

Guidebook on inclusive youth organisations

WHY AN INCLUSIVE ORGANISATION?

1. What is an inclusive organisation and why is it good for the organisation (culture of inclusion)
2. What challenges can an inclusive organisation address
3. How does an inclusive organisation benefit young people with fewer opportunities (marginalisation) and who are they?
4. Values and principles of an inclusive organisation
5. The legal framework in the field of inclusion policy

THE PRACTICE OF AN INCLUSIVE ORGANISATION

1. Creating safer spaces
2. Values and principles of work
3. Taking into account the client experience and the needs of young people
4. Interpersonal relationships

Topics to include:

- violence (discrimination, stigma, exclusion, ridicule, restricting access to resources,...), how the violence is institutionalised and how we can prevent it
- focus on gender-specific violence and marginalised groups (especially women, LGBT+, sex workers, immigrants)

Intro

Creating an inclusive environment in youth organizations is all about making sure everyone feels welcome, valued, and empowered. Whether you're working with young people from different backgrounds, abilities, identities, or experiences, this guidebook is here to help you build a space where every voice can be heard, and everyone feels they truly belong. Together, we'll explore practical tips, strategies, and real-life examples to create a culture of inclusivity that celebrates diversity and encourages growth. So let's make our youth organizations more open, respectful, and supportive for all!

An inclusive organization

An inclusive organization is one that **actively embraces and values the differences** that each individual brings to the table. It's a space where every person, regardless of their background, identity, ability, or experience, **feels respected, supported, and empowered to participate fully**. In an inclusive organization, diversity isn't just acknowledged – it's celebrated as **a source of strength and creativity**.

Fostering a culture of inclusion **benefits the entire organization**. When everyone feels seen and heard, it creates a positive environment where **collaboration and innovation can thrive**. An inclusive culture encourages young people to share their **unique perspectives**, which leads to **fresh ideas, stronger problem-solving, and a richer experience** for everyone involved. By committing to inclusivity, youth organizations become more dynamic, adaptable, and better equipped to serve the needs of their communities, ensuring that no one is left behind.

Challenges

An inclusive organization has the power to address a wide range of challenges that often arise in youth settings. One of the biggest challenges is the **feeling of isolation or exclusion** that some individuals might experience due to **differences in race, ethnicity, gender identity, sexual orientation, ability, socioeconomic background, or other aspects of their identity**. By actively promoting inclusivity, organizations can break down these barriers and create a sense of belonging for everyone.

Inclusion also helps tackle issues like **discrimination, bias, and unequal access to opportunities**. When everyone feels valued and respected, it **reduces the chances of misunderstandings and conflicts** rooted in stereotypes or prejudice. Furthermore, an inclusive organization can address the challenge of **underrepresentation** by ensuring that **diverse voices are not only present but also actively shaping decisions and programs**. This leads to more effective and relevant youth work, as the organization becomes better equipped to **understand and respond to the needs of all its members**.

For the benefit of young people

An inclusive organization can have a profound impact on young people with fewer opportunities, who often face barriers to participation due to factors such as marginalization, discrimination, or lack of access to resources. These young people might include:

- **Those from low-income backgrounds:** Financial constraints can limit access to activities, education, or even basic needs.
- **Youth with disabilities:** Physical, sensory, intellectual, or mental health challenges can make participation difficult if support and accommodations aren't provided.
- **Young people from minority ethnic or racial backgrounds:** They may face discrimination, language barriers, or feel underrepresented in mainstream activities.
- **LGBTQ+ youth:** Experiencing stigma, prejudice, or a lack of safe spaces can prevent them from engaging fully in social or community activities.
- **Migrants, refugees, or asylum seekers:** Language barriers, cultural differences, or lack of legal status can make it harder for them to integrate and access opportunities.
- **Rural youth:** Limited access to resources, transportation, or activities can make it difficult for those in remote areas to participate in youth programs.

How Inclusion Benefits These Young People:

- **Enhanced sense of belonging:** By creating an environment where differences are respected and valued, young people who often feel marginalized can find a space where they feel accepted and supported.
- **Increased access to opportunities:** Inclusive organizations actively work to remove barriers, providing tailored support, resources, or accommodations that enable marginalized youth to participate fully.
- **Empowerment and confidence building:** When young people see that their voices and experiences matter, they gain the confidence to express themselves, share their ideas, and take on leadership roles.
- **Skill development:** Through access to inclusive activities, marginalized youth can develop important life skills, such as communication, teamwork, and problem-solving, which can enhance their personal and professional growth.
- **Stronger community connections:** Inclusive organizations foster diverse interactions, allowing young people to build friendships, expand their networks, and develop empathy and understanding for others.

By prioritizing inclusion, youth organizations help ensure that all young people, especially those who face marginalization, have the chance to thrive, grow, and reach their full potential.

Values

An inclusive organization is built on a strong foundation of values and principles that guide its actions, policies, and interactions. These core elements ensure that everyone feels valued, respected, and supported. Here's an example of the key values and principles that define an inclusive organization:

1. Respect for Diversity

Embracing the differences of identities, characteristics and backgrounds and celebrating them for their uniqueness and the strength they bring to the organization.

2. Equity and Fairness

Ensuring that all young people have access to the same opportunities, resources and support, as well as actively identifying and working to eliminate obstacles that prevent people from participating fully.

3. Accessibility and Accommodation

Creating spaces, programs, and activities that are accessible to everyone, including those with disabilities, economically disadvantaged or otherwise barred from participating. Being flexible and open to adapting practices, resources and methods to ensure everyone can participate.

4. Participation and Empowerment

Take a youth/centered approach and encourage young people to take an active role in all parts of the organization: decision-making, planning and implementing. Making sure that everyone's voice is heard, especially those who are often marginalized and not given a chance to speak up.

5. Openness and Transparency

Communicating clearly, sharing information openly and honestly with all members of the organization. Building trust and an environment where young people feel safe to express themselves, ask questions, and raise concerns without fear of judgment or discrimination.

6. Empathy and Compassion

Encouraging empathy by actively listening to and learning from the diverse experiences of others. Offering kindness, encouragement, and support to all members, especially those who may feel vulnerable or excluded.

7. Accountability and Continuous Learning

Taking responsibility and acknowledging and addressing any issues of exclusion, discrimination, or bias within the organization. Regularly evaluating and improving practices, policies, and programs to ensure that the organization remains inclusive and responsive to the needs of its members.

By **embedding these values and principles into their everyday operations**, inclusive organizations create a culture where every young person feels welcomed, valued, and empowered to contribute. This approach not only enriches the experience for all members but also **strengthens the organization** as a whole, making it more **resilient, dynamic, and capable of creating positive change**.

Legal framework

Sources:

<https://www.eu-patient.eu/policy/Policy/Anti-discrimination/legislation-summary---how-is-discrimination-addressed-in-eu-legislation/>

<https://www.europarl.europa.eu/about-parliament/en/democracy-and-human-rights/fundamental-rights-in-the-eu/promoting-equal-opportunities>

The legal framework for inclusion policy within the European Union provides a robust foundation for ensuring that youth organizations operate in a manner that respects and promotes the rights and opportunities of all individuals. This framework includes a variety of laws, directives, and policies that guide inclusive practices and protect against discrimination across member states. Here's an overview of the key components:

1. The Charter of Fundamental Rights of the European Union

- **Equality and Non-Discrimination (Article 21):** The Charter explicitly prohibits any discrimination based on sex, race, color, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age, or sexual orientation.
- **Rights of Persons with Disabilities (Article 26):** It recognizes the right of persons with disabilities to participate fully in social, cultural, and economic life, ensuring their independence and inclusion.

2. The European Pillar of Social Rights

- Adopted in 2017, this pillar establishes 20 key principles aimed at promoting fair and well-functioning labor markets and welfare systems. It includes:
 - **Equal Opportunities:** Ensuring equal treatment and opportunities for all, regardless of gender, racial or ethnic origin, religion, disability, age, or sexual orientation.
 - **Inclusion of People with Disabilities:** Recognizing the right to access services and participate fully in society.

3. The EU Anti-Discrimination Directives

- **Racial Equality Directive (2000/43/EC):** Prohibits discrimination on the grounds of racial or ethnic origin in areas such as employment, education, social protection, and access to goods and services.
- **Employment Equality Directive (2000/78/EC):** Addresses discrimination based on religion or belief, disability, age, and sexual orientation in employment and vocational training.

- **Gender Equality Directives:** These directives ensure equal treatment and opportunities for men and women, including the **Recast Directive (2006/54/EC)** and the **Goods and Services Directive (2004/113/EC)**.

4. The UN Convention on the Rights of Persons with Disabilities (UN CRPD)

- The EU and all its member states have ratified this convention, which promotes, protects, and ensures the full and equal enjoyment of all human rights by persons with disabilities.
- It emphasizes the importance of accessibility, participation, and non-discrimination, and serves as a guiding framework for inclusive practices within youth organizations.

5. The European Youth Strategy (2019-2027)

- This strategy encourages youth participation and emphasizes the importance of inclusion and diversity, especially for young people with fewer opportunities.
- **EU Youth Goals:** Goal 3, "Inclusive Societies," specifically focuses on ensuring that young people from diverse backgrounds are fully included and able to participate in society.

6. The European Accessibility Act (2019)

- Aims to improve the accessibility of products and services across the EU for people with disabilities, ensuring they have equal opportunities to participate in society and the economy.

7. National Legislation and Policies

- Each EU member state has its own laws and policies that align with the broader EU framework, often offering additional protections and guidelines for inclusion. Organizations should be aware of the specific national legal requirements relevant to their operations.

Implications for Youth Organizations

- **Compliance:** Organizations must ensure that their policies, programs, and practices comply with EU and national anti-discrimination laws.
- **Creating Inclusive Policies:** The legal framework encourages organizations to develop and implement policies that actively promote diversity, accessibility, and equal opportunities.
- **Access to Funding and Support:** Many EU funding programs, such as Erasmus+ and the European Solidarity Corps, prioritize projects that promote inclusion and diversity, offering financial support to organizations that commit to these values.

By understanding and adhering to this legal framework, youth organizations can create inclusive, equitable, and supportive environments that respect the rights and dignity of all young people.

Let's get practical!

Now that we've covered the basics of what a youth organization needs to be at its core, it's time to move on to how we apply these principles in practical work with youth. It is important that inclusive principles are followed all across the organization, from the people working with the youth, to the administration and everyone else, because, as we will see, discrimination can happen on many levels and steps, and the only way to combat it is if we are all aware of it.

Understanding Violence and Institutional Exclusion

- **Institutionalized Violence:** This refers to systemic practices, policies, or norms within organizations that marginalize or harm specific groups of people. It can manifest through exclusionary practices, lack of representation, or ignoring the voices of those who are different.
- **Unconscious Perpetuation of Harm:** Even well-meaning organizations can unintentionally perpetuate harm through biases or unequal power dynamics. This might include microaggressions, language that reinforces stereotypes, or creating environments where certain groups feel unsafe or unwelcome.
- **Impact on Youth:** When young people experience or witness exclusion or harm, it can have lasting effects on their mental and emotional well-being, as well as their ability to engage fully in the community. This is especially true for marginalized groups who may already face systemic discrimination outside of the organization.

Recognizing these issues allows organizations to take proactive steps to create safer, more inclusive spaces where all young people can thrive.

Creating safer spaces

Creating safer spaces in youth organizations is essential for fostering an environment where all young people feel secure, respected, and free to express themselves without fear of judgment, discrimination, or harm. It's more than just physical safety—it's about emotional, psychological, and social safety too. To understand why safer spaces are so critical, we need to acknowledge how violence and exclusion are often institutionalized and perpetuated, even unconsciously, within organizations.

Why Safer Spaces Matter

Safer spaces are essential for promoting trust, well-being, and active participation. When young people feel safe, they are more likely to:

- **Express themselves freely:** Without fear of judgment or retaliation, youth are empowered to share their thoughts, ideas, and feelings.

- **Participate fully:** Safety fosters engagement, allowing young people to get involved and contribute to group activities or discussions.
- **Build meaningful relationships:** In a safe environment, youth can form supportive, trusting relationships with peers and adults.
- **Develop self-confidence:** Feeling safe promotes personal growth and self-confidence, encouraging youth to explore new opportunities and take on leadership roles.

Practical Guidelines for Creating Safer Spaces

1. Establish Clear Community Agreements

- **Collaborative Rule-Making:** Involve young people in the process of creating community agreements or ground rules. This ensures that everyone has a say in what is considered respectful and safe behavior.
- **Key Principles:** Rules should emphasize respect, listening without judgment, confidentiality, and a commitment to non-violence, both physical and emotional.
- **Enforce Consistently:** Ensure that all participants, including staff and volunteers, are held accountable to these agreements. Consequences for violations should be clear and fair, and addressed in a restorative manner whenever possible.

2. Address Power Dynamics and Privilege

- **Acknowledge Power Imbalances:** Recognize that some individuals may hold more power due to their role, identity, or experience, and this can impact group dynamics.
- **Be Mindful of Privilege:** Staff and participants should be aware of their own privileges (ex, based on race, gender, ability, socioeconomic status) and how these can affect interactions.
- **Promote Shared Leadership:** Encourage rotating leadership roles and decision-making processes that allow everyone to contribute equally, helping to dismantle hierarchical structures.

3. Create Inclusive Physical and Emotional Spaces

- **Accessible Environment:** Ensure that the physical space is accessible to everyone, including those with disabilities (ex, ramps, accessible restrooms, appropriate lighting and seating, high-contrast, large print, people who are trained in using sign language...).
- **Inclusive Language:** Use language that is inclusive and respectful of all identities. This includes being mindful of pronouns, avoiding assumptions about gender or sexuality, and refraining from language that may reinforce stereotypes or stigmatize.
- **Safe Zones and Break Spaces:** Provide areas where individuals can retreat if they need a break from group activities or are feeling overwhelmed. These should be free from judgment, offering a quiet place to recharge.

4. Foster Emotional and Psychological Safety

- **Active Listening:** Encourage a culture of listening with empathy and without interruption. This helps young people feel heard and valued.
- **Responding to Trauma:** Be trauma-informed in your approach. Recognize that some youth may carry trauma and be sensitive to triggers (including regular content warnings in work), offering support when necessary. Staff should be trained in trauma awareness and how to respond appropriately.
- **Non-Judgmental Environment:** Create a space where youth feel safe to share their experiences, thoughts, and feelings without fear of being judged or ridiculed.

5. Train Staff and Volunteers

- **Inclusion and Sensitivity Training:** All staff and volunteers should undergo training on inclusion, unconscious bias, anti-oppression, and conflict resolution. This helps prevent harmful behaviors and ensures that staff are equipped to handle difficult situations respectfully.
- **Trauma-Informed Care:** Equip staff with knowledge on how to interact with young people who have experienced trauma. This is especially important if the organization works with youth with backgrounds that have high chance of past trauma (eg. refugees, survivors of domestic violence, etc.), and it's good that staff are informed about the specifics of the group they are working with.

6. Respond to Incidents of Harm Effectively

- **Immediate Action:** When harm or exclusion occurs, address it immediately and transparently. Ignoring or downplaying incidents can create an unsafe environment.
- **Restorative Approaches:** Consider using restorative justice practices, where the focus is on healing and reconciliation rather than punishment. This allows individuals to understand the impact of their actions and take responsibility in a constructive way.
- **Support Systems:** Ensure that there are structures in place (such as counseling or peer support) to help individuals who have been harmed, and provide them with the necessary resources to recover.

7. Prioritize Consent and Autonomy

- **Consent in Participation:** Always seek consent for participation in activities, discussions, or decision-making processes. Make sure that youth know they can opt out without fear of negative consequences.
- **Promote Autonomy:** Encourage young people to set their own boundaries and respect their decisions. This helps build a culture where autonomy is valued and everyone feels in control of their participation.

Monitoring and Evolving Safer Spaces

Creating a safer space is an ongoing process that requires constant attention and adaptation. Regularly evaluate how safe participants feel through anonymous feedback, one-on-one conversations, or group reflections. Be willing to adapt policies, practices, or space arrangements based on this input. **Safety is not static** - it evolves as the group's needs and dynamics change.

Taking into Account the Client Experience and the Needs of Young People

To create programs and spaces that truly serve young people, organizations need to take into account the diverse needs and lived experiences of their participants. Each young person comes with their own set of challenges, identities, and perspectives, which influence how they interact with the world and the youth organization. Addressing these needs means ensuring that programs are designed inclusively and adapt to the varying circumstances of participants, while actively working to remove barriers that may prevent full engagement.

Understanding Client Experience: Key Needs to Consider

When working with youth, there are several key areas to consider to ensure their experience is positive and empowering:

- **Safety and Trust:** Young people need to feel physically and emotionally safe in order to participate fully. This includes trust in the organization, staff, and peers.
- **Representation and Inclusivity:** Youth should see themselves represented in leadership, activities, and discussions, as well as media, examples and working materials. This fosters a sense of belonging and helps counteract feelings of alienation or exclusion.
- **Empowerment and Voice:** It's important for young people to feel that their opinions and experiences matter. Offering them real opportunities to shape the program or make decisions is key to engagement.
- **Accessibility and Support:** Many young people face obstacles such as disability, economic challenges, or social exclusion. Ensuring accessibility in physical spaces, communication, and resources is crucial.

Practical Guidelines for Addressing Youth Needs

1. Listen Actively to Young People's Voices

- **Create Feedback Mechanisms:** Make it a habit to ask for feedback from participants about what's working and what needs improvement. Offer both anonymous and open channels for feedback.
- **Participatory Design:** Involve young people in the design and planning of activities and programs. Let them guide the direction based on their interests and experiences.

Example: You're planning a theater workshop. Ask the youth to anonymously submit situations for prompts that they relate to, to ensure you're getting a variety of experiences.

2. Adapt Programs for Different Experiences

- **Flexible Programming:** Recognize that not every young person will have the same experience or be able to engage in the same way. Adapt programs to accommodate different learning styles, comfort levels, and needs.
- **Offer Multiple Ways to Participate:** Provide opportunities for youth to engage both in-person and online or to contribute in quieter ways, such as through written work, if they are uncomfortable speaking in large groups.

Example: In a public speaking workshop, recognize that some girls or non-binary youth may have experienced societal pressure to remain quiet or avoid speaking out. Offer additional support, like smaller breakout groups or one-on-one coaching.

3. Build Inclusive and Safe Environments

- **Establish Safe Spaces:** Physical and emotional safety is key. Follow the Safer space guidelines from previous pages.
- **Train Staff in Diversity and Inclusion:** Ensure that staff members are trained to understand the diverse needs of the youth they work with, including how to handle issues around race, gender, disability, and more.

Example: While doing a group workshop, a participant uses a derogatory word for women. Address the situation immediately, and try to repair the relationships by offering a guided conversation about why these words can hurt other participants.

4. Acknowledge and Address Barriers

- **Identify Systemic Barriers:** Consider the barriers young people face in accessing your programs, whether these are financial, social, or related to identity. Work actively to remove these obstacles by offering financial assistance, transportation, or online options.
- **Mental Health and Well-Being Support:** Many young people may be dealing with mental health challenges that affect their ability to participate. Provide access to mental health resources and create a supportive, non-judgmental environment.

Example: You realize that participants often go to hang out and eat after activities, but not all participants can afford that and they are being left out. For next time, organize a hangout with snacks after the official activity in the youth center, so that everyone has the opportunity to participate.

5. Promote Leadership and Empowerment

- **Encourage Leadership from Underrepresented Groups:** Be proactive in encouraging leadership from young people who may not feel comfortable stepping forward due to their gender, race, or background. Provide mentorship and support to help them grow into leadership roles.

- **Give Youth Decision-Making Power:** Let young people take real responsibility in shaping the organization's programs and decision-making processes. Offer them the tools and guidance they need to lead effectively.

Example: If there are youth from marginalized groups that want to be put in leadership positions, but are often not given the chance, organize activities in teams, where they can be team leaders and practice these skills.

Fostering Healthy Interpersonal Relationships in Youth Organizations

Interpersonal relationships are at the heart of any youth organization. They shape the way young people engage with each other, staff, and the broader community. Positive relationships promote trust, collaboration, and emotional well-being, while unhealthy dynamics can lead to exclusion, conflict, and even harm. Therefore, it is essential to cultivate respectful, empathetic, and supportive interactions among participants, as well as between staff and participants.

Key Aspects of Healthy Interpersonal Relationships

- **Respect and Empathy:** Mutual respect is the foundation of any healthy relationship. It involves recognizing and valuing each other's perspectives, identities, and boundaries.
- **Open Communication:** Clear, honest communication helps prevent misunderstandings and fosters a sense of trust. It also allows young people to express their needs and concerns.
- **Conflict Resolution:** Disagreements are inevitable in any group, but they should be handled constructively. Teaching young people how to resolve conflicts respectfully strengthens relationships and builds resilience.
- **Support and Care:** Being aware of others' emotional well-being and offering support when needed creates a more compassionate and connected community.

Practical Guidelines for Building Positive Relationships

1. Encourage Open and Inclusive Communication

- **Create a Safe Dialogue Environment:** Encourage young people to share their thoughts and feelings without fear of judgment. Make it clear that all opinions are welcome as long as they are respectful.
- **Active Listening:** Teach and model active listening skills—acknowledging others' viewpoints and refraining from interrupting or dismissing their experiences.

Example: If young people are interrupting each other while speaking, introduce an item (a ball, a stick, anything) to be the “microphone” and only the person holding the microphone can speak at that time.

2. Promote Emotional Intelligence and Empathy

- **Teach Emotional Awareness:** Help participants develop emotional intelligence by encouraging them to identify and express their emotions constructively.
- **Empathy-Building Activities:** Include activities that foster empathy, such as role-playing or discussions about different life experiences, so participants learn to put themselves in each other’s shoes.

Example: During a discussion on gender roles, invite people to share their personal experiences of being limited by societal expectations. This helps build empathy and understanding across gender lines, reducing stereotypes and promoting mutual respect.

3. Model and Facilitate Healthy Boundaries

- **Establish Clear Boundaries:** Encourage participants to set and respect boundaries within relationships. This might include personal space, emotional comfort levels, or how they wish to engage in conversations.
- **Have Clear Roles:** It’s easy for young people to see youth workers as their close friends, but it’s important to have clear boundaries to make sure that positions of power never get abused.
- **Consent Culture:** Normalize asking for consent in both verbal and non-verbal interactions—whether it’s sharing personal stories, physical touch, or making decisions within a group.

Example: If a young person is asking intimate questions to the youth worker, they should clearly express the boundary that as a person of more power and not a peer, they cannot fraternize with them in that way, and direct them to socialize with their peers in the group.

4. Address and Manage Conflicts Constructively

- **Conflict Resolution:** Teach participants how to handle conflicts with empathy and fairness. This includes focusing on the issue rather than the person, avoiding blame, and working collaboratively to find a solution.
- **Restorative Practices:** Consider using restorative justice approaches when conflicts arise. This process helps individuals understand the impact of their actions and find ways to restore the relationship.

Example: If a person says a “joke” about immigrants during an activity, which is in reality a harmful stereotype, call them in for an honest conversation about why that isn’t okay and make sure that the voices of those that were hurt by this are heard. Do an activity in the future that will deal with this topic.

5. Celebrate Diversity and Challenge Biases

- **Address Stereotypes and Prejudice:** Openly challenge discriminatory or stereotypical behavior within the group. Ensure that harmful remarks or actions are addressed immediately and used as teachable moments.
- **Cultural Awareness Activities:** Include activities that allow participants to share their diverse cultural, gender, or life experiences, building appreciation for differences.

Example: Have an activity where participants talk without shame or judgment about biases they hold (for example, writing them anonymously on paper and then marking how many people in the group hold these biases), and work on dismantling them through informing and empathy.

6. Support Peer Mentorship and Positive Role Models

- **Encourage Peer Support:** Foster a sense of community by encouraging youth to support one another. Pairing younger or less experienced participants with older peers as mentors can help them feel more connected and supported.
- **Highlight Diverse Role Models:** Make sure that the role models within your organization reflect the diversity of your participants, including gender identity, race, and background.

Example: When welcoming new volunteers, assign each of them a “buddy” who is more experienced in the organization and can show them around and connect them to the people and the organization.

Fostering Gender-Inclusive Relationships

A key focus when fostering healthy interpersonal relationships is ensuring that gender-based discrimination or biases are not present in the group dynamic. Women and gender non-conforming individuals often face subtle or overt exclusion, stereotypes, or microaggressions that undermine their participation. Here are specific ways to address this:

- **Challenge Gender Norms:** Actively work to dismantle gender norms that limit individuals’ roles and participation. For example, make sure that leadership roles are open to all and that traditional “gendered” tasks (e.g., note taking for women, physical work for men) are shared.

Example: In an outdoor activity where group members are tasked with setting up camp, make sure tasks like carrying equipment and organizing are distributed equally among participants, regardless of gender.

- **Call Out Microaggressions:** Be mindful of language or behavior that may subtly reinforce gender stereotypes or exclusion. This could include assumptions about strength, emotional resilience, or leadership capabilities based on gender.

Example: If a young woman expresses an interest in a tech-related workshop and is met with skepticism or comments questioning her ability, address the situation immediately, highlighting that such assumptions are harmful and unwelcome.