INCLUSION & DIVERSITY COLLEAGUE SUPPORT GROUP MEETING

28.- 30. 10. 2020.

Inclusion

Sunčana Kusturin

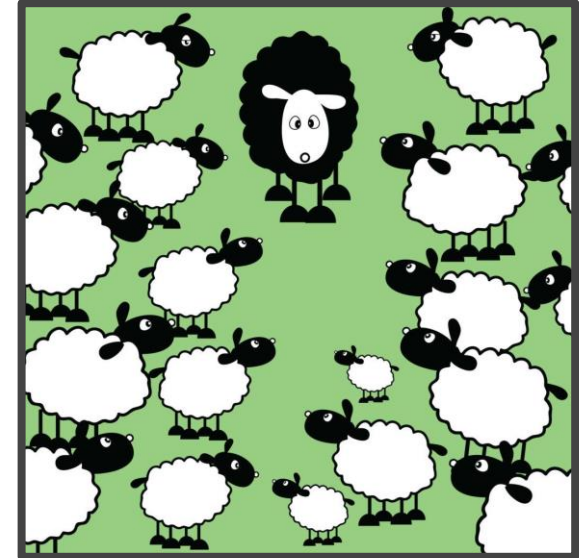"ALONE WE CAN DO SO LITTLE; TOGETHER WE CAN DO SO MUCH."
– Helen Keller

EXCLUSION

Social exclusion is a **process** whereby certain individuals are pushed to the edge of society and **prevented from participating** fully by virtue of their poverty, lack of basic competencies and lifelong learning opportunities, or as a result of discrimination.
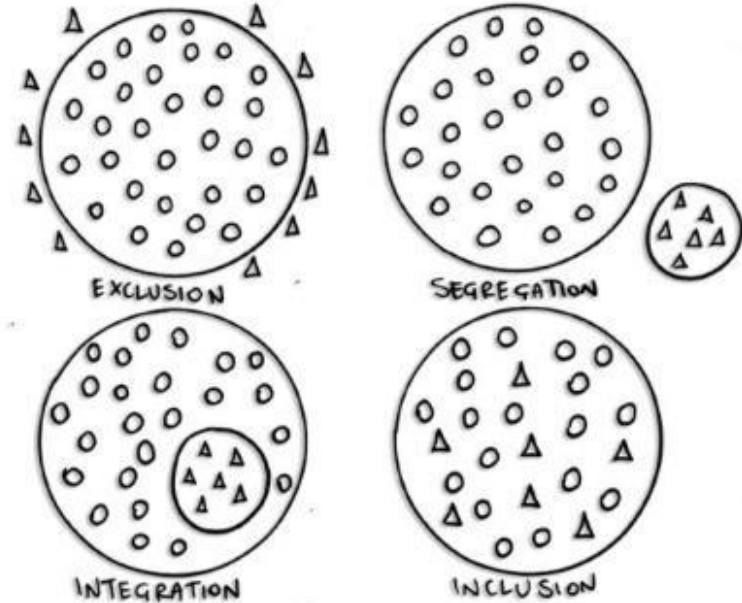
This **distances** them from job, income and education opportunities as well as social and community networks and activities.

They have **little access to power and decision-making** bodies and thus often feel powerless and unable to take control over the decisions that affect their day-to-day lives.

Joint Report on Social Inclusion 2004

TERMINOLOGY

- young people with special needs
- young people with disabilities
- vulnerable groups / young people in vulnerable situations
- less advantaged young people / young people from disadvantaged background
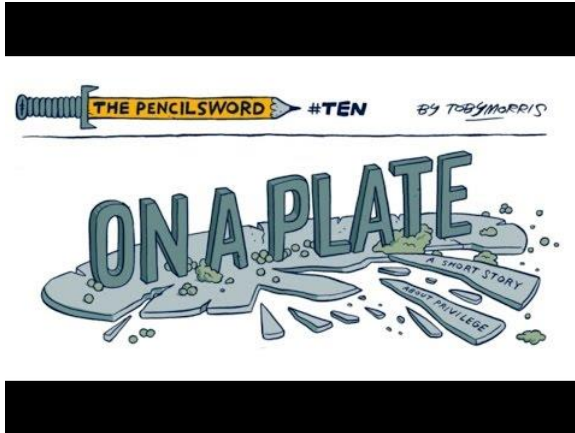- youth with fewer opportunities

+ lost in translation

ARE THIS JUST WORDS?

EXCLUSION

SEGREGATION

INTEGRATION

INCLUSION

T-KIT: Social inclusion

https://pjp-eu.coe.int/en/web/youth-partnership/t-kit-8-social-inclusion

PRIVILEGE

https://www.youtube.com/watch?v=v_Ebm-4PfyQ

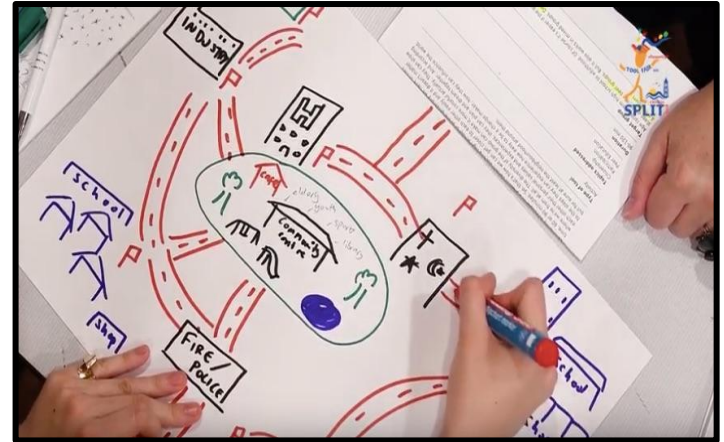https://www.rnz.co.nz/news/the-wireless/373065/the-pencilsword-on-a-plate

https://youtu.be/gqPgXhslGWY

KNOWING YOUR REALITY

➔ Finding a place to **LIVE**

➔ Finding a place in **COMMUNITY**

➔ Finding a place in **EDUCATION**

➔ Finding a place on a **LABOUR MARKET**

➔ Finding a way to **HEALTHY LIFE**

Finding a place in modern Europe:
Mapping of Barriers to Social Inclusion of Young People in Vulnerable Situations http://pjp-eu.coe.int/documents/1017981/1668217/Finding.pdf/d5685c53-257e-4678-89f6-fcbf17469cff

Back to basic- Community planning in locality
http://educationaltoolsportal.eu/en/tools/back-basic-community-planning-locality

YOUTH WITH FEWER OPPORTUNITIES

These are young people who are at a disadvantage

- compared to their peers
- because they face one or more of the exclusion factors and obstacles.

The following situations often prevent young people from taking part in employment, formal and non- formal education, trans-national mobility, democratic process and society at large.

Erasmus+: Inclusion and diversity strategy
tiny.cc/inclusionstrategy

MULTIPLE INSECURITIES

PERSISTENCE

EROSION OF RIGHTS AND RESPONSIBILITIES

BARRIERS

SOCIAL BARRIERS
Will I be invited to birthdays?
Do I have support of my family?
Can I openly speak about who I love?
Do they make fun of me?

CULTURAL DIFFERENCES
Do they take my opinion seriously?
Can I explore my identity?
Can I openly practice my religion?

DISABILITY & ACCESSIBILITY
Do I understand the words they use?
Can I fully participate in every segment of my life as my peers?
Are there any physical barriers that are stopping me?
Can I come there in their working hours?

EDUCATIONAL DIFFICULTIES
Can I follow the classes?
Can I choose my profession?
Can I fully participate in education I want?
Do I have all information in order to make an informative choice?
Can I advocate for myself?

I can't, even if I can!

GEOGRAPHICAL BARRIERS
Do I have ride to school?
Can I go to movie, exhibitions..?

ECONOMIC BARRIERS
Can I afford this?
Am I comfortable in my clothing?
Am I or my parents hungry?

HEALTH PROBLEMS
Does my health stops me from participating in different activities like going to school, socialising...?
Do I have all medications and all equipment I need?
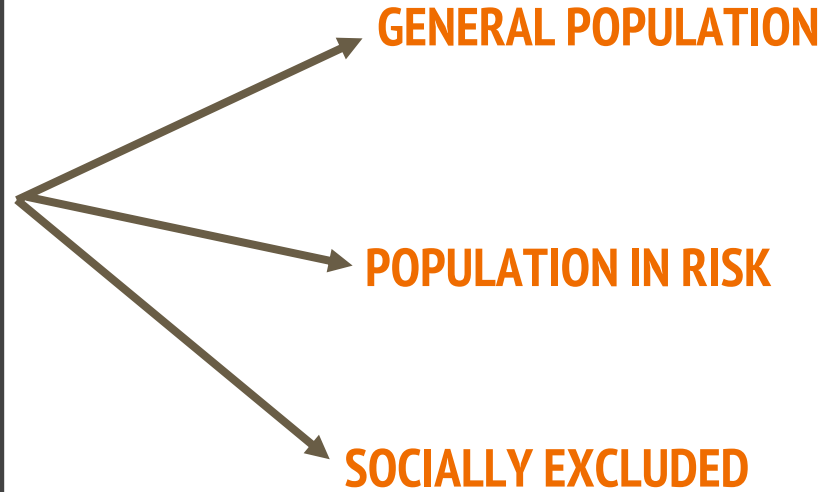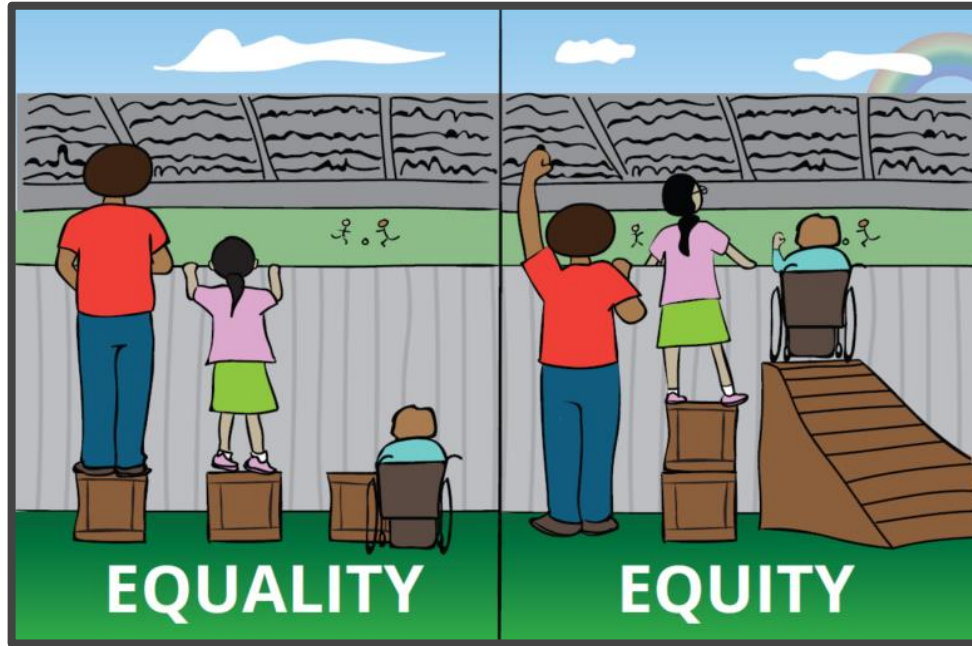
SOCIAL INCLUSION

Inclusion is an on-going participative **process** that equips young people, with the **skills, knowledge and opportunities** necessary to actively participate as equal citizens at all levels of society, even in ways that they might never think of as relating to inclusion (clubs, cinema…)

"Going international"
tiny.cc/goinginternational

a process that recognises that young people are the **EXPERTS** on their own lives, that empowers individuals to control the process and set the agenda according to their current circumstances

having the power and the opportunity to contribute, and having that contribution **RECOGNIZED** and respected

SOCIAL INCLUSION

GENERAL POPULATION

POPULATION IN RISK

SOCIALLY EXCLUDED

Explanation of the picture: https://www.wired.com/2016/09/birth-weird-life-afterlife-internet-meme/?mbid=psocial_rs
http://culturalorganizing.org/the-problem-with-that-equity-vs-equality-graphic/

INCLUSION PROJECTS

Empower young people with fewer opportunities through **development of their competences**:

- as beneficiaries of activities
- as person that implement activities

Transforming community/environment in which they live through:

- education of professionals
- policy change
- sensibilisation of public
- concrete change in community

INCLUSION & DIVERSITY STRATEGY

Practical guidelines to work with inclusion & diversity:

- **Reaching out**

- **Keeping young people at the centre** (Needs based, True participation, Tailor-made, Supportive approach, Social dimension, Risk assessment and crisis management)

- **Dealing with diversity of all kinds** (Preparation, Mixed groups, Homogenous group, Social and intercultural competence, Language support, Reflection and time-out, Youth workers from inclusion groups)

- **Using non-formal learning**

- **Keeping eyes on the long-term impact**

- **Ensuring a holistic approach and partnerships**

INCLUSION & DIVERSITY STRATEGY

- Easy and particularly useful project formats (Duration)
- Additional support (Advance Planning Visit, Additional group leaders, Mentorship, Recognition, Linguistic Support)
- Extra funding available for inclusion and diversity (Special needs support, Exceptional costs)

https://www.salto-youth.net/rc/inclusion/inclusionstrategy/aboutid/
https://www.salto-youth.net/downloads/4-17-3179/InclusionAndDiversityNOW.pdf

PUBLICATIONS...

- T-kit: Social inclusion https://pjp-eu.coe.int/en/web/youth-partnership/t-kits
- SALTO Publications: https://www.salto-youth.net/rc/inclusion/inclusionpublications/
  - Inclusion A to Z
  - Youthpass Unfolded - also for Inclusion Groups
  - Making Waves - more impact with your projects
  - Going International - Opportunities for All!