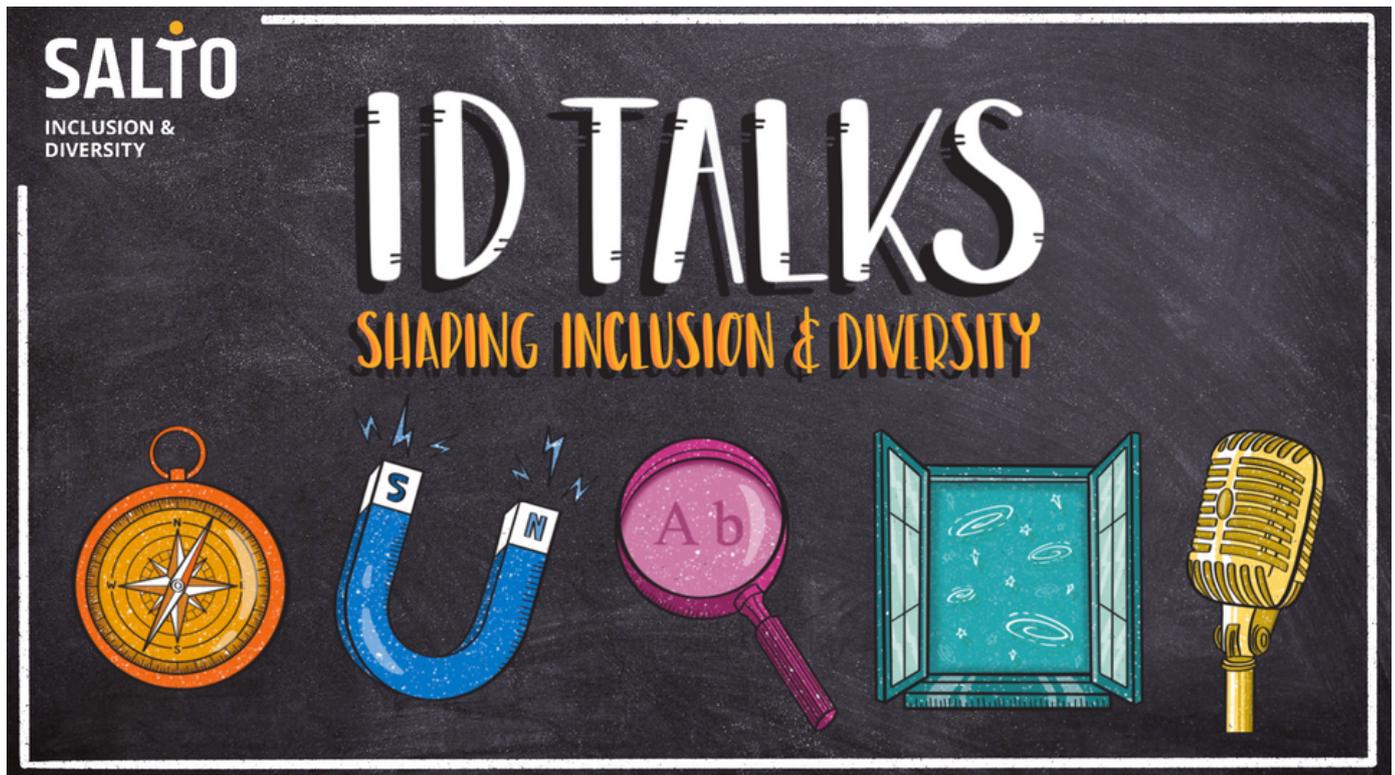


# ID TALKS!

*A series of 5 online workshops on 5 major topics in the promotion of "Shaping Inclusion and Diversity" - how to implement youth projects that are more inclusive, diverse, and reflect the ID Strategy?*



## ID Talks:

STRATEGY  
OUTREACH  
LANGUAGE  
LOCAL  
VISIBILITY

Download this and other SALTO Inclusion & Diversity booklets for free at [www.SALTO-YOUTH.net/Inclusion/](http://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

...‘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](http://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/](http://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/](http://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:**

- 23 February 2022 (1 PM CET) > **ID Talks Strategy:** Following on from the European Commission's 'Inclusion and Diversity Strategy', the new 'I&D Road Map' details the road we need to travel together to make inclusion & diversity easier and better in the Erasmus+ programme and the European Solidarity Corps. Which milestones can you reach? What tools help you get there? And how to develop an Inclusion and Diversity strategy for your organisation? Guest speaker: **Susie Nicodemi, UK & Tony Geudens, SALTO ID**
- 09 March 2022 (1 PM CET) > **ID Talks Outreach:** Even projects that "tick the inclusion boxes" often fail to reach to most vulnerable young people. What keeps young people with fewer opportunities from participating in European projects? Who is already on board then? And who is left behind? Why and how can you reach out to organisations doing inclusive work locally and connect them to the EU level? What are the obstacles and what is the way forward? Guest speaker: **Andreas Rosellen, Germany**
- 23 March 2022 (1 PM CET) > **ID Talks Language:** The main function of language is to make communication simpler. But is the language we use (in international youth work, in the related programme documents and application forms) reducing or increasing barriers for participation? Is it inviting or discouraging? How do we communicate about our work at local and international level to appeal and attract diverse groups of young people? Guest speakers: **Petra Plicka & Heidi Mackowitz, Austria & Barbara Eglitis, European Solidarity Corps RC**
- 06 April 2022 (1 PM CET) > **ID Talks Local:** One size does not fit all. What new, open, easy and inclusive projects and initiatives could be more suitable for young people with fewer opportunities? Why is it important to propose EU-funded local project formats and how do they compare with international mobility projects for young people? Guest speakers: **Ieva Kaupaiteė & Karolina Lipnickienė, Lithuania**
- 20 April 2022 (1 PM CET) > **ID Talks Visibility:** Communicating about our work becomes increasingly important. How not to "fake" it for the sake of giving a better ID impression? What are the ethical dilemmas? Why and how to disseminate and exploit project results (DEOR), both to convey the relevant messages and to remain useful and appealing to the larger public? Guest speaker: **Pavel Vassiljev, Estonia**

# ID Talks: Strategy

*Which milestones can you reach? What tools help you get there? And how to develop an Inclusion and Diversity strategy for your organisation?*

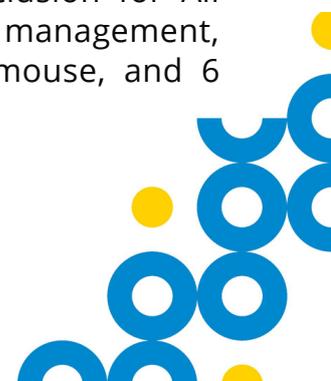


## GUEST SPEAKERS: SUSIE NICODEMI & TONY GEUDENS

**Susie** comes from the practice field, has done a bit of policy-making, enjoys facilitating, and is getting more and more into writing and research.

"I live in a town in the south of England with my family, trying to bring European values down to local everyday actions. I have been involved in youth work (local and international) for a long time - with many different hats on. European Programmes make a difference. Helping shape them makes me more me."

**Tony** has been working since 2000 for SALTO Inclusion & Diversity. He coordinates the 'Strategic Partnership for Inclusion' between 18 Erasmus+ youth/Solidarity Corps National Agencies and makes the 'Mobility Tasters for inclusion' happen. Besides training, Tony also loves to write and has developed some of the Inclusion for All publications. He has an academic background in languages, intercultural management, and (social) psychology. Tony is married and has adopted 3 cats, 1 mouse, and 6 chickens.



# Article

Susie Nicodemi & Tony Geudens



Try the I&D Roadmap – a co-created tool for more and better inclusion and diversity in the EU youth programmes.

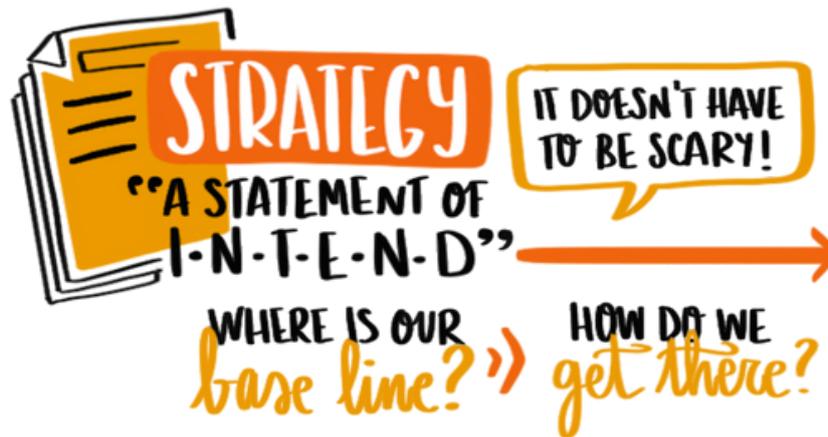
A handy help to build your own strategy to get more young people with fewer opportunities on board.

## Strategies lay out the path to success

What do you think about when you hear the word 'strategy'? That they take away precious time and money? That they restrict your scope and your flexibility? That they are complicated, long and only for experts?... False!

Let me tell you a secret... Strategy isn't a scary thing. Or at least, it doesn't have to be. In fact, when you look in the dictionary [1], a strategy is basically "a plan of action to achieve a long-term or overall aim"

Or as the SALTO publication 'Inclusion by Design' [2] phrases it: "a strategy is a statement of intent. Where am I now? Where do I want to go? And what are the different steps I need to take to get there?"



### Strategies are more than 'blah blah'

A strategy is about having options and making choices.

1. (Starting point) Think about what do you do well? Where are you starting from?
2. (Goals) Next, define what do you want to change? What's the need you see? What are your priorities? What impact do you want to have?
3. (Process) Reflect on the way to reach your goals. How are you going to get there? What resources do you have and how can you use them most efficiently. Break the path to success down in SMART steps: Specific, Measurable, Achievable, Realistic, and Time-bound.

In that sense, an inclusion & diversity strategy simply is a choice of SMART actions you decide to take in order to make your organisation/activities more inclusive and reach more diverse young people (those with fewer opportunities).

Having a strategy gives you focus. It saves you time and money, and limits wasted/inefficient efforts because you put your resources (time, money, energy) in a shared direction. With an inclusion & diversity strategy, you can achieve things in a more effective way. Ready to make a new one, or evaluate the one you already have?

[1] <https://www.lexico.com/definition/strategy>.

[2] [www.salto-youth.net/InclusionByDesign](http://www.salto-youth.net/InclusionByDesign)

## So everyone should have equal treatment and opportunities, right?

In recent years, there has been a stronger push to get more young people with fewer opportunities involved in the EU youth programmes.

The combat against social exclusion and discrimination are basic aims of the Europe Union. The concept of 'leaving no one behind' is echoed in many policies, instruments, and programmes. So the EU funding programmes should be 'open to all', transparent and fair. It is our tax money after all.

'Equal treatment' or simply stating that 'everybody is welcome' is not fair. Some groups need a bit more support than others.



In the current Erasmus+ programme and European Solidarity Corps (2021-2028), for the first time, the Legal Bases (laws) states that we need to make special efforts to include young people with fewer opportunities [3]. The legal bases request:

- the European Commission to develop a framework for I&D,
- the National Agencies to have action plans to reach out to people with fewer opportunities,
- specific financial support measures for I&D,
- and the results of the I&D efforts should be monitored.

The legal bases of Erasmus+ and Solidarity Corps give us a green light, or even an obligation, to work more towards Inclusion & Diversity.

[3] Erasmus+ legal basis art 13a & b, European Solidarity Corps legal basis art. 15a.



## An over-arching approach

In April 2021, the European Commission launched the Inclusion and Diversity Strategy for Erasmus+ and the European Solidarity Corps [4]. It was built on the previous I&D strategies in the youth field but is now applied to all sectors of education covered by Erasmus+. It gives us a framework for I&D and defines:

- the target groups we are talking about (an open definition that stems from our experience in the youth work field),
- the actions National Agencies and beneficiaries can take to reach out and support people with fewer opportunities,
- the specific financial support and adapted grants available to make inclusion possible,
- and some indicators of what quality inclusion & diversity projects are.

[4] [www.salto-youth.net/inclusionstrategy](http://www.salto-youth.net/inclusionstrategy)



## So what's this new tool for more and better inclusion and diversity?

The European Commission's Inclusion & Diversity Strategy gives us a frame, but how do we translate those European cross-sector objectives into national actions, into something more practical for the youth (work) sector?

SALTO Inclusion & Diversity consulted a wide variety of stakeholders to find out what were the enablers and obstacles for inclusion and diversity in (European) youth work. What works? What is missing? What do we need more of? We mapped interventions that are already well-developed but also the gaps when it comes to addressing inclusion and diversity.

Based on 6 months of consultations and discussions, we developed an 'I&D Roadmap' that shows five Roads towards more and better inclusion and diversity in the EU programmes for youth – and in youth work in general. On each of the Roads, there are three important milestones that we should reach in order to succeed in our aim.

- Download the I&D Roadmap from [www.salto-youth.net/IDroadmap](http://www.salto-youth.net/IDroadmap)

In an interactive PDF format, you don't only see the Roads and Milestones, you can also click through to different suggested actions (and related outcomes) that help you reach a Milestone. Or you can add your own Actions in the empty fields.

The I&D Roadmap gives an overview of all possible Actions. Depending on your reality, resources, freedom, power, national laws, etc., you can help us progress towards more and better inclusion & diversity. Only when all stakeholders do their bit and work together, can we reach our goals.

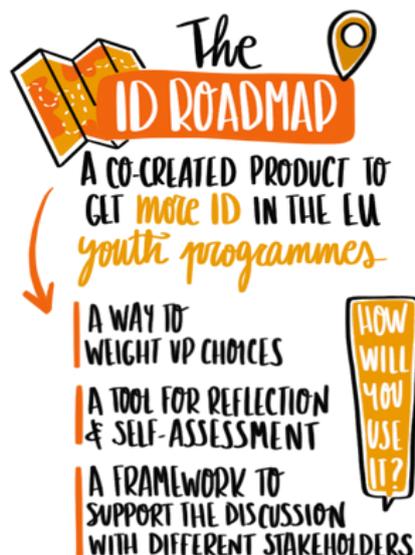


## How to use the I&D roadmap?

- **As a starting point:** brainstorm about the different areas: which Roads, Milestones, or Actions make you think bigger/wider? Are there items in here you have never even thought of before? Do you have more to add? Complement the map with your own ideas in the text boxes.
- **As a menu:** the I&D Roadmap gives you a full picture of what needs to be done to include more young people with fewer opportunities and to embrace diversity of all kinds. It is a good basis for discussion in your organisation, to see which Roads/Milestones/Actions you want to work on. You can compose your I&D strategy based on the I&D Roadmap, or add some new areas to another existing strategy. Tick the boxes in front of 'your actions' and add your own notes.
- **As an overview:** you can see which actions are already covered and by whom (add it in the text fields), and where are the gaps still need attention. Even if you don't have the power to take on an important action, you can push others (e.g. SALTO, European Commission, National Authorities) to take action. Or you can divide actions between yourself and your partners.
- **As a project tool:** to help frame the aim of the project and the process of working together on the project. In meetings with project partners, it helps to define what will be in a project and what not. When you have completed an action, you can tick the box.
- **As a reflection aid:** consider what I&D Milestones or Actions you do well already and areas in which you could improve, as an evaluation of your work. Why not 'score yourself'? Or get others to score you (young people, other organisations, other stakeholders)? It will help you define where you could step up your game.
- **And more...**

This I&D Roadmap is a starting point. You can build on it and add your own (target-group specific) Actions under the Milestones. You can even store the document in the cloud so that different stakeholders can work in a common online document.

Remember: doing 'everything' means doing nothing. Choose a few priority Milestones or Actions, and work out a plan for how to reach those ones. Consider which ones to start with first, and which ones would have to be in place before you can tackle the next action.



## How would it work in real life?

*This real-life example was expressed during the ID Talks on 23rd February 2022.*

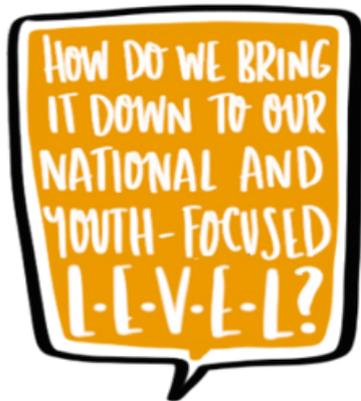
In the European Solidarity Corps, there is a need for the Sending Organisations to have more resources (funding, time, capacity, etc) to be able to support participants with fewer opportunities to get involved in volunteering. The focus on the BEFORE and AFTER phases of a project are particularly important for this target group: to mentor, coach, and guide a young person, especially the more vulnerable, takes time and resources.

How can the ID Roadmap be used to improve the situation? Some ideas:

- **Buy-in (Road 1)** from the people managing the Solidarity Corps (NAs, COM, National Authorities) is important. One of the Milestones is to create **'arguments'** (e.g. based on research) why the work of the sending organisation is so important, how much time it requires etc. It might also help to show those decision-makers what the situation in a sending organisation is like by inviting them to your organisation: **'increase their knowledge & awareness'**.
- **Active outreach (Road 2)** is important, that's what the sending organisation does to have young people with fewer opportunities in the Solidarity Corps. One of the milestones suggests to **'interconnect with others'** to be more efficient. Similarly, you can connect with like-minded organisations to work together to achieve more resources for the sending & follow-up work. Or share with each other how to manage the situation as well as possible.
- In the ideal case, you want to **'reduce barriers' (Road 3)** so that there are enough resources. One of the milestones aims for **'changes in programme design'**, so be sure that your message gets to the European Commission (in charge of the programme) via your NA, via SALTO, via the mid-term evaluation. Another milestone suggests to **'upskill beneficiaries'** or **'provide support'** (by NAs?) to find other resources or use other methods to make sure the preparation and follow-up of the young people with fewer opportunities are done well.



- The I&D Roadmap says ‘**maximising impact**’ (Road 4) is important. ‘**Better follow-up activities**’ (by the sending organisation) are key according to the Roadmap. This is an argument to lobby for more resources for this valuable work (e.g. towards NA, European Commission, National Authorities).
- You can also use the whole I&D Roadmap as an overall tool in this situation. By connecting the different stakeholders together on a local, regional, or national level, get the different players around the table, listening and learning from each other. Use the ID Roadmap as a framework for the discussion with them – as a common-ground tool to empower and encourage other stakeholders (especially policy makers) to understand the reality of young people with fewer opportunities. Refer to the ID Roadmap in your lobbying. Show it has roots in the European Commission’s ID Strategy document and the legal bases of the European Programmes. Use the phrasing in the different Milestones and Actions of the Roadmap to detail and explain the need for this change. Show how these different elements can interconnect, and how different strategies can complement each other/interconnect too.



### Finding your way

Hopefully, the I&D Roadmap helps you define your strategy for more and better inclusion and diversity. Hopefully, the Roads, Milestones, Actions, and Outcomes show you the way.

Good luck and keep up the good I&D work!



**RESOURCES:**

You can find the interactive ID Roadmap or the printable overview at [www.salto-youth.net/IDroadmap](http://www.salto-youth.net/IDroadmap). More resources will be added to this page soon.

Get inspired by practical publications and a series of podcasts on how to develop your I&D strategy:

- [www.salto-youth.net/inclusionbydesign/](http://www.salto-youth.net/inclusionbydesign/) (for NGOs)
- [www.salto-youth.net/shapinginclusion/](http://www.salto-youth.net/shapinginclusion/) (for NAs + podcasts)
- [www.salto-youth.net/idkitchenpodcast/](http://www.salto-youth.net/idkitchenpodcast/) (involving stakeholders in your ID efforts)

Maybe you prefer watching/listening to learn things? Try this one: "A strategic mindset for strategic planning?" by Salla Saarinen. A 45 min. input at the TCA/NET 2021 Meeting of the Erasmus+ & Solidarity Corps NA Officers: [www.youtube.com/watch?v=yzsV622c4mA](https://www.youtube.com/watch?v=yzsV622c4mA)

*Shaping Inclusion & Diversity*

**ID TALKS**

*strategy*

TONY & SUSIE  
CLUDENS  
NIEDEMI



## EDITORIAL INFORMATION

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***On behalf of the SALTO Inclusion & Diversity!***

