

Shaping Inclusion & Diversity Strategy: 19-21 September 2022

ON TRACK AUG 02, 2022 08:45AM

Welcome!

Intro

So great to have you all here! :) This padlet is the place where we will gather all information related to our Colleague Support Group meeting aimed at shaping Inclusion & Diversity Strategies.

This inclusion & diversity colleague support group **follows up the last year crash course on developing NA's national ID Strategies. Now that you have the strategy in place, it's time to work further on its implementation.** This course will help you to get to know **how to make it work.**

To get us in the atmosphere of I&D we have prepared for you a small inquiry exercise that will get us ready for September. In the following columns you'll find:

- the **agenda & objectives**
- the **pre-work**
- an invitation to **getting to know each other**
- a **resource** space you can explore at your own pace

If you have any questions please reach out to us, the facilitators, Dani & Andreea via email:
prisacariudani@gmail.com
andreea_buzec@yahoo.com

Really looking forward to seeing you in Romania!



IDCSG agenda & objectives

AGENDA

This is the agenda of our meeting!

We will be working together 2,5 days. Starting at 9h on 19th of September and finishing at 12.30 on 21st of September.

	Monday	Tuesday	Wednesday
09:00-10:30	Welcome and (re)connect	Inclusive communication	How can we support each other in implementation?
10:30-11:00	Break		
11:00-12:30	ID National strategies & realities check in	Evaluation & monitoring Using Research	Next steps: reassess & redesign a realistic action planning Meeting final evaluation
12:30-13:30	Lunch		
13:30-15:00	ID Strategy implementation Pillars ID Ecosystem - individual work and/or world cafe	Internal actions & learning	Departure
15:00-15:30	Break		
15:30-16:30	Biases in ID work	Networking / living library event with ID organizations from RO	
19:00-20:00	Dinner		

Aim:

To support the NAs in implementing their own national-level inclusion & diversity strategies and by doing so, maximise the results and impact of their inclusion work.

Objectives:

- o To discuss and exchange on ID strategies in different countries
- o To support design & implementation of the national-level inclusion & diversity strategies
- o To share and create ideas about different tools for strategy implementation & concrete tips & tricks on how to do it better
- o To learn how to effectively communicate about the strategy and create buy-in from other stakeholders
- o To reflect on evaluation and monitoring of the ID efforts

Programme elements

- o Welcome & reconnecting
- o ID Eco system

- o ID National strategies/realities
- o Implementation of the strategy and its main pillars
- o Research & consultation
- o Communication
- o Networking
- o Support measures (capacity building...) and creating the ID community
- o Internal actions & learning
- o Tools & tips for different pillars
- o Action planning
- o Evaluation

Participants list

First name	Last name	Country	Email
Marjolein	Vandenbroucke	Belgium - FL	marjolein.vandenbroucke@jint.be
Marija	Kljajic	Belgium - FL	marija@salto-youth.net
Josip	Lusa	Croatia	Josip.Lusa@ampeu.hr
Dorina	Sraka	Croatia	Dorina.Sraka@ampeu.hr
Lukas	Borovicka	Czech Republic	lukas.borovicka@dzs.cz
Jutta	Kivimäki	Finland	Jutta.Kivimaki@oph.fi
Jon	Svanur Jóhannsson	Iceland	jon.s.johannsson@rannis.is
Karolina	Lipnickiene	Lithuania	karolina@itba.lt
Kevin	Apap	Malta	kevin.apap@gov.mt
Marcelina	Slawinska	Poland	marcelina.slawinska@frse.org.pl
Miruna	Covaci	Romania	miruna.covaci@anpcdefp.ro
Nicusor	Ciobanu	Romania	nicusor.ciobanu@anpcdefp.ro
Clara	Gonzalvez	Spain	gonzalvezmc@injuve.es
Dana	Gibbs Hernando	Spain	gibbdav@injuve.es
Handan	Boyar	Turkey	handan.boyar@ua.gov.tr
Gökhan	Türkbeý Kulođlu	Turkey	gokhan.kuloglu@ua.gov.tr
Trainers:			
Dani	Prisacariu	Romania	prisacariudani@gmail.com
Andreea	Buzec	Romania	andreea_buzec@yahoo.com
Online check-in			
Marta	Gutierrez-Benet	Belgium	Marta.GUTIERREZ-BENET@ec.europa.eu
Sandrine	Valentin	Belgium	Sandrine.VALENTIN@ec.europa.eu
Rahel	Aschwanden	Brazil	rahel@institutonow.org
Tony	Geudens	Belgium	tony@salto-youth.net

ShapingIDCSGPaxList_20220908
Excel spreadsheet
PADLET DRIVE

Pre-work

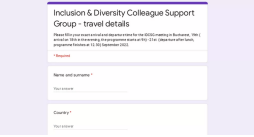
Travel arrangements SURVEY

Please help us arrange your stay according to your travel plans by filling in this [questionnaire](#) by **15th of September**.

Inclusion & Diversity Colleague Support Group - travel details

Please fill in your exact arrival and departure time for the IDCSG meeting in Bucharest, 19th (arrival on 18th in the evening, the programme starts at 9h) - 21st (departure after lunch, programme finishes at 12.30) September 2022.

GOOGLE DOCS



Check-in questionnaire

In order to better assess momentum for each participant. Please fill in the survey by **September 15th!**


Just click [HERE](#)

ID Strategy Library

In case you haven't shared **your strategy** here already last year, please **upload it now!**

ID Strategy Library
For translation: www.deepl.com

PADLET



Practicalities

Contact persons from RO NA

Nicusor Ciobanu
nicusor.ciobanu@anpcdefp.ro

Miruna Covaci
miruna.covaci@anpcdefp.ro
0040744691632

Electricity

For Romania there are two associated plug types, types C and F. The power grid generated 220V.

Insurance

Consider buying travel insurance or international assistance insurance for yourself. If you have the European Health Insurance Card, please take it with you. If not, please check if you can get your card before travelling to Romania (it should be free of charge and be issued in a matter of days; please check with your local health services).

Accommodation

You will be accommodated at **Ibis Politehnica Hotel - Splaiul Independenței no. 313A, 60042 Bucharest, Romania**. More about the hotel by clicking on the image above. You will be accommodated in single rooms.

Check in hour is 14.00

Check out before 12.00, but you can leave the baggage in a special room.

Costs: approximately 350EUR per person (all in). To be paid afterwards. RO NA will send an invoice. Travel costs are covered by participants.

Hotel - Hotel Ibis Bucharest Politehnica

Acum că ai ajuns la ibis, bucură-te de relaxare, de atmosfera vibrantă a acestui nou hub social, de confort atunci când lucrezi în zonele special amenajate sau de o masă memorabilă, la Albert's Place. ibis Bucharest Politehnica aduce în România noul design Agora al brandului ibis.



HOTEL IBIS BUCHAREST POLITEHNICA - ALEGEREA TA PENTRU CALATORII REUSITE

Getting to the hotel

By train + by subway

There is a train going from the airport to Gara de Nord/North Train Station. The train station is in front on the parking of the Arrivals hall. It runs every 40 minutes and it takes around 20-25 minutes to get to the train station. All the necessary info about the train can be found [here](#). Once you arrive at the North Train Station, head to the subway station. Take M1 (yellow line) in Pantelimon direction. Get off at Petrache Poenaru. Walk for around 5 minutes (Dâmbovița river on your left hand side). See the map [here](#).

By bus + by subway

The 783 Express line connects Bucharest Henri Coandă International Airport with the city center. Take the bus from outside the Domestic Arrival Terminal (go one level down from the Arrival Hall, at the ground floor). In the bus stop there is a kiosk from where you can buy a Multiplu card (details [here](#)) that you can charge for your trip (two ways for around 1.7 Euro); or you can pay by card inside the bus. Get off at stop Piata Victoriei. From Piata Victoriei you have to go to the subway and take the M1 line in the direction Pantelimon (yellow line) and get off at Petrache Poenaru. Walk for around 5 minutes (Dâmbovița river on your left hand side). See the map [here](#).

By taxi

You can take a taxi from the taxi station located at the exit of the terminal (but be careful as those often charge several times more) so better take it **by ordering one from the counters in the Arrivals hall** (to the left as you reach the Arrivals hall). Be aware that fares may vary from 1.89 to 3.5 lei/km (1 Euro = approx. 5 lei) and that, depending on traffic, the journey can take from 30 minutes to 60 minutes. For taxi you should be able to pay in cash, in the national currency. More info [here](#). We are aware that **some taxi drivers may try to extra-extra charge you!!** Therefore, please check the taxi fees and ask the driver. The ride should not be more than 50-60 lei.

By Uber

If you prefer to enjoy the quick city sight-seeing from a comfortable car, you can take an Uber. You already know the drill if you used it before. Just make sure you have the app on your mobile phone and the hotel address! Fares may vary depending on the distance and on the traffic hour, but should be around 12-15 Euro. More details [here](#).

Money

Currency is the Romanian leu ([[leu](#)], plural lei [[lei](#)]; code: RON). The current exchange rate is quite stable at approx. 5 lei for 1 EUR. The exact rate can be found at: <https://bnr.ro/Home.aspx> About making payments in lei/euros upon arrival in Bucharest: you can't make any payments in euro, only in Lei. But you should know that there is an exchange bureau in the airport, you can make the euro-lei exchange transaction over there or you can pay by card in any other places in Bucharest: when buying or paying a bus trip, in regular stores/markets (not in regular taxi you find in the airport, only when you call for one- so, the way back to the airport from the hotel, the reception can call a taxi for you, asking to be possible to pay by card).

Shortly, for the first trip to the hotel, in case you want to take a taxi, use the exchange bureau in airport, afterwards we can support you during your staying.

Safety first! COVID-19 regulations

The health situation

In the last few months, COVID-19 infections have been decreasing in Romania. Updated information about the general situation on [Re-open EU](#) website.

Entering Romania

COVID-19 travel restrictions have been lifted in Romania starting with the 9th of March 2022.

Providing proof of vaccination, recovery from COVID-19 or negative test results **is no longer necessary**, and travellers are not subject to quarantine anymore.

Before travelling, we recommend you to check the updated details for entering Romania at: <http://eviza.mae.ro/COVID19>.

Travelling and COVID-19

We kindly ask you to also check the COVID-19 regulations of your intermediate stops during your travel (if the case).

Accommodation and working conditions

The event will be organised in respect to the conditions and recommendations of the local authorities in charge.

We recommend you to wear surgical or FFP2 masks throughout the entire event, inside the location. Physical distancing of minimum 1 metre between participants will be ensured. Masks can be removed outside, but appropriate physical distancing shall continue to be respected. To be effective, the surgical mask is recommended to be changed every 4 hours and the FFP2 mask every 7 hours.

Hand-cleansing gel will be available throughout the event location. As an additional measure, we encourage you to wash your hands with soap and water as often as possible.

Measures to follow if a case of COVID-19 virus is suspected

The person must:

1. Self-isolate in his/her hotel room

2. Inform the NA team as soon as possible, as well as the hotel reception
3. Follow the instructions given

In case of COVID-19 suspicion, the NA team can provide rapid COVID-19 testing. Please bear in mind that the number of rapid tests is limited and will be distributed at the request of participants with symptoms. Rapid COVID-19 tests are also available for purchase in any local pharmacy.

Participants tested positive to COVID-19 or identified as COVID-19 contacts during their stay may have to be quarantined for 5 days, in line with locally applicable rules.

Please, note: costs related to PCR tests, vaccination, quarantine and hospitalisation during and after the event will not be covered. The organisers' team will support you, though, should you be tested COVID-19 positive.

Resources

Shaping Inclusion & Diversity publication & podcasts

[SALTO-YOUTH - Shaping Inclusion: Inclusion Strategies for NAs \(salto-youth.net\)](https://salto-youth.net)


Interview with Miruna & Nic from Romanian NA

All you wanted to know! :)

Interview SALTO I&D With Miruna And Nic by Dani Prisacariu

How can we approach the development of an Inclusion and Diversity Strategy? In this interview we learn from the lessons of the Romanian NA in their process of developing and implementing a I&D Strategy.

SOUNDCLOUD



Inclusion and Diversity Strategy 2021-2027

“Implementation guidelines for the Erasmus+ and European Solidarity Corps Inclusion and Diversity Strategy”... reinforces inclusion and diversity dimension of the Erasmus+ and European Solidarity Corps. It builds on the experiences across the different sectors of the Programmes and encourages mutual inspiration and motivation amongst them.

The Strategy helps to reach out to and support young people with fewer opportunities in the best way possible and creates a transparent frame to make Inclusion & Diversity projects easier.



Implementation guidelines

Erasmus+ and European Solidarity Corps Inclusion and Diversity Strategy

InclusionAndDiversityStrategy

PDF document

PADLET DRIVE

Guidelines on “Shaping Inclusion & Diversity Strategies for NAs” - Report from the IDCSCG in Portugal, 2016

- o <https://www.salto-youth.net/downloads/4-17-3441/GuidelinesOnHowToShapeYourOwnInclusionAndDiversityStrategy.pdf>

Template for strategic plan

SHAPING
inclusion & diversity & STRATEGIC PLANNING
TEMPLATE

 Define **Mission, Vision, Values** and **Focus Areas** for your strategic plan – that will be the **NORTH** of your organization, in terms of diversity and inclusion, in the next 7 years.

Mission: _____

Vision: _____

Values: _____

Focus areas: _____

Keep in mind:

Strategic Plan Template

Word document

PADLET DRIVE

Template for action plan

SHAPING Inclusion & diversity ACTION PLAN TEMPLATE

Define **Strategic objectives, Key indicators, Activities, Resources, Deadlines, Responsible and Monitoring & evaluation measures** for Year 1 of your strategic plan – that will be the **FIRST STEPS** towards **NORTH**, in terms of diversity and inclusion, in the next 7 years.

Strategic objectives	Key indicators	Targets	Activities	Resources	Deadlines for Year 1	Responsible	Monitoring & evaluation

Keep in mind:

- The support and resources available for the implementation of your strategy that you have identified within your organization during the pre-work.

Action Plan Template

Word document

PADLET DRIVE



Presentation Roadmap process TGv1

Powerpoint presentation

PADLET DRIVE

Marta Gutierrez Benet, COM presentation on the ID Implementations Guidelines



COMMartaGutierrezBenetIDStrategy

Powerpoint presentation

PADLET DRIVE

Our ID strategies

ID Strategy Library

ID Strategy Library

For translation: www.deepl.com

PADLET



ID Officers Contact List

SALTO-YOUTH

SALTO-YOUTH Resource Centres

SALTO-YOUTH



WHATSAPP GROUP

hi to all, here is the link to our WhatsApp group :)

<https://chat.whatsapp.com/Lc5XpXGIgKxKwDvfAtYFPe>

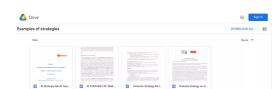
ID Strategy Roadmap Process for the Youth Field - SALTO ID

Examples of the NA's I&D Strategies, 2014-2020

These are some examples developed by fellow colleagues in the one of the previous IDCSG.

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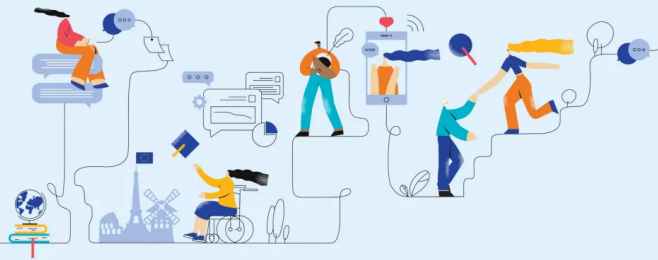
DRIVE.GOOGLE.COM



19/09/2022

SALTO ID E&T Plans 2022/3

SALTO Inclusion and Diversity (Education and Training) Resource Centre



Co-funded by the European Union

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01_SALTO_Dorina

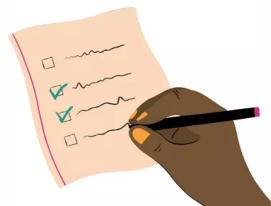
Powerpoint presentation

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SALTO INCLUSION & DIVERSITY

Inclusion and Diversity Officer Job Description

As an inclusion and diversity officer, you will wear many different hats. This job description maps out what ideally falls into the responsibility of this position. However, **depending on the set-up and size of your National Agency, as well as depending on the hours you can actually dedicate to inclusion and diversity work, you will be able to embrace more or less of the following tasks.** Sometimes, responsibility for these tasks will be shared with other colleagues and/or the NA direction or management.



Many tasks will look different and be carried out in different constellations in

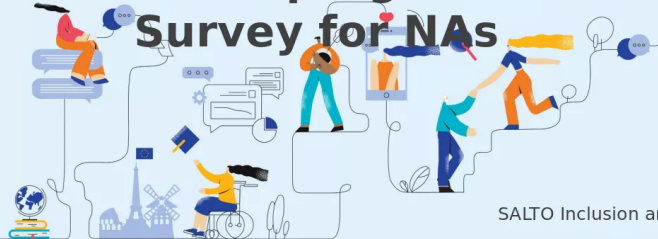
IDOfficerJobProfile

PDF document

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SALTO ID E&T Strategy Survey Results

Inclusion and Diversity in the context of the Erasmus+ programme - Survey for NAs



Co-funded by the European Union

Erasmus+ | European Solidarity Corps | Horizon Europe

02_Survey_Josip

Powerpoint presentation

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SPI Monitoring & Evaluation

better monitoring of our SPI efforts



Strategic Partnership for Inclusion

STRATEGIC PARTNERSHIP FOR INCLUSION

SPI Monitoring System

SPI_monitoring_IDCSG sep 2022_TGv1

Powerpoint presentation

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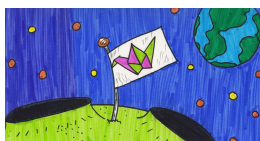
20/09/2022

Inclusive communications

Here are some resources and food for thought.

Private padlet

PADLET



ID Officer Job Profile Description

ID Temperature Check Tool - good practices


- Analysing the national context / specificities in the process of creating the ID strategy.
 - IS NA – has scrutinised the status in order to create own strategy
 - BE-FL – dremplimeter tool
 - ES NA- we put a lot of context (soc-eco-pol) in our strategy
 - CZ NA – synergies with the national recovery plan
- Creating or commissioning research about inclusion and diversity topics.
 - BE-FL NA – own, local research on ID topic, besides the RAY plan
 - SALTO ID E&T – NA staff needs analyses
 - CZ NA – research in selected sectors (external experts) – update of our action plan
- Creating an advisory board or similar structures including external people representing people with fewer opportunities.
 - DE NA – ask Hanna

- RO NA
 BE-FL – consultative meeting ad-hoc user input
 HR NA – has a network of the ID ambassadors
4. Making communication channels (website, social media, etc.) more accessible.
 IS NA – Alt tekst + using more media (esp. Social media)
 ES NA – has in mind project related to easy reading guides (E+ & ESC)
 TR NA – the website will be updated to be more inclusive
 HR NA – digital accessibility
 BE-FL NA – communication colleagues follow trainings on inclusion, gender neutral communication
5. Collecting and promoting inclusion projects.
 HR NA – social media campagne
 IS NA – projects on rurally inclusive groups
 FI NA – does this and publishes stories in the website and the newsletter
 ES NA – did that harvesting BP process during the development of the strategy
6. Experience in working with neuro-diverse groups / participants in trainings. TR NA for ESC hosting trainings
7. Using the supportive approach to help new organisations working with young people with fewer opportunities apply for the youth programs.
 RO NA - coaching after TC.
 LT NA – Partnership building activity, study visit, personal meeting focusing on intellectual disabilities.
 TR NA – sending pax to the Mobility Yaster TCs + national activites
 FI NA – using multypllier org to support/contact YPWFO for ESC 30 – project lab.
 BE-FL NA – 1 on 1 feedback on draft application by NA staff. “Dreamcatchers” project for young people (from idea to project).
8. Working with sign language interpreters.
 DE NA – ask Hanna
 AT NA – aks Barbara
 HR NA – events
 ES NA – has a contract with an NGO to cover every event with sign language interpreter
 TR NA – for national and transnational events uses TR
9. Training assessors on inclusion and diversity topics.
 SALTO ID E&T e-course
 SALTO ID guide for assessors
 TR NA – giving priority to ID during assessors training
 BE-FL NA – intervion: in-between assessors, always with incl examples
10. Organizing learning opportunities to get staff members engaged with inclusion and diversity concepts
 IS NA – internal NA workshops
 CZ NA – living library workshop for the staff with Amnesty International
 BE-FL – actively promoting ID Kitchen and other staff events

CZ NA - Living Library Staff TC

Lukáš Borovička, 20. 9. 2022

Inclusion and Diversity Strategy of the Czech National Agency for International Education and Research



Erasmus+

CZ01 - Staff training
 Powerpoint presentation
 PADLET DRIVE

FI NA - safe space

Erasmus+ EUROOPAN TOULUAMINUSTOIMISTO eurodesk

Safe space

Safety plan
 Powerpoint presentation
 PADLET DRIVE

Jutta: In evaluation form we had question /tittle "How do you evaluate the group and your own participation in the event" and there questions: 1) Feeling safe to express yourself freely, 2) The feeling of safety in the event. (Scale Very satisfied-Satisfied-Not satisfied-Dissatisfied) – ANONYMOUS

Jutta: The other questions under this tittle were Group atmosphere / Participants' contribution / Your own contribution – ANONYMOUS

Invitation to a brave space poem

AN INVITATION TO BRAVE SPACE



Together we will create *brave space*
Because there is no such thing as a “safe space” —
We exist in the real world
We all carry scars and we have all caused wounds.
In this space
We seek to turn down the volume of the outside world,
We amplify voices that fight to be heard elsewhere,
We call each other to more truth and love
We have the right to start somewhere and continue to
grow. We have the responsibility to examine what we
think we know.
We will not be perfect.
This space will not be perfect.
It will not always be what we wish it to be
But
It will be *our brave space together,*
and
We will work on it side by side.

by Micky ScottBey Jones

www.thepeoplessupper.org

Monitoring and evaluation Why, when, what, how?

Adriana Popescu
20 September 2022

Monitoring and evaluation of a strategy

PDF document

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Action plans

Croatian NA

1. Yes, we can develop our NAs I&D Strategy by further elaborating the answers provided in the multiannual WP submitted last year.
2. Yes, we could develop the methodology for a nation-wide research on the topic of I&D among beneficiaries, if time permits and we are not assigned new tasks.
3. No, we cannot provide comprehensive learning opportunities to NA staff until we set up a pool of experts.

Finland:

1.
 - For the trainings: Finalise safety space procedure with the colleagues. Define the level of accessibility we want to achieve. Who: Youth unit. Ready by the end of Oct 22.
 - Monitoring plan for ID. Who: NA ID group. Ready: ? Will make a plan in the next meeting in Oct.
 - List of EU words to website. Passed this to our communication officer who said that she will add that to her to do list. Shared IE jargon buster.
2.
 - ID temperature: will present this to our unit and see how we will use this. Ready: November 22.
4.
 - How to build up good qualitative indicators?
 - Lear to use right kind of language and terms
 - When talk about assessable; define what is enough, what is the starting point, what is possible in practice.

ID Ambassadors - Croatian NA

Ambassadors for Inclusion and Diversity

AGENCY FOR MOBILITY AND EU PROGRAMMES

Co-funded by the European Union

Erasmus+ | European Solidarity Corps | Horizon Europe

03_Ambassadors_Dorina
Powerpoint presentation
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How to monitor and evaluate a strategy - Adriana Popescu

PHOTOS

Group photo 1



Group photo 4

Group photo 2



Group photo 5

Group photo 3



Group photo 6



Group photo 7



Group photo 11



Group photo 8



Photo 12



Group photo 9



Photo 13



Photo 14



Photo 16



Photo 15