Developing an Inclusion & Diversity strategy: …where to start

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My objective for today:

to offer each of you THREE ideas you can take with you

My biggest challenge: you are very... diveRse!

How many of you...

Please raise your hand if you would answer YES.

... come from an institution that has an Inclusion and Diversity (ID) strategy?

... worked on an ID strategy (or ID priorities) for your institution?

... implemented at least an ID measure in an Erasmus+ context?

2 case studies:

Case 1: One of the students preparing for an exchange has a physical disability. The coordinator decides the student cannot cope with the international exchange – a one week mobility for short movie creation. The student stays home.
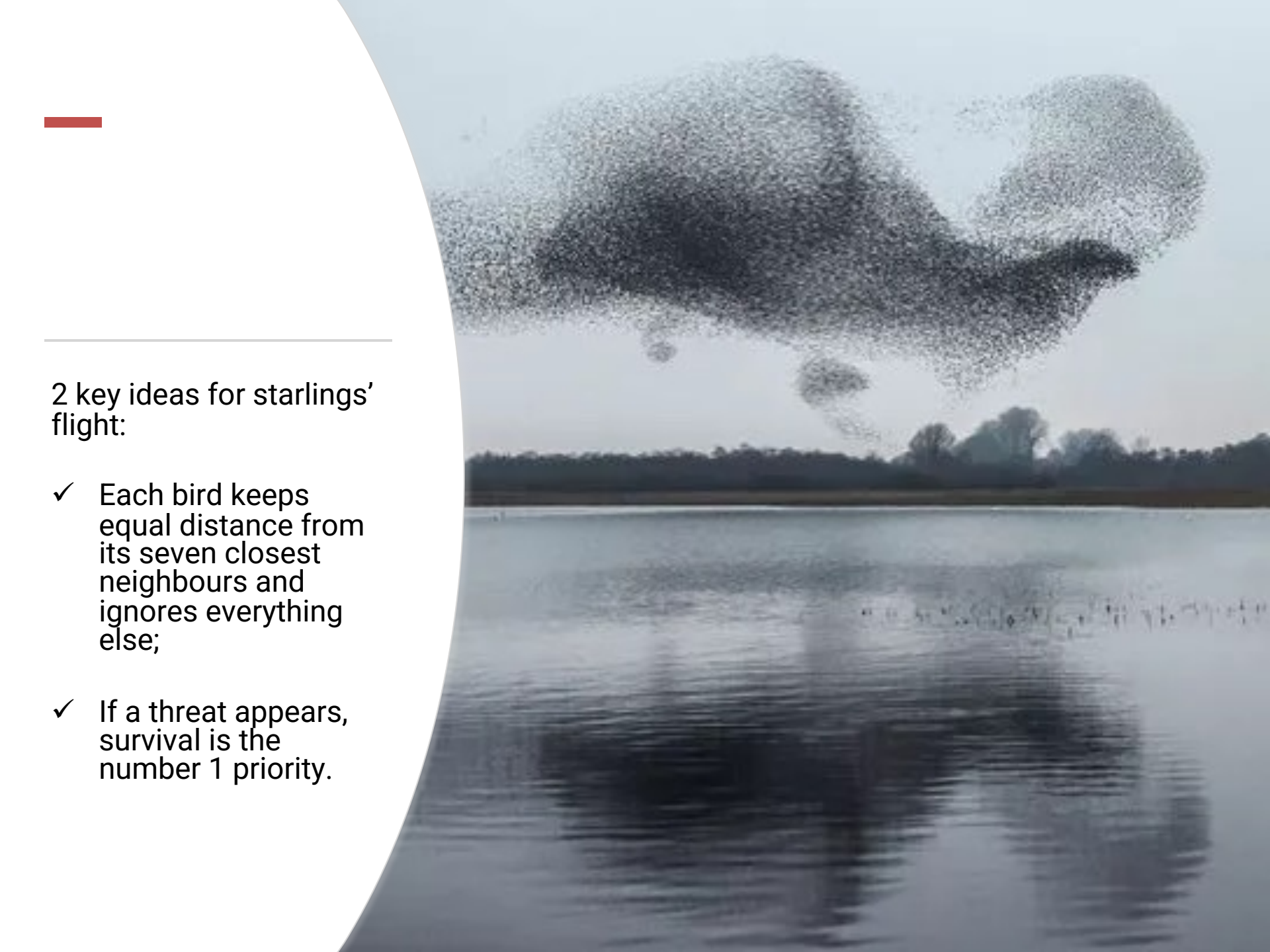
Case 2: The team that wins a national contest is secretly put on second spot, because the members are not speaking english well enough. Another team wins first spot and goes in the mobility.

A Starling Murmuration Over Lough Ennell, Ireland
©INPHO/James Crombie

2 key ideas for starlings' flight:

✓ Each bird keeps equal distance from its seven closest neighbours and ignores everything else;

✓ If a threat appears, survival is the number 1 priority.

What does **INCLUSION** mean?

"actively and intentionally removing barriers for the participation of groups and individuals with lesser opportunities, and valuing the diversity of backgrounds, beliefs, identities, capabilities, and ways of life."

"Shaping Inclusion & Diversity", SALTO ID

Which are the **BARRIERS**?

- Disabilities
- Health problems
- Barriers linked to education and training systems
- Cultural differences
- Social barriers
- Economic barriers
- Barriers linked to discrimination
- Geographical barriers

"Implementation guidelines
Erasmus+ and European Solidarity Corps Inclusion
and Diversity Strategy", EC

What does **DIVERSITY** mean?

ACKNOWLEDGING, RESPECTING, CHERISHING the different characteristics in which individuals and groups differ from one another (for example, age, socioeconomic status, gender, religion, sexual orientation, race, etc).

Adapted from "Shaping Inclusion & Diversity", SALTO ID

Who do we leave behind?

Who is invisible?

Who do we not see?

Who could be there with us and is not?

Who is marginalised?

Who is "traditionally" discriminated in our national/local context?

…**When** did you feel you succeeded including disadvantaged participants?

There are more ways to practically tackle ID in E+ projects

Reach out to marginalized groups

Include disadvantaged participants in the group

State guiding ID principles and values for your projects

Develop projects and mobilities focusing on ID

Create products that support inclusion in your E+ projects

…

Why do you need an ID strategy?

Why would you get involved in creating the strategy?

Please think of at least 2 reasons:
- ✓ 1 personal
- ✓ 1 professional

Use the time spent here to share and learn.

ID STRATEGY STRUCTURE

1. CONDUCT NEEDS ANALYSIS

2. DEFINE THEMATIC PRIORITIES

3. SET STRATEGIC OBJECTIVES

4. ESTABLISH KEY RESULTS AND INDICATORS

5. DESIGN ACTIVITIES

6. ESTIMATE RESOURCES

7. SET DEADLINES AND MILESTONES

A few questions when working on your strategy

- **Why** do you need an ID strategy?

- **Where** are you going?

- **How** will you get there?

- **What** shows you that you are on the right track?

- **What** will tell you that you've arrived?

There are several ways, at different levels and different moments, to tackle Inclusion and Diversity:

- Have an ID strategy

- Include relevant measures in your institution's strategy

- Create key principles and priorities and "put them on the wall"

- Include ID measures in your E+ projects

- Use results and lessons learned from the projects to make a better strategy

Very important: start with a good analysis of the situation!

- ✓ Read national and EU documents

- ✓ Analyse local context

- ✓ Evaluate the status-quo in your institution

- ✓ TALK TO PEOPLE (teachers, students, beneficiaries...)
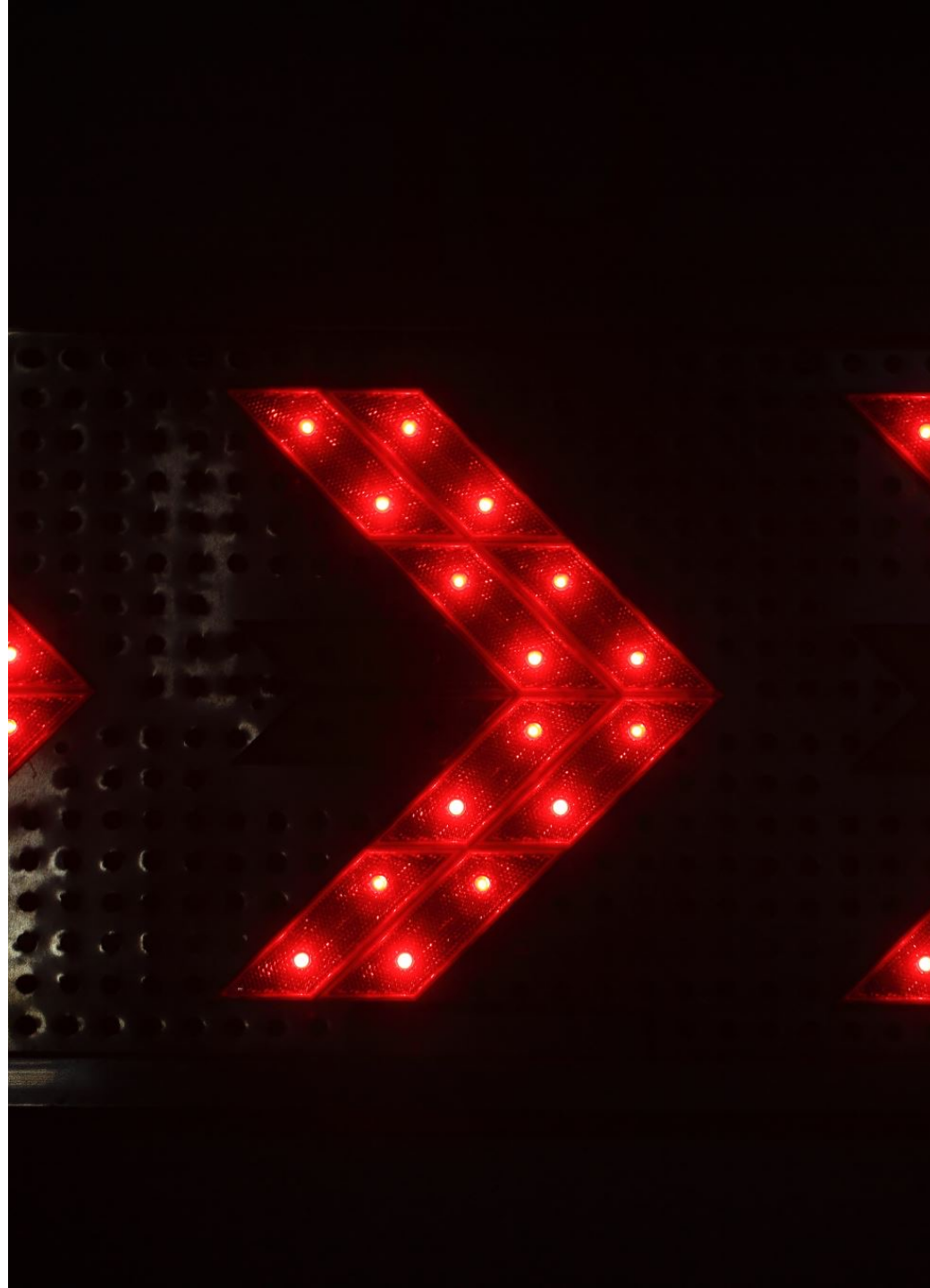
→ see where you are and what needs to be done
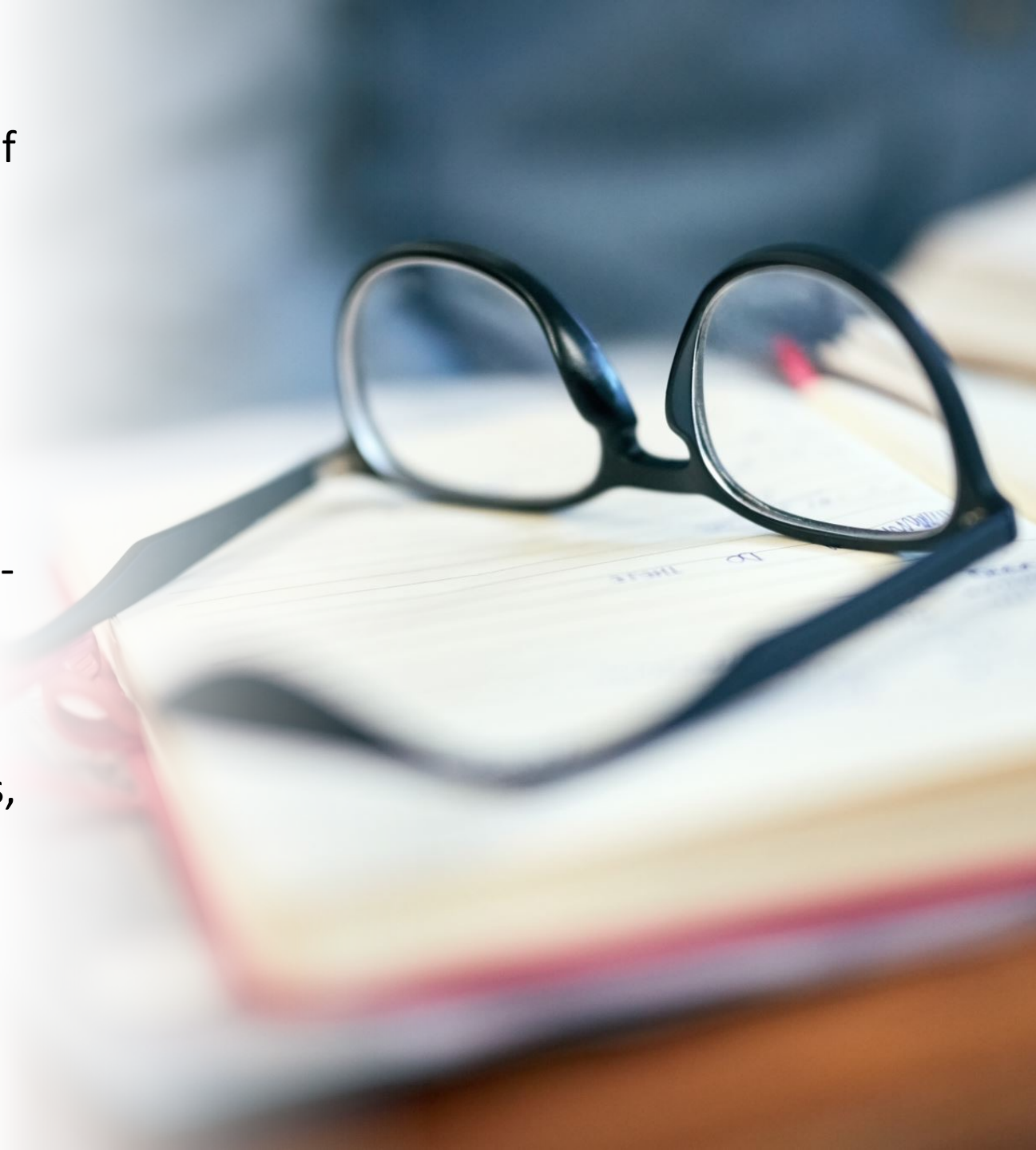
Monitor & Evaluate

Do things right.

&

Do the right things.

CHANGE
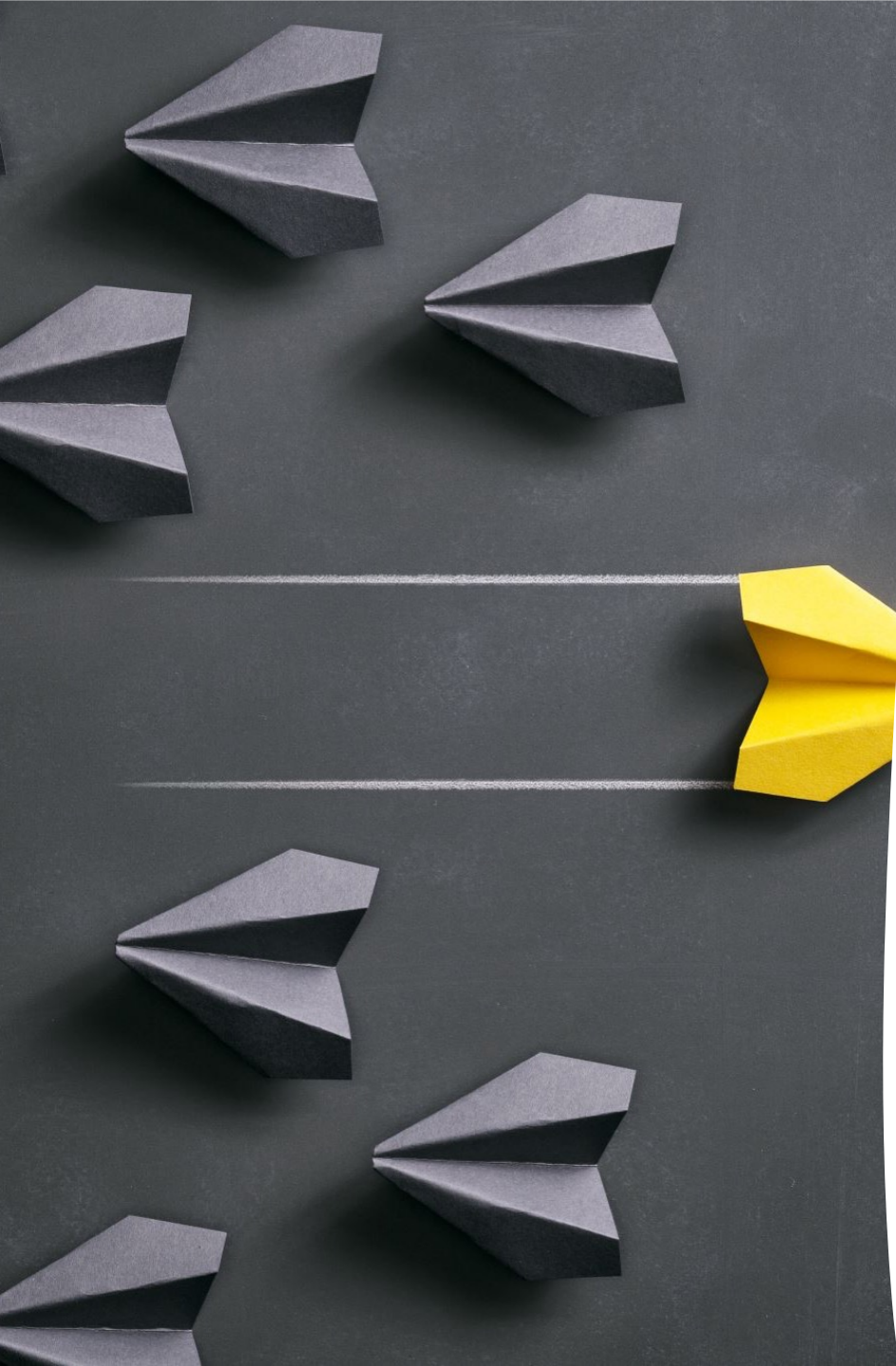
both
- TOP – DOWN

and
- BOTTOM – UP

Identify the essential ID challenges.

Prioritize. Prioritize. Prioritize.

Start with the low hanging fruit.

Celebrate victories.

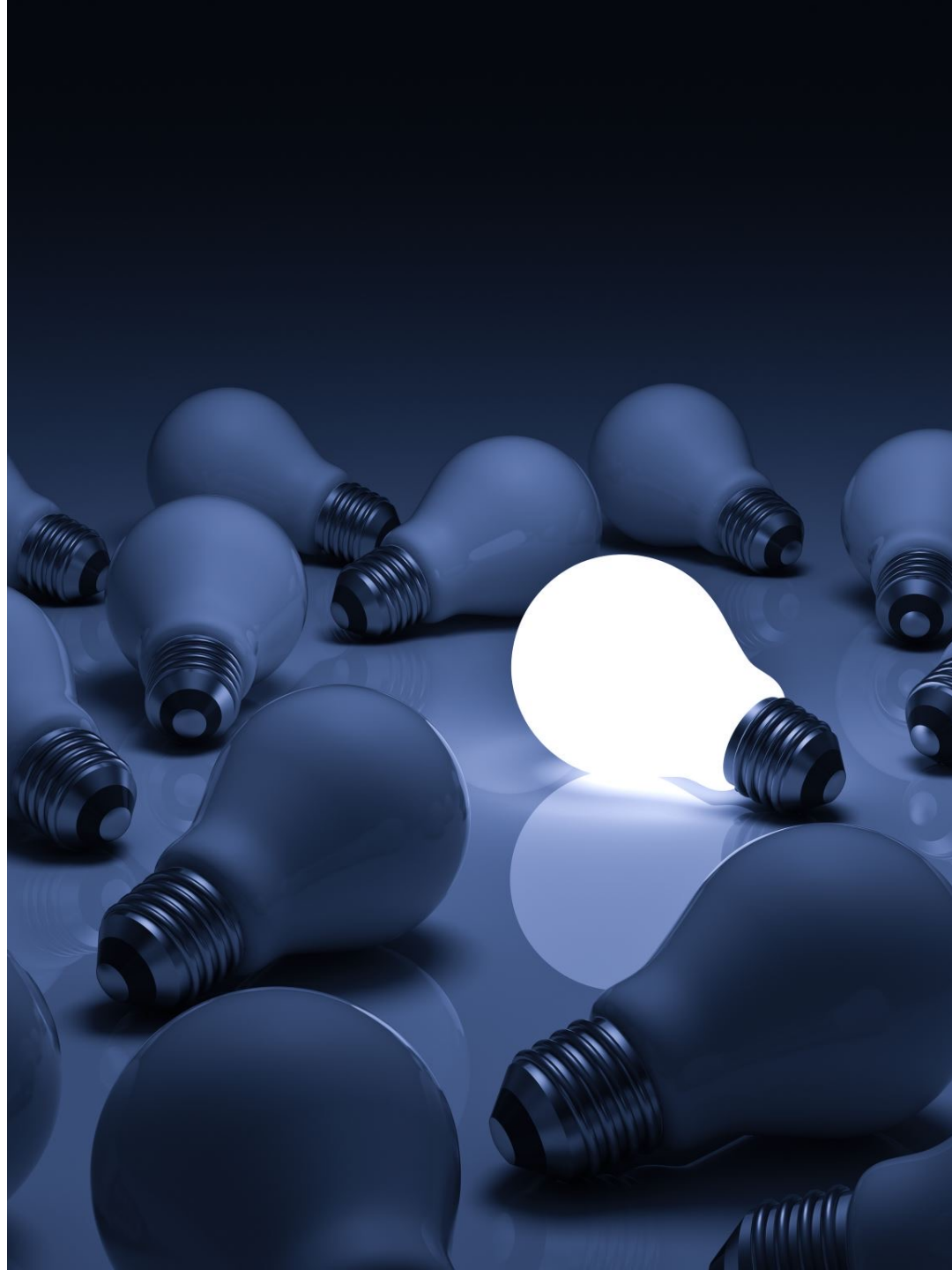Acknowledge the current reality and adapt.

"When a complex system is far from equilibrium, small islands of coherence in a sea of chaos have the capacity to shift the entire system to a higher order."

Ilya Prigogine,
Nobel Laureate

Share your successes

"Great stories happen to those who can tell them."

Ira Glass

Be a best practice ☺

"Don't ask yourself what the world needs, ask yourself what makes you come alive and then go and do that. Because what the world needs is people who have come alive."

Harold Whitman