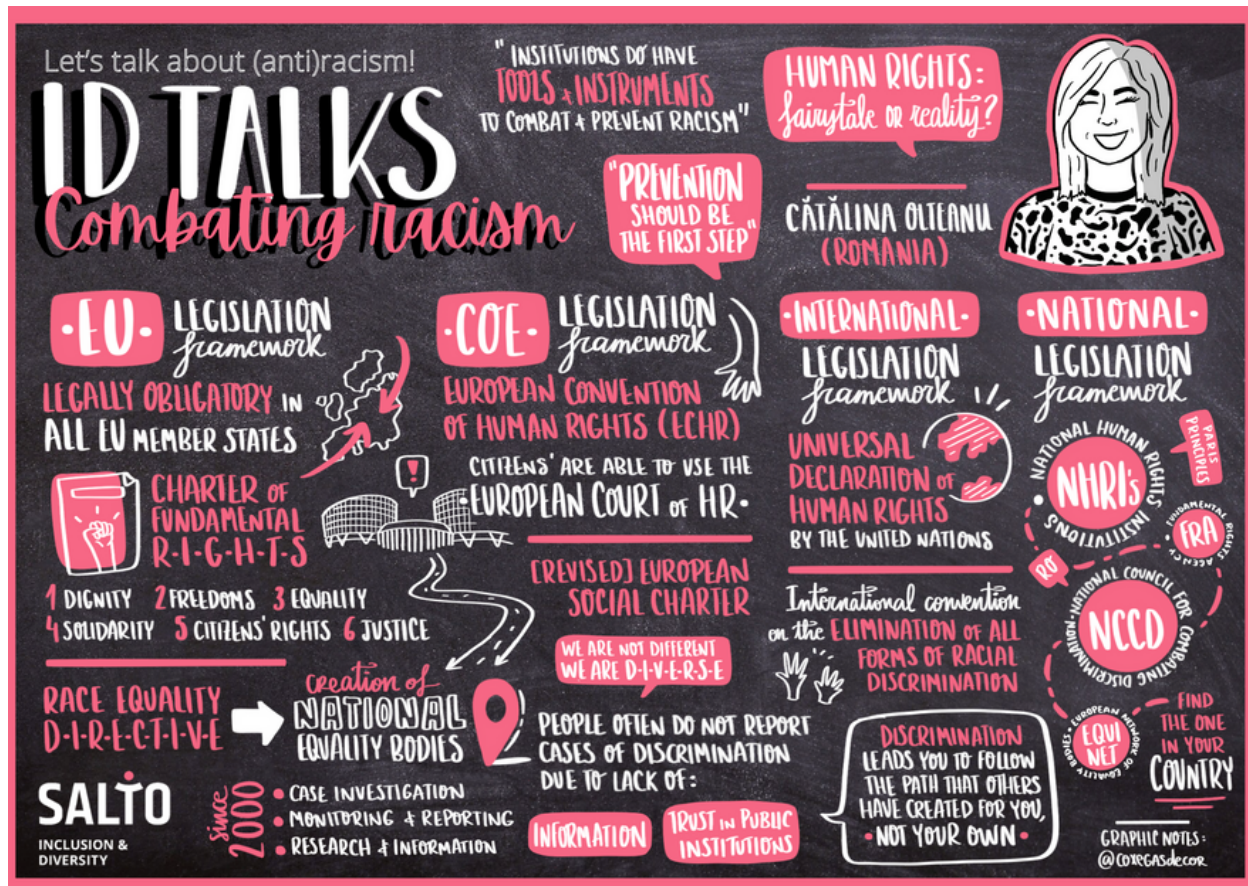
## GUEST SPEAKER: CĂTĂLINA OLTEANU

Cătălina Olteanu is a steering board member at the Romanian National Council for Combating Discrimination. The Council is the government authority in the field of discrimination and is an autonomous legal entity under the jurisdiction of the parliament. It guarantees the observance and application of the principle of non-discrimination, in accordance with current domestic legislation and the international documents to Romania is a party. In 2014, she received a fellowship offered by the US State Department within the program "Building grassroots democracy in minority communities" and, from 2017 onwards, she has been an alumna of the Young Leaders program of the Aspen Institute in Romania. Catalina Olteanu has 11 years of experience working with Roma communities in Romania. This includes training over 1000 teachers on intercultural education and human rights. She believes in the power of education in creating better lives and has developed inclusive educational tools for promoting diversity among Roma and non-Roma students. Catalina holds a master's degree in Romani and Spanish from the University of Bucharest.



# Article

Cătălina Olteanu

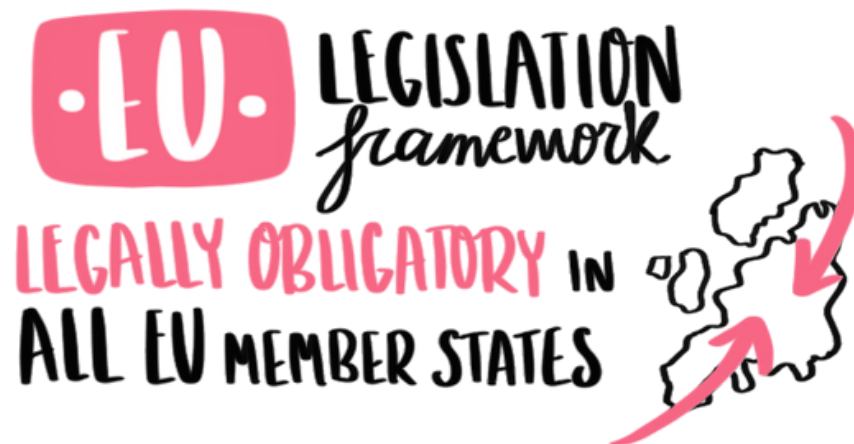


## Introduction

Why do we still need National or European instruments for combating discrimination or racism? Further, I will describe the legislation at the EU, COE, and international framework in order to find out how we can use it according with our needs.

## EU legislation framework

EU equality legislation is legally obligatory in all EU Member States and it is also available in EEA countries, EU candidate countries, or other countries willing to line up their national legislation to EU equality law. All the EU countries have the obligation to apply and respect the EU laws, and also to transpose them in their national legislation in order to protect those in need, especially individuals and organizations applying them.



The most important documents:

**The Charter of Fundamental Rights of the EU** was adopted in 2000 (came into full legal effect with the Treaty of Lisbon on December 1, 2009) and puts together in a single document all the fundamental rights and freedoms protected in the EU, split in six chapters: (1) dignity, (2) freedoms, (3) equality, (4) solidarity, (5) citizens' rights and (6) justice. The Charter is addressed to institutions and bodies of the EU, and national authorities of EU Member States implementing EU legislation.

**Race Equality Directive (Directive 2000/43/EC)** ensures protection against discrimination based on race or ethnic origin in employment, vocational training, working conditions, education, social protection, affirmative measures, membership of organizations, and access to goods and services;





Good to know about the Directive:

- Describes: (1) direct discrimination, one person can be treated less favorably than another is, has been, or would be treated in a comparable situation based on their racial or ethnic origin; (2) indirect discrimination, an apparently neutral provision, criterion or practice would put persons of a racial or ethnic origin at a particular disadvantage compared with other persons unless that provision, criterion or practice is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary;
- Defines harassment as unwanted conduct related to racial or ethnic origin with the purpose or effect of violating the dignity of a person and of creating an intimidating, hostile, degrading humiliating, or offensive environment;
- Sets the positive action in a context where the Member States can adopt specific measures to prevent or compensate disadvantaged groups based on the racial or ethnic origin;
- Obliges all Member States to set up an organization (s) to promote equal treatment assisting also the victims of racial discrimination (national equality bodies).

### COE legislation framework

The European Convention on Human Rights (ECHR) is an international agreement adopted by all EU Member States and creates an obligation for the States to ensure it is fully applied and respected on their territories. If the ECHR is not applied, the States can face charges for the violation before the European Court of Human Rights in Strasbourg. The 14th article of the ECHR stops any discrimination in the enjoyment of the rights of the Convention: the right to life, right to respect for private and family life, freedom of expression, freedom of thought, conscience and religion, etc. on "any ground such as sex, race, color, language, religion, political or another opinion, national or social origin, association with a national minority, property, birth or another status".



## European Social Charter and Revised European Social Charter (ESC)

The ESC is a treaty that guarantees fundamental social and economic rights related to employment, housing, health, education, social protection and welfare, complementary to the European Convention on Human Rights. The Charter has specific measures to protect vulnerable persons such as elderly people, children, people with disabilities and migrants

[REVISED] EUROPEAN  
SOCIAL CHARTER

WE ARE NOT DIFFERENT  
WE ARE D-I-V-E-R-S-E

## International legislation framework

**Universal Declaration of Human Rights (UDHR)** was proclaimed by the UN General Assembly in Paris in 1948 “as a common standard of achievement for all peoples and all nations”. It is the first time when the fundamental human rights are designed to be universally acknowledged and protected. The Preamble, Article 1 in general, and Article 2 highlight the importance of equality in the dignity and rights of all persons, “without distinction of any kind”.

• INTERNATIONAL •

LEGISLATION  
*framework* //

UNIVERSAL  
DECLARATION OF  
HUMAN RIGHTS  
BY THE UNITED NATIONS



## National Human Rights Institutions

**National Human Rights Institutions (NHRIs)** are independent institutions established by law and the 'Paris Principles endorsed by the UN General Assembly in 1993. NHRIs are mandated to ensure, protect and promote human rights at the national level in alliance with international human rights legislation. In 2000 the EU legislation (through the Race Equality Directive) introduced a requirement to create bodies for promoting equality at the national level. There is a difference between national equality bodies and national governments or civil society, they promote equality and ensure equal treatment legislation through:

- Investigating cases of discrimination
- Monitoring and reporting on discrimination issues
- Conducting research and providing policy recommendations

## Ombudsperson institutions

Ombudsperson institutions are independent and part of the national public administration. In some Member States, ombudsperson institutions are monitoring the implementation of human rights standards



## National Council for Combating Discrimination in Romania

The National Council for Combating Discrimination is the autonomous state authority, under parliamentary control, which performs its activity in the field of discrimination.

The Council exercises its powers in the following areas:

- Prevention of acts of discrimination - by carrying out information and awareness campaigns regarding human rights, the effects of discrimination, the principle of equality, training and information courses, projects, and programs at the local, regional, and national levels, carrying out studies, reports, etc.
- Mediation of facts of discrimination - of the parties involved in the case of discrimination, in the presence of representatives of the National Council for Combating Discrimination. The National Council for Combating Discrimination aims to reduce and eliminate acts of discrimination and never impose fines.
- Investigating, ascertaining, and sanctioning acts of discrimination - In order to analyze the cases as correctly as possible and to make decisions in the case of received petitions or self-referrals, the Board of Directors has measures to investigate the cases, following which it ascertains the existence or not of the act of discrimination and, as the case may be, its sanction.
- Monitoring cases of discrimination - following the detection of cases of discrimination by the CNCD, through the subsequent supervision of the parties involved.
- Providing specialized assistance to victims of discrimination - by explaining the legislation to those interested by CNCD's legal advisors, by assisting guidance regarding the activity of submitting the petition and additional information arising from this procedure.

Human rights are not a fairytale. Discrimination and Racism are real and affect people due to their characteristics. We may have the instruments to fight against, but we need more people engaged and knowing their rights and where to go.

" INSTITUTIONS DO HAVE  
TOOLS & INSTRUMENTS  
TO COMBAT & PREVENT RACISM"



I was 20 years old when I learned for the first time, as a minority, about my own history. For years I had waited for the educational system to include Roma people in lessons on Romanian history, to be introduced to important historical Roma figures. Then, in my first year of college, I decided it was time to do something, so I became more engaged in communities, especially with Roma and non-Roma youth, to try to offer them something that the system couldn't: self-esteem, by showing them, positive role models.

Roma or non-Roma, each and every child should meet and learn from someone who has fought and managed to overcome physical and emotional barriers on the journey toward fulfilling their dreams. In order to succeed, all children need someone to encourage them, someone who has been there and experienced how education can improve one's life. I believe it's not up to just leaders in power to solve community problems – we all play a role.



**RESOURCES:**

- Art. 2(b) of Council Directive 2000/43/EC (Racial Equality Directive)
- Art. 2 (3) of Council Directive 2000/43/EC (Racial Equality Directive)
- [www.cncd.ro](http://www.cncd.ro)
- <https://equineteurope.org/>
- <https://fra.europa.eu/>

Let's talk about (anti)racism!

**ID TALKS**  
*Combating Racism*



## EDITORIAL INFORMATION

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Official Website: [www.SALTO-YOUTH.net/inclusion/](http://www.SALTO-YOUTH.net/inclusion/)

SALTO-Jint, Grétrystraat26, 1000 Brussel, Belgium

Tel: +32 (0)2 209 07 20 Fax: +32 (0)2 209 07 49

[inclusion@salto-youth.net](mailto:inclusion@salto-youth.net)

Legal info: JINT vzw, 0441.254.285, RPR Nederlandstalige Ondernemingsrechtbank Brussel

Coordination: Henrique Gonçalves and Marija Kljajic ([inclusion@salto-youth.net](mailto:inclusion@salto-youth.net))

Facilitator: Anna Yeghoyan ([ayeghoyan@yahoo.com](mailto:ayeghoyan@yahoo.com))

Digital Co-Facilitator: Maria Kousoula ([marakikousoula@gmail.com](mailto:marakikousoula@gmail.com))

Graphic Facilitator: Olalla González ([olalla@shokkin.org](mailto:olalla@shokkin.org))

General Editor of the Publication: Maria Kousoula ([marakikousoula@gmail.com](mailto:marakikousoula@gmail.com))

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

