



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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OPPORTUNI TIES FOR INCLUSION

CROSS-CUTTING OPPORTUNITIES

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



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Report courtesy of the ICYE Diversity Equity and Inclusion Sub-Committee, April 2025

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