

YW-MED MANIFESTO

LGBTQIA+ INCLUSIVE YOUTH EXCHANGES

Creating safe, inclusive and
empowering youth experiences

PROJECT OVERVIEW

YW-MED aims to improve the quality of youth work
across the Mediterranean region by fostering the
inclusion of LGBTQIA+ young people in Erasmus+
youth exchanges.



OUR GOAL

Improve the quality
of youth work



OUR FOCUS

Promote LGBTQIA+
inclusion and rights



OUR SCOPE

Across the
Mediterranean
region

OUR CORE APPROACH

Inclusive youth exchanges are built on 3 key areas.



ENVIRONMENT



GROUP DYNAMICS



LANGUAGE

Each area is explored through 6 key dimensions:



Fears



Prejudices



Challenges



Support



Encouragement



Valorization

1 ENVIRONMENT

Safe spaces are the foundation.

- Create safe, inclusive spaces
(physical & emotional)
- Ensure gender-neutral facilities
and accessible spaces
- Offer inclusive food that respects
allergies and dietary needs
- Ensure privacy, security and
confidentiality
- Use visible and subtle symbols
of inclusion (e.g., rainbow)



2 GROUP DYNAMICS

People thrive in respectful and inclusive groups.

DO ✓

- Mix participants and avoid
closed groups
- Use ice-breakers and
team-building activities
- Encourage equal participation
and shared responsibilities
- Respect different identities,
opinions and experiences
- Promote diversity and
discriminatory behaviour
- Provide daily reflection and
feedback moments

AVOID ✗

- Exclusion and cliques
- Stereotypes and labels
- Dominance and unequal
power dynamics
- Ignoring quieter voices
- Any form of discrimination
or harassment



3 LANGUAGE

Words matter. Language can include or exclude.

- Avoid assumptions about gender
and pronouns
- Use clear, simple and
accessible communication
- Listen actively and
without interrupting
- Respect self-identification
and do not "out" anyone
- Address discrimination and
promote inclusion
- Accept mistakes, learn
and correct yourself

How would you
like to be
addressed?

Thank you for
sharing!

Everyone
belongs here.



CHALLENGES WE MAY FACE

Being aware is the first step to change.

- Cultural and linguistic differences
- Fear of saying the "wrong thing"
- Hidden prejudices and biases
- Unequal participation
- Lack of safe spaces and support



SUPPORT STRATEGIES

Small actions create big impact.

- Daily reflection and
emotional check-ins
- Clear group rules and
safe space agreements
- Peer support and
mutual respect
- Facilitator guidance
and trained staff
- Safe communication
channels and tools



THE IMPACT

When inclusion is intentional, everyone benefits.



SAFE
ENVIRONMENTS
where everyone can
be themselves



INCLUSION
and respect for
diversity



EMPOWERMENT
of LGBTQIA+
young people



BELONGING
and meaningful
participation

Stronger groups. Better learning. Lasting impact.

**INCLUSION
IS NOT AUTOMATIC.**
It is designed, facilitated,
and practiced.



Together, we can build a Mediterranean where all young people are seen, respected and empowered.



Diversity enriches us. Inclusion unites us.

#YW-MED