



ID Kitchen Staff training on inclusion & diversity | 5 - 7 February 2024

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

annamaria.simeone@giosef.it

Really looking forward to getting to know you!

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Agenda & Objectives

Objectives

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



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Agenda

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	Day 1- 5th February All about Inclusion & Diversity	Day 2- 6th February Inclusion & Diversity in E+ / ESC	Day 3- 7th February Making our own ID recipes
09:00- 10:30	Get to know each other <i>Let's meet the ID sous chefs to be!</i> ID Self Reflection <i>Let's get familiar with the internal kitchen!</i>	ID inside the program <i>Tools & strategies in the kitchen</i>	ID recipes <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	Basic ID concepts & realities <i>What do we have in the pantry? For whom are we cooking? Who can't come to dinner?</i>	Limits and structural barriers <i>Hands-on practice in the ID kitchen</i>	Action planning <i>What is your unique signature dish? What new recipes are you working on?</i> Evaluation & Closing <i>Which new recipes did I learn during this training?</i>

Participants

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First name	Last name	Country of Residence
Alba	Prieto-Gonzalez	Belgium
Laura	Vari	Belgium - FR
SOPHIA	VIOLARI	Cyprus
Despo	Demetriou	Cyprus
Stephanie	Asserou	Cyprus
Marianna	Araouzou	Cyprus
Natalia	Kouhartsiouk	Cyprus
Judith	Peters	Germany
Lenie	Stoklossa	Germany
Mona	Lorvik	Germany
Sabrina	Weller	Germany
Torsten	Schneider	Germany
Ulrike	Nebis	Germany
Anke-Michaela	Dreesbach	Germany
Katie	O'Regan	Ireland
Victoria	Blomen	Sweden
Minke	Poppema	The Netherlands
Team		
Dani	Prisacariu	Romania
Anna Maria	Simone	Italy
Petra	Habulin	Croatia
Marjolein	Vandenbroucke	Belgium-FL
Karin	Hirschmueller	Austria
Marija	Kljajic	Belgium-FL

Padlet Drive ↔

IDKitchenFebAttendanceListFeb

Pre-work

Zoom details for the meeting

This the link for all 3 days meeting:

<https://us02web.zoom.us/j/86111350901?pwd=S2xKYnNwUndiN1NyVi82TWYrNW52Zz09>

Meeting ID: 861 1135 0901

Passcode: 170579

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

Feb 5, 2024 09:00 PM

Feb 6, 2024 09:00 PM

Feb 7, 2024 09:00 PM



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↪ Try to do as many of the following:

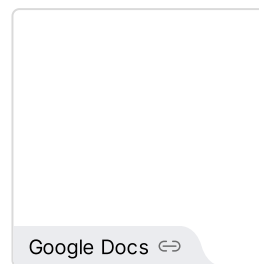
- Browse through the **ID strategy, Embracing diversity publication** & Listen to the **ID Kitchen podcast** (in the Resources section of this Padlet)
- Check with your colleagues **how far are you with the process of the implementation of the national ID strategy** and what are the priorities of your NA.
- Think about what were some of the **challenges** you face when it comes to diversity and inclusion- this will come in handy during the 3 days we spend together!



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↪ **Collecting examples of practical cases**

In order to further improve the ID Kitchen **we need your support!** Help us **collect examples of practical cases**, which could be used to support your and the learning process of your fellow colleagues. If you know about a situation, rule, project, practice... that creates/ed discomfort or difficulties in terms of INCLUSION and DIVERSITY in the implementation of the Erasmus+ and European Solidarity Corps programmes, please share it here, by taking max 10min to **fill in this online form**. We need your input by **15th of January!**



viewform

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Resources

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

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↪ ID Kitchen Podcast

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ID Kitchen Podcast

↪ Embracing Diversity guide

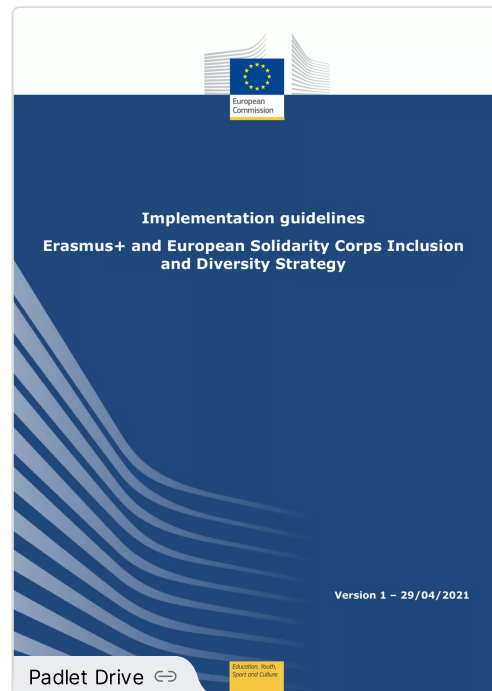
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EmbracingDiversity.pdf

↪ Inclusion & Diversity EU Strategy

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InclusionAndDiversityStrategy.pdf

Go Inclusive ID Strategy video & leaflet

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The Inclusion & Diversity Strategy...

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

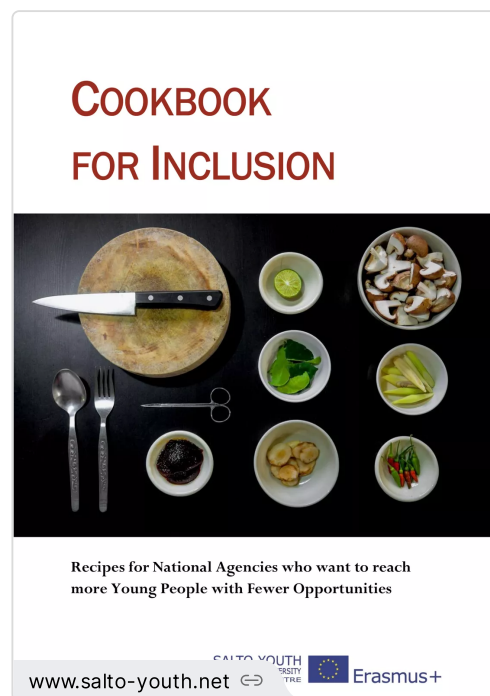
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Shaping Inclusion & Diversity: Inclusion Strategies for NAs

Cookbook for Inclusion

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Inclusion AZ

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↩ Strategic Partnership on Inclusion - SPI

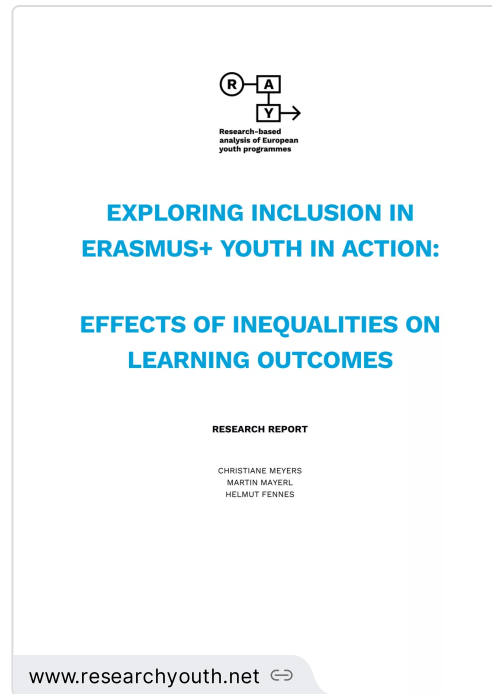
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NA Strategic Partnership for Inclusion

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

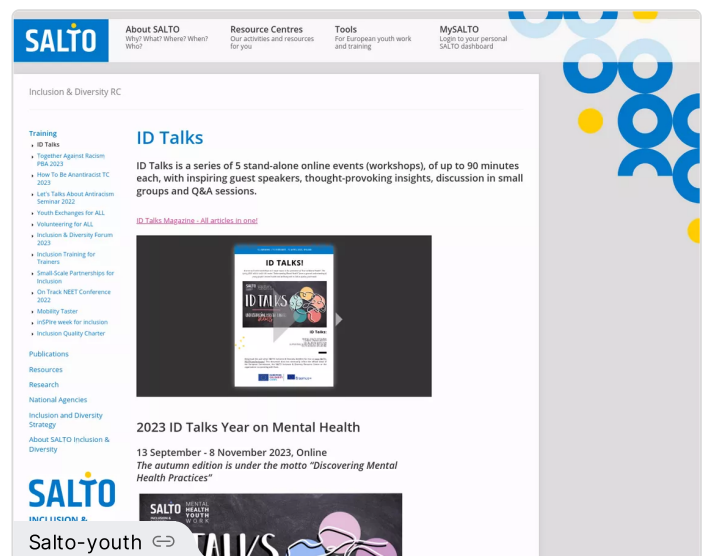
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↩ ID Talks Recordings & Articles

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ID Talks

↩ Working ID definitions

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Padlet ↩
Definitions ID Kitchen

↩ 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_shapes_the_way_we_think?language=en

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TED ↩
Lera Boroditsky: How language shapes the way we think

↩ ID Strategy Library

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Padlet ↩
ID Strategy Library

↩ **Booklet 'Solidaritätsprojekte Schritt für Schritt'**

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Solidarita%CC%88tsprjekte.pdf

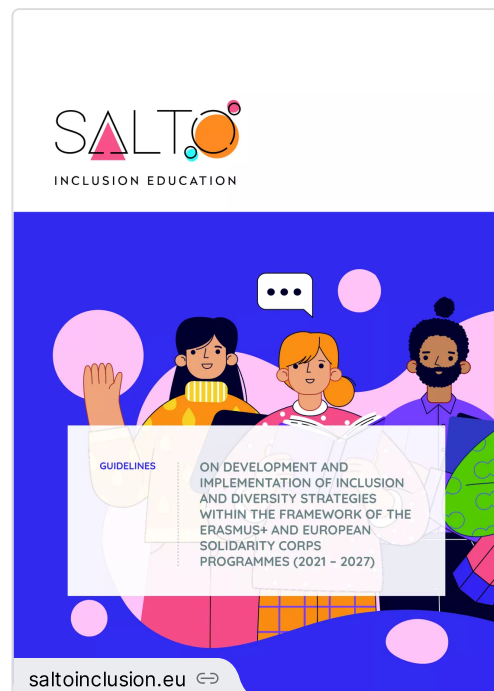
↩ **Engage in Inclusion! A guide on disability-inclusive European youth projects**
Strategic Partnership on Inclusion, 2021

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SALTO-YOUTH - Engage in Inclusion!

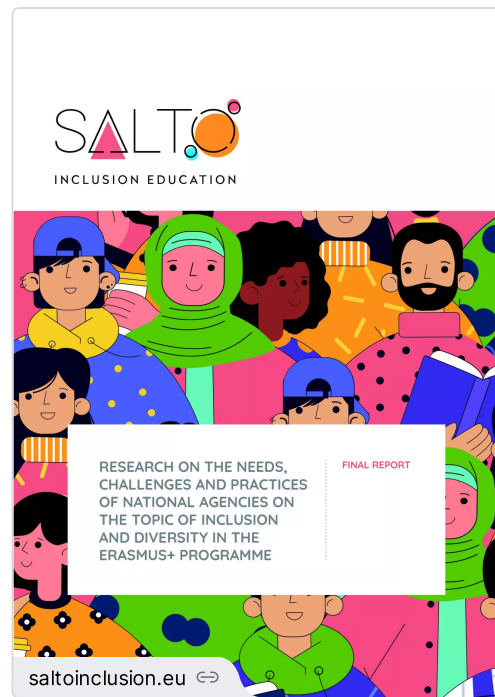
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SALTO_Guidelines-for-Inclusion-and-Diversity-Strategies.pdf

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

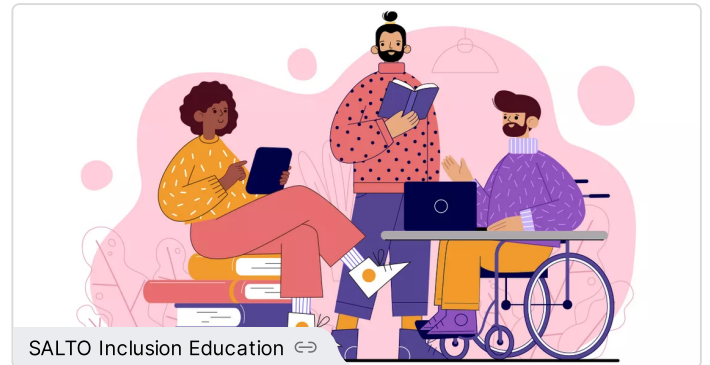
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SALTO-Research-NA-Needs.pdf

↪ **National ID Strategies**
<https://saltoinclusion.eu/resources/national-strategies/>

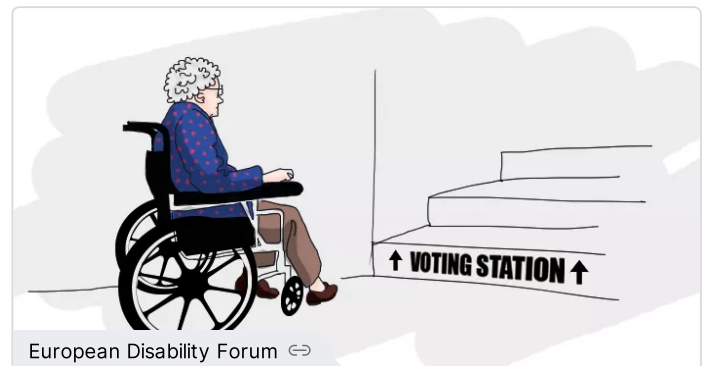
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National strategies - SALTO Inclusion Education

↪ **European Disability Forum Resources**

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Homepage

Guidelines for Inclusion and Diversity Strategies -E&T

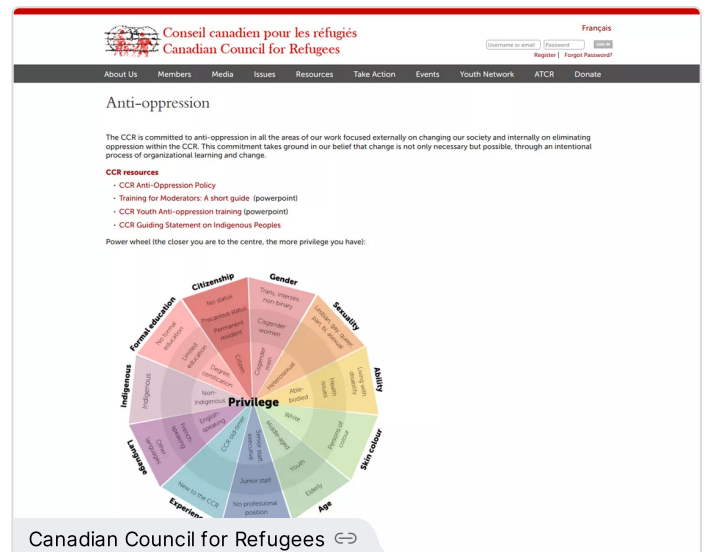
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SALTO_Guidelines-for-Inclusion-and-Diversity-Strategies.pdf

Wheel of oppression 1st refence

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Anti-oppression

Intersectionality CoE

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Structural inequalities

↔ **Get Inspired!**

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Professional growth and building self-confidence through Erasmus+ - SALTO Inclusion Education

↔ **WATCH IT! (web accessibility tool)**

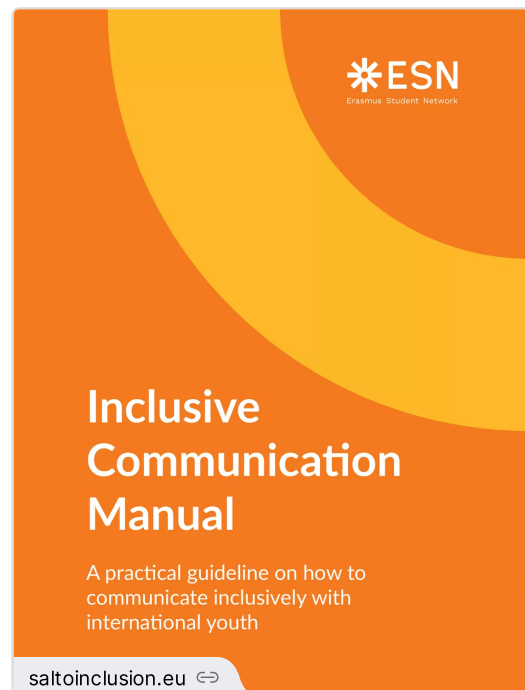
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Watch It - SALTO Inclusion Education

↔ **Inclusive Communication Manual**

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ESN_Inclusive_Communication_Manual-1.pdf

↪ **Intersectional discrimination in Europe**
relevance, challenges and ways forward

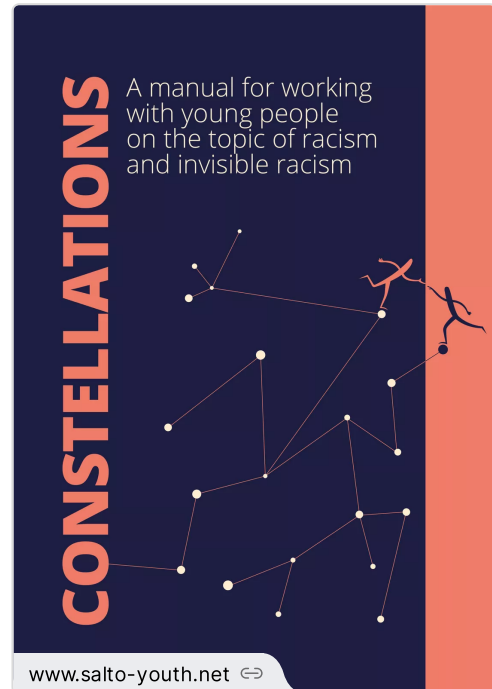
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intersectionality-report-FINAL_yizq4j.pdf

↪ **Constellation: Manual on Racism and invisible racism**

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CONSTELLATIONS_EN.pdf

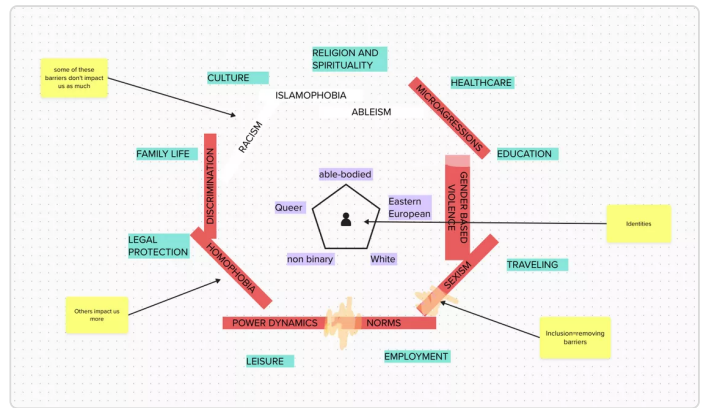
↩ ID Definitions

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Definitions ID Kitchen

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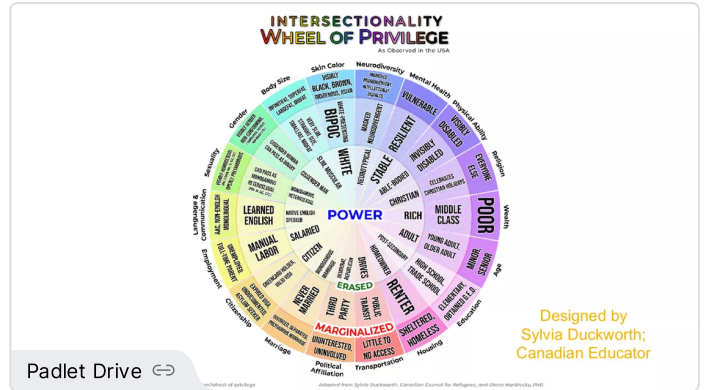


Making the case for Inclusion | ID Kitchen feb '24



Kimberlé Crenshaw: The urgency of intersectionality

↩️ Wheel of privilege, power and intersectionality



Copia di Wheel of oppression

Day 2 | 6 Feb 2024

↩️ ID Officer job description

SALTO EUROPEAN COMMISSION

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 each National Agency.

General Profile

Inclusion and diversity officers should bring along the following background:

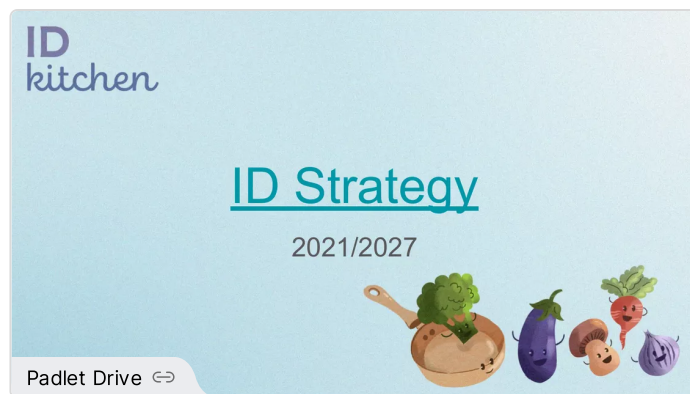
- Enthusiasm for and commitment to equity, inclusion and diversity
- Extensive understanding of diversity, equity and inclusion topics, concepts and terms
- Passion and drive to constantly expand their knowledge and understanding
- Ability to listen to different voices and perspectives
- Excellent socio-emotional competencies such as empathy, teamwork, patience and flexibility.
- Ability to reach across the aisle and motivate others for equity, inclusion and diversity
- Good communication and networking skills
- Good understanding of project management processes and national and international youth work
- Ability to analyse data, extract information and write reports

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IDOfficerJobDescription

↩ ID strategy small presentation

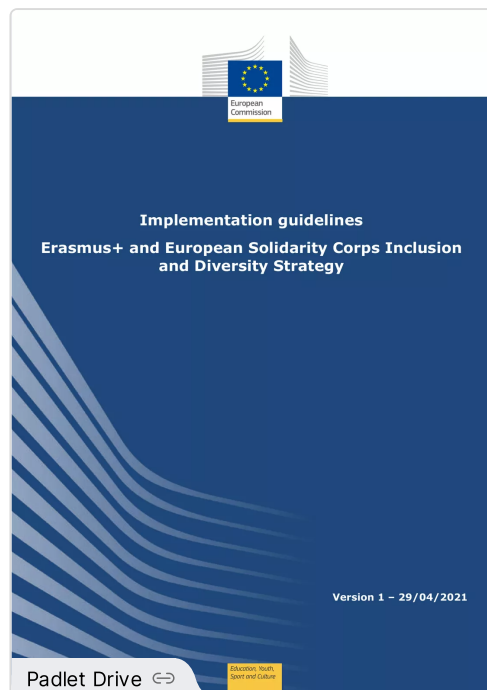
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ID Strategy presentation

↩ ID Strategy 2021-2027

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InclusionAndDiversityStrategy

↩ ID Tool and Training for Assessors

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ID Tool and Training for Assessors

↩ ID Temperature Check Tool & ID Officer Job Description

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ID Temperature Check Tool For Organisations

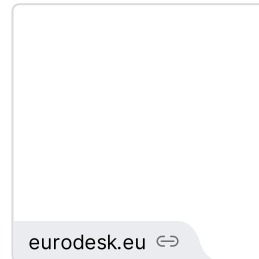
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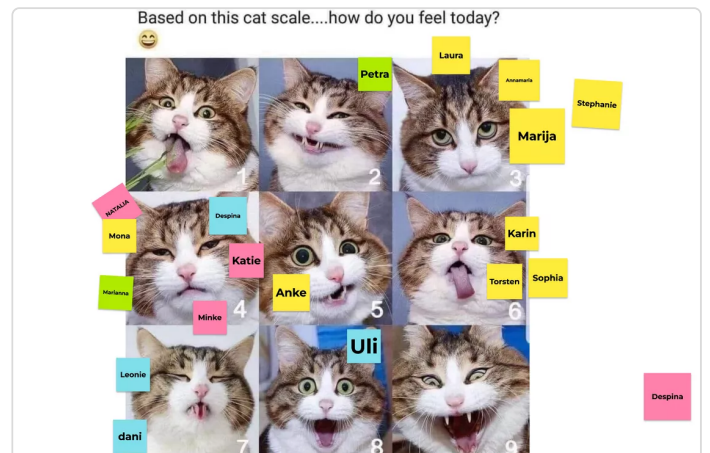
⇒ **The guide on inclusive communication - Eurodesk**

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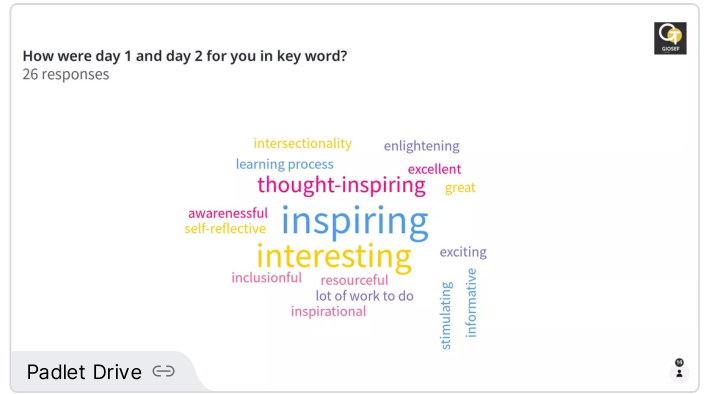
⇒ **How do we feel today?**

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↩ Daily evaluation

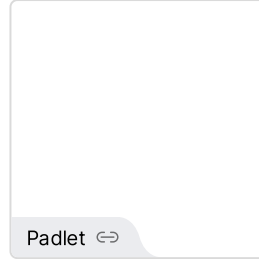
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Daily reflection _ Day 1 _ February 2024

↩ Study Case

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STUDY CASES 2024

Day 3 | 7 Feb 2024

↩ ID Strategy Youth Roadmap

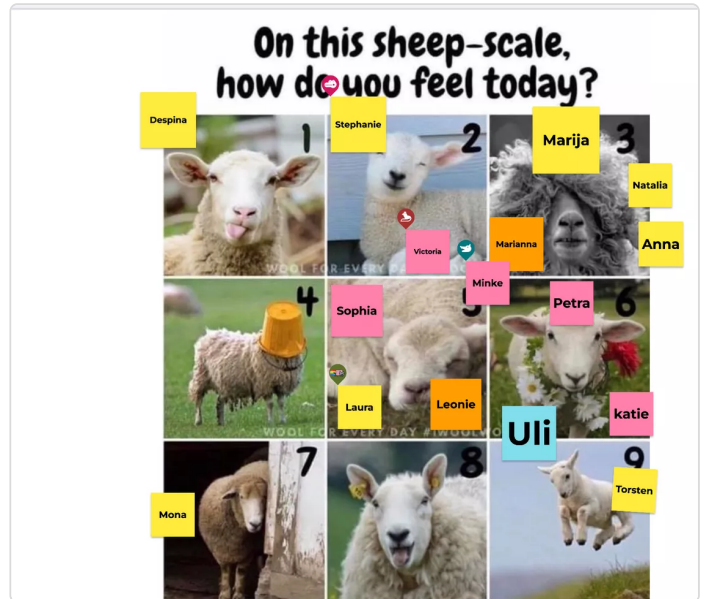
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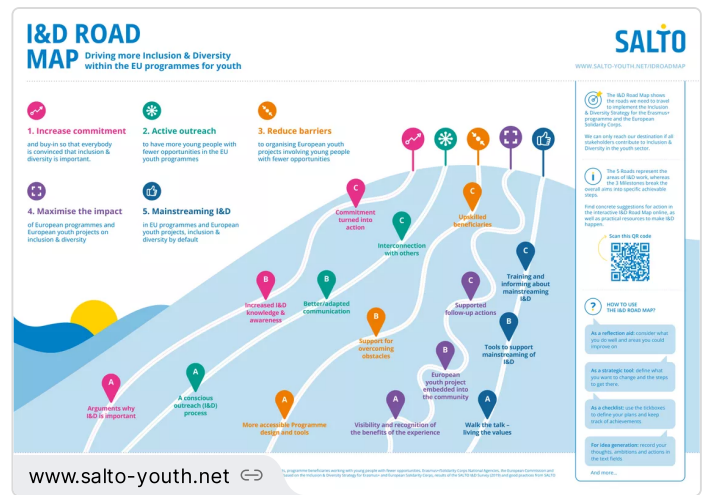
Inclusion & Diversity Roadmap

↩ How do we feel today

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Road Map POSTER



ID%20Roadmap_Poster.pdf

Embracing Diversity Glossary



Flowpaper

EMBRACING_DIVERSITY

