

# DEI IN ICYE

## KEY CHALLENGES & OPPORTUNITIES

A summary of common concerns, barriers, and action ideas from across the Federation (collected by the Diversity Equity and Inclusion (DEI) Sub-Committee before, during and after our March 2025 Dissemination event on evaluating and planning for inclusion)

40

Global partners collaborating

11+

**Opportunities for Inclusion**  
(highlighted on page 2)

### OUR PRIORITIES MOVING FORWARD

- Invest in DEI capacity building
- Ensure inclusive experiences during volunteering
- Promote systemic change in hosting, governance, and outreach
- Highlight authentic stories and role models
- Enable broader access through financial and physical support

### MAIN OBSTACLES TO INCLUSION

#### Financial Barriers

High travel costs, lack of scholarships/ sponsorships

Financial exclusion of potential volunteers

#### Language & Communication

Language barriers

Limited diversity in testimonials and promo materials

#### Structural/ Systemic Issues

Lack of inclusive infrastructure

Underrepresentation in governance & low visibility in the federation

#### Awareness & Outreach Gaps

Low programme awareness in communities & limited engagement with minority groups

Misinformation or media bias

#### Accessibility Challenges

Physical barriers

Few inclusive host projects for diverse needs

"Diversity is only meaningful when it has a meaningful impact."

- Melanie Houana, ICYE Mozambique and member of the Youth Engagement Committee



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### OPPORTUNITIES FOR INCLUSION

#### CROSS-CUTTING OPPORTUNITIES

- Use virtual volunteering to reduce costs & increase accessibility
- Create diverse, culturally sensitive promotional materials
- Support platforms for disability inclusion

#### AT THE NC LEVEL

- Simplify application processes
- Partner with minority associations and local schools
- Promote inclusive local projects as examples
- Share info on accessible host projects
- Involve families/networks of potential volunteers

#### AT THE FEDERATION LEVEL

- Strengthen DEI working groups & ensure diverse representation
- Highlight inclusive NC-led projects
- Build regional and cross-NC partnerships



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