

SALTO

INCLUSION &
DIVERSITY

Inclusion & Diversity in the context of Erasmus+ and European Solidarity Corps

Pieter-Jan De Graeve



Introduction to the workshop

- Hello everyone!



Introduction to the workshop

- SALTO Inclusion & Diversity...

Strives to give Young People with Fewer Opportunities better chances in life and create a more inclusive society that embraces diversity of all kinds.

To do so, we contribute and support the field of youth and youth work, in working with YPFO and embracing diversity, within the frame of the EU youth programmes

- Focus: youth
- Representation



Introduction to the workshop

- Workshop overview
 - ◆ Concepts
 - ◆ Directions for research
 - ◆ Connection with horizontal priorities



Concepts – Diversity

- Multiple identities
 - ✦ Personal identity
 - ✦ Social identity
- We are diverse



Concepts – Inclusion

- Privilege
- Power
- Intersectionality



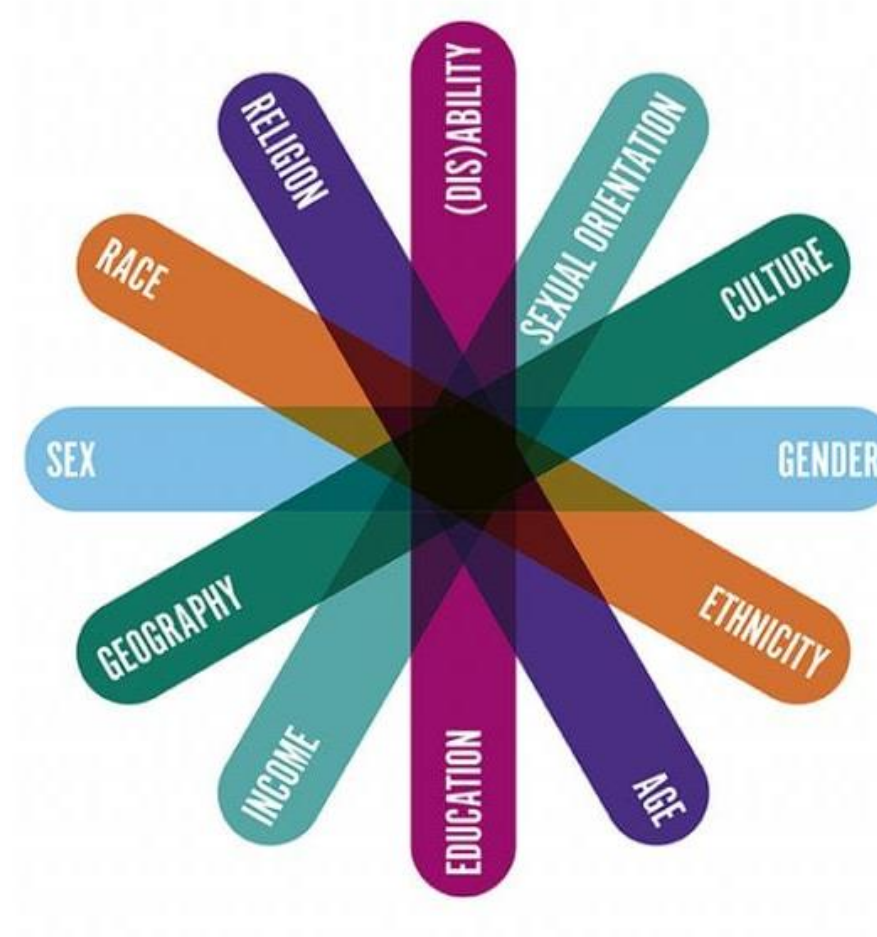
Concepts – Inclusion

- Privilege
- **Power**
- Intersectionality

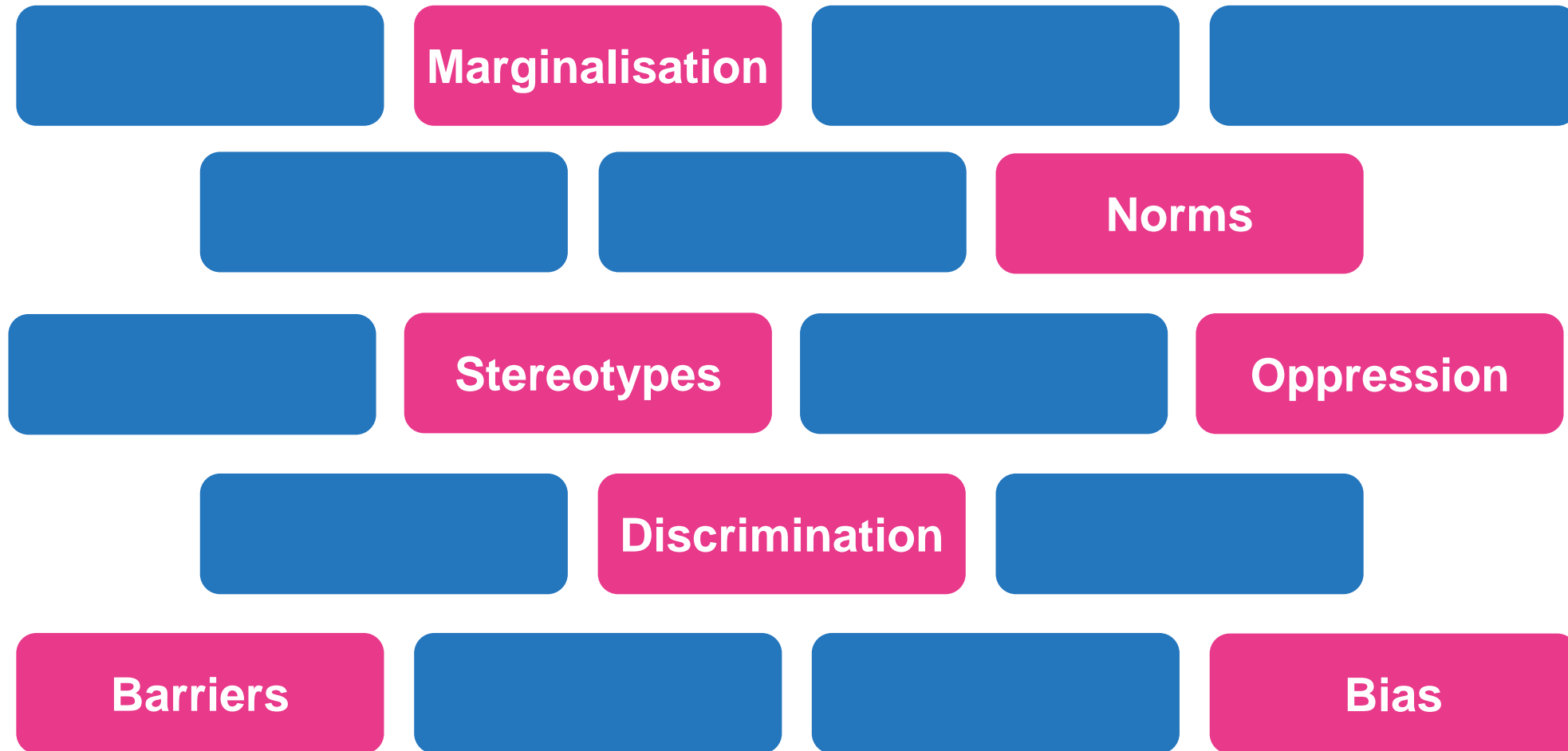


Concepts – Inclusion

- Privilege
- Power
- **Intersectionality**

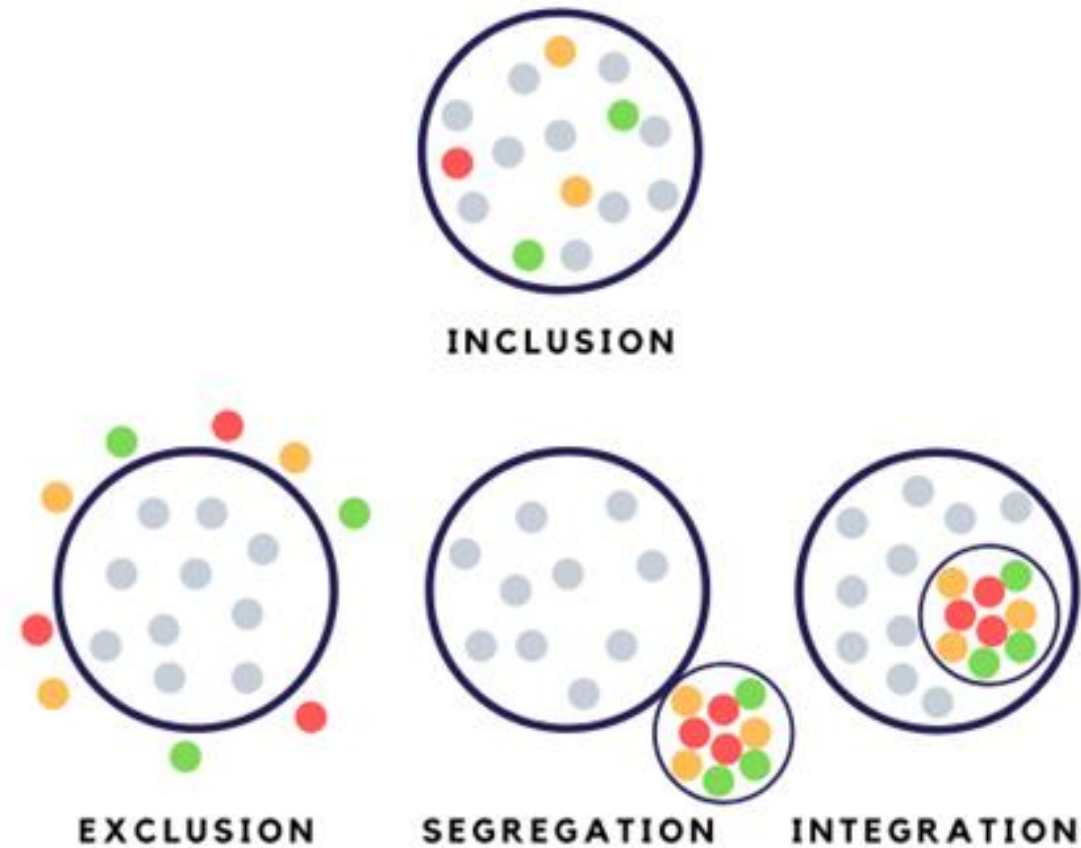


Concepts – Inclusion



Concepts – Inclusion: a vague concept

- ... a process



Concepts – Inclusion: a vague concept

- ... a process
- ... **multidimensional**



Concepts – Inclusion: a vague concept

- ... a process
- ... multidimensional
- ... **not a one-way street**



Concepts – Inclusion: a vague concept

- ... a process
- ... multidimensional
- ... not a one-way street
- ... **a continuum**

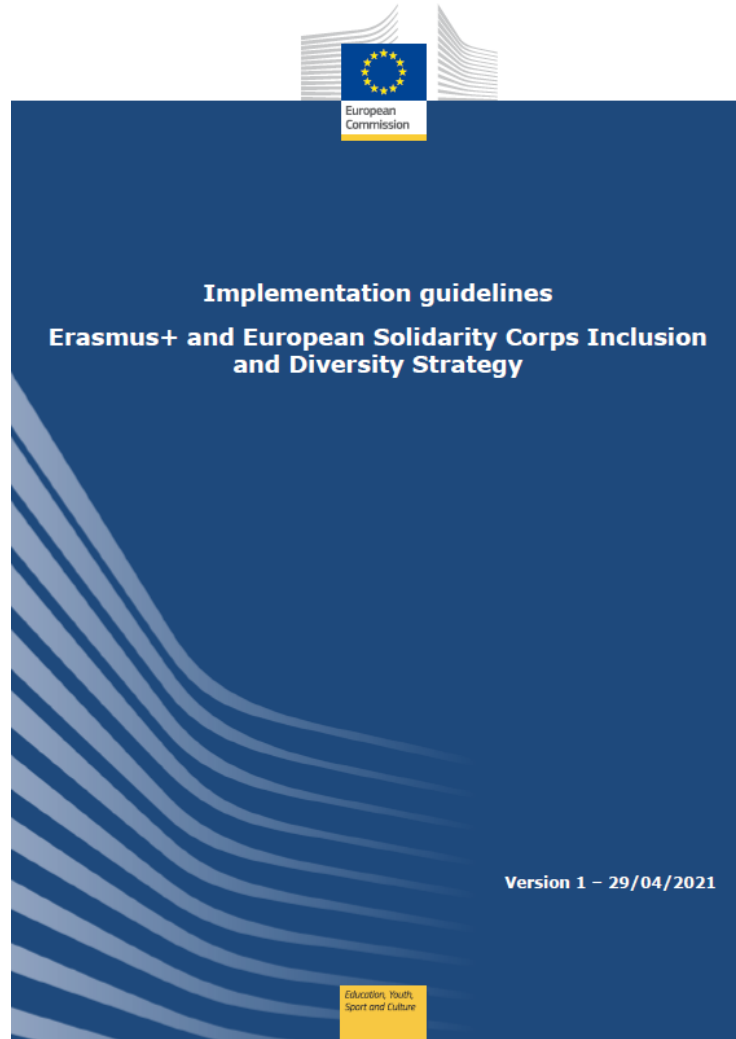


Concepts – Inclusion: a vague concept

- ... a process
- ... multidimensional
- ... not a one-way street
- ... a continuum
- ... **changeable**



Concepts – Inclusion & Diversity Implementation guidelines



Concepts – Inclusion & Diversity Implementation guidelines

Health problems

Cultural
differences

Geographical
barriers

Dissabilities

People With Fewer Opportunities

Economic
barriers

Barriers linked
to E&T systems

Social barriers

Barriers linked
to discrimination



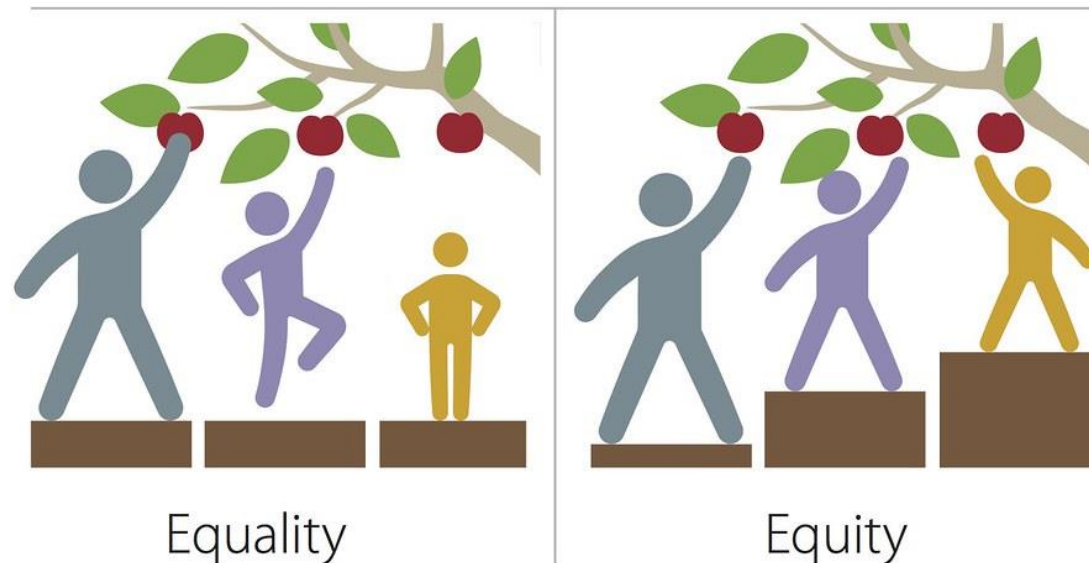
Concepts – Inclusion & Diversity Implementation guidelines

- **Allows for targeted approach**



Concepts – Inclusion & Diversity Implementation guidelines

- Allows for targeted approach
- **Aims for equitable opportunities and access**



Concepts – Inclusion & Diversity Implementation guidelines

- Allows for targeted approach
- Aims for equitable opportunities and access
- **Tension identity/situation vs. society**



Concepts – Inclusion & Diversity Implementation guidelines

- Allows for targeted approach
- Aims for equitable opportunities and access
- Tension identity/situation vs. society
- **Labelling**



Concepts – Inclusion and Diversity

Reflect on research position

- Awareness of own frame of reference
- Awareness of power
- Nothing about us without us
- Tokenism



Directions for research

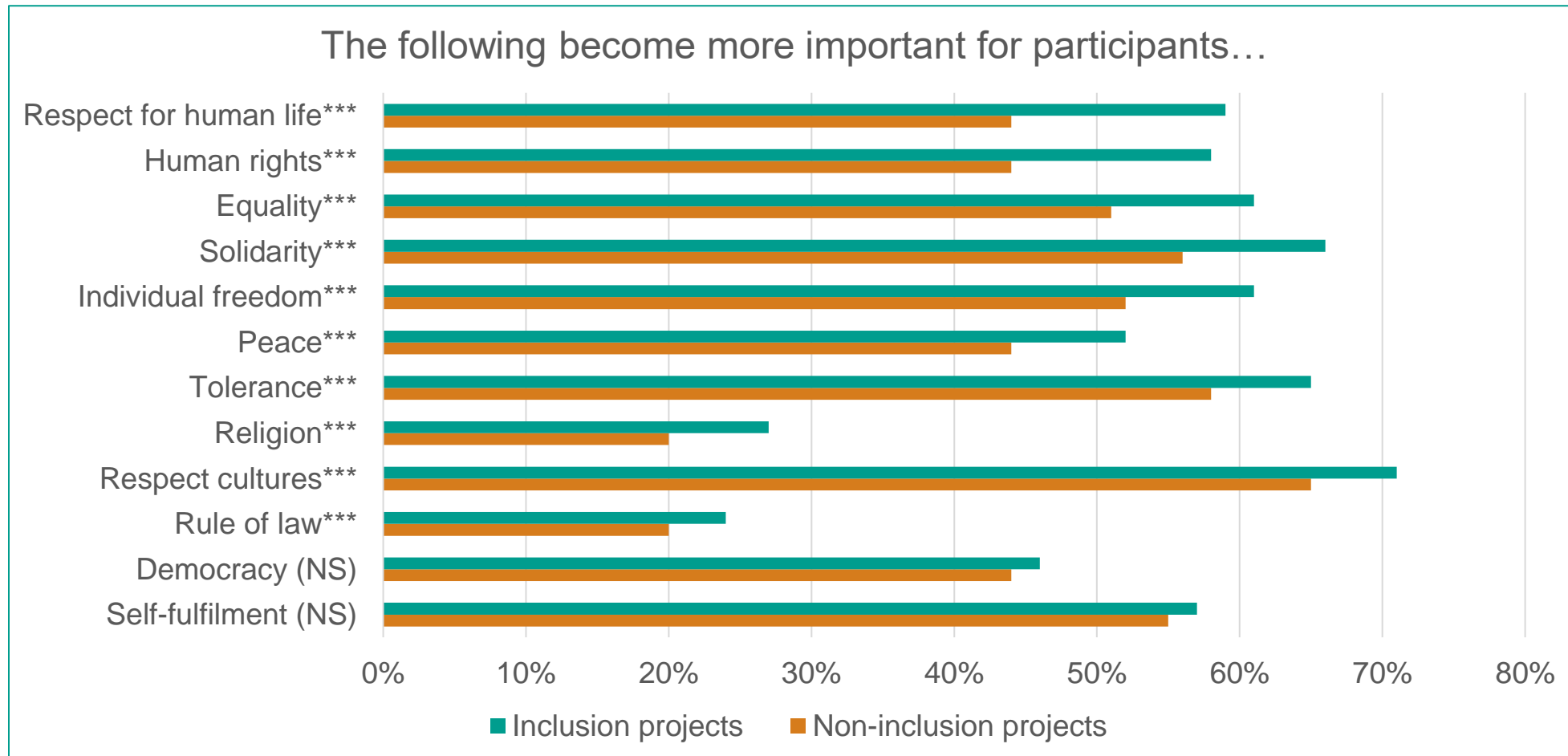
Effects of projects with inclusive aims

- RAY MON (2014)
- Comparing projects focussing explicitly on inclusion with projects without this focus



Directions for research

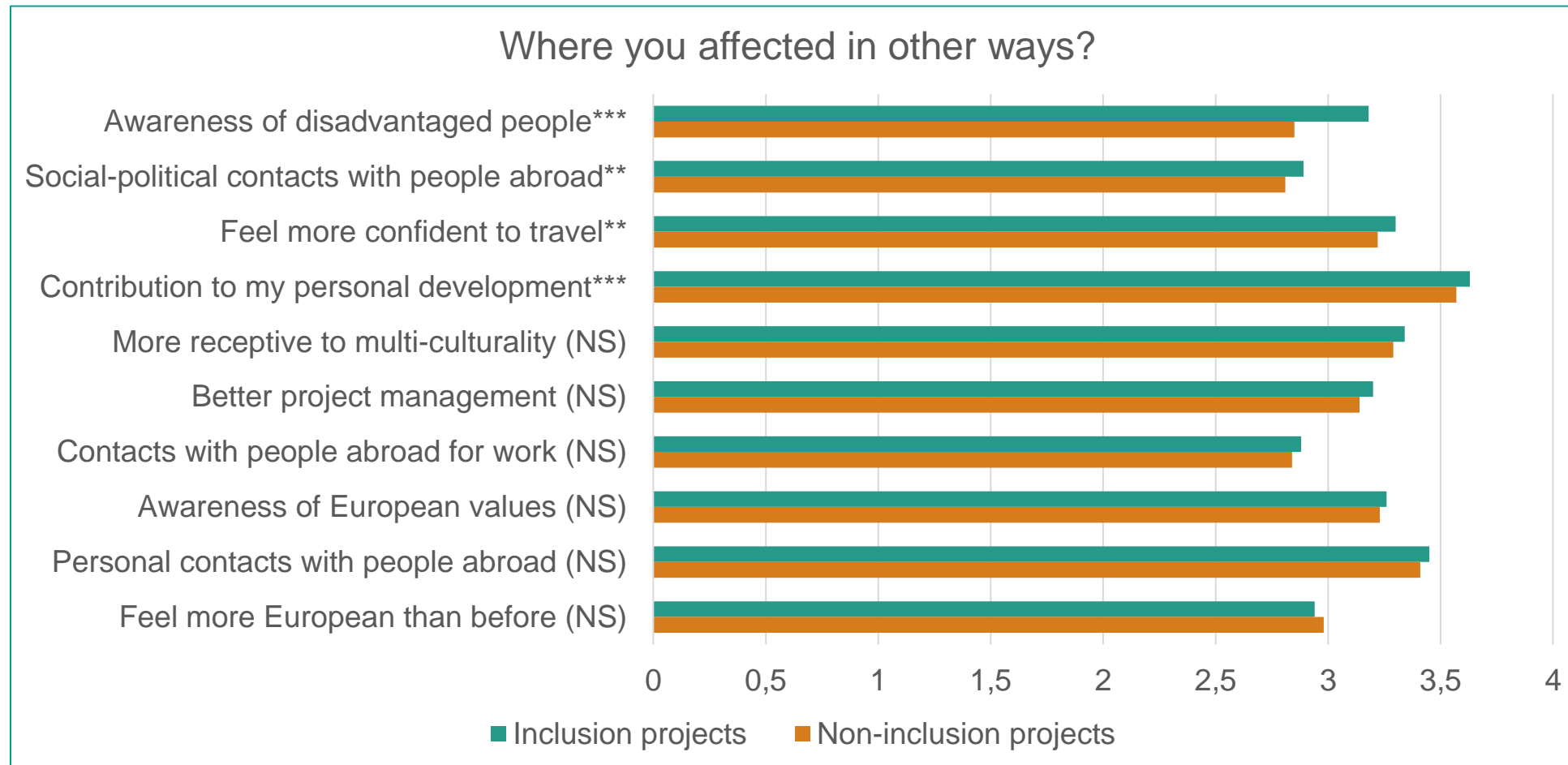
Effects of projects with inclusive aims



*** highly significant ($p \leq .001$), NS=not significant

Directions for research

Effects of projects with inclusive aims

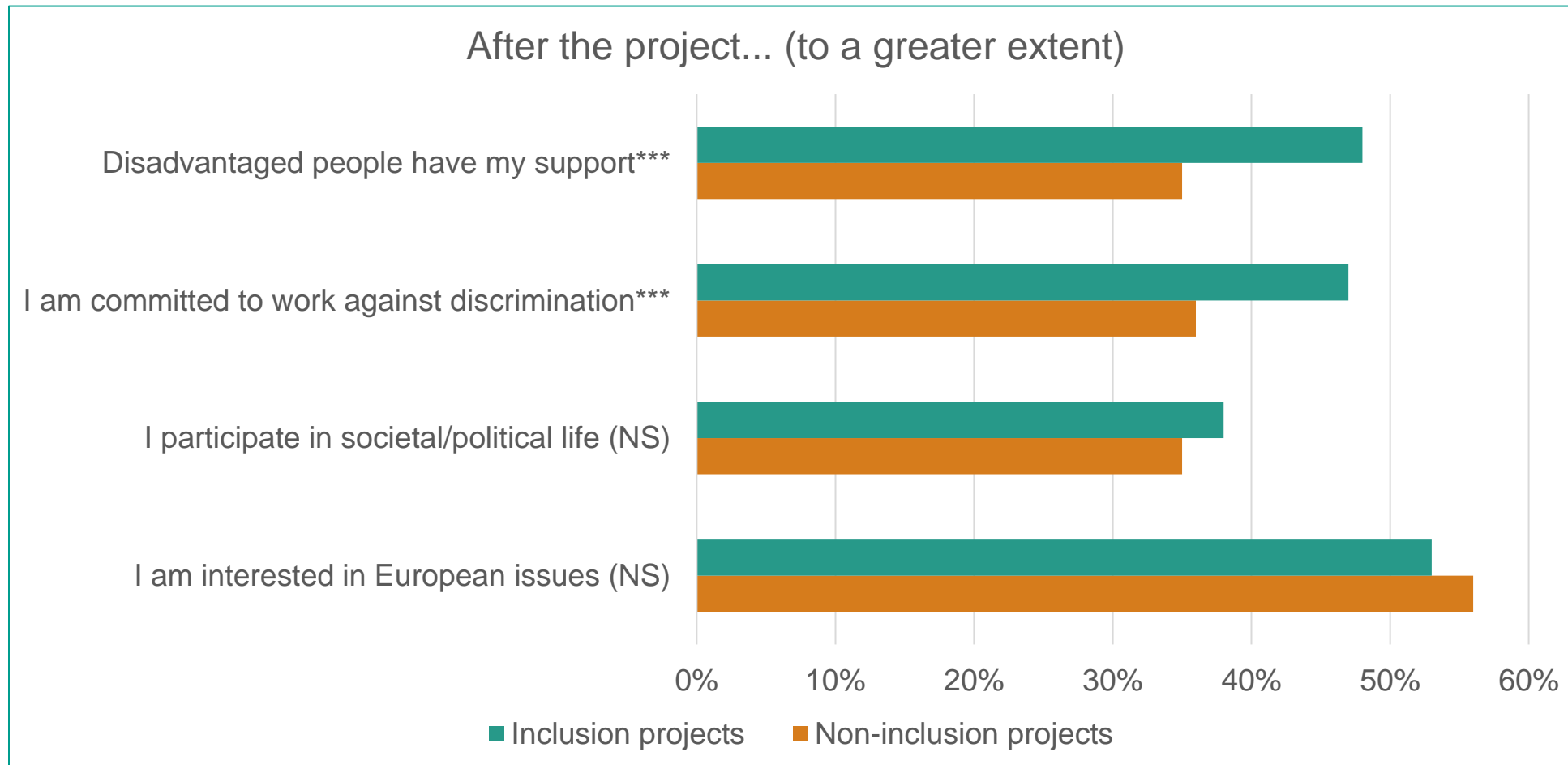


1=absolutely disagree, 4=absolutely agree,

*** highly significant ($p \leq .001$), ** significant ($p \leq .00$), NS=not significant

Directions for research

Effects of projects with inclusive aims



*** highly significant ($p \leq .001$), NS=not significant

Directions for research

Learning from implemented projects

- Data collection and analysis of Erasmus+ projects (2022)
- Focus on inclusion in education
- 15 case studies
- Commissioned by the European Commission, implemented by a consortium consisting of the Danish Technological Institute, 3s Unternehmensberatung and Ecorys Europe.



Directions for research

Learning from implemented projects

- Learning environments
- Learners and learning climate
- Enhancing teacher agency in tackling educational disadvantage,
- School governance and leadership, including quality assurance
- Involvement of parents and families,
- Collaboration in and around schools with stakeholders and the wider community.



Directions for research

Differences between participants

- Effects of social inequalities of learning outcomes
- Based on RAY MON data (2017-2018)
- Learning outcomes:
 - ✦ Active participation
 - ✦ Learning and personal development
 - ✦ Intercultural interaction



Directions for research

Differences between participants

- Although small, better learning outcomes for:
 - ◆ Participants experiencing educational inequality
 - ◆ Participants experiencing employment inequality
 - ◆ Participants experiencing participation inequality
 - ◆ Participants experiencing inequality due to migration or belonging to a minority
 - ◆ Participants exploring mobility inequality



Directions for research

Differences between participants

- No Matthew effect?
- RAY EQUAL



Directions for research

- RAY MISS
- Who are we missing?
- Why are we missing them?



Connecting Inclusion & Diversity with Environment and climate action

- The most vulnerable...
 - ✦ Are most at risk of climate change
 - ✦ Have fewer resources, choices, opportunities
 - ✦ Are least represented in current large movements
 - ✦ Have least access to decision making



Connecting Inclusion & Diversity with Digital Transformation

- Digitalisation created a new social field
 - ◆ Opportunities because of new meeting spaces
 - ◆ Challenges because of new expectations
 - ◆ (New) barriers rising up



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Connecting Inclusion & Diversity with Participation

- Actively shape society: requires a seat at the table
- Access to information
- ...



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Pieterjan@salto-youth.net

<https://www.salto-youth.net/rc/inclusion/>

