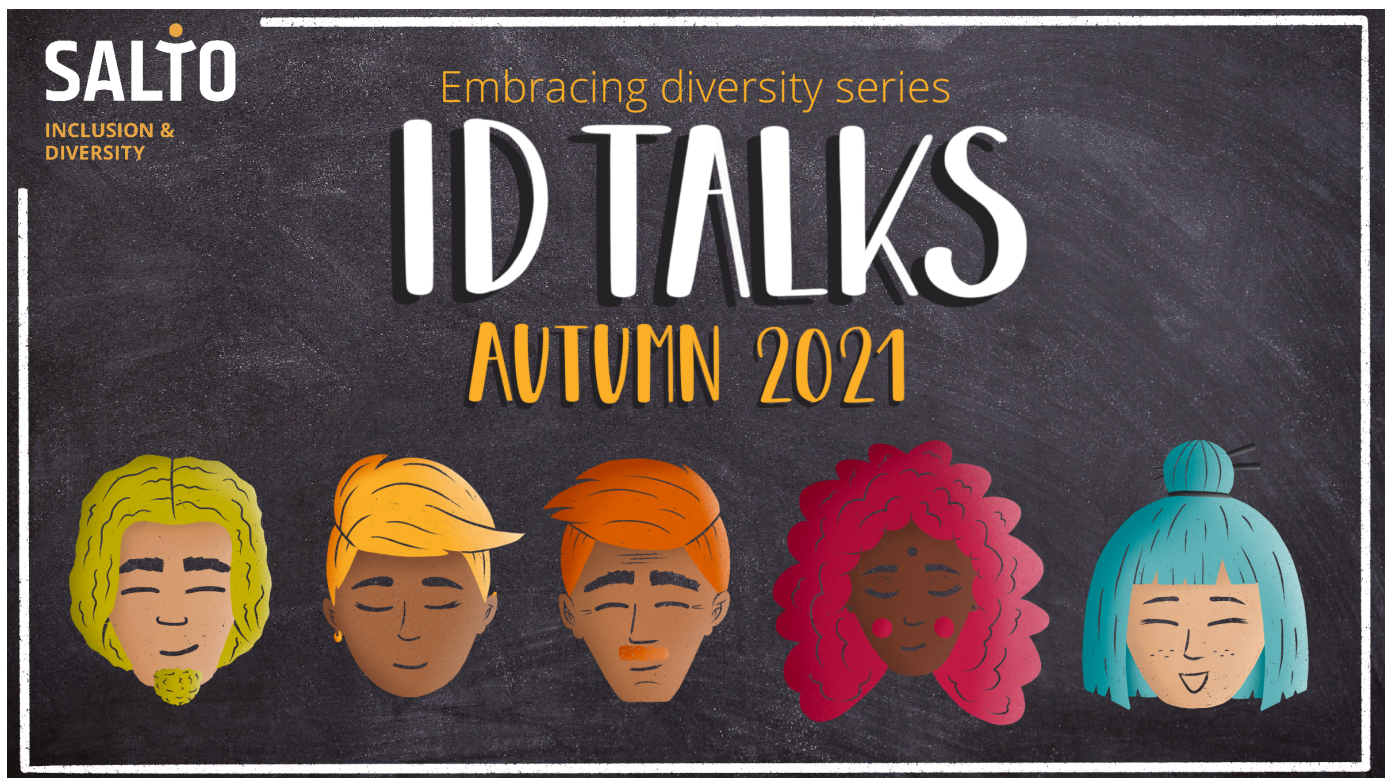


# ID TALKS!

*A series of 5 online workshops on 5 major topics in the promotion of "Embracing Diversity".  
How can differences become a source of learning rather than conflict or prejudice?*



## ID Talks:

RACE  
LGBTQIA+  
CLASS  
GENDER  
DIVERSITY

Download this and other SALTO Inclusion & Diversity booklets for free at [www.SALTO-YOUTH.net/Inclusion/](http://www.SALTO-YOUTH.net/Inclusion/). This document does not necessarily reflect the official views of the European Commission, the SALTO Inclusion & Diversity Resource Centre or the organisation co-operating with them.

## ABOUT SALTO

...‘Support and **A**dvanced **L**earning and **T**raining **O**pportunities within the Erasmus+: Youth in Action and European Solidarity Corps programmes’. The European Commission has created a network of seven SALTO-YOUTH Resource Centres to enhance the implementation of the EU Erasmus+: Youth in Action and European Solidarity Corps programmes, which provide young people with valuable non-formal learning experiences.

SALTO’s aim is to support the implementation of the European Erasmus+: Youth in Action and European Solidarity Corps Programmes with regard to priorities such as Social Inclusion, Diversity, Participation, and Solidarity. SALTO also supports co-operation with regions such as EuroMed, South-East Europe, or Eastern Europe and The Caucasus and coordinates all training and co-operation activities, as well as information tools for National Agencies.

In these European priority areas, SALTO-YOUTH provides resources, information, and training for National Agencies and European youth workers. Most of these resources are offered and disseminated at [www.SALTO-YOUTH.net](http://www.SALTO-YOUTH.net). Find online the [European Training Calendar](#), the [Toolbox for Training and Youth Work](#), the database of youth field trainers active at the European level ([Trainers Online for Youth or TOY](#)), links to online resources, and much more.

SALTO-YOUTH actively co-operates with other actors in the European youth field, among them the National Agencies of the Erasmus+ and European Solidarity Corps programmes, the Council of Europe, the European Youth Forum, European youth workers and trainers, and training organisers.

### **THE SALTO-YOUTH INCLUSION AND DIVERSITY RESOURCE CENTRE [WWW.SALTO-YOUTH.NET/INCLUSION/](http://WWW.SALTO-YOUTH.NET/INCLUSION/)**

The SALTO-YOUTH Inclusion and Diversity Resource Centre (based in Belgium Flanders) works together with the European Commission to support the inclusion of young people with fewer opportunities in the Erasmus+: Youth in Action and European Solidarity Corps programmes. Through that, it works to contribute to social cohesion in society at large. SALTO Inclusion and Diversity also supports the National Agencies and youth workers in their inclusion work by providing training, developing youth work methods, disseminating information via the newsletter, etc. By offering opportunities for training, exchange, and reflection on inclusion practice and diversity management, SALTO Inclusion & Diversity works towards the visibility, accessibility, and transparency of its inclusion & diversity work and resources, and towards making ‘inclusion of young people with fewer opportunities’ and ‘positive diversity management’ a widely supported priority.

For more information and resources, have a look at the Inclusion & Diversity pages at [www.SALTO-YOUTH.net/Inclusion/](http://www.SALTO-YOUTH.net/Inclusion/)



## DISCLAIMER

This magazine contains pictures as a result of the Graphic Recording which is an integral part of all the ID Talks events. There are four types of styles throughout the whole magazine.

- **General Cover Picture.** It is used for promotional reasons throughout the social media channels and the dissemination materials and it depicts the logo of SALTO Inclusion & Diversity, the title, and the graphic elements of each version of the ID Talks events. It is displayed as a cover picture of each ID Talks version.
- **Portrait of Speaker.** It depicts each speaker and a few graphic recording elements such as written parts of their "speech" and/or any other graphics according to the style of each ID Talks version. It is displayed on top of the speaker's description page.
- **Main Graphic Recording Card.** It is used for promotional reasons throughout the social media channels and the dissemination materials and it depicts the logo of SALTO Inclusion & Diversity, the title, and the graphic elements of each version of the ID Talks events, including the specific name of the event, the portrait of the speaker, written quotes of their "speech" and/or any other graphics. It is displayed on top of the first page of each article.
- **Graphic Recording Elements.** Throughout each article, the graphic recording elements complement the text with essential parts of each speaker's "talk".

# ID Talks "Embracing Diversity"

## What is it all about?

### A short description

ID Talks is a series of 5 stand-alone online events (workshops) of up to 90 minutes each, with inspiring guest speakers, thought-provoking insights, discussion in small groups, and Q&A sessions.

How can differences become a source of learning rather than conflict or prejudice?

This is a key question "ID Talks" want to help individuals and organisations to reflect upon and try to answer. After the successful first edition in the autumn of 2020 and the second edition in Spring 2021, we are continuing the "Embracing Diversity" series by organizing the Autumn edition and bringing to your attention new topics and new speakers.

### For whom?

Youth workers, youth leaders, professionals, and volunteers involved in ID in the EU youth programmes, as well as all those interested in youth work and Inclusion & Diversity topics.

### Main objectives:

- To provide food for thought and learn from inspirational ID stories;
- To provide an opportunity to learn about ID topics from the youth work sector and beyond;
- To get information, inspiration, methods to help the youth sector address ID;
- To inform about and contribute to quality (international) youth work;
- To identify and learn how to tackle existing and future challenges within ID;



**Event Dates:**

- 8 September 2021 > **ID Talks Race:** The motto of our European Union is: 'United in diversity'. Then why is the struggle for racial equality not over, and seems that it is just starting now in many places through important, big movements, like "Black Lives Matter"? What is racism and how can youth work address it? Guest speaker: **Mohamed Barrie**, City Pirates, Belgium
- 22 September 2021 > **ID Talks LGBTQIA+:** Social acceptance, and sometimes even the lives of LGBTQIA+ people are still jeopardised in many countries in the 21st century. How to get a more sensible perspective and fluid take on gender and sexual orientation? How to make these taboo topics talkable and could they be addressed in (international) youth projects? Guest speaker: **Dani Prisacariu**, Gender Talk, Romania
- 6 October 2021 > **ID Talks Class:** Almost no one speaks about class anymore, and it seems, it is something left to history or marxist literature. Why so? What does class mean to you? How classes influence and shape young people's lives? How do we create an offer that is attractive, but also accessible to all young people? Guest speaker: **Falko Blumenthal**, Union Secretary, Industrial Union IG Metall, Germany
- 20 October 2021 > **ID Talks Gender:** Gender as a multi-layer social construct, but in public discourse, it is often diminished to the individuals' physical traits. How do society's standards and expectations impact our self-image? Why are these standards gendered? How to address body awareness, body image, and identity in youth work, especially in the age of digitalization and social media? Guest speaker: **Tony Lashden**, Belarus/Sweden
- 3 November 2021 > **ID Talks Diversity:** We strive for equality in our societies, but do we appreciate the diversity that comes with it? Why should we talk about diversity? Why to embrace it? How to harness our unique perspectives, pool our collective intelligence to tackle the greatest challenges of our age? Why and how diversity strengthens any team or organisation, what personal applications does it have? What that means for young people and youth work? Guest speaker: **Rahel Aschwanden**, Instituto Now, Brazil

# ID Talks: LGBTQIA+

*How to get a more sensible perspective and fluid take on gender and sexual orientation?*



with **DANI PRISACARIU**  
*Community builder, coach*

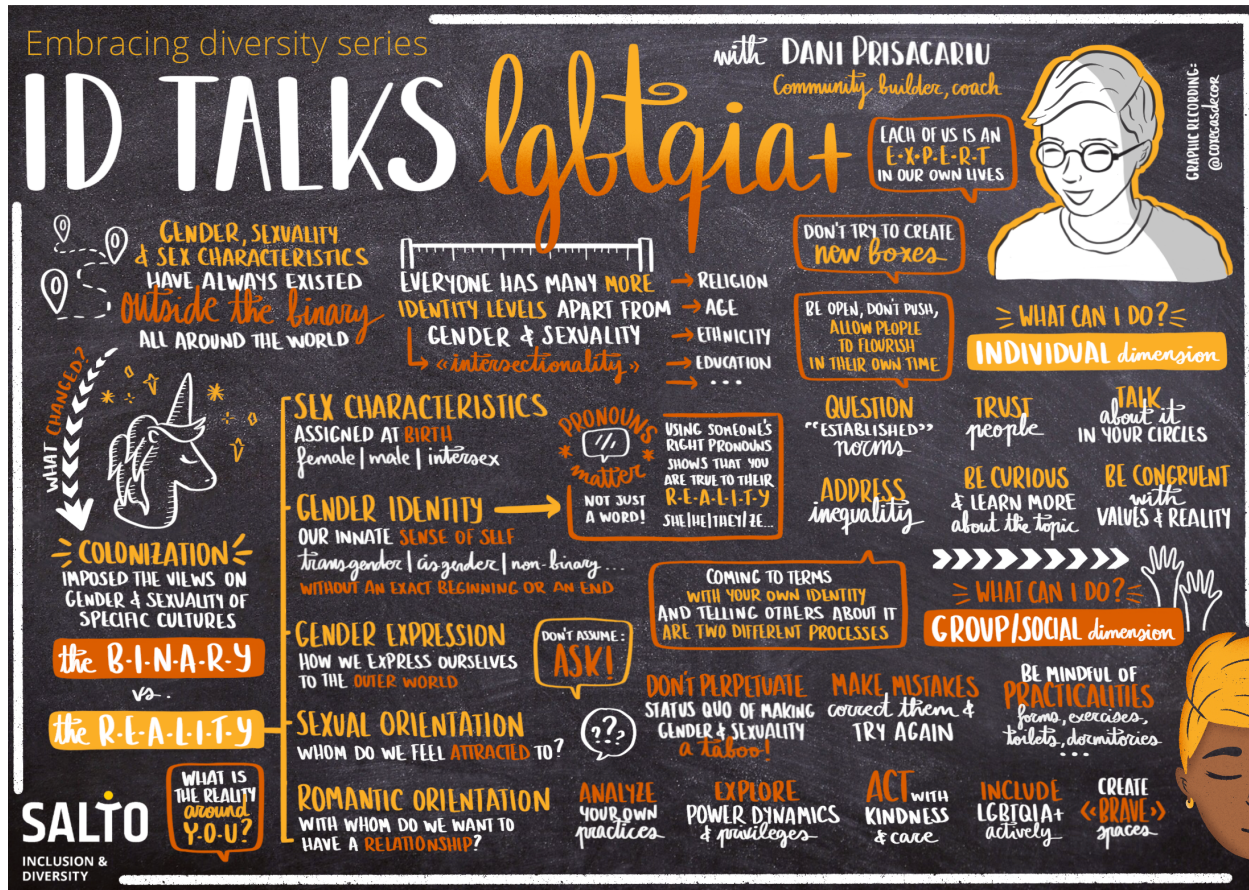
## **GUEST SPEAKER: DANI PRISACARIU**

Dani Prisacariu is a coach, facilitator, and community builder, committed to holding space for relational learning that creates more freedom. Most of their work so far has been in LGBTQIA+ activism in Romania, and in community organising for social justice. For the past five years, they have coordinated Gender Talk, a community initiative of gender explorers and rebels that works to create more space and possibilities for us all to exist and thrive outside the gender binary.



# Article

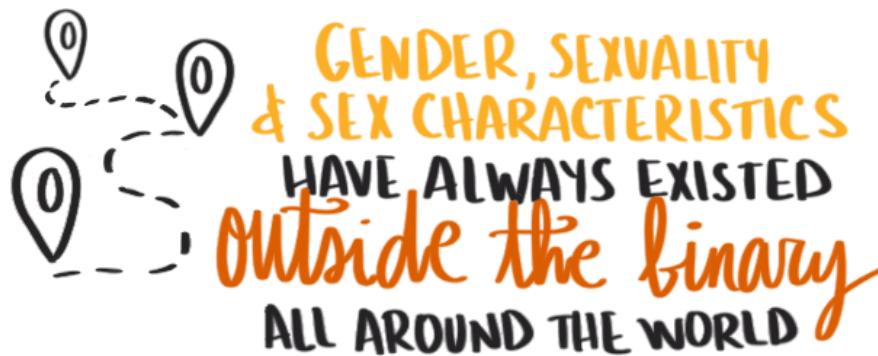
by Dani Prisacariu



## ABC LGBTQIA+ & beyond

In a world of binaries and increasing societal divide when it comes to issues related to gender and sexuality, the way forward is not avoiding talking about this but moving with care and kindness through topics that may bring up discomfort in us. Learning about LGBTQIA+ is learning about ourselves, and is allowing each of us to explore our identities and realities in a shame free manner that leads to progress and self acceptance.

Gender, sexuality, sex characteristics have always existed outside the binary. People are extremely diverse and have always been so. It is easy to believe that the euro-centric, western perspective is the only one that has ever existed, when in fact cultures throughout time and space have understood and practiced gender in a multitude of ways.



From Albanian Sworn Virgins to Native American Two-Spirit People, or Fa'afafine & fa'afatama from Samoa we can see a variety of cultural perspectives of “doing” gender. In some cultures there are more than 5 genders, some didn't assign gender at birth, and in others, a person can contain both male and female spirit. Some see gender-diverse people as holy, as spiritual guides that can support their communities. Others have seen sexuality as fluid and cherished same-sex couples. Much of this cultural diversity is still present today, and much more has been repressed in the violent colonisation process that happened in so many parts of the world.

One of the most influential factors in the way we look at identity, gender, and sexuality today is the binary system. When we talk about gender binary we refer to the paradigm that thinks we only have two genders that are opposite and completely distinct. On one side we have people who were assigned male at birth, identify as men, express their gender in a masculine way, and are attracted to women. On the opposite side, we have people assigned female at birth, who identify as women, express their gender in a feminine way, and are attracted to men. The gender binary is translated into our policies, practices, and approaches to education, but also in the way we look at emotions, affection, talents, and relationships. The binary in itself is not something bad; the compulsory gender binary is what hurts people and creates hierarchies in societies.

[1] Source: <https://slate.com/culture/2012/12/jill-peters-documenting-sworn-virgins-women-who-live-as-men-in-albania-photos.html>

[1] Source: <https://indiancountrytoday.com/archive/8-misconceptions-things-know-two-spirit-people>



In reality, it's almost impossible to have 7 billion people fit neatly into 2 gender and sexuality boxes. This is why our understanding and discourse need to be connected to the multitude of ways in which we look at identities, bodies, and experiences. We now know that sex is not binary and those sex characteristics can vary greatly from human to human. We know that gender and sexuality are in reality on a spectrum and that people can experience romantic attraction to some people, and sexual attraction to others. Let's take them one by one!

Sex characteristics refer to the biology of each human. When we talk about sex we talk about primary and secondary sex characteristics, chromosomes, hormones, genitals, and the unique combination that each of us embodies. For a long time we have talked about male and female biologies; in reality, sex is not binary, as there are bodies that cannot fit into the 2 prescribed boxes- those people are called intersex. Intersex people have existed forever, however, they have been invisibilised by the medical institutions, and even worse, they have been systematically subjected to nonconsensual interventions on their bodies.

Sex characteristics don't determine gender identity. Gender identity refers to one's most profound sense of self, it's the answer you have when you ask yourself "who am I?". Every person is the expert when it comes to their own identity and reality! It's impossible for somebody else to know what gender identity somebody has, nor should we assume based on their biology or external presentation.



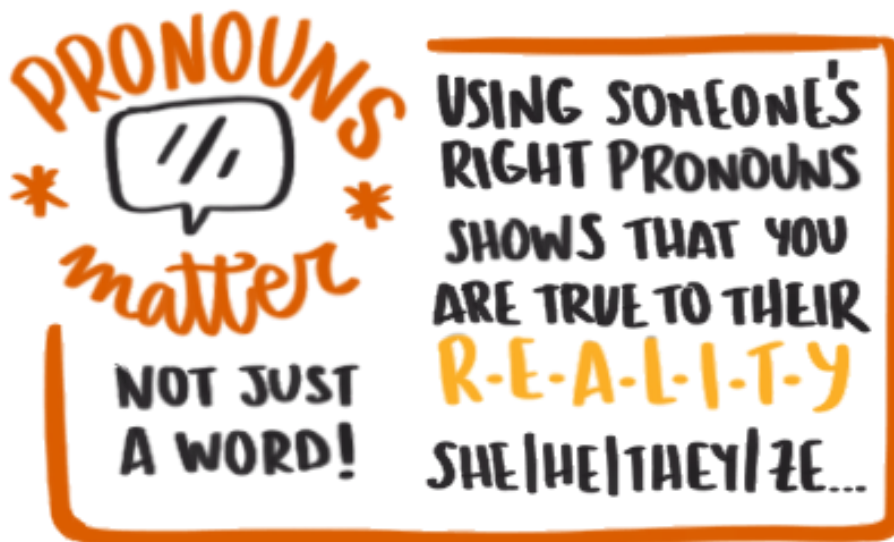
EACH OF US IS AN  
E·X·P·E·R·T  
IN OUR OWN LIVES



DON'T TRY TO CREATE  
new boxes

Gender is not the same as sex, however, certain biologies are associated with certain genders stereotypically. For many people, the gender they were assigned at birth based on their sex characteristics is in accordance to how they feel about themselves; these people are called cisgender. This is not the case for everybody: some people identify with another gender than the one assigned at birth- we use the term transgender to describe them. Transgender people can be binary (trans men- people who were assigned female at birth but who identify as men, and trans women- people who were assigned male at birth but identify as women) or non binary (identifying outside the binary categories of male and female).

The process in which a person begins to live according to their gender identity is called transition: it can be personal (one's process of coming to terms with their identity), social (coming out to friends, family, colleagues; asking for people to use different pronouns and name), medical (hormones, surgeries, etc.), or legal (changing names or gender marker in their legal documents).



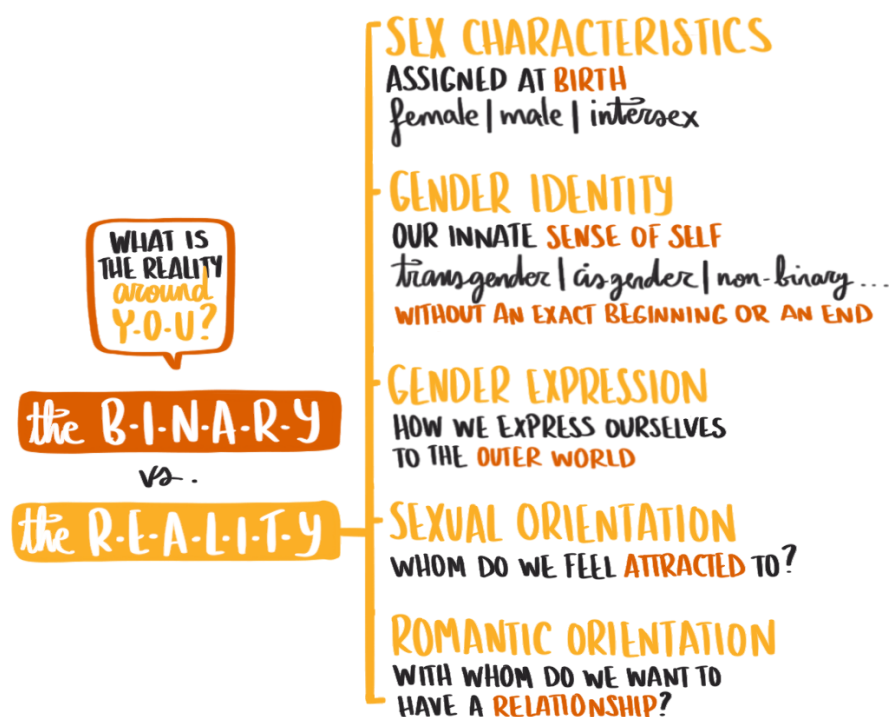
Pronouns are essential in talking about gender. They are the words you use when talking about somebody else and they are gendered. She/her/hers, he/him/his or they/them/theirs are amongst the most used pronouns. It's really important to ask people what pronouns they use, and then use them, even though it may be difficult in the beginning. Using correct pronouns is a way of showing respect for the person's identity, and consideration for their personal journey.

Gender expression is not always the same as gender identity. A man will not automatically express in a masculine way, women will not only be feminine, and non-binary do not need to express in a neutral way. Gender expression is about how we express ourselves to the outer world, and it can take as many shapes as possible. We all have varying degrees of femininity and masculinity showing up in a unique way. This changes over time, according to how our preferences, tastes, and understanding of self also evolves.

We can't talk about gender without mentioning gender roles. They are the set of attributes associated with a certain gender that we "receive" even before we are born. When people find out the sex of their child they already start envisioning a future for them, which most of the time comes together with precise gender expectations for the child. These expectations aren't always explicit, but they create a framework in which a child can exist, which includes how they can play, express their emotions, what jobs they can get when they grow up, what type of education, etc.

Sexual orientation could easily be summarised in the question "whom would I like to have sex with?". Sexuality, like gender, exists on a spectrum. We have heterosexual people (those sexually attracted to people of the opposite gender) and homosexual/lesbian/gay people (attracted to people of the same gender). We call bisexual all those sexually attracted to people of all genders, queer- all those whose sexuality cannot be constricted in the sexuality binary, or pansexual if you are sexually attracted to people regardless of their gender. Then, we also have asexual people, who experience very little or no sexual attraction.

Romantic orientation is not always the same as sexual orientation. It is more about "whom would I like to form a relationship with?". In the same way as sexual orientation, we use names like heteroromantic, homoromantic, panromantic, or aromantic to describe the variety of emotional or romantic orientations that people may have.



When it comes to sexual and romantic orientation, it is important to acknowledge that we live in a world that is heteronormative, meaning that in many places the only experience considered valid and desirable is the heterosexual one. This is in many ways damaging, especially for youth that is still exploring their own identity and attraction. Instead of having space to get to know themselves, their desires, and their limits, they are many times subject to shame which can have long-lasting effects on one's perspective of life and self.

LGBTQIA+ people should not be viewed as only their gender and sexual orientation. Like all people, they exist at the intersection of multiple identities and realities. Their ethnicity, race, age, socio-economic status, religion, education, family structure, geographic location, or health all contribute to their unique life situation.



### What can we do as organisations, groups and institutions?

- ❖ Question your organisational/group/family culture: do we speak about this or do we suppress conversations about gender and sexuality?
- ❖ Talk about it: fear of being politically incorrect only serves the status quo of making gender and sexuality a taboo.
- ❖ Talk to & include LGBTQIA+ people from your city/organisation/circles and see their perspective.
- ❖ Make mistakes, correct, try again!
- ❖ Policies: if it is not obvious, then it says these people don't exist. Include LGBTQIA+ in anti discrimination, sexual harassment, or employment policies
- ❖ Practicalities: forms, gendered activities & choices, explicitly mentioning including LGBTQIA+
- ❖ Be in practice of exploring power dynamics and privileges with others



## What can we do as individuals to support LGBTQIA+ people?

- ❖ Be in the practice of questioning NORMS:
  - Why is heterosexuality the only acceptable sexual orientation?
  - Why is it that we decided to divide 7 billion people into 2 distinct, opposite categories and insist that they fit neatly into those 2 boxes?
  - Why do we forcefully modify people's bodies for the sake of the sex binary even though this brings irreversible damages to people's lives?
  - What would it mean for each of us & our societies if we adopted a more fluid, outside the binary, perspective on sex characteristics, gender, and sexuality?
  - Are my beliefs mine or inherited?
  
- ❖ Trust people when they tell you about their identity & reality- each of us is an expert in our own lives!
  
- ❖ Know yourself, sit with the discomfort brought by other people's identities instead of shutting it down.
  
- ❖ Talk about this with friends, family, colleagues.
  
- ❖ Read, learn, be curious with the purpose of expanding your vision and tolerance of ambiguity, not to create even bigger and greater boxes.
  
- ❖ Address inequality whenever you can- this has an impact on each of us!
  
- ❖ See how can you practice congruence of values & reality.

BE OPEN, DON'T PUSH,  
ALLOW PEOPLE  
TO FLOURISH  
IN THEIR OWN TIME

≡ WHAT CAN I DO? ≡

INDIVIDUAL dimension

QUESTION  
"ESTABLISHED"  
NORMS

TRUST  
people

TALK  
about it  
IN YOUR CIRCLES

ADDRESS  
inequality

BE CURIOUS  
& LEARN MORE  
about the topic

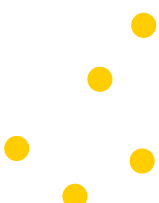
BE CONGRUENT  
with  
VALUES & REALITY

**RESOURCES:**

- [Gender Variant Identities Around the world.](#)
- [Gender Unicorn.](#)
- [ILGA World - reports, studies.](#)
- [IGLYO - lesson plans, reports, toolkits specifically on youth.](#)
- [Transgender Europe - trans specific resources.](#)
- [Identity soup - resource on intersectionality.](#)

Embracing diversity series

ID TALKS *lgbtqi+*



## EDITORIAL INFORMATION

Published in October 2021 by SALTO-YOUTH Inclusion and Diversity Resource Centre (Support & Advanced Learning and Training Opportunities within The Erasmus+: Youth in Action and European Solidarity Corps programmes)

Official Website: [www.SALTO-YOUTH.net/inclusion/](http://www.SALTO-YOUTH.net/inclusion/)

SALTO-Jint, Grétrystraat26, 1000 Brussel, Belgium

Tel: +32 (0)2 209 07 20 Fax: +32 (0)2 209 07 49

[inclusion@salto-youth.net](mailto:inclusion@salto-youth.net)

Legal info: JINT vzw, 0441.254.285, RPR Nederlandstalige Ondernemingsrechtbank Brussel

Coordination: Henrique Gonçalves and Marija Kljajic ([inclusion@salto-youth.net](mailto:inclusion@salto-youth.net))

Facilitator: Anna Yeghoyan ([ayeghoyan@yahoo.com](mailto:ayeghoyan@yahoo.com))

Digital Co-Facilitator: Maria Kousoula ([marakikousoula@gmail.com](mailto:marakikousoula@gmail.com))

Graphic Facilitator: Olalla González ([olalla@shokkin.org](mailto:olalla@shokkin.org))

General Editor of the Publication: Maria Kousoula ([marakikousoula@gmail.com](mailto:marakikousoula@gmail.com))

Reproduction and use for non-commercial purposes are permitted provided the source [www.SALTO-YOUTH.net/Inclusion/](http://www.SALTO-YOUTH.net/Inclusion/) is mentioned and [inclusion@salto-youth.net](mailto:inclusion@salto-youth.net) is notified.

---

***On behalf of the SALTO Inclusion & Diversity!***

