

Diversity in the migration society: A critical analysis of structures, concepts and practices for the development of strategies towards inclusive protestant youth work in EKvW

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Summary

People with so-called migration background are underrepresented in the regular offers and activities of the Protestant Youth of Westphalia.

Based on an idea of inclusion that aims to enable equal participation for all people, this thesis looks for strategies that promote the inclusion of young people with a so-called migration background in the Protestant youth of Westphalia.

In a first step current inclusive structures, concepts, and practices within the Protestant Youth of Westphalia are critically analysed to identify a path towards more systemized inclusive youth work with focus on the inclusion of youth with so-called migration background.

With recourse to normative and strategic management following the St. Gallen Management Model and recourse to the approach of 'justice as parity of participation' (Nancy Fraser) and 'transformative diakonia' (WCC, ACTAlliance, LWF), a model which suggests how to implement inclusion strategically in the Protestant youth of Westphalia is derived from the findings of the critical analysis.

Core insights of the thesis are, that inclusion of people with migration background requires commitment on all levels (from leadership to membership) and the readiness to be transformed and to transform power- and organisational structures, concepts, and practices. Constant (self-)critical reflection and analysis, the allocation of resources, sensitive communication and networking are necessary.

The proposed strategy towards inclusion is considered effective and successful when the need of affirming youth with so-called migration background and the need of actively fostering their inclusion in the Protestant Youth of Westphalia is no longer relevant because structures, concepts and practices are transformed in a way that realizes participation of young people regardless of (imagined, constructed, attributed) cultural or ethnic origin.