Temperature Check
Inclusion and Diversity

Go through the following questionnaire and choose the answer
(from 0 to 5) that best applies to your organisation.

Please, notice **all questions are required**.

Invite your team to answer the questions together and later
fill out the online version on Typeform.

You will have a **space to write notes** after each question, in case
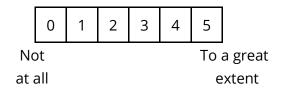you and your team want to further reflect on them.

1) Name of the person completing the Temperature Check: _____

2) Which organisation are you part of?
_____

3) Inclusion and diversity knowledge

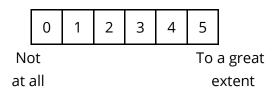Evaluate your ability to equip your team with the necessary knowledge about inclusion and diversity topics.

3a. Does your team have a good understanding of inclusion and diversity key terms in the language(s) you use in your work with young people?
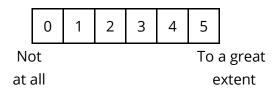
0	1	2	3	4	5

Not at all   To a great extent

Notes:

3b. Do members of your team attend trainings to enhance their understanding on inclusion and diversity topics?

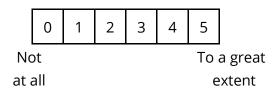| 0 | 1 | 2 | 3 | 4 | 5 |

Not
at all

To a great
extent

Notes:

3c. Are you offering learning and / or reflection spaces on inclusion and diversity topics for your staff, volunteers or other members of your network?
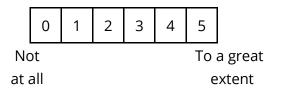
| 0 | 1 | 2 | 3 | 4 | 5 |

Not
at all

To a great
extent

Notes:

3d. Does your organisation participate in any exchange with other organisations about your inclusion and diversity efforts?

| 0 | 1 | 2 | 3 | 4 | 5 |

Not
at all

To a great
extent

Notes:

3e. Is your organisation getting support from inclusion and diversity experts?

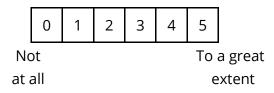| 0	1	2	3	4	5

Not at all   To a great extent
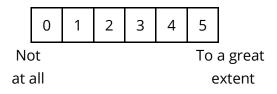
Notes:

4) Inclusion and diversity strategy

Evaluate your strategic approach to inclusion and diversity.

4a. Does your organisation have an inclusion and diversity strategy and is everyone in the organisation familiar with it?

0	1	2	3	4	5

Not at all   To a great extent

Notes:

4b. Is someone (or a team) officially in charge of inclusion and diversity at your organisation?

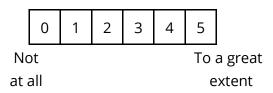| 0	1	2	3	4	5

Not at all   To a great extent

Notes:

4c. In the last two years, have you taken active steps to make your organisation more inclusive and diverse?

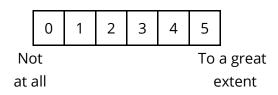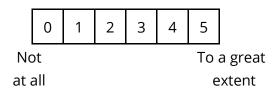| 0	1	2	3	4	5

Not
at all

To a great
extent

Notes:

4d. Do you consult young people with fewer opportunities when defining your diversity and inclusion objectives?

To read more about the definition of "young people with fewer opportunities", please go to: http://www.salto-youth.net/inclusionstrategy/aboutid

0	1	2	3	4	5

Not
at all

To a great
extent

Notes:

4e. Are you familiar with the Erasmus+ and European Solidarity Corps Inclusion Strategy and/or inclusive measures of the programmes?

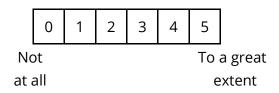| 0	1	2	3	4	5

Not
at all

To a great
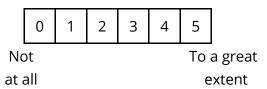extent

Notes:

5) Taking a position

Evaluate your contribution to promoting rights of groups of people with fewer opportunities.

5a. Is your organisation connected to networks and representatives of groups of people with fewer opportunities? Examples could be migrant communities, association of deaf people, LGBTQIA+ youth groups, etc.
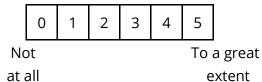
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Not at all   To a great extent

Notes:

5b. Are you aware of the national policy context regarding the inclusion of groups of people with fewer opportunities?

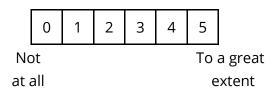| 0	1	2	3	4	5

Not at all   To a great extent

Notes:

5c. Do you position yourself on social media against cases of hate speech, violence and discrimination affecting young people you work with?

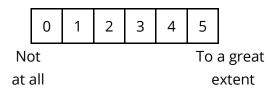| 0	1	2	3	4	5

Not at all   To a great extent

Notes:

5d. Does your organisation engage with regional or national network and advocacy groups to promote inclusion and diversity in policy and other spheres?

0	1	2	3	4	5

Not
at all

To a great
extent

Notes:

5e. Are you involved in making the European programmes for youth more inclusive by giving feedback, sharing your best practices or collaborating with your national agency?
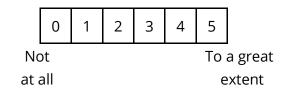
0	1	2	3	4	5

Not
at all

To a great
extent

Notes:

6) Organisational development

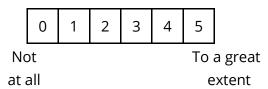Evaluate the commitment to making your organisation inclusive and diverse.

6a. Do team members have work time allocated to participate in working groups and other initiatives to support inclusion and diversity matters within the organisation?
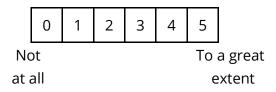
0	1	2	3	4	5

Not
at all

To a great
extent

Notes:

6b. Do you reflect on the diversity in your team in terms of different social identities such as race, gender identity, ability status, age, sexual orientation, religion, etc.?
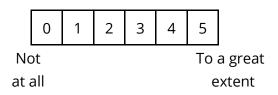
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Not at all   To a great extent

Notes:

6c. Do you have clear guidelines for applying diversity and inclusion to hiring processes or volunteering selection in your organisation?

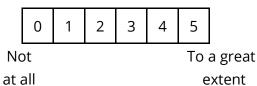| 0	1	2	3	4	5

Not at all   To a great extent

Notes:

6d. Are representatives of groups of people with fewer opportunities involved with your organisation on an ongoing basis (e.g. as a board of advisors, working group or similar)?

0	1	2	3	4	5

Not at all   To a great extent

Notes:

6e. Do you have a process in place on how to react to situations of bullying, harassment or discrimination and are all team members familiar with it?
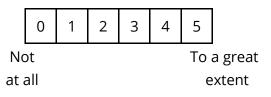
0	1	2	3	4	5

Not at all   To a great extent

Notes:

7) Communication

Evaluate the accessibility and inclusiveness of your communication materials and channels.

7a. Does your communication responsible (or team) have a good understanding of inclusion and diversity concepts?
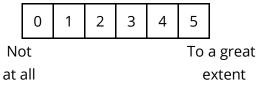(I.e. do you know what terms to use when talking about certain groups of young people with fewer opportunities, etc.)

0	1	2	3	4	5

Not at all   To a great extent

Notes:

7b. Is your website accessible and barrier-free?
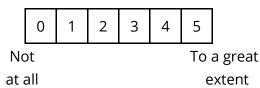(I.e. enabled for tab navigation and screen readers, legible and large font, contrasting colours, etc.)

0	1	2	3	4	5

Not at all   To a great extent

Notes:

7c. Do you include alt text, image descriptions and other inclusive approaches in your social media channels?

Alt text is a descriptive text added to an image to provide a textual description, making it accessible to people with visual impairments and those using assistive technologies like screen readers.
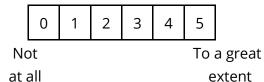
Image descriptions are more comprehensive explanations of images, aiming to enhance the overall understanding of the image for all users, whether they have visual impairments or not.

0	1	2	3	4	5

Not
at all

To a great
extent

Notes:

7d. Do the photos and other visual materials that you use in your communication reflect the diversity of young people present in your country or region?

(I.e. showing young people with different religious or cultural expressions, different ability status, gender identities, sexual orientations, etc.)
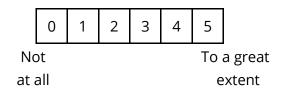
0	1	2	3	4	5

Not
at all

To a great
extent

Notes:

7e. Do you ensure that the images used in your communication channels are neither stereotypical nor tokenising?
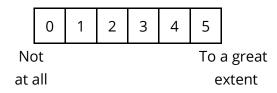
<u>Tokenism</u> is the superficial inclusion of individuals from groups of people with fewer opportunities to give the appearance of diversity without addressing systemic inequalities or providing genuine opportunities.

0	1	2	3	4	5

Not   To a great
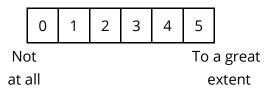at all   extent

<u>Notes</u>:

7f. Do you use inclusive language in your communication?
(I.e. gender-neutral language, avoiding jargon and complicated words, avoiding use of English (if it's not your local language)).

0	1	2	3	4	5

Not   To a great
at all   extent

<u>Notes</u>:

7g. Do you actively reach out to young people with fewer opportunities to join your activities and programmes?

0	1	2	3	4	5

Not   To a great
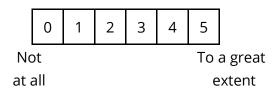at all   extent

<u>Notes</u>:

8) Inclusive methods and logistics

Evaluate how inclusion and diversity are applied in the organisation and implementation of your programmes and events.
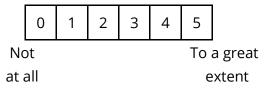
8a. Do you consider representation when inviting speakers or trainers to your events or trainings, i.e. having them reflect different social groups, especially those of participants with underrepresented identities?

0	1	2	3	4	5

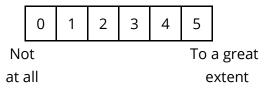Not   To a great
at all   extent

Notes:

8b. Do you use inclusive tools and offer different ways for young people to be involved in your activities and trainings?
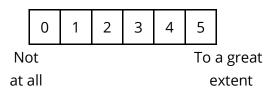(For example through cognitive, visual, active, physically intensive, non-verbal methodologies.)

0	1	2	3	4	5

Not   To a great
at all   extent

Notes:

8c. Do you take different religious celebrations and holidays into account when selecting the dates for a training or event?
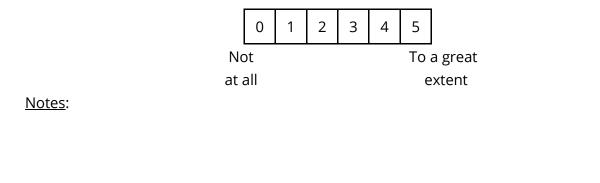
0	1	2	3	4	5

Not   To a great
at all   extent

Notes:

8d. Do you ensure meals and catering at your events are inclusive regarding religion, allergies and other food preferences?

0	1	2	3	4	5

Not at all   To a great extent

Notes:

8e. Do you ensure that the venues (including sanitary facilities and accommodation) where you hold in-person trainings and events are accessible and inclusive for all people?
(This includes facilities for persons with disabilities, gender-neutral toilets, availability of changing tables, etc.)

0	1	2	3	4	5

Not at all   To a great extent

Notes:

**Thank you for participating in the
Inclusion and Diversity Temperature Check!**

Make sure to add your answers to the online version on Typeform.

After you fill out the online questionnaire, you will receive automatically via email tips and feedback to keep improving the inclusion and diversity of your organisation.