

# PALERMO GREEN AND INCLUSIVE VOLUNTEERING

Tips for youth workers about the management of green youth activities and inclusive volunteering.







FOR MORE INFO VIST THE WEBSITE: HTTPS://GREENYOUTH75.WIXSITE.COM/GREENYOUTHSPROMOTERS



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# INTRODUCTION



This resource contains the best practices exchanged during the Joint Short-term staff training event "Palermo Green and inclusive volunteering" of the project Green youth's promoters held in Palermo in August 2021.

Palermo Green and inclusive volunteering offered to Uniamoci Onlus a stage where to share its good practices on urban green actions and inclusive youth work to inspire the participants (staff members from the partner organizations) and give them the instruments to apply tools and approaches to the context of their organization.

Its focus has been on methods and activities for the implementation of green actions in the city, but also the ICT tools used for management and dissemination of those activities, how to implement social raising awareness campaigns though meetings in schools and through the use of Graphic communication, inclusive volunteering and inclusive up-cycling workshops.

The training event was based on an holistic learning deriving from a combination of knowledge, attitude and skills with sessions of theoretical deepening (conducted through brain storming, cooperative learning, round tables. presentations of case studies) combined with learning by doing sessions and workshops, conducted in a participative manner that is referring to the learners' experiences and reflections: therefore the publication contains tips generated by the discussions among the group of participants.

# THE PROJECT



A strategic partnership in the field of youth composed by 4 European organizations:

- ASSOCIAZIONE UNIAMOCI ONLUS from Palermo, Italy (Coordinator)
- BRIGADA DO MAR from Melides Grandola, Portugal
- UNESCO INITIATIVE CENTRE from Wrocław, Poland
- URBAN FOXES from Bruxelles, Belgium

Aiming at

Building know-how to support the young people's desire of actively participate to the protection of the environment. Protecting the environment is important for 93% of European youths (15-39), 78% of them agree that environmental issues have a direct effect on their daily life and their health and 86,5% of them agree that they can play a role in protecting the environment and 68% of them also feel that citizens themselves are not doing enough to protect the environment – Eurobarometer (2017).

"Start from where young people are" is the youth worker's mantra, therefore Environmental protection and awareness is an important concern for many youth organisations across Europe, even if not all of them rate it as their first priority and the youth workers' ability to support youth green actions is becoming more and more relevant.

On an internal analysis within the project consortium about the main problems or

difficulties encountered by the youth workers, emerged difficulties in motivating young people to overcome the gap between intention and participation in volunteering actions, difficulties in keeping the youth involved in a long-term perspective, need of knowledge about different green social actions or how to organize them, lack of experience in making the social actions accessible for young people from different backgrounds.

Green youth's promoters wants to provide the youth organizations and their youth workers with needed background of knowledge, ability and skills that make them able to effectively promote and support young people's commitment in the environment protection field in order to empower and support them in leading and initiating green actions.

Therefore our partnership wants to collect information, tips, tools, methods and strategies (originated from the partners' previous experiences in the project topic) that can improve the quality of youth work in the specific area of environmental protection and awareness, strengthening the international cooperation and better quality of the actions undertaken by the partners but also providing the youth organizations with a theoretical and practical base to start to implement actions in this area being able to meet the young people's needs and to involve wide groups of young volunteers.

Furthermore, thanks to the mixture of physical and intellectual activities that compose the several forms that youth environmental actions can take and thanks to the inclusive approaches shared inside the partnership the project will be able to increase the partners and direct/indirect beneficiaries' ability to reach and actively involve young people with

fewer opportunities in an inclusive perspective of volunteering and youth work. Young people with disability, social obstacles or migrants sometimes face psychological or social barriers in joining the mainstream youth organization with the result that they tend to join organizations specifically addressing a given target group: Green youth's promoters wants to contribute to lay down this kind of barriers providing the youth workers, youth leaders and adult volunteers with the ability to create inclusive atmospheres and non-discriminating situations.

The cooperation among youth workers from different countries will allow share experiences, problems and solutions. deepening the use of different tools, methods, activities about the involvement of young people in environmental protection awareness activities and in supporting their entrepreneurship in this area; these tools will be generalized and applied in the partner organizations during the project itself, laying the foundations for an European shared inclusive and high quality youth work with a special focus on environment.



# GREEN YOUTH VOLUNTEERS: TRAINING, ACTIVITIES & EVENTS, COMMUNICATION



## CONTENTS AND METHODOLOGIES OF THE VOLUNTEERS' TRAINING

If you are going to organize an event/action of environmental protection with your organization, actively involving young people as volunteers (activities aimed at raising social awareness about environment protection, urban actions - street gardening, street sweaping, tactical urbanism, beach cleaning events, delivery of workshops about ecology) it can be usefull to foresee a volunteers' training.

Training is important to get better, to increase knowledge, to improve good practices, to mentoring, to give some safety rules, to explain materials and logistics. It is needed to prepare people to your activities and to see different realities, to learn something more about context conditions, social and legal issues.

#### **CONTENTS OF THE TRAINING:**

A training for young green volunteers should explain the basics of the topic of the activity, technical subjects, accordingly to the type of activity in which they are going to be involved. Here some examples:

- ecology and the indicators for Sustainable Development Goals
- basic knowledge of gardening, street sweeping, marine environment green city planning/urban actions (accordingly to the kind of activities you are going to organize)
- tools they are going to use and how-to tips
- team building activities
- safety rules

#### **HOW AND BY WHOM?**

Volunteers' training should be delivered by multidisciplinary equips formed by internal or external experts and experienced volunteers from your organization.

The training should be delivered before, during and after the volunteering activity itself: preparation, observation and debriefing. PREPARATION

Non formal education is very suitable for this kind of activity, being able to foster the active participation of the volunteers and to put everyone on the same level: icebreakers, teambuilding games, decision making activities, seminars and workshops about the topics, experiential laboratories.

#### **OBSERVATION**

A relevant part of the learning process will happen on the spot, during the implementation of the green action itself, through observation and learning by doing.

#### **DEBRIEFING**

It is important to give to the volunteers a dedicated time and space where to reflect and express their feelings and thoughts about the activities they implemented, what they saw around them.

# ... IN PRACTICE - from our Palermo Green local project

Palermo Green is a local volunteering project with the aim to stimulate the citizens of Palermo to take care of their city through weekly activities of street sweeping, street gardening and support in the management of an urban vegetable garden accessible for people with disability.

In the time of 1 year (March 2017 - May 2018) the project involved 120 volunteers who cleaned 8000 sqm of streets, took care of 30 flower beds and allowed to 30 people with disability to enjoy farming activities.

#### As PREPARATION we offered:

STREET SWEAPING ACTIVITIES			
hours	topics	methods	
3	- teambuilding -	- brainstorming	
	work tools -	- cooperative	
	hygiene and	games	
	safety rules	- explanations	

STREET GARDENING ACTIVITIES			
hours	topics	methods	
10	- basics of gardening and green care: plants, watering, implanting, pruning, tilling the soil - plants suitable for public areas in our climate	<ul><li>brainstorming</li><li>explanations</li><li>presentations</li><li>excursions</li></ul>	

ACCESSIBLE URBAN GARDEN			
hours	topics	methods	
15	<ul> <li>orticulture</li> <li>basics of</li> <li>organic farming</li> <li>methods</li> <li>how to make</li> <li>accessible the</li> <li>urban garden</li> </ul>	<ul><li>brainstorming</li><li>explanations</li><li>presentations</li><li>excursions</li></ul>	

Anyway, the project staff evaluated that the training about street gardening and about the management of an accessible urban garden were too long, formal and theoretical.

Our suggestion? Length of the training 2 hours with non-formal cooperative activities + learning by doing approach during the activities.

## EXAMPLES OF EVENTS/ACTIONS OF ENVIRONMENTAL PROTECTION TO BE ORGANIZED OR IMPLEMENTED WITH THE SUPPORT OF YOUNG VOLUNTEERS

Street cleaning periodical activities or events



Groups of volunteers cleaning a street, a square or an urban area

Street gardening periodical activities or events



Cleaning empty and abandoned public flower beds and making them green and colourful with plants

#### **SWAP PARTY**



Event where a group of people get together to swap items — from clothes to toys, books to sports equipment.

## GENERAL STEPS TO ORGANIZE THESE KIND OF EVENTS/ACTIONS

#### **PLANNING:**

- Define the kind of event: which are my objectives? How is the context in which I want to organize the event? Which activities do I want to organize? - You may involve the young people in an inquiry about the main environmental problems faced by the community or they are more concerned about.
- Who? Define who are going to be the beneficiaries of the action (the community, children, youthetc.) and the role and tasks of the young volunteers.
- Where? Define the specific venue where the event/action is going to be held.
- When? Decide if it is going to be a recurring/periodical or one time event/action and when to organize it (working day or weekend accordingly to the event/action aim and kind of volunteers and eventual beneficiaries).
- Networking: which local organizations or institutions (es. schools/municipalities etc.)

maybe be involved in the event/action?
Will you need any authorization by the local authorities to carry on your action/event?

- Materials: what do you need to implement the event/action? List all the tools, services and supplies that you need for the event/action, the budget need and where to find them.
- Human Which resources: human needed for resources the are action/event? Are the staff of your organization and young volunteers enough? Will you need some extraexpert/professional?
- Budget: how much budget do you need for the action/event? Does your organization already have it or should you look for some funding opportunities (local, national, European or private foundations calls for proposals)?
- Plan the communication strategy (see in the next paragraphs)
- Define a realistic date/period for the action/event.

#### **ORGANIZE:**

- Create the action/event team
- Organize team meetings and task division
- Ask for eventual authorizations
- Send invitations to eventual partner organizations
- · Collect and hire the needed materials
- Hire eventual staff
- · Create a call for volunteers
- Organize an eventual training for volunteers
- Enhance the visibility of your action/event (send communications to media, create a social media campaign about to promote the action/event and to keep people and volunteers informed about it)

#### **EVALUATE:**

Create a space and time dedicated to the evaluation of the action/event with your team and with the volunteers: what went well? What can be improved? which was the reaction of the community/beneficiaries? How do the volunteers feel? Which are the results? The event/action meet your expectations?

### COMMUNICATION

#### **HOW TO REACH THE VOLUNTEERS**

- Organizing open days or thematic events
- Sharing the call for volunteers with the local organizations who are members of your local network
- Sending the call for volunteers to local magazines and on-line newspapers for publication
- Sharing the call for volunteers on social media as Facebook

## TIPS TO MOTIVATE AND ACTIVELY INVOLVE THE VOLUNTEERS

- · Co-create the activities with the volunteers
- Promote self-development, selfempowerment and social fun
- Treat them well, be proud of their results giving positive and constructive feedbacks
- Offer different type of volunteering activities where they can be involved
- Organize evaluation meetings and special events for the team (preferably outdoor)
- Organize team building activities
- Use social media like Facebook or WhatsApp for international communication
- Being flexible and goal oriented
- Sharing leadership (for example to assign a person or a group to be responsible for a specific action/event)
- · Having a charismatic leader to follow.



- Organizing a youth exchange under Erasmus+ or a team volunteering project under the European Solidarity Corps: the participants can be volunteers for your event
- Through projects in schools, involving the students as volunteers
- Making small activities focused in green topics (gardening, cigarette bud and so on to increase visibility)

## CHANNELS WHERE TO PROMOTE THE EVENT TO ENHANCE PARTICIPATION

- Social media
- Blog and newsletters, newspapers and local radios
- Inviting the volunteers to interact with friends or family
- Participating to events related to this topic
- Creating Ambassadors and promoting events publicly
- Distributing flyers in schools or universities
- Promoting mouth to mouth communication
- · Working with community leaders

## HOW TO COMMUNICATE WITH THE VOLUNTEERS

- WhatsApp or Facebook groups
- Facebook page of the action/event
- Sharing an online calendar with all the action related activities: an easy and versatile one is teamup
- Create a Google Form to collect adhesions asking for the volunteers' contacts and eventual other info you may need as age, personal info for the insurance etc.



# VISUAL COMMUNICATION TO PROMOTE SUSTAINABLE BEHAVIOURS

### A WORKSHOP FOR YOUTH



## VISUAL COMMUNICATION

A picture is worth a thousand words" - it is an adage in multiple languages meaning that complex and multiple ideas can be conveyed by a single still image, which conveys its meaning or essence more effectively than a mere verbal description.

Visual communication is the practice of graphically representing information to create meaning efficiently, effectively, to communicate information or ideas. Visuals can help to evoke emotions in your audience, provide stronger examples for your message and so much more.

It makes the contents more impactful being able to catch the audience attention more than word contents, avoiding distractions.

Furthermore, it makes the contents easier to remember: it increases the likelihood that your content will create long term memories in your readers, and it will increase comprehension, summarizing the critical points you want to communicate.

Visual communication is effective because our brain loves processing images!

## HOW TO USE IT AS A TOOL FOR YOUTH WORK?

Our youth worker had the idea that it could be a great tool to involve the youth in the creation of a social media campaign to raise awareness about the environmental issues and to promote sustainable behaviurs!

You just need papers, black and coloured markers and ... motivated youth!

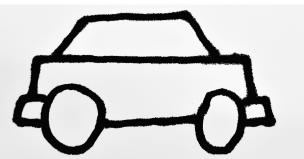
We are going to use the principles of visual communication to involve the youth in the creation of graphic tables able to effectively promote sustainable behaviours, later scanned and shared on the social media within a social awareness campaign.

At first you need to introduce your youth to the use of graphic communication: tell them that it is not about Art but about Ideas. Invite them to grab a pen and just start drawing, enjoying the process, trying to have fun and forgetting about people telling them that they are not talented: graphic communication is about transmitting a message using pictures - what is important is not to draw a perfect symbol, but to reach the people. Suggest them to think simple: keep your message short and it will be more clear and more easy to understand and remeber for your audience.

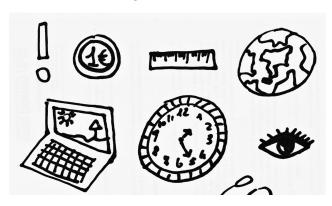
After this general introduction to the topic of the workshop it will be time to start to draw, to experience the creation of graphic elements to communicate.

Start telling to your group of young people that if they are able to draw a circle, a sugare and a rectangle they are able to draw anything! They have just to mentalize the objects and figures as composed by shapes.

Let's start from **OBJECTS** - Show the example of a car:



And guide them in the drawing of other objects, just naming them and drawing them yourself on the blackboard: ESCLAMATION, MONEY, RULER, WORLD, PC CLOCK, EYE but also heart lightbulb, notes ...



Make them notice that some drawings are symbols for abstract meanings: the lightbulb can represent idea, thought, innovation; the heart can represent love, tenderness, compassion; the clock can stand for time, hour, minutes; the PC can even represent internet, technology, digitalization; the eye can mean to see, vision, look.

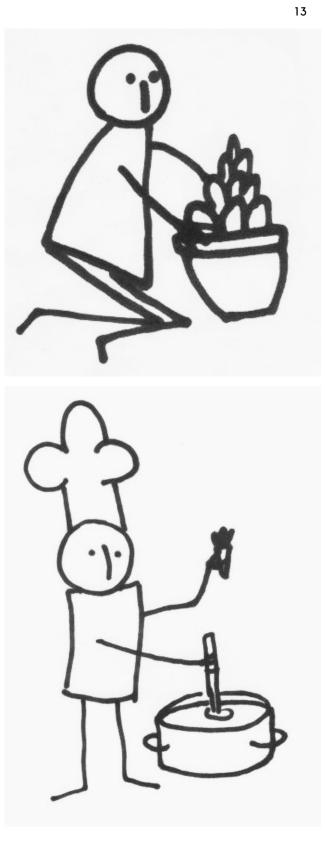
It is now time to try to draw **FIGURES**.

Figures are important because they carry out actions so they can be used to represent complex processes and situations.

The figures can be very simple: the head is a circle, the body a rectangle and the limbs just lines; then you can add facial expressions and objects to make them more expressive: es. the cook is recognisable because he is wearing the hat. Think about how the arms and legs are positioned while making a specific action and reproduce it. Make some practice with drawing figures and discover how effective they can be and how even you will be able to make nice, simple figures using you own style.

Follows some examples:





# Well, it is now time to create a table for the social media campaign!

Tell the young participants that each of them is going to create a table for a social media campaign to promote sustainable behaviours: the need to think about a topic and decide what figures, objects and text can better convey their message.

To support their creative process, you can show them some examples from the web, you can facilitate a brainstorming about which could be the sustainable behaviours to promote, and you can suggest them to make a quick search on internet about which are the main environmental issues or action that people can take (in a concept of autogenerative learning).

Provide them white papers, bleck marker and coloured markers and invite them to draw their message. Suggest them to use text borders to emphasize important statements: text boarders can be in all shapes - square, cloud, circle, star etc.)

They will need at least 30 minutes to draw. Support the creative process creating a calm atmosphere with a background music.

To create the social media campaign, we suggest scanning the tables and edit a bit the pictures, if needed. Schedule the posts (like one each two days, or one per week) adding a catching text (that could even be the one in the picture itself) and relevant hashtags.

Let the public do the rest with sharing the posts :)

Follows the best results of the workshop realized during the Short-term joint staff training event of the project:





# INVOLVEMENT OF YOUTH IN CHILDREN'S ENVIRONMENTAL EDUCATION

BENEFITS, SUPPORT AND ACTIVITIES



## BENEFITS

There are a lot of abenefits about educating new conscious generations and involving youth in this process. Environmental education is an intergenerational and interdisciplinary knowledge, it could be a bridge of information. Youth can make environmental education funnier, encouraging peer to peer learning, confronting opinions. Youth can understand better what children needs than an adult.

In this way, the youth pass and share knowledge among younger and older people. They develop critical thinking and sense of responsibility supporting children who are vulnerable but really open to new habits and closer to environment. Involving youth makes connections and communication is easier: clearness and creativity between youth and children is more stimulating and fluid.

Youth and children in the future will take decisions that will affect all of us, so it is

important to support their personal and professional development, it is a collective act.

The involvement of youth in planning and delivering activities and workshops of environmental education addressing children will make the children's learning process more effective and the youth will take collective responsibility while acquiring soft skills and abilities in social animation.



### HOW TO SUPPORT THE YOUTH?

- Connect the youth with institutions/NGO's: design a Youth project designing activities according to the age group and making long term activities about a specific subject and foresee the activities of planning children's environmetal education activities as a workshop for youth and their implementation as skills building and dissemination part of the project itself.
- Study visits abroad: young people international mobility's is a relevant point in learning process. It is an opportunity to discover their own voice and to learn about diversity and inclusion. It can be a good traing for to them to be later involved in children's environmental education planning and delivering.

#### General approach

- Involve the group of teambuilding and communication
- Give them a voice: encourage their own ideas, leave them free to choose (which specific topic, which activity/workshop, how to handle it, how to divide tasks); it's important to do not influence them too much with something they don't want to do or to say, to let them to connect their volunteer activities with their interests and life goals, studies etc
- Listen to what the youth have to say: give them space and time to learn among themselves in a peer education dimension
- Be a facilitator: your role is to act as a facilitator creating the learning path for youth and preparing a space for them where to plan activities or workshops in

- small groups, just giving them indications and a grid for planning the activity workshop (title, topic, aims, lenght, number of beneficiaries, method, materials needed, energiser, description of the activity step by step, evaluation) and stimulating them to prepare all the needed material and to decide who will do what during the implementation of the workshop/activity with children. Listen to their plan and give suggestion for a better implementation: remindo to use a simple and clear language, to repeat the instructions to be sure everybody understood, to have supporting people arond ready to help the children etc.
- Mentoring: during the activities, leave the youth to be responsibles for the implementation and the management of group of children, but be ready to intervene if they need help or if something goes wrong. At the end of the activity create a space and time for debriefing with the youth.
- Reward and recognize a well-done job!



## WHICH ACTIVITIES COULD BE ORGANIZED?

Non formal learning should be the key element of any activity workshop about kids envronmetal education managed by youth. There are a lot of games really helpful in facilitating and making funnier the children's learning process like:

- outdoor games
- · treasure hunting
- quiz
- storytelling
- short theatre plays (with Recycle man fighting with Dust men for example)
- activities that encourage connection with nature (like mindfulness and yoga)
- planting seeds in classroom, gardening in closer areas, cleaning beaches or streets actions, recycling clothes and make a fashion show etc.
- workshops of creative upcycling
- creation of a sensory garden for children in the school yard: a path to the discovery of the five senses through the observation of the colours of nature, feeling the smell of flowers and aromatic plants, the taste of aromatic plants, touching the difference among the natural elements (stones, leaves of different plants, creating a path to be done barefoot with the transition to different soil compositions - pebbles, earth, grass etc.), listening the sounds of nature.

Don't worry - the youth will be very creative and, in many cases, they don't need any suggestion: they need just to sit in circle and start to discuss:) Follows some photos of activities of children's environmental education managed by the youth from Associazione Uniamoci Onlus.















CREATIVE UPCYCLING WORKSHOP: A PALETTE WITH CD AND PLASTIC CAPS



SENSORY GARDEN



## **OUTDOOR GAMES WITH QUIZES**





## THEATER PLAY WITH SUPER HEROES



GARDENING



# INCLUSION OF YOUTH WITH DISABILITY AS VOLUNTEERS



#### Anyone can volunteer!

# Inclusive volunteering is about making volunteering accessible for everyone.

Young people with disability like to feel themselves useful for others and they may like to have the opportunity to be members of a group of young people other than an organization addressing specifically people with disability. When young people with disability approach your organization asking to be volunteers, they are not expecting for personal assistance but only for a welcoming attitude and the possibility to accomplish some tasks.

To be inclusive will be an added value for your organization, it will motivate your group of volunteers, and even your staff, it will promote an inclusive approach among your volunteers and it will contribute to raise people awareness about diversity.

That doesn't mean that it will be easy for an organization to turn to be inclusive, it will require some efforts by all the staff, but some tips can support you in the process:

## TO IMPROVE THE INCLUDABILITY OF YOUR ORGANIZATION it is needed:

- ATTITUDE TO DISABILITY: disability awareness and equality training for volunteers, managers and staff (you could organize a study visit or participate to a training under the Erasmus+ programme)
- improve ACCESSIBILITY: wheelchair access to your office and facilities, easy to read and to understand information, good lighting, avoiding confusing decorations.
- improve COMMUNICATION: understand the communication requirements of the volunteers - they may need/prefer written communication, phone calls, involvement of the carers in the communications; provide information in different formats (audio, written and visual communication)
- focus more on TEAMBUILDING: use games and icebreakers to integrate people; involve in the team someone with

knowledge about disability, have a supervisor to coordinate activities and organize some supporting volunteers.

- ASSESSMENT of the needs and the skills of the volunteers with disability: it allows to plan activities in order to involve the volunteers with disability as much as possible - everyone can do something and we have just to discover what it fits better for every volunteer.
- Create LOCAL PARTNERSHIPS with NGOs that work with people with disabilities: it could be a valid support for your staff members in case they need information about how to deal some specific situations.

## TIPS TO APPROACH PEOPLE WITH DISABILITY:

- Threat the volunteers with disability as adults
- Have a look at these tips about how to approach people with different types of disability:
  - https://prezi.com/4dkv4wchw7lr/disabilit y-and-how-to-approach-it/?present=1
- Use the Easy to read and to understand language: short sentences, simple words, being more concrete as possible (no metaphors), a direct communication.
- Be flexible about the volunteer role and while looking for solutions: think about different activities in which the volunteer can be helpful - for example he may be on a wheelchair, so gardening could be difficult for him, but he could take pictures for example.
- Focus on the volunteer abilities rather than on his impairment

- Focus on what the volunteer can do for you, rather then what you can do for them
- Ask the volunteer about the eventual support he needs - they understand their impairment best)
- Designate a staff member/experienced volunteer to offer support in case is needed during the implementation of the volunteering activities
- Explain the tasks and rules several times (if needed), in a clear and simple way
- organize informal meetings with the volunteer to review how the placement is going and to make sure that he is feeling part of the team
- Prepare to challenge and to be challenged

# The needs of every disable person are unique

Focus on the person, listen to him and try to keep anxiety away, you will be able to successfully include your volunteer with disability!



# **CREATIVE UPCYCLING WORKSHOPS**

# AN INCLUSIVE TOOL TO PROMOTE COOPERATION AND RESPECT FOR THE ENVIRONMENT



Upcycling workshops are a very effective tool to promote inclusion and cooperation within a team while implementing an activity to promote the concept of re-use of objects turning "rubbish" in something useful and nice.

It may look like a childish activity, but it has many advantages:

- everybody like to create (even if somebody may be reluctant at the beginning)
- the participants don't need specific art skills
- the process itself create a positive atmosphere
- it stimulates the natural interaction and offer/request of support among the participants.

Several times we involved students from the high school in our creative upcycling workshops with young people with disabilities and all the participants were really satisfied:) Follow two simple, nice and useful upcycling activities.

## CANDLE HOLDERS

#### **MATERIALS**

- mismatched glasses or small glass jars
- fabric cuttings from discarded clothes
- (eventually) tissue paper cuttings
- vynil glue
- scissors and brushes

#### **PROCEDURE**

1. Cut the fabric and tissue paper cuttings in small pieces



2. Put some glue on the inner part of the glass/jar using the brush and start to glue

the pieces of fabric/paper; put some glue over each piece as well.





3. Put some glue all around the inner part of the glass/jar and your candle older is ready!





## • COASTERS

#### **MATERIALS**

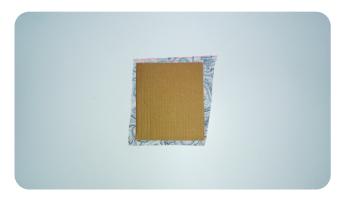
- cardboard from boxes
- fabric cuttings from discarded clothes
- vynil glue
- scissors and brushes

#### **PROCEDURE**

1. Cut the cardboard in squares (9x9 cm)



2. Cut the fabric in squares 1 cm bigger than the cardboard on each on each side



3. Put some glue on the edge of the cardboard with the brush and fold the fabric, so that its edges will adhere to the cardboard.





4.Let them dry, flip them over and your coasters are ready!





## **SITOGRAPHY**

https://www.saltoyouth.net/tools/toolbox/tool/graphicfacilitation-for-better-communication.2018/

https://www.energizeinc.com/sites/default/files/Guides\_and\_Report/canDOweb\_000.pdf

# PALERMO GREEN AND INCLUSIVE VOLUNTEERING

Tips for youth workers about the management of green youth activities and inclusive volunteering.







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