

Stories of Equality



Youth Work Ireland

equality
2017

Activity Pack for Workers and Volunteers

For Youth Work Ireland Week 2017, Member Youth Services, clubs and projects are asked to run the 'Stories of Equality' activity.

This simple, fun and creative activity facilitates young people to tell their stories of equality, and what being equal means in Ireland today. Completed posters will be part of an exhibition at the National Consensus Conference in the Royal Hospital Kilmainham in October.



Youth Work Ireland

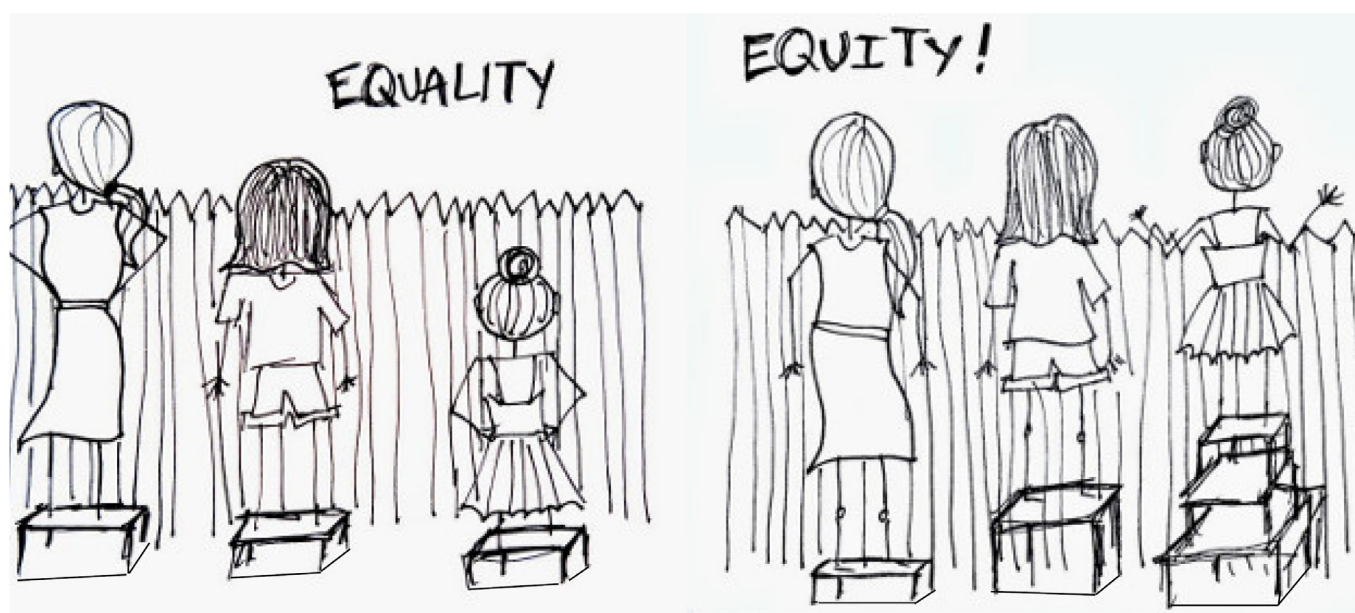
Background - What You Need to Know

Youth Work Ireland Week 2017 takes place from April 22th-29th, and this year's theme is Equality, as voted on during our Consensus Process in 2016. During the week hundreds of activities and events will take place in clubs, projects and services across Youth Work Ireland Member Youth Services that will:

1. Create a shared understanding of equality we can all work towards.
2. Raise awareness of equality challenges young people face by telling young people's **Stories of Equality**.
3. Promote your equality work and the role of youth work in the national media.
4. Develop a policy and programme of work to build equality in Youth Work Ireland, and in Irish society.

Our Shared Understanding of Equality

Basic Equality vs. Equality of Outcome



Basic Equality is about sameness, it promotes basic equality by giving everybody the same thing. It's a great idea, but often doesn't help, as people start from different places and have different skills, opportunities, likes and preferences.

That's why in Youth Work Ireland, we promote **Equality of Outcome**, which is about **fairness**. When we talk about equality we are talking about ensuring that everybody gets what they need to have the same outcomes as each other - as you see in the image above!

Equality of Outcome considers where each young person is starting from; their needs, their goals and the supports they need to achieve these. This improves the chance that every young person will have an equal outcome. For a disabled young person, it may involve removing obstacles in buildings. For a young minority background person, it may involve supporting them around language and school work. For a young person at risk, it may mean supporting them back to education or training, and for a young LGBTI+ person it may mean supporting them during their coming out journey.

When We Say Equality – We Mean Equality of Outcome

Activity - What You Need to Know

Group Agreement - Important! Prior to starting, establish group guidelines to ensure that the group is comfortable, has trust and confidentiality. Assure participants that this activity is a safe place to share their stories, and explore their views and feelings about being young and equal in Ireland today.

Ice Breaker - Same Same but Different!!

This brief activity can be done with young people and adults together to show that while we are all unique and different, we share similarities in common with each other.

- Make a circle of chairs spaced well apart with one less chair than the total number of people participating (No chairs? Place a sheet of paper on the floor where each person should stand).
- Ask the young people to sit on a chair each or stand on the paper.
- The facilitator (the only one without a chair) stands in the circle and calls "Swap places if you..."
- The facilitator then calls out something true for them as well as the group, such as... has a brother, likes chocolate, has brown eyes, speaks English, supports Man Utd. etc...
- The idea is to discover commonalities, all those who agree with the statement leave their chair and grab another to sit on as fast as they can.
- The person who doesn't have a chair in time stands in the middle and starts the process again.

Stories of Equality Activity

Stories of Equality raises awareness of young people's equality challenges, and highlights how youth services support young people in achieving equality. The activity is simple – using the storyboard poster provided get your group of young people to depict a story of how they experience equality either individually or in groups. The story they tell can either be about how they experience unequal outcomes as in the left side of the illustration (opposite page), or how they have been supported to achieve equal outcomes, as in the right side of the illustration (opposite page). It is important that you are ready to lead a discussion about the illustration prior to doing the activity.

Some directions you can prompt your group are:

1. Lead a discussion about your group's views and experiences of equality as a young person in Ireland. Discussion prompts include: Are there everyday challenges in their lives that impact on their experience of equality? Do different groups of young people experience equality differently? Have they experienced discrimination either personally, or witnessed other young people being discriminated against? Do young people have the power to challenge discrimination and make change? Can youth work and youth services help young people achieve and fight for equality?
2. Next, focus your discussion on the image on the opposite page. Ask the young people to consider **Basic Equality vs. Equality of Outcome**. Ask, which is preferable? Now brainstorm instances of each in their own lives and in the lives of others (perhaps this will link directly to the previous discussion). For each instance the young people name, can they identify the **lack of/or provision of** supports that led to the outcome? Take notes on a flip chart so the young people can easily keep track of their ideas.
3. Now it is time to choose a **Story of Equality** from the examples the young people have identified. Using your flipchart notes lead a quick voting exercise to bring the group to a selection.
4. Finally, commit your story to paper. It's a good idea to do a quick sketch/outline on a scrap of paper before starting on the poster. Good luck, have fun and we can't wait to see your **Stories of Equality**.

Equality Campaign - What to do Next

- Photograph or video the poster making activity and post the images on your social media and to Youth Work Ireland's Facebook page at www.facebook.com/youthworkireland
- Share them on Twitter with [@ywirl](https://twitter.com/ywirl) using the hashtag [#equality17](https://twitter.com/ywirl)
- Display your storyboard posters in your clubs, or at other events you will be holding during Youth Work Ireland Week (22-29 April)
- We'd love to display the posters at Youth Work Ireland's National Consensus Conference in **The Royal Hospital Kilmainham on October 21st**.
- To take part in the display, please return the posters you want displayed to Youth Work Ireland National Office, after Youth Work Ireland Week. Young people should select the posters they want to represent their group – they can send as many as they wish (posters cannot be returned).

All clubs, projects and services that take part in the **Stories of Equality** campaign and let us know by sharing, tweeting, emailing images or sending the posters back will be entered into a draw for a cash prize of **€400** (payable to the club, project or service).

For the rest of the Equality '17 Year

- Attend a **Learning & Sharing Regional Event** taking place in **Limerick, Sligo and Dublin in April**. These events are fun, interactive and will bring young people, staff and volunteers together to share their experiences of equality. Find out more at www.youthworkireland.ie/events
- All Member Youth Services will receive a plastic stencil to be used throughout the year, on walls, windows, posters, t-shirts.... the list is endless and we would love to see this logo stencilled in the most wonderful, wildest and weirdest places ever.... so please use the stencil in your activities and take lots of photos and videos of your groups stencilling and share with us on Facebook (www.facebook.com/youthworkireland) or post them to Twitter [@ywirl](https://twitter.com/ywirl).
- During Youth Work Ireland Week your clubs and services will be running many other events, we'd love to share images and videos of these events, so please take pictures and videos and share them to Youth Work Ireland's Facebook account www.facebook.com/youthworkireland or email them to ghalpin@youthworkireland.ie
- We'd also love to hear from you if you'd like to participate in, or attend our National Consensus Conference, **Equality 17**, in October, either as a delegate, by taking part in a Ted Talk or exhibition space to tell us about your club, project or service and your work on equality.

Thanks for taking part in Youth Work Ireland's **'Stories of Equality'**, we hope you had fun and enjoyed it.

