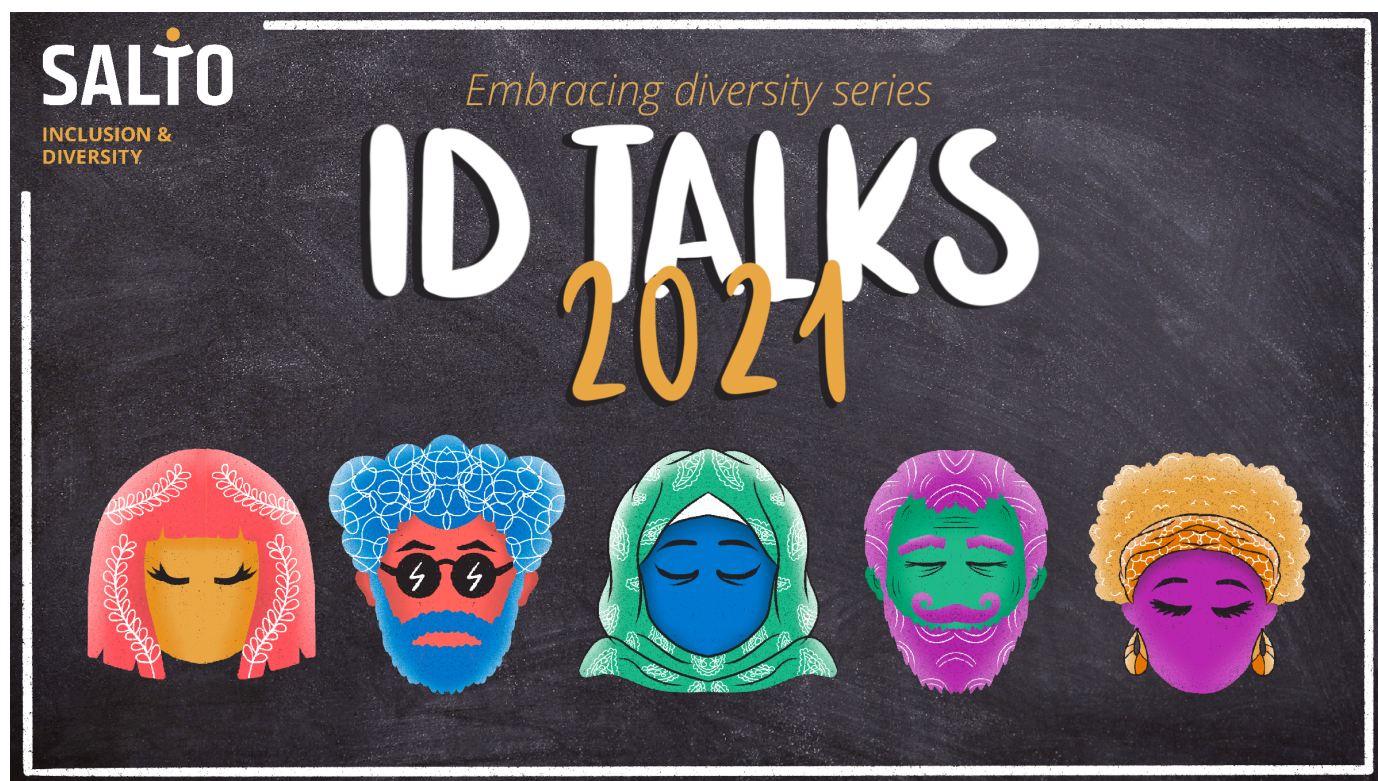


ID TALKS!

*A series of 5 online workshops on 5 major topics in the promotion of "Embracing Diversity".
How can differences become a source of learning rather than conflict or prejudice?*



ID Talks:

FAITH
ABILITIES
MIGRATION
INTERGENERATIONAL
INTERSECTIONAL

Download this and other SALTO Inclusion & Diversity booklets for free at www.SALTO-YOUTH.net/Inclusion/. This document does not necessarily reflect the official views of the European Commission, the SALTO Inclusion & Diversity Resource Centre or the organisation co-operating with them.



EUROPEAN
SOLIDARITY
CORPS



Erasmus+

ABOUT SALTO

...‘Support and **A**dvanced **L**earning and **T**raining **O**pportunities within the Erasmus+: Youth in Action and European Solidarity Corps programmes’. The European Commission has created a network of seven SALTO-YOUTH Resource Centres to enhance the implementation of the EU Erasmus+: Youth in Action and European Solidarity Corps programmes, which provide young people with valuable non-formal learning experiences.

SALTO’s aim is to support the implementation of the European Erasmus+: Youth in Action and European Solidarity Corps Programmes with regard to priorities such as Social Inclusion, Diversity, Participation, and Solidarity. SALTO also supports co-operation with regions such as EuroMed, South-East Europe, or Eastern Europe and The Caucasus and coordinates all training and co-operation activities, as well as information tools for National Agencies.

In these European priority areas, SALTO-YOUTH provides resources, information, and training for National Agencies and European youth workers. Most of these resources are offered and disseminated at www.SALTO-YOUTH.net. Find online the [European Training Calendar](#), the [Toolbox for Training and Youth Work](#), the database of youth field trainers active at the European level ([Trainers Online for Youth or TOY](#)), links to online resources, and much more.

SALTO-YOUTH actively co-operates with other actors in the European youth field, among them the National Agencies of the Erasmus+ and European Solidarity Corps programmes, the Council of Europe, the European Youth Forum, European youth workers and trainers, and training organisers.

THE SALTO-YOUTH INCLUSION AND DIVERSITY RESOURCE CENTRE WWW.SALTO-YOUTH.NET/INCLUSION/

The SALTO-YOUTH Inclusion and Diversity Resource Centre (based in Belgium Flanders) works together with the European Commission to support the inclusion of young people with fewer opportunities in the Erasmus+: Youth in Action and European Solidarity Corps programmes. Through that, it works to contribute to social cohesion in society at large. SALTO Inclusion and Diversity also supports the National Agencies and youth workers in their inclusion work by providing training, developing youth work methods, disseminating information via the newsletter, etc. By offering opportunities for training, exchange, and reflection on inclusion practice and diversity management, SALTO Inclusion & Diversity works towards the visibility, accessibility, and transparency of its inclusion & diversity work and resources, and towards making ‘inclusion of young people with fewer opportunities’ and ‘positive diversity management’ a widely supported priority.

For more information and resources, have a look at the Inclusion & Diversity pages at www.SALTO-YOUTH.net/Inclusion/



DISCLAIMER

This magazine contains pictures as a result of the Graphic Recording which is an integral part of all the ID Talks events. There are four types of styles throughout the whole magazine.

- **General Cover Picture.** It is used for promotional reasons throughout the social media channels and the dissemination materials and it depicts the logo of SALTO Inclusion & Diversity, the title, and the graphic elements of each version of the ID Talks events. It is displayed as a cover picture of each ID Talks version.
- **Portrait of Speaker.** It depicts each speaker and a few graphic recording elements such as written parts of their "speech" and/or any other graphics according to the style of each ID Talks version. It is displayed on top of the speaker's description page.
- **Main Graphic Recording Card.** It is used for promotional reasons throughout the social media channels and the dissemination materials and it depicts the logo of SALTO Inclusion & Diversity, the title, and the graphic elements of each version of the ID Talks events, including the specific name of the event, the portrait of the speaker, written quotes of their "speech" and/or any other graphics. It is displayed on top of the first page of each article.
- **Graphic Recording Elements.** Throughout each article, the graphic recording elements complement the text with essential parts of each speaker's "talk".



ID Talks "Embracing Diversity"

What is it all about?

A short description

ID Talks is a series of 5 stand-alone online events (workshops) of up to 90 minutes each, with inspiring guest speakers, thought-provoking insights, discussion in small groups, and Q&A sessions.

How can differences become a source of learning rather than conflict or prejudice?

This is a key question "ID Talks" want to help individuals and organisations to reflect upon and try to answer. After a successful first edition in the autumn of 2020, we are organizing the second edition of ID Talks this spring, with new topics and under the motto "Embracing Diversity".

For whom?

Youth workers, youth leaders, professionals, and volunteers involved in ID in the EU youth programmes, as well as all those interested in youth work and Inclusion & Diversity topics.

Main objectives:

- To provide food for thought and learn from inspirational ID stories;
- To provide an opportunity to learn about ID topics from the youth work sector and beyond;
- To get information, inspiration, methods to help the youth sector address ID;
- To inform about and contribute to quality (international) youth work;
- To identify and learn how to tackle existing and future challenges within ID;



Event Dates:

- 24 February 2021 > **ID Talks Faith:** People all believe different things. How can we be amazed by these diverse looks on life, rather than letting faith divide people? Come and discover how youth work can address religious diversity and provide space for constructive, open, and positive interaction between people with different beliefs and traditions? Guest speaker: **Anna-Maria Daou**, Community Engagement Coordinator & Researcher - Interreligious Dialogue, Lebanon
- 10 March 2021 > **ID Talks Abilities:** Approximately 15% of people have some form of disability. How many do you know? Come and discover personal stories and changing systems! Are you ready to learn from people with a disability who, while fighting for their rights, succeed in making a positive impact on the lives of everyone? Guest speaker: **Önder İşlek**, Assistant Professor at Aksaray Üniversitesi, Turkey
- 24 March 2021 > **ID Talks Migration:** We all like to move around in this beautiful world. So what happens if we (or our parents) want to stay in another place? Learn how youth work can reach out and co-create programmes with and for young people of migrant background, and to build more open and diverse societies? Guest speaker: **Dr. Lorenz Wiese**, migration policy scholar, Germany
- 07 April 2021 > **ID Talks Intergenerational:** Is 'youth' work passé? Young people are not an island. So how do we bridge age gaps in communities and organisations for the benefit of all? Discover how you can create projects that bring people of different ages - both participants, volunteers, and staff - together and make it work? Guest speaker: Gea Sijpkes, Director of Humanitas Deventer, The Netherlands
- 21 April 2021 > **ID Talks Intersectional:** We are all so different in different ways. Intersectionality embraces the magic that happens at the crossroads of differences. Sounds good? But how can your organization develop an intersectional perspective and incorporate intersectional approaches in your practice? Guest speaker: **Georgiana Aldessa Lincan**, Roma Feminist Activist, Organisation E-Romnja, Romania

ID Talks: Migration

We all like to move around in this beautiful world.



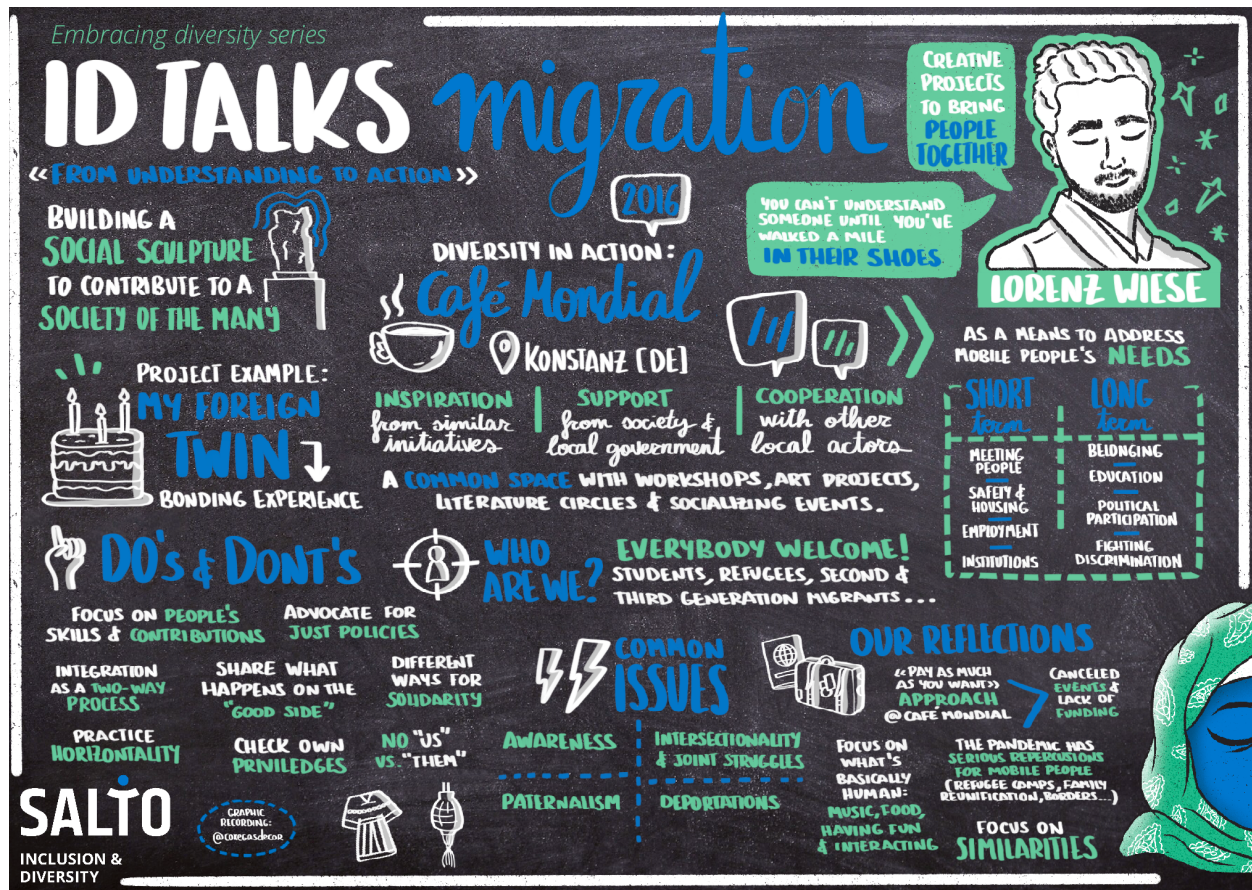
GUEST SPEAKER: DR. LORENZ WIESE

Dr. Lorenz Wiese holds a Ph.D. in Politics and Public Administration; his research focuses on a global comparison of different refugee/migration regimes. On top of that, he was a co-founder and board member of the Café Mondial Konstanz from 2015 to 2020. Since 2020, Lorenz Wiese has further been working as a networking coordinator within the project "Forced Migration and Refugee Studies: Networking and Knowledge Transfer" at the Centre for Human Rights Erlangen-Nürnberg. Before that, he studied in Konstanz (Germany), Guadalajara (Mexico), and João Pessoa (Brazil).



Article

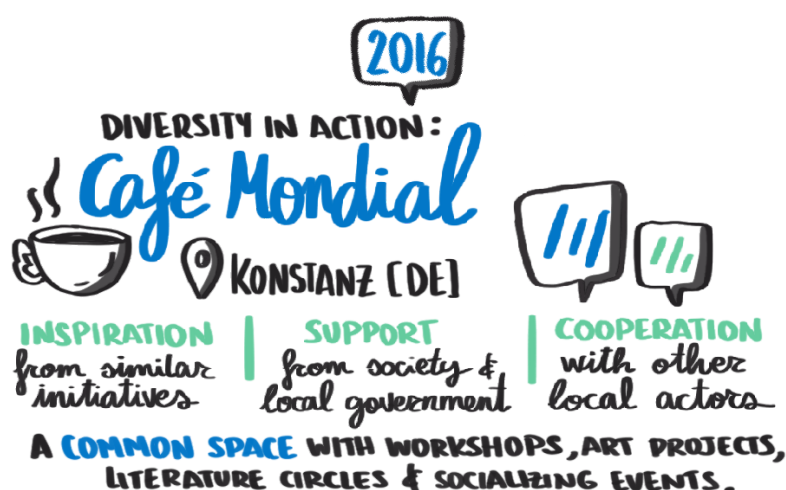
by Dr. Lorenz Wiese



Migration. From Understanding to Action

What can we do to build a “social sculpture” and create or contribute to a “society of the many”? With the ID Talk on the topic of “migration” and this article, I am sharing my personal experience as an academic, activist, and community builder working with mobile persons from different countries and with different backgrounds, trying to answer these questions.

Starting with storytelling, the focus of this contribution lies on presenting innovative practices in the area of diversity and intercultural exchange at eye level: Back in 2015, a group of activists from Konstanz, Germany, visited the Grandhotel Cosmopolis in Augsburg, Germany. The Grandhotel was a former vacant retirement home in Augsburg's old town that activists together with refugees and migrants from all over the world transformed into a home and meeting point, as well as "a negotiation zone for the recognition of a cosmopolitan reality in our society"; seeing migration as a normality; as a contribution rather than a burden. As a so-called "social sculpture", they created it as a combination of living spaces in one big house: The house provides space for many asylum seekers living in an integrated refugee shelter, but also for guests in hostel rooms designed by artists. Everybody there could gather and collaborate in interdisciplinary studios and open workshops. Thereby, the Grandhotel established a stage for meeting other (mobile) people and for expressing oneself artistically. So, back in 2015, we were so fascinated by this project that we were inspired to found something similar in our city: Even knowing that it is difficult to find the right place and enough support for such an idea, we started working on the project "Café Mondial". Now, six years later, this vision has turned into reality and can be considered a great success (even if we had some difficulties, of course, due to the Covid-19 pandemic and the resulting closures).



Since 2015, the Café Mondial has been a safe space for all people living in and visiting Konstanz, as well as, since mid-2016, a real café in a formerly empty building, which we renovated together with long-time city residents, (international as well as native) students, (first/second/third/... generation) migrants, refugees, homeless people and everybody else interested in this project. From the beginning on, this went hand in hand with a strong commitment to sustainable urban development and neighbourhood assistance involving all people living in and visiting the city.

We thus tried to put the idea of “urban citizenship” into practice: In essence, Café Mondial opens its doors for everyone and invites to counseling, discussion events, making music together, dance, cooking together; or ‘just’ to coffee, tea, juice, and cake. The principle is “pay as much as you can” for all services and delicacies offered. An important part of the concept is to provide a roof for other initiatives – thus serving as an “umbrella organization”: Among others, Café Mondial cooperates with volunteer groups such as Fridays for Future, the local Refugee Law Clinic, psycho-social support “Adtendo”, the German Citizen Award-winning “Project 83” (helping refugees to find a flat or room), as well as the local groups of Amnesty International, Black Lives Matter, and food-sharing. Altogether, the atmosphere at the Café Mondial is characterized by the possibility of informal and unprejudiced exchange. The internal structures know no hierarchies and no status; whoever wants to contribute is always welcome from day one on. We also attempt to offer ecologically sustainable, regional, and fair-traded products in the café as we are convinced that the social and ecological transformation need to be thought and implemented together.

Many people with their own migrant backgrounds were part of the team from the beginning on. They knew from their own biography or their families’ experiences what it means to flee or migrate and need to find a new place in German society. Perhaps, some of them wanted to give something back in a spirit of reciprocity by trying to improve living conditions for newcomers to the city.

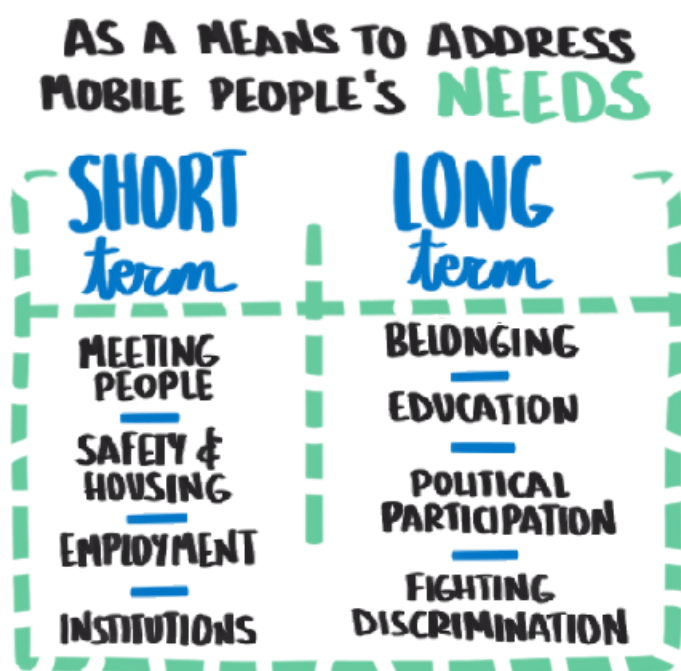


Working in this cosmopolitan environment, we came up with a number of creative projects to bring people together: One example is the project “my foreign twin” that was launched in 2016. This project is based on the acknowledgement that the place of birth is pure coincidence – but one that shapes our lives quite decisively.

From this thought, a lot of empathy for the supposedly “foreign” can arise. Café Mondial explored this idea and asked whether refugees and locals were born in two different places – but on the same day (or at least in the same year). And it actually worked: Some couples and even a triplet of “foreign twins” could be identified and introduced to each other. The result was an encounter at eye level, full of curiosity and respect. In 2017, this was followed by a highly visible poster campaign in Konstanz, a professional documentary video clip, an exhibition at the Café Mondial, and a project brochure.

Another exemplary project was called “football against racism”, a tournament that the Café Mondial staff organized together with other engaged people for several summers, bringing together teams from very diverse backgrounds. The underlying idea of all these projects was to share simple joys such as sports, music, food, etcetera – that everybody can relate to, and which language barriers do not impede.

All these offers and ideas were based on the understanding that mobile people have a number of needs when arriving at a new place: Short term needs include safety, housing, employment (to sustain oneself but maybe also to be able to send some money, the so-called “remittances”), understanding the local and national institutions, but also just “arriving” through meeting people and making new friends. Longer-term needs comprise a sense of belonging, political participation, education, and becoming „one of them“, therefore also fighting discrimination. This is where their motivations overlapped with that of many locals trying to use their free time to contribute to such a “society of the many”.

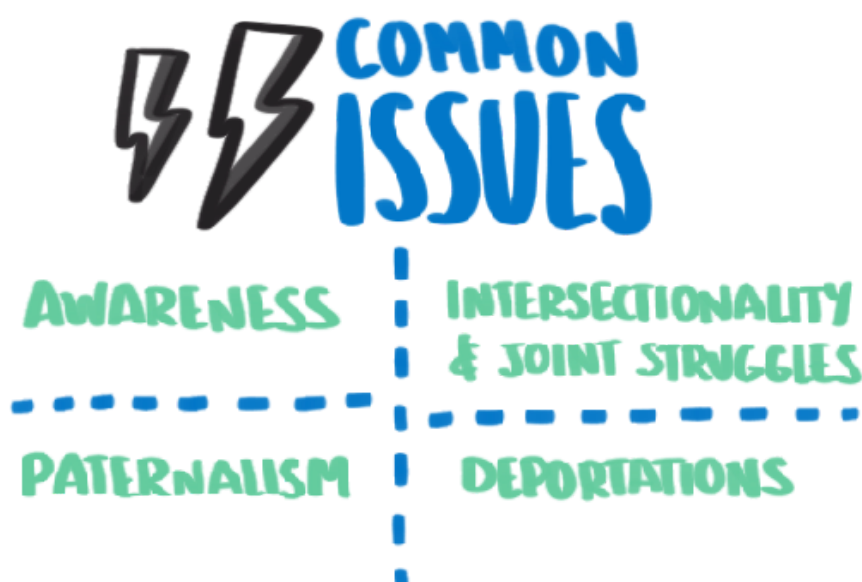


After all, what did we learn from these experiences, working with mobile people who have very different skills and biographies? Well, we learned that some of the perceived boundaries that one may have in mind when following the media and mainstream discourse are actually not clear at all – but in fact, very blurred instead. In other words, we had to throw overboard binary, black-white thinking: As mentioned before, many people who engage in solidarity work turn out to be migrants, refugees, and/or people of color themselves.

We also learned that some people have a strong feeling of belonging to several places (the most privileged ones considering themselves as “digital nomads” for whom the whole world seems to be a “buffet”) while others feel not to belong anywhere.

Of course, we also had to face a number of issues that come along with this kind of engagement, one being the threat of paternalism: Many groups engaging to help refugees and other newcomers have issues with (imagined) hierarchies, perceiving themselves as “the ones helping and supporting the migrants” – and the migrants as rather “helpless” and “deserving pity”. At the extreme, one could find patronizing “supporters” who would call persons “their refugees” and tend to expect too much gratitude. The following quote serves to illustrate the related issue of external attributions: “I am being made a refugee. I don’t want to be a refugee for you, don’t want to be the friend of someone who only wants to be friends with me because I seem to fit into this category.” We also realized that many people do not have in mind history, in particular, the colonial past and the basic inequalities and exploitation between Global North and Global South, which might have motivated people to migrate in the first place. In this context, the refugee activists’ slogan “We are here because you were there” is very telling. Furthermore, we learned to think about intersecting issues together: For example, feminist and antiracist struggles intersect on many dimensions. In order to implement antiracism and similar demands as “whole of society” approaches, we must however first learn to be aware of our own prejudice and then work to reduce them.

Another difficult issue arises whenever somebody is being “ripped out” of a community. This can be the case due to the requirements of residency law, for example. Most extremely, the implementation of this law might result in forced returns, so-called repatriations – that is, deportations. At the Café Mondial, we experienced just that: One of our most important staff members was prompted to “voluntarily” return to his country of origin after about ten years in Germany, which we would just not accept. Therefore, we started a campaign and a petition, discussed with administrative staff, politicians, and even the federal state’s minister of the interior produced a film clip and became active against his deportation using all means at our disposal for a long time. And at least for the time being, our campaign was successful as he still remains in Konstanz, was allowed to move out of his temporary accommodation, and finally work. This shall serve as a motivation not to give up but to fight injustices that are happening in front of our very eyes, even if it may sometimes feel like “fighting windmills”.



Looking ahead, this contribution aims to encourage everybody to encounter others “at eye level”, with their own strengths and visions and embracing human differences as a chance for all of us to grow by learning from each other. It should also serve as a gentle reminder to “check your own privileges” and to internalize the notion of “critical whiteness”. Instead of being paternalistic, we should always bear in mind the demands of “nothing about us without us” and “nothing for us without us”. That is, we should never forget to include the voices of the concerned people themselves, thus amplifying migrant experiences and mobilizing knowledge on migration policy outcomes based on these people’s very own voices. On top of that, our history forces us to be aware of the colonial past and certain continuities that play out in today’s world. We should have this in mind when rethinking our own identities and privileges such as the very notion of citizenship, but also our understanding of hospitality.

What can a single person do to engage in this area? A difference can be made already through not asking, “Where are you from?” and through avoiding any kind of superficiality. Further, “integration” (a much-contested concept) ought to be conceived as a two-way process rather than the demand for newcomers to assimilate. We may further try to create or contribute to building and maintaining more safe spaces and nuclei for conversations and exchange among different segments of society, including the youth and elderly people, researchers, teachers, politicians, activists, and everybody else – be they migrants or non-migrants. From my experience, there are many pragmatic ways of becoming active and demonstrating solidarity, be it through art, collective resistance, activism, or just through being friends with people regardless of their origins, sharing our own privileges with them. Unfortunately, much of these ways of interacting have been hampered through the Covid-19 pandemic and the resulting social distancing. However, after all, I am convinced that we can build more spaces to share existing models of everyday solidarity and hospitality (even under such aggravated conditions). The first step is to be open-minded and curious – in order to learn from one another. In other words, we should focus more on what is already happening “on the good side”.

DO's & DONT's

**FOCUS ON PEOPLE'S
SKILLS & CONTRIBUTIONS**

**ADVOCATE FOR
JUST POLICIES**

**INTEGRATION
AS A TWO-WAY
PROCESS**

**SHARE WHAT
HAPPENS ON THE
“GOOD SIDE”**

**DIFFERENT
WAYS FOR
SOLIDARITY**

**PRACTICE
HORIZONTALITY**

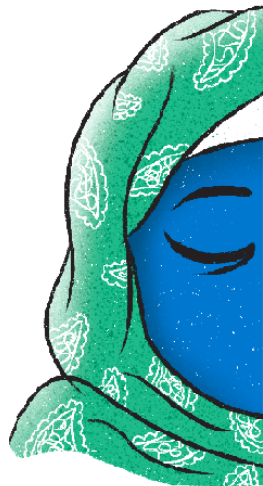
**CHECK OWN
PRIVILEGES**

**NO “US”
VS. “THEM”**

RESOURCES:

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- Café Mondial Konstanz: <https://cafe-mondial.org/>
- Grandhotel Cosmopolis Augsburg: <https://grandhotel-cosmopolis.org/de/>
- Harrison ist Konstanzer: <http://www.harrison-ist-konstanzer.de/>
- My foreign twin / Mein fremder Zwilling: <http://www.mein-fremder-zwilling.de/>
- Phoenix Anti-Racism- and Empowerment-Trainings: <https://www.phoenix-ev.org/en/index.html>
- Visible Storytelling – Society of the Many: <https://www.youtube.com/channel/UCMotUuJDa1AkaclbCUcoOXw>

Embracing diversity series
ID TALKS *migration*
«FROM UNDERSTANDING TO ACTION»

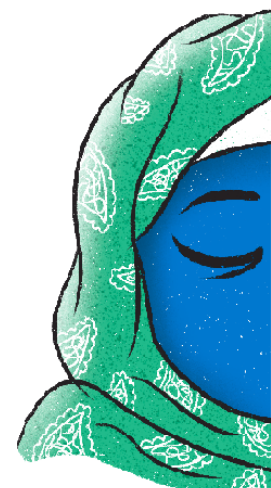


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Embracing diversity series

ID TALKS migration
«FROM UNDERSTANDING TO ACTION»



EDITORIAL INFORMATION

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On behalf of the SALTO Inclusion & Diversity!

