Europe in Perspective

Transnational Training on
Diversity in Cultural Learning

Diversity

Living together

- Co-existing with people of diverse cultural backgrounds

- Appreciation of other realities

- Understanding one's relationship to collective identities

- Seeing how the characteristics of people interconnect

- Finding and understanding the differences and similarities among various inhabitants and countries

- Creating culturally vibrant communities

- Sharing a belief that diversity is a source for prosperity

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Interculturality

- Experiencing intercultural learning
  - Gaining intercultural learning experiences
  - Joining intercultural educational practices

- Practicing intercultural learning
  - Leading intercultural educational practice
  - Achieving intercultural cooperation

- Promoting intercultural understanding
  - Constructing a community of values
  - Playing a preventive role in facing extremism
  - Minimising exclusion and intolerance

- Reinforcing intercultural dialogue
  - Supporting positive intercultural interaction

- Facilitating interaction with people to resist intolerance

- Transcending a diversity that is divisive and finding one that is cohesive

- Reaching a system of equal interaction between people from different culture and shared cultural expression

Empowerment

- Establishing power structures that break cycles of oppression

- Minimising structural disadvantages

- Revealing and challenging hierarchies
  - Giving voice to oppressed

- Raising awareness of structural privileges

- Enabling affirmative actions for underrepresented
  - Actions for marginalised groups
  - Quotas

- Improving awareness about discriminatory practices

Combatting discrimination

- Challenging unequal/unjust "realities"

- Resisting binary thinking

- Supporting participatory justice

- Disseminating anti-discrimination practice

  – Support non-discrimination policy

  – Identify and overcome exclusion

  – Stop reproduction of existing inequalities

- Resisting the labelling of disadvantaged people as victims

- Using diversity-conscious pedagogical approach

  – Emphasising existing or potential heterogenity

  – Raising awareness of different perspectives

  – Questioning presuppositions

Considering intersectionality

- Avoiding generalisations

- Flexibly deal with categories of difference

- Becoming aware of own prejudices

- Fostering critical thinking and acting

- Avoiding tabooing

- Questioning biases

- Recognising own beliefs, attitudes and behaviours in relation to other groups

- Understanding how stereotypes perpetuate discrimination

Understanding uniqueness of each individual

- Exploring individual differences in safe and nurturing environment

- Respecting and accepting individual differences

- Celebrating the rich dimensions of diversity within each individual

Condition and consequence of identity-building processes

- Recognising the impact of visible and invisible dimensions of the self
    - Nationality
    - Religion
    - Sexual orientation
    - Social class
    - Race
    - Ethnicity
    - Gender
    - Disability
    - Age
    - Etc.

- Defining the in-group and the out-group
    - Building the concept of me and us
        * Understanding the "meaning" or content that defines "us" in a given situation
        * Perceiving membership of particular social groups
        * Adjusting behaviour to the norms of a group
    - Evaluating others as "us" and "them"
        * Affecting self-esteem by comparing different social groups

- Exploring identity building processes
    - Creating beliefs, values and behavioural patterns

Diversity management

- Recruiting and retaining more people from underrepresented "identity groups"

- Enabling members of minority groups to move up in company hierarchies
  - Affirmative actions
  - Creative recruiting practices
  - Innovative hiring methods

- Recognising relevant differences and similarities within the organisation and in its environment

- Strenghtening cultural values within the organisation

- Improving the motivation and efficacy of existing staff

- Improving innovation and creativity amongst employees

- Integrating different values into the identity of an organistion as an asset

- Developing/improving and implementing an integrating strategy into a day-to-day managerial and learning processes of the organsiation