

P3 Inclusion plan 2024 - 2027: Towards a more racially just FYEG

Proposer: FYEG EC
Agenda item: 9. Plans

Plan text

1 Introduction

2 While fighting for a diverse and feminist Europe, the Federation of Young
3 European Greens (FYEG) allocates special efforts on developing its actions in
4 line with its values of feminism, inclusion, and antiracism. These ongoing
5 measures implemented at different levels make FYEG a feminist organisation that
6 takes measures to counterbalance gender discrimination. This Inclusion Plan
7 expands on the efforts that FYEG allocates to ensure its inclusion of racialised
8 and ethnicised young greens and identifies room for improvement to make FYEG a
9 truly antiracist, and racially- and culturally-inclusive organisation.

10 The proposals and objectives of this Inclusion Plan are the result of the joint
11 work of the Racial Justice Task Force and FYEG's Office, EC and MOs, as outlined
12 in the Activity Plan 2023-24 approved in the General Assembly 2023.

13 The implementation of this plan is to be conducted taking into account that
14 racialisation, ethnicisation and processes of minoritisation are not the same
15 across all national and cultural contexts. Issues like ethnicity, culture, or
16 nationality are included in the creation of the objective and suggested steps of
17 the plan.

18 Following the principle "nothing about us without us", this plan foresees the
19 participation of racialised and ethnicised youth in its implementation. At the
20 same time, all FYEGers need to be active agents of change and foster racial
21 justice and antiracism in FYEG and its Members Organisations.

22 Offers of support and outreach to racialised youth are often equated with the
23 substantive confrontation with racism. This can lead to racialised young greens
24 being unintentionally turned into experts on racism and non-racialised young
25 greens knowing too little about racism. Further, racialised young greens come to
26 FYEG interested in a variety of other topics that they are keen on dealing with.
27 They should not be made to feel like the burden of conducting FYEG's anti-racist

28 work is on them. Our aim is therefore to make a stronger distinction between
29 anti-racist educational and structural work on the one hand and measures to
30 support and address racialised young greens on the other hand. Anti-racist work
31 is the work of all of us, because it concerns us all.

32 The implementation of this plan (through designing, enforcing, and evaluating
33 its actions) should not be seen as the finalisation of the efforts to ensure
34 that FYEG and its MOs act in line with their values of antiracism and racial
35 justice.

36 **Structural changes**

37

1. **Activity Plan and Strategy Plan**

38 **Activity Plan**

39 FYEG will expand on and highlight its current and future efforts to focus on
40 racial justice by creating a specific section in the Activity Plan that
41 describes the planned actions in this field. This section should also include
42 the measures planned to include racialised and ethnicised young greens and young
43 participants in FYEG's actions, educational activities, campaigns, etc.

44 FYEG will strive to ensure an intersectional focus in the planning stages,
45 including programme design when applicable, on the actions (events, campaigns,
46 educational events, capacity-building, lobbying and networking, etc.) described
47 in the Activity Plan. In the ideation and planning of activities, there will be
48 a specific section that describes how intersectionality will be taken into
49 account.

50 **Strategy Plan**

51 The Strategic Plan (2025-2030) will incorporate inclusion more generally in its
52 objectives. Further actions not described in this Plan can be included as
53 Strategic Objectives, like currently implemented monitoring already present in
54 the Strategic Plan 2022-2025 and/or updated or expanded versions of them.

55 The Strategy Plan and any other plans created and implemented during the
56 validity of the Strategic Framework (like this one) should play strong
57 complementary roles. The Strategic Plan will therefore preview the expansion of
58 its strategic objectives in order to incorporate the assessment of the

59 fulfilment of the Strategic Objectives to those described in other plans.

60

2. Racialised and ethnicised young green leaders

61 FYEG will proactively offer support and tools to people who self-identify as
62 racialised or ethnicised that are considering running for any leadership
63 position especially, but not limited to, the Executive Committee.

64 FYEG will provide technical, political and organisational support to these
65 individuals by offering resources, for example:

- 66 • Access to online tools to support campaigning and being in touch with the
67 membership base (like platforms for online calls)

- 68 • Access to software to produce campaign materials, like FYEG's graphic
69 design platforms, word processors and other digital tools

- 70 • Liaison with the members of the Advisory Committee to receive advice and
71 input

- 72 • Liaison with relevant stakeholders of the Green Family, like staff or
73 leaders of the EGP, GEF, or the Green Group in the EP to build Support
74 from the Office in any other way etc.

75 Having access to these support will be proactively included and promoted in the
76 call for positions, and the Office and members of the EC will also strive to
77 ensure that all racialised and ethnicised young greens have priority on getting
78 this support.

79 FYEG will also put special emphasis on promoting those candidates who self-
80 identify as racialised or ethnicised. FYEG will send an email with all the
81 candidates running for positions, and will highlight the and promote ethnicised
82 and racialised candidates through different strategies.

83 FYEG will also be available to offer such support to young greens that are
84 pursuing positions of leadership and responsibility in its MOs and/or mother

85 parties.

86 Through the development and curation of this actions, FYEG aims to pave the way
87 and encourage young greens of colour and minoritised groups to feel empowered
88 and supported by the organisation in becoming leaders at the European and
89 national levels.

90 During the process of writing the inclusion plan, our RJTF put forward the
91 suggestion to include a racialised and ethnicised minority quota for elected
92 bodies. This suggestion shall be critically assessed against potential impact,
93 envisioned value, and its practicability.

94

3. **Comprehensive Diversity, Equity and Inclusion policies**

95 FYEG will create a Diversity, Equity and Inclusion (DEI) Framework covering the
96 areas of hiring practices, office culture and monitoring.

97 This framework will be designed seeking to ensure that the inclusion work
98 developed in FYEG's activities and processes is also present in the Office, its
99 configuration and internal processes. The Office and its members will be
100 empowered and supported by the EC to play an active and conscious role in
101 continuing making the Office a diverse space inclusive for all workers.

102 **Better hiring practises**

103 In order to ensure that FYEG is an equal opportunity employer, applicants should
104 be informed of FYEG's DEI Framework. Said Framework will be linked in vacancies
105 in order for potential applicants to read prior to applying, and will inform the
106 applicants of:

- 107 • The measures implemented by FYEG in the bodies involved in the recruitment
108 process (Office and EC) to minimise biases during recruitment processes,
109 including the interview panel.

- 110 • The steps taken by FYEG to foster an inclusive and welcoming environment
111 for applicants and its workers, within the Office and between the members
112 of the Office and the employer in the development of their task.

113 • Specific information about FYEG’s capacities and support on processes to
114 apply for visa and/or work permit in Belgium. The DEI Framework will
115 preview periodic training for the HR responsible in the office to ensure
116 FYEG’s preparedness to take on this task.

117 • The right of any applicant to address complaints about biases during the
118 hiring process, or any other instance of discrimination.

119 Such transparency and practices contribute to presenting FYEG as an inclusive
120 employer that offers an inclusive work environment and seeks to encourage
121 applicants from more diverse backgrounds to apply.

122 At the political level, FYEG will lobby its partners of the Green Family (EGP,
123 Greens/EFA, GEF) to implement similar measures, especially taking into account
124 that in general they count with greater capacities.

125 **Inclusive office culture**

126 The members of the Office will be empowered to be active actors in making their
127 shared work space a safer space for expression of racialised and ethnicised
128 staff and belonging to other marginalised communities.

129 With that aim, the members of the Office will be encouraged to take part on
130 racial- and cultural-sensitivity training, without detriment to other training
131 that the staff desires to undertake as per their right.

132 The Diversity, Equity and Inclusion Framework for an inclusive office culture
133 could include:

- 134 • Processes for the monitoring of data on the Office members and on the
135 facilitators/trainers on joint staff training (excluding the trainings
136 pursued by the staff individually).

- 137 • The provision of allocated efforts to count with mediators who have
138 experience with racial- and cultural- (and/or other relevant-)sensitivity
139 to support mediation processes within the Office and beyond, especially to
140 deal with disputes in which race, ethnicity, culture, and/or another
141 identity has been a factor.

142 The DEI Framework will be included in the Office guide, and promoted

143 particularly during the onboarding process of newly hired staff and in exit
144 interviews.

145 The Office will make sure that the interns are also included in these processes
146 as any other staff member, without detriment of the specific learning objectives
147 established by the intern at the beginning of the programme.

148 The members of the Office are encouraged to come together and join a labour
149 union and/or be in touch with other workers of the same sector or the Green
150 Family and share good practices with other workers on pursuing more inclusive
151 and welcoming working environments.

152 **Monitoring**

153 The Diversity, Equality, and Inclusion Framework will preview monitoring and
154 assessment of the measures undertaken. On top of the data listed in the points
155 above, and in order to have a better overview each year of the DEI framework and
156 potential areas for improvement, a specific avenue for input from the members of
157 the Office will be put in place to evaluate the work environment. Potential
158 complains on the hiring process received through the allocated channel as
159 previewed above will also be taken into account.

160

4. **Inclusion reporting**

161 Just as the Activity Plan is reported upon yearly at the General Assembly via
162 the Activity Report, the Inclusion Plan should have an annual Inclusion Report
163 which consist of (i) reporting specifically on the status of the implementation
164 of the Inclusion Plan and (ii) general inclusion reporting.

165 **Inclusion Plan reporting**

166 The Inclusion Report should detail efforts that have been made to implement the
167 recommendations of the Inclusion Plan, including both successful implementation
168 as well as challenges, failures or mistakes in this implementation.

169 Where a recommendation cannot or can no longer be implemented, this should be
170 explained in the Inclusion Report.

171 **General inclusion reporting**

172 Any Key Performance Indicator (KPI) evaluated in the context of the Strategy
173 Plan that is related to inclusion will be included in the Inclusion Report.

174 The inclusion report will account also for:

175 The advances in the creation of or changes and updated included in the
176 Diversity, Equality and Inclusion Framework

177 If applicable, challenges or takeaways in the fulfilment of the KPIs

178 Other issues on inclusion that may be outside the specific recommendations or
179 objectives of the Inclusion Plan or the Strategy Plan.

180 **Intersectional inclusion data reporting**

181 When reporting on the KPIs and other relevant data and statistics regarding DEI,
182 wherever possible, reporting should include intersectionality. The creation of
183 KPIs in the context of this Inclusion Plan or the Strategy Plan will, and the
184 provision for their linked data collection, analysis, and interpretation will
185 strive to include an intersectional manner.

186 **Cultural changes**

187

5. Safer Spaces Policy

188 The Safer Spaces Policy strives to create an inclusive, respectful, and
189 supportive atmosphere. Effective implementation of a comprehensive Safer Spaces
190 Policy can ensure the well-being and encourage the participation of racialised
191 and ethnicised young greens and other marginalised young greens, through
192 fostering a community free from discrimination, harassment, and violence. FYEG
193 Safes Spaces Guidelines recognise the evolving nature of the document. These
194 steps will be implemented regarding the Safes Spaces Policies in line with the
195 objectives of this Inclusion Plan.

196 **Proactive in addition to reactive**

197 The educational content promoted in FYEG events will include tools for the
198 participants in the events to increase their ability to identify instances of
199 discrimination. The aim is to equip participants with the knowledge to be

200 proactive co-responsibles in the creation of an atmosphere of inclusion and
201 respect. FYEG will therefore expand on the current opening sessions in its
202 events to equip the participants with these knowledge and capacities. The
203 corresponding materials (tool kit, session outline, or any other sort of
204 document in the shape and support deemed more convenient) will be created with
205 that aim.

206 **Renovation of the anti-sexual harassment protocol**

207 The anti-harassment protocol will be renewed to reflect the evolution of the
208 structures it introduces and clarify a few existent inconsistencies.

209 Given the evolution of the protocol since the last Inclusion Plan to now tackle
210 all forms of discrimination, the protocol and its guidelines will be rehauled
211 accordingly. The guidelines in particular should incorporate racism and other
212 forms of discrimination, harassment, islamophobia, antisemitism, and violence
213 and where possible an intersectional explanation of intersecting oppressions, as
214 well as guidance on support. Measures should be introduced obliging the
215 Awareness Team to be familiar with these guidelines and the protocol prior to
216 their appointment.

217 **A living document subject to regular review**

218 The Safer Spaces Policy should be a dynamic, evolving document, reflecting its
219 evolving practice, in order to ensure effective implementation. It is thus
220 necessary to regularly review and update it to reflect whether we meet the needs
221 of marginalised communities, involving young greens of these communities in
222 these processes. These updates and the processes undertaken to reach their
223 conclusions should be clear and communicated transparently.

224 In addition to the document, the permanent awareness team is a valuable resource
225 in ensuring internal processes are continually evolving. Due to working
226 specifically on the aspects of safer space and inclusion, the awareness team
227 will have a unique insight about the areas of inclusion where we are not doing
228 enough, and it would therefore be valuable to use the work of the permanent
229 awareness team to further ensuring our practices are evolving where we need it
230 to, as well as reaching FYEG arenas.

231

6. **Political education**

232 FYEG provides its members with knowledge and skills in line with the values that

233 bring us together to participate actively and effectively in democratic
234 processes and civic life to build the world we believe in. It goes beyond
235 enhancing individual understanding; it involves critically examining how the
236 world works, both past and present, to empower young people to actively
237 participate in shaping a better future. Through this process, youth can learn to
238 question existing systems, understand the root causes of societal issues, and
239 develop the skills and knowledge necessary to drive meaningful change.

240 In order to better educate young greens on issues of racism, decoloniality,
241 islamophobia, anti-romani sentiments, antisemitism, and other issues affecting
242 racialised and ethnicised communities, FYEG will partly or completely pursue:

243 **MO trainings on antiracism**

244 FYEG will integrate these issues within the MO training programmes, for example
245 by ensuring at least one session on organisational inclusion and
246 intersectionality, in order to provide MOs the tools to strengthen their efforts
247 on inclusion and offering them important insights on intersectionality, race
248 relations, the root causes and political manifestations of racism, and the need
249 for a more inclusive organisation and society - which they can then carry on in
250 their own efforts.

251 **Education on antiracism at the start of events**

252 FYEG will dedicate time at the start of its events to explain and discuss
253 general principles of anti-racism and microaggressions, as described in the
254 corresponding title of the "Safer Spaces Policies" above.

255 **General political education in FYEG events**

256 FYEG will use its educational activities and communications to educate and
257 promote among young greens, and beyond to our broader audiences,
258 intersectionality and social justice, and important concerns of racialised and
259 ethnicised young greens, thus encouraging more awareness and sensitivity of
260 young greens participating at events and in general.

261 FYEG will expand and enhance, based on past good practices, the incorporation of
262 sessions on inclusion in its events. The expansion and enhancement should
263 consolidate this good practice to become a requirement in all activities and to
264 be expanded to sessions on other issues concerning racialised and ethnicised
265 communities, and ensure an intersectional approach in the design, implementation
266 and evaluation of said sessions.

267

7. Inclusive politics

268 FYEG will strive to include an intersectional approach in the creation of its
269 actions, including educational programmes, actions, political positions and
270 texts, campaign, etc.

271 **Inclusive event and campaign organisation**

272 Following the principle of “nothing about us without us”, FYEG will allocate
273 efforts on gathering input from young greens of racialised and ethnicised
274 communities and other marginalised communities in the creation of its actions,
275 especially but never limited to, those that delve on issues related to
276 racialised and ethnicised communities or other marginalised communities. Seeking
277 further support and contact partner organisations, experts, NGOs and Civil
278 Society Organisations, that work on the field of antiracism, racial justice,
279 inclusion and diversity will also be a measure to ensure FYEG’s programmes and
280 campaigns are in line with an intersectional and inclusive foundation.

281 Additionally, when inviting speakers, panellists, or other such guests, we will
282 strive for inclusion of voices from racialised and ethnicised communities and
283 other marginalised communities.

284 FYEG will update its service provider questionnaire to ensure the premises and
285 equipment used in the activities are as inclusive as possible for people with
286 disabilities.

287 **Inclusive political content**

288 FYEG’s political proposals and the actions to promote them through campaign and
289 social media actions will reflect the efforts to include contributions of
290 marginalised communities, including racialised and ethnicised communities, as
291 detailed in the point above.

292 FYEG’s political positions are the meeting point of the political positions of
293 the Member Organisations of the network. As such, FYEG’s political positions
294 tackle the actions that are suggested to implement or promote at the European or
295 International level to pursue liberation from oppression, by addressing systemic
296 barriers to the full participation of marginalised communities in politics and
297 society.

298 FYEG fosters providing support to its Member Organisations to become more
299 diverse and include more young greens from racialised and ethnicised communities

300 and other marginalised communities in the creation of their political positions
301 young greens and young greens of other marginalised communities.

302 **Solidarity and cooperation**

303 FYEG will continue to work with organisations of different nature working on
304 fostering racial justice and will expand and enhance the efforts so far,
305 establishing objectives to diversify its partners in this field, also to
306 organisations outside Europe.

307 **Safety and wellbeing for all young greens activists**

308 Activism is a fundamental part of FYEG politics. Racialised and ethnicised
309 communities and other marginalised groups, especially those from migrant
310 background, those who are in irregular administrative situation, people with
311 gender-non-conformins identities and appearance, disabled people, and
312 neurodivergent people is often targeted and especially criminalised by police
313 and other “order” bodies of the state. FYEG will work on the creation of a
314 comprehensive guideline to assess the safety and act on the protection of these
315 groups in the context of actions of civil disobedience.

316 **Capacity-sharing**

317

318

8. Support to MOs in their efforts to become more inclusive and diverse

319 FYEG will provide support to its MOs in order to increase their inclusion and
320 ensure the development of steps at the MO level to attract young people from
321 racialised or ethnicised communities. With that aim, FYEG will at the request of
322 any MO translate this Inclusion Plan for the leadership to reflect on potential
323 steps that can be adopted at their national or regional level mirroring and
324 adapting when needed the actions to the MOs context and its capacities. FYEG
325 also encourages the bigger MOs to steer local branches to opt for this support.

326 This support will be promoted in FYEG events, including regional calls,
327 educational events, and statutory activities.

328 FYEG will organise at least one session per year to foster exchange of good
329 practices on inclusion and diversity within MOs.

330

9. Inclusion guidelines and criteria in grants to MOs

331 FYEG's MO Grants Programmes will include specific reporting and evaluation on
332 inclusion. FYEG will work on the creation of a template that complements the
333 current data evaluation on gender mainstreaming to also include data and
334 reporting on diversity and inclusion, striving to include an intersectional
335 approach.

336 The MO Grants Programmes will also encourage the applicant organisations to work
337 on and include topics linked to racial justice and antiracism, and incorporate
338 partnership with organisations at their local level working on the same topics.
339 The inclusion of said topics and/or said partnerships in an application will be
340 positively taken into account in the evaluation phase of the proposed project.

341 **Inclusion guidelines**

342 The MOs will have access to inclusion guidelines on how they can approach event
343 planning and organisation through an intersectional and inclusive approach. This
344 will include a venue questionnaire that takes in consideration accessibility.

345

10. Accessibility for all participants

346 FYEG will put in place specific actions to further ensure and systematically
347 mainstream the inclusion of all participants to its events.

348 **Visa assistance**

349 FYEG will continue to cover expenses to obtain visas to participate in events.
350 FYEG will follow a more extensive timeline and invest extra efforts on ensuring
351 enough prevision to ensure that all participants in need of visa can pursue the
352 process in a timely manner so that they can participate in the FYEG activities.
353 FYEG will create a guideline to mainstream and systematically kick-off this
354 efforts when applicable, said guideline should undergo periodic updates to
355 optimise Office's efforts and ensure successful visa application processes.

356 **Inclusion at events**

357 FYEG will increase the efforts to raise awareness among the members of its
358 bodies and among the participants to events about the need to ensure an
359 inclusive and welcoming environment, also by using an accessible and common
360 language. The outline for the first session of educational events will delve on
361 the need to use easier language, avoid acronyms, etc.

Explanation

As approved in the last General Assembly through the adoption of the [Activity Plan 2023](#), the Racial Justice Task Force led the efforts for the creation of a new Inclusion Plan, that especially focuses on racial justice and the inclusion of racialised, culturally- and ethnic-minoritised youth in our organisation and in our politics.