

# ID Kitchen Staff training on inclusion & diversity | 16 - 18 October 2023

ADMIN 03 AGOSTO 2023 12:09 UTC

## Welcome!

So great to have you all here! :) This padlet is the place where we will gather all information related to the ID Kitchen Training Course.

To get us in the atmosphere of ID Kitchen we have prepared here for you some resources to explore and some pre-work. In the following columns you'll find:

- the **agenda & objectives**
- the **pre-work**
- a **resource** space you can explore at your own pace

If you have any questions please reach out to us, the facilitators, Dani & Annamaria via email:

[prisacariudani@gmail.com](mailto:prisacariudani@gmail.com)  
[annamaria.simeone@giosef.it](mailto:annamaria.simeone@giosef.it)

Really looking forward to getting to know you!



- o To reflect on the values and aims of the NA officer's work



## Agenda

	Monday / 16th of October	Tuesday / 17th of October	Wednesday / 18th of October
	<b>All about Inclusion &amp; Diversity</b>	<b>Inclusion &amp; Diversity in E+ / ESC</b>	<b>Making our own ID recipes</b>
09:00-10:30	<b>Get to know each other</b> <i>Let's meet the ID sous chefs to be!</i>  <b>ID Self Reflection</b> <i>Let's get familiar with the internal kitchen!</i>	<b>ID inside the program</b> <i>Tools &amp; strategies in the kitchen</i>	<b>ID recipes</b> <i>What do we have in the cookbook? How can we adapt to our work?</i>
10:30-10:45	Break		
10:45-12:30	<b>Basic ID concepts &amp; realities</b> <i>What do we have in the pantry? For whom are we cooking? Who can't come to dinner?</i>	<b>Limits and structural barriers</b> <i>Hands on practice in the ID kitchen</i>	<b>Action planning</b> <i>What is your unique signature dish? What new recipes are you working on?</i>  <b>Evaluation &amp; Closing</b> <i>Which new recipes did I learn during this training?</i>

## Participants

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**IDKitchenAttendanceListOct2023xlsx**  
 Foglio di calcolo Excel  
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## Agenda & Objectives

### Objectives

- o To get familiar with ID concepts and the European ID policy framework
- o To gain better understanding of the ID issues and how to tackle those national/European level
- o To become better equipped to support the ID Officers colleagues, as well as the beneficiaries from our different roles in the NA
- o To exchange ideas and share practices on managing the inclusion issues and learn from each other

## Pre-work

## Zoom details for the meeting

This the link for all 3 days meeting:

<https://us02web.zoom.us/j/86854787516?pwd=M3FvaUhKTkZnSlI3alRONHJiTjMrUT09>

Meeting ID: 868 5478 7516

Passcode: 560226

Time: 09:00 PM Amsterdam, Berlin, Rome, Stockholm, Vienna

Oct 16, 2023 09:00 PM

Oct 17, 2023 09:00 PM

Oct 18, 2023 09:00 PM



Try to do as many of the following:

- o Browse through the **ID strategy, Embracing diversity publication** & Listen to the **ID Kitchen podcast** (in the Resources section of this Padlet)
- o Check with your colleagues **how far are you with the process of the implementation of the national ID strategy** and what are the priorities of your NA.
- o Think about what were some of the **challenges** you face when it comes to diversity and inclusion



## Resources

Please take some time to get familiarised with these resources before we meet.



### ID Kitchen Podcast

#### ID Kitchen Podcast

The podcast about promoting inclusion and diversity in all areas of work at National Agencies and making ID everyone's business! Talking about why inclusion and diversity matter, who is responsible for that in everyday work, what tools are available, the role of communication and how to get others on board for promoting inclusion and diversity.

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### ID Temperature Check Tool & ID Officer Job Description

#### ID Temperature Check Tool

The Temperature Check is a set of questionnaires that will help your National Agency get a feeling for its progress in implementing inclusion and diversity in 5 key areas: Organisational development: evaluate the inclusion and diversity expertise and commitment within your organisation. Here you can download the PDF questionnaire Here you can access the online questionnaire with automatic tips and suggestions After completing each online questionnaire, you will receive an automatic report via email with the results and a library of resources and best practices so your National Agency can keep improving its inclusion and diversity efforts in these key areas.

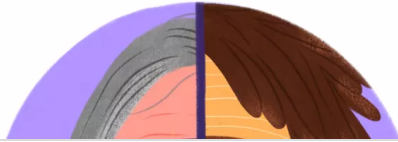
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### Embracing Diversity guide

# embracing DIVERSITY

A guide to diversity management for organisations active in intercultural youth work



**EmbracingDiversity.pdf**

Documento PDF

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## Inclusion & Diversity EU Strategy



**Implementation guidelines**

**Erasmus+ and European Solidarity Corps Inclusion and Diversity Strategy**

**InclusionAndDiversityStrategy.pdf**

Documento PDF

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## Go Inclusive ID Strategy video & leaflet

**The Inclusion & Diversity Strategy...**

reinforces inclusion and diversity dimension of the Erasmus+ and European Solidarity Corps. It builds on the experiences across the different sectors of the Programmes and encourages mutual inspiration and motivation amongst them.

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## Shaping Inclusion & Diversity: Inclusion Strategies for NAs

A practical guide to creating inclusion and diversity strategy for National Agencies. The booklet contains ideas on how to make the most of your (limited) resources to have lots of inclusion impact. It's accompanied by the podcast.

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## Cookbook for Inclusion

# COOKBOOK FOR INCLUSION



**Cookbook%20on%20Inclusion.pdf**

Documento PDF

WWW.SALTO-YOUTH.NET

## Inclusion AZ

### Inclusion A to Z

Are you working with young people with fewer opportunity backgrounds? Would you like to add international mobility projects to your box of educational tools? Or are you interested in opening up your international projects to include (more) young people with diverse backgrounds, to learn from and through diversity?

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## Strategic Partnership on Inclusion - SPI

### NA Strategic Partnership for Inclusion

Erasmus+ Youth National Agencies & SALTO centres cooperate strategically to involve more inclusion organisations and increase the participation of young people with fewer opportunities in the Erasmus+ programme and European Solidarity Corps.

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## Shaping Inclusion & Diversity: Inclusion Strategies for NAs Publication and Podcast

# EXPLORING INCLUSION IN E+ YIA: EFFECTS OF INEQUALITIES ON LEARNING OUTCOMES

analysis of European youth programmes

## EXPLORING INCLUSION IN ERASMUS+ YOUTH IN ACTION:

## EFFECTS OF INEQUALITIES ON LEARNING OUTCOMES

RESEARCH REPORT

CHRISTIANE MEYERS

RAY\_inclusion\_report\_v17-20200918\_layout.pdf

Documento PDF

WWW.RESEARCHYOUTH.NET



### Lera Boroditsky: How language shapes the way we think

There are about 7,000 languages spoken around the world – and they all have different sounds, vocabularies and structures. But do they shape the way we think? Cognitive scientist Lera Boroditsky shares examples of language – from an Aboriginal community in Australia that uses cardinal directions instead of left and right to the multiple words for blue in Russian – that suggest the answer is a resounding yes.

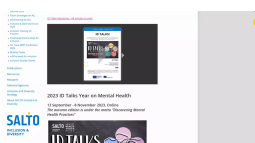
TED

## ID Talks Recordings & Articles

### ID Talks

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.

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## ID Strategy Library

### ID Strategy Library

For translation: [www.deepl.com](http://www.deepl.com)

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## ID Strategy Youth Roadmap

### Inclusion & Diversity Roadmap

This I&D Road Map (PDF) details the road we need to travel in the EU youth programmes to implement the Inclusion & Diversity Strategy for the Erasmus+ programme and the European Solidarity Corps. We can only reach our destination if all stakeholders contribute to inclusion and diversity in the youth sector.

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## Working ID definitions

### Definitions ID Kitchen

Definitions from Embracing Diversity  
Publication by SALTO I&D  
<https://www.salto-youth.net/downloads/4-17-4124/EmbracingDiversity.pdf>

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## How language shapes the way we think

An interesting video, maybe not that directly connected to the topic, but still an interesting insight how different languages emphasize different aspects of the situations...:

[https://www.ted.com/talks/lera\\_boroditsky\\_how\\_language\\_s hapes\\_the\\_way\\_we\\_think?language=en](https://www.ted.com/talks/lera_boroditsky_how_language_shapes_the_way_we_think?language=en)

## Booklet 'Solidaritätsprojekte Schritt für Schritt'



Solidaritätsprojekte.pdf

Documento PDF

WWW.ANEFORE.LU



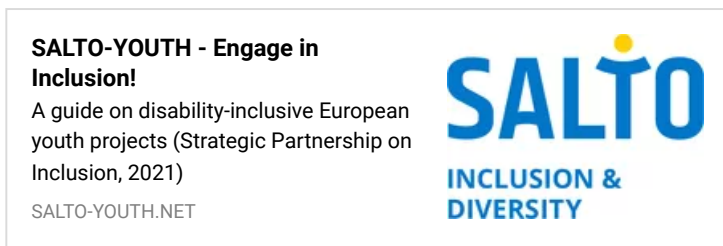
SALTO-Research-NA-Needs.pdf

Documento PDF

SALTOINCLUSION.EU

## Engage in Inclusion! A guide on disability-inclusive European youth projects

Strategic Partnership on Inclusion, 2021



SALTO-YOUTH - Engage in Inclusion!

A guide on disability-inclusive European youth projects (Strategic Partnership on Inclusion, 2021)

SALTO-YOUTH.NET

## National ID Strategies

<https://saltoinclusion.eu/resources/national-strategies/>

National strategies - SALTO Inclusion Education

Guidelines Reports Policy documents

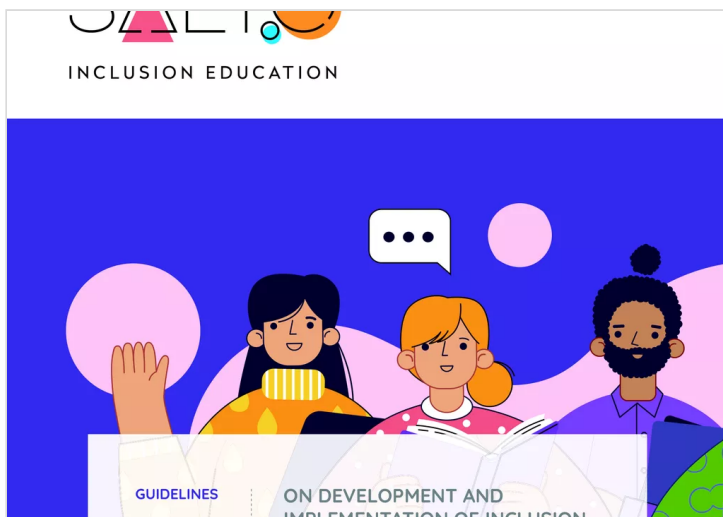
Tools Strategies Guidelines Reports

Policy documents Tools Strategies

National strategies Interested in what's

going on at a national level? Find out what Erasmus+ national agencies have to say in their strategies and action plans for inclusion and diversity! Austria (AT01) OeAD-GmbH - Agentur für Bildung und Internationalisierung Nationaler Plan für Inklusion [...]

SALTO INCLUSION EDUCATION



SALTO\_Guidelines-for-Inclusion-and-Diversity-Strategies.pdf

Documento PDF

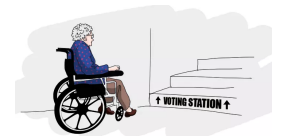
SALTOINCLUSION.EU

## European Disability Forum Resources

Homepage

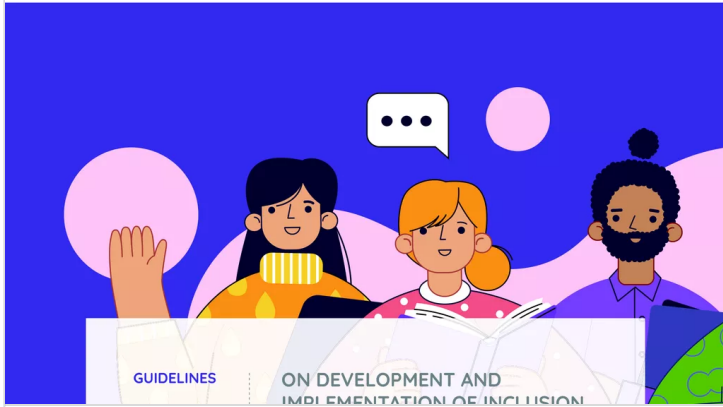
Homepage

EUROPEAN DISABILITY FORUM



## Guidelines for Inclusion and Diversity Strategies -E&T

## Report on Needs, Challenges and Practices of Erasmus+ National Agencies



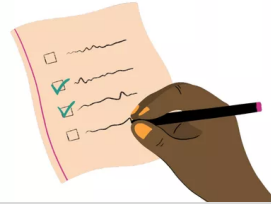
**SALTO\_Guidelines-for-Inclusion-and-Diversity-Strategies.pdf**

Documento PDF

SALTOINCLUSION.EU

**Inclusion and Diversity Officer Job Description**

As an inclusion and diversity officer, you will wear many different hats. This job description maps out what ideally falls into the responsibility of this position. However, **depending on the set-up and size of your National Agency, as well as depending on the hours you can actually dedicate to inclusion and diversity work, you will be able to embrace more or less of the following tasks.** Sometimes, responsibility for these tasks will be shared with other colleagues and/or the NA direction or management.



*Many tasks will look different and be carried out in different constellations in*

**IDOfficerJobDescription.pdf**

Documento PDF

WWW.SALTO-YOUTH.NET

**Wheel of oppression 1st refence**

**Anti-oppression**

The CCR is committed to anti-oppression in all the areas of our work focused externally on changing our society and internally on eliminating oppression within the CCR. This commitment takes ground in our belief that change is not only necessary but possible, through an intentional process of organizational learning and change.

CANADIAN COUNCIL FOR REFUGEES



**Making the case for Inclusion**

**Making the case for Inclusion**

1. Do we understand the reality and background of this person? What are some issues they may face? Can we relate to them and their reality?
2. Do we explicitly welcome them in the programs' activities? Do they feel represented and welcome? (look at communications, imagery we use, words, access to our spaces/events/buildings, etc.) Base your answer in concrete examples.
3. How are we showing this person we want them to benefit from the programs? Can the voice and opinion of this person be heard and influence the program?
4. Do we have policies in place to ensure safety, dignity, and belonging, if this person chooses to take part in the programs? Which ones?



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**Intersectionality CoE**

**Structural inequalities**

@Daniel Bernard on Unsplash  
Intersectionality recognises that all forms of discrimination are interconnected, as they depend on the power structures operating in specific situations. All types...

NORTH-SOUTH CENTRE



**Deffinitions**

**Definitions ID Kitchen**

Definitions from Embracing Diversity  
Publication by SALTO I&D  
<https://www.salto-youth.net/downloads/4-17-4124/EmbracingDiversity.pdf>

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**Day 1 | 16 Oct 2023**

**Wheel of oppression - Google Jamboard**

The version of the browser you are using is no longer supported. Please upgrade to a supported browser. Dismiss

GOOGLE



**Day 2 | 17 Oct 2023**

**ID Officer Job Description**

## National strategies - SALTO Inclusion Education

Guidelines Reports Policy documents  
Tools Strategies Guidelines Reports  
Policy documents Tools Strategies  
National strategies Interested in what's going on at a national level? Find out what Erasmus+ national agencies have to say in their strategies and action plans for inclusion and diversity! Austria (AT01) OeAD-GmbH - Agentur für Bildung und Internationalisierung Nationaler Plan für Inklusion [...]

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## 3- Who is responsible for inclusion and diversity?

Listen to this episode from Inclusion and Diversity Kitchen on Spotify. In this episode we examine who's responsible for making the work of national agencies inclusive and diverse. With our guests, Paavo and Bob, we discuss how our own personal background shapes us and explore catering, training budget and the role inclusion and diversity officers.

OPEN.SPOTIFY.COM



## ID Ambassador Croatia

Find out what ID Ambassador says about his Erasmus+ projects in VET sector, support from the NA he received and benefits of inclusion of students with fewer opportunities in the projects!

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GOOGLE DRIVE



## Diversity is a fact and inclusion is an action.

## Study Cases

STUDY CASES 2023

ID Kitchen training - October 2023

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## Sustainable Event Guidelines

Developed by BE-FL NA

### Sustainable Event Guidelines

Wil je een evenement organiseren en wil je jouw best doen om het zo duurzaam mogelijk te maken? Deze richtlijnen en checklist zetten je op weg.

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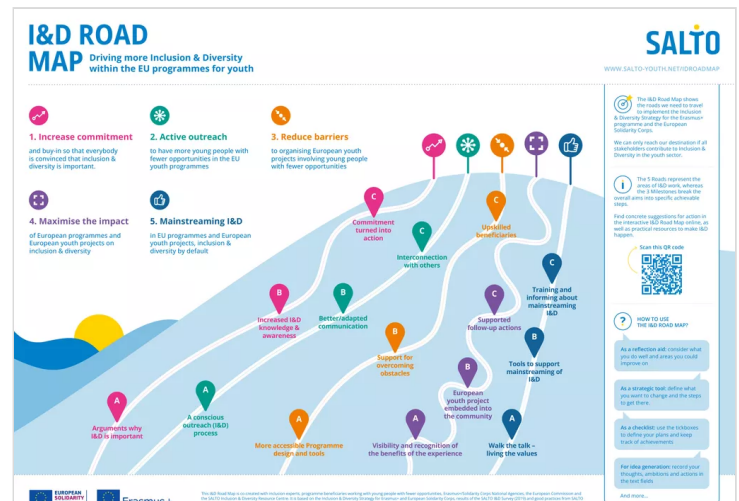
## Day 3 | 18 Oct 2023

## ID Temperature Check Tool for the NAs

### ID Temperature Check Tool

The Temperature Check is a set of questionnaires that will help your National Agency get a feeling for its progress in implementing inclusion and diversity in 5 key areas: Organisational development: evaluate the inclusion and diversity expertise and commitment within your organisation. Here you can download the PDF questionnaire Here you can access the online questionnaire with automatic tips and suggestions After completing each online questionnaire, you will receive an automatic report via email with the results and a library of resources and best practices so your National Agency can keep improving its inclusion and diversity efforts in these key areas.

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ID%20Roadmap\_Poster.pdf

Documento PDF

WWW.SALTO-YOUTH.NET

## Extended Roadmap

### Inclusion & Diversity Roadmap

This I&D Road Map (PDF) details the road we need to travel in the EU youth programmes to implement the Inclusion & Diversity Strategy for the Erasmus+ programme and the European Solidarity Corps. We can only reach our destination if all stakeholders contribute to inclusion and diversity in the youth sector.

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## How is responsible for ID?

# Engage in inclusion

A guide on disability-inclusive European youth projects  
(Strategic Partnership on Inclusion, 2021)

## DISABILITY-INCLUSIVE LANGUAGE GUIDELINES

These guidelines have been prepared by the United Nations Office at Geneva as part of efforts to implement the United Nations Disability Inclusion Strategy, launched in 2019. T

**DISABILITY-INCLUSIVE LANGUAGE GUIDELINES**

**INTRODUCTION**

These guidelines have been prepared by the United Nations Office at Geneva as part of efforts to implement the **United Nations Disability Inclusion Strategy**, launched in 2019. The Strategy is a key framework for policy and action to mainstream disability inclusion at the United Nations. It is aimed at removing barriers and engaging persons with disabilities in all spheres of work and life in order to achieve sustainable and transformative progress on disability inclusion. Its indicator 15 on communication, in particular, requires that internal and external communications should be respectful of persons with disabilities.

This document contains **recommendations** that United Nations staff, experts and collaborators can use in their oral and written communications on disability or other subjects, including speeches and presentations, press releases, social media posts, internal communications and other formal and informal documents. It is based on an in-depth study of disability-inclusive language materials and a consultation process with a diverse range of experts, including persons with disabilities.

**Words matter.** Undeniably, the language that we use to refer to persons with disabilities has an impact, as it shapes our perception of the world. This language has evolved over time, and terms that were commonly used some years ago are no longer acceptable. It is therefore important to raise awareness about language that it is

**Disability-Inclusive-Language-Guidelines.pdf**  
Documento PDF  
[WWW.UNGENEVA.ORG](http://WWW.UNGENEVA.ORG)

## Inclusive Communication Manual

**Inclusive Communication Manual**

A practical guideline on how to communicate inclusively with international youth

**ESN\_Inclusive\_Communication\_Manual-1.pdf**  
Documento PDF  
[SALTOINCLUSION.EU](http://SALTOINCLUSION.EU)

# ID Glossary -p103

**EMBRACING\_DIVERSITY**  
FLOWPAPER



**embracing DIVERSITY**  
A guide to diversity management for organisations active in intercultural youth work

European Union SALTO

## Action plan

**Inclusion & Diversity Kitchen - Staff training on Inclusion & diversity**

**From learning to action**  
Reflect and plan what you can do to support the ID strategy to make the program implementation more inclusive and diverse. These are some guided questions, try to be concrete and consider:

- what can you do?
- when can you do it?
- with/for whom can you do it?

What ID issue seems most needed in my NA and in my context?	
How do I want to contribute to addressing it?	
What could I realistically do until the end of 2023? (concrete actions)	
What about 2024?	
What support do I need from my colleagues in NA?	
How can I use this network formed in the ID Kitchen during these days?	

**Action plan-2**  
Documento Word  
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