

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/. 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. 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".

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 build 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 fur 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 Programmes (for youth from the European Union)

How inclusive are the Erasmus+ youth programme & the European Solidarity Corps?



GUEST SPEAKER: GISELE EVRARD

I am Gisele, often called Gi, born in Belgium and I have lived in Germany, France, Spain, and Serbia. With 30 years in international youth work, starting as a volunteer and later working for European institutions, I focus on supporting professional and personal development through systemic coaching and Gestalt therapy. As a freelance consultant, I facilitate team and organizational development processes. Recently, I began exploring trauma healing and Systemic Family Constellations. Outside work, I enjoy nature, photography, history, and Galicia.

ID Talks

Inclusive Programmes



Article

Gisele Evrard

ID Talks Inclusive Programmes

"WE CANNOT LIVE IN A WORLD THAT LEAVES PEOPLE BEHIND"

• INCLUSION MEANS TO EMBRACE EVERYONE, NO MATTER WHO/WHERE THEY ARE

you BELONG!

WE ARE ALL PEOPLE WITH DIFFERENT DIMENSIONS

CONSIDERING BOTH PROGRAMMES: ≈ 33%

BY THE EC?

GISELE EVRARD (Belgium)

main recommendations

ANALYSIS WORK

- DESK RESEARCH
- FOCUS GROUPS
- RESEARCH REPORT

throughout 2023

NA STAFF TRAINERS NCD'S EXPERTS

IN THE PERIOD 2021-2023:

- ≈ 24% IN ERASMUS+
- ≈ 56% IN ESC

WERE INCLUSIVE PROJECTS

QUANTITY OVER QUALITY?

CORE CONCEPTS

DIVERSITY MARGINALISATION INCLUSION EQUITY

THERE HAVE BEEN GREAT EFFORTS AND RESULTS!

CHANGE

THE PROGRAMMES DO FOSTER INCLUSION & DIVERSITY IN EUROPEAN YOUTH WORK

MOST NAs HAVE A I&D STRATEGY

ESPECIALLY THE ESC

STAKEHOLDERS' PERSPECTIVES

- NUANCED PERSPECTIVES ON I&D
- BUREAUCRATIC COMPLEXITIES
- INCONSISTENCY BETWEEN THEORY & PRACTICE
- APPRECIATION FOR EFFORTS

nevertheless

LUMP SUMS, inclusion support, accreditation...

NA'S PERSPECTIVES

- FINANCIAL CONSTRAINTS FOR SMALL NAs
- DIFFICULTY IN REACHING NEW NGO'S
- NEED FOR STRONGER FOCUS ON QUALITATIVE ASSESSMENTS

RECOMMENDATIONS

- MAKE IT EASIER FLEXIBLE & SIMPLIFIED FORMATS
- QUALITY MATTERS LESS FOCUSED ON NUMBERS
- STRUCTURAL CHANGE DEVELOPING INCLUSIVE, DIVERSITY-SENSITIVE STRUCTURES
- BETTER MONITORING/EVALUATION NEW TOOLS FOR NAs & SALTO RCs
- DISCOVER EU INCLUSION TITLE, AGE, PROCEDURES
- MORE COOPERATION WITH NPC FOR BETTER SOCIETIES

NOT ABOUT REMOVING BARRIERS AT THE END OF THE ROAD, BUT ABOUT ADDRESSING THEM FROM THE BEGINNING

SALTO INCLUSION & DIVERSITY

Strategic Partnership for Inclusion

When I received the invitation to contribute to the last ID Talks of this season dedicated to inclusive international projects and mobilities, I immediately accepted. It was one more chance to share the main insights of the research report about the European youth programme's inclusiveness, and the occasion to sense how these results resonated and see what has changed since the report's publication in January 2024. This exchange was therefore a great and timely opportunity to reflect on the progress made and the challenges we still face in fully embedding inclusion and diversity into Erasmus+ and the European Solidarity Corps.

The general focus of ID Talks is a topic close to my heart and one I have seen evolve across my career and journey in youth work. As said and as someone involved for a few decades in youth work, I was excited to share some recent findings on inclusivity within Erasmus+ Youth and the European Solidarity Corps. This research project, conducted from July to November 2023, aimed to capture a broad and representative 'picture' of where we are with inclusion and where there is still room for improvement. We collected data from desk research, focus groups, and interviews with National Agencies' staff, youth trainers, experts, beneficiaries/project organisers, and so-called 'newcomers' to the programmes. This diversity of perspectives gave us a lot of insights into what is working and what to keep, what is holding us back, and what changes could help make our programmes even more accessible, more inclusive, and more representative of diversity.



I found it useful to start inviting the audience to reflect together on some key concepts such as diversity, marginalisation, exclusion, and equity, among others. We exchanged what these terms convey and mean to them within their work, and their responses emphasised the commitment we share. Several people highlighted that inclusion is about leaving no young person behind and that it is about growing spaces that truly embrace diversity and ensure that everyone, regardless of background, feels both welcome and valued. As Ani Bagdadashvili, from the audience, formulated it:

"It's an ability to change the environment to a place where everyone is included".

CORE CONCEPTS

DIVERSITY MARGINALISATION
INCLUSION EQUITY

These exchanges reminded me how essential it is to create inclusive environments by actively addressing the barriers that prevent full participation. The concepts' definitions we shared were as follows:

- **Diversity:** geography, sex, age, personality, talents, qualifications, ethnicity, beliefs, sexual orientation, lifestyles, education, gender, abilities, and much more. This is us!
- **Marginalisation:** one of the mechanisms of exclusion, in addition to discrimination, stereotypes, oppression, barriers, norms, bias, and more...
- **Inclusion:** means to embrace everyone irrespective of what is listed under diversity. It's about belonging. To function, a system must be inclusive.
- **Equity:** is about fairness and justice, acknowledging that we do not have the same starting point. It is about giving equal access and creating opportunities and conditions for it.

NOT ABOUT REMOVING BARRIERS AT
THE END OF THE ROAD, BUT ABOUT
ADDRESSING THEM FROM THE
•B•E•G•I•N•N•I•N•G•

Focusing a bit more on the general improvements and challenges noticed throughout the research process, we underlined that many National Agencies have developed their national I&D Strategy, inspired by the European one and the fact that it is one of the horizontal priorities of the programmes. This progress also reflects a growing commitment to removing barriers, which has drawn new participant profiles—social workers, educators, and people outside the 'traditional youth work' groups we are used to working with. However, we still face significant challenges, especially with the administrative requirements in place and the level of complexity they generate, in terms of applying and reporting processes. The difficulty of the application process is indeed overwhelming for many organisations, especially the smaller ones. While National Agencies are doing their best to help, the system is structured in a way that it still and often favours bigger or more 'resourceful' organisations.



As potential solutions to these challenges, the audience suggested several improvements, such as implementing mentorship programmes to assist smaller organisations in accessing the programmes more easily. As Sorina Vacariu highlighted, increased mentoring or mentorship could provide guidance not only with the applications but also with integrating 'true inclusion' into the design of the projects. Others recommended creating networks composed of diverse experts, particularly individuals with real experience in facing (and perhaps overcoming) barriers, who could support applicants by offering their unique insights. Many in the audience also advised having more extensive in-person and online training on inclusion and diversity for all participants, emphasising the need to make resources accessible.

• **INCLUSION** •
**MEANS TO EMBRACE
EVERYONE, NO MATTER
WHO/WHERE THEY ARE**

One of the research findings that generated a rich discussion was the challenge around terminology. We use terms like 'young people with fewer opportunities' to make clear who the programmes and the Inclusion and Diversity priority aim to support, but several people interviewed or in the focus groups pointed out that this 'label' might reinforce the very exclusion we hope to counter or respond to. For some organisations, this labelling feels counterproductive—they want to support diverse groups without categorising them in a way that could seem limiting. This also means paying more attention to the structural changes needed, that tackle the barriers to inclusion and diversity from the very start rather than addressing them later the way. This feedback left me reflecting on how we might create a more respectful, inclusive lexicon for our programmes, one that still allows us to highlight the needs of the target groups without potentially reinforcing stereotypes.

"WE CANNOT LIVE IN
A WORLD THAT
LEAVES PEOPLE
BEHIND"

While tackling the role of the European Solidarity Corps and Erasmus+ Youth in supporting inclusion, the fact that the European Solidarity Corps, by nature, tends to attract more community-oriented projects focused on disadvantaged youth was underlined. This was, at least, one of the elements that emerged from the research. Its structure aligns well with inclusivity goals, as it often addresses local needs. Erasmus+ Youth also supports inclusive projects, but its broader scope means that inclusivity is not always as 'innerly central'. Beyond the European Solidarity Corps' structure, we also looked at the fact that the social and political context heavily influences the inclusivity in both programmes. Factors such as economic divides, urban-rural differences, and political conflicts and wars can affect the impact and reach of inclusion projects.

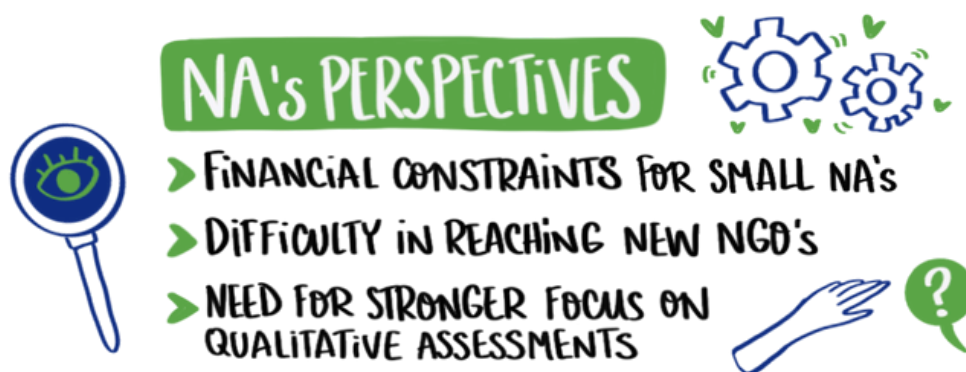
THE PROGRAMMES DO FOSTER INCLUSION & DIVERSITY IN EUROPEAN YOUTH WORK



Responding to the feeling that there is still a trend, for budgetary and human resources reasons, of the dilemma between supporting quantity (of projects) over quality (of inclusion projects), we reflected together on how we might reach a better balance. Many in the audience agreed that successful inclusive projects should not 'just' meet certain numeric goals but should foster deep, transformative experiences. Several participants suggested using stories and real-life examples to illustrate these projects' impacts on individuals. This resonates with me deeply; some of the most memorable moments in my career have come from hearing participants describe the life-changing effects of these projects.



We also tackled the funding and administrative constraints that, as already mentioned, remain significant barriers. Inclusive projects, by nature, often require more resources—whether for accessible transport, venues, or staff trained in addressing and managing diverse needs. Small, flexible grants could make an enormous difference for smaller organisations, allowing them to focus on quality experiences without being overwhelmed by administrative burdens. Mentorship and capacity-building through training were once more mentioned, and many underlined the need for accessible, continuous support for all organisations, new and ‘old’. Changes such as the accreditations, the lump sums or /inclusion support, and the quality labels were of course mentioned in the research and in this ID Talks as real and truly supportive improvements, to maintain and further develop.



As the ID Talks reached its end, I wanted to share a quote from Elzbieta Kosek, who contributed to the ID Talks on Inclusive Administration, and that illustrates the mindset we need to keep moving forward:

“How did we do it until now? Who is still missing? What can we change in administration and implementation to have those missing in?”

STAKEHOLDERS' PERSPECTIVES

- > NUANCED PERSPECTIVES ON I&D
- > BUREAUCRATIC COMPLEXITIES
- > INCONSISTENCY BETWEEN THEORY & PRACTICE
- nevertheless*
- > APPRECIATION FOR EFFORTS
- LUMP SUMS, inclusion support, accreditation...*

These questions are not simply relevant; they are essential for anyone dedicated to making youth work more inclusive. Inclusion is a continuous journey that requires constant self-assessment, curiosity, openness to change, and a deep commitment to progress. In the end, inclusion in the field of youth is about building a world where every young person, no matter their background, can find their place and is valued. And that is the journey we are on.

main. RECOMMENDATIONS

- > **MAKE IT EASIER**
FLEXIBLE & SIMPLIFIED FORMATS
- > **QUALITY MATTERS**
LESS FOCUSED ON NUMBERS 
- > **STRUCTURAL CHANGE**
DEVELOPING INCLUSIVE,
DIVERSITY-SENSITIVE STRUCTURES 
- > **BETTER MONITORING/EVALUATION**
NEW TOOLS FOR NA'S & SALTO RCs
- > **DISCOVER EU INCLUSION**
TITLE, AGE, PROCEDURES
- > **MORE COOPERATION**
WITH NPC 
FOR BETTER SOCIETIES

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Official Website: www.SALTO-YOUTH.net/inclusion/

SALTO-Jint, Grétrystraat26, 1000 Brussel, Belgium

Tel: +32 (0)2 209 07 20 Fax: +32 (0)2 209 07 49

inclusion@salto-youth.net

Legal info: JINT vzw, 0441.254.285, RPR Nederlandstalige Ondernemingsrechtbank Brussel

Coordination: Henrique Gonçalves and Marija Kljajic (inclusion@salto-youth.net)

Facilitator: Anna Yeghoyan (ayeghoyan@yahoo.com)

Digital Co-Facilitator: Maria Kousoula (marakikousoula@gmail.com)

Graphic Facilitator: Olalla González (olalla@shokkin.org)

General Editor of the Publication: Maria Kousoula (marakikousoula@gmail.com)

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On behalf of the SALTO Inclusion & Diversity!

