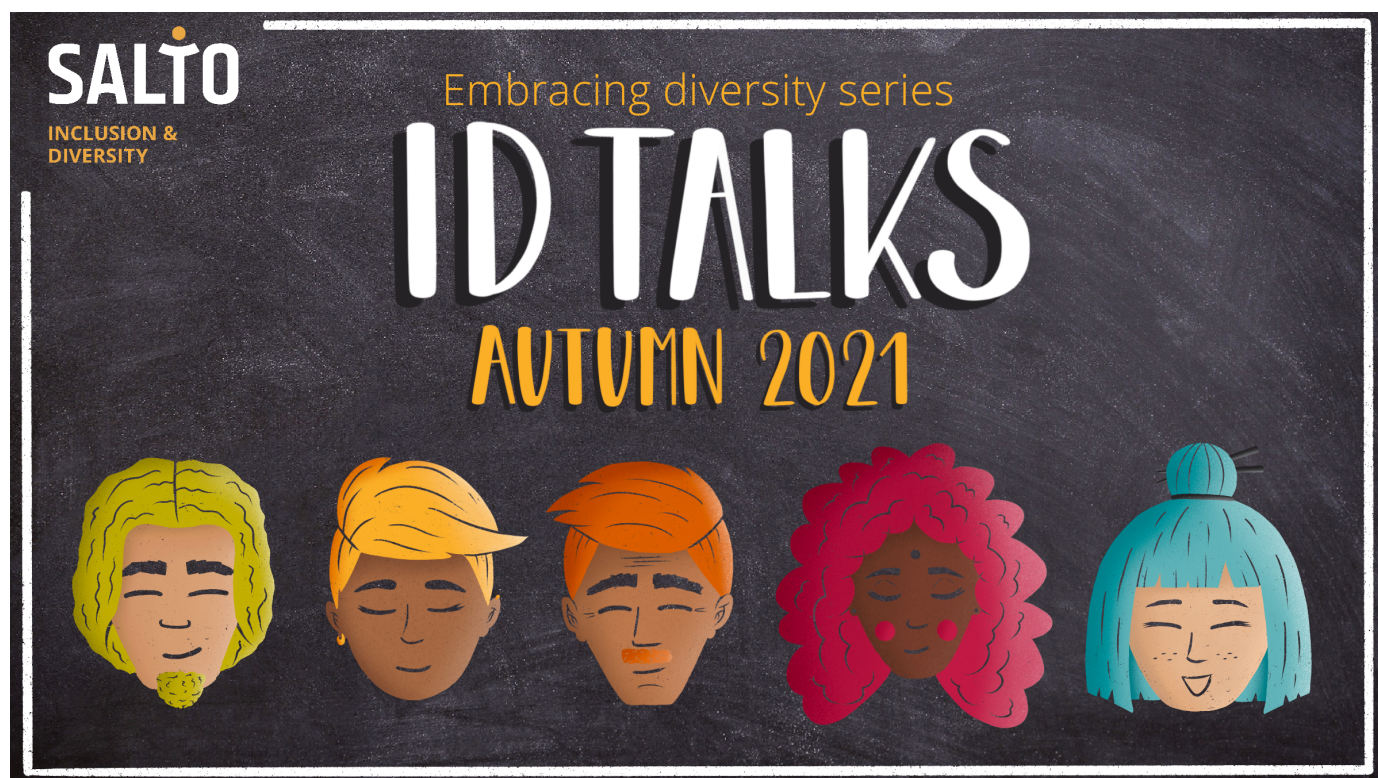


ID TALKS!

*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/. 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. 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/

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/



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: Gender

How do society's standards and expectations impact our self-image? Why are these standards gendered?

with **TONY LASHDEN**
Tenderz for Gender

How to address
**BODY AWARENESS,
BODY IMAGE & IDENTITY**
in youth work?



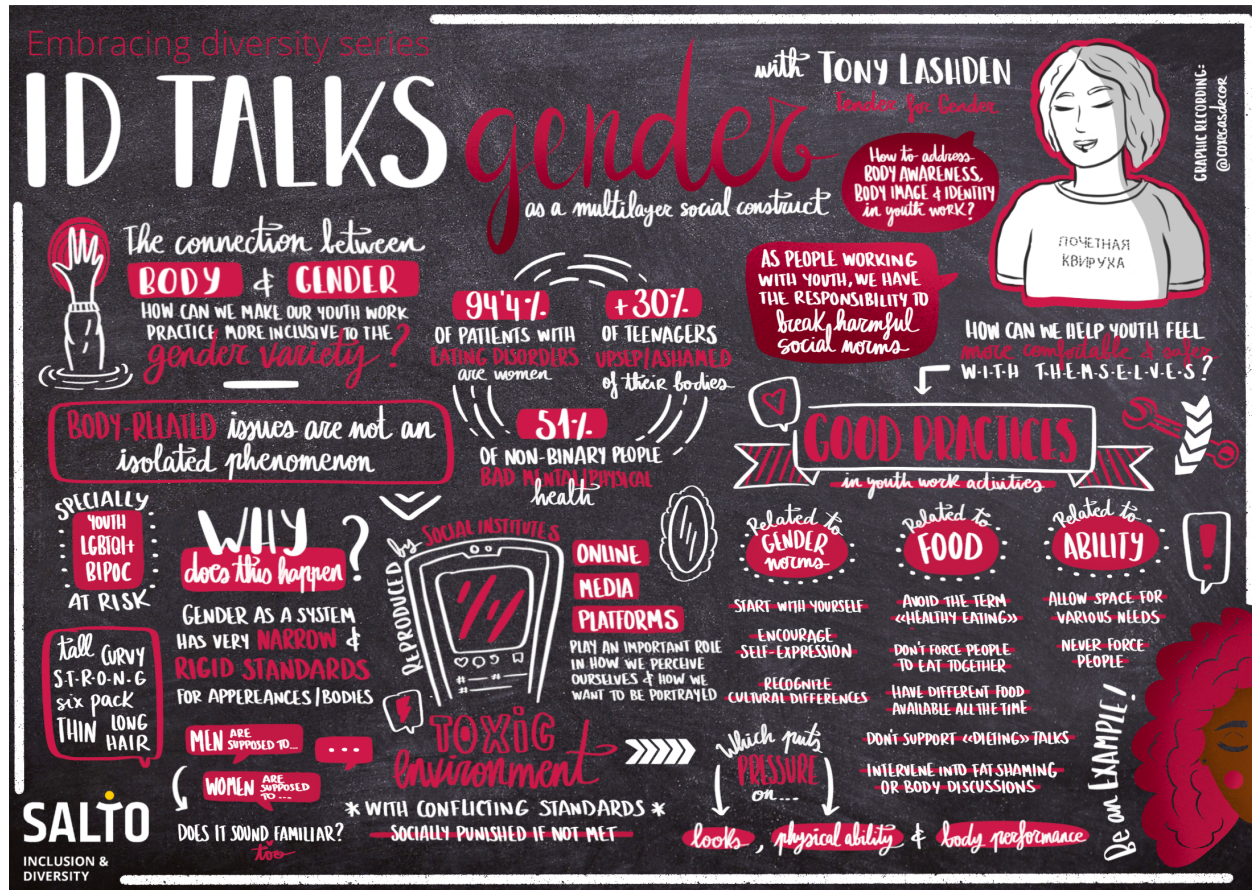
GUEST SPEAKER: TONY LASHDEN

Tony Lashden (they/them) is a Belarusian queer feminist activist working with the topics of intersecting discrimination, holistic well-being, and capacity strengthening of young feminists. Tony is a co-founder of a grass-root feminist initiative "tender na gender" (Minsk). They have been working as international women's and LGBTQI+ rights defender for the last six years and have worked tirelessly to protect and promote human rights in Eastern Europe. Tony holds a MA in Media and Communications from Stockholm University.



Article

by Tony Lashden



As a social system, gender has an enormous impact on the way we perceived ourselves and others. Gender contains standards and norms for people based on their assigned anatomical sex on how to behave, what goals to achieve in life, and how to look like.

In the patriarchy, norms related to appearance fall into two narrow categories. Women need to adhere to the standards of femininity. They are supposed to be thin, petite, fragile, have long hair (but no body hair!), and be sexually appealing to others. Men are required to look in line with the norms of masculinity. They are expected to be strong, muscular, have a developed athletic body, and be sexually active.

These norms are projected by a variety of social institutes, including family, school, and media. Online media play an especially important part in how realistic image of the body is distorted to conform to these norms by editing, photoshopping, and alteration of pictures. Unachievable beauty standards dominate online and physical spaces where people spend their time. These standards are reproduced by opinion leaders and celebrities. Later, when other individuals try to replicate these unrealistic representations and fail this impossible task, they grow dissatisfaction with their own bodies.

Women and men, as well as trans and nonbinary people who do not fit into these norms, easily become subjected to social pressure, prejudice, and, in some instances, to external and internal violence related to their bodies. Toxic comments on other people's appearance, intrusive questions related to food habits and preferences are common practices that police our behaviour and self-expression.



The tension that comes from the pressure of the norms of beauty and body functionality has a significant impact on the physical and mental well-being of people. 9% of the worldwide population is affected by eating disorders. It might not seem like a big number, however, when we look at vulnerable groups, the scope of the problem rapidly grows. More than 30% of teenagers feel upset and ashamed in relation to their bodies – in other words, each third person in our communities struggles with uneasiness and discomfort.

Variety of body image issues

Body image issues are not a homogeneous problem. They affect different groups in a different ways, however, some groups are at higher risk. Youth, specifically young women, LGBTQI+ and BIPOC youth are more exposed to experience body image-related issues and eating disorders. As an example, out of all patients who refer to the hospital to address eating disorders cis-women are 94,4%.

Trans, nonbinary, and gender-nonconforming youth have more severe consequences related to their dissatisfaction with their body that in some cases lead to suicide. 51% of trans people, including nonbinary people, report chronic bad mental and physical health.

Young men also experience difficulties in relation to their bodies. 60% of young men under 18 reports muscularity-oriented dieting that impacts their lives. Excessive exercising, weight gaining dieting, body drying have long-term effects on young men's health.

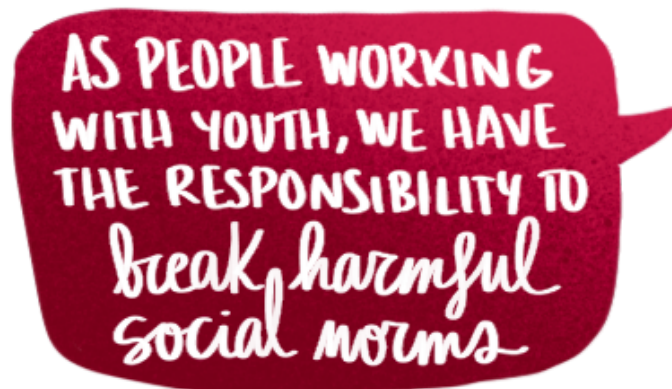


As youth workers, we have a responsibility to combat harmful social norms

To help youth to feel comfort and joy with their own bodies, we as youth workers need to pro-actively deconstruct damaging social norms. To create safer spaces, we need to recognize and reformulate normalized policing practices that increase insecurity, shyness, and anxiety related to the body.

Some discussions need to happen in the group, so people could process, unfold and re-learn damaging patterns. Make sure that participation in the conversation on eating habits, food preferences, or other sensitive topics is not obligatory.

Here are some examples of how you could create more comfortable communal spaces.



Practices related to gender norms:

- Start with yourself: reflect upon your own internalized norms on the body, appearance, and functionality and have a discussion in your team on these matters;
- In the group, encourage self-expression and create safer space by verbalizing mutual agreement: no comments on appearance, different types of compliments (to clothes, make-up, general looks, not to the body);
- Intervene into sexualizing conversations and toxic conversations on looks;
- Recognize that in different cultures people express themselves differently and they might need to practice that expression to feel safe.



Practices related to food:

- Never assume that you know what other people eat, how much they eat, and what is “healthy” for them”;
- Have some snacks (fruits, nuts, dried fruits) available all the time for people;
- Have water available;
- Do not force people to eat together: it might be intimidating for some;
- Do not support or encourage “dieting” talks in your community;
- Practice active interruption of fat shaming.

BODY-RELATED issues are not an isolated phenomenon



Practices related to ability:

- Do not force people to participate in sports or physical activities;
- Try to organize an alternative to physical activity;

Practices related to representation:

- Pay attention to what type of pictures/images you use;
- Try to engage people with different body types in community work;
- Openly communicate to the youth that social media are fake (:
- As a leader in the community, try to set a realistic online presence.

Be an example to your community!

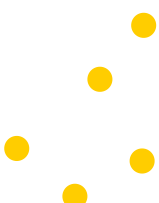

RESOURCES:

- US National Association of Anorexia Nervosa and Associated Disorders, 2011. URL: <https://anad.org/get-informed/about-eating-disorders/eating-disorders-statistics/>
- UK Mental Health Foundation, 2019. URL: <https://www.mentalhealth.org.uk/publications/body-image-report/exec-summary>
- Swedish Society Against Eating Disorders, 2020. URL: <https://www.friskfri.se/om-atstorningar/statistik/statistik-2020/>
- TGEU, 2017. URL: [/wp-content/uploads/2017/10/Overdiagnosed Underserved-TransHealthSurvey.pdf](#)
- Break the norm: manual on how to break normativity and social norms. URL: <https://rfslungdom.se/break-the-norm/>
- Body positive movement and body acceptance in Russia (interviews of local activists). URL: <https://www.calvertjournal.com/features/show/10813/new-east-women-body-positive-russia>

Embracing diversity series

ID TALKS *gender*
as a multilayer social construct

Be an EXAMPLE!



EDITORIAL INFORMATION

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On behalf of the SALTO Inclusion & Diversity!

