

‘We Are All Europeans’

Your guide for projects with migrant, minority and multicultural youth groups

salto|youth

SALTO Cultural Diversity Resource Centre

SALTO stands for 'Support, Advanced Learning and Training Opportunities'.

SALTO-YOUTH is a network of eight Resource Centres working on European priority areas within the youth field supporting the European Commission's 'Youth in Action' programme.

The SALTO Cultural Diversity Resource Centre is based at the UK National Agency for the Youth in Action programme, at the British Council in London. We provide support, information and training courses on cultural diversity issues relevant to different countries and regions in and around Europe. We also have a website with tools, methods, materials and links which youth workers and organisations can access.

All publications and tools are freely downloadable on our website:

www.salto-youth.net/diversity



Youth in Action programme

The Youth in Action programme (2007-2013) is funded by the European Commission and provides young people and youth workers with a variety of opportunities for non-formal learning with a European dimension.

Its general objectives stated in its legal basis are:

- Promotion and development of young people's active citizenship
- Solidarity and social cohesion
- Development and promotion of quality support systems
- European-wide co-operation

The Programme supports projects such as Youth Exchanges, Youth Initiatives, Youth Democracy Projects, the European Voluntary Service, training courses, networking activities and much more.

For further information visit the website of the European Commission:

http://ec.europa.eu/youth/index_en.htm

NB: The Youth in Action programme comes to an end in December 2013 and will be replaced by Erasmus+, the new EU programme for Education, Youth and Sport. Read more about Erasmus+ here:

<http://ec.europa.eu/youth>

Contents

2 Introduction

■ Part one - Five key actions:

- 5 Empowering
- 9 Informing
- 13 Including
- 15 Bringing communities together
- 19 Participating

■ Part two - Funding for your youth project:

- 27 Youth in Action for intercultural youth projects
- 29 Other sources of funding for intercultural youth projects

■ Part three - Reaching more young people, connecting to other youth groups, making a bigger impact:

- 31 Becoming a 'Cultural Coach'
- 32 Finding partners for youth projects – the Otlas database
- 32 Make Waves – Have Impact!

- 34 More resources to start an intercultural youth project

■ Introduction

Europe is there for all its citizens. The European Commission and SALTO Cultural Diversity work together to ensure that cultural diversity is understood, respected, and promoted within Youth in Action and beyond.

SALTO Cultural Diversity (<http://www.salto-youth.net/rc/cultural-diversity/>) is a Resource Centre that provides training, publications and resources to support youth work in this area. Through SALTO-YOUTH training courses, youth practitioners from all over Europe unite to discuss, exchange and inform youth work practices in Youth in Action Programme and Partner countries. SALTO-YOUTH also collaborates with international agencies to inform discussions and policy on youth work at European level.

The needs and aspirations of young people with a migrant or minority background are among the causes that SALTO Cultural Diversity has at heart. According to the Parliamentary Assembly Council of Europe (PACE), 'Young migrants [...] should be, like their peers, the voters, the opinion-makers, the politicians and the workforce of tomorrow.'¹ However, in Europe, young people with a migrant background still tend to score more poorly than their peers at school and get less skilled jobs, at parity of qualifications², and are often stereotyped by the media.

SALTO Cultural Diversity has already produced various materials for youth with a migrant and minority background, including, for example, informative booklets in minority languages. However, 'We Are All Europeans' is the first resource that collates several of the resources SALTO Cultural Diversity and other youth organisations have produced around youth work with migrant, minority and multicultural groups. In order to meet the needs of grassroots groups, this guide was designed collaboratively with organisations all over the continent, and contains tips and case studies from youth workers and young people.

Cultural and linguistic diversity is sometimes an obstacle to communication, while the media often portray migration as a threat. However, SALTO Cultural Diversity believes that cultural diversity is an essential characteristic of healthy societies, and that stereotypes not only hamper dialogue, but can also negatively affect all members of society. This booklet shows how youth projects can empower young people to see cultural diversity as an asset, and migration as an opportunity. This booklet aims to convey a positive and empowering image of youth with a migrant and minority background, and to encourage all young people to 'dare to be different', step out of the crowd, meet their European neighbours near and far and use their difference to make a difference.

How was this guide produced?

'We Are All Europeans' was created by a diverse pool of people from all over Europe and beyond, with expertise in different areas of intercultural youth work.

1 Parliamentary Assembly Council of Europe (PACE), (2002), Doc. 9645, 'Situation of young migrants in Europe – Report'.

2 OECD, (2009), 'OECD reviews of migrant education: closing the gap for migrant students: policies, practices and performances'.

A participative workshop brought together representatives of migrant and minority youth organisations, SALTO Cultural Diversity and Youth in Action staff for a day. The workshop identified priority areas and methods for intercultural youth work with young people from minority and migrant backgrounds. Young people and youth workers from all over Europe contributed with case studies, tips and project ideas. Background research identified academic texts, toolkits and good practice in this area from SALTO-YOUTH and beyond.

What does ‘We Are All Europeans’ contain?

The guide is designed to support young people and youth workers to create intercultural youth projects using effective educational and project planning tools and, if applicable, Youth in Action funding.

The structure of the guide follows the project planning cycle and is divided into three main parts:

- Five key actions (ideas generation and project planning);
- Fund your youth project (financial tools to transform ideas into reality);
- Reaching more young people and connecting to other youth groups (project promotion and dissemination).

At the participative workshop the five key actions (empowering, informing, including, bringing communities together, and participating) presented in the first chapter were identified through a technique known as ‘Card Technique’ or ‘Metaplan’³. This allowed us to categorise ongoing projects and publications focusing on youth work with young people with a migrant or minority background under common objectives. This enables the reader to recognise similarities and join forces with other youth groups in Europe.

The actions are not only connected with the overlapping areas of SALTO-YOUTH expertise, but also offer a range of tools and methods to promote cultural diversity in a holistic way. Project ideas under the five actions are connected to relevant funding schemes under the Youth in Action programme and youth work tools and techniques.

Who is it for, and how can I use it?

This guide is for all young people, youth workers and youth organisations that wish to carry out projects with migrant, minority or multicultural youth groups. It can be used to:

- Inspire ideas to set up youth projects;
- Learn about funding opportunities;
- Learn more about migrant and minority youth in the EU;
- Find tips and inspiration to include and value culturally diverse youth.

We hope to inspire you to create new projects, help you when you experience obstacles, and facilitate reflection on issues and opportunities for all youth in Europe, including young people with a migrant or minority background. Go for it, use your difference to make a difference!

3 To learn more about this technique, visit the Multi Stakeholder Processes Resource Portal at <http://portals.wi.wur.nl/msp/?page=1219>.



■ Part one - Five key actions

1) Empowering

Empowerment means 'power from within'⁴. It implies discovering one's skills, transforming emotions into energy and ideas into projects.

Promoting young people's awareness of their roots and contributions to the community, and training young people's leadership skills are empowering activities⁵.

This section shows examples of youth projects that use cultural diversity as a basis for youth empowerment, and shows how you can use the Youth in Action programme to achieve the same aim.

'Desi To Pardesi - Home & Away'

'The first generation of Pakistanis who arrived from Pakistan to live and work in the UK contributed enormously to the prosperity of Huddersfield and continue to enrich it in various ways. There is, however, very little known about the experiences of the early settlers beyond general stereotypes.

Young people wanted to put this record straight: the arrival of Pakistani migrants to the UK was no accident. The young people wanted to demonstrate that Pakistani people were invited by the UK Government to bolster the British economy.



⁴ See Jo Rowlands, (1995), 'Empowerment examined', *Development in Practice* 5 (2): 101-107.

⁵ An excellent reference book about youth empowerment through non-formal education is Paulo Freire's 'Pedagogy of the Oppressed' (1984), published by Continuum Press.

Through this project, young people of Pakistani origin researched, shared and archived the experiences of the first people arriving in Huddersfield from Pakistan. They also created a DVD, an exhibition and a booklet based on the interviews.

In the project, young people highlighted that the first generations of Pakistani who travelled to live and work in the UK became the backbone of British textile and heavy industry, taking up low-paid, manual labour with long working hours.

The entire project was a rewarding experience for all involved. Young people learnt from the experiences of the interviewees and revised their perceptions of their roots in their journey of appreciation of their identity⁶.

Ishtiaq Ahmed, Huddersfield Pakistani Community Alliance, UK, 2010 – 2011.

Find out more about this project at:

www.hpca.org.uk

The 'Desi to Pardesi' project makes use of Participatory Action Research. You can find out more about Participatory Action Research on page 23 of this booklet.

Projects like this can be financed through Youth Initiatives (Action 1.2) of the Youth in Action programme.

National Youth Initiatives are projects proposed by a group of young people in one of the countries involved in the Youth in Action programme. They can be realised at local, regional or national level. Local Youth Initiatives are a great way to include in your project young people with limited or extremely limited mobility, like, for example, asylum seekers, people under eighteen who migrate on their own and youth in foster care.

'Discover the world in your neighbour' can be an excellent theme for a local Youth Initiative focused on Cultural Diversity. In fact, due to migration processes, it is often not necessary to travel in order to meet people from other countries and discover different cultures. Sharing elements from one's culture can be an empowering experience for all involved and if each cultural group presents something about themselves, even the 'local ones', the cultural exchange can become truly mutual.

You can find out more about Youth Initiatives on page 28 of this booklet.

⁶ This project was funded by Heritage Lottery Fund (HLF).

‘From the Neighbourhood to Europe’

‘As a youth worker, I noticed that while young people are often enthusiastic about joining youth exchanges and travelling abroad, many of them rarely volunteer in their hometown. I founded ‘The Bolton Cultural Dialogue’ to involve disadvantaged young people in volunteer projects in their hometowns, so they can develop skills that they can later use abroad in projects like Youth Exchanges. **I think that young people will have a better ownership of a youth exchange if they first develop skills in their community.** My organisation aims at building up young people’s self-esteem and leadership skills before going abroad, in order for them to take full ownership of the international exchange.’

Amina Atcha, ‘The Bolton Cultural Dialogue’, UK, ongoing project.



Youth Exchanges are gatherings of young people from different European countries, for periods from one to three weeks.

Youth Exchanges can be an occasion to reflect on the advantages of coming from a multicultural background, and to increase the self-esteem of young people who do so. In fact, bilingual young people and experienced intercultural navigators are an asset for a group travelling abroad. Using one's intercultural and linguistic skills to help oneself and the whole group can significantly improve self-esteem.

Youth Exchanges also have the potential to show young people that opportunities outside their neighbourhoods exist and that young people all over Europe have similar experiences.

Youth Exchanges can be financed by Action 1.1 of the Youth in Action programme. Go to page 28 to find out more.

What SALTO can do for you - SALTO-YOUTH Training Courses (TCs)

Training courses are a great way to gain skills, connect with like-minded people and acquire the knowledge and the confidence to start a youth project. SALTO-YOUTH training courses focus on themes ranging from cross-community work to youth employability, and many other areas connected with youth empowerment and with the promotion of non-formal education. Courses are generally free of charge and expenses are covered by a grant from the National Agencies for the Youth in Action programme.

The European Training Calendar contains:

- A full list of SALTO-YOUTH training courses;
- Courses created by youth NGOs;
- Space to promote your own training.

You can visit the European Training Calendar here:

<http://www.salto-youth.net/tools/training/>

You can finance the creation of your own training course on a youth work theme through Action 4.3 of the Youth in Action programme. Go to page 28 to find out more.

2) Informing

‘Knowledge is power’⁷, and informative projects often have an empowering effect on their participants. However, they differ from the empowerment projects above as they do not necessarily require the active participation of the beneficiaries.

An informative project on the areas of migration and cultural diversity can go mainly in two directions:

- A.** Information about migration and cultural diversity directed to the whole society;
- B.** Information directed to migrant and minority groups, focusing on their rights and opportunities.

This section shows examples of informative projects in the area of cultural diversity and provides some useful tools to create your own project on informing about cultural diversity.

A. Promoting a positive image of migration and cultural diversity

Migration is part of the European identity: people have migrated into and out of Europe for centuries⁸ and European societies are composed of people with many different backgrounds. Migration can bring new ideas and enrich society: Albert Einstein, for example, was a refugee.

Documentaries, educational toolkits⁹, flash mobs and storytelling are great ways to promote a positive image of cultural diversity and migration processes. Here are some project examples that use similar methods.

Vegurinn Heim - The Road Home – Information about cultural diversity through traditional media

Youth Initiative (Youth in Action 1.2)

‘We think that migrants are often stereotyped by the media and that migration is rarely explored as a school subject. Our project wanted to counterbalance negative discourses on migration by shedding light on its personal and human aspects.

7 Sir Francis Bacon, (1597), Religious Meditations, Of Heresies.

8 For a history of European emigration see, for example, <http://www.casahistoria.net/emigration.htm>.

9 We listed two for you on page 34 and 35.



The project consists of two parts: a documentary and an educational toolkit about migration. The toolkit includes reading, exercises, games and role plays.

The documentary portrays migration through the eyes of five children, aged from 7 to 12, whose parents have migrated to Iceland from all over the world. We often notice that migrants' voices are rarely heard on TV so we decided that in our documentary young people would talk without a running commentary.

The children's reflections on learning a new language and attending school in a new country touch the themes of growing up and belonging across different countries and challenge current perceptions of the role of national identity in contemporary Europe.

We have liaised with several media agencies to distribute the film and we aimed to show the film in all elementary schools in the country.'

Oddný Helgadóttir and **Jón Gunnar Ólafsson**, Iceland, 2010.

This project has used simulations and role plays. You can find out more about simulations and role plays on page 22 of this booklet.

‘Cultural Coach - Making It Reality’, spreading your message through a flash mob

Spreading a positive message about your community and raising the visibility of your youth project at the same time can be simple. Fifty five youth leaders from different backgrounds organised a big flash mob in Helsinki’s square in June 2011. The event involved several passers-by through ‘free hugs session’, dance and other fun activities.

The event not only spread awareness of the positive contributions of culturally diverse groups in Europe, but attempted to build trust between different communities: through the planning and execution of the flash mob, the youth leaders gained skills that they can now employ in their home towns to spread similar messages.

The flash mob was organised during the action seminar ‘Cultural Coach – Making It Reality’, organised by the Finnish National Agency with the support of SALTO Cultural Diversity in Helsinki, Finland in June 2011.

Watch the video ‘Cultural Coach’ on Youtube!

<http://www.youtube.com/watch?v=0SxsLb45KI4>

Rete Together - Using social media to communicate your message

Rete Together is a network of new Italians who spread information and promote campaigns and events through their website, blog and other social media tools. Find out more at:

www.retetogether.it (Italian only)

Informing new Europeans about how to access health, education and legal services

Access to education and health care is a right of all young people in Europe, and non-discrimination is a human right and an EU priority. However, not all young people are aware of this. Spreading information about how to access health, education and anti discrimination services can literally save lives.

Bué Fixe ('very cool' in Portuguese slang) is an organisation led and created by young people with an African background in Lisbon. In 2011, Bué Fixe created a blog, a magazine and a radio programme where young people share information about HIV prevention, schooling and health for young people living in Lisbon and the Tejo valley. You can find out more about their projects at:

www.buefixe.org (Portuguese only)



Sex education is a taboo in some communities, and many young migrants come from countries that do not provide sex education programmes. In order to approach sex education in culturally sensitive ways, you can involve intercultural mediators, or provide classes to groups composed only of girls or of boys. Information can also be spread via radio, as the example of Bué Fixe above shows.

3) Including

‘Young people are rarely hard to reach! They are often just around the corner.’ (**Nim Njuguna**, NECT, UK – participant in the ‘We Are All Europeans’ workshop in 2011)

Why do some youth projects attract culturally diverse groups of young people while others do not? This section provides tips and tools in the area of inclusion.

1. Including young women

Recruiting female youth workers and organising women-only activities can help to include more young women in youth projects. In fact, young women from some communities may prefer – or only be able to attend – activities that involve only women.

Making activities gender-sensitive is often a wise decision. For example, many games involve physical contact, and not everybody likes this! Make sure that all participants feel comfortable in activities that involve physical contact and avoid them if participants express concerns.

2. Involving parents

Young people belonging to some communities may not be allowed to participate in youth projects without their parents’ consent. So, it is often a good move to meet parents, inform them about your youth activities and build trust to involve young people¹⁰.

Meeting parents is a great opportunity to let them know that young people from their community have valuable skills and can make a difference for the whole society, and can also raise awareness of the potential of non-formal education.

Last but not least, involving families can increase the impact of your project from young people to their parents and communities.

3. Including young people with limited or extremely limited mobility

(e.g. asylum seekers, young people without a legal right to stay, young people under 18 who migrate alone and youth in foster care).

You can include young people who cannot travel in your project through a local Youth Initiative (Action 1.2). Find out more about Youth Initiatives on page 6 and 28. One example of a project involving young people in foster care can be found on page 19 and 20 of this booklet [‘Survivors’, by Sami Isonemi].

¹⁰ The ‘Starter Kit for Open and Inclusive Organisations’ produced by The Norwegian Children and Youth Council provides great guidelines in this area. You can download it here:
<http://www.lnu.no/sitefiles/1/dokumenter/kompetanse/mangfold/Startpakkeopenandinclusiveengelsk.pdf>.

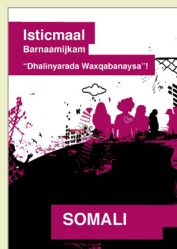
Informational materials at the Youth in Action programme are available

Yes, you do, and there are four great letters // **u** // in the set /a/ /e/ /i/ and /o/.

SALTO Inclusion offers training, publications and tools for youth work with:

Yes, we can find a theorem that would be called their own, even at

<http://www.solto-youth.net/rc/inclusion/>



4) Bringing communities together

Cross community work and intercultural dialogue are two of the areas at the core of SALTO Cultural Diversity. Involving various communities in a youth project can promote cross-cultural friendships and break down stereotypes.

Cross community work does not always need to focus explicitly on the promotion of cultural diversity. Simple activities like farming and harvesting, drumming, yoga or dances are powerful universal languages that can bring communities closer to each other. Moreover, simple activities cross language barriers and are good tools to combat the post-traumatic stress that refugee youth can face.







'Music Without Borders' - Music, not legal status



'The project started at a time of significant arrivals of refugees to El Cairo (Egypt). Many refugees were young people, and gang culture in the city was on the rise. 'Music Without Borders' brought together different youth groups through music. The first concert brought together two rival gangs on stage, playing for the same band, and was attended by more than six hundred people. The concerts are still going on, and the idea travelled to Norway thanks to Frode, a tai-chi master who is using music to connect young people from different cultural backgrounds in Oslo.'

Aboubakar Johnson Bakundukize, Egypt and **Frode Strand Karlsen**, Norway, Student Action for Refugees, ongoing project.

'Co-operation with the Neighbouring Partner Countries of the EU' – like Egypt – (Action 3.1 of the Youth in Action programme) provides funding for projects linking youth organisations inside and outside the European Union. You can find out more on page 28.

Action 4.3 of the Youth in Action programme offers funding for job shadowing, work visits and other training and networking activities. You can find out more on page 28.

5) Participating

Youth participation can be both a method and an outcome of a project.

Academic research shows that diversity can trump ability, and that a diverse group often comes up with more effective solutions than a group of experts¹¹. Participative methods enable you to use cultural and linguistic differences as assets, to come up with solutions that benefit from different points of view and to respond to a wide variety of needs.

By using participatory techniques, you '*Trust young people to trust themselves*' (**Charles Kyazze**, SLAWO – UK), and empower them to participate in wider decision-making processes.

If a project is participative, young people contribute to every aspect of it, from the **theme**, to the **objectives**, to the **tools** used.

You can find out more in:

Council of Europe, (1999), '**Participation and citizenship - training for minority youth projects in Europe**'.

Download it for free from the SALTO-YOUTH Toolbox at:

<http://www.salto-youth.net/tools/toolbox/tool/participation-and-citizenship-training-for-minority-youth-projects-in-Europe.1295/>

Checkoway and **Gutierrez**, (2006), '**Youth participation and community change**', Binghamton: The Haworth Press, Inc.

'We believe in you, so should you'

We are a group of young people who have survived in different ways in our lives and some of us grew up in foster care. We believe that '**surviving**' is not **measurable: everyone has different experiences and should set their own goals.**



¹¹ Scott E. Page, (2007), '*The difference*', Princeton: Princeton University Press. For examples, publications and tools, see also the site of the Consensus Building Institute at www.cbuilt.org.

Our main aim was to change old attitudes towards child welfare. **Children in foster care are valuable individuals and should play an active role in all matters that regard them, at all levels.**

We also want to raise awareness about young people's rights, by making them participate 'in all matters that regard them' (UN Convention of the Rights of the Child, 1989, Art. 12).

Young people in foster care create and test policies and educational proposals themselves through **peer education** and **Participatory Action Research**.

Our aim is to create a peer youth care developer group in every Finnish town.'

Sami Isonemi, 'Selviytyjät' - Survivors, Finland, ongoing project.

Find out more about this project at www.pesapuu.fi

This project uses peer education and Participatory Action Research. You can find out more about them on the next pages.

“ **How many migrants and minorities are part of the decision-making process that concerns them? Is it possible to make decisions on trade unions without inviting them to the table? I think it is a waste of resources if policies fail because we were not part of the decision-making process.** ”

Jay Nanje, Cultural Coach, Finland

If you believe that young people should influence policy-making by meeting up with the politicians that make decisions about them, **Youth Democracy Projects (Action 1.3)** can be your option. Find out more on page 28.

Participation in youth projects - some tools

Not everyone is familiar with the concept of 'non-formal education', and involving young people from a migrant or minority background in youth activities can take time: in many non-European countries youth clubs do not exist and 'non-formal education' is simply not an option. However, many tools can help you along the way. This section presents various non-formal education methods, toolkits and case studies.

What is non-formal education?

Non-formal education adheres to the following principles:

- learning in non-formal contexts is intended and voluntary
- education takes place in a diverse range of environments and situations for which training and learning are not necessarily the sole or main activity
- the activities may be staffed by professional learning facilitators (such as youth trainers/workers) or volunteers (such as youth leaders or youth trainers)
- the activities are planned but are seldom structured by conventional rhythms or curriculum subjects
- the activities usually address specific target groups and document learning in a specific, field oriented way.

Non-formal education uses different methods. Let us have a closer look at some of them.

Open Space Technology (OST) brings people together to work on problems that affect them. An Open Space meeting can last from three hours to three days and can include 5 to 1500 people. Participants create and manage their own agenda.

Through OST young people can discuss issues with the local authorities and plan projects with other communities.

The municipality of Modena (Italy) used OST in the project 'VIA per VIA – Italians, Migrants and Institutions work together'. You can find out more about it here:

[http://www.eugad.eu/wiki/index.php?title=Good Practices - VIA per VIA: Italians, Migrants and Institutions work together](http://www.eugad.eu/wiki/index.php?title=Good_Practices_-_VIA_per_VIA:_Italians,_Migrants_and_Institutions_work_together)

Find out more at:

<http://www.openspaceworld.org/cgi/wiki.cgi>

Harrison Owen, (2008), 'Open Space Technology: A User's Guide', San Francisco: Berrett-Koehler Publishers.

Learn-by-doing

In learn-by-doing, young people can test their abilities through practical situations. This enables them to gain confidence in their own skills.

“ We worked in small teams and prepared workshops on topics like sex education and active participation. We discovered this process from the start, understood that it is not as hard as we thought and found the experience very stimulating. The result exceeded all our expectations. Thanks to this experience we could not only exchange ideas, but also develop the ground for future projects. ”

From the participants of the Youth in Action training course: 'Raising Awareness: Building United Europe - Training for Youth Leaders from Divided Communities', organised by JuBuk, Germany, 2011

In peer education young people learn from each other and share ideas. Everybody can make a valuable contribution to help the group achieve goals.

Find out more about peer education in the SALTO Cultural Diversity publication 'Peering In / Peering Out'. Download it for free here:

<http://www.salto-youth.net/rc/cultural-diversity/publications/peer-education-approach-in-cultural-diversity/>

Co-operative learning (CL)

In co-operative learning, small teams work together to perform a task. Each member has a different role and everybody is responsible for the learning of the group.

Co-operative learning empowers young people to work together and is a powerful tool to fight social inequality.

Find more about co-operative learning here:

<http://cooperativelearning.org.uk/>

Simulations and role-plays are 'safe zones' where participants test themselves and their reactions in challenging situations.



“ Through different simulations we learn to act and react, so that in real life we will think twice before acting, judging and making conclusions without hearing the whole story. ”

Natalia from Estonia, participant of the training ‘Raising Awareness: Building United Europe-Training for Youth Leaders from Divided Communities’

Participatory Action Research (PAR)

Research is not an activity only of academics, but a skill that everyone can learn, and that can be followed by practical interventions.

PAR combines research and action. In PAR, people who experience a problem are the same who implement research to solve it, through action, reflection, learning,

planning and further action.

The organisation 'Refugee Youth' uses a mix Participatory Action Research and creative arts to improve the services for young refugees in London: young refugees gather together to explore their issues, work with practitioners and create events to inform the whole community. Find out more here:

<http://www.refugeeyouth.org>

Download for free a manual on PAR here:

http://www.heartwood.ns.ca/downloads/par_manual.pdf

What SALTO-YOUTH can do for you

A. Finding the right tools for your project - The SALTO-YOUTH online Toolbox for training and youth work

There are many tools that you can use to promote the participation of young people – the ones above are just some examples. The SALTO Toolbox is an online catalogue that gathers activities, methods, games and other support for youth work activities.

The tools are free to download and cover topics like anti-racism, personal development, peer education and awareness of migrant and refugee issues. You can also add the tools that you or your organisation created.

You can find the toolbox here: <http://www.salto-youth.net/tools/toolbox/>

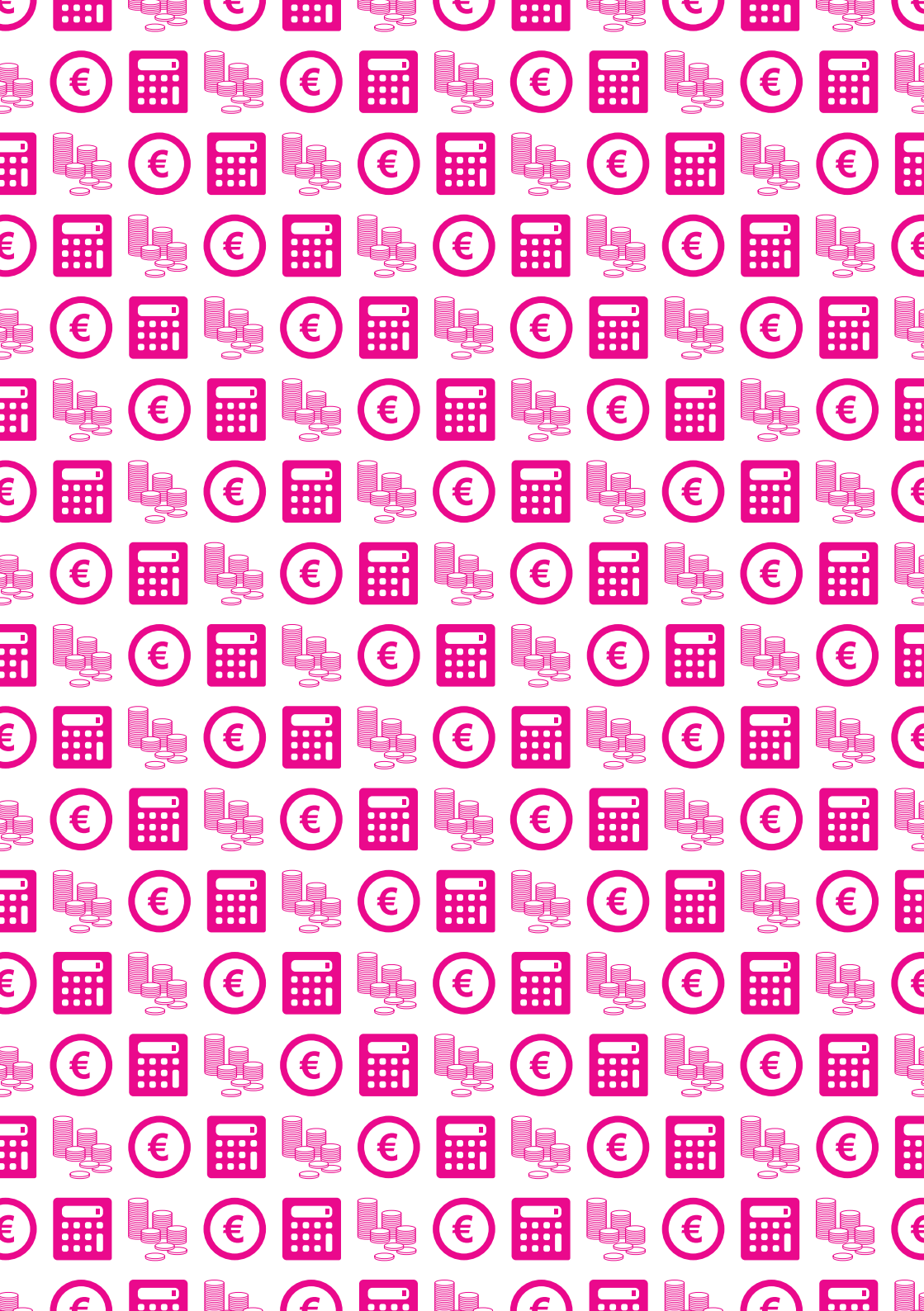
B. Finding out more about youth participation - SALTO Participation

SALTO Participation is a Resource Centre that offers training courses, publications, support and other tools in the area of youth participation, with a specific focus on the Youth in Action programme.

You can find out more, check and download their resources at:

<http://www.salto-youth.net/rc/participation/>





■ Part two - Funding for your youth project

You may have been inspired by the examples in this booklet to create your own intercultural youth project, or you may have been thinking about it for a long time.

This part of the booklet contains technical information about how to fund your project, and on how to involve youth with different cultural backgrounds in different Youth in Action opportunities.

■ Youth in Action

The Youth in Action programme comes to an end in December 2013. The European Commission plans to replace this – and its other support to learning mobility under the Lifelong Learning Programme – with a new integrated programme called Erasmus+.

Erasmus+ is expected to include a separate chapter on Youth and will be delivered through three Key Actions: Learning Mobility, Cooperation, and Policy Reform. These will bring opportunities to carry out project activities similar to those currently supported under Youth in Action, for many more young people and professionals in formal and non-formal education.

Therefore, while reading the following information, it is important to recognise that many of the ideas you may have and would like to explore, will still be possible to realise under the new Erasmus+ programme.

For further information on the next generation of EU Programmes, please visit <http://ec.europa.eu/youth>

Youth in Action is a European Union programme that provides funding for youth projects and youth work support.

The projects should incorporate elements on cultural diversity, European Citizenship, Participation of young people and Inclusion of young people with fewer opportunities.

Youth in Action is open to all EU residents aged from 13 to 30. Asylum seekers and young people without a legal right to stay can participate in local youth activities informally.

Youth in Action is for everyone regardless of your educational background. You do not need to speak an EU language fluently to participate.

Youth in Action is safe! Young people are covered by insurance, and youth activities empower young people to take care of themselves.

The activities supported by Youth in Action are listed under five Actions:

■ **Youth for Europe** (Action 1) provides grants for:

- **Youth Exchanges** (Action 1.1) → gatherings of young people from different European countries, for periods from one to three weeks. Why: to bring different communities together and break down stereotypes. Who: young people from 13 to 25 years old. What: an activity planned by young people, around a common theme.
- **Youth Initiatives** (Action 1.2) → community projects designed and run by a group of young people at local, national or European level. Why: to boost young people's initiative and creativity. Who: young people from 15 to 30 years old. Young people from 15 to 17 years old can participate with a coach. *Youth Initiatives are a good solution if it is difficult for your group to obtain visas.*
- **Youth Democracy Projects** (Action 1.3) → projects that support young people's participation in political and democratic life. They are based on partnerships between at least two countries. Why: because young people should play an active role in the decisions that impact on them. Who: non-profit organisations, local authorities and young people from 13 to 30 years old.

■ **European Voluntary Service** (Action 2.1) → full-time voluntary service in an EU or neighbouring country lasting from two months to one year. The short-term European Voluntary Service is especially designed for young people with fewer opportunities. Find out more in the booklet 'Get Involved - Benefits of EVS Short-Term'. Download it for free at www.salto-youth.net/inclusion. Why: to boost young people's skills, self-esteem, and to experience a new culture. Who: young people from 18 to 30 years old. Non-profit organisations are also involved by hosting or sending volunteers.

■ **Co-operation with the Neighbouring Partner Countries of the European Union** (Action 3.1) → Youth Exchanges, Training and Networking projects in the youth field with Neighbouring Partner Countries. Why: to promote dialogue and intercultural contact outside the borders of the EU. Who: young people from 13 to 25 years old, youth leaders and all those working with young people.

■ **Training and Networking** (Action 4.3) → training courses, seminars and job shadowing for European youth NGOs. Why: to increase the professional skills of youth organisations, youth workers and youth leaders. Who: youth workers, youth leaders and all those working with young people. No age limit.

■ **Meetings of young people and youth policy makers** (Action 5.1) → seminars and structured dialogue between young people and those responsible for

youth policy. Why: to promote European co-operation in youth work. Who: young people from 15 to 30 years old, administrative bodies, policy-makers and youth organisations.

You can find out more about the Youth in Action funding rules here:

http://ec.europa.eu/youth/youth-in-action-programme/programme-guide_en.htm

Youth in Action is implemented by National Agencies in many EU countries. You can find a list of the National Agencies here:

http://ec.europa.eu/youth/youth/doc152_en.htm#sectNAS

■ Other sources of funding for youth projects

The European Website on Integration contains a very comprehensive list of national, EU and private sources of funding:

<http://ec.europa.eu/ewsi/en/funding/index.cfm>

The site also contains guidelines for applications, examples of best practice and EU texts on integration of third country nationals.

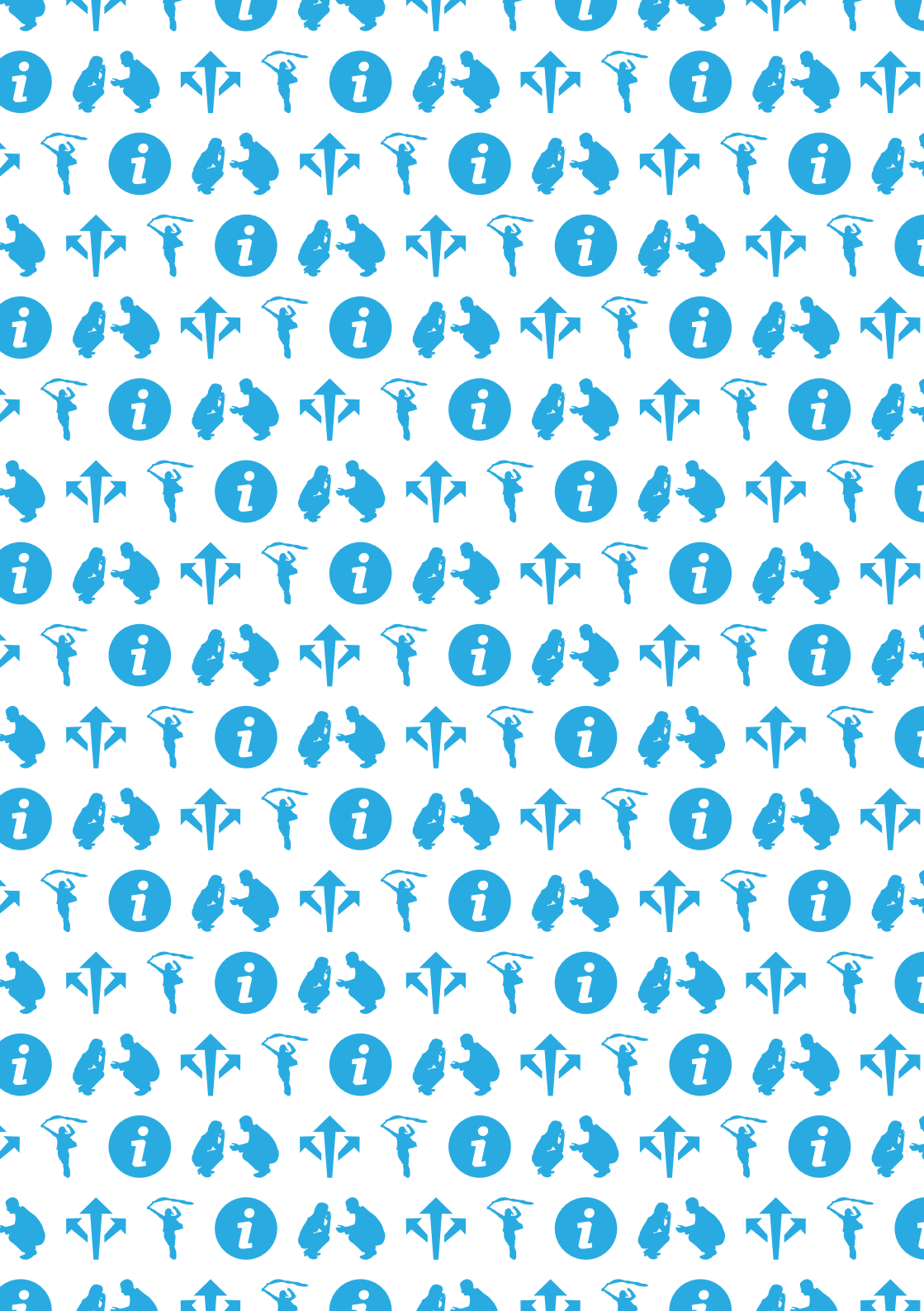
The Open Society Foundation provides grants for projects on Roma inclusion and youth participation as well as other themes. Find out more here:

<http://www.soros.org/grants>

The European Programme for Integration and Migration grants are available to NGOs supporting undocumented migrants, migrants' visibility and media. Find out more here:

<http://www.epim.info/>





■ Part three - Reaching more young people, connecting with other youth groups, making a bigger impact

Volunteer to spread the word of Youth in Action to minority groups

The aim of the Cultural Coach project is to support and train youth workers/leaders working with groups of young people from minority backgrounds to become a bridge between these communities and the Youth in Action programme.

“ There are more people willing to help than you think out there! If you send out the right message, you will attract the right people. ”

Mohammoud Farah, UK



The UK National Agency for Youth in Action has been developing workshops aimed to build the knowledge and capacity of youth workers and individuals working with young people from minority backgrounds to apply to the Youth in Action programme. The main objectives focus on a) raising awareness of the Youth in Action programme; b) providing practical advice and information on applying for funding; and c) showcasing examples of best practice and successful projects – with a specific focus on the inclusion of young people from minority groups.

Find out more: <http://www.salto-youth.net/rc/cultural-diversity/topics/inclusion-of-cultural-minorities/>

What SALTO-YOUTH can do for you - Finding partners for youth projects through the Otlas database

Otlas stores details of hundreds of youth organisations in Europe. In Otlas, you can look for project partners, add your organisation and share project ideas. Find out more here:

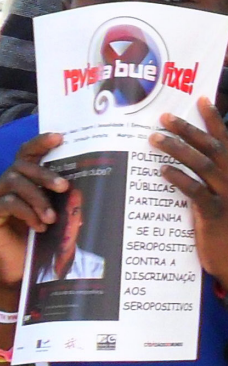
<http://www.salto-youth.net/tools/otlas-partner-finding/>

Make waves – Have impact!

Disseminating information about your projects is vital in order to encourage more young people to take action and make a bigger impact. 'Making Waves', produced by SALTO Inclusion, is a guide that enables you to make the most of your youth (in action) project. 'Making Waves' takes you on a journey of raising the visibility of your project and it helps you to get your project results out to the people, with lots of tips and tricks to get you started.

Versions in Greek, Latvian, Portuguese, Spanish and Turkish are also available.

You can download them for free at: <http://www.salto-youth.net/rc/inclusion/inclusionpublications/inclusionforall/makingwaves/>



■ More resources to start an intercultural youth project

There is plenty of material about valuing and including culturally diverse young people on the web. Some examples follow.

The SALTO-YOUTH network produces high-quality handbooks on different areas of youth work like diversity, inclusion, participation, and the recognition of non-formal learning. All of the booklets are downloadable from the SALTO website at:

www.salto-youth.net/publications

'Starter Kit for Open and Inclusive Organisations' on migrant and minority youth, produced by The Norwegian Children and Youth Council (LNU). You can download it here:

<http://www.lnu.no/sitefiles/1/dokumenter/kompetanse/mangfold/Startpakkeopenandinclusiveengelsk.pdf>

The Education Pack 'All different - all equal' of the Council of Europe contains activities, resources and methods to address anti-racism and anti-discrimination in Europe. You can download it here:

<http://www.eycb.coe.int/edupack/default.htm>

The European Commission has worked with the National Agencies for Youth in Action, SALTO-YOUTH Resource Centres and inclusion organisations to draft an Inclusion Strategy to ensure that young people with fewer opportunities and those from less privileged backgrounds find a role in the Programme. You can download it here:

http://ec.europa.eu/youth/documents/inclusion-strategy_en.pdf

Toolkits

The 'Positive Images Toolkit' is an educational resource produced by the Red Cross to teach young people aged 12 and over about migration and development. It contains interactive activities, lesson plans, games and videos. You can download the toolkit here:

<http://www.redcross.org.uk/What-we-do/Teaching-resources/Teaching-packages/Positive-Images>

‘Not Just Numbers’ is an educational toolkit about migration and asylum in the EU produced by IOM (International Organisation for Migration) and UNHCR (the United Nations High Commissioner for Refugees). You can download it here:

<http://www.unhcr.org/pages/4b7409436.html>

Law and human rights texts:

The UN Convention of the Rights of the Child (1989) lists the basic rights of young people under 18 years old and has been ratified by every country in the world except for the USA and Somalia. Download it for free in Arabic, French, English and Spanish at:

<http://www.unicef.org/crc/>

The European Convention of Human Rights is a binding agreement – it means that EU countries must put in practice the European Court’s judgements in their national law. You can download it here:

<http://www.echr.coe.int>

Networks:

The UK Race and Europe Network is a national network of UK non-governmental organisations interested in combatting racism across Europe. UKREN works to keep UK NGOs interested in race equality informed of the latest European developments in policy and current affairs in the fields of racism and discrimination. Read more about UKREN here:

<http://www.ukren.org/>

The European Network Against Racism is a network of member organisations across Europe. ENAR combats racism, racial discrimination, xenophobia and related intolerance, promotes equality for all, and links local/regional/national initiatives with European Union initiatives. Read more about UKREN here:

<http://www.enar-eu.org/>

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‘We Are All Europeans’

Your guide for projects with migrant, minority and multicultural youth groups

‘We Are All Europeans’ is a step-by-step guide to transform your ideas for intercultural youth projects into action. It was created collaboratively between SALTO Cultural Diversity, young people and youth workers all over Europe, and contains:

- Project examples;
- Youth work methods and reference texts;
- Information about EU resources and funding.

Europe is what we make of it!

Download this guide for free at: www.salto-youth.net/diversity

Request a copy for free at: diversity@salto-youth.net

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