5.   Mainstreaming Inclusion & Diversity

in European Programmes and European youth projects - 'I&D by Default'

All E+ youth & ESC projects should be 'inclusive with diverse participants' by default. In the ideal case, there should not be any special I&D projects anymore. The basic setup of all projects should cater for different needs and diverse backgrounds. It's not about 'normalising' the topics, but embracing it, making it 'every day' and encouraging for everyone and anyone to be 'within the circle'. PS however, sometimes there will be educational reasons why projects focus on a specific target group and this should be still possible.

A   Walk the Talk – living the values

ACTION 57

Evolve towards more inclusive and diverse structures.

• Make sure organisations/NAs (boards, trainers, etc) are representative of the society and communities they work for (e.g. quota, positive discrimination)

• Put systems and checks in place to ensure meetings, decision-making, promotion, communication etc is done with inclusion and diversity in mind.

• Eg. Have refugees as European youth project writers, or on the advisory board.

OUTCOMES

> *NAs/organisations are more inclusive.*

> *More trust created with I&D beneficiaries.*

> *A continuous critical eye given to I&D.*

ACTION 58

Organise inclusive events / activities / resources / communication.

• Organise events and tools that are (as much as possible) barrier-free, catering by default for the needs of I&D target groups so that you don't need to make it a separate issue.

• This approach should be represented in the work/products of the NAs and organisations. (but still allowing for some 'inclusion specific' work, if the educational setup requires it)

OUTCOMES

> *Everybody can participate.*

> *More diverse participants included and diverse projects developed afterwards.*

> *People inspired by good I&D examples.*

B

Tools to support mainstreaming of I&D

ACTION 59

Ensure a shared understanding of I&D

• Inclusion cannot be absolute. Identify a shared level of inclusion, and a shared framework of the concept of diversity. Make the level possible to attain within the resources available, that satisfies all stakeholders involved.

• Create a short explanation to explain 'what is mainstreaming' for us.

• Base the mainstreaming support tools on this frame.

• Adapt application forms, assessment process and report forms accordingly (see milestone 3 A).

OUTCOMES

> *A clear frame for inclusion and diversity work is clear to the public*

> *Values and understanding of concepts are shared openly between stakeholders.*

> *Realistic approach to I&D that is practical to implement.*

> *I&D is made as something achieveable that everyone can do, not something theoretical or unobtainable.*

ACTION 60

Collate or create practical tools

• Gather together quality resources and good practices from reliable sources. If there is a gap in the market for your needs, as defined in your I&D frame, create new tools.

• Decide which ones to use.

• Share examples of how to do I&D to a good quality standard.

OUTCOMES

> *A library of I&D tools is collated.*

> *Quality is improved across tools.*

ACTION 61

Create an I&D checklist for project organisers/assessors

• What to take into account when organising a European youth project so it is I&D proof by default (for disability etc).

• Tips on using inclusion/ diversity as a learning element in the project.

• What support is available for this.

• Shared resource between those managing programmes, those developing projects and those assessing them.

OUTCOMES

> *Guidance/support given on how to do it.*

> *More conscious approach to I&D in every European youth project.*

C **Training and informing about mainstreaming I&D**

ACTION 62

Deliver training offer about mainstreaming I&D

• For youth workers about how to be inclusive for all, a needs-based approach (rather than an exclusive approach), be sensitive for diversity and use it as a positive element in a European youth project.

• Reduce fear, increase self-confidence and encourage participation of people (youth workers and young people) with different needs. See milestone 3B.

• Train people to make it easier for them to manage diversity (as a standard element of their every day work).

• Base the training on tools from 5B.

OUTCOMES

> *Awareness increased for 'mainstream' (potential) beneficiaries.*

> *More projects with I&D mainstreamed, more accessible projects*

ACTION 63

Promote the Programmes as an inclusive tool

• Make explicit that the different European youth project types can cater for all (mainstreamed I&D), what measures are in place to do so.

• In accessible format and language (see also milestone 2B)

OUTCOMES

> *Understanding improved of the programmes and I&D in them.*

> *More inclusive European youth projects with I&D mainstreamed in them.*

> *Youth workers can use the resources to support individual young people who have different needs and questions.*

YOUR NOTES