

**Towards a new
Inclusion & Diversity Strategy
for Youth in Action**

Inclusion & Diversity Colleague Support Group

Edinburgh, 23-25 June 2014



salto | youth

In a nutshell – if you don't have time to read all

Who & what?

15 inclusion and diversity officers of Youth in Action National Agencies, SALTO Resource Centres and the European Commission met in Edinburgh to steer the development of a **new Inclusion & Diversity Strategy for Youth in Action in Erasmus+**.

Inclusion & Diversity (p. 4)

Inclusion (getting disadvantaged groups in) & Diversity (managing differences) are two sides of the same coin. That's why the new 'Inclusion & Diversity strategy' will focus both on

- **reaching out and including** young people with fewer opportunities,
- but also on **managing and celebrating diversity** of various kinds.

Each NA is invited to have one specific contact person for inclusion & diversity, but also to set up a plan to reach out to a variety of young people with fewer opportunities.

A new strategy (p. 14)

Many inclusion opportunities remain the same in the new Youth in Action within Erasmus+ so we can build on the previous strategy. However there are some new opportunities:

- Increased link between programme and **policy** – we actually implement policy (p. 11).
- Increased focus on **cross-sectorial cooperation** – make the bridge to other (education) sectors.
- **Strategic Partnerships** (Key Action 2) – makes longer-term interventions on inclusion & diversity possible – potential of substantial 'intellectual outputs' on inclusion & diversity (p. 26).

Some challenges

- **Exceptional costs** need to be explained better for inclusion & diversity.
- **Co-funding** for rural projects – need to look for alternative funds to complement travel budget.
- **Monitoring inclusion & diversity** – how to get a reliable idea on the impact of our actions.
- **Levers for inclusion & diversity** – how to give priority to small-scale inclusion projects compared to big professional organisations.

A steering group (p. 23)

SALTO Inclusion & Diversity will invite a group of experts twice a year to support the implementation and promotion (p. 25) of the new strategy and to work on solutions to overcome obstacles to inclusion & diversity in Youth in Action within Erasmus+.

The new Inclusion & Diversity Strategy for Youth in Action will be officially launched on 3 December 2014 at the European Commission in Brussels, organised by SALTO Inclusion & Diversity.

This meeting was part of a wider consultation process by SALTO Inclusion & Diversity (p. 7)

Great ideas from great colleagues

Colleague Support Groups are smaller groups of Youth in Action colleagues that meet to discuss certain topics in depth and exchange between them (peer support). This time we used the Colleague Support Groups to collect ideas to **upgrade the Inclusion Strategy of the Youth in Action programme** to the new Erasmus+ reality.



We had the pleasure to welcome 10 NA colleagues, 1 Commission staff and 4 SALTO representatives at our cosy venue in the middle of nature at Queen Margaret University, Musselburgh (Edinburgh).

We briefly did a *tour de table* so that we/you know where the suggestions for the new Inclusion & Diversity Strategy come from, because surely the different

experiences colour the proposals. All ideas can be used, but not against them. However you can contact each of the colleagues for more information on the meeting and their visionary ideas.

- **Jérémy Trémolières** (France) tremolieres@injep.fr: works on EVS, wants to keep the continuity in the work on inclusion, aims to build up on previous experience in his day-to-day work.
- **Nele Mets** (Estonia) nele.mets@archimedes.ee: works on EVS & KA2, not the official Inclusion officer, but is helping out. Wants to work towards different inclusion groups on different levels to support them.
- **Jutta Kivimäki** (Finland) jutta.kivimaki@cimo.fi: just started working in the NA, but used to work with blind and visually impaired young people.
- **Lucia Király Csajka** (Slovakia) lucia.kiralycsajka@iuventa.sk: works in the NA for 10 years, focus on inclusion of Roma young people and how to support EVS in Roma community.
- **Dora Halász** (Hungary) dora.halasz@ncsszi.hu: works on KA2 & youth exchanges, used to work in refugee camps, aims to work in the long term with a same group of young people with fewer opportunities.
- **Mireille Gras** (Germany) gras@jfemail.de: wants to reach the point where youth workers see the Erasmus+ Youth in Action programme as THE tool for involving young people with fewer opportunities.
- **Layia Tzortzi** (Greece) tzortzi.l@inedivim.gr: worked half of her life for the EU youth programmes, wants to bring theory and reality together in the E+ programme.
- **Melanie Jacobs** (Austria) melanie.jacobs@iz.or.at: is looking for more time to commit to inclusion, to take time for inclusion and make a strategy for it.
- **Mirella Olivari** (Italy) m.olivari@agenziagiovani.it: inclusion officer for 4 years and already in the past, was a social worker before, hopes to be able to continue work on inclusion in E+ as we were doing in the previous programme.
- **Karlién Leroux** (Belgium-Flanders) karlien.leroux@jint.be: works on KA2 (focus on transnational youth initiatives) and inclusion

- **Mariann-Ingrid Klingberg** (European Commission, Youth Unit): works on EVS and inclusion within the Youth Unit, wants to make everyone understand how important this topic is, and how to link policy with what we do.
- **Marija Kljajic** (SALTO Inclusion) marija@salto-youth.net: wants to create synergies between different NA efforts in the field of inclusion and diversity and get to know what is going on in each NA.
- **Tony Geudens** (SALTO Inclusion) tony@salto-youth.net: wants to upgrade the current Inclusion Strategy to fit the new programme.
- **Emily Reynolds** (SALTO Cultural Diversity) emily.reynolds@britishcouncil.org: works for e-twinning now between schools, worked for SALTO Cultural Diversity and is passionate about this field.
- **Simon Chambers** (UK National Agency) simon.chambers@britishcouncil.org: proud of the work to date on intercultural competences, but we shouldn't take for granted learning by individuals and organisations in the area of diversity; wants to motivate different stakeholders and make them enthusiastic about the possibilities of the programme.

Unfortunately cancelled (but still interested)

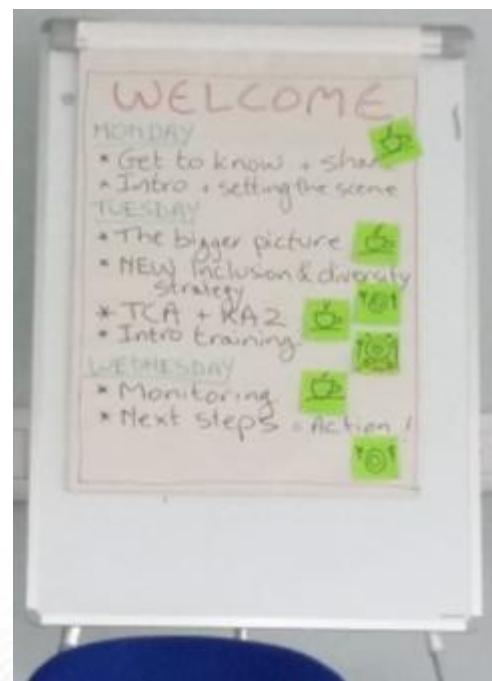
- Ozan Revi (new SALTO Cultural Diversity colleague) ozan@salto-youth.net
- Teodora Hristoforova (Bulgaria) thristoforova@youthbg.info
- Handan Boyar (Turkey) handan.boyar@ua.gov.tr

Inclusion & Diversity – two sides of the same coin

We asked colleagues what was the **difference between inclusion and (cultural) diversity** for them. The answers were not very coherent and there was a lot of overlap. The difference between the two topics was considered confusing. Exactly the point we wanted to make.

For example: why was 'working with Roma' dealt with as a diversity question and not a matter of inclusion. They need to be included (even though not all Roma are excluded). But at the same time work needs to be done against discrimination of this group (accept the diversity). So it is difficult to separate inclusion & diversity.

When the SALTO Inclusion & SALTO Cultural Diversity officers met in the Summer of 2013, they had a similar confusing but enlightening discussion. Traditionally (linguistically) you could think that **SALTO Inclusion** works on 'including' young people from different excluded target groups (get them in), whereas **SALTO Diversity** would work more on managing diversity once different groups are together. But SALTO Cultural Diversity also tries to reach out and get cultural and religious minorities on board in the programme (inclusion). At the same time, at the SALTO



Inclusion activities participants also learn to positively interact with diverse groups (disability, LGBT, rural, urban, ex-offenders, etc...).

To conclude:

Inclusion and diversity go hand in hand. They are two hands on a belly (Dutch expression), like yin & yang, two sides of the same coin, recto-verso or the chicken and egg.

- We need to **be inclusive and reach out** to a diversity of target groups that otherwise would not get a fair share of opportunities (in the programme or in society). We need to actively find ways to include them.
- But we also have to equip young people and youth workers to **manage any kind of diversity** (gender, culture, background, religion, sexuality, class, educational level, etc.) and take difference as a positive learning experience, rather than a threat. We need to embrace diversity to grow.

That is why we decided both elements should get a prominent place in the new inclusion strategy. That's why we repositioned the new strategy as the **"Inclusion & Diversity Strategy for Youth in Action (in E+)"**.

The SALTO Cultural Diversity and the SALTO Inclusion Resource Centres do in essence very similar work, but with different target groups. The target groups and topics are sooo wide and important, that it would need substantial resources to work on all these issues and groups. This would justify in our opinion the existence of two SALTO resource centres that work towards different target groups.

In most of the NAs there is **one Inclusion & Diversity officer** (instead of a separate one for Inclusion and one for Cultural Diversity). Having one Inclusion & Diversity Strategy would also nicely fit this reality and approach practiced in many NAs.

Your E+ reality

The new Erasmus+ programme has been launched and the first deadlines have passed. Does this new E+ framework have an influence on (y)our work on inclusion & diversity? Time for sharing.

- There are **no big differences** with the previous programme. The most popular activity types remain the same (exchanges and EVS). Old strategy is still valuable and up to date. Things didn't change so much. No need to start from scratch – just adapt the strategy here and there.
- Nobody really thought before about the **link between inclusion and diversity**. It is a new fresh approach that makes sense. We need to define more clearly what Inclusion and Diversity means and what it means for our NA practice. How do we approach I & D? = not only how to include but also how to 'manage' the differences.



- Difference/diversity will always be present – it should become part of the focus of each project (mainstreaming of diversity).
- The inclusion challenges are the same as in the last year or programme, but within Erasmus+ there are new possibilities (and new procedures – still some explaining and learning needed). **Cross-sectorial cooperation**, for example, can enrich our strategy or increase our impact.
- We need to plan more for the **long term**. Longer term strategies have more effect than a one off quick fix. TCA is also working more in the direction of longer term cooperation between NAs.
- We need to advertise the programme to youth workers as a tool to support inclusion and diversity, and train them on using it as such. It would be good/vital to have **national funds** for these national promo activities towards social and youth workers working with young people with fewer opportunities.
- We need to set priorities. We need **written strategies** and communicate them to the outside world (be transparent and supportive).
- We need to work with specialized organisations already working with the target groups. Get them on board as partners – create **synergies**. Work together on different strategies. Joined up thinking.
- There is an increased need/focus on **employability**. This context has an influence on the ID strategy and gives it a different focus.
- Need to **strengthen Non-Formal Learning and the recognition of it** – it can strengthen employability for I & D groups – need for recognising competences of young people with fewer opportunities. More efforts on this.
- The **questions about inclusion** (in the application form) are not very clear and do not go into details. Practically anyone can fit into the box. It is easier to monitor the impact if you know the group and work on a long term with it (eg. Roma in Slovakia). Monitoring visits also give a good idea whether the project is really an inclusion project. There is a need to train people on working on inclusion and evaluating local projects.
- **Monitoring inclusion** remains a difficulty. Applicants know that they get extra points if they work with inclusion groups, but the problem is that NAs do not know the organisations well enough to check this. This makes statistics unreliable and potentially misleading. How do you know it is really an inclusion project? We need a long term solution/training for it. How to go beyond just checking the inclusion box (for getting extra points)?
- A negative evolution is that the **national youth initiatives** are cut. This was an accessible opportunity for young people with fewer opportunities. The transnational youth initiatives within Key Action 2 do not cover this gap as they are too difficult and complicated. The requirement for an international dimension and the competition with big strategic partnerships make it difficult for disadvantaged groups. There is a possibility to add a coach in exceptional costs though (if justified in the application). Slovakia for example has a network of coaches who can guide young people through the application process.
- The biggest issue for Finland is the new way of calculating the **travel budget**. Because of the big distances in the country the travel bands do not fit to the reality and the travel costs, as you cannot travel “straight”. Iceland got some special arrangements, Finland (and other big countries) did not. Distances keep Finish young people away from mobility – we need to make special efforts to get young people from remote rural areas into the programme.

- An issue with **visually impaired young people** (and other disabilities) is that they cannot cook for themselves during youth exchanges, which makes it impossible to save money on that budget item. This means that they are disadvantaged and always need co-financing (more than other organisations).
- Hungary is connecting with its neighbours to work specifically on **Roma issues**. Only one organisation is working on EVS in the Roma community. The challenge is to expand the network.
- In Slovakia, **Roma** remains the biggest inclusion group. The process is slow and long, but progress is noticeable. Youth initiatives were used a lot in the old programme, but now there is a (forced) shift to exchanges and some EVS. There are some mixed groups of Roma and non Roma, but most of the projects are only Roma. Also differences between Roma from different countries are big. Most of them never left their small village so the programme provides a first step for them. Bringing homogenous groups can be the first steps toward inclusion.
- Finland doesn't have a written Inclusion strategy, but has **national priorities**, e.g. rural areas, cultural coaches. Disability will be a new priority. Thanks to cultural coaches we are getting applications from minority groups (Somali...).
- The Greek NA will carry out **research** on where they stand – then intervention where needed.
- Italy developed a plan for Inclusion in cooperation with **voluntary service organisations** (national civil service, voluntarism organisations) Meet these big organisations at local/regional level and talk about the needs of the young people they are working with. A good way to reach out to inclusion groups.
- Germany – E+ with other educational sector = a big opportunity to **work together** with the other sectors. See what other projects, initiatives they have? Cooperate more, exchange on NA level, compare KA2 applications.
- Germany will work on a new strategy regarding inclusion & diversity. Coherent **common approach** in the NA to target the different inclusion groups in Germany.
- Greek priorities to combat social exclusion: 1 poverty, 2 unemployment, 3 school drop outs. **Plan, inform, cooperate, train** all the stakeholders = ministries, organisations, youth workers, trainers, etc.



Steps towards a new Inclusion & Diversity Strategy

The arrival of the new Erasmus+ programme was the ideal occasion to **update the Inclusion Strategy for the Youth in Action programme** (www.salto-youth.net/inclusionStrategy/) to this new reality. SALTO Cultural Diversity and SALTO Inclusion proposed to the European Commission to take the necessary steps to bring new life into the inclusion and diversity efforts on European level – and work on a new Inclusion & Diversity Strategy for Youth in Action (in Erasmus+).

To make sure that the new ID Strategy would fit to the needs in the field, we consulted a variety of inclusion and diversity stakeholders:

- **People working in the field** (youth workers, experts, policy makers, researchers...) - 2 Round Table consultations (Brussels, 7 March 2014 & London, 12 September 2014).
- **Colleagues responsible for the programme** (Heads of National Agencies, Inclusion & Diversity Officers) – working group at the NA Business Meeting (Athens, 17-20 June 2014), the Inclusion & Diversity Colleague Support Group (Edinburgh, 23-25 June 2014), the next Head of NA meeting in October 2014.
- **European Commission colleagues** – regular meetings and consultations.

Inclusion & Diversity Strategy Launch - 3 December 2014, Brussels

The consultations will lead to a revised Inclusion & Diversity Strategy for Youth in Action to be launched at an event organised by SALTO Inclusion & Diversity, hosted by the European Commission in Brussels, 3 December 2014. We would like to invite National Agencies and the people who contributed to the round table discussions, to come and see the results of their work. This will also be a networking occasion and an opportunity to discover inclusion and diversity practices locally.

Train your colleagues on Inclusion & Diversity - 4-5 December 2014, Mechelen

Inclusion and Diversity are too important to be left to one person in your NA (even though for practical reasons we would need one inclusion & diversity contact person). Inclusion colleagues requested at previous meetings to have training for their non-inclusion colleagues, so that they could support the inclusion and diversity officer in their work.

Therefore we link this **'Intro Training on Inclusion & Diversity'** to the launch of the Inclusion & Diversity strategy. After getting to know the ID strategy on 3 December, they can stay on (in the beautiful Flemish city of Mechelen) to get an introductory training on inclusion and diversity – on 4-5 December. This way we train your non-inclusion/non-diversity colleague to become a support person for the inclusion and diversity efforts you are doing in your NA.



Please promote this training opportunity to your NA colleagues who are **'beginners' in the inclusion & diversity field**, but whom you would like to have as support for your inclusion & diversity work.

1st Round Table Results

At the first Round Table in Brussels, we invited a range of inclusion & diversity experts working with a variety of target groups (kindly suggested by the inclusion & diversity officers of the NA), as well as the European Commission, the Youth Partnership and the European Youth Forum. There were 15 stakeholders from 12 countries.

We got a rich set of ideas and proposals from this expert group, which are documented in a report – available from inclusion@salto-youth.net. Here are just a **few highlights**:

Success criteria of inclusion & diversity work

We tapped into the expertise of the group and asked what they see as being success factors for inclusion & diversity projects, based on their experience with different target groups and the YiA programme. Some underlying principles (more in the report):

Group composition

- **Mixed groups & team:** blend young people from disadvantaged backgrounds and with non-disadvantaged young people (e.g. minority-majority, mixed ability, different faiths...). This creates a powerful learning experience (but good preparation is needed).
- **Trainers from inclusion groups:** those trainers understand the needs of similar target groups and function as a positive role model.

Project setup

- **Strategic approach:** a set of clear steps towards clear objectives. Create change step-by-step.
- **Participative approach:** involve young people in the projects from the start or support projects coming from the young people themselves. Involve them in all phases of the project and application: preparation, writing, etc. Youth worker should not deliver 'readymade' projects.
- **Holistic approach:** a young person (and youth work) is not an island, we should make bridges to other sectors that work with the same young people (health, employment, school, etc). We need joined-up thinking.
- **Professionalism & commitment:** inclusion & diversity projects are serious business. It requires awareness, commitment & competences from the youth workers to get the most out of the projects. Appreciation/recognition
- **Partnerships:** project partners know each other well and trust each other.

Support

- **Training:** professional training of youth workers in specific inclusion & diversity areas is beneficial. It also shows that the priority & the target group is being taken seriously.
- **Overview/transparency:** need to highlight different EU possibilities to inclusion groups in YiA.
- **Special needs:** support for young people with special needs (e.g. a personal assistant, additional funding,...), focus on individual needs but without stigmatizing – just ensure equal opportunities.

Screening the current Strategy

We aren't starting from zero. There was the Inclusion Strategy of the Youth in Action programme (www.salto-youth.net/InclusionStrategy/). Hence we had a debate on what we should Keep, Add, Throw away or Change for the new Inclusion & Diversity Strategy (KATCh method).

Keep <ul style="list-style-type: none"> • Inclusion definition & strategy • Exceptional costs • NA's supportive approach & extra outreach • Flexibility in procedures... 	Add <ul style="list-style-type: none"> • Emphasis on diversity in all its forms • Evaluation & indicators • Longitudinal research • Inclusion bonus • Outreach ...
Throw away	Change <ul style="list-style-type: none"> • Budget, design & procedures • New travel cost calculation • PIC • TCA also for national activities

Operationalising the inclusion & diversity definition

How can we improve the assessment of what is an inclusion & diversity project and avoid that 'just any' organization ticks the 'inclusion box' in the hope to raise their funding chances? How can we improve the assessment and statistics of 'inclusion & diversity projects'?

- **Know the applicants:** due to the close contact of NA with applicants (in many countries), the NA officers mostly know whether organisations have an inclusion focus (or not). This poses a problem in (bigger) NAs or the Executive Agency where there is no in depth contact/knowledge of the applicant organisations.
- **Inclusion questions in the application form:**
There should be a clear question in the application form to describe how the project improves opportunities of inclusion groups.
Also a question on how project organisers will support/include the participants with fewer opportunities in the process (e.g. extra support where needed, enhanced preparation for dealing with inclusion/exclusion, etc).
Info needed about the capacity of the organisation to deal with inclusion & specific target groups.
- **Clearer explanation:** It should be clear when to tick the inclusion box in the application form and when not – more explanation needed.

Who can support I&D in the E+ Youth in Action and how?

What can different stakeholders do to support inclusion & diversity in the new programme?

NAs/SALTO

- **Promotion & advocacy:** e.g. media-campaign to raise awareness on inclusion-topics, involve young people themselves, use new media (FB, Twitter, etc...), campaigns on specific areas/topics/target groups.

- **Recognition:** give youth organisations credit for their inclusion efforts, motivate them e.g. award on Inclusion during youth week
- **Support for networking:** NAs to support inclusion networks at national level (in/outside of E+?) around different target groups/issues, NAs to organise contact making seminars for different inclusion target groups at international level.

Youth workers/project organisers/trainers

- **Use 'Strategic Partnerships'** (Key Action 2) as a tool for inclusion & diversity. Connect to the formal sector. Cooperate with Schools, as they reach 99% of the youth... Set up youth (and inclusion) projects with/in schools.
- **Constructive problem-solving:** Youth workers should communicate clearly their problems and difficulties to their NAs in order to list the issues and work on solutions.

European Commission

Erasmus+ is like a diamond, but it has to be polished a bit more. The group invites the European Commission to tweak the programme where possible to make it more inclusive.

- More EVS placements for **short term EVS** projects (adapted to young people with special needs/inclusion groups) needed.
- **More funds** for youth workers working with inclusion groups (most of the things are now done in their free time and voluntarily, an obstacle for many)
- Simplifying **application forms**
- ...

Linking policy and programme

Mariann-Ingrid Klingberg (European Commission, Youth Unit) came to explain the need to make a **stronger link between policy and programme**. She explained that the new Inclusion & Diversity Strategy is an ideal tool to make the bridge.

We (NAs, SALTO, beneficiaries) are an integral part of the policy process. On the one hand our work should fit the policy aims, with our activities actually putting the policies in practice. But it is not a one way street. We also need to report back into the policy making processes to fine-tune the policies and make them more effective and efficient.



Mariann gave the participants an update about the **relevant policy initiatives** for our field of work:

Europe 2020: EU's growth and jobs strategy

- This strategy was launched in 2010 to overcome the crisis and to address the shortcomings of the growth model. It should create the conditions for smart, sustainable and inclusive growth.

- It also has a social dimension (not to forget): no society is stronger than its weakest link. One of the headline targets of the EU 2020 is to lift 20 million people out of risk of poverty and social exclusion by 2020.
- This target is supported by **European Platform against Poverty and Social Exclusion** (EU 2020 Flagship initiative). This platform supports initiatives and expert groups.
- Youth in Action / Erasmus+ should be mentioned, be present, have influence. We contribute to the social & inclusive dimension of the Europe 2020 strategy.

EU Youth Strategy

- Cross-sectorial approach to invest in and empower youth through **eight fields of action**. This strategy has a strong political backing. The fields of action inspire the focus of the Trio Presidencies of the EU in the field of youth.
- **Social inclusion** is one of the 8 fields of action. It aims to:
 - realise the full potential of youth work and youth centres as a means of inclusion;
 - support the development of intercultural awareness and combat prejudice;
 - address the issues of homelessness, housing, and poverty;
 - promote access to services – e.g. transport, e-inclusion, health, and social services;
 - promote specific support for young families.
- Some of these actions are for the member states to carry out.
- "Aim: The **social exclusion** and poverty of young people and the transmission of such problems between generations should be prevented and mutual solidarity between society and young people strengthened. **Equal opportunities for all** should be promoted and all forms of discrimination combated."

EU Youth Report

- Every 3 years an EU Youth Report is published. The last one was published in 2012. It makes an analysis of the fields of action from the Youth Strategy. Where are the weaknesses, what is happening? It is a review of the **situation of young people in the EU**.
- The I & D strategy should be mentioned in 2015 report – that we have addressed/are addressing social inclusion and cultural diversity.
- The focus on social inclusion, health and well-being is increasing. We need to do more.
- YiA is contributing to this objective. E+ should continue to contribute towards achieving these objectives.

Trio Presidencies (on the European Council level)

- Every Trio Presidency decides on an overall topic. 2013-14 focused on Social Inclusion, in line with EU Youth Strategy (IE, LT, GR). Within this overarching topic, each presidency has a specific focus. NAs are involved in varying capacities (sometimes really as a partner, sometimes only a Business Meeting in this period)
1. Irish (January-June 2013): **quality of youth work** in the development, wellbeing, social inclusion of young people – link to the 2nd European Youth Work convention in April 2015
 2. Lithuanian (July-December 2013): focus on **social inclusion and NEET** – make the link to the SALTO work on NEET in 2014-15.

3. Greece (January-June 2014): promoting **youth entrepreneurship** to foster social inclusion of young people, link to the SALTO participation work on Entrepreneurship.
 - The next Trio Presidency is Italy (2nd semester 2014) – Latvia (1st semester 2015) – Luxemburg (2nd semester 2015). They will deal with the theme of **youth empowerment**, with the two-fold focus on **young people's access to rights and fostering their participation in democratic life**.

Structured Dialogue

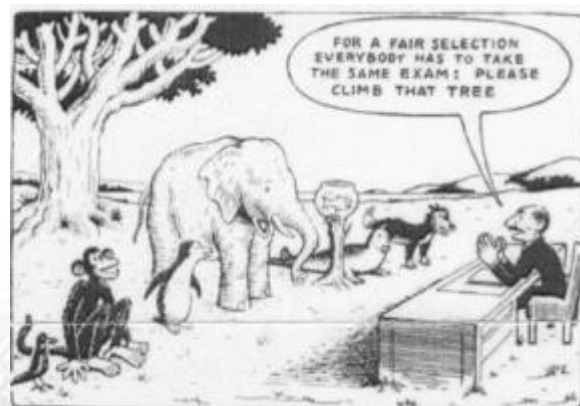
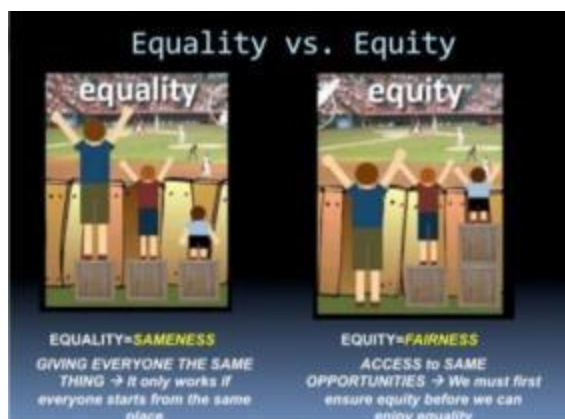
- Working groups and **young people** in member states join the discussions. They propose conclusions that can be taken on board by the EU Council of Youth Ministers.
- The structured dialogue process will be simplified in the future. There will be fewer big conferences and feedback will be collected more strategically from young people. More in line with the presidencies.
- In the last Trio Presidency (IE, LT, GR), about 13-20000 young people were consulted on the thematic of social inclusion.
- Council Conclusions: Simplified summary of the outgoing Trio-presidency made by European Youth Forum (document that was sent around by Marianne).
- Council Resolution (higher level than Council Conclusion) on the overview of the structured dialogue process including social inclusion of young people.

Questions/remarks:

- Who should be involved, consulted? Which young people? What about inclusion groups? There is an overview of good practices and not so good practices (is documented).
- Make sure in our I & D strategy that a wide diversity of young people is heard (also inclusion groups). Go the extra mile.
- Make sure inclusion & diversity is part of the award criteria for KA3.

Erasmus+

- **“Equity and Inclusion”** is one of the ‘features’ of Erasmus+ that deserves special attention.
- What is Equity (fairness)? What is the difference with Equality? See cartoons:

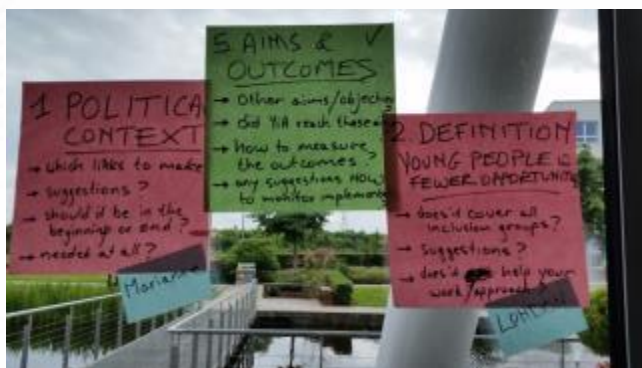


- In our I & D strategy, we need to make the link with diversity. Embracing all kind of diversity. I & D strategy could recommend this. Scan the programme guide on Inclusion & Diversity.

Conclusions & thoughts

- We are not just implementing the programme, we are implementing policy.
- We need to make sure to include our work in the relevant youth policy documents – EU Youth report, etc.
- There are country-specific recommendations – also about youth. You can check per country how they are doing on a number of indicators. A small part of those indicators are relevant to youth/social inclusion.
- National working groups have to think about how to feedback on the structured dialogue results to the young people > make it more concrete, bring it down to understandable level. Bring the European conclusions/findings back to the national level.
- Steering group should keep updated on policy developments.

Feedback on the current Inclusion strategy



Policy context

We need to **link** the strategy to the bigger policy framework, as was presented by Mariann (page 11).

Aim, Objectives & Outcomes

Strong recommendation that the new strategy should be begin with a clear

statement of aim (what it's for), objectives (what it will do) and expected outcomes (the difference it will make). Suggested (draft) aim:-

The overall aim of the Inclusion and Diversity strategy is to improve the quantity and quality of projects with, by and for young people with fewer opportunities – and to ensure that Erasmus+ fully reflects the diversity of contemporary societies.

Suggested (draft) objectives:-

1. To ensure a common vision and commitment among the different actors of the programme in defining the target groups and implementing the strategy
2. To support youth workers in developing projects that benefit to young people with fewer opportunities
3. To promote the value of non-formal learning in supporting inclusion and diversity
4. To promote wider understanding – and positive recognition – of diversity in all its forms.

Suggested (draft) outcomes:-

Actions proposed in the Inclusion and Diversity strategy should lead to the following outcomes:

- Increased quality in projects involving young people with fewer opportunities
- Increased commitment from National and local Authorities, as well as of National and Executive Agencies, to supporting projects that benefit young people with fewer opportunities
- Increased numbers of projects involving young people with fewer opportunities
- Increased access to appropriate tools and resources for use in planning and implementing projects with, for and by young people with fewer opportunities
- Increased synergy with other policy initiatives designed to benefit young people with fewer opportunities – at local, national and international levels
- Increased recognition for the experience and skills gained by young people with fewer opportunities through involvement in Erasmus+.

NB. These are drafts only – further work needed to develop the ideas set out in the Inclusion Strategy of the Youth in Action programme. In addition, the aim/objectives/outcomes need to be more clearly integrated with the political context. .

Inclusion definition

The definition of **young people with fewer opportunities**, as we developed it in the youth field, was adopted by the whole Erasmus+ programme (including the former Lifelong Learning Programmes). This is great recognition for the work we did on inclusion in the context of Youth in Action. But it also limits the flexibility we now have to modify it – as it only just has been adopted by the whole sector/programme. We suggest to keep it largely as it is now.

The difference between the so-called **A and B projects** (projects involving young people with fewer opportunities versus projects about the topic of inclusion or diversity) was considered less useful.

- The guiding principle should be to refer to projects in their own terms (what do they say they are trying to achieve), instead of speaking in letters and abbreviations: e.g. projects involving young people with fewer opportunities, projects on the topic of inclusion or diversity.
- It is sometimes helpful, however, to emphasise the main features of projects in the broad area of inclusion and diversity.

For example, the strategy could state that inclusion and diversity projects will usually involve young people with fewer opportunities as direct participants. Sometimes, young people with fewer opportunities may not be directly involved, but may benefit indirectly – through activities in awareness-raising, professional development for youth workers, policy development, etc.

- In practice, most projects seeking to support inclusion and diversity will combine these and other features. Since the function of the new strategy is to widen the range of projects that benefit young people with fewer opportunities, differences in the types of project should not be seen as a constraint.
- For monitoring purposes however, it would be good to keep



track of the number of young people with fewer opportunities reached in YiA projects, as well as the number of projects that address issues of inclusion & diversity (with the goal of benefiting ypwfo).

Keys for success – inclusion & non-formal learning

The Inclusion Colleague Support Group in Dubrovnik in 2013 (www.SALTO-YOUTH.net/InclusionGroupReports/) and the First Round Table (see page 9) already went into detail about what makes inclusion & diversity projects successful. These meetings also stressed the importance non-formal learning and international mobility as a tool to work with young people with fewer opportunities.

We will take on board the ideas from these meetings and from the inclusion and diversity research done by the SALTO resource centres.

- **Value the Difference Resource Pack** www.salto-youth.net/ValueTheDifferenceResourcePack/
- **Urban Solutions Research** www.SALTO-YOUTH.net/UrbanSolutions/
- **Intercultural Competence Research Report** www.SALTO-YOUTH.net/InterculturalCompetenceResearchReport/
- **Inclusion Through Employability** www.SALTO-YOUTH.net/InclusionThroughEmployability/
- **Shaping Inclusion** www.SALTO-YOUTH.net/ShapingInclusion/



Action specific inclusion & diversity measures

Within the different new actions of the Erasmus+ programme, there are measures that address inclusion obstacles. However, colleagues stressed that a project should **start from the young people's needs** – and the extra inclusion & diversity support should make this possible. It is important that youth/social workers organise activities/mobility for/with them (participants-based approach) instead of a programme-based approach in which the amount of money/support determines which type of project the organisation will do. We strongly recommend that beneficiaries work in a long-term perspective with young people with fewer opportunities, instead of one-off projects.

- The new ID Strategy needs a general introduction for inclusion workers/beneficiaries how they can benefit from the YiA programme. What support the programme offers them.
- Inclusion & diversity organisations can organise a **pathway** through the different actions for the young people they work with (e.g. start with youth exchange, move on to short term EVS, followed by long term EVS). For example, it is now possible to apply for various activities (in Key Action 1) in one application. This long term perspective is also possible within Key Action 2: up to 3 year, it can also have national elements).
- Within each Key Action, there is the possibility to add **Exceptional Costs** for inclusion participants or **Special Needs** (for participants or youth workers with a disability). There needs to be more guidance needed on 'exceptional costs'/'special needs'. What type of costs is ok? How much? e.g. support person for a month for inclusion participants, personal assistants, rental of specialised equipment,... The extra costs need to be explained and need to be reasonable (within the budget of the project/available budget of the NA).
- **Reinforced mentorship** (for all actions) can be applied under in exceptional costs. The applicants need to explain clearly what the extra amount would cover and describe how it is different from the 'regular mentor'/ support person (in EVS). There is also the possibility to have a coach to support young people with fewer opportunities in all actions. This is a lump sum. There needs to be more clarification on how to add it in exceptional costs (and how much is reasonable).
- Some NAs recommend an **Advanced Planning Visit**, specifically for inclusion groups. This is an ideal way to get to know the partners and build trust/expertise to work together (with each other's target groups). It also gives the possibility to involve young persons with fewer opportunities – gradually be exposed to the other country/organisation (e.g. in EVS). Or to take up responsibility afterwards as an ambassador to the rest of the group (e.g. in Youth Exchanges). A Key Action 2 project between inclusion organisations could also be preceded by a feasibility study (separate application within KA1: mobility of youth workers).
- When working with inclusion groups, some NAs recommend/allow more than the minimum number of **group leaders**. Inclusion organisations can easily justify this need. Group leaders do not have to fit the age criteria. They are counted on top of the maximum number of participants.
- **Short term EVS** is specifically geared to inclusion groups (whereas often it is used for group EVS).
- **Linguistic support** within EVS is a must (if adapted to the young people and their learning styles e.g. especially with school dropouts: use of non-formal methods etc.). It should also be expanded to short-term EVS for young people with fewer opportunities. Now it could already be included in exceptional costs.
- Young people with fewer opportunities tend to be more volatile – so it is more difficult to plan too much time ahead. Also there is a danger that a rejection of the project funding leads to lots of demotivation and disappointment. Therefore it should be possible that the organisations set up the project and only find the **participants at a later stage** (e.g. when the project is granted) HOWEVER this should not be a blank cheque (choosing just anyone). There needs to be a realistic strategy to get the type of young people on board. The NAs could even make it a condition to have the grant (this requires an extra double check before implementation).
- Within Key Action 2 in the youth field, **bilateral projects** are possible (e.g. transnational youth initiatives). Also Youth Exchanges can be bilateral. These project formats can be promoted as an easy 'entry point' for inclusion organisations. The Structured Dialogue Meetings (Key Action 3) can also be on the **national level** – eg democracy projects in/with schools organisations for specific target groups.

- Inclusion groups could work with countries with a **similar language** (e.g. Slavic, Romanic, etc) to overcome the linguistic obstacles.
- **Intellectual outputs** within Key Action 2 could be a good way to get new 'products' in the field of inclusion to move inclusion and diversity forward. We need to make an inventory of the intellectual outputs coming out of these projects.

Recognition for inclusion and diversity groups

Youthpass

- There is **specific working group** that works on Youthpass. We need to think if there are some inclusion & diversity aspects that need to be improved and pass it on to this working group.
- The youth workers and organisations that are working specifically with young people with fewer opportunities should get **more tools and training** on implementing the Youthpass.
- To train beneficiaries on **how to use Youthpass** with their participants (not only ypwo).
- No need for special Youthpass for young people with fewer opportunities, but **the way of using Youthpass** for different groups is different.
- SALTO Inclusion was involved in creating two booklets on Youthpass and its usage for young people with fewer opportunities: **Youthpass for All** (www.SALTO-YOUT.net/YouthpassForAll/) and **Youthpass Unfolded** (www.SALTO-YOUTH.net/YouthpassUnfolded/).



Other recognition tools

- The **reflection on learning** is more important than the tool itself. It is about the process, not the product at the end. It is about raising awareness about young people's competences and how to label and present them.
- We need to mention that there are **other tools** as well, like Mobility Pass, Europass, etc.
- It's important that young people with fewer opportunities have their **learning documented**. There is also a question about this in the application form, but we/they need to be aware that there are other tools than only Youthpass. They should use the **tool that fits best** for their target group to have the biggest impact.

Tools & trainings for inclusion & diversity

- SALTO Inclusion adds **inclusion and diversity tools** (methods, exercises, etc) to the SALTO Toolbox (www.SALTO-YOUTH.net/Toolbox/) and project examples to the Good Practice database (www.SALTO-YOUTH.net/GoodPractice/). Inclusion & diversity workers should be encouraged to add tools and good practices too.
- How to communicate training opportunities on inclusion & diversity to **newcomers** and other stakeholders? The NA's should be proactive and spread this information to relevant stakeholders

and prospects. The Training Calendar is a great source of information (www.SALTO-YOUTH.net/Training/) and of course TCA.

- Training opportunities and other resources for inclusion (publications, toolbox) should be adapted for **other target groups and sectors**. The existing training and tools should be adapted to their reality and context of other sectors to have an as large as possible multiplier effect and impact on inclusion and diversity in different fields.
- Some YiA NAs **shared national inclusion project examples**, for inspiration (live or online) to the LLP NAs of the other parts of the E+ programme.
- We need to organise **inclusion days** where beneficiaries could present their projects. Potentially transnational inclusion days (good for networking and partner finding), possibly with TCA money.
- NA should give inclusion and diversity organisations opportunities for **consultation**.
- **Project examples** shouldn't be included in the Strategy document. This is too concrete for a policy document. There are better formats (e.g. SALTO Good Practice database, www.SALTO-YOUTH.net/GoodPractice/) to list project examples.
- A specific **newsletter on inclusion and diversity** is useful for those who are really focus and work on inclusion and diversity, but less for others. People are getting too many newsletters nowadays and they only skim through the information. Hence the importance of catchy titles and putting the most important information first.
- There is something missing for the **newcomers (new organisation)** to trigger them to become active in E+. They are often put off by the long-term investment that is needed (they would like to do something instantly). This shows the importance of someone supporting them, however, the NAs cannot do the job instead of them. The supportive approach in some NAs could be improved (internal reorganisations might have put a strain on the capacity to be able to provide this tailor-made support).
- Organisations working with disability are aware that participating in Erasmus+ Youth in Action is a long term process, but they are not aware of the **value of the European projects**. They consider it additional work for them. We need to present the benefit of international mobility projects more clearly.
- **Social media tools** could also be an alternative or an additional tool to the newsletters to spread the work about the possibilities offered by Youth in Action E+.
- SALTO Inclusion publications are good, but in order to reach wider public there should be **more translations** and there should be some budget devoted to this (problem is how to choose which language). NAs could do this more, be creative and use TCA budget for this (eg same language group NAs could translate them together).
- **'Exceptional costs'** and extra money is also tool to convince/help inclusion organisations to give mobility projects a go. We should pay some attention to co-funding specifically for inclusion projects. This would be a lever to get them on board.



Cross-sectorial dimension

There is an increased emphasis on the cross-sectorial dimension of the programme. Erasmus+ offers **many opportunities** to cooperate across the different educational sectors (formal, vocational, non-formal).

- LLP (Lifelong Learning Programmes) and others recognise that Youth in Action NAs have done a lot on inclusion. We could **share our expertise** and encourage the other agencies (LLP) to become more effective and efficient in the inclusion and diversity field.
- NAs can **learn from the applicants** (inclusion & diversity organisations), as many of them have been using different programmes (Grundtvig, Leonardo,...) already for their groups.
- NAs of different programmes are starting **dialogue and cooperation** on national level. It is important to meet on a regular basis. We should see how and what other NAs (vocational, formal) are doing on I&D, **share** the information and learn from each other. We need to find ways to break down the communication barriers between the different sectors of the E+ programme.
- Different NAs can **co-organise events** together (e.g. inclusion showcasing events). This would at the same time also be a great opportunity for networking between inclusion and diversity organisations (from different sectors)
- To organise **cross-sectorial inclusion & diversity support group** as was done already by SALTO Inclusion in Estonia in 2010 (report at www.SALTO-YOUTH.net/InclusionGroupReports/).
- Cooperation with **European Social Fund**, as they are working a lot on inclusion or at least to be aware of the opportunities they offer.

NA Guidelines

- Each NA should propose **one inclusion & diversity officer**, as the contact point in the NA for all inclusion & diversity related communication and requests (from COM, SALTO, beneficiaries). How the work is divided internally is up to the discretion of the NA. Preferably, inclusion and diversity is a shared responsibility of different colleagues.
- SALTO in cooperation with the KMST and the COM can organise **training for newcomers** to the inclusion and diversity field.
- NAs should address all the obstacles (the different target groups). But by addressing everybody at the same time you are less successful. Of course all NAs should be open for everyone (all target groups), but NAs should be able to decide on **national priorities** regarding inclusion and diversity (however without excluding any target groups).
- Priorities like cultural diversity, inclusion and participation are not that emphasised anymore in the programme guide as was the case in the past (now employability and entrepreneurship is on top of the agenda) so newcomers do not know that it is really important. We need to **reposition these priorities**, and make sure inclusion and diversity are well present in different parts of the programme (and in the programme guide).



- If NAs do not have expertise on inclusion and diversity they should access it externally. NAs focus on how the E+ programme (international projects) can **support inclusion**, but NA do not necessarily have the wide range of expertise on inclusion groups. We can cooperate with applicants who are the real experts in their field.
- The **supportive approach** is important. The NA has to provide tailor-made support regarding the programme to the applicants (about the inclusion possibilities of the programme etc...). The applicants can be experts in their field, but they do not know the programme or how to use international mobility for their inclusion groups.
- When **assessing projects**, NAs do not necessarily have expertise in the inclusion field (even though it helps). However knowing the type of organisation (applicant) and what they are doing makes the assessment easier.
- We want that applicants mirror our society (diversity of applicants and percentages).
- **Monitoring** is very hard. Many problems with statistics. Applicants are often just ticking the inclusion box, which is not the reality of their projects. NAs need to correct this where needed.
- **Youthlink** should be adapted. Colleagues are not yet familiar with the E+ link system. Hard to discuss that.
- There should be some **mapping of inclusion needs and obstacles** on the national level. For example, Greece analysed the project statistics and based their yearly national priorities on the results (which groups were missing). Of course the quality has to follow (training, supportive approach, consultation needed).
- It's more difficult now to support inclusion projects through **assessments** in terms of points. There are fewer points for inclusion (only 1 of 7). This should be reviewed. E.g. we need to mention inclusion more specifically in the award criteria (e.g. also in using adapted methods for the group, etc. – not only extent of inclusion groups participating in the project)
- **Follow-up and long-term approach** is more important in the E+ programme. This was not been done much in the past. It would be helpful to identify the obstacles to follow-up and long-term projects. Collect this information from the inclusion and diversity organisations.
- We should continue to **identify success criteria** of inclusion and diversity projects (e.g. like in the SALTO research) and the NAs should communicate this to the beneficiaries.
- We should keep the **step-by-step approach & exceptional costs**.
- It's important that NGOs think about **co-financing** and try to provide this. We could look into possibilities to cooperate with local municipalities, other institutions as this is also vital for the long term work. NAs need to collect and provide information about possible co-funding on the national level, both for the beneficiaries as for their own national training/information work.

Training and Cooperation Activities

The National Agencies can currently (optionally) use 30% of the available funds for Key Action2 for transnational **Training and Cooperation Activities** (the former TCP). These cooperation activities between NAs can address a variety of topics, amongst which inclusion and diversity.

We asked colleagues how TCA could support inclusion and diversity.

- With the shift from TCP (old Youth in Action programme) to TCA (new Erasmus+ YiA) came also the shift towards more **strategic, long-term planning** and partnerships instead of many one-off things. Before few NAs were developing long-term interventions.

- The TCA meeting in the first half of the year allow to create more coherence in the TCA offers, makes them more strategic and avoids overlap. The longer-term approach will cause **less overlap** between activities. However, sometimes you need to have more of the same activities if there is a need and many organisations want to send participants
- TCA is a vehicle to steer strategic processes. This long-term planning is more **beneficial** for I&D, because working on inclusion requires longer-term investment and a step-by-step approach. It would be good to make inclusion a cross-cutting theme of the TCA meeting.
- But, not everybody has to develop multiannual plans, because it is not needed for each and every inclusion and diversity issue.
- The problem is that TCA can't be used anymore for **national activities**. There is one exception: if national activities are supporting or preparing the translational TCA activity. NAs have to look into finding **national funds** to do national activities. However, not in all countries there are national funds available.
- Some issues are really country specific and it's difficult to work on them on translational level.
- **Could we create national TCA for inclusion?** This will be a challenge, even though we have some good arguments. Put it on the agenda of the steering group. Evaluate, support it by figures. It needs a larger political decision. We need to sharpen the arguments and take it further. For the time being there are creative solutions e.g. national activities connected to international activity.
- **Internal communication:** it's important that Inclusion & TCA officers cooperate and do the planning together. Often the planning is not happening strategically, but more on activity level. The TCA planning process in each NA is mostly happening separately of others in NA (with whom you have to cooperate). More links and partnerships are needed.
- TCA is also tool for other sectors and has been used by them before. We could get **inspiration** from previous activities e.g. from the formal or vocational education sector.
- **Cross-sectorial projects** are still new, but will need more time to really start doing them. Would be good to have wider communication on TCA, involving the other educational sectors. We need to find out what has been done. How to invite other stakeholders? Get their ideas.
- **Co-financing in TCA** (by partner NAs) has to be proved and you need to collect the tickets etc..., but it's not coherent with the rest of the programme, as you work with flat rates and no proof is needed. Administration of the TCA projects should be in line with overall programmes' rules.
- TCA opportunities and rules could also be discussed by the **I&D strategy steering group**.



Project examples

The old strategy was really comprehensive, but had very different levels. There was a very high-level policy part, very general items and then some very concrete ones, like project examples. This could be confusing. The new I&D strategy should be **formulated in general way** so that it gives different stakeholders the freedom to select the most appropriate ways to implement it in their contexts.

Implementation of the Strategy & monitoring inclusion & diversity

It is important to have an Inclusion & Diversity Strategy written down, but this is just a first step in the process.

We need to **keep the strategy alive**.

We need to monitor the effects of the efforts done:



- To understand if we are making the change we want to see (this can be a motivator)
- To know if we are including inclusion groups and how much (progress, changes).
- To support the implementation of policies and feedback into them (influence policy)
- To plan and steer the process towards better inclusion & diversity, make things better
- To get some good examples and quality information + statistics (quantity information)

When we can prove that the programme improves the lives and opportunities of young people with fewer opportunities, we **justify the existence of the programme** and have good arguments to get more support in the future.

Steering group Inclusion

The structure proposed to keep an eye on the inclusion & diversity evolution within Youth in Action, was that of a 'steering group' composed of **experts from the field**. For example:

- SALTO Inclusion & Diversity: driving force, coordinators
- NAs (geographical balance) (4-5): programme implementation
- European Commission, Partnership: programme development
- Inclusion organisations/beneficiaries from the field (variety of target groups) (3-4): users
- Link to RAY-research or other guest experts: research

The steering group would have permanent members and guest experts, depending on the topic.

To get a better idea of what this steering group could do and what not, we compared it with the steering group for the European Training Strategy and their remit.

Example - Steering Group of the European Training Strategy

- Endorse action plans, procedures and tools for the implementation of the ETS
- Define the common internal planning board monitor the overall implementation of the ETS
- Ensure coordination with and information transfer from and to the ETS sectorial working groups
- Develop strategies and measures for the overall dissemination and exploitation of ETS results
- Update and discuss relevant policy
- Keep an overview of who is doing what.

Monitoring of the inclusion & diversity efforts

- Monitor the progress and implementation of the **I&D Strategy** (effectiveness).
- Set up clear objectives first before we can determine what/how to evaluate.
- Compare the **inclusion numbers** in the applications and in the final reports. Analyse the number of A & B projects. Link to RAY to get info about inclusion. Make it more inclusion linked.



- How to make sure that 'inclusion' is not just a box to tick. Work with NAs to make sure that the inclusion box actually represents the reality.
- Use trainings courses – or focus groups - to get **qualitative feedback** on inclusion possibilities within the E+ programme. NAs are responsible for identifying good practices and make them available.
- Monitoring **quality standards**, the quality of projects. NAs could monitor organisations with on-the-spot checks. NAs could monitor the quality of projects – using final reports. Analyse where interventions are needed and what type of interventions.
- Measuring the **impact of Youth in Action E+** on young people with fewer opportunities. Follow a few youngsters with fewer opportunities and analyse the impact of international mobility projects. Longitudinal approach. How? Case studies?
- Get an idea of the profiles of participants reached – and which not. **Blind spots**. Find out which groups should get additional support to get involved in the programme.
- To get an overview what different NAs are doing on I&D.
- Keep an overview of the different **policy developments** and make the link between policy and TCA (especially in the field of inclusion and diversity)

Promote the inclusion part of the programme

- **Promotion** of inclusion & diversity strategy and measures. What does the programme do for the inclusion groups. Get the message out.
- Communicate about the **inclusion data** (statistics, results), but make sure the numbers are representative (absolute numbers versus relative numbers). Check with RAY.
- **Feedback** to the inclusion organisations about the research results. This is motivating for them and recognises their cooperation and contribution.
- Steering group should report back, give info on inclusion & diversity stats and actions.
- If we **highlight the significance** of the work we do, the EC will continue to prioritise/fund these areas.

Problem solving - Some issues to tackle

We need to **identify problems** faced by young people with fewer opportunities and the organisations working with them. Research on final reports to identify needs/problems. Collect the needs for

training/partner-building, etc.: 1 = collect, 2 = bring it up at Steering group and 3 = see how to remediate/improve. Take action to make things better. Proactively remove the pebbles from the inclusion shoes. If we undertake actions we need to try to measure the impact of those actions e.g. like in marketing.

- Reduce the gaps between inclusion indications in the application from and in the final report.
- Focus on the short term inclusion EVS placements. Actions to have more of them.
- Solutions for travel costs for disadvantaged young people who have no money.
- Reaching out to specific groups (blind spots): promo, activities, good practices...
- Collect good examples to develop strategies on the local level. Support for NAs.
- Partner-finding support, adapt Otlas for inclusion, other ways of partner-finding, reaching out.
- Co-financing – specifically for inclusion groups.
- Analysis of TCP/TCA projects on inclusion. Collect the tools of all NAs on Inclusion. Overview + disseminate.
- Tweak/develop the E+ IT-tools so that they actually give us what we need for monitoring.
- Use Inclusion Colleague Support Group to check the developments (one session each year etc)
- Create alternative information material in plain language – but programme guide is the basic law/final decision.
- Make sure information tools are accessible for blind and visually impaired. Make pdf programme guide readable by speech readers.
- Accessibility of the NA, SALTO, COM homepages – suggest KMST or SALTO Information Colleagues to run a training on this.

When

- 2 meetings per year – NAs could have half-yearly look at the inclusion indicators.
- Ad-hoc working groups that focus on specific issues.
- EU Youth report – make a link between the Inclusion & Diversity and EU Youth report.
- Invite knowledge (research, RAY, speakers, applied research,...) – open these interventions up to the outside world (e.g. live streaming of their input).
- Monitoring & evaluation of inclusion & diversity in the programme should happen at the beginning, middle and end for the programme. EC could include an inclusion strand in with their more general programme evaluation.

Promotion of the inclusion & diversity strategy

Once we have the new Inclusion and Diversity Strategy, we also need to get the word out. We need to promote the strategy through a **variety of channels** so that those who need to know effectively get to know about the inclusion & diversity opportunities within Youth in Action in E+.



- **Official launching event in Brussels, 3 December 2014.**

- Promo via existing **networks** e.g. EuroDesk, youth portal, in margin of EVS database, etc.
- Go out to the rural areas – not only big cities – use regional multipliers, etc.
- Use internet, social media, newsletters,...
- Videos on different topics – **short video, tutorial** – per target group (for youth workers with specific working group) – but more **interactive** e.g. animated drawing, Powtoon,... Possibility for subtitles in different countries. RSA-style.
- **Reach out** to the organisations working with the target group. Show things from the perspective from target groups.
- Connect to **inclusion organisations** – use their networks, get them on board (newsletters, at meetings, etc).
- Position ourselves that we (NA, COM, SALTO) are there to help. We can offer creative solutions.
- Smartphone game? App? Facebook? But how to keep it up to date?
- Make sure the communication tools are **accessibility for all** – e.g. blind, etc.
- Promotion tool needed from the point of view of applicant (inclusion organisations) – what's in it for them? Show how the ID strategy fits their needs/language. Catchy. Plain language.
- **Youth journalists** – use them to report on inclusion issues.
- Flow diagram with questions – at the end you get the specific funding type that fits to your situation
- Inclusion diversity quiz (to test your ID knowledge)
- Combination of activities, products, virtual.
- Also spread the I&D message to the **NA officers** > at the different action meetings. – mainstreaming. It should be part of every action and activity. Make a link to all the staff training – check with KMST.
- Inclusion strategy **first Aid kit** – for the NAs (short & snappy checklist) – inclusion quiz (different kind of actions – give suggestions)
- **Intro training for NA colleagues (4-5 December 2014, Mechelen)**

Strategic Partnerships (KA2) – for inclusion & diversity

One of the novelties in Erasmus+ for the youth field is the Strategic Partnerships within Key Action 2. A great opportunity to work on inclusion and diversity in a more long-term perspective and a free format (many optional project elements available).

- **Tension between same programme for everyone – and giving priority to inclusion & diversity.** At the moment there are not award criteria related to inclusion. Or to make sure transnational youth initiatives get a **fair & equitable chance** (see cartoon about equity) amongst the bigger consortia. Add inclusion to the award criteria. Also for the impact on inclusion & diversity groups.
- How to make sure we are not funding good project writing instead of good projects?
- The requests need to come from the project organisers. They need to say what they need instead of NAs telling what they could apply for. If they don't spontaneously need/request certain measures, then it is maybe not a real need.
- **Training about KA2 is needed** for the selection committees to get a common idea of what those projects should be. E.g. discuss an anonymous KA2 of another countries or a previous 4.6. Exchange needed to know what is the type of KA2 that we want to see funded.

- **Proportionality** – you don't need to compare small and big projects – but the proportional impact. A small project with small impact can proportionally have a bigger impact than a big project with only medium impact.
 - **Assessment criteria** – it would be helpful to have a focus on inclusion and diversity – to have a lever to give these projects more points.
 - **Learning by doing** – the type of projects will most likely level out once the action becomes more known.
 - How to deal with 'too expensive projects' (for a small NA budget)? Be transparent on your procedures. Make sure applicants know beforehand what your possibilities and approaches are.
 - Keep track on **KA2 strategic partnerships** that have been submitted to other NAs in your country (LLP). Check with the other NA – or send certain cross-sector projects to apply to the other NA (if they would have more money left over). Keep an overview of what is the impact of the inclusion projects that were granted by the other (LLP) NAs.
 - **Youth Initiatives** – needs to have a different budget. Protected/earmarked money.
 - If over 16000 euro they need to give proof of financial capacity – so many organisations are not able to do that. Suggest to youth initiatives that they don't ask for the full budget – they don't have to ask the full shebang.
 - More checking/**coaching** for small organisations that apply/get a lot of money. Help them to manage their funds well.
 - The partnerships are important. Use a **feasibility visit** first (separate application in KA1) on which the partners can develop the Strategic Partnership application. It has to be made clear that Key Action 2 does not necessary fit all the groups/projects. Multi-measure KA1 can be suggested as an alternative.
 - The wording '**intellectual output**' might scare small NGOs. It can be used as a tool e.g. to invite a researcher to follow short term EVS and see the impact of the activity on the young people with fewer opportunities.
- We need to collect some good examples – so that we can diversify the type of intellectual outputs that people are working on. Give more inspiration. Offer training on KA2 – promote inclusion as an important topic.
- Share the **examples of KA2 as a tool for inclusion**. The German YIA NA together with SALTO Inclusion & Participation and NA HU and NA BE-FL, organised a 'Greenhouse seminar to grow Inclusion & Participation projects' for organisations that want to set up Strategic Partnerships (KA2). The seminar and Strategic Partnerships are documented in the upcoming publication "Growing Inclusion & Participation" www.SALTO-YOUTH.net/GrowingInclusionParticipation/ - it also includes KA2 project examples.
 - Newcomer training – give examples of KA2. Make it more transparent.
 - We need **training for KA2-officers** relatively soon – check with KMST group.



- Collect 4.6 or 4.5 project examples – long term projects connected to inclusion/focus on EVS and youth exchanges.

Intro training on Inclusion & Diversity - suggestions

Upon request of the Inclusion officers, SALTO Inclusion & Diversity are organising an **introductory training on inclusion & diversity (4-5 December 2014, Mechelen, Belgium)** for NA colleagues who are not inclusion/diversity officers and do not have much knowledge of this topic. That way, the training creates colleagues that can support the Inclusion & Diversity officers in their I&D tasks. Because Inclusion and Diversity is too important to rest on the shoulders of one person.

We asked the colleagues what their future ‘partners in crime’ should be trained on.

- Exchange about **national reality** – get an overview – reach a common understanding.
- Reflect on what inclusion & diversity means for them.
- A wider **theoretical input** on what is I&D – common understanding on inclusion & diversity
- Input on the **policies and strategy**. Background info on where it came from. Have a quiz about it.
- Experience the shoes of the target group and the variety of the target group. **Experience-based learning** (eg dealing with stereotypes, discrimination).
- “Why should we even care about inclusion & diversity?” Create **personal commitment**.
- Identify and overcome barriers to inclusion.
- Make a **good practice project**. Find solutions, be creative, practice what you preach.
- Assess inclusion projects – what is good/not, how to improve?
- **Cross-sectorial approach** – how to tackle inclusion strategy in a more cross sectoral way?
- Project visits (e.g. during the launching event).
- Give them **tools** for inclusion, resources, support material, further reading.
- Action plan – what they should do differently after the training. Multiply.

Next steps – after this meeting

As is the case in all Colleague Support Groups, this meeting is just the beginning. We hope that all the reflections also lead to actions. That’s why we gave all colleagues time to draw up an action plan. We give you an overview of some of the ideas for action:

Mirella – Italy

- Explain the new vision of the I & D strategy and the support groups to the colleagues.
- Talk to director about the Business Meeting in Rome, to have a session about the inclusion & diversity strategy.
- Link inclusion to the Italian Presidency (second semester 2014).
- Pass on info to colleagues and work more with KA2 as tool for inclusion.
- Start to implement the Italian strategy and organise focus groups with inclusion organisations (voluntary sector).

Layia – Greece

- Inform colleagues about results discussions proposals of ID support group meeting.
- Check how many inclusion applications there are to get an overview of our blind spots and plan what NA needs to do for round 3 – to complement and address blind spots.
- Seminar/training for selection committee. Have a session on inclusion and diversity.

Jeremy – France

- Summarise the meeting and pass on info before the holidays to colleagues.
- See how the merge between inclusion & diversity will take place in the NA.
- Develop the national inclusion & diversity strategy further and see how TCA fits to it.
- Guide for EVS organisations, add a chapter on inclusion & diversity.
- See if any NA colleague would be interested in joining the steering group.

Karlien – Flanders

- Meet with the YiA team to pass on the information and conclusions.
- Brainstorm on how we can include inclusion in KA2.
- Develop a new approach on inclusion strategy – pathway about ‘youth in the city’.
- Be in the steering group.
- Action plan for more short-term EVS projects.

Jutta – Finland

- Share results with colleagues.
- Write down our own inclusion diversity strategy and promote it.
- Have a look at the Pdf format of the programme guide – is it accessible for visually impaired?
- Plan the national inclusion and diversity trainings for Autumn.

Melanie - Austria

- Team meeting to report on ID meeting.
- Recruit colleagues for the Intro Training in December.
- Create an inclusion tandem with a colleague.
- Plan some of the previous inclusion activities more strategically for the future.
- Regional inclusion days (find regional funds for that), revive the inclusion strategy.
- Make inclusion & diversity more visible on the NA website.
- Align the EECA inclusion strategy with the national inclusion strategy.
- Make link with the other E+ agency to cooperate on inclusion.

Dora – Hungary

- Talk to Zsofi (other inclusion officer) and other officers.
- International training courses could be open/promoted more to inclusion groups.
- Include I&D in other meetings, focus on inclusion participants.
- Promotion of KA2 from I&D perspective to specific target groups.
- Cooperate on Roma topic with some NAs.

SALTO Inclusion & Diversity

- Use our Shaping Inclusion booklet as the basis for the Intro training on Inclusion & diversity.
- Meeting today to discuss ID Strategy & the Intro training. Take the necessary steps to make it happen. Consult the wider network of NAs once the draft ID strategy is there.
- Document this Colleagues Support Group and send the report around.
- Launch call for trainers for Intro training and launching event. NAs can of course also suggest trainers to facilitate these meetings.
- Update the Inclusion/diversity officers list – via COM. Check which IT tools (e.g. CIRCA bc) would be most appropriate to have an updated contact list.
- Steering group on Inclusion – think & discuss with COM. Take the necessary steps.
- Emily sends around the strategic planning tool.

Marianne – Commission

- Check possibilities/procedures to give input to the programme guide and the IT tools. (should go via NAs who are consulted anyway – should be finalized by October).
- Check on inclusion & diversity officers – Combine?
- At the next NA business meeting? Keep NA directors in the loop. Presentation/consultation about the ID strategy.
- Inform colleagues about the Colleague Support Group and its results.
- Connect policy and programme in the ID strategy. Discuss the visibility of the ID strategy and E+ in the policies.
- Check if IT tools are adaptable to Inclusion officers/ to inclusion monitoring.
- In the future: Steering Group on Inclusion & Diversity – is also a channel to give/get feedback.

We tried to document the ideas of the meeting as thoroughly as possible. The aim is to move on the inclusion and diversity discussions and not to pin people to their ideas. However, if we misrepresented your contributions in any way, please let us know via inclusion@salto-youth.net.

Your SALTO Inclusion & Diversity team

