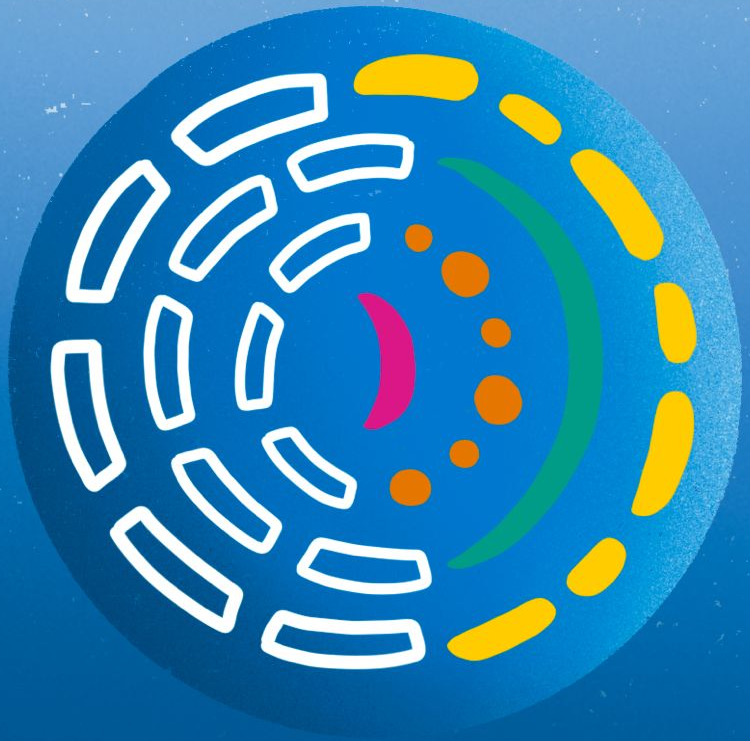

Inclusion & Diversity **Forum**

29.11-02.12.2021

erasmus+ meer perspectief

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FINNISH NATIONAL AGENCY FOR EDUCATION

JUGEND für Europa

frse Fundacja Rozwoju Systemu Edukacji

ja Erasmus+

SALTO INCLUSION & DIVERSITY

EUROPEAN SOLIDARITY CORPS

Erasmus+

Co-founder of Instituto NOW

- **Learning Design:** creating online/in-person or hybrid learning experiences
- **Content production:** creating audio-visual and written content about social impact related topics
- **Facilitation:** guiding group processes, trainings and learning experiences

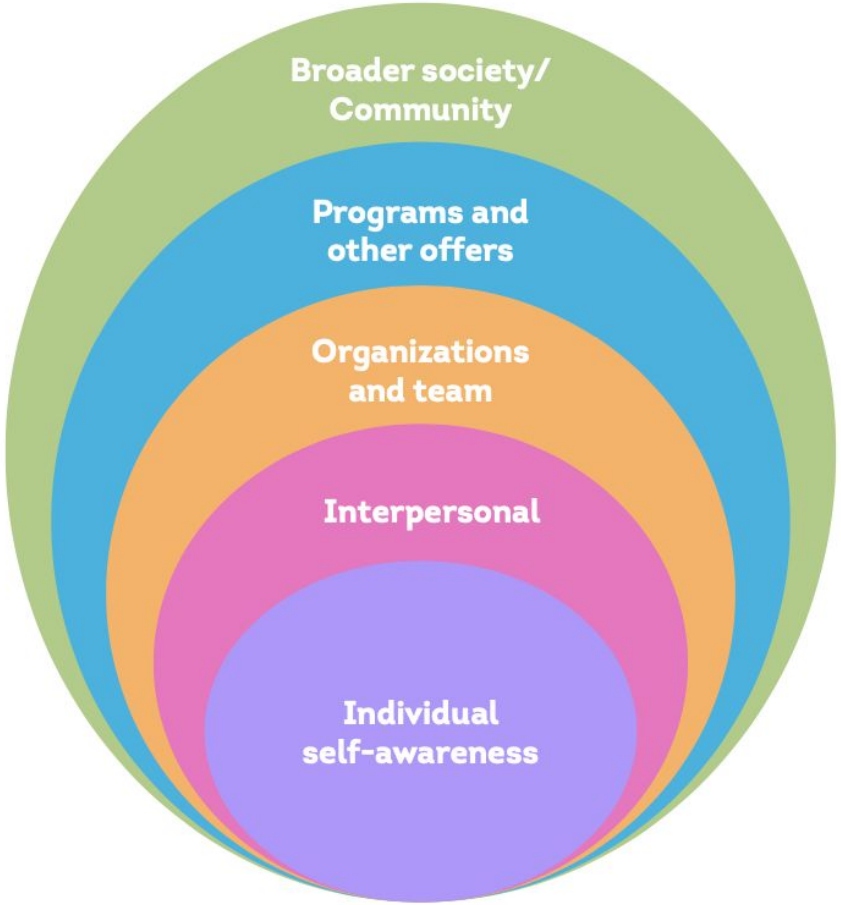
How do the following concepts appear in your organisation?

Intersectionality

Power

Privilege

Equity


Broader society/
Community
Programs and
other offers
Organizations
and team
Interpersonal
Individual
self-awareness

Being intentional about ID

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- Unawareness
- Gaining awareness
- Doing the work
- Fostering the culture

Scenarios to reflect on

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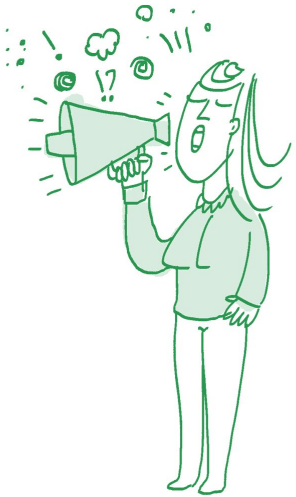
Scenario 1: A globally active organisation bringing together artists for social change makes a public statement supporting the #BlackLivesMatter movement. After the post, some black members of the organisation try to address the lack of diversity in the leadership of the organisation, but are dismissed.

Scenarios to reflect on

Inclusion & Diversity Forum

Scenario 2: A national chapter of a global youth organisation requests at the general assembly that the organisation stops receiving funding from a large oil corporation that has caused a massive oil spill in their country. The board refuses, explaining that they need the money to be able to continue running their programs.



Scenarios to reflect on

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Scenario 3: A new team member, who is part of a group with fewer opportunities, joins a youth organisation. The person does not speak English and the leadership of the organisation decides to pay for their English classes and give them preference to participate in an international youth exchange, despite them not having been part of the fundraising and preparation phase. Other team members are frustrated and feel disadvantaged.

Scenarios to reflect on

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Scenario 4: A person in your team comes out as non-binary and asks to be now referred to with neutral pronouns. Some team members do not adhere to the request and a few people end up always being the ones to correct them.

Safer space

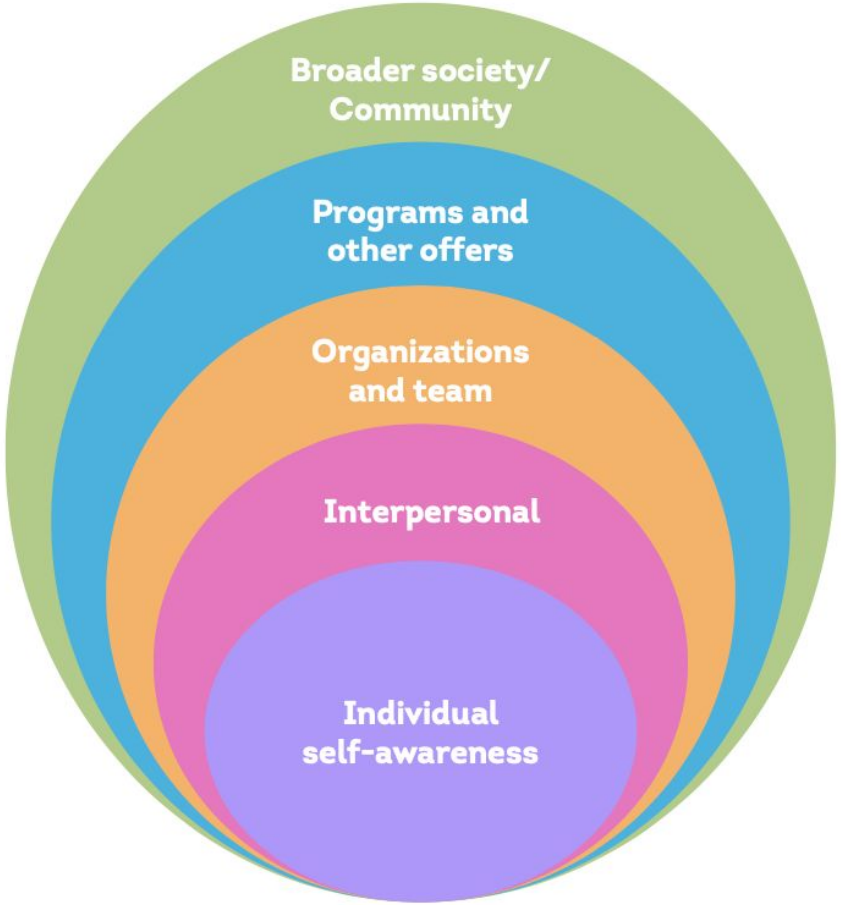
Brave space

Calling “out”

Calling “in”

Accountability

Self-empathy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THANK YOU

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