



DOCUMENTATION

VISION:INCLUSION –
SHAPING INCLUSIVE INTERNATIONAL YOUTH WORK

International kick-off conference

29.-30.11.2018, Berlin/Germany



developing strategies. international. innovative.

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BACKGROUND

How can international youth work become inclusive? The project VISION:INCLUSION aims to build on existing project outcomes, using good practices and input from target groups, to develop more inclusive international youth work activities.

The UN Convention on the Rights of Persons with Disabilities created a legal basis for an inclusive education system and for the participation in society of all individuals. International youth work has an important role to play in making inclusion a reality. In fact, it benefits from inclusion itself in many ways:

- The educational rewards of international projects can be enjoyed by *all* young people and enables them to participate in society.
- Inclusion enriches the international youth work community and its activities. This benefits all stakeholders, whether organisations, experts, or participants with and without a disability.
- Inclusion becomes part of the sociopolitical mission. Diversity in these non-formal settings is perceived as positive – an experience that participants absorb, that becomes part of their daily lives, and that helps to bring about social change.

An inclusion strategy for international youth work

Between 2015 and 2017, representatives of the international youth work community and disability organisations, researchers and administrators collaborated on developing an inclusion strategy specifically for international youth work. This strategy showcases approaches that organisations can use to shape their international youth work and learning mobility activities in such a way that they become accessible to all young people, including those with a disability or impairment.

The strategy is available free of charge in English (PDF file) and German (PDF file or in printed form); click here to order your copy www.ijab.de/publikationen/themen/inklusion/.

The VISION:INCLUSION project

Between now and 2020, the inclusion strategy will be given an international outlook and a wider scope. The situation in the respective countries is a major determinant of how joint activities can be designed and implemented. Factors here include the social and political environment, practical issues relating to accessibility, but also implicit attitudes towards disability, normality and inclusion. In order to design successful projects, the partners in question have to reflect on the desired objectives and examine their stance towards participants with an impairment. This requires building a relationship between the partners that is based on trust, and ensuring that team leaders are qualified and well-prepared for the task.

Besides working on these aspects, VISION:INCLUSION will serve to draw up concepts and instruments to support the work of the organisations, such as a Cooperation Guide. Finally, VISION:INCLUSION will make a practical contribution towards increasing the number of inclusive international exchanges for young people and experts where participants – both with and without a disability – can interact on a level playing field.

For further information on the project, please check the project's website at www.vision-inklusion.de/en/.

AIMS OF THE CONFERENCE

- Participants will explore the current state of affairs in this area from a number of national and international angles and discuss the framework conditions in their respective countries.
- The inclusion strategy and the VISION:INCLUSION project will be introduced and discussed.
- Work will begin on the project's priority themes, and experts and organisations wishing to join the project will be identified.

CONFERENCE PROGRAMME

Thursday 29 November 2018

- 11:00 am **Welcome**
Marie-Luise Dreber, IJAB Director
- Opening remarks by the Parliamentary State Secretary of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth**
Caren Marks, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth
- 11:50 am **Key notes**
- Participation as a right, participation as innovation
Giampiero Griffo, Disabled People's International World Council
- Current state of affairs regarding inclusion in Germany
Dr Eric van Santen, German Youth Institute
- 1:00 pm Lunch break
- 2:00 pm **Presentation of the inclusion strategy and of VISION:INCLUSION**
Panel discussion with Rebecca Daniel (bezev, member of V:I expert group), Marie-Luise Dreber (IJAB director), Giampiero Griffo (*Disabled People's International World Council*), Elzbieta Kosek (Kreisau-Initiative, member of V:I expert group)
- 2:30 pm **Gallery Walk: Different strategies and approaches**
- 3:30 pm Coffee break
- 4:00 pm **Current research insights into the participation of disabled young persons in international youth work activities**
Christian Papadopoulos, designbar consulting and PhD student at the University of Bremen
- 4:30 pm **Group work on framework conditions in various countries**
- 6:00 pm **Summary and conclusion**

Friday 30 November 2018

- 9:00 am **Opening session**
- 9:20 am **Group work on the project's priority themes:**
- **Criteria for inclusive international youth work**
 - **Training**
 - **Working with partners**
- 11:30 am Coffee break
- Midday **Summary of results; outlook**
Close of conference

WELCOME AND OPENING REMARKS

Caren Marks, the Parliamentary State Secretary of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, gave the opening speech. In her remarks, she emphasised that “all individuals have a right to education and participation in society. International youth work can play a major role in making inclusion happen. It is vital to identify existing best practices and develop and implement new ones so that one decade after the adoption of the UN Convention on the Rights of Persons with Disabilities, the terms ‘dignity’, ‘accessibility’, ‘equality of opportunity’, ‘independence’ and ‘participation’ can be brought to life.”

Bringing the UN Convention to life is exactly what the first phase of the project (2015-2017), then known as VISION:INKLUSiON, was all about, as IJAB Director Marie-Luise Dreber outlined in her remarks. Using the experiences and initiatives of a variety of stakeholders as a starting point, the project brought together international youth work experts and representatives of disability community organisations, disability service organisations, the research community and public administration who drew up an inclusion strategy for international youth work (Everyone’s invited! Successful inclusion in international youth work).

However, during this process it became clear, as Dreber explained, that once the strategy was developed, the real challenge would be to establish inclusive practices at the international level. “The circumstances in the individual countries have a big impact on whether inclusive international youth work can flourish, such as social structures, the political framework, practical issues surrounding accessibility, as well as unconscious attitudes towards disability, normality and inclusion,” she said. From VISION:INKLUSiON to VISION:INCLUSiON

Against this backdrop, the second phase of the project – which will run through to 2020 – will now lift the inclusion strategy to the international level. This requires having a conversation about the different attitudes, ideas and circumstances that exist in other countries when it comes to inclusion. What do we understand by the term “inclusion”? How do we want to translate the strategy into practice? What good practices are there already?

These were the questions discussed by experts from Latvia, Germany, Greece, Ghana, Austria, Turkey, Japan, the UK, Poland, Belgium, Russia, Croatia, Finland, Serbia, Bulgaria, France and Italy during the international kick-off conference.

Day one of the meeting was dedicated to presentations on the historical context of inclusion (Giampiero Griffio, Disabled People’s International World Council), the current situation regarding inclusive youth work in Germany (Dr Eric van Santen, German Youth Institute) and current research insights (Christian Papadopolous, designbar consulting), which brought the audience up to speed on the state of play.

KEY NOTES

Participation as a right, participation as innovation

Giampiero Griffo, Disabled People's International World Council

Giampiero GRIFFO, active to defend human rights of persons with disabilities since 1972 at local, national and international level. He is member of DPI World Council, of the Board of European Disability Forum, of the Board of Italian Federation of overcoming Handicap. Advisor in the Italian delegation during the discussion of UNCRPD. He has been editing books and articles in all areas of disability (Human rights, Bioethics, Universal design, Employment, education, International cooperation, Humanitarian aids etc.), is expert in European and international projects, co-director of the Centre for governmentality and disability studies Robert Castel, University "Suor Orsola Benincasa" of Naples. He is chairperson of the Italian network on disability and development.

Current state of affairs regarding inclusion in Germany

Dr Eric van Santen, German Youth Institute

www.dji.de/en/the-dji/employees/detailview/mitarbeiter/eric-van-santen.html

GALLERY WALK: DIFFERENT STRATEGIES AND APPROACHES

1. Erasmus+ European Inclusion and Diversity Strategy for Youth

Alicia Holzschuh (NA Erasmus+ YOUTH IN ACTION)

Alicia is a programme officer for Key Action 2 and 3 at the German National Agency for Erasmus+ YOUTH IN ACTION. Furthermore member of the NA inclusion working group which is driving forward the topic of inclusion and diversity within the Erasmus+ programme on national and European level.

www.salto-youth.net/rc/inclusion/inclusionstrategy/

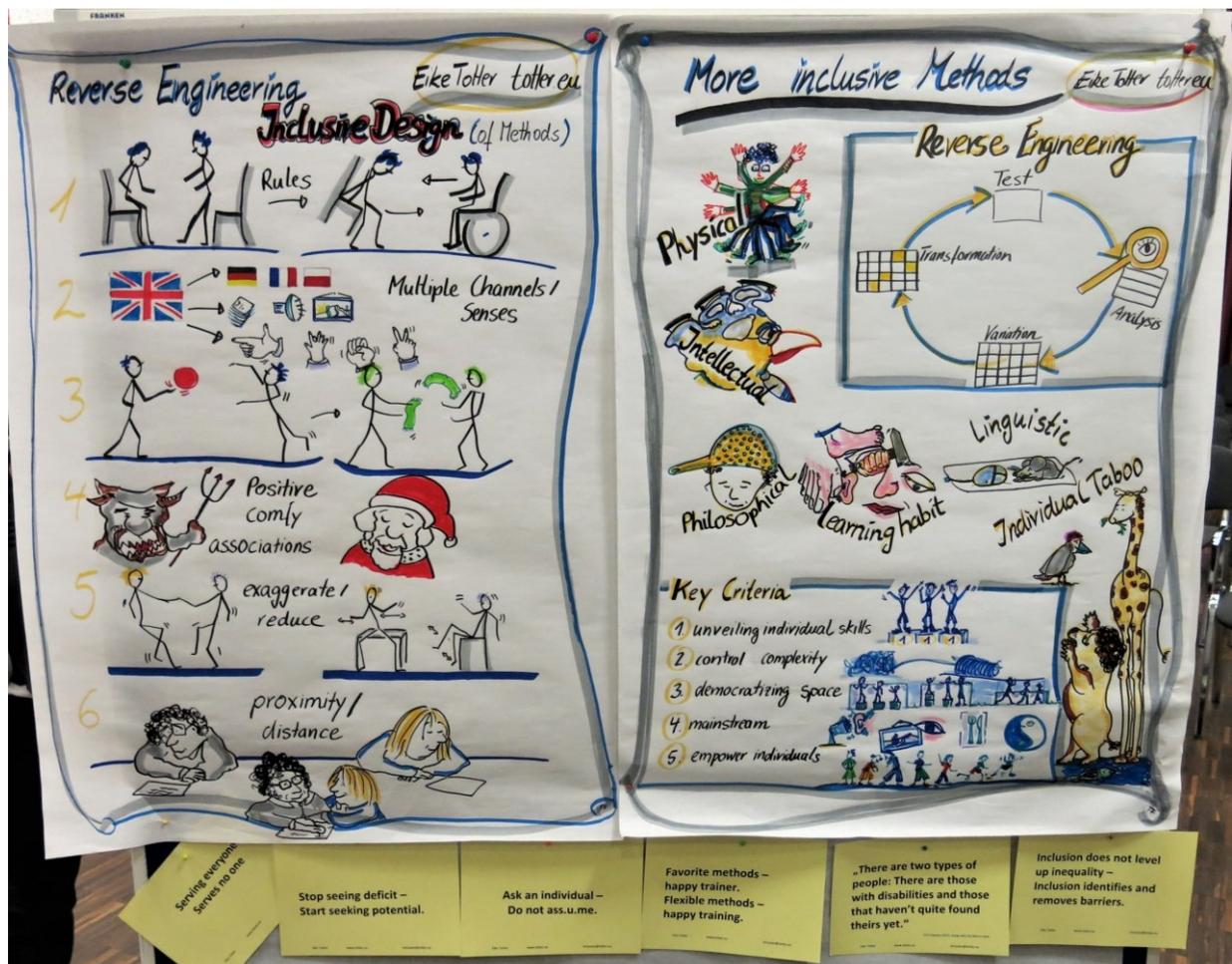
2. Reverse engineering as an approach to the inclusive design of methods

Eike Totter (totter.eu)

Eike Totter holds a degree in sociology, a home in Kassel and (wilfully) his horses when it comes to strategies on making it more enjoyable to live together with humans. As consultant, facilitator, systemic coach or trainer, he reflects and develops educational methods and concepts, organisational cultures and strategies and individual behaviors and attitudes.

www.ijab.de/uploads/tx_ttproducts/datasheet/ijab-if-jg-sprachanimation-neuauf1-171208-web.pdf

(pp.44 – 66)



3. Inclusive camps in Greece, cooperation with local partners

Christos Amvrosiadis, Herbert Swoboda (Wilde Rose) and Giorgos Balis, Pavlos Doikas (Agrio Rodo Youth Association)

www.wilderose.gr/en/

www.vision-inklusion.de/en/inclusive-practices/best-practice/be-there-or-be-square-inclusive-holiday-camps.html

4. Approach of the “Youth with Disabilities Forum Serbia”

Milanka Nikolić

Milanka Lana Nikolić, radio & online media journalist, and youth activist working on inclusion and social themes. PhD student of Faculty of philology in Belgrade.

<http://eng.fmi.rs/>

5. Social inclusion activities in Latvia - promoting people with disabilities' social inclusion in a rural area

Sintija Bernava (Donum Animus, Latvia):

Mg.sc.Sintija Bernava is Chairwoman of the Board of Non Governmental Organization "DONUM ANIMUS". Program Manager of social inclusion programs for people with disabilities and their family

members. Passionate life coach and mentor with long lasting experience working directly with people with mental and physical disabilities and their family members facing discrimination and isolation. Special interests: social inclusion, personal development, creativity, empowerment. Author of numerous international articles addressing social inclusion and empowerment of people with disabilities and their family members as part of personal, professional and community development. www.salto-youth.net/tools/otlas-partner-finding/organisation/association-donum-animus.5849/

6. VISION:INCLUSiON – An inclusion strategy for international youth work

Ulrike Werner, Christoph Bruners (IJAB)

www.ijab.de/publikationen/themen/inklusion/

www.vision-inklusion.de/en/

The presentations and discussions focussed on the following questions:

- What is your idea of inclusion? What makes your work inclusive?
- Which factors make your approach successful?
- Which problems do you face? How do you overcome them?
- How does your approach contribute to an inclusive culture, to inclusive structures and to inclusive practices?

CURRENT RESEARCH INSIGHTS:

PARTICIPATION OF YOUNG ADULTS WITH DISABILITIES IN

INTERNATIONAL YOUTH PROGRAMS

Christian Papadopoulos, Designbar Consulting, PhD student at University of Bremen

Christian Papadopoulos is Sociologist/Political Scientist and a consultant on participation, inclusion and accessibility. As a PhD scholar he researches on the participation of young persons with disabilities in International Youth Exchange and Volunteer Services. He is an expert for Human Rights and the Rights of Persons with Disabilities. Christian Papadopoulos already collaborated in the development of the inclusion strategy for international youthwork and is part of expert group of VISION:INCLUSiON.

Christian Papadopoulos presented some preliminary results of his PhD study on barriers and successful participation ([ppt-slides for download](#)).

GROUP WORK ON FRAMEWORK CONDITIONS IN VARIOUS COUNTRIES

The situation in the respective countries and regions is a major determinant of how joint activities can be designed and implemented. Factors here include the social and political environment,

practical issues relating to accessibility, but also implicit attitudes towards “disability”, “normality” and inclusion.

Aims of the group work:

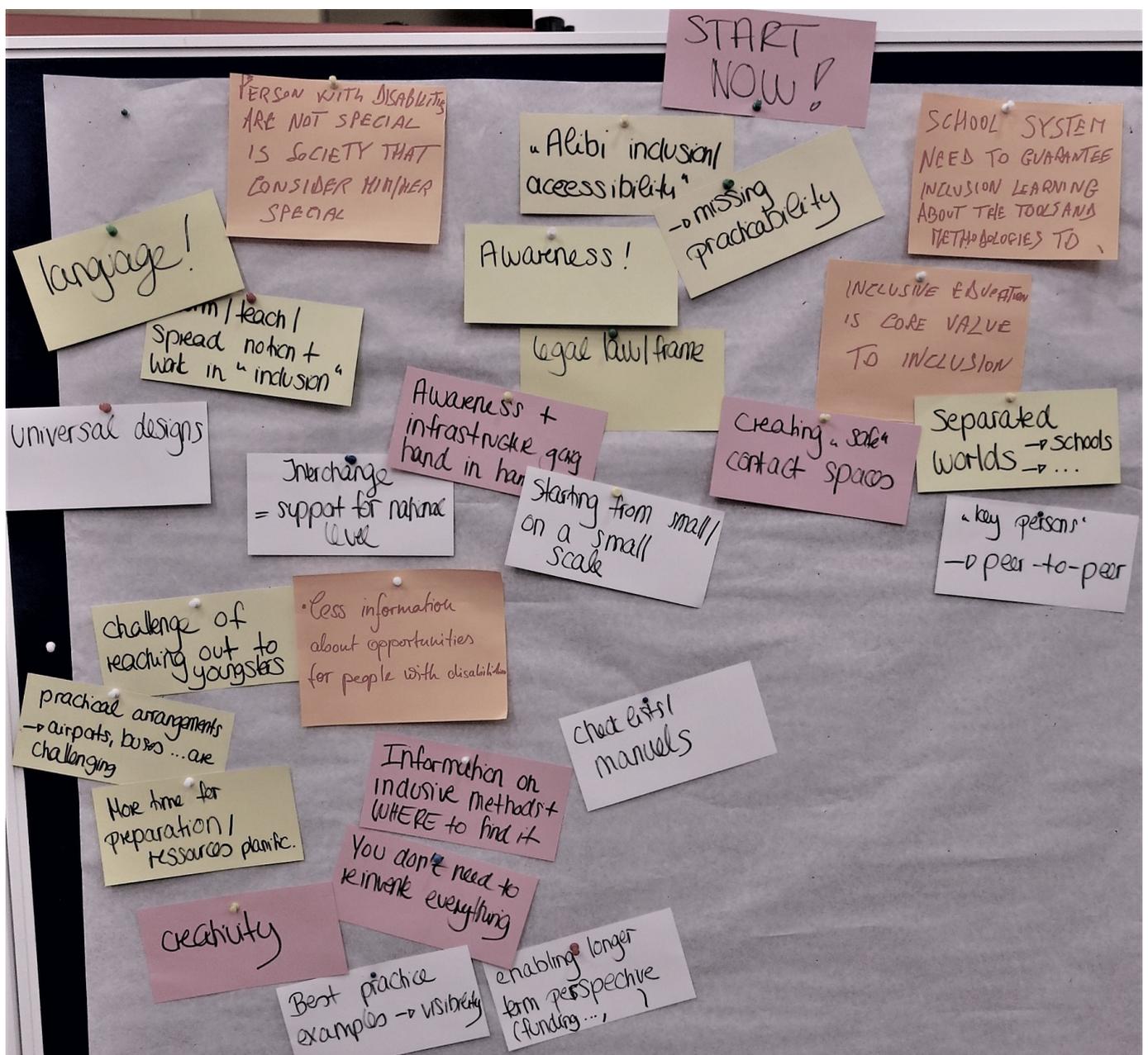
- To create the basis for future work on the topic (within the project and beyond).
- To create an understanding of the framework conditions in different countries, including social and political environment, accessibility and attitudes.

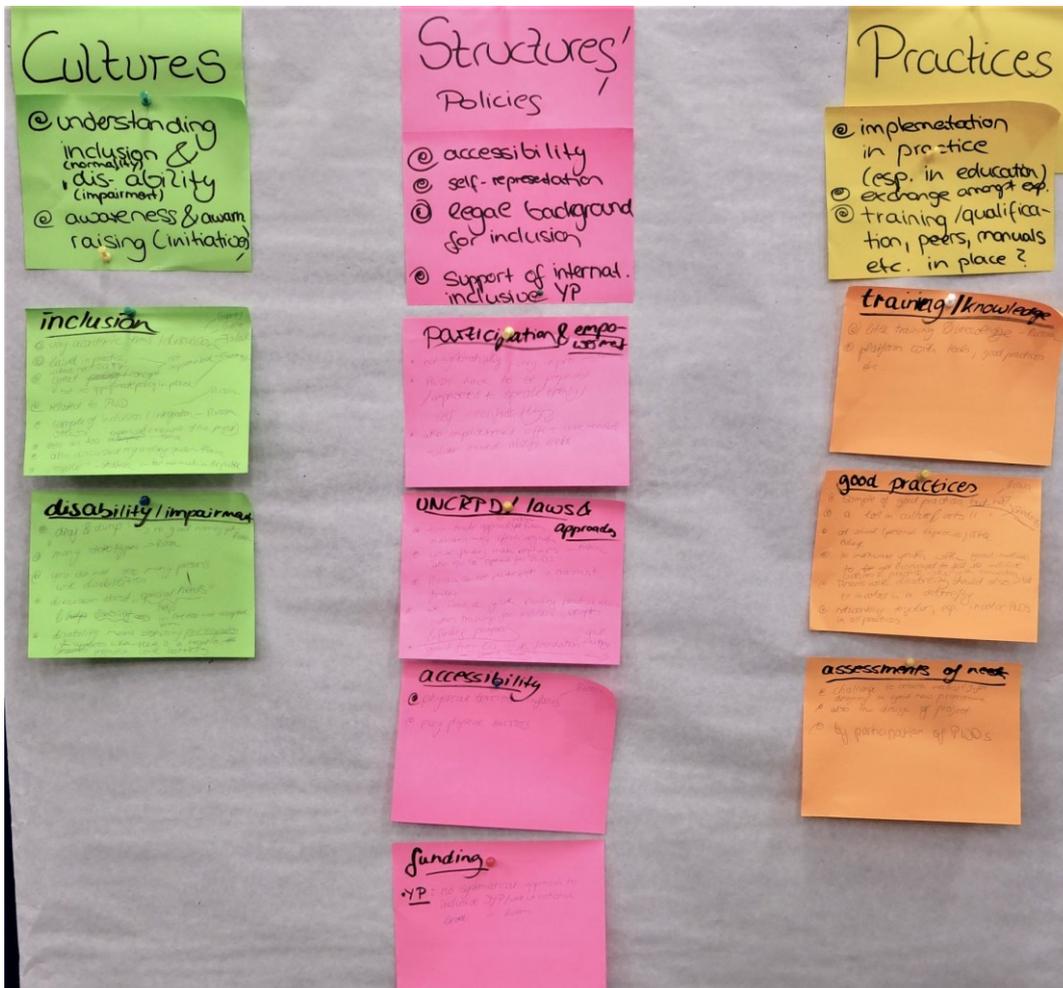
Current situation and peculiarities in the own region/ country

What challenges and difficulties arise? How is this handled in own work/ projects?

How are they overcome? What is especially good, exemplary?

What can be learned? What can be transferred to one's own situation in other countries/ regions?





Cultures

- Understanding inclusion, "dis-ability" and associated terms,
- Awareness raising among planners, employers, team members...

NGO's intervention through migrants' evenings
- promotion of films focused on inclusion
- language cafes

INCLUSION IS NOT A JU SOCIETY IN GREECE THEIR ARE SPECIAL INSTITUTIONS FOR HANDICAPPED PEOPLE (CHILDREN) SOMETIMES INTEGRATION BY WORK WITH ADULTS.

Very traditional understanding, mostly related to keeping dis-abled individuals "safe" from imminent physical threat (i.e.: keeping them in safe, closed environments)

In Athens there is a National Builders' cooperation that is a situation where the youth and fresh graduates from our university are given the opportunity to serve the country through extension activities after they have completed one year of National Service (a system like mandatory) after graduating from university in Greece

- Awareness on "dis-ability"
- INKLUSION AS STRUCTURAL CHALLENGE
- SOCIAL WELFARE ON PAPER LAWS & REGULATIONS

DIFFERENT CONCEPTIONS OF INCLUSION
- DIFFERENT DEFINITIONS OF ALL TYPES OF BARRIERS (PHYSICAL, ATTITUDE, COMMUNICATION, ORGANIZATIONAL)
- FROM ACCESSED IN THE SOCIAL SECTOR BUT NOT EMPLOYED IN THE LABOR MARKET
- PROBABLY NO AWARENESS IN THE ACHIEVEMENTS

no big awareness in society - just the special education system, including pedagogy used
Still works like "inclusion" -> melting
They are organized from who employs people with disabilities, but just in connection to companies who specifically care

My observation is a big promoter of...

Structures

- accessibility
- legal background for inclusion (eg. UN convention?)
- support of intern. Inclusive YP (funding, support...)

"Walking" room for blind and 20 remaining work + ng (.0.4 + 5) mol by inclusive schools education

... (not the government is trying to change) ...

- EM programmes & projects
- Strategy for achieving dignified life for PWD
- National Programme for development of school education and pre-school education and training
- family socio-economic status
- integration of PWD in schools, having places for DWD

SERVICES
- FINANCIAL SUPPORT FOR INDIVIDUALS IN THEIR LIFE
- LEICHTE STRASSE = EASY ACCESS
- IN YOUTH EXCHANGE PROGRAMMES NOT THE FUNDING (EXCEPT FROM GERMAN BAMB) ...
- AGAIN STRONG IN GENERAL NOT RELATED TO SPECIAL NEEDS

... (not the government is trying to change) ...

... (not the government is trying to change) ...

... (not the government is trying to change) ...

PUBLIC BARRIER FREEDOM IS NOT COMMON, BUT THERE IS AN ADVANTAGE FOR THIS SYSTEM BY ELDERLY TOURISTS WHO ASK FOR THIS POSSIBILITIES

... (not the government is trying to change) ...

- The road for blind people
- Public transportation is free
- Allowance of up before work

Practices

- implementation in practice (esp. education) -> GOOD PRACTICE
- Support (qualification, manuals, exchange among experts, peer support...)

GROUP WORK ON THE PROJECT'S PRIORITY THEMES

Day two was all about getting the second phase of VISION:INCLUSION off to a strong start.

In workshops centring on the three priority themes of the project, “Criteria for inclusive international youth work”, “Training” and “Working with partners”, participants were called upon to contribute their expertise. What are the objectives we should work towards? What can we achieve by 2020? And what do we need to get there?



I. Criteria for inclusive international youth work

Definitions & goals

International youth work

YW: activities in informal and non formal learning setting with participants and youth workers coming from at least two different countries

Examples: studies, exchange... different motivation of participants

Non-discrimination (general criteria of youth work)

Inclusive international youth work

Accessibility

- Information about accessibility
- Accessibility standards
- How persons with disabilities (pwd) perceive accessibility (risks)
- Pre-event preparation (to raise awareness what to aspect, how to prepare pwd)

1. Open to everybody (motivation).
2. Has to raise awareness about challenges not visible in everyday life.
3. Even more awareness, information & accessibility

Understanding disability (terms, concepts, prejudices...)

Look at strengths, not deficits

Looking at benefits for group and individual

Brainstorming of ideas on standards/ criteria

- Standards for all countries? → different conditions (funding options, understanding of inclusion, what to change first: attitudes of structures?, need of trainers)
 - accessibility
 - support systems
- Standards for qualified staff (team)?
- Standards can be used to measure inclusion?
- Inclusion as a quality standard?
- Standards versus principles?
- Standards for access: informational, physical

- “Entry and advanced level” criteria versus “fully inclusive” standards
- But just to show openness is not yet to work fully inclusive → accessibility needed
- Adaptations needed for individual/ group’s case (“reasonable accommodation”)
- Form a network and define standards for inclusive work (e.g. information...)
- Use existing networks

- Cooperation between general youth work and inclusive work (e.g. regarding funds, knowledge, information)
- Methods for inclusive activities/ groups (e.g. to bring people together and guarantee participation of all)
- Coverage of costs regarding inclusion
- Accessibility
- Reasonable accommodation (e.g. sign language interpreters at meetings)
- Co-worker/ peer (similar situation) employed

Summary of results

Goals	Tools and needs	Further resources
<ul style="list-style-type: none"> • Raise awareness on opportunities (e.g. funding options, openness of youth work for persons with disabilities) • Foster networking between existing networks • Raise self-esteem of persons with disabilities • Speak to target group personally • Involve peers in all steps; provide peer support; focus on young experts and future trainers of youth • Bring together networks (Traditional yw and inclusive field) regarding awareness/ mental barriers and costs/ financial barriers → knowledge exchange • Including all costs in appropriate way in funding (projects, programmes) 	<ul style="list-style-type: none"> • Inclusive budgeting and project planning (participants number, funds externally, involve existing networks in that planning phase) • Guides to raise awareness on extra funding • Concrete manual (with documents) • Youth conferences (international level) • (internet) platform for interested organizations/ cooperation • Networks instead of new organizations (less costs) • Meetings on issues of how to network and form helpful networks, kind of empowerment needed & invite national organizations of youth on international conferences and networks 	<ul style="list-style-type: none"> • International bodies (EU regulations for transports, accommodation 20% etc., accessibility, standard costs (double), funding options, standards) • Legal regulations/ rights • Youth platforms (DPI Europe) • Centre of information: e.g. independent living centre (also for peer support) • Pool of trainers, ENIL • Trainer's pool in youth department of council of Europe • Handbooks (IFMSEI/ International Falcon Movement – Socialist Educational International, bezev) • SALTO Youth: Department on inclusion and diversity • People for Inclusion (group of bezev-former volunteers)
<p>Participation in further working group</p>	<p style="text-align: center;">2019 2020</p>	<p>Who wants to be further informed?</p>
<p>Jessica Mohr, Sintja Bernava, Aminu Bonifacio, Milanka Lana Nikolic, Christian Papadopoulos, Öner Kaynakdemir, Agrio Rodo, Katharina Doika, Rebecca Daniel</p>		<p>Judith Blum, Jasmin Trogen, Bettina Szotowski, Kati Paasila, Johan Reinert, Giampiero Griffo, Christos Amvrossiadis, Herbert Swoboda, Pavlos Doikas, Inga Ackermann</p>

II. Training/ Capacity Building

Brainstorming of ideas

- Tandem courses/ learning
- Study visits, good practice exchange
- Training for young people and training for professionals
- Training as a part of the ways we create capacity building
- Learning through experience
- Non-formal education
- Skills + knowledge + attitude
- Professionalize watching of incoming/outcoming people
- Knowledge about rights, needs, information → framework
- Environment/ framework/ personal level/ organisation
- Job shadowing
- Tackling fear of failure
- Included inclusiveness; inclusion should be (more) normal

Needs and tools



Summary of results

Goals	Tools and needs	Further resources
<ul style="list-style-type: none"> • Ressource-database • Empower professionals, young people, organisations • Include inclusion in “Mainstream” training/ cap building • Mixed ability projects • V:I is a lively and open network 	<ul style="list-style-type: none"> • More information about policy-framework (human rights) • “how to”-Guideline • Inclusion training for advanced trainers • Identifying the needs of persons with disabilities • Low-threshold offers • Study visits • Good practice examples • Local↔international work • Counselors/ coaches • How can we reach and motivate young people? 	<ul style="list-style-type: none"> • Existing material/ knowledge • Persons/ experts
Participation in further working group	<p style="text-align: center;">2019 2020</p>	Who wants to be further informed?
Karina Chupina, Agrio Rodo, Katharina Doika, Milanka Lana Nikolic, Sintija Bernava, Öner Kaynakdemir, Aminu Bonifacio, Johan Reinert		Jochen Schell, Mélanie Lançon, Bettina Szotowski, Lijana Kaziow, Anouk Chanard, Ines Gast, Diana Küster, Emil Georgiev, Christos Amvrossiadis, Kati Paasila, Rebecca Daniel, Jasmin Trogen, Karl-Heinz Stark, Gudrun Maierbrugger, Jasmin Ertl, Jürgen Einwanger, Kathrin Jung

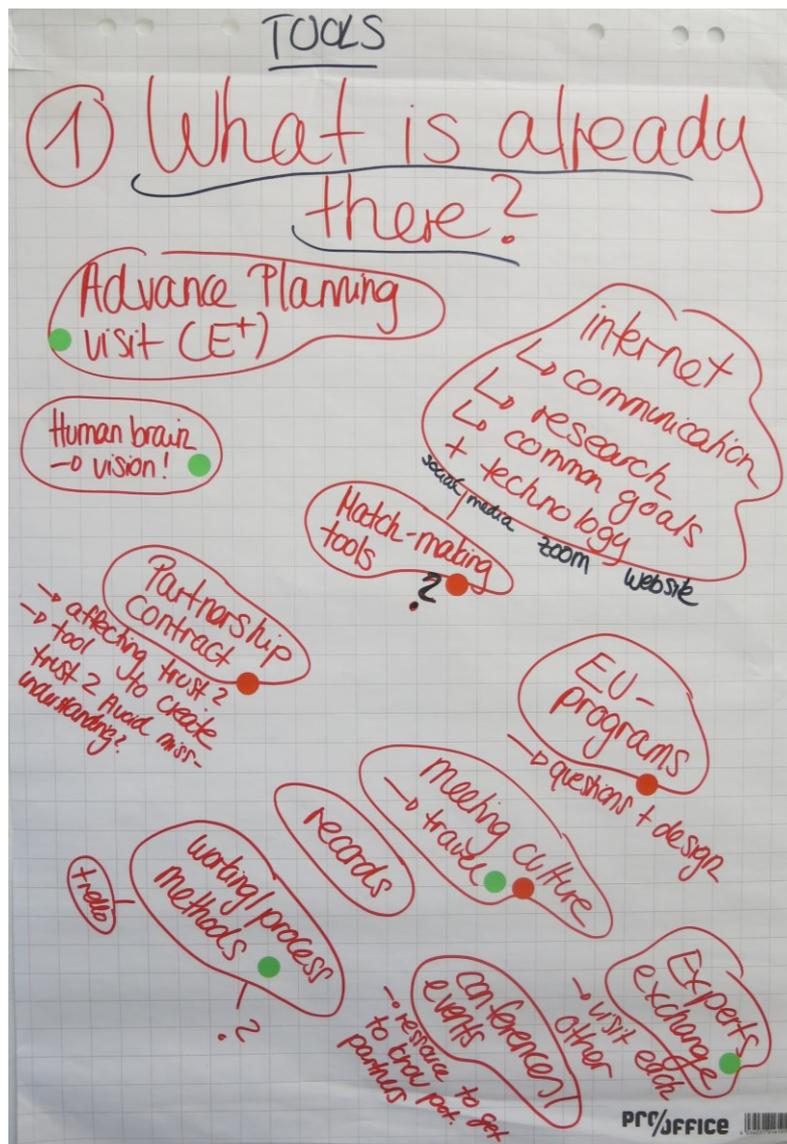
III. Working with partners

Definitions & goals

- Find a common ground, define a common goal, define expectations, common values, principles, common perception of some standards,
- Agree upon the idea of the project, steps etc.
- Transparency and good communication
- Be open and honest (concerning the roles in the project etc.)
- Trust
- Equal partnership (! Partner in power who has money), all partners are involved and involve themselves (How can we involve partners actively in the partnership?)
- Have a good contact (know each other), relationship to decision maker in partner organization
- Acceptance of strengths and weaknesses
- Respect the needs of every partner
- Know each other (situation, framework conditions etc.)

- Optimizing assets, skills, know-how of every partner
- Defining roles/ responsibilities, see diversity in partnership, work in teams
- Partnership contract, protocol of meetings and common decisions
- Structured, achievable schedule
- Check list (food, needs, attitude, accessibility, logistics)
- Benefits, win-win, fun
- Results, make activities
- Share ideas
- Learn and find solutions, earn experience, grow, be familiar with something which seems strange
- A continuous process; intercultural learning process
- Preparation meetings (face to face), partner meetings during the project
- Reflection/ evaluation of working processes & exchange → sustainability
- Finding partners
- Language/ translation
- How selection of participants?, Who are participants?
- Cooperate with disabled people's organizations

Needs & tools





Summary of results

Goals	Tools and needs	Further resources
<ul style="list-style-type: none"> • Long lasting, well defined relationship, common ground on partnership & inclusion • Having a common vision • Conditions to get to know each other/ talk openly • Spaces to meet and experience 	<ul style="list-style-type: none"> • Create the environment and tools to facilitate the empowerment of (marginalized) young people • Funding for preparation and evaluation; support for this process • Checklist for partnerwork from preparation to evaluation • Jobshadowing/ hospitation in successful inclusive projects • Multinational partner trainings 	<ul style="list-style-type: none"> • Erasmus+ partner agreement templates • Experts on the field • T-Kit project management (SALTO) • SALTO Training calendar • IJAB-Toolbox: How to organise an international exchange • SALTO Inclusion and Diversity publications

Participation in further working group		Who wants to be further informed?
Herbert Swoboda, Agrio Rodo, Öner Kaynakdemir, Katharina Doika, Johan Reinert, Herbert Swoboda, Aminu Bonifacio	2019 2020	Inga Ackermann, Christos Amvrossiadis, Jochen Schell, Karl-Heinz Stark, Gudrun Maierbrugger, Jasmin Ertl, Jürgen Einwanger, Kathrin Jung, Mélanie Lançon, Anouk Chanard, Sintija Bernava, Katharina Doika, Kati Paasila, Judith Blum, Pavlos Doikas, Rebecca Daniel

The final session during which the workshop results were presented to the plenary made it quite clear that the participants are determined to follow through with the project. Three international working groups have already formed, and will now get to work on the three priority themes. Plenty of interaction between the working groups will be vital, so that the quality and quantity of inclusive international youth work activities can be given a long-term boost.

CONTACT

Questions on the projects can be addressed to Ulrike Werner, Christoph Bruners or Claudia Mierzowski, vision-inclusion@ijab.de, www.vision-inclusion.de/en/.

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