

## Training Programme

### Exploring the different dimensions and definitions of diversity

Day (2)

#### 2 How was yesterday?

**Reflection**

30 min

**Useful for:**

Reinforcing the learning from the day before, answering questions, dealing with concerns as they arise

**Resources needed:**

The reflection sheets from the day before

**Room layout:**

Chairs in a circle with a chair for every participant and facilitator

**What Happens?**

Firstly, facilitators ask participants what reflections they have on the day before, what questions they might have, and whether they have concerns about the workshop. Facilitators should have read all the reflection sheets and before the morning session starts have decided what issues and observations are emerging. It is important to deal with these, by raising them in the discussion, although the facilitators should not indicate the source of the comment. However, if a participant is happy to acknowledge that the comment came from them, it is important to let them expand on what prompted them to write it.

Often participants are suggesting changes to the workshop programme and structure. Wherever possible, facilitators should allow the suggestions of participants to be incorporated. Suggestions which were made in previous workshops included:

- Having longer breaks.
- Stopping during the day to have 5 minutes complete silence from time to time for personal reflection.
- Having time for writing up some thoughts during the course of the day.
- Having the opportunity to visit the town or city in which the training is located.

Some of these ideas are already programmed to take place, but facilitators can allow participants to feel they originated these ideas. As the week progresses, participants should feel more and more as the co-creators of the workshop. These daily reflection sessions are part of the process of allowing this to happen.

### **Notes for facilitators:**

Participants have varying levels of tolerance for reflection sessions. Some participants would be happy to talk all day about their thoughts and responses. Others are very anxious to get on with the next activity. It is important therefore to facilitate these reflection sessions carefully. There must be space to ensure that everyone has a chance to contribute, that all the key issues and concerns are identified and discussed. However, it is also important to ensure that these sessions are not too long and to avoid a situation in which a small group of more talkative participants are allowed to dominate. Also remember to leave time for general administrative announcements. In a week long workshop there are always lots of administrative issues to be addressed.



Created by the German Federation for Arts Education and Cultural Learning (BKJ) and the international foundation Creativity, Culture and Education (CCE) together with numerous European partners. Funded by Stiftung Mercator and supported by the European Union within the scope of the Erasmus+ Youth in Action Programme.

This work only reflects the author's view. The European Commission is not responsible for any use that may be made of the information it contains.

Free re-use as Open Educational Resource (OER) permitted and recommended.



This work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License (CC BY-SA 4.0).

Please refer to as follows: "Europe in Perspective. Transnational Training on Diversity in Cultural Learning" by German Federation for Arts Education and Cultural Learning (BKJ) and Creativity, Culture and Education (CCE), License: CC BY-SA 4.0.

Contact: [info@bkj.de](mailto:info@bkj.de)

The license agreement is available online here:  
<https://creativecommons.org/licenses/by-sa/4.0/deed.de> | The work is available online here: <https://europe-in-perspective.eu>