

## You are listening to the Shaping Inclusion and Diversity Podcast - Episode 6 - On what promoting inclusion and diversity in international youth work can look like

### Congratulations!

But this is not yet the time to relax - at all. Now comes the hard work of putting the plan into practise.

Thanks to the Analysis phase you know where you have started at and thanks to the Planning phase you know exactly where it is that you want to go. All that remains now is to figure out "how to get there". Welcome to Implementation.

[Hanna Schüßler](#) from the National Agency for Erasmus+ Youth and the European Solidarity Corps in Germany shares about the work to be done in Implementation Phase: "*The strategy should be an approach on how to reach these goals in a coordinated way taking into account the different aspects and the different also elements of the NA work that can contribute to it. So, it's a little bit about seeing which teams, which stakeholders in the NA and also external stakeholders can and should contribute to that and with which kind of work packages or actions can contribute to reach that goal.*"

### Transição

In chapter 8 of the Shaping Inclusion and Diversity Publication you can read more about how to break our smart objectives into action plans, organize and divide the tasks and then how to monitor all of that.

In this podcast episode, we'll give different National Agencies a chance to share what they have been successfully putting into practise in terms of inclusion and diversity in the past years:

Let's start in Belgium Flanders. By now, you've probably met [Marjolein Vandenbroucke](#) in one of our previous episodes. She shared with us how their big secret is being suuuper approachable and close to youth workers:

*We go the extra mile. We, as staff, have the right or the task, you can choose, to really assist those organisations in any way... as much as possible, and allowed, obviously. We go to the organisation itself and go there not nowadays, I'm afraid, but we go to the organisation and let them talk to us, what kind of organisation are you? What stuff do you do? They tell us what they are, what they do. And then we can translate the program and the opportunities that it has and complete to the reality of the organisations.*

When we asked what that means in practise, Marjolein laughed and told us:

*We keep calling them, mailing them, zooming them, whatever as much as necessary to translate difficult programs towards their realities. Especially for organisations working with people with fewer opportunities or special needs. And if it's not a huge organisation, than it is really hard to have a feeling that the program is something for you.*

Without insisting and really giving this supporting approach, Marjolein believes that many smaller organisations would easily give up when facing the bureaucratic hurdles - despite being interested in what the National Agency has to offer. So sometimes, as an inclusion officer, she feels it's important to guide these organisations step by step through the process.

[Anne Molloy](#) from the Irish National Agency supports that perspective: *"We don't want any group to think that these projects are not for them. You know, that is very clear that they are for everyone. Erasmus+ is so well known in the higher ed section. Vocational colleges, they really push "oh, this is something you can do if you go to our college as well, the same ways if you go to a university".*

According to Anne, an important way of making organisations feel that these opportunities are for them is through events. And in these events, it matters what stories are being told: *"The role-model just works. It is very simple and very obvious but it just works so well. We did it to so many workshops and when you ask them what they got out of it , it was like, just hearing from another youth worker in their situation being able to do this project.*

Many National Agencies focus on promoting participation of specific groups for a certain time period. The Finnish National Agency, for example, shares the following: *"Our long-term strategic approach has been rural areas, because our country is quite rural.*

That's Jutta Kivimäki speaking. And Jutta also shares a secret approach of getting organisations to become more interested in inclusion. They have been organising lunch-talks about different topics around their work - including one about inclusion and diversity:

*"it was a little bit giving this kind of appetite so that you were interested in what was there, but still you were a little bit hungry afterwards. We've been trying to sell the idea of inclusion and also that there are not one way to do it. "*

Now it's time for you to implement your strategy and come up with plenty of best practises for your local reality. We look forward to hearing them!