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Re-Establish Diversity and Inclusion in Environmental Locations (REDIEL)

Training of Youth Workers: 14 – 21 of November 2022

Project Name: Re-Establish Diversity and Inclusion in Environmental Locations/ REDIEL

Duration: 14 of July 2022 till 14 of March 2023 (8 months)

Activity: Training at Cyprus of 36 youth workers (4 youth workers from each organization, 9 organisations) about how Environmental locations integrate diversity and inclusion.

Activity dates: from 14 to 21 of November 2022

Accommodation: Hylatio Tourist Village, Pissouri, Limassol, Cyprus. www.hylatio.com

Applicant Organisation: Active Cypriot Programs and European Learning Into Acceptance, ACPELIA,
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Trainers: Evangelia Nikolaou, Erma Georgiou: evangelia.nikolaou@outlook.com; ermageorgiou17@gmail.com

To begin, the Project's central Idea originated from the following concept:

- **What kind of areas should be more diverse and inclusive?**

A great public space cannot be defined solely by its infrastructure and physical attributes; it must also serve as a vital community resource for its people. This type of place is inclusive and diverse, allowing people of all ages, ethnicities, religions, abilities, and socioeconomic backgrounds to access, enjoy, and feel safe within it.

A public location should be one that represents each and every individual and in which everyone can identify with the concept that location represents. As a result of our observations of such public locations, we concluded that a large number of environmental locations (i.e., in Cyprus) are truly diverse (e.g., limanaki, molos) in the sense that they welcome every type of person. Thus, some public spaces that incorporate to a major or minor degree the element of nature are more pure. In nature, there should be no stereotypes or socioeconomic, religious, and racial biases. Nature welcomes everybody. Unfortunately, though, research suggests that outdoor spaces are not objectively so diverse and inclusive as one may think.



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- **Why should we RE-ESTABLISH Diversity and Inclusion IN Environmental Locations?**

- **Why Re-Establish?**

National Geographic (2020) reports that people of colour are three times more likely than white people to live in areas without immediate access to nature. According to Goodrid (2018), 70% of the U.S. population who visit national forests, national wildlife refuges, and national parks are white, whereas Black people remain underrepresented in these spaces. Numerous explanations have been given for this phenomenon, but the most prevalent is that of historical racial discrimination. Racial oppression from the past continues to stalk our society, as does the significant income disparity between people of colour and white people. People of colour have higher unemployment rates and lower income levels, which means they have less disposable income for outdoor activities, walks in nature, and vacation. One may argue that if people of colour had the same income level as white people, they would engage in outdoor activities and nature walks. This is not the case; people of colour are hesitant to walk in nature or engage in outdoor activities due to their unfamiliarity with such locations that derives from their historical heritage. Meanwhile, women, and members of the LGBTQ community frequently report feeling unwelcome or unsafe in outdoor spaces. This may also be a result of these groups' underrepresentation in the outdoor industry workforce.

- **Why in Environmental Locations?**

As society becomes increasingly digital and absorbed by technology, this dichotomy between 'US' and 'THEM' in outdoor spaces has contributed to reinforcing the "nature-deficit disorder" (a term coined by Richard Louv). Why is this a problem? Nature is widely researched, accepted, and suggested to improve mental health, stress levels, and cognitive abilities, to name a few. Additionally, if greater efforts are not made to engage current and future generations potential, support for environmental public spaces, parks, and the environmental in general may vanish. At a time when attempt to protect the environment due to climate change, we should pay attention to promoting diverse environmental locations and diversifying those that are not.

- **How will we Re-Establish Diversity and Inclusion in Environmental Locations?**

According to Floyd, a critical component of combating the outdoors' lack of diversity and inclusion is altering the narrative that fuels the problem. To combat discrimination on the outdoors, we must advocate for policies that prioritise racial and spatial justice. Spreading awareness is essential for achieving universal access to environmental locations. By doing so, we would be allowing communities that have historically been excluded from these spaces to enjoy them. Our project intends to spread awareness about this issue delineating the importance of the environment for the individual, as well as



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how diversity and inclusion are directly related to that. To alter the narrative and re-establish diversity and inclusion in outdoor spaces, nature, and any other environmentally-friendly locations, people must first understand what kind of actions, words, and movements fuel that narrative. Emotional awareness is very important for this, as individuals should be able to comprehend what discrimination truly is. In a lot of cases, discrimination is hidden within everyone. To truly appreciate how diverse and inclusive nature is, however, people must experience it, must see how diversity manifests itself in environmental settings. This will enable them to apply these concepts in their own communities. Education is the key. Individuals should first comprehend the issue of underlying discrimination bias, then observe the solution in diverse environmentally-friendly locations, and finally begin generating and implementing their own ideas in their own locations. This is HOW we can re-establish diversity and Inclusion in nature.

Description of the Project

Re-Establish Diversity and Inclusion in Environmental Locations (REDIEL)

"Re-Establish Diversity and Inclusion in Environmental Locations" consists of outdoor activities, seminars, and workshops designed to teach participants that nature is inherently diverse and inclusive. Due to historical oppression of people of colour people and women, there is a subconscious bias against minorities that many people are unaware of. Discrimination, which is frequently observed in outdoor spaces, is a myth created by humankind. To demythologize this false narrative, participants will engage in exercises focusing on emotional awareness, mindfulness, and outdoor activities, all of which will help them understand that nature is inclusive. Environmental locations are inherently accessible to all, something will be shown through the exhibition in Molos, Limassol. Participants will gain an understanding of the importance of truly inclusive environmental locations through their own curiosity, innovation, and non-formal educational research. They will come up with innovative ideas, competitions, exhibitions, fun, perfectionism, as well as reality to discover by themselves that empathy, trust, and humanities can be fostered through nature, and these are the true weapons against racism and discrimination.



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Benefits of the project

There are many benefits within our project. Besides getting acquainted with our topic, the participants will gain valuable soft skills as well as education through non-formal means.

- Non-silencing (cultivation of self-confidence to express personal opinions)
- Introduction to how nature is inherently connected with diversity and inclusion
- Generation of new ideas about environment and diversity (critical thinking)
- Team-work
- To confront participants with the realities of discrimination in the workplace
- Introduction to Emotional Awareness of discrimination
- The opportunity for the participants to understand that nature is inherently diverse and inclusive (re-connect with nature)
- Development of innovative thinking

Aims of the project.

- To teach participants about discrimination in environmental locations and introduce them to locations that are more diverse and inclusive, building the necessary competences through NFE methods for formal application in their countries.
- To train Youth workers how to think big and act big through high-quality workshops about Environmental locations that can be accessible for everyone.
- To gain emotional awareness of discrimination
- To foster empathy with others that are less fortunate
- To develop mathematical competences through innovation
- To develop literacy competences through critical thinking
- To re-connect with nature through mindful activities
- To learn how to trust others
- To foster awareness of ethnocentrism and prejudice in themselves and others, and to develop intercultural learning skills.
- To develop responsibility (every young person is and should feel responsible for his local area and for the future)



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Relevance of the project for Erasmus + :

- Improving all of Erasmus Plus key competencies and skills for young people;
- Including PAXs with fewer opportunities;
- Promoting participation and active citizenship in European labor market;
- Increasing learning mobility opportunities for young people active in youth work;
- Enhanced cooperation
- Raising emotional awareness and empathy
- Connecting nature with diversity and inclusion

Partners Organizations:

1. Active Cypriot Programs and European Learning Into Acceptance, ACPELLIA, Nikolas Nikolaou email: nicckolas44@gmail.com
2. Association “Walktogether”, Sofia, Bulgaria. Contact Person: Metodieva Vilislava, email: walktogetherbulgaria@gmail.com, ngo.walktogether@gmail.com
3. Asociația Scout Society (Romania). Contact Person: Ciprian Sfirlogea, email: ciprian.sfirlogea@scout.ro; eddy.hilitanu@scoutsociety.ro.
4. Association for community development Kreaktiva (Croatia). Contact Person: Sanela Ravlic, email: sanelaaaa@gmail.com; udruqa.kreaktiva@gmail.com
5. NGO Noored Ühiskonna Heaks (Estonia). Contact person: Marco Santos, email: marco@nyh.ee; info@nyh.ee
6. NGO ECO HAZELNUT (North Macedonia). Contact person: Marija Jovcheska, email: jovchekamarija18@gmail.com
7. NGO Young Folks (Latvia). Contact Person: Aleksandrs Morozovs, youngfolkslv@gmail.com flaminko@inbox.lv
8. NGO Network Social Effect (Lithuania). Contact person: Linas Staršelskis email: efektas.project@gmail.com, Asta Kondrakeviciute email: astute.kon@gmail.com
9. ASSOCIAÇÃO NÓ GÓRDIO (Portugal). Contact Person: Albino Pereira, email: anogordio@gmail.com; albinomnp@gmail.com



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Table 1: An Approximate time table program with all actions that will be done in the training before and after the training.

9 organisations , 4 participants (youthworkers), training in Cyprus November 2022 (from 14 to 21 of November 2022).

No	Aproximate Date	Description of the Activities
1	July 2022	Starting of the program – first communication with the partners
2	July 2022	Initial online meeting for the aims and the whole procedure for partners organisations
3	July 2022	Selection of the participants that will participate in the training in September 2022/ Signing contracts with the participants and the organizations. Deadline of the selection till 15 of July. Buying the tickets till the end of July.
4	August 2022	First online meeting for the aims and the whole procedure for participants in the program
5	August	Create a group in Facebook with all the representatives of the participating organizations in the project for an easier exchange of ideas or questions about the program and for better communication, through sharing thoughts and actions.
6	August 2022	Create a Web Page based on the project. The page will be created by the group from Cyprus and there all the information and material developed through the project will be published.
7	September 2022	Second online meeting with the participants for the announcement of the project, participants have to complete (a piece of work linking diversity and inclusion with environmental locations, outdoor spaces, or nature)
8	October 2022	Article preparation from groups by each country ,writing about their work and what they have done before the main activity of the program.
9	November 2022	Training Course from 14 to 21 of November in Cyprus
10	November 2022	Evaluation of the program from organisations
11	December 2022	Final online meeting with all participants and organisation so to be able to arrange any problems in follow up and dissemination activities
12	December 2022 – February 2023	Dissemination of results. All organisations will need to come in contact with their local area so all results of our project to be published and disseminated to a lot of people, implementation of local events for the dissemination of our activity
13	February 2023	Article preparation from groups by each country ,writing about their work and what they have done during the whole program.
14	February 2023	An electronic book with all results of the project is going to published in our webpage. All organisations will send their final reports so all to be ready for our final electronic book of the results and the activities
15	February 2023	Create a videos about the whole project. One video will be prepared from each organisation
16	March 2023	Final modification of our web page.
17	March 2023	End of the program



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Table 2: Re-establish Diversity and Inclusion in Environmental Locations

❖ Non-Formal Activities to the venue

❖ Intercultural activities

❖ outdoor activities

❖ fun activities

Time	First Day	Second Day	Third Day	Fourth Day	Fifth Day	Sixth Day	Seventh Day	Eighth Day
8:00-9:30		Breakfast						
9:30-11:00	Arrival of the Participants	Knowing one each other better/ Blanket Game	What is Diversity and Inclusion?	Diversity And Inclusion In Molos 9:30-10:30	Presentations /Organization (4 countries)	Presentations /Organization (4 countries)	Our futures	Departure of Participants
11:00-11:30		Break		10:30	Break			
11:30-13:00		Introduction to the topic (Presentation) & Youth pass	Follow- UP	Visiting Limassol and physical, cultural environment in Limassol/ Lunch in Packages	Emotional Awareness & Mindfulness	All equal- all Different	Follow- up	
13:00-15:30		Lunch			Lunch			
15:30-17:00		Just a Minute Activity	Activity in the local area		BLIND-WALK in Nature	Improvise with Natural elements Competition	Erasmus+ Discussion/ dissemination/ evaluation	
17:00-17:30		Break						
17:30-18:50		Different Wages Activity		Diversity and Inclusion in Molos/ Follow up	Time for the Beach	Improvise with Natural elements -Competition	YouthPass and Youthworkers	
18:50-19:00		Time for Reflection			Time for Reflection			
19:00-21:00		Dinner						