



# JEDI UPDATE

Spring/Summer 2008



## The Vision

The overarching vision for JEDI is **'to increase the ability and confidence of youth organisations and young people to be at ease with difference, acknowledge one another as equals and promote improved relations between all'**.

## The Aim

The aim is **'to develop and implement sustainable models for embedding, monitoring and quality assuring the principles of equity, diversity and interdependence throughout the youth sector.'**

## Background

The JEDI Initiative was established in the summer of 1998. JEDI is an acronym which stands for Joined in Equity, Diversity and Interdependence.

JEDI is a creative partnership aimed at producing a cultural change within the youth service through embedding the principles of Equity, Diversity and Interdependence (EDI).

During the past ten years key partners within the youth service have been engaged in this initiative with a view to developing a more coherent approach to good relations work, specifically within the context of the post conflict era in Northern Ireland. The initiative has involved research into community relations issues for youth work practitioners, and efforts to develop more joined up thinking in policy, practice, and training within this area across the Service.

Whilst redressing the legacy of sectarianism and segregation in Northern Ireland was its primary pursuit, in recent years JEDI's focus has widened to include concern for the issues of prejudice and division which can surface within rapidly changing and increasingly diverse communities. The pursuit of EDI has involved making space in busy workloads and taking time out to name and surface issues that often remain submerged.

JEDI is essentially about the principles and values that underpin youth work; and about a planned approach to improving relationships at every level. A central task of youth organisations is **to pay attention to the individual young people who come to them, offer relationships in which they are given their place (equity), value their experiences, background and abilities (diversity) and support them to learn from, rather than avoid or bury, any or all of their encounters with the world around them (interdependence).**

This document aims to provide you with an update on the resources developed by JEDI and inspire further work to embed the EDI principles into youth work practice and policy.

## But what does EDI mean?

### Let's talk about fairness (Equity)

If the population of the Earth was reduced to that of a small town with 100 people:

**6 people would own 59% OF THE WORLD**

**FAIR?**



Through JEDI organisations share information and communicate ideas that will help build a youth service where all young people can feel included and involved. EDI are very important principles and therefore should be at the heart of all youth work.

#### Equity - Fairness

Treating people fairly regardless of who they are or what they do and helping everyone to participate.

#### Diversity - Being different

Being an individual and not being the same as everyone else. Different religion, hair colour, skin colour, opinions etc.

#### Interdependence - Being Connected

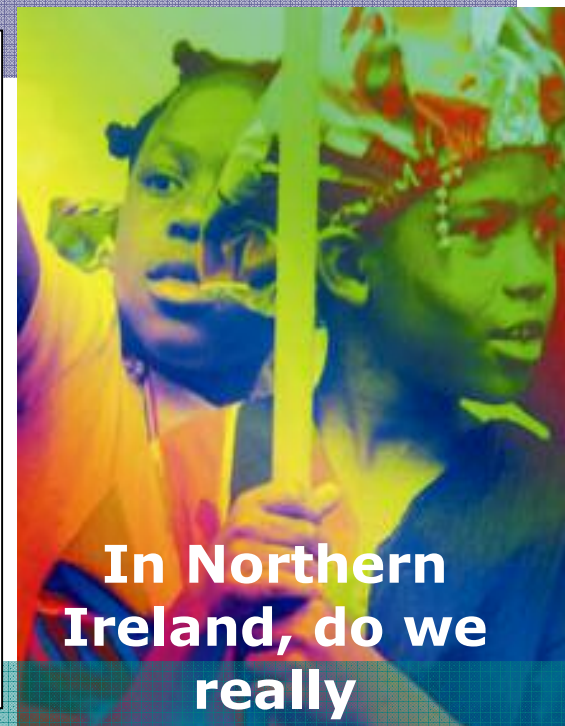
This means everyone is connected and linked together. So, we all have stuff in common and need to work together and help each other.

Developed by young people, on behalf of JEDI.

### Are we really connected? (Interdependence)

The *Butterfly Effect* refers to how something as simple as the flap of a butterfly's wings can stir up a whisper of air, which can feed into a draught, creating a breeze and triggering a chain of atmospheric changes that can culminate in a tornado ripping through some distant part of the world.

The Butterfly Effect refers to the impact every small action has on the world around us. It shows our interconnectedness and the power our actions can have on those around us.



**In Northern Ireland, do we really**

**embrace diversity or fear it?**

**My children are asking, 'Is it bad to be brown? Is it bad to have this hair?'  
(Mother NI)**



The JEDI website can be found at [www.jedini.com](http://www.jedini.com)

JEDI staff encourage you to take a look at the above website and send them your feedback. Further ideas on what should be included and/or any information you would like to be uploaded are welcome!

## What's new?

**A wider agenda:** Although community relations (CR) work with young people has been about responding to the affects of the conflict that has traditionally troubled Northern Ireland, the changing political climate and our increased dependence on foreign national workers has created a broader agenda with attention now being focussed on tensions arising from racial and cultural diversity. The Youth Service's response has been to concentrate on embedding EDI principles into policy and practice.

**A standardised approach to training personnel in the youth work sector:** The EDI Training suite has been mainstreamed through the Youth Work Training Board. Youth Service within the five Education and Library Board's and two leading regional voluntary youth organisations now offer commonly agreed and accredited training programmes. The details can be found from page 4 onwards.

**Increased emphasis on reflective practice:** Learning from the JEDI initiative has informed an increased focus on the application of reflective practice in this area of work.

**Training extended to management level:** The findings of research conducted by the JEDI Training Group highlighted the need to extend training in this area to management level. This work is now complete. For further details see page 7.

**A range of new resources developed.** JEDI has published a range of resources. Details of these can be found on page 9. In addition information is regularly updated on the JEDI website.

## The EDI Training Suite

Within the JEDI Initiative a suite of training programmes and supporting resources have been developed which will help volunteers, part-time and full-time youth workers, managers and policy makers to employ the principles of Equity, Diversity and Interdependence (EDI) and play an important contribution to the building of a more peaceful and inclusive society.

These programmes and their supporting resources have been developed through consultation and dialogue with key practitioners to meet practical needs at a range of levels within the service.

### Programmes for Practitioners

The following programmes are aimed specifically at practitioners working with young people:

- Introduction to CR/EDI
- Programme Development for Introductory CR/EDI Work with Young People
- CR/EDI for Practitioners Working with Young People

### Training for Managers and Policy Makers

- EDI Strategic Planning Award



*The Introduction to CR/EDI is accredited by NOCN at level 2 and has a credit value of 6.*



*The Programme Development for Introductory CR/EDI Work with Young People is accredited by NOCN at level 3 and has a credit value of 9.*

## **Introduction to CR/EDI**

This programme is very much an introduction to the basics of Community Relations (CR) and EDI work. It has been developed for those who have little or no experience in this area and aims to develop their understanding of key aspects of the work and the ethos and values which underpin it.

Topics explored during the course of the programme include: What is EDI and CR work?; The causes and impact of prejudice, sectarianism, racism and discrimination; Ways in which identity, tradition and citizenship are formed and perceived by others, and; The benefits of reflective learning in the context of this work.

## **Programme Development for Introductory CR/EDI Work with Young People**

This programme is for those who have completed the Introduction to CR/EDI and wish to progress to deliver introductory youth work programmes in this area. It has been designed to provide a flexible platform to increase candidate's knowledge, skill and understanding of the delivery of CR/EDI based programmes with young people and to help them develop the confidence to be effective in the delivery of this important area.

Key themes covered include: Planning to Deliver a CR/EDI programme; Facilitating a CR/EDI programme, and; Reflection and Evaluation. Candidates are expected to co-facilitate a basic CR/EDI programme with a group of young people. Assessment is based on the production of a report and supporting evidence to demonstrate effective achievement of this.

**CR/EDI for Practitioners Working with Young People - in-depth training for experienced practitioners** (more commonly referred to as the Advanced EDI Programme)

As the title suggests this is in-depth training for practitioners wishing to deliver more advanced CR/EDI programmes with young people and has been designed to encourage full-time youth workers with some experience of CR or EDI programme delivery to explore the current context to this important area of youth work and consider ways in which it can be further developed at practice level.

The programme will be of interest to those who have experience in this area and wish to further develop their skills and/or gain constructive feedback and accreditation for the skills and experience they may have.

Over the course of the programme candidates will have the opportunity to explore the contribution of the EDI principles to civic society, reflect on the personal and organisational commitments required to effectively put EDI into practice and examine the stages and content of EDI/CR youth work programmes as well as the key skills required for the delivery of this area of work. Time will also be taken to look specifically at the facilitation skills required to deliver an EDI/CR youth work programme and the application of reflective practice and evaluation models in the delivery of an EDI/CR programme.

The programme is typically delivered over the course of eight to ten weeks or approximately two residential weekends. Accreditation is gained through the submission of a report on the design and delivery of a youth project.

The above EDI Training Programmes are delivered in the field by the Education & Library Boards Youth Service and two Regional Voluntary Youth Organisations: YouthAction NI and Youth Link NI.



*The CR/EDI for Practitioners Working within Young People Programme is accredited by NOCN at level 3 and has a credit value of 12.*



## Training for Managers and Policy Makers within Youth Agencies

In addition JEDI has developed a management level training course for senior personnel. Entitled EDI Strategic Planning it is endorsed by the Institute of Leadership and Management. The training aims to support managers and policy makers to mainstream equality, diversity and good relations within youth agencies across Northern Ireland.

A minimum of three full day training seminars accompany the programme to provide tutored support in the following aspects.

- EDI and its Rationale
- The EDI Policy Development Process: Risks and Opportunities, Creating the Conditions for Change, Recruiting your Project Team, Awareness Raising, Auditing and other essential aspects
- Beyond the Audit Process: Strategic Planning, Monitoring and Embedding EDI

Candidates complete a number of worksheets and gather naturally occurring evidence to demonstrate achievement towards key learning outcomes. On completion of work towards EDI Policy Development candidates write-up and submit a 2000 word Managing Change Audit Report for submission for ILM accreditation.

The Strategic Planning Award was recently piloted by JEDI with managers and policy makers from across the statutory and voluntary youth services. Here are some of the comments made by participants:

*“The course gave space to consider values which underpin our service and the opportunity to discuss how we harness these”*

*“This is what we want in the future...people who can think strategically about EDI and related themes”.*



## **EDI Staff Induction Training**

Currently under development, the EDI Induction training will be a package designed for use by all staff members and volunteers within youth service, from management to administrative and support staff, within **both** voluntary and statutory bodies. With this in mind it will aim to:

1. Challenge personal attitudes and beliefs held by employees and/or volunteers.
2. Promote an ethos which is accepting of diversity, fairness and promotes good relations.

Once piloted and developed it is envisaged that this training could form part of the induction that all new employees and volunteers receive when first coming into post.

## **A CR/EDI Programme for Young People**

JEDI is also currently working on the development of a CR/EDI programme for young people aged 16-17. It is proposed that this programme will focus on the personal development of the young person with an emphasis on experiential learning. Set at NOCN level 1, it will provide young people with the opportunity to explore the themes of Identity, Diversity and Difference, Conflict, Local and Global Citizenship and Political Awareness.

In addition it is proposed that this programme will be accompanied by a level three EDI delivery based programme as a progression to the trainee leader and/or to sit parallel to the existing suite.

If you are interested in finding out more about these developments, please do not hesitate to contact JEDI staff.

## Research & Publications

JEDI has published a range of research and support materials including:

**Reflections in Practice:** a guide to support the diverse range of volunteers, part-time and full-time workers who make up the youth service and embed the EDI principles into practice.

**A Step by Step Guide:** a resource to support managers and policy makers mainstream the equality, diversity and good relations agenda into their youth organisation.

**Voices:** a collection of publications aimed at disseminating information promoting dialogue across the youth service on the issues JEDI is concerned with.

**Young People are Our Future:** a consultation paper highlighting the vision young people have for the future of Northern Ireland & the barriers they perceive to creating it.

**Community Relations Youth Work in Predominately Protestant Areas:** a discussion paper for policy makers which highlighted the need to develop a more comprehensive understanding of the issues faced by youth work practitioners implementing community relations work in predominantly Protestant Areas.

**Web Based Resources:** a range of short, one off resources developed in response to specific requests is also published on the JEDI website. They include exercises for introducing the themes of EDI to young people, ideas for celebrating Polish culture and tools to explore the themes of diversity and equality which have been tailored to the local context.





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