

## **E3 FYEG Inclusion Plan 2019-2021: making FYEG more inclusive**

Proposer: FYEG  
Resolution date: 07/14/2019  
Agenda item: 4 Plans

### **Text**

1 This document aims at identifying causes for exclusion in FYEG and setting a  
2 clear pathway to create an inclusion plan for the organization.

### **3 What is social inclusion?**

4 Social inclusion is an ongoing process which ensures that those at risk of  
5 poverty and social exclusion gain the opportunities and resources necessary to  
6 participate fully in economic, social and cultural life and to enjoy a standard  
7 of living and well-being that is considered normal in the society in which they  
8 live. It ensures that they have greater participation in decision-making which  
9 affects their lives and access to their fundamental rights.

10 Young people with fewer opportunities.

11 “Young people with fewer opportunities” is a term used to describe young people  
12 who are at a disadvantage compared to their peers because they face one or more  
13 of the exclusion factors below. These often prevent young people from taking  
14 part in formal and non-formal education, trans-national mobility, employment,  
15 democracy and society at large. The term “young people with fewer opportunities”  
16 purposely focuses on the situation in which young people are in so as to avoid  
17 stigmatization and blame. The causes of disadvantage can be manifold, and the  
18 solutions similarly so. Young people with fewer opportunities are young people  
19 who, largely due to their personal situation and sometimes also due to the  
20 choices they make, face different and/or more difficult obstacles in their lives  
21 than other young people

22 √ Social obstacles: people facing discrimination because of gender, age,  
23 ethnicity, religion, sexual orientation, disability, etc., people with limited  
24 social skills or anti-social or risky sexual behavior, people in a precarious  
25 situation, (ex-)offenders, (ex-)drug or alcohol abusers, young and/or single  
26 parents, orphans, young people from broken families, etc.

27 √ Cultural differences: immigrants or refugees or descendants from immigrant or  
28 refugee families, people belonging to a national or ethnic minority, people with  
29 linguistic adaptation and cultural inclusion problems, etc.

30 √ Educational difficulties: people with learning difficulties, early school-  
31 leavers and school dropouts, lower qualified persons, people with poor school

32 performance, etc.

33 ✓ Disability (i.e. participants with special needs): people with mental  
34 (intellectual, cognitive, learning), physical, sensory or other disabilities.

35 ✓ Health issues: people with chronic health problems, severe illnesses or  
36 psychiatric conditions, young people with mental health problems, etc.

37 ✓ Economic obstacles: people with a low standard of living, low income,  
38 dependence on social welfare system, people in long-term unemployment or  
39 poverty, people in debt or with financial problems, etc.

40 ✓ Geographical obstacles: people from remote or rural areas, people living on  
41 small islands or in peripheral regions, people from urban problem zones, people  
42 from less serviced areas (limited public transport, poor facilities, abandoned  
43 villages...), etc.

44 Three steps to becoming more inclusive:

## 45 **1. Monitoring**

46 For doing applying an Inclusivity strategy in FYEG we need to extensively  
47 analyze the current situation of the participation of people with fewer  
48 opportunities and decisions concerning accessibility. In short, we examine how  
49 accessible FYEG and its events are at the moment as far as possible and as far  
50 as FYEG can notice it. It is important to keep in mind that even if support is  
51 not often requested, that doesn't mean that it is not needed. It might only show  
52 that the support offer didn't reach the people in need. In FYEG it would be  
53 reasonable to analyze the following for the last period (1 year or 6 months):

54 • How many people with disabilities take part in projects, working groups  
55 and other activities?

56 • How many people requested financial support with participation fees and  
57 travel costs?

58 • How many people requested organizational support for travelling?

59 • How many people requested support with other logistics?

60 • Ask for feedback from people who requested help, how FYEG could still  
61 improve the support and implement it in the support to offers.

## 62 **2. Implement support offers**

63 When organizing an event, the prep team should always have a look at the list of  
64 the obstacles and think about how to make the project as accessible as possible

65 for people facing some of the obstacles.

66 Concrete support offers in FYEG projects (apart from the ones that already  
67 exist) should always be:

- 68 • Sign language for deaf people: always having one person present who can  
69 translate English in sign language
- 70 • Linguistic support for people who don't speak English very well
- 71 • Financial help also for exceptional cost due to disability or health (e.g.  
72 costs of a personal assistant, specialized travel items, insurance etc.)
- 73 • Travelling: For some people (e.g. disabled persons) it might be much more  
74 difficult to travel than for others.
- 75 • Mental health is an important aspect in the lives of today's youth. FYEG  
76 should develop a clear framework for vulnerable adults with mental health  
77 issues with this information: a contact person, check personally needs,  
78 prep team role, etc. In the Strategic Planning Meeting some principles  
79 were discussed, for instance, an open policy to people with mental health  
80 issues, creation of silent rooms, etc. This should be further developed.

81 So FYEG could...

- 82 • Offer organizational help for the trip
- 83 • Connect people who travel from the same regions, so someone who might not  
84 be able to travel alone can get support.
  - 85 ◦ Organizational support with logistics
  - 86 ◦ Personal support during activities

87 It is very important that these support offers are placed well visible in  
88 project calls, so that the people in need can find them easily.

### 89 **3. Further actions**

90 By doing the analysis from point 2 we get a broad insight in the inclusiveness  
91 of projects and see concrete deficits. Therewith we can develop specific  
92 measures and actions to become an inclusive organization. As further actions  
93 FYEG can...

- 94 • Implement further support offers
- 95 • do awareness trainings on inclusion aspects in projects

- 96 • attend events with target organizations so they can build trust with FYEG
- 97 • organize a seminar on Social Inclusion
- 98 • promote Social Inclusion in the external communication, e.g. do a social  
99 media campaign on inclusiveness in politics and mobility
- 100 • create a guide for the MOs to be aware of Inclusion issues
- 101 ...and a lot more things.
- 102 The concept of Inclusivity advances FYEG to be a more inclusive organization.