



INCLUSION AND DIVERSITY STRATEGY



HELLENIC NATIONAL AGENCY

ERASMUS+/ YOUTH & EUROPEAN SOLIDARITY CORPS

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a. Introduction

Inclusion & Diversity is regarded as a top priority within the EU Programmes Erasmus+/ Youth and European Solidarity Corps since the very beginning of these Programmes. The European Commission, through these Programmes highlights the values of inclusiveness and accessibility providing equal opportunities to all young people regardless of their background for the fields of education, training and lifelong learning. For the current new Programme generation, the European Commission highlights even more Inclusion and Diversity within these Programmes by enabling additional financial support to projects that focus on these fields.

On the one hand, the importance of Inclusion and Diversity is highlighted through the various documents that have been developed on behalf of the European Commission regarding the Programmes Erasmus+/ Youth and European Solidarity Corps. Both the Implementation Guidelines for Erasmus+ and European Solidarity Corps Inclusion and Diversity Strategy and the Commission Implementing Decision (EU) of 22.10.2021 on the framework of inclusion measures of the Erasmus+ and European Solidarity Corps Programmes 2021-2027, outline the principles that the Programmes should be implemented upon and the data on which the development of the respective Strategy has been evidenced and developed. National Agencies are strongly encouraged to promote the abovementioned documents while at the same time applying a National Strategy in the field of Inclusion that better matches their national environment.

Therefore, the Hellenic National Agency (HNA), considering the results of projects with a focus on Inclusion & Diversity that have been implemented during previous Programme generations, discussions with beneficiaries and other stakeholders active in relevant fields and based on the Inclusion & Diversity Strategy that has been formulated, develops its National Strategy on Inclusion & Diversity for the implementation of the Programmes Erasmus+/Youth & European Solidarity Corps.

The current document reflects the Strategy that the Hellenic National Agency intends to apply for the implementation of the Programmes at the national level sharing its long-term objectives, and demonstrating an action plan and supporting mechanisms to all Programmes' stakeholders for the period 2022-2027.

The current Strategy comprises the first initiative of the Hellenic National Agency to shape the framework that will be applied towards the boost of inclusion and equality within the Programmes which is also depicted in the Multi-annual Work Programme. The Hellenic

National Agency plans to proceed with review of this document within a reasonable time during the period 2022-2027.

b. Aim of the Strategy

The main aim of the Hellenic National Agency in terms of Inclusion & Diversity Strategy is to provide equitable opportunities of access and social inclusion for everyone to the Programmes Erasmus+ and European Solidarity Corps. The National Agency will work unconditionally on the values of equity, accessibility and inclusiveness towards the implementation of the Programmes and will provide support to all stakeholders to share the same values and priorities within the Programmes' projects.

c. Objectives of the Strategy

The Hellenic National Agency has set the long-term and mid-term objectives of the National Inclusion & Diversity Strategy as follows:

i. Long- term Objectives

The Hellenic National Agency, through the implementation of the National Inclusion & Diversity Strategy, aims to:

1. Raise awareness about possibilities that both Erasmus+/Youth & European Solidarity Corps provide to young people with fewer opportunities.

Through its activities and developed materials, the HNA plans to provide targeted information about what young people with fewer can take advantage of by being engaged to projects within the Programmes.

2. Foster the engagement of organisations active in the field of inclusion and diversity to the Programmes

The HNA provides constant information and support to all potential beneficiaries in order to apply for projects that focus on the topics of inclusion and diversity.

3. Support the organisations to increase the number of participants that derive from inclusive groups in their projects.

The HNA provides constant information and support to all potential beneficiaries in order to include in their projects young participants with fewer opportunities.

4. Support young people with fewer opportunities to develop/increase their skills and competences in order to be more confident and competent. Encourage active citizenship of these young people within their local communities and beyond.

Using its mechanisms and tools, the HNA promotes the equal participation of young people with fewer opportunities to the Programmes in order to enhance or develop their skills and competences and therefore increase their self-esteem and confidence. Moreover, the HNA promotes the participation of young people with fewer opportunities to the Programme in order to enhance their engagement to their local communities.

5. Create environment of equality and non-discrimination in their social environment.

Respecting the core values of the Programmes, the HNA promotes inclusiveness, equality and works for combatting discrimination within the social environment that young people with fewer opportunities live in.

6. Increase the number of newcomer organisations that work for young people with fewer opportunities.

The HNA plans to invest in promotional activities and trainings in order to inspire more organisations that are active in the field of inclusion and diversity to be potential beneficiaries.

7. Provide training opportunities for those organisations in order to increase their capacity on qualitative engagement of young people with fewer opportunities to Erasmus+ and ESC projects.

Through its national and transnational activities and trainings, the HNA plans to provide on annual basis the space for organisations active in the fields of inclusion and diversity to get trained in order to increase their knowledge and personnel skills to better include young people with fewer opportunities to their projects.

8. Invest in qualitative implementation of Erasmus+ and ESC projects related to inclusion.

By providing constant support and advice, the HNA will work together with the beneficiaries to improve the projects' implementation during all stages of their projects' cycle.

9. Networking of those organizations.

The HNA intends to create, through its mechanisms and tools, space that organisations active in the fields of inclusion and diversity to network, share best practices and ideas and collaborate on future projects.

ii. Mid-term Objectives

The Hellenic National Agency has set the long-term and mid-term objectives of the National Inclusion & Diversity Strategy as follows:

1. Focus on increasing the number of participants that derive from vulnerable background.
2. Focus on increasing the number of projects that promote inclusion and diversity.

d. Monitoring mechanisms of the objectives

The Hellenic National Agency will be monitoring the objectives as set above on a regular basis by making use of the following set of tools and mechanisms:

- Indicators from the Programmes

The HNA will monitor the level of achieving the objectives as set in the National Strategy by drawing conclusions that derive from indicators related to the implementation of the Programmes. Tools as the Project Management Module and Beneficiary Module will enable HNA to provide specific outputs.

- Reflection and exchange of views in a national consultation group

The HNA calls all potential stakeholders of the Programmes that are active in the fields of Inclusion & Diversity to participate to the National Consultation Group for Inclusion and Diversity. The group works in close collaboration with the HNA in order to define challenges or share best practices in these fields. The HNA makes use of the outcomes of the Meetings of this Consultation Group.

- Survey

The HNA plans to conduct a survey on Inclusion & Diversity issues during the year 2024. The survey concerns the quality of implementation of the Strategy depicted in the awarded projects. The outcomes of the survey will enable HNA to review the current Strategy and reflect on the current objectives and activities.

- Feedback from participants in TCA trainings /NET activities related to inclusion

The HNA asks for reflection of the participants in TCA trainings and NET activities. The participants are motivated to provide the National Agency with their feedback and ideas concerning the engagement of young people with fewer opportunities to the Programmes or any other ideas that can enhance the achievement of the objectives of the Strategy.

e. Target groups of the Strategy

Based on the Regulations establishing the Erasmus+ and the European Solidarity Corps Programmes and as stated on the Implementation guidelines Erasmus+ and European Solidarity Corps Inclusion and Diversity Strategy, “(young) people with fewer opportunities” are defined as *“(young) people who, for economic, social, cultural, geographical or health reasons, due to their migrant background, or for reasons such as disability or educational difficulties or for any other reason, including a reason that could give rise to discrimination under Article 21 of the Charter of Fundamental Rights of the European Union, face obstacles that prevent them from having effective access to opportunities under the Programme”*

Therefore, as claimed in the Inclusion and Diversity Strategy as well, the main target groups of the National Inclusion & Diversity Strategy are all the young people that find themselves in one or more of the disadvantaged situations that are mentioned above.

In this framework, the HNA applies the National Strategy and creates the ground to equally support all young people as defined above.

Moreover, the HNA, additionally to the activities supporting the Strategy, focuses its interest to a specific barrier on an annual basis. Therefore, the HNA puts its effort to enhance the

participation of young people with fewer opportunities deriving from a specific category each year.

For the period 2022-2024 the HNA plans to implement its Strategy with special focus as follows¹:

2022	Disabilities and special needs
2023	Health problems and mental health related cases
2024	Social barriers and barriers linked to discrimination (and migrants)

f. Types of supporting activities

The Hellenic National Agency supports and implements the Inclusion & Diversity Strategy through a set of activities and tools in order to meet its objectives as set above. Some indicative activities are the following:

- TCA trainings and NET activities

The HNA has set its Strategic Plan so that either a TCA training or a NET activity will be hosted at national or transnational level focusing on a specific category of the abovementioned target groups.

- Communication activities

The HNA will include, in its annual communication plan, set of targeted events, development of targeted materials, webinars and promotional activities that will raise awareness towards Inclusion & Diversity within the Programmes.

- Consultation Group

The HNA plans to proceed to the creation of a Consultation Group with stakeholders of the Inclusion and Diversity field at national level. This Consultation group will meet on-line on a regular basis.

- Support to beneficiaries

The HNA will support beneficiaries during the lifecycle of their projects via meetings, oral/ face-to-face communication, provision of information and recommendations in order to enhance the quality of the implementation of their projects and the qualitative participation of young people with fewer opportunities.

- Active role of Inclusion Officer

The HNA has appointed its Inclusion and Diversity Officer who holds the responsibility of the smooth implementation of the National Inclusion & Diversity Strategy and acts as the contact person between the National Agencies, the Commission and the SALTOs on the topic.

¹ For the rest of the programme period, the HNA will revise the Strategy and based on the indicators of the Programmes implementation, will define the target groups on which will focus the years 2025, 2026 and 2027

- Synergies

The National Agency plans to have an active role within networks and working groups at transnational level focused on Inclusion and Diversity in order to network, follow updates, exchange best practices get inspired and updated to any news on the topic. The HNA works closely with other National Agencies, the European Commission and the Resource Centers or any other working group that focused on Inclusion & Diversity. At National level, the HNA works closely, through the activities as defined above, with any stakeholder or group that is active on the field.