# 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?
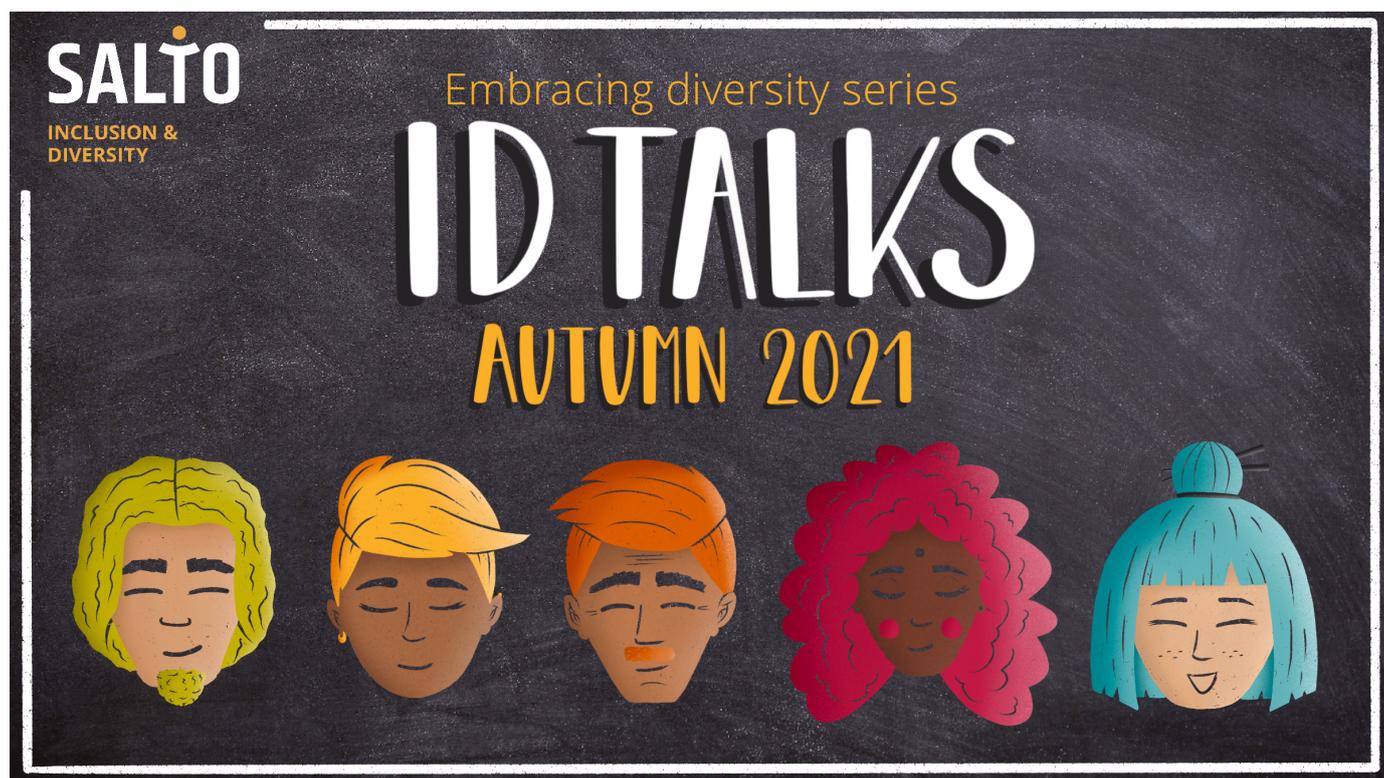
ID Talks:

RACE
LGBTQIA+
CLASS
GENDER
DIVERSITY

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.

ABOUT SALTO

...'**S**upport 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 the successful first edition in the autumn of 2020 and the second edition in Spring 2021, we are continuing the "Embracing Diversity" series by organizing the Autumn edition and bringing to your attention new topics and new speakers.

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:

- 8 September 2021 > **ID Talks Race:** The motto of our European Union is: 'United in diversity'. Then why is the struggle for racial equality not over, and seems that it is just starting now in many places through important, big movements, like "Black Lives Matter"? What is racism and how can youth work address it? Guest speaker: **Mohamed Barrie**, City Pirates, Belgium

- 22 September 2021 > **ID Talks LGBTQIA+:** Social acceptance, and sometimes even the lives of LGBTQIA+ people are still jeopardised in many countries in the 21st century. How to get a more sensible perspective and fluid take on gender and sexual orientation? How to make these taboo topics talkable and could they be addressed in (international) youth projects? Guest speaker: **Dani Prisacariu**, Gender Talk, Romania

- 6 October 2021 > **ID Talks Class:** Almost no one speaks about class anymore, and it seems, it is something left to history or marxist literature. Why so? What does class mean to you? How classes influence and shape young people's lives? How do we create an offer that is attractive, but also accessible to all young people? Guest speaker: **Falko Blumenthal**, Union Secretary, Industrial Union IG Metall, Germany

- 20 October 2021 > **ID Talks Gender:** Gender as a multi-layer social construct, but in public discourse, it is often diminished to the individuals' physical traits. How do society's standards and expectations impact our self-image? Why are these standards gendered? How to address body awareness, body image, and identity in youth work, especially in the age of digitalization and social media? Guest speaker: **Tony Lashden**, Belarus/Sweden

- 3 November 2021 > **ID Talks Diversity:** We strive for equality in our societies, but do we appreciate the diversity that comes with it? Why should we talk about diversity? Why to embrace it? How to harness our unique perspectives, pool our collective intelligence to tackle the greatest challenges of our age? Why and how diversity strengthens any team or organisation, what personal applications does it have? What that means for young people and youth work? Guest speaker: **Rahel Aschwanden**, Instituto Now, Brazil

ID Talks: Diversity

We strive for equality in our societies, but do we appreciate the diversity that comes with it?

GUEST SPEAKER: RAHEL ASCHWANDEN

Rahel Aschwanden is an instructional designer and co-founder of NOW and Instituto NOW. The focus of Instituto NOW is to bring new methodologies and topics around diversity, inclusion and social transformation to formal and non-formal education spaces and recently created the NOW App - a tool to foster and measure the development of 21st-century competences. Rahel lives in Brazil and Switzerland with their wife and two kids.
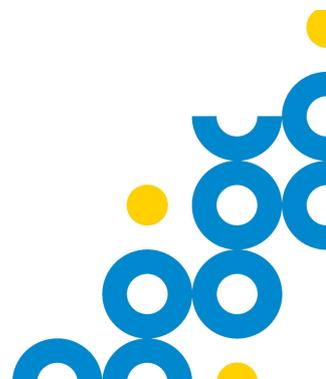
Article

by Rahel Aschwanden

Diversity in our daily lives

Diversity is part of everyone's life. All of us are in touch with people of different ages and gender identities, people with different hobbies and beliefs. Yet, for everyone, there are types of differences that we do not interact a lot with. Think about it: on a normal day of your life, when do you have conversations with people who:

- Have very different political beliefs than you.
- Belong to a different social class than you.
- Frequent a religious institution that you are not part of.
- Have a different legal or citizenship status in the country you live in.
- ...

We sometimes refer to the fact that we don't interact a lot with some of these differences to "living in a bubble" meaning that we circulate in cycles of like-minded people with similar lifestyles and aspirations, live in neighborhoods with similar looking people, etc. And even if we do walk past people who are different from us, it doesn't mean we actually interact with them on a deeper level. The term "filter bubbles" has come to describe the way that algorithms contribute to us having limited access to differences online. Eli Pariser, who coined the term, describes the problem of our lack of access to diverse thinking online as follows: "A world constructed from the familiar is the world in which there's nothing to learn."

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When trying to reflect on the differences we encounter every day we need to keep in mind that some identity traits that make up who we are are visible and others are invisible. Think about the social identities: gender identity, spirituality, social class, ability status, sexual orientation, etc. We should not limit our perception of differences only to these markers, the so-called surface-level diversity. Just as importantly, when striving for diversity, we should look at "deep-level diversity". That term describes attributes like our way of thinking, our values, our personality, etc. Besides that, as a member of the audience at the ID Talks pointed out: new "diversities" can arise and will arise in the future, for example, linked to technology and our use of it. This means that the "differences" we should strive to include in our teams can change over time.

A rather recent concept linked to diversity is "super-diversity" coined by the sociologist Steven Vertovec. He describes that through the ongoing migration within and between different states, we are observing a diversification of diversity. Big cities with high numbers of immigrants - like Auckland, London, or Rotterdam observe a growing diversity within the groups of people of a certain national background. According to this perspective, there is a growing diversity within people of Turkish origin in Berlin, to give an example. Some people of Turkish origin might share more commonalities with inhabitants of Berlin with German origins, whereas others might share more with people of Bosnian or Kenyan origin. As a result, the "boxing" of people according to their nationality no longer makes sense. That is where the concept of "intersectionality" becomes important.

Intersectionality

Intersectionality describes people's overlapping identities and the fact that for some people these overlapping identities create aggregated sources of discrimination. In its original application, Kimberly Crenshwaw used intersectionality to explain how black women were facing discrimination both for being women and for being black - making their experience distinct from black men or white women.

Adopting an intersectional lens when talking about diversity allows us to include people with their specific needs without reducing them to one dimension. We might have good intentions when we want to include a person of a specific religious background or with a specific disability - yet should we not forget that these people are not just their disability, migration background or religion. Each person has many different identities.

Research in corporate environments shows that the more underrepresented identities someone has, higher the chances that they will feel like their perspectives don't matter and that their companies have challenges of inclusion and diversity. That means that having an intersectional lens is also crucial to allow us to pay special attention to multiple marginalizations and how we can create equitable solutions across differences.

Why having diversity in our team is important?

In his book, Rebel Ideas, Matthew Syed asks a question:

"*If you bring 10 people to a brainstorming session, each comes up with 10 ideas, how many ideas do you have?*"

He then elaborates on the importance of diversity for teams to be able to perform and come up with new and effective ideas together.

Similarly, many different studies have shown correlations between diversity and the performance of teams and companies. As proxies, the studies usually focus on the levels of innovation or the generation of revenue of these teams or companies. Luckily, there is also research being done measuring other - more human - aspects such as the impact on happiness or mental health of employees.

When we try to understand why diversity seems to correlate with more successful teams and companies, we can also look at the dangers of homogenous teams. For example, teams with low levels of diversity tend to have a higher risk of suffering from groupthink. Groupthink is a psychological process in which a group reaches what seems to be consensus without reasoning or adopting different perspectives. Groupthink means ignoring or even silencing divergent ideas and rushing to decision-making. Groupthink can be dangerous as it can lead teams to ignore important information and adoption of stereotypical, unfinished or risky ideas.

But there's another, more simple reason, homogenous groups simply often lack certain perspectives. The more diverse our walks of lives have been and the more diverse our lives right now, the more input and perspectives we can bring to the table.

CHALLENGES of homogeneity

G·R·O·U·P·think

ILLUSION OF UNANIMITY
UNQUESTIONED BELIEFS
SELF-CENSORSHIP
STEREOTYPING

So how do we bring diversity to our team?

So, if we want to increase diversity in our teams, we need to make sure to do it carefully. We should at all times avoid tokenizing people - meaning to hire someone of a certain group just to have someone with that attribute in our team. It's crucial that everyone in the team has common ground with other team members, sharing interests and life experiences. It is quite obvious that just having one person with a disability or a different skin color than everyone else can be quite challenging for that person, but also being the only introvert, only LGBTQIA+ person, the only person with migrant background or only parent can be challenging, just to give a few examples.

When looking for the right candidate, we need to be aware of our own biases. During the ID Talks, someone in the audience commented on often having the situation that the "people who were more similar to who were already in the team just being better candidates". It's important that we question that notion of "better candidates". There is a lot that happens in our brain when we meet others: conclusions, judgments, and identifications. For example, there's an implicit bias called "Similar-to-me bias" that well... I think you can guess it, it makes us favor people who are more similar to us.

We also need to be aware that diversity can bring conflict and discussion to our team. Not all moments are suitable for diversification: if we are under a lot of stress, we likely won't be able to give a new team member the time needed to find their way around.

Once we feel ready to diversify, we should reflect on the right process, making sure we are aware of our biases and bring the whole team on board to support the integration of the new team member.

Finally, when increasing diversity in our team, we need to make sure we have the right position for each candidate. There's no good in hiring someone that brings diversity to our team without having a position that fits their skill set and interest. Otherwise, they might not feel comfortable and stay with us - which can create a snowball of frustration.

Diversity and ceding power

Research shows that the revenue of companies only increases significantly when companies hire more than 20% of female managers. Bringing us back to the idea of not just hiring tokenized individuals representing certain groups. Besides looking at the percentage, we also need to always look at which positions we bring diversity.

As Mohamed Barrie pointed out in the ID Talks Race: "Letting people talk is not enough, we need to let them decide."

We need to always keep in mind that some forms of diversity are influenced by historically built systems of inequity that still influence members of certain groups today. Key concepts to understand that are:

- Privilege: Privilege can be defined as the unearned advantages, benefits and rights given to people who belong to certain social groups. Common examples of privilege are white privilege or male privilege.

- Power: Power can be understood as one's ability to influence or control people, events, processes, or resources.

- Equity: Equity means giving all people the access and resources they need to succeed. It stands in comparison to equality, which means giving everyone the same access and resources.

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

So, how can differences become a source of learning? Be it in international youth work or in a team, it's crucial that we understand the different aspects of diversity. It's important for us to understand that some identity traits give people less or more access and power while also understanding that diversity is not static and no one is ever just one thing.

In that sense, we need to strike a balance between having boxes to give visibility to the identities, challenges, and needs of different groups while avoiding reducing people to these boxes. Taking on an intersectional lens allows us to also understand how different forms of discriminations can overlap.

HAVING *boxes to give visibility* VS. REDUCING PEOPLE TO THESE BOXES

We also need to keep in mind that challenges can arise when differences meet. We should not be afraid of having difficult conversations. Each such conversation can be exactly where the learning about differences happens. Such difficult conversations can be to call someone "in" on a racist, ableist, sexist, or homo/transphobe comment or to apologize when we misgender someone, mansplained someone, say something that hurt someone, or take up too much space in a conversation or meeting. In that sense, the concept of "calling in" can also apply to ourselves.

TRAINING *our* MUSCLE *in the* WAY WE COMMUNICATE & RELATE *to others*

DIVERSITY *needs to be* REPRESENTED AT * ALL * LEVELS

THE NECESSITY OF *D·I·F·F·I·C·U·L·T* *conversations* WHEN CHALLENGES ARISE
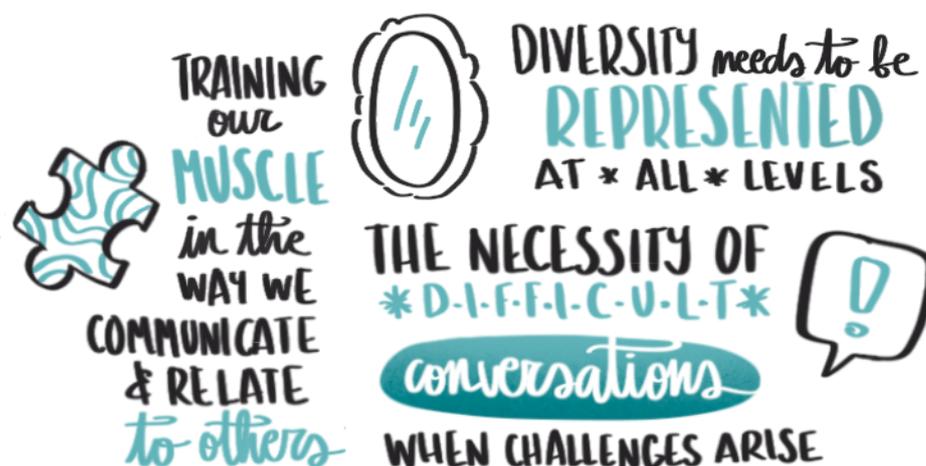
"Calling in" is a term has has been coined by anti-racist work as an alternative to "calling out". While calling out means publicly and explicitly pointing out if someone says something discriminatory, hate- or hurtful, calling in means reaching out to a person - usually on a 1on1 basis to share with them how their comment or action was complicated and reflecting together on how to do better next time. Calling in means acknowledging that we all make mistakes and using empathy and patience for the person.

As discussed in the ID Talk discussion, there are moments when calling out is required, like in the case of racist comments in the presence of non-white people, homophobic comments in the presence of non-heterosexual or questioning people, etc. When thinking about youth work, calling out is quite important to show the young people present that we are committed to creating a safer space. At the same time, calling in can often be more efficient in actually allowing someone to learn and change their behaviour without being put on the spot. Calling in can be an important concept to approach the "racist uncle" or react to an ableist joke on a whatsapp group. Trying to build common ground and avoiding displaying superiority towards the other.

On a final note, diversity is an ongoing topic that requires us to be committed and to work to educate ourselves, reflect on our behaviour and build safer spaces every day. Yet, it should not be a heavy topic that feels like "we're not allowed to say anything anymore". If we do diversity right at our workplace, diversity can feel light and enriching.

RESOURCES:

- Barrie Mohamed. ID Talks Race. URL: https://79060753.flowpaper.com/IDTalksMagazine/#page=1.
- BCG: Beyond Good Intentions. URL: https://www.bcg.com/beyond-good-intentions-bringing-an-employee-lens-to-diversity-inclusion-in-corporate-canada.
- Cherry Kendra. What Is Groupthink? URL: https://www.verywellmind.com/what-is-groupthink-2795213.
- Jewell Tiffany: This Book is Anti-Racist: 20 Lessons on How to Wake Up, Take Action and Do The Work. URL: https://www.amazon.com/This-Book-Anti-Racist-lessons-action/dp/0711245215/ref=sr_1_1?crid=3MW9BQ76592TN&keywords=this+book+is+anti+racist&qid=1583958284&sprefix=this+book+%2Caps%2C142&sr=8-1.
- Pariser Eli. The Filter Bubble: What the Internet is Hiding From You. URL: https://www.goodreads.com/book/show/10596103-the-filter-bubble.
- SALTO ID: Embracing Diversity. URL: https://www.salto-youth.net/rc/inclusion/inclusionpublications/embracingdiversity/.
- Steven Vertovec. URL: https://en.wikipedia.org/wiki/Steven_Vertovec.
- Syed Matthew. Rebel Ideas: The Power of Diverse Thinking. URL: https://www.matthewsyed.co.uk/resource/rebel-ideas-the-power-of-diverse-thinking/.

Embracing diversity series

ID TALKS *diversity*

EDITORIAL INFORMATION

On behalf of the SALTO Inclusion & Diversity!