

# ID TALKS!

*This series of the ID Talks will take you on a journey across Europe to hear experiences from youth workers who create inclusive international youth projects.*



## ID Talks:

INCLUSIVE PARTNERSHIPS  
INCLUSIVE PREPARATION  
INCLUSIVE ADMINISTRATION  
INCLUSIVE LEARNING  
INCLUSIVE PROGRAMMES

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".

# I & D Talks

## “Inclusion & Diversity Travels”

### What is it all about?

“ID Talks” is a series of 5 online workshops on 5 major topics to promote inclusion & diversity (ID) and quality youth work. It features youth workers, professionals and volunteers, from all over the world to share insights, research findings, food for thought, good practices or inspirational stories. They will guide participants through the pressing matters and challenges affecting Inclusion & Diversity and inspire them to make their programmes and organisations more inclusive, embrace human differences, look ahead and picture how the future of youth work and Inclusion & Diversity might be.

Each workshop begins with an input from a guest speaker. Afterwards, participants have the opportunity to engage in the discussion, ask questions and share about their own realities and experiences.

### 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.

### Why should you join?

- Get food for thought and learn from inspirational ID stories.
- Learn about ID topics from the youth work sector and beyond.
- Get information, inspiration, methods to help the youth sector address ID.
- Put some more quality in your (international) youth work.
- Identify and learn how to tackle existing and future challenges within ID.



**Event Dates:**

- 11 September (13h CET) > **ID Talks Inclusive Partnerships (and project initiation)** - The beauty of international youth projects is that we can learn from and with other organisations about inclusion and diversity. And finding the right partners is important to organise quality projects: partnerships that are built around common values and that help us achieve our inclusion goals. How and where do we find partner organisations and build strong partnerships? What is the key to successful project initiation? This ID Talk brings you first-hand experience and practical tips on how to give your inclusive international youth projects a quality start. Guest speaker: **Morgaine Green**, Otra Escuela, Spain
- 25 September (13h CET) > **ID Talks Inclusive Preparation (of participants and teams)** - Inclusion is a process that takes time and thought. In every activity, you can learn something new with and from the experts, team and participants involved. Though there is no one uniform model for all-inclusive and diversity-sensitive projects, one thing is uncompromisable: proper preparation of everyone involved in the project, from participants to experts, teams and local community. How to maintain inclusion as a core value when preparing our participants and teams? What can help us translate our values into practice? In this ID Talk, we will equip you with knowledge and tools to support participants and team members in developing their inclusion skills and working together for inclusive international youth projects. Guest speaker: **Abderrahman Assorhani**, Föreningen Framtidståget, Sweden
- 9 October (13h CET) > **ID Talks Inclusive Administration (from budget to logistics)** - When we plan an international youth experience in an inclusive and diversity-sensitive manner, we are sometimes worried that this could mean extra costs, administrative burden and impossible logistics requirements. So what special funding exists to support inclusive Erasmus+ youth and European Solidarity Corps projects? And what are the rules to follow? Have you considered making your projects more inclusive, but are you worried about the financial implications, managing logistics and bureaucracy? Do you want to make the best use of the available inclusion support? This ID Talk explores project administration through procedures and real-life examples. Guest speakers: **Elzbieta Kosek**, **Kreisau-Initiative & Hanna Schuessler**, JEUGEND für Europa, Germany

**Event Dates:**

- 23 October (13h CET) > **ID Talks Inclusive Learning (and programme design)** - Getting in contact with other people and sharing experiences is a powerful way of learning. However, for this learning to happen, we need to plan it conscientiously. When organising inclusive international youth experiences, we should we create the space and give tools for young people and team members to develop knowledge, skills and attitudes. But we also need to support them to identify the learning and change they went through. How can we make sure that all participants of youth project have meaningful learning experiences? This ID Talk focuses on different ways to approach learning in inclusive international youth projects. Guest speaker: **Aleksa Savic**, Grupa Izadji, Serbia
- 6 November (13h CET) > **ID Talks Inclusive Programmes (for youth from the European Union)** - To conclude the autumn 2024 series of ID Talks, let's connect the dots and draw some conclusions. How inclusive are the Erasmus+ youth programme & the European Solidarity Corps? How well have we been doing since the launch of the ID Strategy and throughout the current cycle of the EU youth programmes? This ID Talk identifies the programmes' strengths and weaknesses, and shares important ID lessons learnt for the future European youth programmes beyond 2027. It is based on the SALTO ID interim evaluation of the inclusiveness of the Erasmus+ youth programme and European Solidarity Corps and the contribution of the Inclusion and Diversity Strategy in enhancing inclusion in the youth field, in the period 2021-2023 ([January 2024 Making EU youth programmes more inclusive - research report.pdf](#)). Guest speaker: **Gisele Evrard**, Belgium

## ID Talks: Inclusive Learning (and programme design)

*Different ways to approach learning in inclusive international youth projects*



### **GUEST SPEAKER: ALEKSA SAVIC**

Aleksa Savić (he/him) is a youth worker, non-formal education trainer and an activist based in Novi Sad, Serbia. Since 2021 he serves as the Executive Director of Group "COME OUT", an LGBT+ organisation aiming to improve the life quality of LGBT youth of Serbia, currently focused on economic empowerment. Throughout his activities in COME OUT, BalkanIDEA Novi Sad and Vojvodina Volunteers Center Aleksa gathered experience in working with people of diverse sexual orientations and gender identities, people with visual impairment and forms of physical disabilities, youth of national or religious minority, youth from rural areas and youth living in poverty. He has served as a Steering Board member of South East European Youth Network for 6 years.

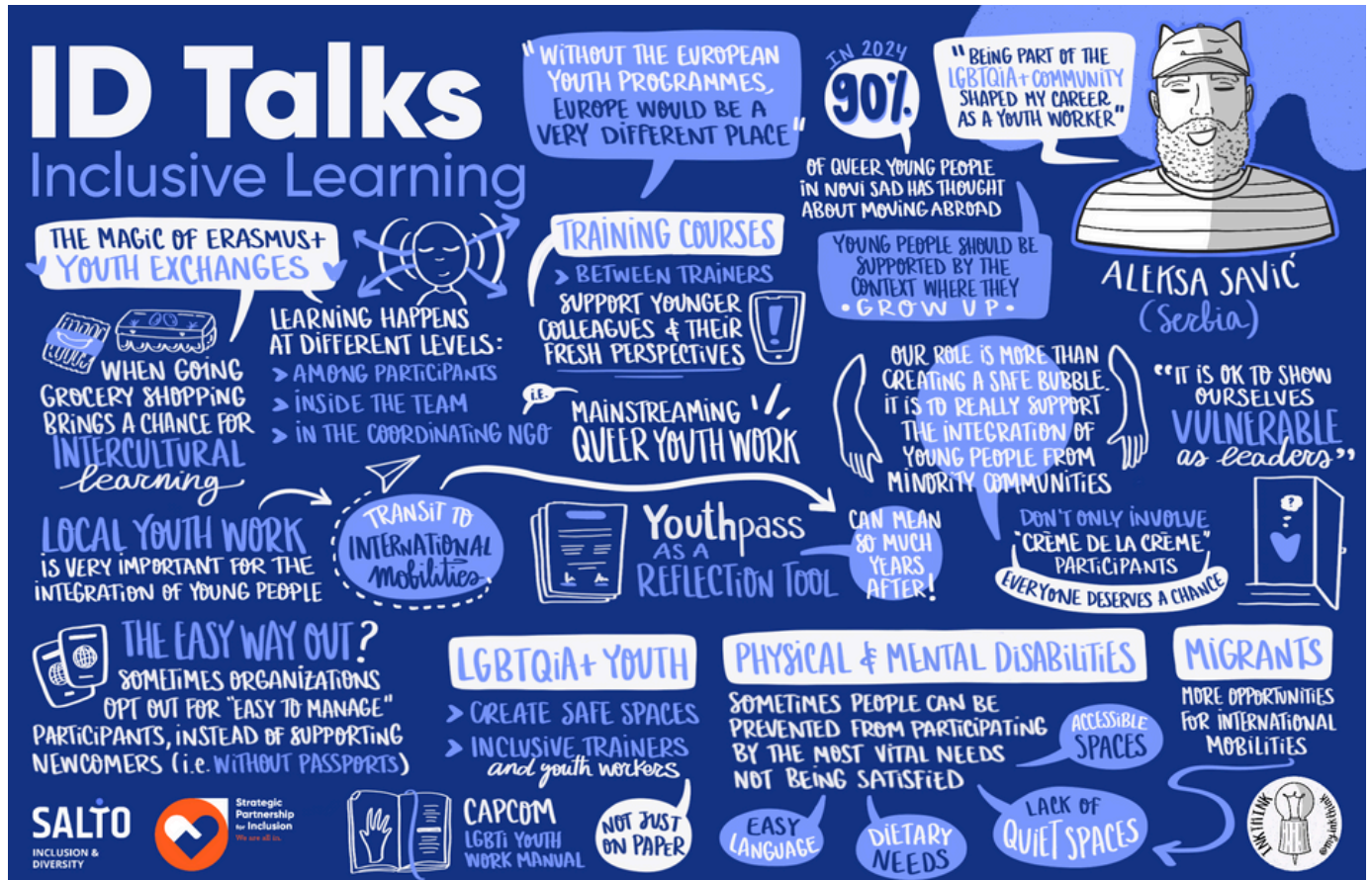
# ID Talks

Inclusive Learning



# Article

Aleksa Savic



## A piece of my story of youth work

My name is Aleksa, and I use the pronoun "he". My experience in youth work is coloured by my experience of growing up and living in a non-capital city, in a country with fewer opportunities than most of the Western Europe countries, and being gay in a homophobic society.



Few days before writing this article I saw my colleague, a psychologist, speaking in a podcast about the positive influence of the existence of an accepting grown-up person in a life of a young LGBT+ person. "In ideal circumstances this person is their parent, but another person, such as a teacher or a relative, may fulfil this role", she said. So I reflected on who this was for me and realized that the only adults in the whole world, who accepted and supported my with sexual orientation when I was 18, were a group of female youth workers from BalkanIDEA Novi Sad, a local organisation in Serbia. Hopefully, one day I won't have a reason to point out their gender. But considering the fact that young women in Serbia show more support for LGBT+ people than young men [1], I feel pride for young women of Serbia. Hence my deep respect for youth workers, and female youth workers in particular.

### **Young refugees and migrants in the mobility programs**

In 2012 I participated in an OFAJ-styled [2] intercultural youth exchange, which thought me that inclusion in learning may also come in a form of accessibility in different languages. It is a way to involve youth who are still learning English, and youth granted the asylum. However, experience showed me that the donors, including the European Commission, often forbid the participation of the young people whose citizen status is not resolved. For the sake of development of these young people, I believe we – the youth workers, and donors, should seek possible solutions to involve them in our international mobility programs (and not just those happening within the country of the current residence, but also the mobilities happening abroad) and not opt them from growing together with their more privileged peers. Perhaps cooperation with UNHCR or a similar organisation might be a place to start.

[1] Stojanović B, Ivković A, Kaličanin B. Alternativni izveštaj o položaju i potrebama u Republici Srbiji 2024. Krovna organizacija mladih Srbije – KOMS. 2024.

[2] My own expression for an exchange in which the official conversations are consecutively translated to the languages of all the participating countries. These are supported by French-German Youth Office (OFAJ/DFJW).

**DON'T ONLY INVOLVE  
"CRÈME DE LA CRÈME"  
PARTICIPANTS  
EVERYONE DESERVES A CHANCE**

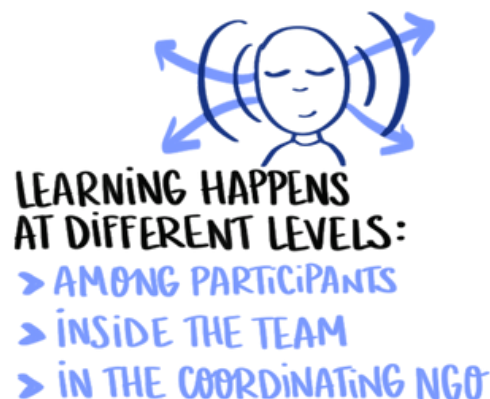
## From local participation to the growth through international mobilities

I am a big fan of youth exchanges. And I believe that the way to make the most out of them is to support the locally active youth to grow by developing intercultural competencies through participation in youth exchanges. Look for the organisations working with local young people, invest in development of the competencies for working with youth with fewer opportunities, and support these young people in traveling abroad for their first time, living together with people of different backgrounds for a week, or getting to know how life looks in another country. There is so much we can achieve if we, the youth workers, challenge ourselves and put that additional effort into learning how to work with one more marginalized group, or select one more participant with fewer opportunities to participate in our programme. In fact, I believe this is the way we can contribute to social justice!



## Generation gap

I feel that we do not talk enough about the way generation gap influences youth work more than ever before. The advancement of technology brought faster changes from a generation to a generation, and we apply this to the work with our target groups. But the width of the generation gap increased between the two youth workers of different ages too. I am thankful for the times when older and more experienced non-formal education trainers mentored me shoulder-to-shoulder, enabled me to practice with the methods new to me, and develop and test my own methods. On the other hand, youth workers aged 30+ should actively listen and learn from the new generations of their colleagues, in order to catch up with trends, developing language, and new generational attitudes. Will generation gap complicate co-facilitation in the future more? For sure it will, if we do not include youth workers of different ages in this discussion.



### LGBTQI+ youth work in a pink bubble [3]

The practice of LGBTQI+ youth work shows that safe space is on the top of the list of the needs of queer youth in the countries hostile towards this group. Introducing pronouns in your get-to-know-each-other activities is a simple and effective method to signal your trans-friendliness. By simply saying "My name is Aleksa, and I use the pronoun he" I signal to all transgender and non-binary that I am very well aware of different gender identities and that these folks are welcome to introduce themselves as they wish. My participants of non-normative sexual orientation (lesbians, gays, bisexuals, asexuals and others) will automatically understand that I am most probably friendly towards people of different sexual orientations too. My cisgender heterosexual (non-LGBT) participants will understand that these aspects of identity are of importance to me and will not be surprised if I react to discriminatory attitudes. Youth work should nurture diversity, but the practice of youth work varies from country to country, even within Europe. And some countries are more tolerant towards homophobia and transphobia. Few letters of your pronoun sound like few to majority, but mean safety and inclusion to some. Look for more examples of good practices in "Youth work with LGBTI+ community", a collection of good practices published by Group "COME OUT" and partners within an E+ project "CAPCOM" and found on: <https://izadji.rs/publications>.

There is also doubt in thinking whether we should organize activities for specific underprivileged groups, or strive for a mixture of identities and backgrounds. And my recommendation is – choose depending on the developmental phase of the youth you work with. For example, LGBT+ folks who are embracing their identity, seeking safe space and learning how to live instead of survive might need that pink bubble where life joy exists. After a young queer person starts believing that they, too, might live a happy life, it is the right moment to introduce them to a group of youth of diverse identities and backgrounds. Afterall, our role is to support youth in achieving their full potential in the society they live in, and the best way to do that is to facilitate their encounters with "different".

[3] A welcoming, friendly, safe and non-judgemental place.

**LGBTQIA+ YOUTH**

➤ CREATE SAFE SPACES

➤ INCLUSIVE TRAINERS  
*and youth workers*



**CAPCOM**  
LGBTI YOUTH  
WORK MANUAL

NOT JUST  
ON PAPER

## The real value of Youthpass

Many of my fellow youth workers saw Youthpass not receiving the recognition it deserves, in the cases when youth presented their certificates to employers. And there is a need to systemically approach this challenge. However, there is no doubt that Youthpass is a tool with which we introduce self-reflection to generations of youth in Europe and beyond. And I have seen the participants keep their certificates for many years after the mobility, not in belief that it will increase their chances for employment, but rather as a symbol of the unique and precious time they spent talking to their inner self. For many, Youthpass marks the experience when they met a significant friend, an emotional partner or took an important life decision. And I claim this with confidence: Without the programmes of the European Commission, Europe would be a different place.



## EDITORIAL INFORMATION

Published in November 2024 by SALTO-YOUTH Inclusion and Diversity Resource Centre (Support & Advanced Learning and Training Opportunities within The Erasmus+: Youth in Action and European Solidarity Corps programmes)

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

