



Time for Inclusion

Inclusion Inspiration from the SALTO Youth Inclusion Forum and the Virtual Youth Inclusion Forum Antwerpen, Belgium, 12-15 October 2006

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SALTO Youth Inclusion Forum Report

Antwerpen, 12-15 October 2006
www.SALTO-YOUTH.net/InclusionForum/

This document does not necessarily express the official views of the European Commission or the SALTO Inclusion Resource Centre or the organisations co-operating with them



SALTO-YOUTH STANDS FOR...

...‘Support and Advanced Learning and Training Opportunities within the **YOUTH** Programme’. The European Commission has created a network of eight SALTO-YOUTH Resource Centres to enhance the implementation of the European YOUTH (in Action) Programme which provides young people with valuable non-formal learning experiences.

SALTO’s aim is to **support European Youth projects** in priority areas such as Social Inclusion, Cultural Diversity, Recognition or Participation, in regions such as EuroMed, South-East Europe or Eastern Europe and the Caucasus, with Training and Cooperation activities and with Information tools for National Agencies.

In these European priority areas, SALTO-YOUTH provides **resources, information and training** for National Agencies and European youth workers. Several resources in the above areas are available on www.SALTO-YOUTH.net. Find online the European Training Calendar, the Toolbox for Training and Youth Work, Trainers Online for Youth, links to online resources and much more...

SALTO-YOUTH actively **co-operates** with other actors in European youth work such as the National Agencies of the YOUTH Programme, the Council of Europe, the European Youth Forum, European youth workers and trainers and training organisers.

THE SALTO-YOUTH INCLUSION RESOURCE CENTRE

WWW.SALTO-YOUTH.NET/INCLUSION/

The SALTO Inclusion Resource Centre (in Belgium-Flanders) works together with the European Commission to **include young people with fewer opportunities** in the YOUTH (in Action) Programme. SALTO-Inclusion also supports the National Agencies and youth workers in their inclusion work by providing the following resources:

- training courses on inclusion topics and for specific target groups at risk of social exclusion
- training and youth work methods and tools to support inclusion projects
- practical and inspirational publications for international inclusion projects
- up-to-date information about inclusion issues and opportunities in the Inclusion Newsletter
- handy commented links to inclusion resources on line
- an overview of trainers and resource persons in the field of inclusion and youth work.
- bringing together stakeholders to make the inclusion of young people with fewer opportunities more effective and easier

For more information and resources have a look at the Inclusion pages at:

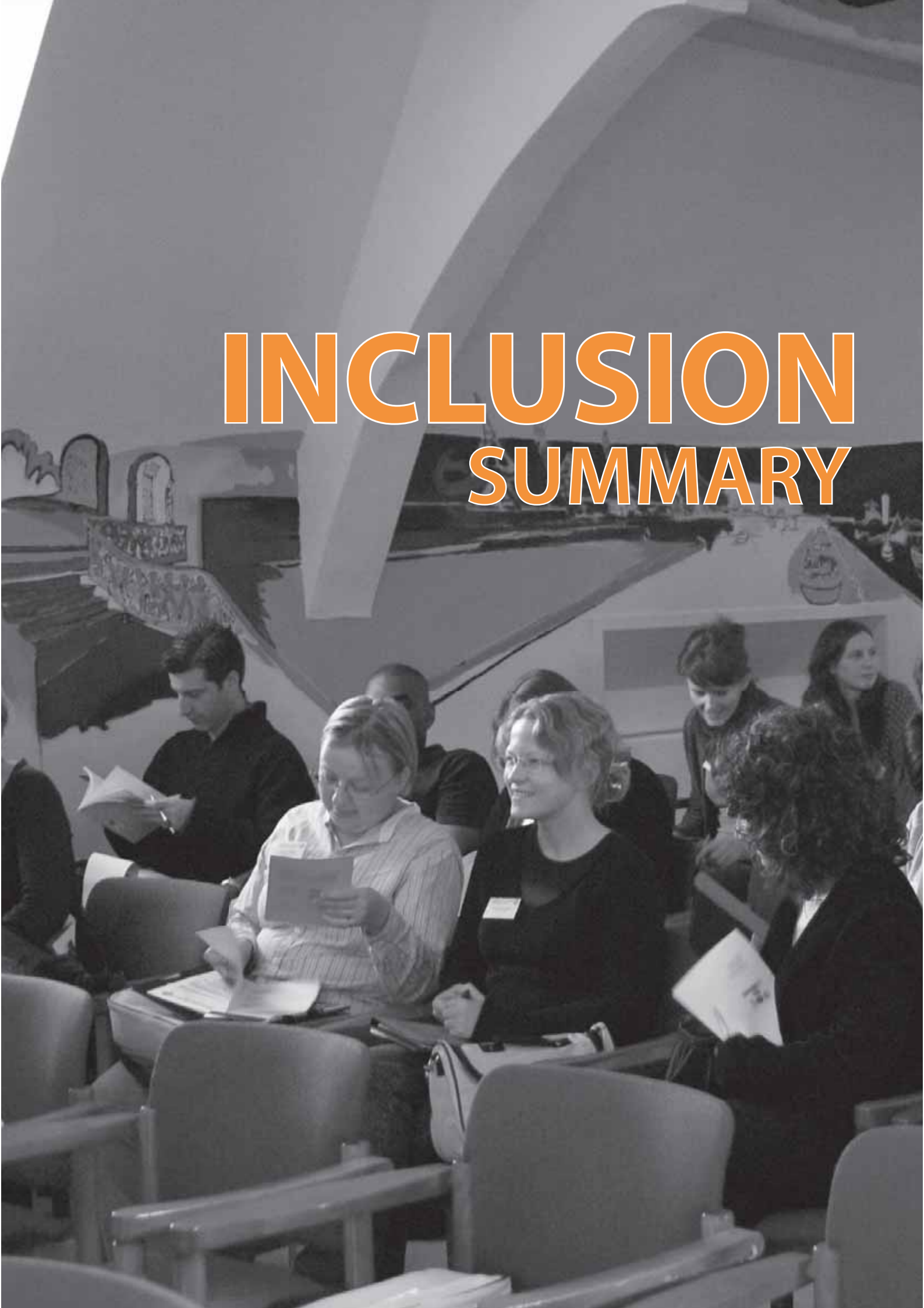
 www.SALTO-YOUTH.net/Inclusion/



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INCLUSION SUMMARY





FORUM & CONCLUSIONS

Inclusion is one of the big priorities in European youth policy. It goes without saying that the Youth in Action Programme of the European Commission, being one of the important instruments of European youth policy, also needs to address this priority. Within this context, the SALTO Youth Inclusion Forum was held in Antwerp from 12 to 15 October 2006, to have a look at how the Inclusion of young people with fewer opportunities could be better and more easily achieved in the new Youth in Action Programme.

About 75 inclusion workers from youth organisations, National Agencies and other institutions were invited, not only to exchange and learn from each other, but also to steer the efforts of the European Commission and the SALTO Inclusion Resource Centre to operationalise this priority and make it a reality. Karel Bartak, the Head of the Youth Policy Unit, DG Education and Culture of the European Commission, pointed out the **relevance of social inclusion for European policy** makers and referred to the current activities and strategies being employed in this field:

After the European Commission reviewed its Lisbon Strategy in 2005, the “Youth Pact”, a new policy initiative, has been launched to improve the education, training, mobility, employment and social inclusion of young Europeans. It specifically highlights the **value of non-formal education** (as done in youth work and projects) and pays special attention to the difficult transition from school to work, that many young people face. Awareness exists now more than ever that these problems have to be tackled in their complexity, which means using cross-sectional approaches involving actors in the youth, education, and employment sectors.

 **Read more about the political context of inclusion from page 8 on.**

As one of the concrete results of this “new awareness”, the new Youth in Action Programme (2007-2013) focuses even more on the inclusion of young people with fewer opportunities. To put this into practice, a “**European Inclusion Strategy**” for the YiA Programme has been developed by the European Commission, in cooperation with the SALTO Inclusion Resource Centre. The SALTO Inclusion Forum in Antwerp and the parallel Virtual Inclusion Forum online collected feedback on this Inclusion Strategy in order to adapt it as much as possible to the needs of different stakeholders.

The Inclusion Strategy aims to increase the **accessibility** of the Youth in Action Programme for ALL young people, specifically those that face obstacles in doing so. It especially aims at:

- contributing to the quality and quantity of inclusion projects within the YiA Programme and maximising their impact
- Ensuring a common vision and commitment among the different actors of the Programme in defining the target group and implementing the strategy;
- Promoting the use of the YiA Programme as an opportunity for self-development and learning for young people with fewer opportunities and as a stepping stone in their personal pathway;
- Making it easier for youth workers working with young people with fewer opportunities to develop and implement “inclusion projects” within the Youth in Action Programme.

 **Find a summary of the draft Inclusion Strategy on p 12 and at www.SALTO-YOUTH.net/InclusionStrategy/**

Developing an inclusion strategy has a **clear benefit for inclusion projects** at all levels, as it raises the quality and quantity of inclusion projects. It is instrumental in convincing different stakeholders of the efforts needed to include underrepresented target groups in society and serves as a point of reference to measure success and achievements. Inclusion strategies are a tool to “have all noses pointed in the same direction”. However, inclusion strategies are not static and should continuously be further developed in consultation with practitioners from the field and checked by the young people concerned.

Concrete recommendations from practitioners and inclusion workers were given to make the Youth in Action Programme more accessible for young people with disabilities, youth at risk, rural & isolated youth, lesbian-gay-bisexual-transgender youth and ethnic or religious minorities etc. These recommendations have been documented and presented to the European Commission. Some actions have already been undertaken to address some of the issues.

 **Feedback on this Inclusion Strategy and examples of action taken on page 19.**



Moreover, the **Inclusion Forum was a place for reflection**: what are the social conditions under which inclusion does or does not function? Do all young people with fewer opportunities want to be included – and in what? “Most young people have very ordinary ambitions: to get a job, with an average income and a family. These relatively simple ambitions, however, are not within the reach of many, who end up living precarious lives on the edge of society due to a mixture of exclusionary processes” (Williamson). The Youth in Action Programme can serve as a tool to overcome some of these processes of exclusion which young people often face in school or in the labour market. But it can not solve the problems on its own, it needs a cross-sectoral approach, co-operating with other relevant programmes and institutions.

👉 **Dirk de Vilder makes some interesting points about how to address inclusion on p 15.**

The SALTO Inclusion Resource Centre, at the basis of this Youth Inclusion Forum, has been contributing for more than 6 years to the Inclusion of young people with fewer opportunities. It reached over 700 participants with its training activities and its inclusion publications reached over 17000 readers in the field of inclusion in Europe. Part of the conference looked back at the achievements of the Inclusion Resource Centre; and in different working groups, inclusion stakeholders **developed ideas on how to further develop the work done within the SALTO-YOUTH network on inclusion** within the new Youth in Action Programme.

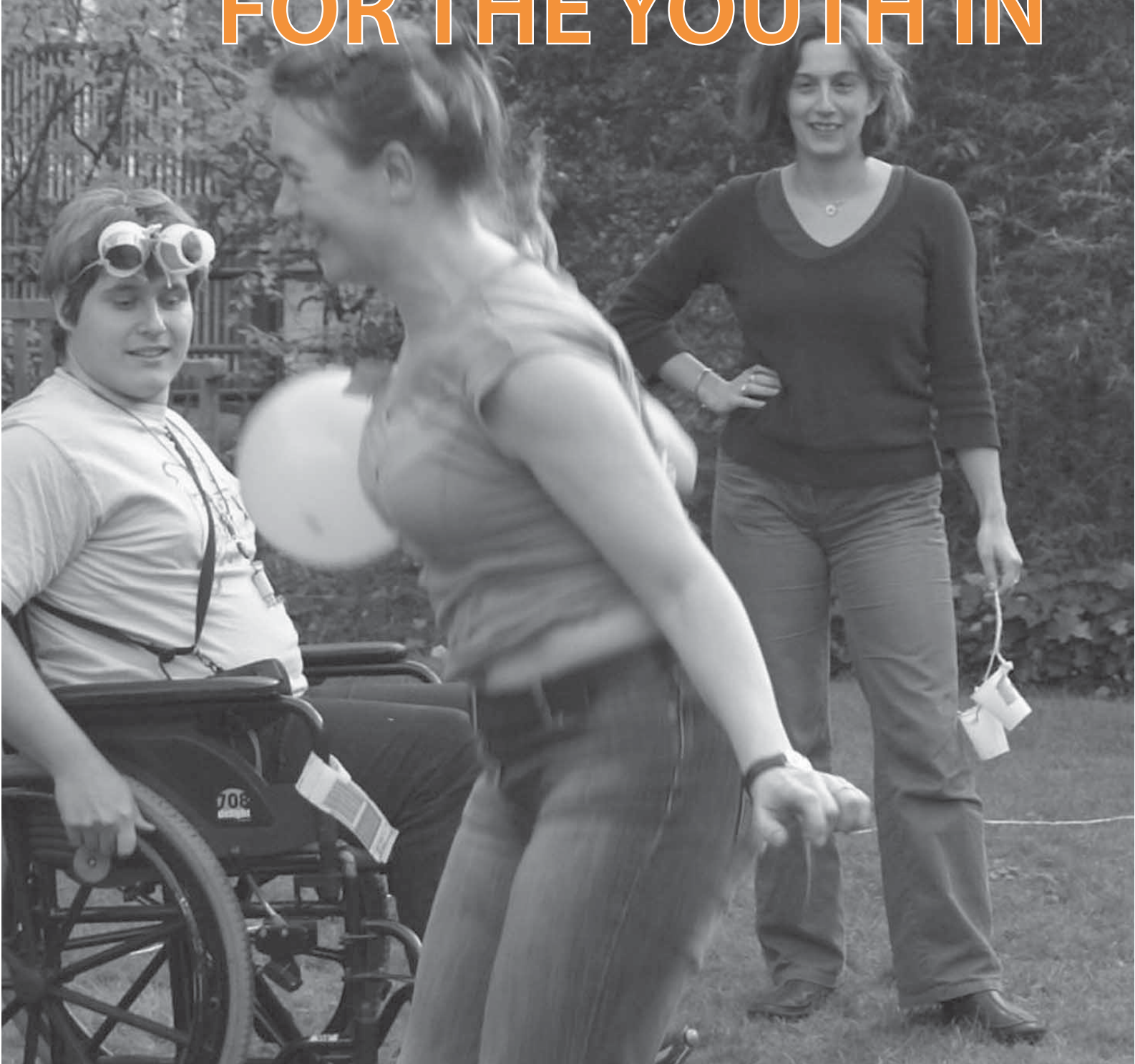
👉 **An overview of SALTO Inclusion achievements and future suggestions are presented on p 28.**

The SALTO Youth Inclusion Forum has been a great occasion for starting or rather intensifying a **dialogue and cooperation** between youth workers, National Agency Inclusion officers, the SALTO Resource Centres and the European Commission. The Inclusion Forum contributed a lot to the participants’ inclusion networking and motivation. A lot of actions were planned at the Inclusion Forum, whether they were at a personal level, at the level of NAs or youth organizations. The Inclusion Forum already had a large impact on an updated version of the Commission’s Inclusion Strategy for the Youth in Action Programme, as well as the SALTO Inclusion workplan for the coming years.

👉 **Find an overview of the outcomes of the SALTO Youth Inclusion Forum on p 60.**

*Jochen Butt-Pośnik, General Rapporteur
Tony Geudens, Event & Programme Coordinator*

A NEW INCLUSION FOR THE YOUTH IN





STRATEGY ACTION PROGRAMME

The **inclusion of young people with fewer opportunities** has been a priority in the European Commission's Youth Programmes from the beginning.

When the 'European Voluntary Service' was created, National Agencies came together in Portugal in 1998 to discuss ways to use these voluntary service projects for young people 'from disadvantaged backgrounds', which amongst other adaptations resulted in the creation of **short-term EVS** for young people with special needs.

In 2001 the European Commission launched a '**Strategy for Inclusion**' in the frame of the YOUTH Programme at a Kick-Off Seminar in Poland. It led amongst others to the increase of SALTO Inclusion support activities and to a **Commission publication with good examples** of inclusion projects. From this moment onwards, the National Agencies were requested to undertake specific actions to stimulate inclusion.

👉 **Including All with the YOUTH Programme – An Inspirational Booklet**
www.SALTO-YOUTH.net/InclusionInspiration/

This strategy was revised and renewed in 2004 by a **working group of inclusion experts**, both from youth organisations and National Agencies, for the remainder of the YOUTH Programme. Recommendations for the various actions of the YOUTH Programme were made and prominently added to the **NA Handbook**: some new features were increased flexibility, exceptional costs for special needs, reinforced mentorship, transparency in selection procedures and cross-sectoral cooperation.

👉 **2004 Inclusion Working Group Documentation**
www.SALTO-YOUTH.net/InclusionWorkingGroup/

With the **new Youth in Action Programme** (2007-2013) of the European Commission, it was time to collate the various measures discussed at the different forums and bring them together within a coherent framework: a new Inclusion **Strategy for the Youth in Action Programme**. The SALTO Inclusion Resource Centre provided a draft, which was then further completed by the European Commission and submitted for comments online and at the SALTO Youth Inclusion Forum.

👉 **SALTO Youth Inclusion Forum - www.SALTO-YOUTH.net/InclusionForum/**

WHY HAVE AN INCLUSION STRATEGY?

What are the benefits of ‘an inclusion strategy’? What are the advantages and disadvantages of strategies? One of the working groups at the SALTO Youth Inclusion Forum questioned the benefits and potential difficulties in working with inclusion strategies.

- ★ Inclusion Strategies contribute to the increase of the quality and quantity of inclusion projects. A European Inclusion Strategy also helps to raise awareness about this important priority, at a European level, but also at a national and at local level. It gives the inclusion work more weight and importance.
- ★ A strategy lists the tools that one can use to make a change in the field of inclusion. When drawing them up systematically, it makes people conscious of what they want to attain with their various actions.
- ★ Having an inclusion strategy allows you to decide on and focus on your core-business and invest your (limited) resources accordingly – it helps to reduce the complexity and makes you conscious of where you do and do not place yourself and your organisation in the inclusion field.
- ★ An Inclusion Strategy should provide a coherent picture of the various actions taking place... It shows which actions target which needs. It should make sure that no holes are left uncovered. Strategies (a text of intention) may sometimes be difficult to implement concretely, but the more use is made of them, the more they can untie hands, stimulate effective activities, and have an impact. Benefits can be visible both on the level of the organisation and of the community. With the help of a strategy, there is a point of reference to measure what has changed.



- ★ An Inclusion Strategy also obliges you to define the terms “inclusion”, “disadvantaged”, “disabled” etc. and therefore helps to clarify terms and definitions you work with.
- ★ Strategy is seen as an important element of a long term perspective: to reach common goals and to have a shared vision.
- ★ ...
- 👉 **More about Inclusion Strategies in the upcoming SALTO Inclusion booklet: “How to develop an Inclusion Strategy” at www.SALTO-YOUTH.net/InclusionStrategyBooklet/**

A **European Inclusion Strategy** should stimulate a common inclusion approach in Europe, but at the same time be open enough to cover different national realities, it should be general but also tailored to the needs of diverse target groups.

Practically, the Inclusion Strategy for the Youth in Action Programme aims to

- ★ contribute to the **quality and quantity of inclusion projects** within the YiA Programme and maximise their impact
- ★ stimulate a **common vision and commitment** among the various stakeholders of the YiA Programme on the topic of inclusion
- ★ promote the YiA Programme as a **tool for self-development and learning** for young people with fewer opportunities and reduce the obstacles to participation
- ★ make it easier for youth & inclusion workers to develop inclusion projects in the YiA Programme and provide a maximum number of relevant **tools, training activities and resources for inclusion projects**



This should contribute to an overall positive impact on young people with fewer opportunities in terms of increasing key competencies, active citizenship and employability and thus stimulate social inclusion & diversity, as well as helping to counteract exclusion & discrimination in society at large.

THE YOUTH IN ACTION INCLUSION STRATEGY

Social Inclusion is one of the four **key priorities of the Youth in Action Programme (YiA)**. The YiA Programme therefore contains important provisions for projects involving socially excluded target groups, such as extra support and exceptional costs. The European Council and Parliament Decision on the YiA Programme states clearly that:

*“the Commission and the participating countries shall ensure that **particular efforts** are made with regard to young people who have particular difficulties taking part in the Programme for educational, social, physical, psychological, economic or cultural reasons or because they live in remote areas”.*

(Article 3 of Decision n°1719/2006/CE, 16-11-2006).

“**Young people with fewer opportunities**” are those young people that are at a disadvantage compared to their peers because they face one or more of the situations and obstacles listed below. In certain contexts, these situations/obstacles prevent young people from having effective access to formal and non-formal education, trans-national mobility and from participation, active citizenship, empowerment and inclusion in society at large.

- ★ **Social obstacles:** young people facing discrimination (because of gender, ethnicity, religion, sexual orientation, disability, etc.), young people with limited social skills or anti-social behaviour, young people in a precarious situation, (ex-)offenders, (ex-)drug addicts, young and/or single parents, orphans, young people from broken families, etc.
- ★ **Economic obstacles:** young people with a low standard of living, low income, dependence on social welfare system, long-term unemployed youth, homeless young people, young people in debt or with financial problems, etc.
- ★ **Disability:** young people with mental (intellectual, cognitive, learning), physical, sensory or other disabilities, etc.
- ★ **Educational difficulties:** young people with learning difficulties, early school-leavers and school drop-outs, lowly or non-qualified persons, young people that didn't find their way in the school system, young people with poor school performance due to a different cultural/linguistic background, etc.



- ★ **Cultural differences:** young immigrants or refugees or descendants from immigrant or refugee families, young people belonging to a national or ethnic minority, young people with linguistic adaptation and cultural inclusion problems, etc.
- ★ **Health problems:** young people with chronic health problems, severe illnesses or psychiatric conditions, young people with mental health problems, etc.
- ★ **Geographical obstacles:** young people from remote, rural or hilly areas, young people living on small islands or peripheral regions, young people from urban problem zones, young people from less serviced areas (limited public transport, poor facilities, abandoned villages...), etc.

National Agencies shall address all of these situations/obstacles, without excluding any particular target group. However, it is very likely that young people confronted to one specific situation/obstacle face a disadvantage compared to their peers in one country/region, but not in other places. Therefore, it is reasonable that National Agencies further detail the above-mentioned situations/obstacles, but always **in the spirit of the legal basis of the Programme.**

The Inclusion Strategy identifies some **keys for success** which are valid for a wide range of inclusion projects. Youth in Action Inclusion projects should be embedded in a larger educational process with the young person. Particular emphasis should be put on the abilities of the young people (and not focus on limitations) and projects should be tailor-made, and follow a step-by-step approach. The importance of solid partnerships between organisations involved in the projects should be stressed and bridges should be made with other inclusion programmes or institutions.

Depending on its aims, inclusion projects could either bring together young people from **different backgrounds** (socio-economic, educational, cultural, religious, geographical, dis-ability, sexual orientation, gender...) to promote diversity and counter intolerance and discrimination, or target **one particular “homogenous” target group** (e.g. a particular immigrant community, LesBiGay youth, girls only, etc.). The latter approach may be beneficial for working on sensitive topics (e.g. identity, personal development, violence, etc.) and shall also be supported when justified.

The various actions of the Youth in Action Programme also contain specific features which have the potential to increase accessibility for young people with fewer opportunities. The YiA Programme is very **flexible and supportive** for inclusion projects, providing for example short-term or group volunteering projects for young people with fewer opportunities, extra funding for coaching or exceptional costs, special measures regarding recognition of their learning, etc.

👉 **More about the Youth in Action Programme in the new Programme Guide, online or from the National Agency in your country - http://ec.europa.eu/youth/index_en.html**

The Inclusion Strategy also promotes the increased use of existing **inclusion tools and training** for youth organisations, youth service providers and National Agencies. The SALTO Inclusion Resource Centre, National Agencies and Youth Organisations regularly organise training courses and seminars to stimulate inclusion and also develop practical inclusion publications such as SALTO's 'Inclusion for All' publications about working with specific target groups.

👉 **Overview SALTO Inclusion Training and Resources at www.SALTO-YOUTH.net/Inclusion/**

From past YOUTH projects, it becomes clear that international or local participative projects can be life-changing or inspiring experiences for young people with fewer opportunities. That's why the Inclusion Strategy also suggests publicising these benefits and **showing the potential** of Youth in Action as a tool for inclusive youth work. Good examples should be documented and information material should be adapted to the different target groups and their contexts.

To make the Inclusion Strategy more concrete, it also contains **practical implementing guidelines** for National Agencies (NAs), as they are the key players in the strategy. NAs have an important role to play in supporting the promoters of inclusion projects at the different stages of the project cycle. The expertise of NAs should be further developed within the organisation, but also by getting in inclusion experts from the outside e.g. on selection panels. In every NA there should be at least one staff member in charge of inclusion as a horizontal priority.

In the implementation of the YiA Programme, NAs are supposed to **monitor** which types of groups with fewer opportunities apply and which groups have not been reached yet. NAs are encouraged to make special efforts to reach out to underrepresented groups. Inclusion Training and special measures should be included in the Training and Cooperation Plans of the NAs (TCPs).

👉 **Find the full text of the draft Inclusion Strategy at www.SALTO-YOUTH.net/InclusionStrategy/**



CONTROVERSIAL THOUGHTS ON SOCIAL INCLUSION - DEVIL'S ADVOCATE

To stimulate controversy and reflection on inclusion strategies, Dirk de Vilder of “Outward Bound Belgium” was invited as an expert to give his thought provoking view of social inclusion.



Dirk de Vilder & young people with fewer opportunities go back quite a few years. After working for several youth organisations, Dirk worked for seven years as a free-lance trainer specialised in (multicultural) teamwork, leadership, change management, conflict resolution and prevention, project management and personal development. Dirk is also the founder and former president of Youth Express Network, a European network of organisations working in the field of social exclusion.

At the moment Dirk is working for Outward Bound® Belgium as a programme director and trainer/consultant. Outward Bound® is an international training organisation specialised in working with outdoor experiential learning methods, and also frequently works with groups of young people with fewer opportunities.

The question was raised whether all these **‘excluded young people’** actually want to be included, and in what should they be included? It is all well and good to try to include those ‘poor young people’, but did we ever ask what they themselves wanted? Howard Williamson said that “most young people have very ordinary ambitions: to get a job, with an average income and a family which they can support. These relatively simple ambitions, however, are not within the reach of many, who end up living precarious lives on the edge of society due to a mixture of exclusionary processes.”

So what are the social **mechanisms which exclude young people**. Taking a closer look at these “exclusion factors”; the Belgian researchers Walgrave and Vettenburg point the finger at the school in first place: It is the “first experience of social vulnerability young people have”. This has both a structural component (school as a place of preparation and selection for the labour market) and a relational component (you only feel that you are excluded in comparison and relation with others who don’t have such obstacles).

School can sometimes lead towards a **negative social perspective** through:

- the experience of being different (language, rules, requests, ...)
- the difference between the home culture and school culture
- the fact that socially disadvantaged students have to learn more and get less stimulation from other sources
- the difficulty to adapt which can cause stigmatisation, bad results, ineffective social ties,...
- negative stereotypes by teachers

A **vicious circle of social exclusion** can arise from being born into a family with negative experiences with ‘institutions, police with a negative social economic situation. This skills, other than those society. Bad experiences image might culminate value system’ (including contact with the justice situation as an adult no or bad employment possibilities.

"It's nice to hear that I am a 'young person with fewer opportunities'. Before I was socially disadvantaged, vulnerable, delinquent, young person at the edge... good to know - but does this give me more possibilities?"



tutions’ (such as school, & justice,...), being raised outlook and a bad social and often leads to attitudes and demanded by mainstream at school and negative self-in, let’s say, an ‘alternative higher risks of coming into system). The socio-economic is then often characterised by and very restricted financial

How and at what point can this development be interrupted? In the **example** given of a young man who experienced this negative cycle described above: change was brought about by a youth worker who approached him and said: “We would need your help to run this project!”. It was a first time that this young man was treated differently, and that he got the opportunity to contribute rather than always be in the weaker position.



Participating in this project and consecutively in **youth work** gave him the chance to discover new interests and learn new skills such as playing guitar, which led to playing in a band, finding a girlfriend there, starting to pass on his passion to the kids in the area, and finally making a new start in school to become a youth worker.

There are as many different approaches, solutions, actions as there are problems of different target groups – and there is no simple single solution. But some outlines of how to get from exclusion to inclusion could be drawn up in the following way:

- ★ it is very important to use a supportive coaching attitude (ask what they need, rather than telling them what to do)
- ★ help build a positive perspective, relationships and social ties
- ★ be flexible and tailor-make your approach (as standard methods don't work for everybody)
- ★ don't see the target group as deficient, but as a 'variation' of the dominant culture.

Only this change in mentality will lead to real inclusion. Using an image of Williamson: there is a **'box' of social exclusion**. The box has permeable boundaries which young people may cross back and forth, into and out of exclusion; depending on circumstances and opportunities. Understanding the 'box' and what to do about it does not require an a priori definition of 'social exclusion', but demands that those involved work to create their own definition, and explore the social condition of (particular groups of) young people facing exclusion. This can be done by addressing key questions, the answers to which indicate the nature of the solutions required:

1 Who do you want to include?

Who are these young people? What are their experiences? What combination of causes drove young people to enter the 'box'? What barriers could prevent young people entering the 'box'? (Prevention?)

2 Do they want to be included? (And do they want it by you?)

What are their needs? How can solutions be tailored to these different needs? Are different preventative measures needed for different young people at different times?

3 Included for what?

What do you want to reach? Whose agenda is it? What are the powers at play?



Within the YOUTH (in Action) Programme, there is space for diverse experiences: taking part in a youth exchange or doing a short term European Voluntary Service can be great first steps, but: “Is the **YOUTH Programme** really an inclusive tool or just another institution that creates social vulnerability?”. Dirk de Vilder pointed out that non-formal education can be an answer to the hurting mechanisms of formal education, but that still there is a high need to get connected with the social reality of these target groups (their families, work, key persons...), to speak their language, be in relation, know their social context...

Summing up; it is important to see activities within the YOUTH (in Action) Programme not as isolated events but as events embedded in a long-term process. But how does the Programme find these young people? And even more: How do these young people find the programme? There is an immense importance of multipliers and intermediates when it comes to reaching the social inclusion target groups. And certainly there is a need to understand the social exclusion factors and to strive to make them less and less an obstacle to successfully integrating young people into society.

✓ **The Keys for Success promoted in the European Inclusion Strategy for the Youth in Action Programme are well in line with Dirk de Vilder’s arguments**
www.SALTO-YOUTH.net/InclusionStrategy/



FEEDBACK ON THE INCLUSION STRATEGY FOR YOUTH IN ACTION

More than 75 Youth Workers, NA staff and Trainers active in social inclusion met during the SALTO Inclusion Forum in Antwerp. One of the core elements of the programme was to **give feedback to the draft Inclusion Strategy** for the Youth in Action Programme of the European Commission, to cover the variety of needs in the best possible way.

- ✓ A number of suggestions have already been integrated in the updated draft version of the Inclusion Strategy for the Youth in Action Programme that is under discussion in the Commission.

www.SALTO-YOUTH.net/InclusionStrategy/

- ✓ The concrete suggestions that can't be integrated as such in the Inclusion Strategy will be taken on board in the new SALTO Inclusion booklet "How to develop an Inclusion Strategy"

www.SALTO-YOUTH.net/InclusionStrategyBooklet/

- ✓ The checkmark ✓ indicates that action was already undertaken to address the issue, at 2 months after the conference. The rest of the list will serve as a basis for future inclusion work.

COMMENTS ON HOW THE INCLUSION STRATEGY WAS PERCEIVED

It is important to combine a **top-down approach** (promoting European priorities, so that bosses and organisations see the value of this type of work and consequently allow international projects to happen), with a bottom-up approach (so that the actions and initiatives are always as close as possible to the young people and the youth workers and organisations working with them).

An Inclusion Strategy should be developed in a **consultative way** with actors from the field. Inclusion work is never finished, and realities change constantly. Therefore the Inclusion Strategy should allow updates in consultation and dialogue with the stakeholders. This increases its relevance and the commitment of all the actors – it helps to have all noses pointing in the same direction

GENERAL RECOMMENDATIONS

- ✓ The **definition of 'inclusion'** is rather broad, but also needs to be that way, to be able to take into account different realities in Europe, and even within one country (what is a disadvantage in one region of the country is not in another region)
- ✓ A **positive approach** should be adopted by actors in this field, not to focus on negative influences and deficiencies, but rather to appreciate, to celebrate, to see what can be gained by being inclusive and diverse. This has been added to the draft Inclusion Strategy
- ✓ Inclusion priorities at national and EU level should be **coherent** – SALTO Inclusion will organise a Staff Training for NA Inclusion Officers in 2007 to create more coherence in inclusion strategies
- ★ **Flexibility** is of enormous importance if inclusion is to be successful; individual needs and abilities of the target groups need individual responses - the programme and its implementation through NAs should respond to this need for flexibility
- ★ **Long term support** is needed if working with this target group
 - ✓ There should be an important focus on **quality** and not only on quantity of inclusion projects – both are mentioned in the draft Inclusion Strategy
- ★ When developing strategies it is important that **young people** are heard and can give their input. Young people should have a bigger part in the inclusion work: they should be consulted, integrated into the decision making, asked what their needs are,... to work in partnership rather than as passive receivers of the programme/activities. **“Nothing about us without us!”**
- ★ Working with **peer methodologies** was said to be a particular effective strategy to gain the trust of various disenfranchised communities. Attention could be given to making sure that there are also staff, trainers,... from different disadvantaged or excluded communities present in training courses, activities...
- ✓ **Dialogue** has to be continued between the stakeholders in the inclusion debate (youth organisations, NA, SALTO, COM) e.g. in a **Working Group on inclusion**, to bring the inclusion strategy down to concrete actions and a common understanding – the draft Inclusion Strategy provides for regular monitoring.
- ★ The Youth in Action Programme does not fund projects 100%. There is an important role to be played by NAs to guide beneficiaries to find/obtain **co-funding** on national/regional level – and by the Commission/SALTO to guide projects to other sources of international funding.
- ✓ There are inclusion activities going on in at different levels. Efforts should be taken to **create an overview** of what is happening/being organised, so that people can learn from each other, and avoid overlap/doubling work – the SALTO Inclusion resource centre has included this in its workplan for 2007.



- ★ **Information** about the Youth in Action Programme should be clear and adapted to the target groups. **Communication** towards the young people should be direct and honest.
- ★ **Participation** is an important inclusive tool. Also the National Agencies, SALTO, Commission could improve in involving young people at different levels. It is not enough to talk about participation, but has to be made concrete. In order for young people to participate, the methods/activities should be adapted and interesting for young people.
- ★ A **cross-sectoral approach** (cooperation and networking between schools, work places, youth workers, offices, NAs, etc.) is found very important. The Youth in Action Programme is not an island and has to take into account different realities.
- ★ Young people should be able to see that **social inclusion is a priority**; by actions taken, by communication. Making this clear is a first step in the emancipation and inclusion process of the young people with fewer opportunities (knowing that there are receiving special attention and that there are particular opportunities for them).



- ★ Putting “**labels**” on young people is problematic; who wants to be a “young person with fewer opportunities”?
- ✓ Because of the transversal connection of inclusion and the specific questions, goals, and methods it is important to surround yourself with **experts** and to consult with youngsters and youth workers – NAs are asked to have experts from different inclusion target groups on their selection panels.
- ★ There is a risk that by creating a **vision** for the young people a tendency exists to forget that young people have visions themselves.
- ★ **Awareness** of the problems and specific situation of minority groups within mainstream society has to be raised.

- ✓ Especially **Youth Democracy Projects** should be promoted proactively for this target group, as these kind of activities might be more difficult for young people with fewer opportunities to participate in without additional support, e.g. from SALTO, the EC,... - SALTO Youth Initiatives will become SALTO Participation and will support the launch of Youth Democracy Projects.
- ✓ Depending on its aims, inclusion projects could either **bring together** young people from **different backgrounds** (socio-economic, educational, cultural, religious, geographical, dis-ability, sexual orientation, gender...) to promote diversity and counter intolerance and discrimination, or target **one particular “homogenous” target group** (e.g. a particular immigrant community, LesBiGay youth, girls only, etc.). The latter approach may be beneficial for working on sensitive topics (e.g. identity, personal development, violence, etc.) and shall also be supported when justified – this principle has been added to the draft Inclusion Strategy.
- ★ Often there is a focus on different target groups (culturally diverse, from a different socio-economic background, from LesBiGay organisations etc) but there also needs to be training for **“mainstream youth workers”** (who are not used to working with diversity) learning to deal openly with diversity, to stimulate and guide the process of inclusion in the best possible way.
- ★ The **“level of active participation”** is very different from one action to the other (e.g. possibilities to activate young people in group initiatives is very different from EVS and from youth exchanges) and from one group to the other (some can be very motivated and try out everything, whereas other young people book a personal victory taking responsibility for a small thing); the active participation should not be put as a too strict or too defined criterion for granting projects
- ★ **Mainstreaming diversity and inclusion** in projects should be encouraged and facilitated



FROM THE POINT OF VIEW OF ETHNIC & RELIGIOUS MINORITIES

- ✓ Even though a general “cross-cultural approach” should be developed, sometimes it is very relevant to work with “**monocultural groups**” (e.g. young girls from Moroccan origin) – it depends on the aims of the project (e.g. discovering their own roots or identity, as opposed to learning to deal with diversity) – this is now included in the draft Inclusion Strategy
- ✓ The working group on Ethnic & Religious Minorities proposed a set of amendments in the **order of chapters** of the draft Inclusion Strategy – many of these have been taken on board in the latest version
- ✓ **Reformulation of terminology:** the draft Inclusion Strategy talked about ‘Cultural obstacles’, but this could be offensive. This wording has been replaced by ‘Cultural background’ or ‘Cultural difference’.
- ✓ It was not considered pedagogically correct to imply that “**inclusion projects**” are only those projects which include young people with fewer opportunities. There are also many projects that have a thematic focus on increasing inclusiveness and diversity, which also contributes to Inclusion. – The new draft Inclusion Strategy specifies now that both types of projects are Inclusion projects.
- ✓ ‘Cultural integration’ should be replaced by **cultural inclusion**



FROM THE POINT OF VIEW OF LESBIAN GAY BISEXUAL TRANSGENDER YOUTH

- ★ The governments of Poland and Turkey (and future cases of discriminatory approaches) have to be strongly called on by the Commission to further support legitimate projects with LGBT background – **discrimination should not be condoned** – this should be clear to the organisations (feeling of support) and to the National Agencies/Authorities. – *also valid for other groups*
- ✓ There can be both projects targeting the LesBiGay groups **exclusively**, or trying to **mix** them with straight youth. It all depends on the aims you have with the project – Exclusive projects create a safe atmosphere in which young people can discover themselves, develop their identity, sense of community, etc. Mixed projects are then very good to work on mutual understanding, breaking down stereotypes, ghettoisation etc... It depends on the situation and stage of development of the young people.
- ✓ It was considered very important that sexual **orientation** is named and written in the inclusion strategy, to really commit to combating homophobia. LGBT rights are part of human rights.
- ★ Especially with youth LesBiGay projects, there needs to be **sensitivity** from the NAs and partners involved as not all young people taking part in the activity might not be out yet. Outing them could have serious consequences for their life.
- ★ There should be particular attention to LGBT youth in **particular situations** e.g. LGBT from immigrant background, from rural areas, as they face many obstacles.
- ★ There should be **mainstreaming** of inclusion of sexual minorities in youth projects, making it discussable and acceptable in all projects, and at the same time increasing awareness and reducing hetero-normativity.
- ★ Training about **multiplying** and **augmenting the impact** of LGBT activities (e.g. media, follow-up, link to local community/other organisations,...) would be highly beneficial to having the biggest possible impact of a project. – *also valid for other groups*

FROM THE POINT OF VIEW OF RURAL & ISOLATED YOUTH

- ✓ It is a challenge to involve young people from rural areas – NAs should give **special attention** to the way they spread their information and aim to get a variety of contacts in different parts of their country – not only the (often) well organised urban areas. Special attention should be given to isolated and rural areas – SALTO Inclusion proposed a training course and an educational booklet for youth workers working in rural & isolated settings.
- ★ For rural areas the **foreign language** (English in many projects) is an obstacle to participation. Projects with similar language countries could be promoted or projects could be implemented with translation or visual methods. Alternatively linguistic training adapted to youth work & projects could be promoted. – *also valid for other groups*



- ✓ In some countries, particular attention is needed to keep the young people in the rural areas – as many leave for the cities – the Youth in Action Programme could be used for **combating rural youth drain** – this issue will be part of the SALTO Training Course about Rural & Isolated youth.
- ★ Co-financing for (often) economically less-developed rural areas is more difficult to find. The NA could take up a role in guiding youth groups and organisations towards **co-funding** – *also valid for other groups*
- ★ Often in rural areas youth work/organisations are not very well developed: **Alternative networks** for youth organisations should be found e.g. target organisations where young people could be e.g. church, sports clubs, schools (for organising out of school activities not linked to school) – get to know **key figures** in the local contexts (mayors, VIPs etc)
- ★ Make the offers of the Youth in Action Programme **attractive** for the rural context – give good examples/practices. Speak the language of the people, adapt the programme to their reality. NAs need to have a **proactive approach**.
- ★ There could be **twinning** between more experienced users of the Youth in Action Programme and beginners – *also valid for other groups*
- ✓ Promote the idea of **pathways** through the Youth in Action Programme – start local/rural (e.g. youth initiative) and then build up (e.g. networking, exchanges,...) – *also valid for other groups* – this idea has been taken up in the draft Inclusion Strategy

FROM THE POINT OF VIEW OF YOUTH WITH DISABILITY & HEALTH PROBLEMS

- ✓ As the physical age often does not correspond with the **mental age** it is good that the age range was increased in the Youth in Action Programme
- ★ Projects with young people with disabilities often take **more time** to be fruitful - flexibility is needed here
- ★ More flexibility needed with **exceptional costs** (work placements, financial compensation for supporting persons, ...)
- ✓ More accessible training opportunities needed – pushing towards a standard that SALTO, NA & other training should be in **accessible seminar centres** and that provisions for personal assistants, sign language interpreters, rent of assistive equipment are possible – SALTO Inclusion explicitly asks for accessible seminar centres and explicitly invites participants with a disability (or from other minority backgrounds).

- ★ the Group **Insurance** Plan of AXA should in future cover damage on medical aids (wheel chair etc.) which are vital for a person with a disability.
- ✓ NAs should **develop expertise** /special approaches to this specific target group – *also valid for other groups* – NAs are requested by the draft Inclusion Strategy to get expertise on their selection panels and working groups

FROM THE POINT OF VIEW OF YOUTH AT RISK – SOCIO-ECONOMIC DISADVANTAGE

- ★ More flexibility with **formal criteria** of youth initiatives is needed for this target group
- ★ Funding: 1. Since the budget for short term (EVS) projects has been reduced it is necessary to be able to use the **exceptional costs** in a more liberal way. 2. The budget for TCP activities has been reduced in the new programme which will result in fewer inclusion training programmes. Thus the TCP budget should be increased or reoriented. – *also valid for other groups*
- ★ The Commission could help furnish project beneficiaries with texts (argumentaires) about the **value of the Youth in Action Programme** directed towards local governments and institutions. Such political pressure would help organizations to valorise their work and potentially get co-funding. – *also valid for other groups*
- ★ **Public relations:** There is a great need for making the Youth in Action Programme known to the public. All youth institutions should get information about the new programme. The Commission could support the NAs with tools for making this possible/easier/more effective. – *also valid for other groups*
- ✓ **Documents** in the new programme should be communicated in a **language** that young people can understand. That would facilitate the learning process and make active citizenship a reality. – *also valid for other groups* – SALTO Inclusion will make a popularised, easily accessible leaflet about the Inclusion Strategy in 2007
- ★ Youth with fewer opportunities should be regarded as a **resource** and they should be invited to meetings to take part in the decision-making processes. – *also valid for other groups*
- ★ **Language courses** could be a good supplement to ordinary training courses in order to make partnership building possible. – *also valid for other groups*
- ✓ The **programme guide** should be amended when necessary (in line with developments, changing realities, problems encountered) and organizations and NA's should be consulted during that process – It is foreseen that this will happen on a yearly basis



NEED FOR SIMPLIFICATION & SUPPORT FOR YOUNG PEOPLE WITH FEWER OPPORTUNITIES

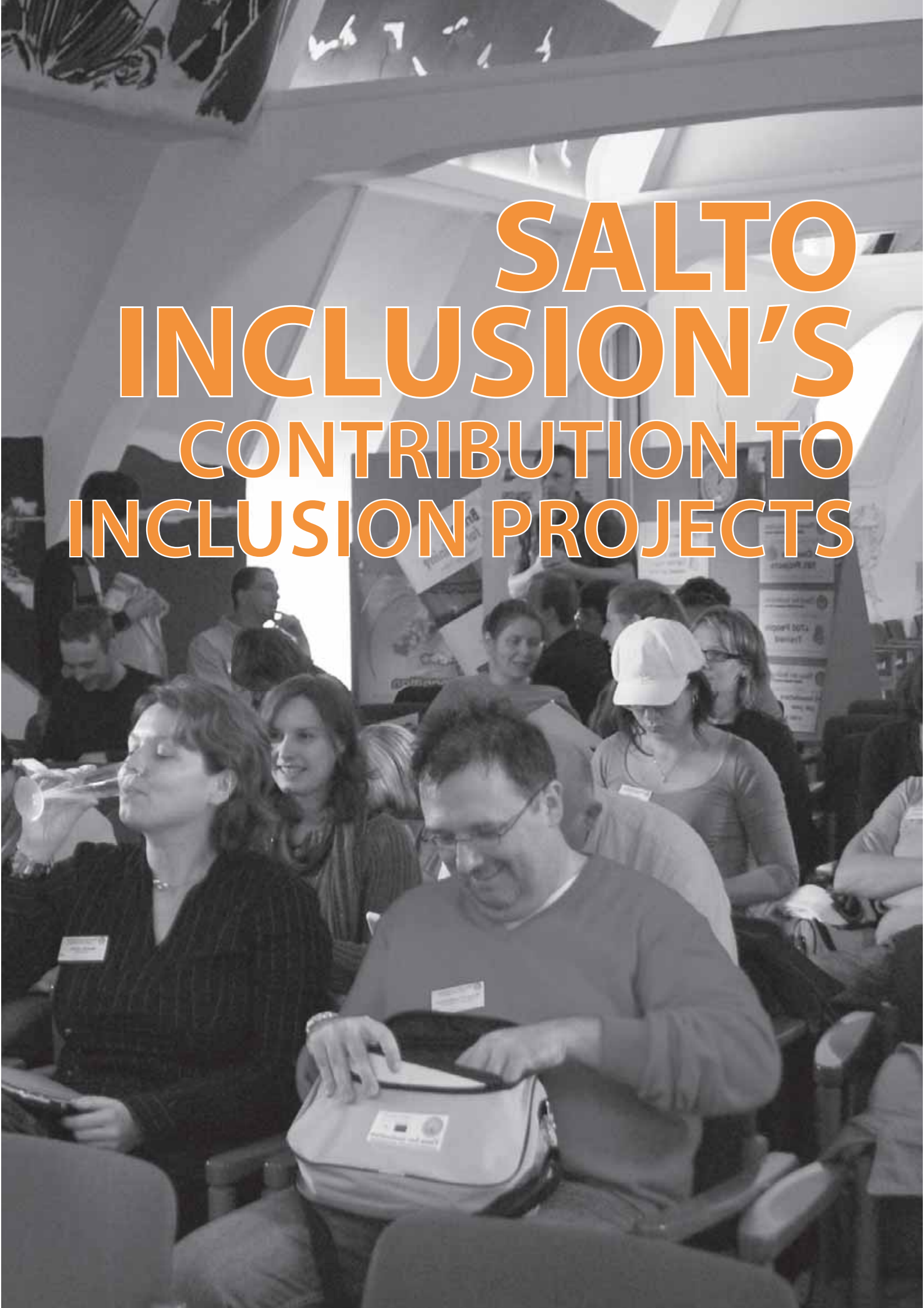
- ★ The **paperwork** should be made more accessible for young people with fewer opportunities. The language could be simplified and adapted to the users (youth workers, young people,...)
- ★ **Peer-to-peer-approaches** in information, support measures etc. should be promoted and supported.
- ★ Flexibility with **exceptional costs** is needed
- ★ **Alternative ways of applying** and reporting should be possible when needed (e.g. through audio, video, ...) as not all young people and youth workers working with them have elaborate written skills.

HOW TO ACCOMPANY THE INCLUSION STRATEGY

- ★ Link the strategy to **research** and use scientific findings in the adaptation of future inclusion strategies
- ✓ Offer **Inclusion training for NA staff** – SALTO Inclusion has put this into its workplan for 2007
- ★ Decentralisation of information on the YOUTH in Action Programme - include more local groups, organisations etc. in the production and spreading of information material
- ✓ Set up a database to help identify **partners** for inclusion projects e.g. those with similar methodologies in inclusion – SALTO Information Resource Centre has been asked by the Commission to set up a new partner-search database
- ★ **Media training** for NAs and youth groups to better promote YiA and Inclusion Strategy
- ★ Collaboration between **NAs** and local **Eurodesk** points to promote the Programme in the most accessible language
- ★ **Clear guidelines** about priorities and additional funding should be sent by Commission/NAs to the local authorities
- ★ Additional **money** would be helpful to put inclusion strategy into practice
- ...

The checkmark ✓ indicates that action was already taken to address the issue 2 months after the conference. The rest of the list will serve as a basis for future inclusion work within the Youth in Action Programme.

SALTO INCLUSION'S CONTRIBUTION TO INCLUSION PROJECTS





The SALTO Inclusion Resource Centre celebrated 6 years of existence at the Inclusion Forum in Antwerp (October 2006). The first 4 SALTO-YOUTH Resource Centres were created in September 2000 by the European Commission within the YOUTH Programme National Agencies of France, Germany, UK and their little neighbour, Belgium (Flanders). The SALTO-YOUTH Resource Centres were created to have an operational structure that could **support the European Commission with its priorities within the YOUTH Programme**, Inclusion being an important one of them. A few years later, calls for new SALTO centres were launched and the SALTO network expanded to a total of 8 resource centres.

The SALTO Inclusion Resource Centre is located in the Flemish Belgian National Agency of the YOUTH Programme and started with only a half time staff person (Tony Geudens) organising two training courses per year plus some horizontal tasks. Soon the need was expressed to provide more Inclusion support and resources for different stakeholders than only training for youth workers and YOUTH Programme beneficiaries. The **SALTO inclusion tasks diversified and increased**, as well did the budget and staff, to almost 2 full-time staff in 2006 (Ann Hendriks & Tony Geudens).

The SALTO Youth Inclusion Forum had a look back at the **achievements** of the SALTO Inclusion Resource Centre and worked together with its stakeholder to draw lessons and conclusions for its **future contributions** to making Inclusion projects as easy and effective as possible within the new Youth in Action Programme.

SIX YEARS OF SALTO INCLUSION...

This means...

- ★ 6 years of Inclusion Capacity Building – reaching over 700 people
- ★ Developing & Disclosing Inclusion Tools & Methods – over 160 inclusion methods online – over 10'000 visits per year
- ★ 7 Educational Inclusion for All Publications – 3 Conference Reports – over 7000 paper copies – over 10'000 copies downloaded
- ★ Inclusion Advocacy & Promotion – 10 inclusion newsletters per year – over 4300 subscribers
- ★ Cooperation & Synergies – with National Agencies, European Commission, European Youth Forum, Council of Europe, Youth Organisations,...
- ★ Responsiveness & Service to inclusion stakeholders

...6 YEARS OF INCLUSION CAPACITY BUILDING:

SALTO Inclusion started off as a training centre, organising training courses to support the inclusion of young people with fewer opportunities in the YOUTH Programme, and even though the tasks became more and more varied, training remained one of the central activities of the Inclusion Resource Centre. In total SALTO Inclusion organised no less than **15 Inclusion Training Courses** on a variety of themes

👉 Find an overview of the past and future SALTO Inclusion training offer at www.SALTO-YOUTH.net/InclusionCourses/

year	activity	participants
2001	TC Inclusion & EVS (2x)- how to use EVS as a tool for youth work with young people with fewer opportunities	46 participants (65+ applicants) 4 trainers/staff
2002	TC Inclusion & Group Initiatives (2x) - how to use Group Initiatives as a tool for/with young people with fewer opportunities	44 participants (56+ applicants) 4 trainers/staff
2003	TC Enable (2x) - how to set up international mixed-ability projects (in cooperation with Slovak NA - part of the European Year of People with a Disability)	49 participants (64+ applicants) 6 trainers/staff
2004	TC Inclusion through Sports (2x)- how to use sports as a method to work with young people with fewer opportunity (within the framework of the European Year of Education through Sport)	50 participants (62+ applicants) 5 trainers/staff
2005	Inclusion & Diversity Training Modules (4x)- making youth work more inclusive and reaching a more diverse target audience (in cooperation with SALTO Cultural Diversity- hosted by Belgian FL NA, Swedish NA/Solleftea, Maltese NA & Czech NA)	91 participants (468 applicants) 6 trainers/staff



	TC Rainbow - how to set up international projects for LesBiGay youth (in cooperation with the Romanian NA)	23 participants (43 applicants) 4 trainers/staff
2006	TC No Offence (2x) - how to use the Youth (in Action) programme as a tool in working with young ex-offenders or young people in prison (2nd course taken over & adapted by UK NA)	25+15 participants (80 applicants) 4 trainers/staff

Note: The + in the number of applicants refers to the fact that NAs only forwarded maximum 4 candidates from their country - which means that it is likely there were more applicants that applied to their NA (of which we have no info). From 2005 applications are done centrally online, which gives us the exact total number of candidates.

SALTO Inclusion used the **long term Evaluation process** developed by SALTO Cultural Diversity to measure the impact of its courses, both at the end and 6 months after the activity, and contrasting it with a pre-course questionnaire. The long term impact on participants' skills and motivation and the use of resources they gained at the courses are documented at

 www.SALTO-YOUTH.net/InclusionCourses/.



At the 6 month questionnaire, we also asked whether the participants had set up any projects after the SALTO course. A rough count showed us that the different SALTO Inclusion Training Courses were leading to **no less than 185 Youth & Inclusion Projects**, which means that there were between 10 and 20 granted projects per course of 25 participants 6 months after the course – but it is very likely participants have developed more projects at a later stage.

Besides the training courses, SALTO Inclusion also brought experts and stakeholders together at conferences to discuss European priorities such as Quality in Training, Recognition of Youth Work and Inclusion.

👉 Find the documentation of these events under www.SALTO-YOUTH.net/Bridges/.

year	activity	participants
2001	Bridges for Training - a European training event to stimulate the quality of youth work(er) training (in cooperation with the Council of Europe & the Belgian EU Presidency)	158 participants = 61 NA&SALTO, 73 trainers, 24 officials (175+ trainer applicants) 10 staff
2004	Round Table on EVS - how to adapt (short term) EVS to the needs of young people with fewer opportunities - leading to the Use Your Hands to Move Ahead booklet	7 inclusion workers - 2 trainer/staff
2005	Bridges for Recognition - a European event to promote the recognition of youth work & non-formal learning	120 participants = 35 NA&SALTO, 8 Education, 6 Labour, 30 Policy (381 applicants) 12 staff
2006	Youth Inclusion Forum - bringing stakeholders together make the Youth in Action Programme as inclusive as possible Virtual Youth Inclusion Forum - participation online in the Inclusion Forum via webcam or chat	75 participants = 28 NA&SALTO, 41 Youth Workers, 6 officials (178 YW applicants) 10 staff 203 participants - 7 staff

These tables show that SALTO Inclusion brought together and trained in total **over 700 Youth & Inclusion Workers** and YOUTH Programme stakeholders. In general there were **twice or 3 times as many applicants than available places**, which shows the big need for training in the Inclusion field and for exchanging good practice.



... 6 YEARS DEVELOPING & DISCLOSING INCLUSION TOOLS & METHODS:

To increase the access of the SALTO Inclusion resources and information, the SALTO Inclusion website was one of the central tools: www.SALTO-YOUTH.net/Inclusion/. This Inclusion homepage is visited over 10'000 times per year and all inclusion pages together are viewed over 150'000 times per year (2006) and approximately 20'000 inclusion related files are downloaded per year by our visitors. This shows that the SALTO Inclusion pages have become a much sought-after resource.

All the methods used at the SALTO Inclusion courses were systematically put online by the trainers (as part of their contract) in the **Toolbox for Training** (www.SALTO-YOUTH.net/toolbox/) contributing to the more than 160 Inclusion Tools & Methods online (these include exercises, simulation games, energisers, background texts, manuals,...). SALTO Inclusion also created sign-post pages which guide specific target groups to relevant resources (on SALTO or elsewhere).

The SALTO Inclusion newsletter is used to announce new resources online and make them known to a larger audience.

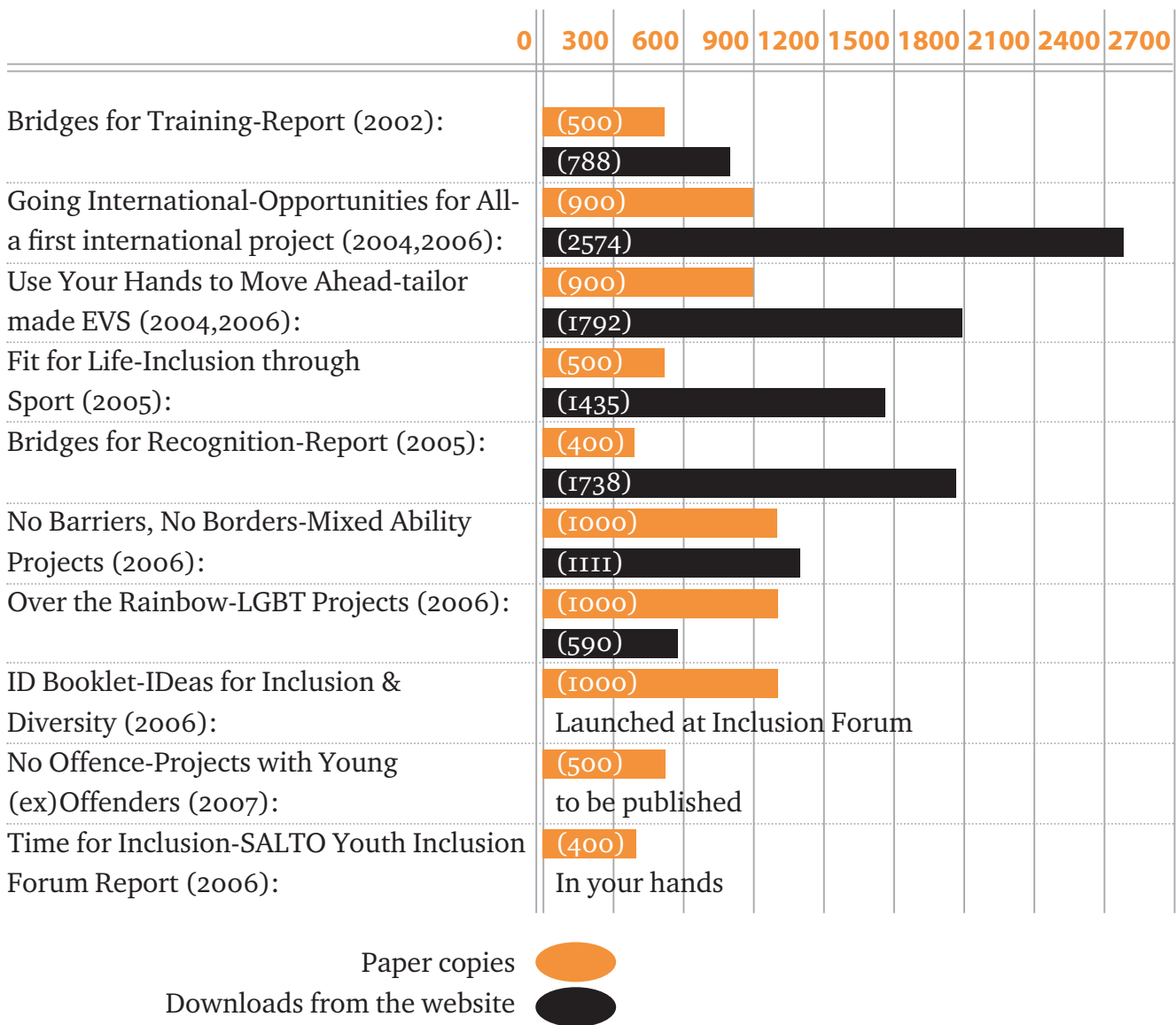
...6 YEARS OF SALTO INCLUSION PUBLICATIONS:

SALTO Inclusion developed in its 6 years existence no less than 10 publications, in its drive to make the resources and good practices of courses and conferences widely available. With its publications, SALTO Inclusion makes the course contents available to a lot more people than only the participants at the courses or conferences, thus having a far wider impact.

SALTO Inclusion started a series of "Inclusion for All" booklets and currently there are 7 educational booklets in this family. The Inclusion booklets are easy-to-use practical manuals on how to make the most of your inclusion projects. Their handy A5 format (or electronic PDF) makes it easier to carry the booklets to your inclusion activities, and have them available as a resource.

 Find a list of Inclusion for All booklets at www.SALTO-YOUTH.net/InclusionPublications/

Besides the educational booklets, we also created 3 detailed **conference reports** (this being one of them), which can be used as a resource for future activities on these topics. They are set up not as a day-to-day narrative account of what happened, but as a future reference on the various topics.



Figures from September 2006

Besides its own publications, SALTO Inclusion also cooperated on numerous other publications of the European Commission, National Agencies, Partnership on Youth, European Youth Forum, youth organisations,...



...6 YEARS OF INCLUSION ADVOCACY & PROMOTION:

Through its activities SALTO Inclusion has **put inclusion topics higher on the agenda** in Europe. Through its training offer (e.g. TC Rainbow, No Offence) National Agencies and youth organisations discovered that there are target groups that are not (yet) very present in YOUTH Programme projects. SALTO Inclusion also promoted Inclusion at different meetings of National Agencies (e.g. Training and Cooperation seminars, Information Officers meeting, Tool Fairs, etc) and the European Commission (Steering Groups, Working Groups, Conferences, European Youth Week,...).

SALTO Inclusion also developed an **Inclusion Quality Charter** to make its work more transparent. It details how SALTO Inclusion goes about organising its training courses, which have been evaluated as being of high-quality. The Inclusion Quality Charter shows people what we commit ourselves to offering, and it could also inspire other organisations to organise their (training) activities in a similar way.

- 👉 **Find the Inclusion Quality Charter online at www.SALTO-YOUTH.net/InclusionQualityCharter/**

Also through the **easy-access and user-friendly tools & publications** we make it easier for organisations to make the step towards working inclusively, with the result that there are either more inclusion projects, or projects of better quality.

SALTO Inclusion also uses the **SALTO website and its newsletter** as a tool for promoting Inclusion topics. We send out approximately 10 Inclusion Newsletters/year to over 4300 inclusion subscribers in Europe.

- 👉 **Interested in receiving the SALTO Inclusion newsletter and keeping up to date with SALTO & Inclusion developments in Europe? www.SALTO-YOUTH.net/InclusionNewsletter/**

... 6 YEARS OF COOPERATION & SYNERGIES:

But SALTO is not a lone player working towards inclusion. Its offer aims to be **complementary** to the work of National Agencies, Youth Organisations and other players in the fields. Where cooperation or **synergies** are possible, SALTO Inclusion is a willing partner to be on board, to increase its impact.

In the past we have worked together on numerous occasions with:

- ★ European Commission
(e.g. working groups, selection panels, youth week,...)
- ★ National Agencies
(e.g. training courses, support, calls for trainers,...)
- ★ Other SALTO resource centres
(e.g. combining knowledge, pooling resources, sharing expertise,...)
- ★ European Trainers – European Youth Forum
(e.g. Trainers Online for Youth, training courses, calls for trainers,...)
- ★ Council of Europe - Partnership
(e.g. conferences, research seminars, publications,...)

... 6 YEARS OF RESPONSIVENESS & SERVICE TO INCLUSION STAKEHOLDERS:

SALTO Inclusion does not work in a vacuum. It checks the needs of various **stakeholders** and keeps an eye on what is happening on Inclusion in Europe, and what is still missing. SALTO Inclusion's work plan is based on the analyses of a wide section of stakeholders, consulting greatly varied groups of people :

- ★ Needs Analysis to inform our work
(e.g. TCP seminar, Training Courses, Inclusion Forum,...)
- ★ Bringing Stakeholders Together
(e.g. Bridges conferences, round tables, Inclusion Forum,...)
- ★ Adapt the Offer to the Needs
(e.g. more courses, reprinting booklets, European Years)



... SALTO INCLUSION HORIZONTAL TASKS

The most obvious work is the Inclusion work, but there is of course a lot more going on **behind the scenes**. Being part of the SALTO network also entails some horizontal tasks, which are not necessarily focussing on Inclusion.

SALTO Inclusion is responsible for:

- ★ **Quality in Training** - the Trainers Online for Youth database, calls for trainers and youth work trainer related issues (www.SALTO-YOUTH.net/TOY/), the Quality charter
- ★ **Website Development** - SALTO Inclusion is actively involved in the development of the overall SALTO website and new functionalities (user-friendliness, content-management system, mySALTO, toolbox, link lists, help pages, search function,...)



A TASTE OF SALTO INCLUSION METHODS

To balance the mental work at the SALTO Youth Inclusion Forum with practical work, trainers and/or participants from different previous SALTO Inclusion Training Courses presented some methods used on these courses.

A Taste of Enable Methods

In 2003, the European Year of People with a Disability, SALTO Inclusion organised two Enable Training Courses and later developed an educational publication about setting up international mixed ability projects: “No Barriers, No Borders”. It contains a number of simulation exercises that can be used by facilitators to prepare young people without disability for working with young people with disability. Basically it is about getting into someone’s skin to find out a little bit of what it is like to have a physical or sensory disability.

Simulations include:

- ★ *Pouring a glass of water while blind folded*
- ★ *2 people playing dominos blind folded*
- ★ *Matching objects up according to similarities in texture, weight and contents while blind folded*
- ★ *Using a manual wheelchair to go to the toilet*
- ★ *Matching fragrances to their source i.e. flower, fruit etc*

Why would you use these simulations in youth work?

- ★ *It is very useful to experience a disability especially when you are planning a YOUTH activity for people who have that disability, i.e. you can plan how long it might take to do certain activities and you can decide if there are safety issues that need to be considered.*
- ★ *It is useful for groups who don’t have a type of disability to change their attitude towards the people who do before they join up.*
- ★ *It can help friendships to develop during the activity if everyone knows what it is like to have a disability. This is an important aspect of youth interaction.*
- ★ *It can help to create teamwork among the young people as they understand what it takes for a task to be accomplished*

👉 *More about the SALTO TC Enable at www.SALTO-YOUTH.net/TCenable/ and about the “No Barriers, No Borders” booklet at www.SALTO-YOUTH.net/NoBarriers/*



A taste of Inclusion through Sports Methods:

The year 2004 was designated the “European Year of Education through Sport (EYES)”. In this context the SALTO Inclusion Resource Centre decided to organise two training courses, and an educational publication “Fit for Life” which aimed to explore how sports could be used as a method when working with young people with fewer opportunities.

The fewer-opportunity groups most urgently need help with their social learning processes. If youth workers can determine which method (sport) is best suited to developing social learning, they may be able to stimulate a young person’s social learning processes as well as their physical and mental fitness.

Take a sport and ask people to try to identify the physical learning elements as well as the social learning elements which could come out of that activity:

Dance	Cardio-vascular training, stamina, spatial awareness...	Teamwork / culture; non-verbal communication; rules; creativity; express emotions; control; memory; hygiene; self-confidence...
Horseback riding	Balance; posture; steering horse; strength...	Communication; empathy; teamwork...
Bowling	Co-ordination; focus; muscle workout...	Goal-setting; team spirit; competition; motivation...

This simple exercise shows that different social learning elements can be found in different types of sport activities. If youth workers are able to identify the social learning needs of their young people, they may find that specific sports are good tools to stimulate those learning processes.

More about the SALTO TC Inclusion through sports at www.SALTO-YOUTH.net/TCsports/ and about the “Fit for Life” booklet at www.SALTO-YOUTH.net/FitForLife/

A taste of TC Rainbow Methods

The SALTO Inclusion Resource Centre addressed the invisible minority of Lesbian Gay Bisexual and Transgender (LGBT) youth in 2005 in the TC Rainbow and the “Over the Rainbow” booklet. Here is one of the methods from those training resources.

Words are important, especially when we talk about sensitive issues like people’s identities within an international framework. What kind of terminology do we use? What do we say and why? What do we mean by the words we use? Get a taste of it by reading a piece of the politically correct version of a well-known bedtime story: “Little Red Riding Hood” (find this story in the SALTO Toolbox for Training - www.SALTO-YOUTH.net/Toolbox/):

“On the way to Grandma’s house, Red Riding Hood was accosted by a wolf who asked her what was in her basket. She replied, “Some healthy snacks for my grandmother, who is certainly capable of taking care of herself as a mature adult.”

The wolf said, “You know, my dear, it isn’t safe for a little girl to walk through these woods alone.”

Red Riding Hood said, “I find your sexist remark offensive in the extreme, but I will ignore it because of your traditional status as an outcast from society, the stress of which has caused you to develop your own, entirely valid, worldview. Now, if you’ll excuse me, I must be on my way.”

Red Riding Hood walked on along the main path. But, because his status outside society had freed him from unoriginal adherence to linear, Western-style thought, the wolf knew a quicker route to Grandma’s house. He burst into the house and ate Grandma, an entirely valid course of action for a carnivore such as himself. Then, free from rigid, traditionalist notions of what was masculine or feminine; he put on Grandma’s nightclothes and crawled into bed.”

Political correctness might be one way to cover up homophobia, for instance when politicians use the appropriate terms but do not mean them. It can assure visibility of groups that otherwise would not be seen or heard. But still there might be a risk of using political correctness, as it tends depriving the message any content, when words become too “fluffy” or non-specific.

👉 More about the SALTO TC Rainbow at www.SALTO-YOUTH.net/TCrainbow/ and about the “Over the Rainbow” booklet at www.SALTO-YOUTH.net/OverTheRainbow/



A taste of No Offence Approaches

The TC No Offence courses organized by SALTO Inclusion were aimed at involving young offenders and young people at risk of offending in the YOUTH Programme and the Youth in Action Programme. These courses that took place in 2006 are the results of different strategy and practices within the field:

- Support actions of NAs & SALTOs in the area of inclusion;
- Projects within YOUTH Programme over past years;
- Long-term training course for prison workers in Estonia 2004-2006, its results in group initiatives, short-term EVS & support measures projects

This long-term training course involved people working in prisons which included social workers, educational people, guards and NGOs active in this field. Its aims were to set up projects answering to the needs but also taking into account the obstacles that are present when working with offenders i.e. lack of freedom of movement, no control over the young people as they may be transferred etc. Next to short term EVS and support measure project, the result of this training course were 6 youth initiatives in 4 prisons dealing with a variety of topics from sport, music, film, theatre, to the further development of their skills.

Examples included youth exchanges between different groups of young offenders, short term EVS that developed into long term EVS, a Future Capital project of a short term volunteer in the field of young children, an educational farm and youth initiatives within prisons. Besides a wide range of examples collected there were some important conclusions:

- a pathway approach is very important,
- all actors should be involved,
- flexibility is a key word,
- cooperation is needed from other field besides the youth field, and it is very important that in some (transnational) projects confidentiality concerning the offence be shared between sending and hosting organizations.
- ...

Some examples also show that if transnational voluntary work is not possible due to the status of the volunteer, local volunteering can be a very rich and challenging tool in the development of the young person. But as Andrew, one of the young people in a no offence project expressed through his music and lyrics: Everything's possible!

👉 More about the SALTO TC No Offence at www.SALTO-YOUTH.net/TCnoOffence/ and about the upcoming SALTO No Offence booklet at www.SALTO-YOUTH.net/NoOffence/ (2007)

A taste of Inclusion Methods: Football with Goggles

From the SALTO ID training modules organized in 2005 in cooperation between the SALTO Cultural Diversity and Inclusion Resource Centre – which led to the publication of the “ID Booklet – IDEas for Inclusion & Diversity”.

Aims:

- To create awareness and understanding of (visual) impairment –
- To experience the consequences of visual impairment
- Energizer

Can be played with any/different teams

You need:

2 plastic cups per person, strings, scissors, football, patch of green grass

Time: min 30 – 45 minutes

- Preparation – Making of Goggles
 - o Every person gets 2 cups and a piece of string
 - o Remove the bottom bits of each cup
 - o Make two holes on both top sides of each cup
 - o Attach strings – to connect the cups and create earpieces
- Divide group into teams
- Football match – regular rules
- Playing teams have to wear their goggles during the football match

Questions for debriefing

- How was it to have your view reduced? How did you feel?
- Did you react differently to people? Did people behave differently towards you?
- Why would this be?
- What can we learn from an activity like this? What does this teach us about persons with a disability?

👉 More about the SALTO ID modules at www.SALTO-YOUTH.net/IDmodules/ and about the SALTO ID Booklet at www.SALTO-YOUTH.net/IDbooklet/



STEERING SALTO & INCLUSION IN THE FUTURE

From the SALTO Inclusion work done in the past (see page 28), the participants of the Youth Inclusion Forum had the possibility to develop suggestions for future SALTO work. A number of workshops and discussions had a look at how the SALTO work could support their inclusion needs best.

FUTURE SALTO INCLUSION WORK

Six years of SALTO Inclusion activities, publications and other achievements – what has been found useful and what is still uncovered ground in the eyes of stakeholders in the inclusion field? A small tour de table in a working group on that topic showed how well the entire **SALTO Inclusion offer was known and used** by those who work on social inclusion: receiving the SALTO Inclusion newsletter, using the publications, especially the SALTO Inclusion for All booklets and the evaluation CD-rom from the SALTO Cultural Diversity Resource Centre, the inclusion training courses and all online resources for youth work and training, besides the partner/trainer finding possibilities.

A number of suggestions were given on particular resources of which only a selection are published here. Concerning the **Training Calendar** (www.SALTO-YOUTH.net/training/), it was stated that access is easy and user-friendly and that adding training activities in the calendar is easy. It was recommended that further functions be created e.g. search for courses that are open for participants from specific countries, more info about the organizers of the various courses and a notification system that informs users when new training courses on a certain topic are put online. There should always be an alternative to online application forms (e.g. paper versions or downloads).



With regard to the **Toolbox for Youth Work & Training** (www.SALTO-YOUTH.net/toolbox/) people should be made more aware that copying & pasting tools is not the right way to use the toolbox. It is suggested that more trainer comments from trainers be added to show the context in which the tool works best, or how to adapt it to different target groups.

✓ **These concrete suggestions have been passed on to the relevant SALTO colleagues administering these youth work and training tools.**

As a new task SALTO could coordinate/steer ‘**advocacy groups at EU level**’ according to priorities (e.g. European Year of xyz) with relevant experts or young people from the field (within the remit of the Youth in Action Programme to avoid clashing with the role of the European umbrella organizations!). This could take the shape of discussion groups online, chat meetings etc. The aim is to steer the content at European level. SALTO Inclusion could also support the new sub-action 5, where young people and decision makers are coming together, to ensure the (non-tokenist) participation of young people with fewer opportunities.

The ‘flagship’, the **SALTO RC Inclusion’s website** (www.SALTO-YOUTH.net/Inclusion/) was very much appreciated. At the same time it should be made more accessible for all kind of users. Further meta-word & search engine marketing should be done to ensure it is more easily found when using search engines like google, yahoo etc without obvious words such as SALTO & Inclusion.

But not only the virtual material could be improved to be even more useful for social inclusion: it was also recommended that the **SALTO Inclusion for ALL Booklets** (www.SALTO-YOUTH.net/InclusionPublications/) be translated into different languages so that they are made more accessible for youth workers who are working more on the local level. Here cooperation with local cooperation partners and trainers from the country in question would be a realistic option. Braille and audio-versions would also help to reach specific target groups.

✓ **SALTO Inclusion is currently developing translation guidelines for organisations interested in translating the Inclusion for All booklets.**



Be careful not to create information overkill – one **Inclusion Newsletter** (www.SALTO-YOUTH.net/inclusionNewsletter/) per month is enough. The Newsletter is perceived as very useful and should continue to inform about relevant inclusion events, about (political & practical) developments regarding inclusion & youth.



The support which is given by SALTO Inclusion to NAs, larger youth organizations, the Commission and others could target in the coming years the inclusion strategies of the NAs. SALTO Inclusion should **help, advice, counsel, share examples, good practices, etc.** Support is needed to make it easier for NAs to go further with the inclusion strategy, to take it serious and make it effective. This might include lending support in building relations with stakeholders, bringing them together, giving advice/suggestions on how to work with the target group and providing NA Staff Training on inclusion.

✓ SALTO Inclusion has added Inclusion Officer Staff training in its 2007 workplan.

Talking about training: the topics of the **SALTO Training courses** (information available on www.SALTO-YOUTH.net/InclusionCourses/) should be coordinated across the network of NAs and youth organizations active at European level – to avoid too much overlap. From experience of participants, the longer term training courses are considered to be more effective and have more impact on people’s work. The following new training courses were suggested as useful:

- ★ Urban youth
 - ★ Rural & isolated youth
 - ★ Media training: about the use of media to reach groups that don’t understand ‘our language’ and also to use projects for image building and breaking stereotypes, prejudice, misconceptions, relationship-building
 - ★ youth leader skills training for inclusion workers (about working with specific target groups)
 - ★ peer education training course (in partnership with for example Youth-peer) for use in inclusion projects
 - ★ Training for trainers active in the field of inclusion
 - ★ Training on the influence of religion (cultural diversity)
 - ★ NA staff training for inclusion officers – see above
 - ★ Training about working with specific target groups for people who are not from this target group
 - ★ training on outdoor/adventure education for youth at risk
- ✓ **SALTO Inclusion is taking up training on Rural & Isolated Youth and about Urban Youth in its 2007 workplan (www.SALTO-YOUTH.net/Inclusion2007/), as well as creating an overview of European training initiatives on Inclusion.**

As a new learning method, distance learning seems to offer potential in reaching less mobile target groups. **Different formats**, such as a digital training course on CD-rom or online, can be explored. The publications should also be published on CD rom as it then would also be accessible for people without a (good) internet connection.

Will Antwerp be the one and only? Having Inclusion Forums as a way of bringing stakeholders together is very much appreciated as a great opportunity for **dialogue and sharing of experience**. In this sense it would be very beneficial to bring NA, intermediaries and the target group together. However these meetings or forums should have a clear focus or topic: e.g. European Year of xyz – there is not much point in having inclusion meetings just because of meeting.



A big lack in Europe is a **user-friendly and effective partner-finding tool** adapted to the needs of inclusion organizations or young people with fewer opportunities. SALTO Inclusion has been asked to explore the possibility of having a European partner finding tool on inclusion. For example the project description of short term EVS hosting organizations is not adapted to the young people that might be looking for a placement.

- ✓ **The SALTO Information Resource Centre is exploring the possibility of merging the existing partner-finding databases. The SALTO Inclusion Resource Centre will contribute its expertise in this process to make this as adapted as possible to Inclusion groups/projects.**



DEVELOPING INCLUSION STRATEGIES

As mentioned in the section about “Why have an Inclusion Strategy?” (page 10), it is very beneficial to do some strategic thinking about inclusion. Inclusion is not something you reach easily. To ensure their strategies be effective, National Agencies and youth organisations need to work closely together with their partners, to coordinate their efforts and resources strategically.

✓ **The SALTO Inclusion Resource Centre is working on a practical manual about ‘How to develop an inclusion strategy’ in 2007 - www.SALTO-YOUTH.net/InclusionStrategyBooklet/**

We would like to outline here **one approach** for working with a “strategy” which consists of **four phases**. When you roughly follow these different steps, you are likely to construct an effective inclusion strategy.

- ★ Phase 1 – Make an analysis
- ★ Phase 2 – Make a plan
- ★ Phase 3 – Take action (and manage it)
- ★ Phase 4 – Evaluate the results

The different phases could be further detailed as follows:

Analysis

- Do your research
- Carry out a data analysis
- Define the stakeholders
- Bring stakeholders together. Create a diverse group (e.g. high and low levels of experience, small/large organisations, familiar/unfamiliar with YOUTH Programme, etc.)
- Hold discussions and collect feedback from the youth and their organisations (by means of meetings, final reports...)
- Get input from “experts”
- Consider academic support during this phase



- Communicate directly with people involved in projects, especially with those groups who have not been reached yet
- Analyse your long-term projects
- Go “to the field” to speak with different actors.
- Ensure that all the materials / strategies that exist are publicized
- Identify possible synergies and/or links with national policies
- Know your existing resources

As you move from the Analysis to the Planning phase, make sure that you take time to **communicate and debate the analysis and needs for the future** within your team and/or organisation. Ask yourself: how are you going to measure the results of your strategy? Quantitative and qualitative indicators should be defined in advance to ensure you are meeting the aims of the strategy. A key point which is decisive for success or failure is that an inclusion strategy needs to be seen as an integral part of your work and organisation – and not as a separate island!

Planning

- Define the needs and the target groups
- Map out your instruments / tools, partners and your capacity
- Ensure the participation of young people, organisations, and other actors in the process

Action

- Make decisions based on recommendations
- Implement those decisions
- Consider launching a pilot project
- Foster “innovative” approaches
- NAs can play an important role by taking the first steps (raising awareness, campaigning, etc.)

As you enter the Action phase, it is essential to be continuously open for adaptations, changes, etc. Be ready to evaluate your strategy regularly during the action phase. Renew and adapt the strategy based on your experiences.

Evaluation

- See evaluation as an integral part all through the process
- Adopt a long-term approach

It is interesting to note that while many people recognize the need for an inclusion strategy and while it is (relatively) easy to outline the theory behind developing that strategy (e.g. define your stakeholders, carry out a data analysis, involve the young people, etc.), it is much less clear exactly **how this should be done in practice**. How does one do a data analysis? How, when, where should the young people be “involved”? This issue of “how” is possibly the most serious obstacle facing National Agencies and organisations in the strategy-making process at this time.

✓ **The gap between theory and practice will be worked out in more detail in the new SALTO Inclusion Strategy booklet www.SALTO-YOUTH.net/InclusionStrategyBooklet/**

The workshop participants further recommended remembering that your strategy should be a **global guideline for your work in inclusion**. It should neither be too general nor too specific. If your strategy has been developed properly, you should be able to apply it to most situations over a longer period of time, even though the specific problems you are facing may change over the short-term.

Another essential point when developing an inclusion strategy is to **involve the young people**. Be ready to make the strategy with them, not for them. This applies to all phases (analysis, planning, action, evaluation).

And: **don't be afraid!** If the word “strategy” implies for you that you should be making something big (i.e. a ten-year plan, involving hundreds of people...) - this does not necessarily have to be the case. There is no sense in launching a strategy that is too big to be realized. Sometimes small is beautiful. Start with a small strategy that leads to reachable goals and grow from there.



INCLUSION AND RECOGNITION

Young people, and maybe more so young people with fewer opportunities, learn many new skills, attitudes and knowledge during (international) youth projects. Would it help young people with fewer opportunities to have their learning achievements from a youth exchange or a European Voluntary Service recognized – possibly to complement or make up for their (lacking) formal qualifications?

The SALTO Resource Centre on Training and Cooperation is currently developing ‘Youthpass’, a European level validation instrument for the Youth in Action Programme. Youthpass is a package of different instruments for Youth Exchanges, European Voluntary Service, Group Initiatives and Training that foster the **recognition of non-formal learning** within the Youth in Action Programme. It aims to support the employability of young people and youth workers; it helps to reflect on the personal learning process and to stimulate the social recognition of youth work.

The Lisbon Strategy 2000 wants to turn Europe into the most competitive knowledge-based society (with sustainable jobs and large social cohesion) by 2010. This led to the creation of different instruments to **increase learning in Europe and make it more transparent and visible**. For example the Europass portfolio uniformly documents people’s experiences and skills which increases their (worker’s) mobility. In the youth field, the European Youth Pact focuses its actions on young people to increase employment, social cohesion and mobility.

It is clear that the **learning of young people (and especially those with fewer opportunities)** has moved into the focus of different European policies. The Youthpass should make learning from YiA projects visible, for the young people themselves as well as for possible employers.

- ✓ **The SALTO Inclusion Resource Centre is closely cooperating with the SALTO Training and Cooperation Resource Centre about the development of Youthpass and its use for young people with fewer opportunities**
- ✓ **Please find the latest information on Youthpass at www.SALTO-YOUTH.net/Youthpass/**

INCLUSION AND DIVERSITY

Inclusion and Diversity. What are the similarities, what are the differences? Where do they overlap? What kind of activities and focuses could be described as appropriate to each one?

The SALTO-YOUTH network exists to provide support, training and resources for the YOUTH Programme (meaning National Agencies and therefore youth organizations and international youth work). There are 8 SALTO-YOUTH Resource Centres, including SALTO Inclusion and SALTO Cultural Diversity – **two separate entities** who however are working in closely related fields.

Until now, the **division in tasks** has been that the SALTO Cultural Diversity focuses on cultural and religious issues (ethnic minorities, majorities, cultural diversity, tolerance – previously called ‘anti-discrimination’...), whereas SALTO Inclusion has been focussing on combating the exclusion of other target groups that face obstacles in accessing the Youth in Action Programme (young people at socio-economic disadvantage, with lower or no education, who have a disability or health problems, LGBT youth or young people from disadvantaged rural or urban areas,...).

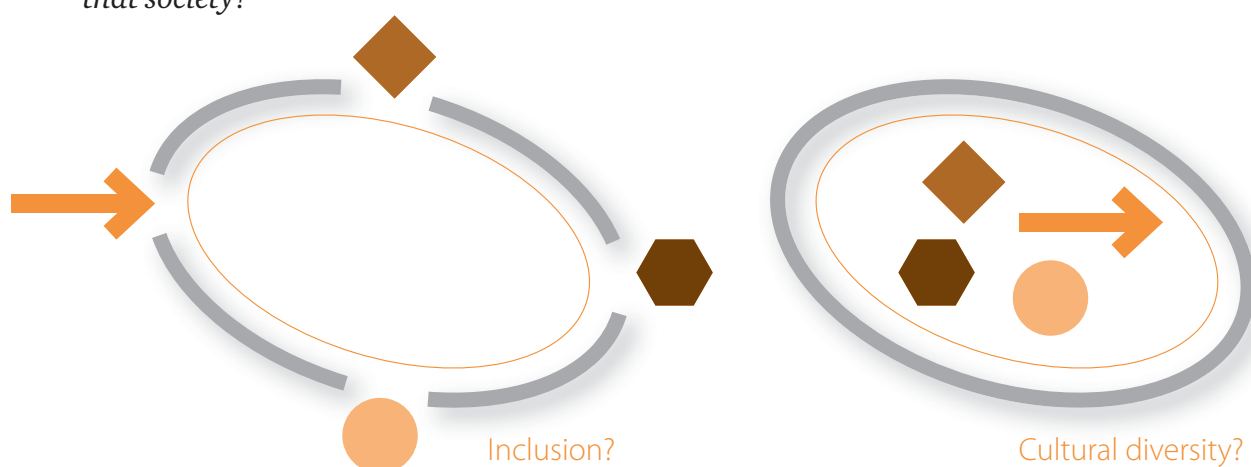
Because these areas of work (anti-discrimination and combating exclusion) are **closely related**, the SALTO Cultural Diversity and Inclusion Resource Centres cooperated on a number of occasions, for example setting up common Inclusion & Diversity (ID) Training Modules in 2005. By joining forces, many more youth workers could be trained on how to make their youth work more ‘inclusive’ and reach more ‘diverse target groups’.

 **Read more about the SALTO ID Training Modules at www.SALTO-YOUTH.net/IDmodules/ or download the “ID Booklet” full of IDEas and Resources for Inclusion & Diversity www.SALTO-YOUTH.net/IDbooklet/**

A working group at the SALTO Youth Inclusion Forum reflected on how they saw Cultural Diversity and Inclusion, and where they saw the overlap or borders between the two concepts. Here is some food for thought:



- ★ *Is inclusion about working with Young people with fewer opportunities (including ethnic minorities) and Cultural Diversity about working with the majority groups to make them more open minded and tolerant?*
- ★ *Is Inclusion about participation (in something) and Diversity about cooperation (when people are already together)?*
- ★ *Or is Inclusion about access for different young people into a society, as represented by the diagram, and Cultural Diversity more about those different young people learning to live together within that society?*



From the working groups, the following discussions were covered:

diversity

As a concept, diversity is of a spontaneous nature, it is inherent in society. It is evolving and has a fluidity to it that makes it unpredictable. It is not a new thing, or a fashionable thing – it has always existed and was forever present in history. It provides a richness, which can be taken as a positive.

inclusion

Inclusion was seen as something which is constructed, planned. It is a concept that brings with it greater awareness and tolerance for difference and diversity. It is a conscious (policy) decision and effort to be open and accessible for people different from yourself – to obtain diversity in your projects, life, society,...

The relationship between inclusion and diversity

They are both dynamic concepts.

The first step would be to recognise and respect the diversity that exists and then to work on the inclusion of those differences e.g. in projects, in organisations, in society: there is no inclusion if there is no diversity, but you can have diversity without inclusion. They should be treated as a **positive approach** and not something to 'deal with' or 'fight against'.



By ensuring respect for Cultural Diversity and the possibility of Inclusion, you are not automatically 'including' someone into society. **It needs more than respect of difference** (of ethnicity, religion, skills, ability, socio-economic status, sexual orientation, provenance, context) only to ensure that everyone is fully participating and included into society. There should be action taken from the 'society' perspective as well as the 'target group' perspective. New 'glasses' are needed on both sides, it is not only the 'fault' or the 'responsibility' of those that are excluded or are in the minority.

If we consider the overlap between the two concepts, we could say that Inclusion of Diversity brings not only an awareness of similarities and common ground, but also a certain recognition or acknowledgement of difference, which can be allowed to flourish within an inclusive and diverse environment. The inclusion of different groups into society should not be done in order to prevent 'diversity': it should not make everyone the same (assimilation), but rather provide **equality of opportunity and access**.



Working on inclusion & diversity needs:

- ★ A **positive approach** should be adopted by actors in this field, not to deal with negative influences but rather to appreciate, to celebrate, to see what can be gained by being inclusive and diverse.
- ★ Have **knowledge of your self**, your own personal identity and your own cultural identity. Know your own limits with regards to your own fears and prejudices and be aware of how they affect your interaction with others.
- ★ There is a need for **training** to raise awareness of yourself and of the difference of others – and not the least for trainers working in this field themselves. If inclusion is about participation and accessibility, there should be enough resources to cover this and to guarantee the cooperation that diversity demands.
- ★ Use **experiential learning** as an approach for working with diversity, increase the competencies and skills within intercultural learning by taking advantage of the different opportunities offered by the Youth in Action Programme. Non-formal learning can fill the void which is left by formal education in this respect.
- ★ **Inform yourself** about the people you interact with, and the subtleties of their culture/situation. Not everything can be learnt from reading about it; don't assume things about people, it's alright not to know everything and it's ok to ask questions.

Both Cultural Diversity and Inclusion of young people with fewer opportunities are two of the four main **priorities of the new Youth In Action Programme**. They are both essential parts of international youth work of today, included and prioritised at policy level as well as at local project level directly with young people. There is an evident need for working on the accessibility and participation of young people in society today (Inclusion). There is also an unquestionable agenda of working on the respect, acceptance and cooperation with (cultural) diversity. Intricately linked yet with distinct characteristics, Inclusion and Cultural Diversity work in mutual support while facing different audiences and questions.

- ✓ **The work of both SALTO centres will take into account the suggestions of this working group to continue providing the support and resources which are needed to work towards inclusive and diverse societies of the future.**

CONCRETE ACTIONS TO BE TAKEN

Lots of issues were discussed at the SALTO Inclusion Forum, but it didn't stop at talking, participants were asked to fill concrete Action Plans for themselves and the field they work in. It would fill too many pages of this report to list them all, but the following collection might give an impression of how **fruitful results** were produced for the future work planning of the participants. Get inspired!

- ✓ The European Commission has reworked the draft Inclusion Strategy for the Youth in Action Programme according to the recommendations from the Inclusion Forum and from the online comments see WWW.SALTO-YOUTH.net/InclusionStrategy/
- ✓ Remaining (more practical) recommendations will be used as a basis for the SALTO publication "How to develop an inclusion strategy" in 2007 see www.SALTO-YOUTH.net/InclusionStrategyBooklet/
- ✓ The SALTO Inclusion Resource Centre has develop its workplan for 2007 based on the suggestions from the Inclusion Forum and from it's website see www.SALTO-YOUTH.net/Inclusion2007/





- ★ Several NAs are going to **develop or rethink their Inclusion Strategy** in the light of the European developments - and in some cases expert NGOs will be consulted or involved.
- ★ At centralised level, the Executive Agency for the Youth in Action Programme will take into account the **inclusion target groups** in application forms, selection procedures, management, monitoring visits, training and info sessions) - in close connection and cooperation with the SALTO Inclusion Resource Centre.

Individual participants at the SALTO Youth Inclusion Forum were also asked what action they would undertake to make inclusion more effective within the Youth in Action Programme or in wider society. As a very direct output of the participation in the Inclusion Forum **multiplying** and “spreading the word” were mentioned by a majority of the participants: e.g. „I will write an article about the SALTO Inclusion Forum”, “Translate the information from this Forum to other NGOs” and inform colleagues...

The work on the **YiA Inclusion Strategy** also inspired participants to develop something similar in their own country or for the target groups they are working with: e.g. “I want to create an Inclusion Strategy in my country”, “Create an inclusion strategy for young offenders”, “Evaluate the current inclusion strategy to see what gaps there are” and “Include an inclusion strategy in our TCP and working plan”,... These were only some of the actions which indicate the relevance of working and discussing the YiA Inclusion Strategy.

Meeting inclusion workers from all over Europe was also regarded as a great **networking opportunity** and many actions leaned towards the continuation of this type of networking: e.g. “Make use of contacts made in the SALTO Inclusion Forum for future inclusion/inclusive projects”, “Develop a European network of inclusive working organisations”,...

Some other planned activities in the field of social inclusion below show the variety of actors present during the Forum, and their **distinctive scope for action**:

- Train other youth workers to work more effectively on inclusion projects
- Increase youth empowerment and help young people with their life plans
- Include LGBT youth from my country in international projects
- Participate in a study visit in Estonia on inclusion work
- Develop the skills of young people we work with
- Provide non-formal training for young people with fewer opportunities
- Respond to training needs in the inclusion field
- Organize short term EVS for the youngsters I work with
- Be involved in working groups meeting for the Youthpass
- Setting up regional information centres about Youth in Action
- Work on better accessible application forms
- Run an international training course & youth exchanges on LGBT issues and make LGBT issues known to non-LGBT organisations
- Getting an EVS project on minority issues granted

Open questions and a **need for further discussion** remained for many (which the Inclusion Forum organizers took as a very positive result) and would need to be tackled back home, as for example: “Determine which groups are not taking part in our Programme – Why? Is there anything we can do?”, “Have a closer look at why some target groups are not reached and try different activities and cooperate with NGOs to reach these new groups”, “Analyse the past inclusion actions and draw conclusions for the future”, “Explore the possibility to work with young ex-offenders” and “Check what are the (international) possibilities for my youngsters with fewer opportunities and create ways for their active participation”,...



Judging from participants' action plans, the SALTO Youth Inclusion Forum had a stimulating effect on those attending it, on their **motivation and willingness** to take action for social inclusion: e.g. "I want to include more people with disabilities in projects", "Work on personal development regarding inclusion", "Involve more rural organisations & develop a strategy for reaching unrepresented youth organisations" and "Implement more inclusion projects, increase efforts to include youngsters with fewer opportunities in the Youth in Action Programme",...

Many more activities, improvements, areas of cooperation and reflections are mentioned in the action plans, but listing them all would take us too long, but we hope that these good intentions will find their way from **planning to realization...** And let us know if SALTO Inclusion can help you with it.

THE SALTO INCLUSION FORUM

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... ooperation Plans.
... MONITORING AND EVALUATION
... e Commission, national authorities and National Agencies monitor and evaluate
... the outputs and impact in terms of inclusion and accessibility of the programme and
... regularly report on the progress made.





- OVERVIEW

Institutions and other experts) together with a series of online Virtual Inclusion Forum participants in a dynamic programme to stimulate the inclusion of ALL young people, as well as those who might encounter obstacles in doing so.

TIME FOR INCLUSION!

The SALTO Youth Inclusion Forum was an opportunity to take some **time to think strategically about inclusion**. It was two rich days of combining the brainwaves of 75 people working in the field of inclusion (Youth Workers, National Agencies, SALTO,

The SALTO Youth Inclusion Forum aimed to:

- Bring inclusion people together to **exchange best inclusion practice**, to stimulate cooperation and networking between them.
- Look back to different **inclusion achievements** during the YOUTH Programme (2000-2006) and build on them to inspire SALTO's inclusion activities in the future.
- Reinforce the **Inclusion Strategy** of the EU YOUTH Programme (2000-2006) by adapting it to the "Youth in Action" Programme (2007-2013).
- Explore the **roles, possibilities & tasks** of different stakeholders in the inclusion field (NAs, SALTO, youth workers,...) in the new Youth in Action Programme and stimulate future action.

The participants of the SALTO Youth Inclusion Forum were experienced people in the field of **inclusion and the European YOUTH Programme**, committed to sharing their experiences and to reflecting amongst colleagues on how to make the inclusion youth work better and easier in the future. There were 3 main stakeholder groups:

- **Youth workers** (social workers, peer educators, trainers,...) who are actively working with young people with fewer opportunities and with inclusion experience in the EU YOUTH Programme.
- **YOUTH National Agency staff** actively working on Inclusion in their agency and with inclusion projects within the YOUTH Programme & relevant SALTO Resource Centres
- **European Officials** and representatives of European organisations.

👉 Find a list of participants on page 79 or at www.SALTO-YOUTH.net/InclusionForum/

For those who were not able to participate, a **Virtual Inclusion Forum** took place linked to the event in Antwerp. Interested participants had the possibility to follow the discussions via webcam and contribute via simultaneous chat sessions. Reports and videoclips of the main sessions and speakers were put online within moments after they had happened.

👉 Find the documentation of the Virtual Inclusion Forum online at www.SALTO-YOUTH.net/VirtualInclusionForum/ or on page 76.



The idea for the SALTO Youth Inclusion Forum came from a request by the European Commission to **bring Inclusion stakeholders together** to highlight the inclusion work done within the YOUTH Programme and to inspire more inclusion efforts in the future. In the same line as Bridges for Training (2001) and Bridges for Recognition (2005), the European Commission asked SALTO Inclusion to put a “Bridges for Inclusion” event in its work plan for 2005-06 based on the successful previous Bridges. However because of the transition period to the new Youth in Action Programme, this event needed to be more modest than previous Bridges events (less people, less days) - but nevertheless it was a great occasion to network with other inclusion people - and to inspire inclusion work in Europe!

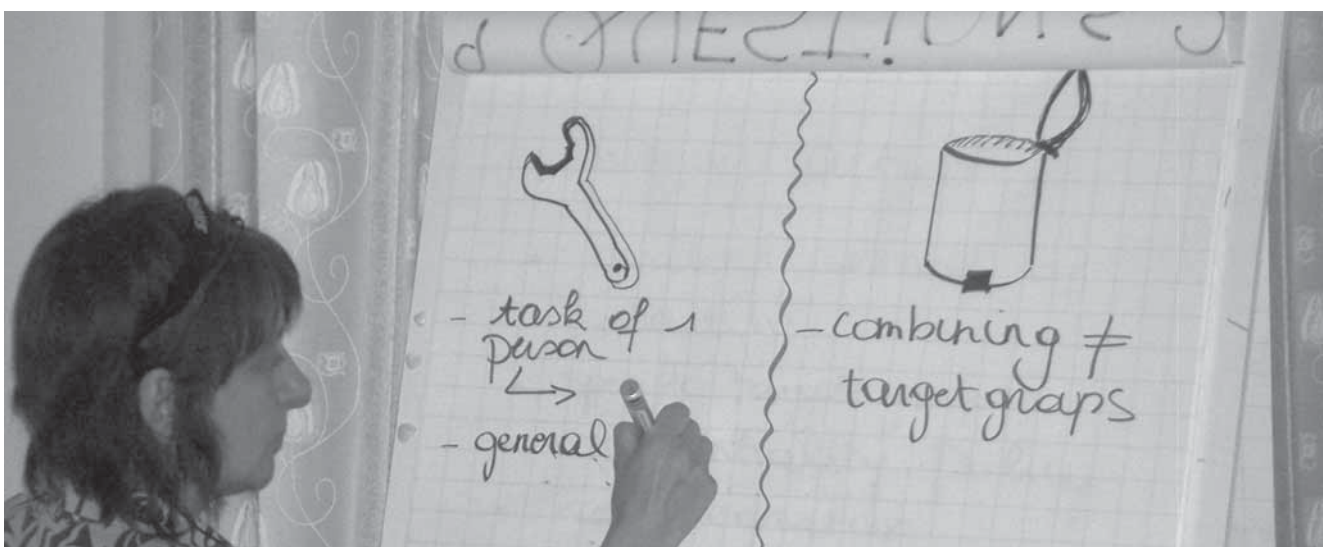


CONCEPT & PROGRAMME

The SALTO Youth Inclusion Forum was an exciting event that allowed lots of quality interaction. The organisers wanted to reduce the one-way inputs to some “food for thought” inputs and intended to focus on **contributions and expertise of the participants**. The Programme addressed the following points:

- Give an **overview** of past SALTO Inclusion achievements & taste some of the SALTO inclusion methods developed at its courses
Have the possibility of giving and collecting **feedback and suggestions** for future SALTO Inclusion work
- Introduce the new draft **Inclusion Strategy** for a new Youth in Action Programme of the European Commission
Analyse the new inclusion strategy from **different perspectives** – collect feedback and suggestions for fine-tuning the strategy
- Reflect on the **roles & tasks** of different stakeholders and set up action plans for inclusion
- **Exchange good practices** and present inclusion projects, inclusion publications, developed networks of inclusion organisations, inclusion tools and methods at the Inclusion Fair

All this was mixed with some stimulating social activities which helped in getting to know each other, networking and discovering multi-cultural Antwerp. All this in two intensive days. Find below the detailed timetable.



Thursday, 12th October 2006

(The sessions marked with @ were transmitted online via webcam & chat)

- 14:00-23:00 Registration of Participants
 By Welcome Staff
- 19:00-22:00 Welcome Reception & Get-to-Know you
 Buffet Dinner
- 21:00-21:30 Briefing Rapporteurs & Facilitators of Working Groups
 By General Rapporteur & Programme Coordinator





Friday, 13th October 2006

08:30-09:30	Set up the Inclusion Fair
09:30-10:00	The Inclusion Forum in its Context @ Official opening and situating the forum in its political context By Karel Bartak (Head of Youth Policy Unit, European Commission)
10:00-10:30	6 Years of SALTO Inclusion @ An overview and celebration of the achievements of the inclusion work of the SALTO Inclusion resource centre - from the start on into the future... By Tony Geudens (SALTO Inclusion)
10:30-11:00	Coffee Break & Inclusion Fair
11:00-11:30	Towards a Youth in Action Inclusion Strategy @ A dynamic overview of what can be done within the new Youth in Action Programme to stimulate and support the inclusion of young people with fewer opportunities By Peggy Genève (Youth Programmes Unit, European Commission)
11:30-12:30	Inclusion Strategies? What for? Four workshops on sharing experiences in using Inclusion Strategies within your organisation or agency. What worked and what didn't? Conclusions for the future...
12:45-14:00	Lunch
14:00-14:30	Inclusion Fair @ Time to discover your colleagues' good practices...
14:30-16:00	Five workshops exploring how the new Inclusion Strategy for the Youth in Action Programme addresses the needs of this target group and what could be improved... <ul style="list-style-type: none"> • Inclusion of Young People with a Disability • Inclusion of Rural & Isolated Youth • Inclusion of Ethnic & Religious Minorities • Inclusion of Youth at Risk • Inclusion of LGBT Youth
16:00-16:30	Coffee Break & Inclusion Fair

16:35-17:30

Five workshops on methods, approaches and results on working with specific target groups based on the corresponding SALTO training courses. Get a taste of it!

A Taste of No Offence Methods @

Good examples of projects that can be undertaken with young ex-offenders or those at risk of offending. Why not promote Group Initiatives in (youth) prisons?

by Ülly Enn (Estonian NA YOUTH, SALTO TC No Offence 06)

A Taste of Enable Methods @

Empathy - putting yourself in the skin of a person with a disability. Trying out some methods and presentation of interesting project examples.

By Sonia Holubkova & René Opsomer (SALTO TC Enable 03)

A Taste of Inclusion & Diversity Methods

Putting yourself in the skin of someone else... a dynamic simulation game (put on your sporty shoes!)

By Susie Green (SALTO Diversity, SALTO ID Training Modules 05)

A Taste of Rainbow Methods

Being politically correct or not... A challenge for inclusive youth workers.

By Ioana Contu & Ilke Jaspers (SALTO TC Rainbow 05)

A Taste of Inclusion through Sports Methods

Reflections and actions about using sports as a method in the work with young people with fewer opportunities.

By Kathy Schroeder (SALTO TC Inclusion & Sports 04)

20:00-...

Dinner in Town



Saturday 14 October 2006

(The sessions marked with @ were transmitted online via webcam & chat)

- 09:00-09:30 **Inclusion Strategy Feedback ~ Different Target Groups @**
An overview of the conclusions from the Target Group working groups - what do different target groups need, in order to get more opportunities in the Youth in Action Programme?
- 09:30-10:15 **Is Inclusion just a new Fashion? @**
A thought provoking input, questioning exclusion and putting inclusion into perspective. Food for thought for the following working groups
By Dirk De Vilder, Outward Bound Belgium
- 10:15-11:30 Devil's Advocate - Four workshops to come up with reasons to agree or disagree with the provocations. Making clear what inclusion efforts are good for, or not.
- 11:30-12:00 Coffee break & Inclusion Fair
- 12:00-12:30 **Gallery of Inclusion Recommendations @**
Sharing what are the strengths and weaknesses of the Inclusion Strategy, and recommendations for improving it
- 12:45-14:00 Lunch & Inclusion Fair



14:00-16:00

Steering inclusion: Developing an Inclusion Strategy @

Working together with National Agencies and organisations on developing inclusion strategies in their organisation: inventory of needs and opportunities.

By Kathy Schroeder & Ann Hendriks (SALTO Inclusion)

Steering inclusion: Future SALTO Inclusion work @

A brainstorm on what SALTO could contribute to the inclusion of young people with fewer opportunity in the Youth in Action Programme and to inform the future SALTO Inclusion work.

By Tony Geudens (SALTO Inclusion)

Steering inclusion: Inclusion & Recognition

Exploring ways to stimulate and support recognition of youth projects for those that possibly need it most.

By Rita Bergstein (SALTO Training & Cooperation)

Steering inclusion: Diversity & Inclusion

Exploring bridges and differences between inclusion and diversity work.

By Susie Green (SALTO Inclusion)

16:00-16:30

Coffee Break & Inclusion Fair

16:30-17:00

Taking Action @

Creating an overview of what different people can do to make inclusion more of a reality

17:00-17:30

Conclusions & Rounding Off @

By General Rapporteur: Jochen Butt-Pośnik & Coordinator: Tony Geudens

20:00-23:00

Goodbye Evening

Sunday 15 October 2006

Departure



THE STORY OF THE SALTO INCLUSION FORUM

What did we pass and where does the journey go?

Antwerp is one of the most important harbours in the world. If you opened the window you could smell the water and hear the seabirds. So nothing is more obvious than comparing the SALTO Youth Inclusion Forum (12 - 15 October 06) to a boat.

Stormy waters, heavy winds, huge waves... great metaphors which would go well with the one of the boat but none of these really applied when I tried to draw conclusions after the Inclusion Forum ended. The Inclusion Forum was at the first glance a very filled and constructive gathering of more than **75 experienced professionals** from various backgrounds in the field of social inclusion and youth. 40 inclusion youth workers which were selected from a number of more than 170 applications, 20 National Agency Officers, representatives of the European Commission and the Executive Agency Education & Culture, of four SALTO Resource Centres and of the European Youth Forum and more than **15 people being active as staff** to ensure it all went smoothly: coordinating the Programme, the visual and written documentation of the event, setting up the virtual inclusion forum, taking care of the participants' needs,... The boat was well filled when we started our trip.

All passengers made their way to the venue, the former monastery and hospital "Elzenveld" in Antwerp. The official opening was done by Karel Bartak, Head of the Youth Policy Unit, DG Education & Culture of the European Commission. He framed the meeting within the political streams of **European youth policy**, hereby pointing out the efforts the EU has made in the last years to make the social inclusion of young people a priority and to mainstream it into the field of education, social and employment policies. In line with the Lisbon Strategy, the European Youth Pact is one of the policy coordinates for social inclusion on EU level and focuses on the following areas:

- ★ Social inclusion of young vulnerable people,
- ★ Increasing the employment of young people,
- ★ Reducing the number of early school leavers.

In Mr. Bartak's words, more awareness than ever towards social inclusion and the relevance of an inclusive youth policy exists now in EU - leading to even **more attention being placed on young people with fewer opportunities** in the new Youth in Action Programme (2007 - 2013). Other political instruments such as the Open Method of Coordination put emphasis on active citizenship of young people; in addition, a number of meetings in the first half of 2007 show that "doing away with social exclusion of young people will be on the top of our agenda for the next year". A supportive inclusion wind is guaranteed.

Tony Geudens from the SALTO Inclusion Resource Centre later showed how the six years of the existence of this Resource Centre were used to **support social inclusion** by training, publications, advocacy and much more. His look back showed the increased need for the resources offered and how this need was fed by an increase of tools, support measures and networks for inclusion. It was this moment when Tony was able to present together with Susie Green (SALTO Cultural Diversity) the newest result of this cooperation: the ID booklet - IDEas for Inclusion & Diversity.

Another current shipping wharf was the draft of the "**Strategy of Inclusion of young people with fewer opportunities in the EU Youth in Action Programme**". It was presented in a vivid way by Peggy Genève of the European Commission with the support of Tony Geudens (SALTO Inclusion). The Inclusion Strategy aims to "ensure the accessibility of the Youth in Action Programme" and has among others the objectives:

- To increase the **quantity and quality** of inclusion projects within the Youth in Action Programme.
- To ensure a **common vision and commitment** among the different actors of the Programme in defining the target group and implementing the strategy;
- To promote the use of the Youth in Action Programme as an opportunity for **self-development and learning** for young people with fewer opportunities and as a possible stepping stone in their personal pathway; [...]
- To **make it easier** for youth workers working with young people with fewer opportunities to develop and implement "inclusion projects" within the Youth in Action Programme.



By clearly setting out what the outcomes are expected to be, defining the target group, and laying down key guidelines for further action at various levels, the draft Inclusion Strategy gave a great basis for discussions among those who are supposed to work with it daily. Is the Inclusion Strategy, as a map, clear and useful enough to set the social inclusion boat off in a good direction? In several workshops the participants of the Forum took a deeper look inside it. Most comments saw a lot of **benefits** deriving from such a Strategy, as “having a shared vision; having all noses pointed in the same direction”. The consultation with stakeholders at the Inclusion Forum was a crucial point in the development of the Inclusion Strategy. This was further explored in workshops on the inclusion of different target groups, to fine-tune the strategy for its use with for example youth at risk, LGBT youth, young people from ethnic or religious minorities, young people with a disability or those living in isolated or rural areas.

The first working day’s programme ended with tasty workshops: “A taste of No Offence Methods”, “A taste of Rainbow Methods”... were more than appetizers. These five workshops used the **methods and experience gained & used during SALTO Training Courses** of the last years, enabling participants to benefit from this accumulated treasure which fills the storage room of the Inclusion boat. Informal exchange on this common wealth took place not only at the permanent “Inclusion fair” which gathered materials and information of the projects represented, but also at various other times and places.

The morning of the next day saw various feedback given on the draft Inclusion Strategy by reporters of the day before. Being very tailored to target groups and giving the view of actors from the field; the draft of the Inclusion Strategy will be fed by this and a further **consultative process** steered by SALTO Inclusion started here.

Now it was pirate’s time: Dirk de Vilder from Outward Bound Belgium was invited to play the role of an “devil’s advocate” and provoke the audience with critical views on social inclusion. Dirk focused on the social frame of exclusion. He stated that: “**most young people have very ordinary ambitions to get a basic job, with a regular average income and a family which they can support.** These relatively simple ambitions, however, are not within the reach of many, who end up living precarious lives on the edge of society due to a mixture of exclusionary processes”. Thus, by focussing primarily on the factors in society that lead to exclusion rather than on the “deficiencies” of the young people, he came up with an alternative set of questions geared towards a social inclusion strategy within the framework of the Youth in Action Programme, especially asking for flexibility, participation of the young people and “different answers to different problems”.

But was he really the pirate whose provocations turned the boat upside down? In workshops reflecting on Dirk's presentations there was no mutiny on the Bounty, but it seemed as if his invectives were found self-evident and were not much questioned. A demand for **flexibility** in using the Programme frame by NAs was seen as well as a need for **tailor-made approaches** for different target groups. Among others, further recommendations pointed out the importance of better cooperation between NAs and between the Commission and NAs, better promotion of the Programme's possibilities for young people with fewer opportunities and the necessity of building bridges with other support structures.

Now, does this set the Inclusion boat off in a clear direction? Further effort was placed on this in four "Steering Inclusion" workshops which aimed at collecting **views on future activities** in the fields of inclusion, diversity, recognition and strategic thinking. At the end of this inclusion trip participants were asked to fill in **action plans** to contribute to the waves of inclusion. Jochen Butt-Pośnik rounded off with some first conclusions on the direction the inclusion boat is taking.

Three main orientations were already visible at the horizon:

- The Inclusion Strategy in the frame of the Youth in Action Programme should allow updates with stakeholders' **consultation and feedback**, implying a close collaboration between the European Commission and SALTO Inclusion;
- Concrete **recommendations** that have been worked out during the Forum how to use Youth in Action in an inclusive way have been collected and will be spread among NAs, the European Commission, SALTO and social workers;
- An extensive **report** (in your hands) will document these recommendations so that a record of all the good work done will be available.

Furthermore it can be stated that the various contacts and refreshed networks among the participants and the first use that was made of a "Virtual Forum" to include those people which did not have the opportunity to attend the meeting physically are more great results. We could conclude that such an Inclusion Forum brings fresh wind and new motivation to sail on from Antwerp with fresh energy...

Jochen Butt-Pośnik, General Rapporteur

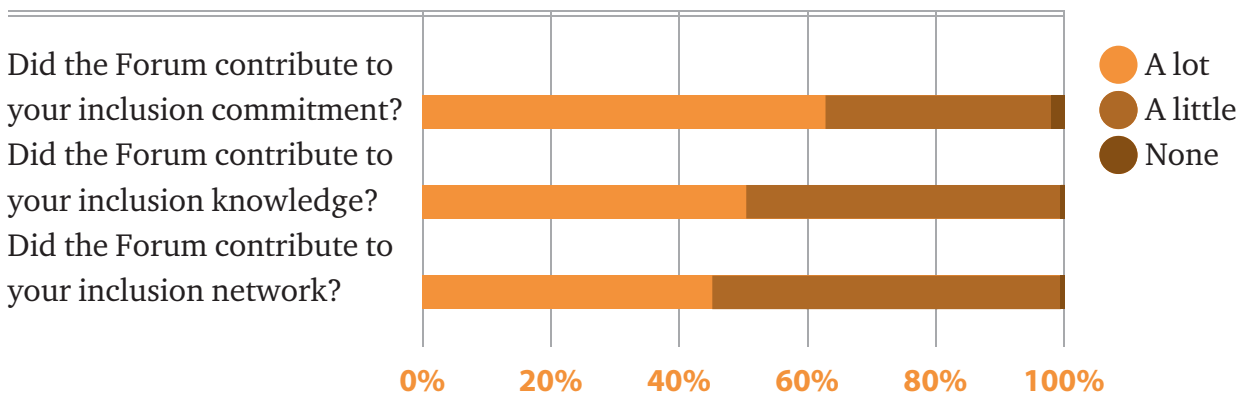


IMPACT OF THE SALTO YOUTH INCLUSION FORUM

The Inclusion Forum was **evaluated very positively** by the participants of the conference. From the evaluation forms collected from the participants after the SALTO Inclusion Forum, it became very clear that the event contributed to:

- ★ people's **commitment** to work on inclusion (63% said 'A lot', 34% 'A little', 3% 'None' - because they were already committed before)
- ★ to their **knowledge** about (European) inclusion issues (51% 'A lot', 49% 'A little')
- ★ it increased their **networks** in the field of inclusion (46% 'A lot', 54% 'A little')

Impact of the SALTO Inclusion Forum

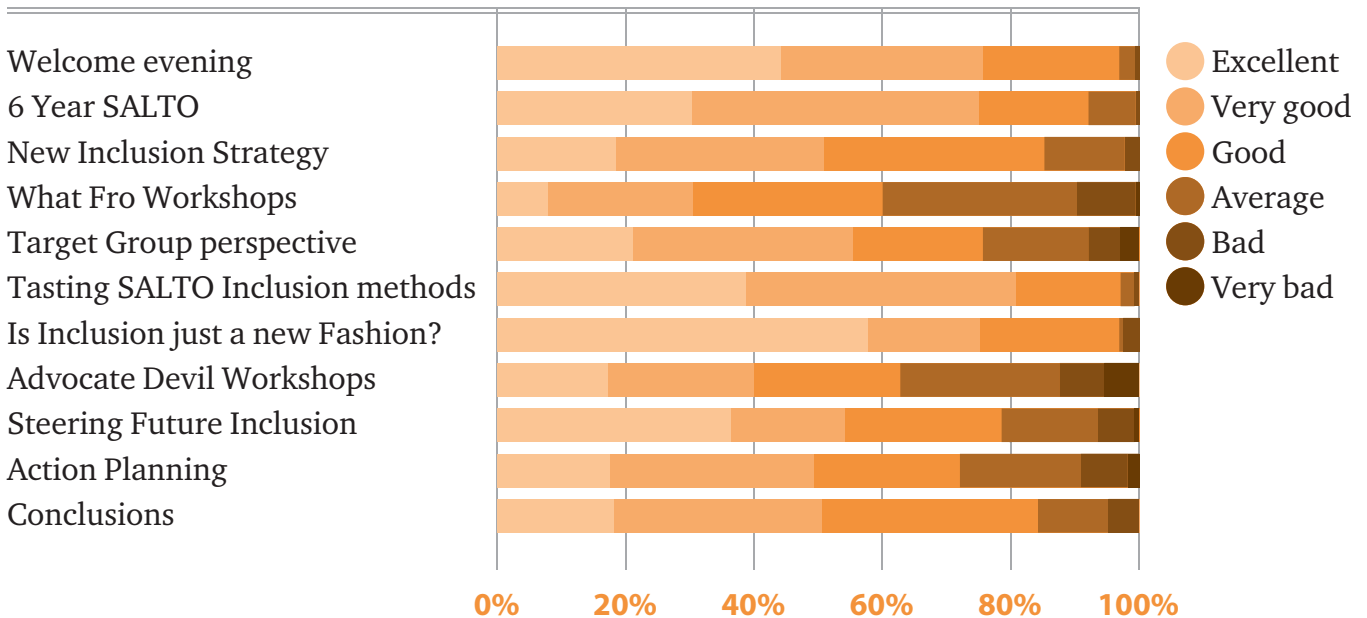


PROGRAMME ELEMENTS

The Inclusion Forum was composed of interactive programme elements, with a focus on workshops where the participants could interact. Find an overview of the most appreciated sessions:

- ★ “Is inclusion just a new fashion” - input by Dirk de Vilder (97% of participants rated it positively)
- ★ Tasting SALTO Inclusion Methods – from previous SALTO Inclusion courses (97%)
- ★ Welcome evening – with the get to know games (97%)
- ★ 6 year SALTO presentation - by Tony Geudens (92%)
- ★ Conclusions of the SALTO Inclusion Forum - by Jochen Butt-Pośnik (85%)
- ★ New Inclusion Strategy for Youth in Action presentation - by Peggy Genève & Tony Geudens (86%)
- ★ Steering Future Inclusion work – working groups (79%)

Evaluation Programme - SALTO Inclusion Forum



👉 Find a full overview of the event reporting at www.SALTO-YOUTH.net/InclusionForum/

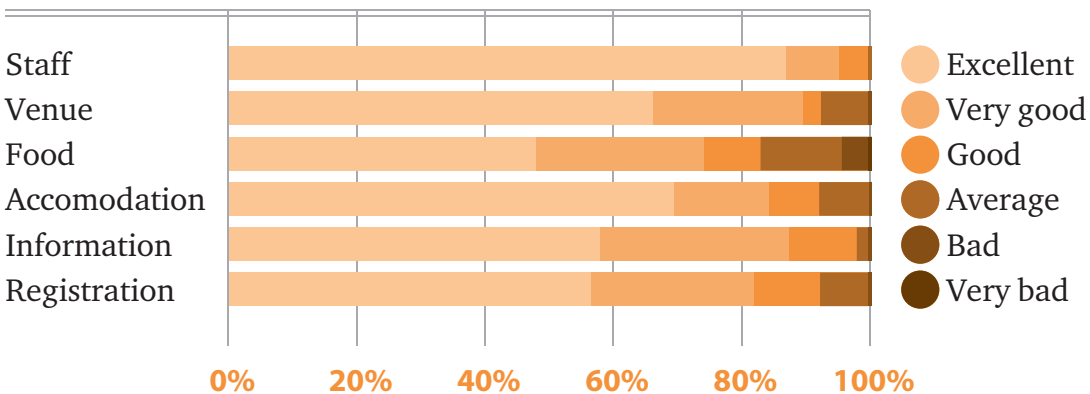


ORGANISATION OF THE INCLUSION FORUM

Organisation wise - the event was very well prepared and implemented - a **BIIIIG compliment to the staff**: 88% of participants gave full marks to the Inclusion Forum staff, and the remaining 12% judged them either as “very good” or “good”.

Participants judged the registration procedure (92%) and the information received before the event (98%) as positive. They also appreciated the accommodation (92%), the food (83%) and the venue Elzenveld (94%). A very impressive recognition of the quality of the event.

Organisation of the SALTO Inclusion Forum



VIRTUAL INCLUSION FORUM

The SALTO Youth Inclusion Forum was evaluated very positively by the participants at the conference. However, the conference reached a **wider audience** than the 75 people in Antwerp. A Virtual Inclusion Forum was run in parallel and linked to the live conference.

Most of the sessions of the Inclusion Forum were **broadcast online via web-cams**. It was also possible for online participants to contribute to the discussion groups in the different **chat rooms** (projected on big screens) which were moderated by SALTO chat moderators. Discussion points and questions were launched in the chat room as well as in the live working group, and at regular intervals the chat moderator would summarise the points made online with the live working group, and the other way around.

This was an attempt to give the 70 not-selected applicants (and other relevant inclusion workers) the opportunity to take part, almost as if they were there. With a bit of extra investment, **203 extra participants from 30 countries** could benefit from the Inclusion discussions.

- ★ on Friday 13 October 115 people logged on to the web cams and/or chat
- ★ Saturday 14 October they were 88 to check out the web cam and/or participate in the chat discussions

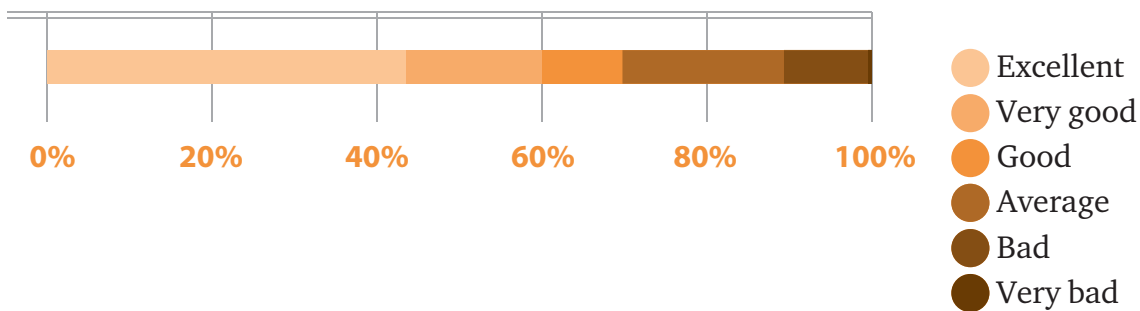
The SALTO Youth Inclusion Forum was also documented extensively in real time. As soon as sessions finished, reports were typed up and put online, by the Virtual Forum coordinator. During the Inclusion Forum (12-15 Oct 06) no less than **1900 Inclusion Forum pages were viewed in only 3 days**. The new SALTO ID booklet that was launched at the Inclusion Forum was downloaded 478 times within 1 month after the event – as well as 1991 working group reports or handouts from the Inclusion Forum.

As for the visual documentation of the Inclusion Forum, both pictures were taken by the conference photographer and participants, but also video-clips were made by a Flemish Youth & Media organisation. No less than **15 video-clips were developed and put online within hours after each session**. In the 4 weeks following the Inclusion Forum these video-clips have been downloaded 1455 times!

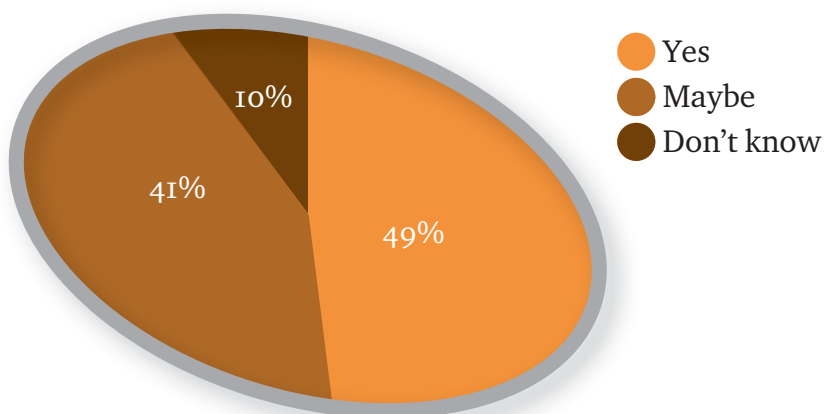


We asked the participants at the inclusion Forum in Antwerp what they thought of the participation in the Inclusion Forum discussions of outside people via the internet. **70% of participants were positive about this Virtual Inclusion Forum**; 30% were more doubtful, partly because the videos & microphones (needed to broadcast the sessions) hindered the discussions, partly because the discussions in the chat and in the working groups were often on different tracks and speeds and little interaction between the online and live discussion was possible because of that. When asked if this possible Online Participation should be expanded to other conferences, 49% answered a clear YES, 41% maybe, but nobody said NO.

How do you rate the Virtual Inclusion Forum?



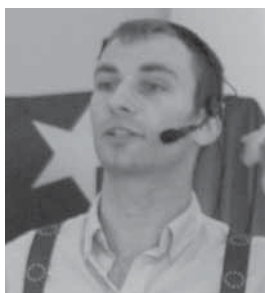
Should ONLINE participation be expanded to other conferences?



THE INCLUSION FORUM

TONY GEUDENS - tony@salto-youth.net or tony@geudens.com

Event & Programme Coordinator



Tony Geudens has been the driving force of the **SALTO Inclusion Resource Centre** (in Belgium-Flanders) since its start in September 2000. Through the years SALTO Inclusion has been working with a variety of inclusion target groups, which puts it in an ideal position to bring different stakeholders of the inclusion work in Europe together. Tony got inspiration for the SALTO Inclusion Forum from successful conferences he organised before (Bridges for Training, Bridges for Recognition). Tony co-drafted and edited this conference report together with Jochen Butt.

JOCHEN BUTT- POŚNIK - jochen.butt@freenet.de

General Rapporteur



Jochen Butt-Pośnik is currently 34 years old and a trainer and project manager in the field of European youth work. He has set up numerous voluntary activities and youth initiatives, and worked in political youth organisations and a social centre. His non-profit consulting office “Profondo” works closely together with unemployed youth. Nowadays, Jochen is mainly doing national and European training and seminars, moderating conferences and struggling with learning Polish. Jochen was responsible for collecting, collating and writing the report of the Inclusion Forum.



PEOPLE

HÉLÈNE BARKOVIC – encibar@yahoo.de

Virtual Inclusion Forum Coordinator



Hélène Barkovic is a freelance trainer, currently living in Belgium. She works with youth NGOs as well as with companies and international institutions, mainly in the field of intercultural communication and human resources development. She's eager to jump on new challenges and the SALTO Inclusion Forum was one of these new challenges. Hélène was responsible for the coordination of the Virtual Inclusion Forum which allowed over 200 extra participants to participate in the conference.

TINE VAN ROY – tine@dominiquemodels.com

Logistics & Participant Management



Tine van Roy has been working as an Information officer for the Belgian-Flemish National Agency of the YOUTH Programme for over 6 years. 3 years ago she joined the SALTO Inclusion team to take care of the logistics and participant management of the SALTO training courses and of the SALTO Youth Inclusion Forum. Unfortunately she will be leaving the youth sector in 2007 for a new challenge in her life. SALTO will miss her!

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Inclusion of young people with fewer opportunities has been a priority in the European Commission's youth programmes from the beginning.

With the new Youth in Action Programme (2007-2013), a new European Inclusion Strategy has been developed to ensure accessibility of the Programme for ALL.

The SALTO Youth Inclusion Forum, and a parallel Virtual Inclusion Forum in October 2006, gathered a great variety of inclusion experts and practitioners who gave their feedback and recommendations on how to increase social inclusion in European youth work.

This booklet collects the findings of the participants and contributors at this Inclusion Forum and a number of practical proposals for the work with different groups of young people with fewer opportunities. It already triggered changes in the Commission's Inclusion Strategy and SALTO Inclusion's work for the near future.

Maybe it could also inspire YOU !?

The Youth Inclusion Forum was organised by the SALTO Inclusion Resource Centre and financially supported by the European Commission and CIRIUS, the Danish National Agency of the YOUTH Programme.

This report and the full documentation of the Inclusion Forum can be downloaded from : www.SALTO-YOUTH.net/InclusionForum/



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