OVERVIEW OF ID ROADMAP

1. Increase commitment and buy-in

so that everybody is convinced that inclusion & diversity is important.

A — Arguments why I&D is important

- ○ ACTION 1: Collate arguments for I&D
- ○ ACTION 2: Make the arguments available
- ○ ACTION 3: Use the argumentaire

B — Increased I&D knowledge & awareness

- ○ ACTION 4: Develop training for I&D
- ○ ACTION 5: Get to know I&D in practice
- ○ ACTION 6: Increase information sharing about I&D
- ○ ACTION 7: Put I&D on the agenda
- ○ ACTION 8: Shared ownership of I&D between all roles
- ○ ACTION 9: Share tools for I&D

C — Commitment turned into action

- ○ ACTION 10: Give/show opportunities for action
- ○ ACTION 11: Create an enabling context
- ○ ACTION 12: Increase ownership and shared responsibilities
- ○ ACTION 13: Influence policy

This is a milestone.

Action done? Tick the checkbox!

2. Active outreach

to have more young people with fewer opportunities in the EU youth programmes

A — A conscious outreach (I&D) process

- ○ ACTION 14: Collect evidence, inform yourself
- ○ ACTION 15: Select your target group(s) to focus on
- ○ ACTION 16: Get to know your target group(s)
- ○ ACTION 17: Define your plan of action for reaching out (or for I&D)

B — Better/adapted communication

- ○ ACTION 18: Adapt your message to the target group
- ○ ACTION 19: Go where your target group is
- ○ ACTION 20: Involve the target group
- ○ ACTION 21: Use testimonials and storytelling
- ○ ACTION 22: Upskill for outreach and communication

C — Interconnection with others

- ○ ACTION 23: Encourage networking for I&D
- ○ ACTION 24: Work with other sectors
- ○ ACTION 25: Widen participation
- ○ ACTION 26: Build a trustful positive relation with the public / target group

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3. Reduce barriers

to organising European youth projects involving young people with fewer opportunities

A **More accessible Programme design and tools**

- ◯ ACTION 27: Facilitate closer connection between Programmes and youth work reality
- ◯ ACTION 28: Have a bigger variety of European youth project formats
- ◯ ACTION 29: Use easier language and concepts
- ◯ ACTION 30: Simplify procedures
- ◯ ACTION 31: Tackle legal obstacles
- ◯ ACTION 32: Adapt the application/report forms
- ◯ ACTION 33: Allow different types of applications/reporting
- ◯ ACTION 34: Make IT tools more user-friendly
- ◯ ACTION 35: Develop I&D tools for assessors

B **Support for overcoming obstacles**

- ◯ ACTION 36: Show the support for I&D projects
- ◯ ACTION 37: Provide tools for first steps
- ◯ ACTION 38: Ensure more opportunities for YPFO
- ◯ ACTION 39: Deliver coaching for European youth project applicants
- ◯ ACTION 40: Have a supportive approach & provide access to help
- ◯ ACTION 41: Increase self-confidence of the newcomer beneficiary

C **Upskilled beneficiaries**

- ◯ ACTION 42: Deliver training
- ◯ ACTION 43: Provide support material
- ◯ ACTION 44: Create networking opportunities / peer learning
- ◯ ACTION 45: Develop competence profile for working inclusively
- ◯ ACTION 46: Deliver inclusion training for trainers

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4. Maximise the impact

of European Programmes and European youth projects on I&D

A **Visibility and recognition of the benefits of the experience**

○ ACTION 47: Recognise participants' learning
○ ACTION 48: Plan for change/for impact with the projects
○ ACTION 49: Upskill beneficiaries to measure and evidence impact
○ ACTION 50: Document the impact of I&D projects

B **European youth project embedded into the community**

○ ACTION 51: Involve more people
○ ACTION 52: Develop social capital
○ ACTION 53: Create synergies

C **Supported follow-up actions**

○ ACTION 54: Support participants' next steps
○ ACTION 55: Create future opportunities for organisations' next steps
○ ACTION 56: Invest in sustainability after the European youth project ends

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5. Mainstreaming Inclusion & Diversity

in European Programmes and European youth projects - 'I&D by Default'

A | **Walk the talk – living the values**

- ○ ACTION 57: Evolve towards more inclusive and diverse structures
- ○ ACTION 58: Organise inclusive events / activities / resources / communication

B | **Tools to support mainstreaming of I&D**

- ○ ACTION 59: Ensure a shared understanding of I&D
- ○ ACTION 60: Collate or create practical tools
- ○ ACTION 61: Create an I&D checklist for project organisers/ assessors

C | **Training and informing about mainstreaming I&D**

- ○ ACTION 62: Deliver training offer about mainstreaming I&D
- ○ ACTION 63: Promote the Programmes as an inclusive tool

MORE INCLUSION AND DIVERSITY IN THE EU YOUTH PROGRAMMES

YOUR NOTES:

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