

Draft Programme - Scouting for All – Training on “How to involve young people from excluded groups?”

	2 Sept	3 September	4 September	5 September	6 September	7 Sept	
	Arrivals	Expectations, program, method and rules of the game Presentations by participants: what are they already doing or want to do in the field of Diversity & Inclusion; what are our personal and organisational motivations to promote diversity in our association <u>Objective</u> : make participants aware of their motivations and those of their associations - helps to discover that these motivations can be different).	How to build up a project in my association ? Project management input with the different steps of a project, including specific requirements for diversity & inclusion. <u>Objective</u> : participants have a clear view of the steps of a project) and receive information about tools like : communication, change management, participatory approach, other	How to reach the goal? The steps, the resources needed, ...	Communication When and how to communicate about the project, about diversity & inclusion	Departures	
		Define what is diversity (on the basis of a framework developed by Diversity & Inclusion Priority Project Group)	Assessing the situation in my association: what is the existing diversity in my association? Good practices? Experiences? Difficulties? First, a theoretical frame, then put it into practice for own association Mapping of the stakeholders (without forgetting the people from the minority we would like to reach) what are the needs of the stakeholders? the concerned minorities ? how to know these needs ?	External expert contribution	Creativity using creativity in order to solve the organisational brakes on inclusion and the difficulties that will arise during the project (think out of the box)		
13.00							
		What are the benefits and challenges to diversity? <u>Objective</u> : diversity is not easy, it's important that people know it's not a piece of cake project	SMART goal and objective setting	Field visit	Elaboration of the action plan : using everything that was already done, put it together, write down the questions that are still open Questions & answers Provide resources Evaluation of the training		
		How are our stereotypes playing a role? <u>Objective</u> : discovering that we are sometimes excluding some people just because of the way we traditionally organize things. Identifying what stereotypes prevents us to develop diversity in our associations - How to work on it and avoid stereotypes to prevent us from building a good diversity project	Change management				
19:00							
20.30	Getting know each others	Small group evaluation of the day Participants write what they learned and how they will use it back home	Small group evaluation of the day Participants write what they learned and how they will use it back home	Small group evaluation of the day Participants write what they learned and how they will use it back home	Sharing about the projects (vernissage)		