



Creating a Space; A youth services journey to social inclusion. Youth Work Ireland, Galway

“Civilization is the process in which one gradually increases the number of people included in the term 'we' or 'us' and at the same time decreases those labelled 'you' or 'them' until that category has no one left in it”.

~Howard Winters (1994)



The Jargon

1. Evidence Informed: An approach that helps people and organisations make well-informed decisions by putting the best available evidence at the heart of practice development and service delivery. (S. Nutley, 2010)

2. Reflective Practice: the capacity to reflect on action so as to engage in a process of continuous learning, which, according to the originator of the term, is "***one of the defining characteristics of professional practice***" (Schon, D, 1983)

A little bit more Jargon

3. Logic model: is a tool used most often by managers and evaluators of programs to evaluate the effectiveness of a program, looking at what is gained, what has to be inputted to achieve 'outputs' and 'outcomes'.

4. Inclusion Proofing: Putting in place safeguards to ensure service promotes Inclusiveness, for example the National Youth Council of Ireland's 'Diversity Toolkit' and the '12 steps to Intercultural Youth Work'.

Policy Context for Youth Work & Inclusion

The Irish Youth Work Act(2001);

“Meet all young peoples needs equally & fairly”

The National Youth Work Development Plan (2008-2012);

uphold the equal status act (2000) which obliges youth services to deliver services in an equal and non-discriminatory way.”

“Proposals for the National Youth Work Development plan are based on a commitment to a vision of youth work which values diversity, aims to eradicate injustice and inequality, and strives for openness and inclusiveness in all its dealings with young people and adults”

The National Quality Standards Framework (NQSF) for youth work were put in place to assess and continuously improve service. A core principal whereby we measure services is that:

“Equality and inclusiveness are ensured and all young people are valued, welcomed and involved.”

Social Inclusion as Core Youth Work Practice

- The Youth Work Ireland consensus conference delegates identified: *‘Young people from all backgrounds are socially included’* as the topmost outcome from youth work.

“Contribute towards the promotion of social justice for young people and in society generally through encouraging respect for difference and diversity, recognising the influences of class, gender, ethnicity, sexuality and ability and challenge discrimination”

Banks , (2011), Ethical Issues in Youth Work

What is Identity?

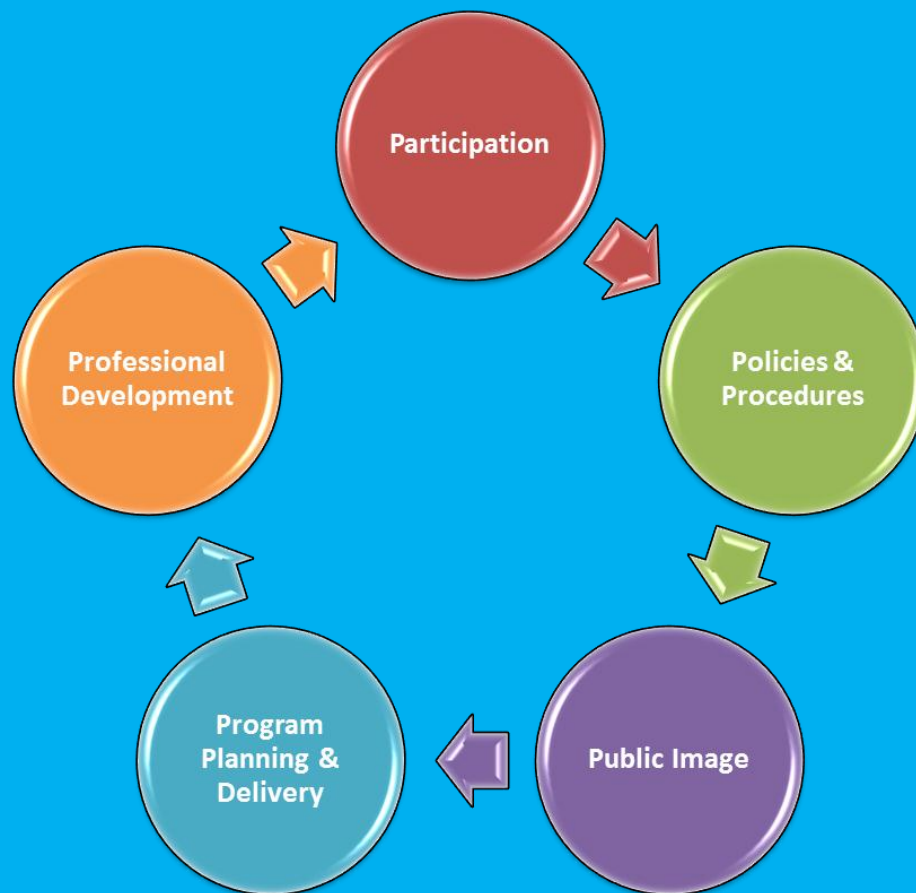
‘Young people don’t just have one identity but multiple identities’

Access all Areas: A Diversity Toolkit for the Youth Work Sector (2011)
developed by the National Youth Council of Ireland and Youthnet.
Youth Work Ireland Galway contributed to and piloted the toolkit.

- In 2010 -over 8% of students in 3rd level colleges in Ireland were from non-Irish countries.
- 2006 census - almost 10% of young people (under 24 years) were born outside of Ireland.

The 5 P's-A Model for Inclusion in Youth Work

“is identifying, understanding and removing barriers that exist to participation and belonging. It focuses on allocating resources to achieve equality of outcome for all”.



*The CONTRIBUTION of
Quality Youth Work
to SOCIAL INCLUSION*

Who are Young People at Risk of Exclusion?

- Minority ethnic backgrounds
- LGBT
- Irish travellers
- Physical disability, sight loss or deaf
- Learning disability, mental health issues
- Juvenile justice system
- Young parents
- Education, employment or training needs, early school leavers
- Young women and men not being treated equally (challenging gender stereotypes)



12 steps to good Intercultural youth work practice (a proofing process explained)

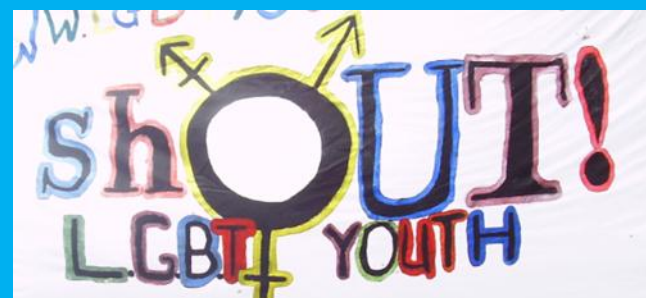
1. Organisational Review
2. Space and Environment
3. Staff and Volunteers-attitude and commitment
4. Responsibility for Interculturalism assigned in organisation
5. Involvement of Youth
6. Group contract
7. Activities
8. Networking
9. Policy development
10. Resources
11. Monitoring and Evaluation
12. Mainstreaming

- *The National Youth Council of Ireland (2011)*

Our Model of Inclusion Work In YWI Galway

Provision of Targeted Services as a path to social inclusion:

- Treo Nua and Junction Garda Diversion Projects; for young people involved in Juvenile Justice System
- SPARK Project for adolescent asylum seeker, refugee and migrant young people
- Young Mothers in Education
- ShOUT Project for LGBT young people
- Galway Autism partnership



Linking Targeted to Mainstream Services

- Westside and Tuam special projects for young people
- Youth Cafés, drop-in and Information services
- CAPE Drug and alcohol education/
Harm Reduction Project
- Youth Clubs
- Health Education Projects



Equality as Core to Our Ethos - Policy

Strategic Planning; Youth Work Ireland

Equality statement;

Our equality statement recognises and affirms the equal right of all people to participate fully in the social, economic, political and cultural life of their community.

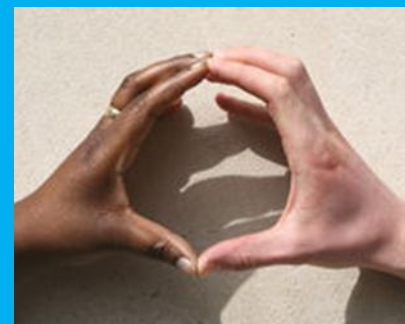
Intercultural Policy Statement;

Youth Work Ireland Galway is committed to promoting Interculturalism throughout the organisation: for programme participants, staff, volunteers and members of Board, management and other committees, in keeping with child welfare and protection policy.

How to of Proofing

- *“You never really understand a person until you consider things from his point of view--until you climb into his skin and walk around in it”*
Harper Lee “To Kill a Mocking bird”(1960)

- Information/Training, Empathy
- Planning and evaluation
- Prioritise inclusion
- Communication
- Allow Mistakes/Learning



Evaluation Review and Improvement

- Diversity auditing with County Galway VEC
- Use of Logic Model
- Strategic Planning
- Reflective Practice
- National Quality Standards Framework
- Use of Proofing Tools , Access all areas
Diversity Toolkit and The 12steps to good
Practice for Intercultural Youth York NYCI



Thank you for your time,
Enjoy your Day

The CONTRIBUTION of
Quality Youth Work
to SOCIAL INCLUSION