

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.



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. 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 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: Intersectionality & Racism

Ready to challenge discrimination and racism and their negative personal and professional impact?



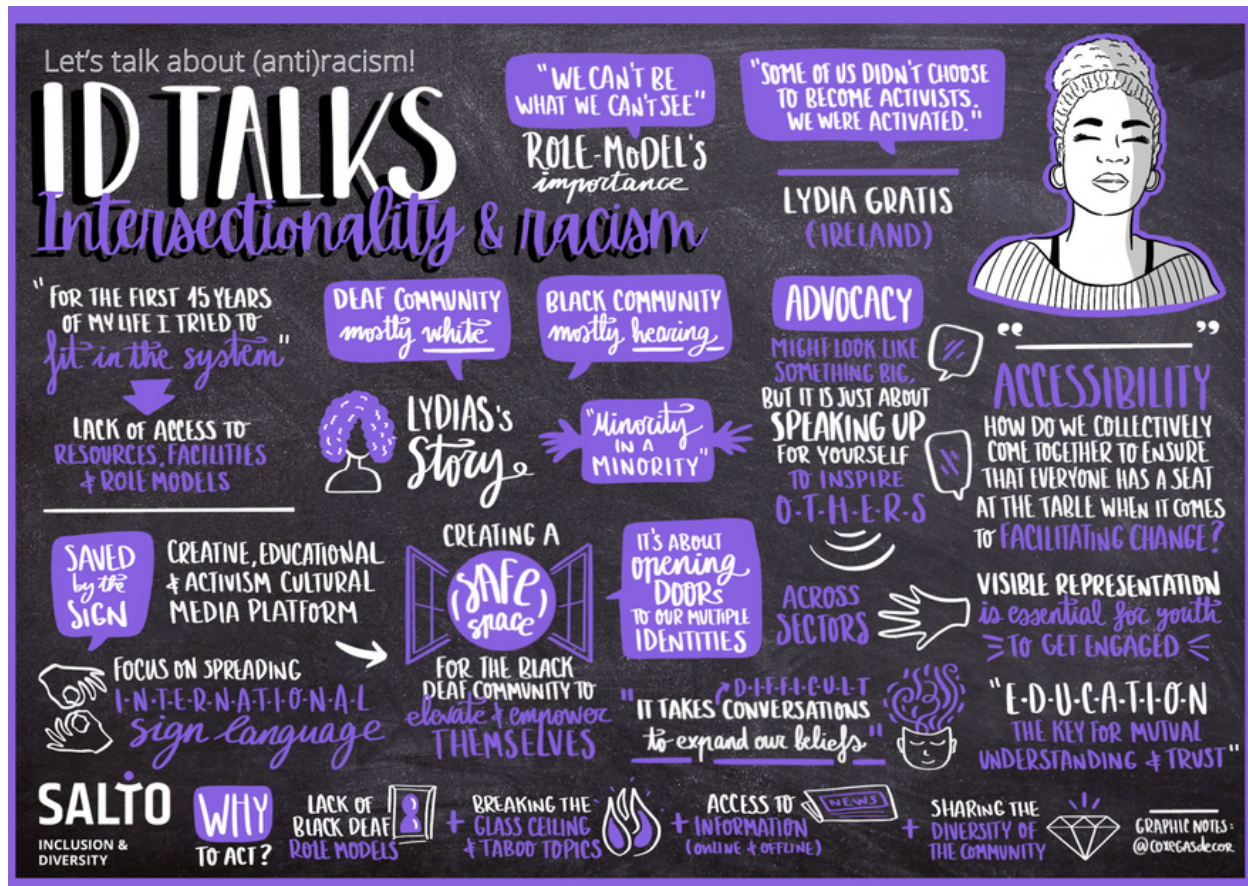
GUEST SPEAKER: LYDIA GRATIS

A few words to describe Lydia Gratis: South Africa, Malawi + Ireland Educator, Activist, Social Media Creative + Writer. Social Inclusion and Communications officer. Studying International Development + Anthropology. Founder of UDY BIPOC Focus Group. Irish deaf National Association board member. Saved By The Sign, founded by Lydia Gratis & Romel Belcher, is a creative, educational, and cultural media platform. With the desire to combine everything they're passionate about and believe in into one space. Created to share their passions and purpose whilst also bringing important conversations in the Black community to the forefront of the European deaf community and the world. A space where creativity, education, and activism come together. We are all essentially informed by our beliefs, which are the summary of the stories we've been told and the stories we tell ourselves. It takes conversations to expand our beliefs. Through a podcast, lifestyle, and travel vlogs, workshops, public speaking, and community getaways to encourage vital conversations with change makers, and culture shapers in the deaf community around the world.



Article

Lydia Gratis



My name is Lydia Gratis, and I am the President of the European Union for Deaf Youth (EUDY), making me the 1st Black president in its 35 years of existence. Prior to this position, I was president of the Irish Deaf Youth Association, one of the 30 deaf youth associations across Europe (2017-2019). I then went on to establish Ubuntu European Deaf Youth, a youth group for Black and Brown Deaf youth all over Europe, supported by the European Union for Deaf Youth, a European non-profit organisation consisting of 30 national associations all over Europe. With the mission to create a Europe where all young deaf people are able to come together and share their experiences across cultures and boundaries, so they can enjoy their rights on an equal basis with others. Full social and political participation empowered by non-formal training and cross-cultural youth exchange, including access to education and employment.

I direct non-formal education workshops in the deaf community on social justice and wellness topics specifically tailored and centered on community development, under my company Saved By The Sign. I am also on the board of Ireland's national association of the deaf, the Irish Deaf Society.



A member of the All-island Women's Forum, a forum that comprises 28 members, 14 members from the South and 14 members from Northern Ireland. The Women's Forum aims to address the underrepresentation of women and further develop women's role in peacebuilding and civic society. The Women's Forum brings together women's groups and individuals on a cross-border basis to examine issues and areas of commonality between both jurisdictions. Recognizing the range and diversity of civil society across the island of Ireland.

The digital leader for the platform "Deaf Women's Space", a global platform dedicated to hosting workshops and seminars for deaf women by deaf women globally in international sign language. I majored in Anthropology and International Development at Maynooth University and work at the Sign Language Interpreting Agency (SLIS), as the Social Inclusion and Communications Officer.



In order to explain the why of my work, I often have to explain the why of my life.

Growing up in Ireland was very Hannah Montana for me. Best and worst of both worlds. I was raised in a hearing Black community and a deaf white community and until my mid-20s, I wasn't very familiar with or comfortable in anything outside those worlds, which also meant I wasn't comfortable within myself. A Black deaf person with no Black deaf role models or representation. This was the spark that influenced my life's work. Sometimes our pain creates our purpose which is why I often say some of us didn't choose to be activists.

I went to an all-deaf Irish girls' school and all the students were white. I was the first ever Black deaf person in the Irish deaf community. This meant my deaf world was all white and my hearing world was all Black. I never felt like I fit in with the Black community, no matter how hard I tried. The same goes for the deaf community. A lot of my youth was spent dimming my Blackness in the white bubble I was in and hiding my deafness. If you had told me a decade ago that I would be in the European Parliament in Strasbourg speaking about anti-racism, I never would have believed it. Now I am one of 28 women chosen to be on the all-Island Women's forum.



My Irish identity was questioned all the time. I even feel like I have to make my accent stronger in some environments in the hope that people accept me faster. I no longer allow myself to be triggered by the ignorance of others.

I am optimistic about a multicultural society. However, white fragility sometimes means we're taking 10 steps forward and five steps back. We live in a world where we all know right from wrong – these same rules apply to anti-racism. What we need to see more of is community collaborative discussions and action plans being implemented. Real history needs to be taught to eradicate people's ignorance and fearful assumptions. We need more Black role models in positions of authority and in the media. Collectively we can dismantle negative stereotypes that have been highlighted for generations. Many people do better, once they know better.



The deaf community is filled with an array of people, we have deaf people, hard of hearing people, CODAs {children of deaf adults}, and even interpreters who fully immersed themselves in the beauty of our culture, our language, and our mannerisms. It is a whole world waiting for you to explore.

We don't see ourselves as a disabled group, But the world is so inaccessible it tries to make us feel disabled.

After secondary school, I was in a whole different world not really present with my deaf peers and that's where I learned to hide. I would become that person that never told people I was deaf because their reactions were always pity or sad awe {The things you don't say to deaf people your face and body say for you} *laughs* or I got told you are not deaf, you are hard of hearing as if the closer I got to being hearing the more comfortable they felt, with a hearing aid I am sitting at a solid 80% volume without it we drop down to 30 and if I am in a deep sleep I won't hear a thing, {there's a privilege in knowing you never have to hear your partner snore unless you want to.

"FOR THE FIRST 15 YEARS
OF MY LIFE I TRIED TO
fit in the system"



LACK OF ACCESS TO
RESOURCES, FACILITIES
& ROLE MODELS



I tend to get away with not telling people because I don't fit the stigmas and stereotypes they see when they think of deaf people and lip-reading sometimes feels like a superpower. For instance, I remember being at a train station this one day and I went into a cafe to get drinks for my friends, who were sitting outside, through the corner of my eye I saw a friend waving at me from a 10-meter distance, I waved back and pointed at the drinks in my hand and pointed at her asking if she wanted a drink and she mouthed "hot chocolate", I was like *thumbs up* got the drinks and walked back to everyone, gave them their drinks and suddenly everyone was like shook, asking how did you know what she wanted, to which I replied, she said hot chocolate, and the investigation continued *laughs*.

After 5 years of friendship, they discovered my superpower and couldn't stop asking how I could lip read from so far, I felt like a marvel character! As soon as I said I am deaf her face dropped and there was that pity followed by "what? I am sorry, that's so sad" and I stood there like dude just 5 seconds ago, I was cool because I did something you can't, in this situation you are the one who is disabled not me.

No, but really I am learning not to take it to heart and unlearning to hide who I am. Society programs us all to believe 1 story about many things and that 1 story no matter who you are or what you know can be the thing that hinders communities you are not a part of and that is the importance of allyship.

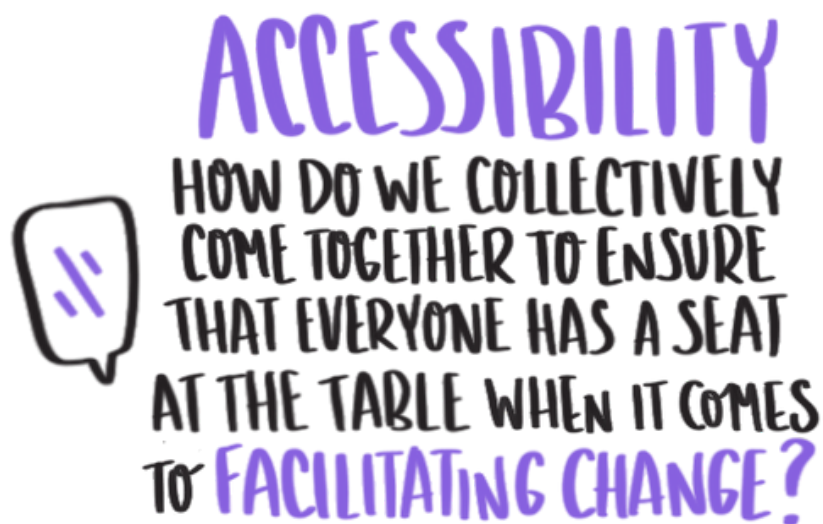
Nelson Mandela once said, "Education is the most powerful weapon which you can use to change the world". Education doesn't and shouldn't only happen in our schools or at home. We need to do better at creating safe spaces for open dialogue or Society will keep creating the narrative for us.

"E-D-U-C-A-T-I-O-N
THE KEY FOR MUTUAL
UNDERSTANDING & TRUST"



The purpose behind Saved By The sign is to spark much-needed change and conversation with change makers and culture shapers who also may feel underrepresented and misunderstood in spaces in which their narrative isn't common. At EUDY and UEDY we work to ensure no youth is left behind in the fight for change, accessibility, and inclusion. All that I do is in hopes the next generation of European Black deaf youth never grow up feeling or thinking they are alone or there's only one of them in this world.

In constant pursuit of being in humanity to others. An ancient African word "Ubuntu" means 'humanity to others'. It is often described as reminding us that I am what I am because of who we all are.



EDITORIAL INFORMATION

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On behalf of the SALTO Inclusion & Diversity!

