

# ID TALKS!

*This series will guide participants through the concepts of intergenerational solidarity and intergenerational dialogue - what they mean, why they matter, and how they are relevant in today's societies.*



## ID Talks:

INTERGENERATIONAL SOLIDARITY  
AGEISM  
ANCESTORS & OFFSPRINGS  
PRACTICE: 'GRANDPA TELL ME MORE'  
PRACTICE: 'I AM BLUE'

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.

## 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

## “Intergenerational Solidarity”

### What is it all about?

“ID Talks” is a series of 5 online workshops on 5 major topics to promote inclusion & diversity (ID) and quality youth work. It features youth workers, professionals and volunteers, from all over the world to share insights, research findings, food for thought, good practices or inspirational stories. They will guide participants through the pressing matters and challenges affecting Inclusion & Diversity and inspire them to make their programmes and organisations more inclusive, embrace human differences, look ahead and picture how the future of youth work and Inclusion & Diversity might be.

Each workshop begins with an input from a guest speaker. Afterwards, participants have the opportunity to engage in the discussion, ask questions and share about their own realities and experiences.

### 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.

### Why should you join?

- Get food for thought and learn from inspirational ID stories.
- Learn about ID topics from the youth work sector and beyond.
- Get information, inspiration, methods to help the youth sector address ID.
- Put some more quality in your (international) youth work.
- Identify and learn how to tackle existing and future challenges within ID.



**Event Dates:**

- 11 February (13h-14h30 CET) > **ID Talks intergenerational solidarity** -What does intergenerational solidarity mean? What are its key elements? What's in it for different sectors and why is it important for youth work? What other concepts are relevant when unpacking intergenerational solidarity (intergenerational fairness, intergenerational dialogue etc.) and how do they differ and intersect with one another? Let's discuss a topic that is becoming a priority in European discourse and explore what it means for the EU policy framework and future EU programmes. Guest speaker: **Ismael Paez Civico**, Confederation of European Senior Expert Services (CESES), Belgium
- 25 February (13h-14h30 CET) > **ID Talks ageism** - What is age, how is it defined and what does it mean for different generations? How does age intersect with cultural, societal and religious norms, gender and personal traits? What are the common misconceptions and assumptions about different age groups and how do they affect us? We invite you to explore age and power dynamics and discuss how youth work can address existing issues and promote intergenerational understanding and solidarity. Guest speaker: **Alice Latta & Juliette Laisné**, Belgium
- 11 March (13h-14h30 CET) > **ID Talks ancestors & offsprings** - How are we all connected and why is this important? What is human ecology and how does it relate to intergenerational solidarity? What can we learn from the Earth as an Elder? Why are memories and stories important and how can they help us reflect on existing narratives and reframe societal views? Let's widen our understanding of age and time in relation to inclusion and social transformation, and explore what youth work can do to deepen young people's sense of connection and belonging to a greater whole. Guest speaker: **Juan Camilo**, Iceland
- 25 March (13h-14h30 CET) > **ID Talks practice: 'Grandpa tell me more'** - How can intergenerational dialogue take shape in practice? Why is this topic important for youth work? What does it mean for a youth organisation and its partners? How can we work on this topic and what added value does the international dimension bring? Looking at 'Grandma, tell me more', we will learn from a youth-led practice by exploring its key elements, main outcomes and important lessons learned. Guest speaker: **Ana Moutas & Cláudia Numão**, Psientífica, Portugal
- 8 April (13h-14h30 CET) > **ID Talks practice: 'I am blue'** - What is the role of intergenerational dialogue in changing the social narrative around ageing? Why is it important to address ageing and women's empowerment by involving representatives of different generations? Why is theatre a valuable tool for this work? Through the example of 'I am blue', we will explore methods and tips that enrich youth work and intergenerational dialogue for the benefit of the wider community. Guest speaker: **Irati Moran**, La Chivata Teatro, Spain

## Ageism

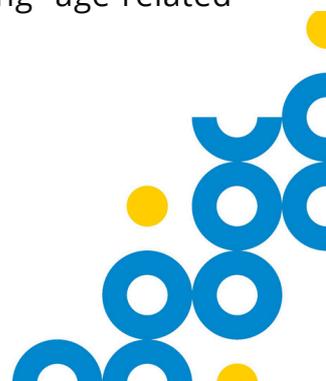
*What is age, how is it defined, and what does it mean for different generations? How does age intersect with cultural, societal and religious norms, gender and personal traits?*

ALICE LATTA  
JULIETTE LAISNÉ  
BELGIUM



### GUEST SPEAKERS: ALICE LATTA & JULIETTE LAISNÉ

**Juliette Laisné** and **Alice Latta** share a strong and committed professional background at the crossroads of project management, cultural mediation, and art therapy. At the heart of their approaches lies the conviction that intergenerational interactions are powerful drivers of social transformation, empowerment, and mutual understanding. They take a particular interest in the dynamics of empowerment at work within these projects, in strengthening methodologies and field practices, as well as in spaces for exchange and networking, with the aim of collectively deconstructing age-related stereotypes and actively combating ageism.



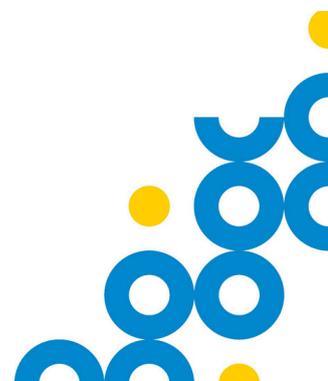
Their shared experience within Entr'âges asbl has deeply shaped this vision. Juliette was responsible for training and awareness-raising missions as well as for coordinating the RIBF (Network for Intergenerational Action in French-speaking Belgium), contributing to the strengthening of the intergenerational associative landscape. Alice coordinated two major awareness-raising campaigns there: Intergenerational Week and the Intergenerational Film Festival, mobilizing culture and audiovisual media as levers for social change and collective awareness.

Today, Juliette continues her engaged fieldwork within Infor-Homes asbl, where she works to improve and support the quality of life of older adults, particularly in the context of residential and nursing care homes. Alice is developing Mémoire Vive, an audiovisual project that highlights, strengthens, and makes visible the agency of older adults through video and storytelling, within the home care service Vivre chez Soi in Brussels.

Both live and work in Brussels, where they continue to forge intergenerational alliances and develop projects aimed at changing perceptions of age.

**ID Talks**  
Ageism

ALICE LATTA  
JULIETTE LAISNÉ  
BELGIUM



# Article

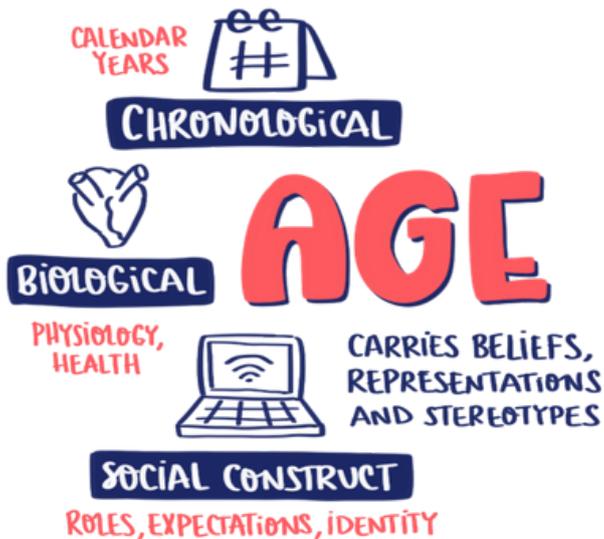
Alice Latta & Juliette Laisné



## Intergenerational solidarities: a lever against ageism

### On Age – What Is Age and Why Does It Matter?

Age and ageing are experiences shared by all of us. Chronological age refers to the number of calendar years (or, in the case of a newborn, even days and weeks) that have passed since birth. Biological age, by contrast, refers to our health status. It reflects the rate of age-related dysfunctions: the lower our biological age compared to our chronological age, the healthier we are and the longer we are likely to live.



Lifestyle plays an important role, as do genetic factors. Not everyone who smokes develops lung cancer, and not every person who eats organic food and exercises regularly will live to 80. Ageing is therefore influenced by multiple interacting factors.

Age can also be understood through a psychological lens, referring to emotional and cognitive maturity (see the works of Freud, Erikson, and Piaget). Functional age combines chronological, biological, and psychological dimensions to provide a more holistic assessment of an individual's age.

While aging is a biological process, what it means to be “young” or “old” is socially constructed. There is no inherent cultural meaning attached to biological ageing. Rather, societies assign meanings, roles, expectations, and values to different age groups.

Chronological age is often used to structure social roles, define behavioural norms, and mark life stages such as “childhood,” “adulthood,” or “old age.” These stages vary across cultures and historical periods. In some societies, adulthood may be marked by obtaining a driver's license, getting married, or gaining the right to vote. These norms are not universal.

In countries with high life expectancy, individuals may be considered old in their sixties or seventies. In countries where life expectancy is below 49 years, people in their thirties or forties may already be perceived as middle-aged or old. Such variations illustrate that age categories are culturally constructed rather than biologically fixed.



Eastern cultures are often described as valuing age and wisdom highly, while Western cultures tend to idealise youth. However, these generalisations are evolving. For example, Japan is currently experiencing an unprecedented “super-aged” society, with people aged 65 and over projected to reach 35% of the population by 2040. Rapid demographic changes — including high life expectancy, low fertility rates, and population decline — are reshaping perceptions of ageing. Despite traditional Confucian expectations of filial piety (family care for older adults), social isolation and loneliness among older people are increasing due to urban migration and economic pressures. Ageism has also intensified. Society is constantly changing, and so are perceptions of age. Representations, beliefs, and stereotypes shape how we see both young and older people.

### Understanding Ageism

When stereotypes lead to prejudice, disadvantage, and injustice, we call it ageism. Age-based discrimination affects all age groups, particularly people under 30 and over 70.



Ageism is a pervasive and often socially accepted form of bias embedded in culture, media, and public discourse. Expressions such as “silver tsunami” frame demographic change as a crisis, and narratives about a potential “war between generations” — especially visible during the COVID-19 pandemic — reinforce divisive thinking. Ageing is frequently portrayed as a problem to be solved rather than a natural life process.

Stigmatising generations (“Millennials are ruining everything,” “Gen Z are lazy”) separates groups instead of recognising them as part of the same society.

## TYPES OF AGEISM

**INTERPERSONAL**  
IN PEOPLE'S RELATIONSHIPS

**INSTITUTIONAL**  
CONVEYED BY INSTITUTIONS

**SELF-DIRECTED**  
BY THE PERSON ONESELF

Ageism influences interpersonal relationships in both private and professional contexts and can be institutionalised within policies and structures. A particularly harmful form is self-directed ageism. Because stereotypes are omnipresent, they become internalised. People may limit their own choices regarding clothing, hobbies, relationships, or career paths based on what is considered “appropriate” for their age.

### Intersectionality and Inequality

Ageism does not affect everyone equally. Intersectionality reminds us that discrimination related to gender, race, disability, national identity, health, or sexual orientation can intensify with age. In many Western societies, for example, a disabled woman of colour may face compounded discrimination as she grows older.



### Advocating Against Ageism

To combat ageism, we must begin by deconstructing our own stereotypes. Tools such as “There is no age for...” encourage reflection on internalised age limits. When we examine these restrictions, we often realise that it is not age itself that prevents us from collecting teapots, falling in love, or travelling the world. Instead, it is often an environment that lacks inclusivity.

A world for all ages aligns with human rights and legal principles. It ensures equal access, dignity, and participation at every stage of life. Ageism is not merely an opinion; it is discrimination prohibited by law. Moreover, it has serious health consequences. Society pays a high price for failing to become age-inclusive.

Demographic change invites us to “think earlier of later” and to strengthen intergenerational solidarity. The World Health Organization’s Global Campaign to Combat Ageism (#AWorld4AllAges) highlights three approaches: Policy and legal reform, educational initiatives, and intergenerational interventions. However, meaningful intergenerational encounters require preparation. Simply placing different age groups in the same room and expecting “magic” to happen may reinforce stereotypes rather than reduce them.



### Intergenerational Practice

Ageism can take hostile forms, which are easier to recognise, but also benevolent forms. Benevolent ageism mixes pity, compassion, and fear. It may manifest as speaking louder to older adults, infantilising young or elderly people, or excluding them from experiences “for their own safety.” Raising awareness within separate age groups can allow stereotypes to surface and be collectively challenged.

## HOW TO START?

- DISCUSS
- BENEVOLENT AGEISM (!)
- CHALLENGE ASSUMPTIONS
- CO-CONSTRUCT

As Jean Jacques Amyot notes in *In Search of Links Between Generations* (2016), the term “inter” refers to a dynamic working in all directions. Reciprocity is essential. Challenging traditional mentor–pupil roles — often equated with old and young — enables new forms of contact and mutual learning.



### Benefits of Intergenerational Practice

Research increasingly demonstrates the harmful impact of ageism on both mental and physical health. Meaningful contact between age groups can create a virtuous circle of benefits: Strengthen our sense of belonging, increase social cohesion, enhance community resilience, and overall prepare us better for future global challenges. Intergenerational solidarity is therefore not merely a social ideal; it is a powerful lever for healthier individuals and more robust communities.



**References:**

- [Video on ageism from Entr'âges](#)
- [Website from the intergenerational week](#)
- [Link to video portrays](#)
- [Alice Latta personal website](#)
- [Website of A world4allages](#)
- [The UNIA study](#)



## EDITORIAL INFORMATION

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

