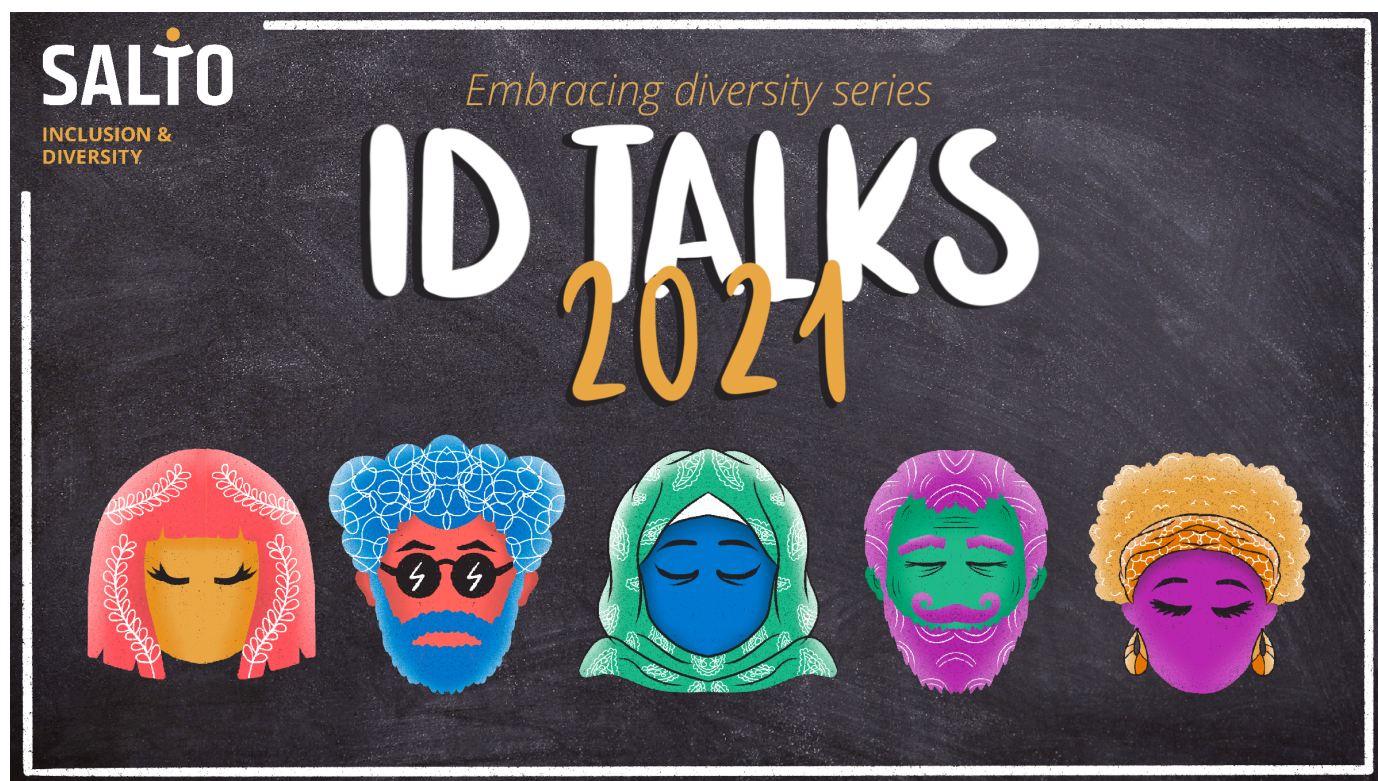


ID TALKS!

*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 Intergenerational

Is 'youth' work passé?



GUEST SPEAKERS: DR. GEA SIJPKES & YVONNE OKKEMA

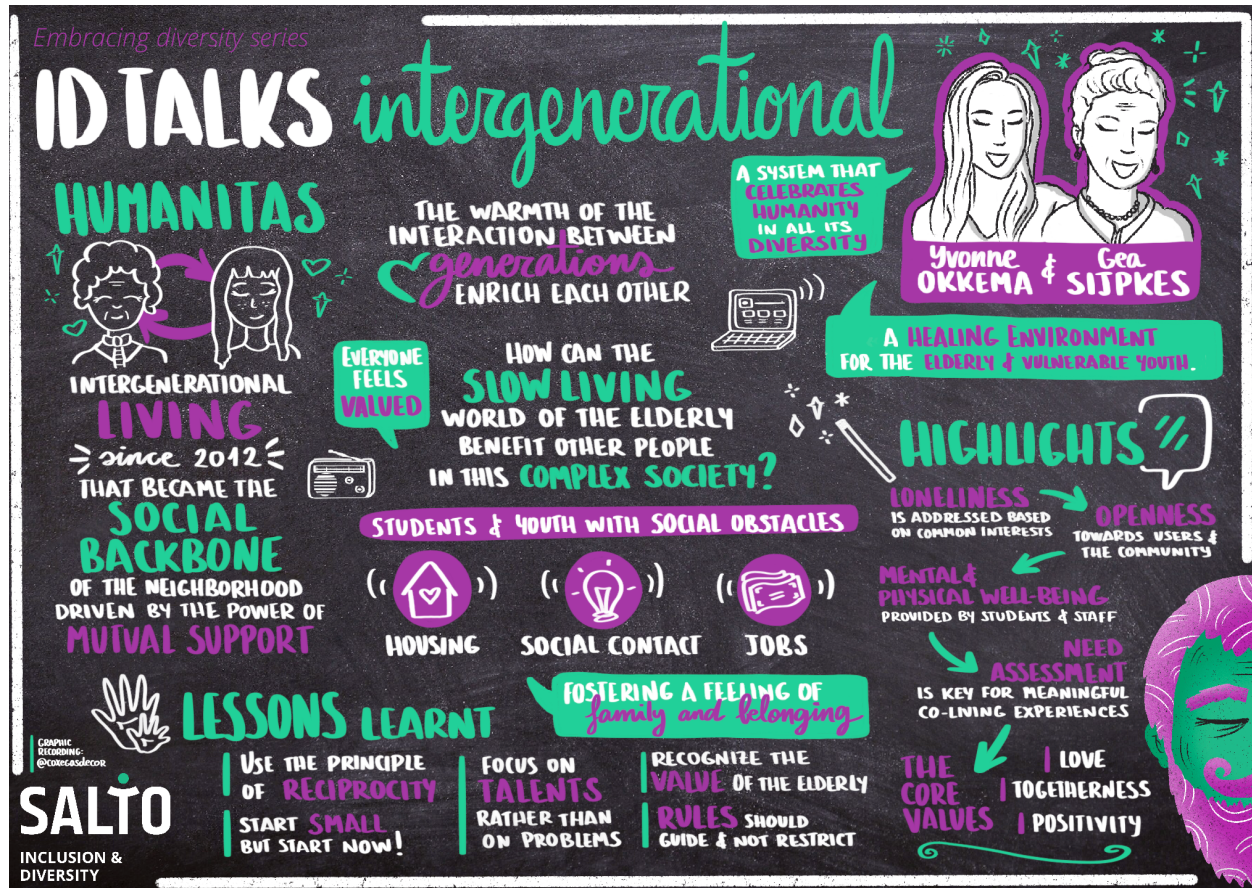
Gea Sijpkas is CEO of Humanitas Deventer, a long-term care community and social service organization that brings elderly residents and students under one roof. Besides holding Master's degrees in both Health Science and Master of Business Administration, Sijpkas is a registered nurse. The inhouse students-model for elderly care provides elderly residents with a vital connection with the outside world and it helps students make ends meet. In exchange for free housing, Dutch students in the town of Deventer are good neighbors for the Humanitas seniors. On top of that Humanitas Deventer is breaking down walls, creating a more inclusive society.

Yvonne Okkema is forth year Tourism Management student at Saxion in Deventer.



Article

Dr. Gea Sijpkens & Yvonne Okkema



Humanitas Deventer: "Intergenerational living"

Challenges for a nursing home

In 2012, when Gea Sijpkens started as a CEO at Humanitas Deventer, Humanitas was an old-fashioned residential home. We faced many challenges, of which the biggest challenges are: the aging and hazing of society. The group of elderly would grow fast and the group of people who have to take care of them decreases. So there was work to be done for Humanitas. Only good quality of care was not the answer and couldn't be the differentiator. More had to be done.

Injecting life by inviting students to live amongst the elderly

To become really special and add value to the lives of the elderly, we had to improve life. To create a system that celebrates humanity in all its diversity. Give people the freedom to contribute, to create, to grow, and to thrive. We needed a way to reduce the institutional feeling and increase the feeling of inclusivity in the house. To start with the quick wins of changing the physical environment, colors and create a scent of home.

But what really changed the fate of our organization was literally “inject life”. Inject life by inviting a few students to come and live amongst the elderly. The students do not pay any rent but as compensation, they have to be a good neighbor. The fellow next door saying hello in the morning and share little moments in daily life. They include the elderly in daily life activities. They go, for example, to the local market together or to bake something with a small group of baking-enthusiasts.

As soon as the young people entered Humanitas, the atmosphere changed. Residents complained less about aching knees and elbows. Instead, they were heavily interested in the music party attended by the students. And the love life of the students is the talk of the town. The elderly feel happier and important.



The power of slowing down

Life changed for the elderly but also for the young. Before entering Humanitas, the students were often impatient with the elderly people. Their fast-paced life left little time to even consider the lonely or forgotten members of the community. But within weeks of moving into Humanitas, the student began to discover the joy of slowing down. Taking the time to talk with the wise and life-experienced residents. Have fun altogether. The pleasure of helping out and the warmth of interaction between generations. But also when residents passed away, the young students learned how to deal with death in a constructive way. We have proven that our intergenerational community benefits the elderly but certainly also the students.

A residential student's experience of living in Humanitas during the COVID-19 pandemic

"My name is Yvonne Okkema, and I am 23 years old. I am a full-time Tourism Management student living in Humanitas Deventer as one of the resident students. I recognize the problem of social isolation due to the COVID 19 pandemic, not being able to go to university, go to parties, have a drink in the city, and other typical student activities. As a result of the pandemic, many youths struggle with mental issues and loneliness, where youth feels lonely and socially isolated.

However, I do not recognize the part where people feel lonely because I live together with 160 elderly residents in Humanitas Deventer. During the pandemic, this social experiment has given me the feeling of inclusion because I have many elderly friends whom I can talk to. This experiment benefits both parties as the elderly teach the youth how to deal with life challenges and teach the youngsters important life lessons. In this way, the elderly community is designed as a healing environment for both parties"

"For me this doesn't feel like a social experiment, this is my home."



Our students taught us the very important power of the elderly. The power of slowing down. The decelerated world of an elderly home is a strength and an opportunity. In the vulnerable period of old age, life slows down and the world becomes small and well organized. This we call the power of slowing down. This very social climate offers opportunities for those who are excluded from our complex, fast, competitive society.

Broadening the inclusive community

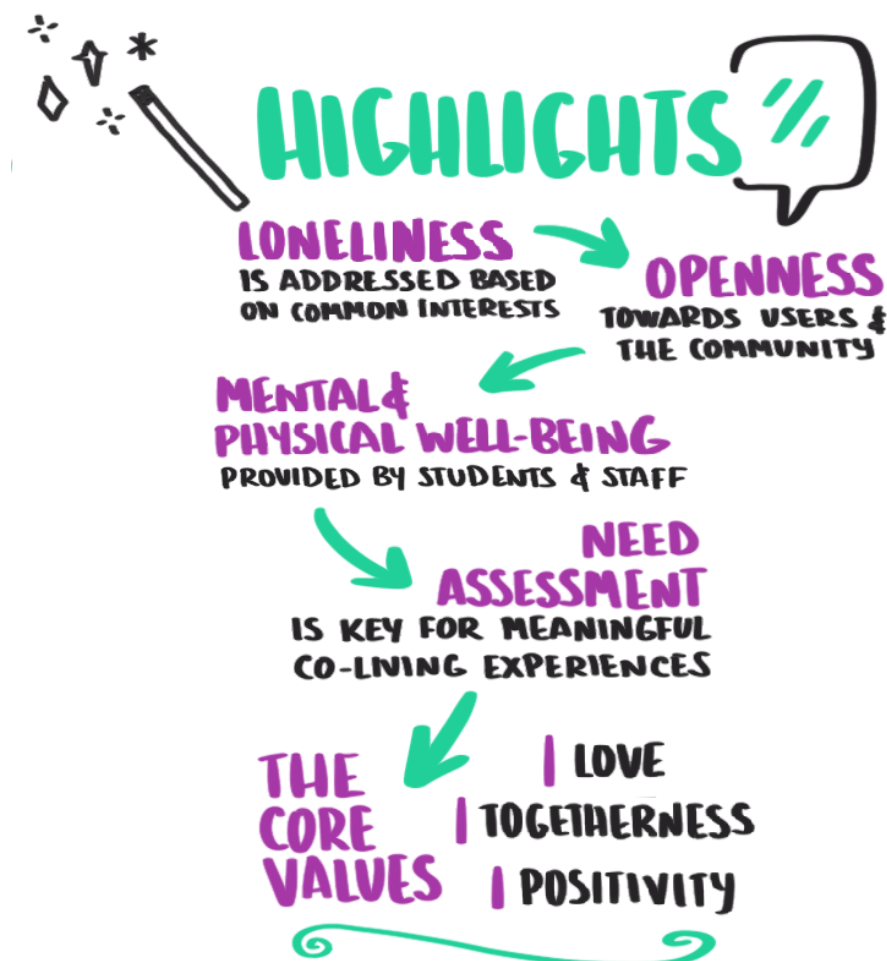
What began as an intergenerational residency program is now the social backbone of the neighborhood. With more than 20 active social experiments taking place, Humanitas Deventer is bringing together all members of the community, students and elderly, the lonely and the poor, teenage mothers, and more.



The story of Mark

Meet Mark, he has a mental disability. Mark lived in an institution with all of them mentally challenged people. And he was not happy there. He wanted so much to be normal. To live a life of his own. With our insights, we saw opportunities for Mark in our decelerated world of the elderly. Mark now lives in an apartment on Adelboldstreet, just behind Humanitas. He lives and works at Humanitas. He is free to come to Humanitas at any time. Our elderly but also the staff are happy to answer his questions and help him to navigate the complex fast-paced world we live in.

Now several other young people with autism, with a psychiatric disorder, teenage moms, are living in Adelboldstreet. Their regular schedules offer them stability and security. So they feel comfortable in their routines and require less direct professional assistance. This has resulted in significant cost savings. But more important: Mark and his fellow Adelbold residents offer their talents, love, and skills to the Humanitas Community. They spend time with the elderly residents, help with small chores and contribute to the well-being of the residents. Their contribution gives them a feeling of purpose and accomplishment and helps them feel like valued members of the community. The elderly residents enjoy spending time with Adelbold youth and foster a feeling of family and belonging.



Quality of life in front

A nursing home behaves like a closed stronghold. Mechanisms in the care system make that people become dependent and live by routines. Quality of care is dominant over the quality of life. And we changed that game. We put life in front. We opened up the organization first by inviting the student to be the good neighbor, by focusing on possibilities and not on impossibilities. But also by treating our elderly as normal human beings and not as patients. All people have the same needs, the human needs of attention, contact and interaction, the desire to belong and to be meaningful. By recognizing this we can make connections that create communities.



Guiding principles

- **Start with ONE.** Start an experiment with one person. Observe closely and reflect on the results. If successful, then implement on a larger scale.
- **Dare to be different.** Diversity adds value. Use the principle of reciprocity for all initiatives, one gives something and one takes something.
- **Rules should guide and not restrict.**
- **Don't Pigeonhole people.** Put the person in front. Not their request for help or their diagnosis. Focus on the talents of people rather than on problems or limitations
- **Recognize the value of your elderly.** Celebrate the slow living and use the power of slowing down so your elderly will be a healing environment for those young people that need a safe haven.
- **Stop talking and take action!** And remember: it's better to ask forgiveness than for permission. Don't wait for the circumstances to be perfectly aligned. Start with an idea right now

EDITORIAL INFORMATION

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On behalf of the SALTO Inclusion & Diversity!

