



FEDERATION OF YOUNG
EUROPEAN GREENS

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INCLUSION PLAN 2019 - 2021

ADOPTED BY FYEG GENERAL ASSEMBLY IN AUGUST 2019



MAKING FYEG MORE INCLUSIVE

Adopted by FYEG General Assembly in August 2019

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

What is social inclusion?

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

Young people with fewer opportunities.

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

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

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

√ Educational difficulties: people with learning difficulties, early school-leavers and school dropouts, lower qualified persons, people with poor school performance, etc.

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

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

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

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

Three steps to becoming more inclusive:

1. MONITORING

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

- How many people with disabilities take part in projects, working groups and other activities?
- How many people requested financial support with participation fees and travel costs?
- How many people requested organizational support for travelling?
- How many people requested support

with other logistics?

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

2. IMPLEMENT SUPPORT OFFERS

When organizing an event, the prep team should always have a look at the list of the obstacles and think about how to make the project as accessible as possible for people facing some of the obstacles.

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

Sign language for deaf people: always having one person present who can translate English in sign language

Linguistic support for people who don't speak English very well

Financial help also for exceptional cost due to disability or health (e.g. costs of a personal assistant, specialized travel items, insurance etc.)

Travelling: For some people (e.g. disabled persons) it might be much more difficult to travel than for others.

Mental health is an important aspect in the lives of today's youth. FYEG should develop a clear framework for vulnerable adults with mental health issues with this information: a contact person, check personally needs, prep team role, etc. In the Strategic Planning Meeting some principles were discussed, for instance, an open policy to people with mental health issues, creation of silent rooms, etc. This should be further developed.

So FYEG could...

Offer organizational help for the trip

Connect people who travel from the same regions, so someone who might not be able to travel alone can get support.

- o Organizational support with logistics
- o Personal support during activities

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

3. FURTHER ACTIONS

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

Implement further support offers

do awareness trainings on inclusion aspects in projects

attend events with target organizations so they can build trust with FYEG

organize a seminar on Social Inclusion

promote Social Inclusion in the external communication, e.g. do a social media campaign on inclusiveness in politics and mobility

create a guide for the MOs to be aware of Inclusion issues

...and a lot more things.

The concept of Inclusivity advances FYEG to be a more inclusive organization.

GENDER BUDGETING

What is Gender Budgeting and why do we need it?

There is no gender-neutral cash-flow budget – every financial decision has gender specific impacts. But gender-blind budget planning is intensifying and increasing the inequality between genders. To counter this grievance, we need Gender Budgeting!

Gender Budgeting...

Displays gender specific aspects on financial and budgeting aspects

- Increases the awareness for the relevance of gender for financial decisions
- Is a regulator for gender-equitable policies
- Is part of gender mainstreaming
- Generates debates on deficits in financial management
- doesn't replace supportive measures for women, trans or genderqueer but goes hand in hand with them

How can we implement the concept of Gender Budgeting?

For doing Gender Budgeting we need to extensively analyze the current situation of the cash-flow budget and financial decisions concerning gender specific aspects. In short, we examine how much money FYEG has and how it is used. First, we need to set analysis criteria and then investigate the last period (year or 6 months) with them.

In FYEG it would be reasonable to analyze the following:

How many of the last treasurers of FYEG have been women, trans or genderqueer people and how many have been men?

How many of the current treasurers of the MOs of FYEG are women, trans or genderqueer people and how many are men?

How much of the money FYEG spent on reimbursing travel costs was payed to women, trans or genderqueer people and how much to men?

How much of the personnel expenses are paid to women, trans or genderqueer people and how much to men?

How much of the speaker's fees is FYEG paying to women, trans or genderqueer people and how much to men?

Does FYEG offer child care for its events and how does this affect the participation of a certain group of people?

What can be outcomes of Gender Budgeting?

By doing this analysis we get a broad insight in the gender justice of the current budget and see concrete deficits. Therewith we can develop specific measures and actions to reach gender equality. Based on the research, FYEG can

- do awareness trainings on gender aspects in financial issues
- organize a seminar on "feminist finances"
- support women to engage with finances in the organization and the MOs
- promote Gender Budgeting in the external communication, e.g. do a social media campaign on gender awareness in finances
- create a guide for the MOs to implement gender budgeting
- and a lot more things

The concept of Gender Budgeting advances FYEG to be a more inclusive and feminist organization.