



EPISODE 17

GIORGIA LINARDI
HAJAR DRISSI
TACKLE

PRACTICAL TIPS

- ✎ **Treat all involved parties as equals.** Projects should start moving away from structures that are too hierarchical. Equality of partners should be at the centre of implementation, recognising that young and racialised people have an equal voice.
- ✎ **Start by listening, continue by co-creating.** Listening to the people you are creating the project for is step number one. We need to understand their needs, their desires for change, and the role they will play in the process. Design actions with them and not just for them. We should be sharing knowledge instead of assuming that the latter should be taught. Real impact is achieved with co-creation because knowledge already exists at the local level.
- ✎ **Make sure participation is simple, safe and sustainable in the long run.** Offer interested parties safe and accessible ways to express their opinions and become involved. Protect activities from online and offline abuse. Build structures that allow for people to create real impact in the long term instead of focusing on short project cycles.
- ✎ **Build trust and worthy relationships.** Overcoming challenges can only happen if we build informed, solidary, and active communities. Keep communication open and be honest about limitations and challenges to build a shared sense of belonging.