

# Focus-group interview and analysis



Project-Nr.: 2022-2-DE02-KA210-VET-000092335



## **UNITED - Inclusion and Diversity of Learners with Diverse Backgrounds (2022-2-DE02-KA210-VET-000092335).**

**Place: Luxembourg  
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**Conducted by: Luxembourg Creative Lab**



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**This documents is part of Project Action 1:  
Develop Diversity-Centered Learning Objectives**

**Interviewer:**

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The **main purpose** of the interviews will be to become aware of the following aspects:

- Draw an appropriate learning experience;
- Create the learning objectives and the topics
- Balance learning objectives with engaging ways to deliver this training;
- Specify how the learning objectives would be assessed.

The **target groups** for this activity are the following:

**Focus group (Questionnaire):**

1. Employees, free-lancers, peers at Luxembourg Creative Lab

*For the purpose of the focus group interview 7 participants were interviewed - employees and free-lancers.*

## Focus Group Interviews Analysis

This document presents the focus group interview analysis. The focus group interview was conducted among co-workers and staff from LCL. This session was organized as a qualitative research discussion that involves a small group of individuals coming together to discuss a specific topic or issue. It is conducted by a moderator from LCL who guides the discussion and encourages participants to share their thoughts, opinions, and experiences.

7 employees joined the focus group interview which was hosted from LCL in Luxembourg. All respondents provided their consent for participating in this session and 60% of them agreed for being photographed.

The participants were from different social and demographic backgrounds. For example, 85% of them have a foreign nationality from Luxembourg (EU). 70% of them are employed as free-lancers and 30% belong to the LCL staff.

### Key findings

#### **The meaning of 'Inclusion & Diversity Inclusion' for our respondents**

Inclusion goes beyond simply having diversity in terms of demographics such as race, ethnicity, gender, age, sexual orientation, disability, or socioeconomic status. It involves actively seeking out and embracing different perspectives, ideas, and talents, and providing equal opportunities for all individuals to thrive.

In an inclusive environment, people are encouraged to express themselves authentically, and their voices are heard and valued. It fosters a sense of belonging, where individuals feel accepted and supported, and where their differences are not only accepted but celebrated. Inclusion is about breaking down barriers, challenging biases, and creating spaces where everyone can reach their full potential.

Creating inclusive environments requires ongoing effort and commitment. It involves promoting diversity in leadership and decision-making roles, implementing inclusive

policies and practices, providing training on unconscious biases, fostering open communication and dialogue, and actively addressing any instances of discrimination or exclusion.

## **Inclusive workplace**

**Diversity:** An inclusive workplace recognizes and celebrates diversity in all its forms, including but not limited to race, ethnicity, gender, age, sexual orientation, disability, religion, and socioeconomic background. It actively seeks to create a workforce that reflects the diversity of the wider community.

**Equal Opportunities:** In an inclusive workplace, all employees have access to the same opportunities for growth, development, and advancement, regardless of their background or identity. This includes fair hiring practices, promotions based on merit, and equitable distribution of resources and benefits.

**Respect:** Respect and dignity are fundamental in an inclusive workplace. Employees are treated with fairness, empathy, and respect, irrespective of their differences. Discrimination, harassment, and bias are not tolerated, and there are clear policies and procedures in place to address any instances of misconduct.

**Inclusive Culture:** An inclusive workplace fosters a culture of openness, collaboration, and mutual respect. It encourages open communication, active listening, and the free exchange of ideas. Employees feel comfortable expressing their opinions, challenging assumptions, and contributing to decision-making processes.

**Inequality in the workplace** can give rise to various issues that impact employees, organizational culture, and overall business performance. Here are some common issues shared from workplace inequality during the discussion:

1. **Discrimination:** Inequality in the workplace can manifest as discrimination based on characteristics such as race, gender, age, sexual orientation, disability, or socioeconomic status. This can result in unfair treatment, bias in

hiring and promotions, and unequal access to opportunities, leading to feelings of exclusion, frustration, and diminished morale among affected employees.

2. **Salary:** Inequalities in compensation are prevalent in many workplaces. Women and minority groups often face wage gaps, where they earn less than their counterparts with similar qualifications and experience. Unequal pay can perpetuate systemic inequities and contribute to financial instability and dissatisfaction among affected employees.
3. **Limited Career Opportunities:** Inequality can hinder career advancement opportunities for certain individuals or groups. Bias and discrimination can impact promotions, leadership positions, and access to challenging projects or developmental opportunities. This creates barriers to professional growth and contributes to a lack of diversity in higher-level positions within organizations.
4. **Hostile Work Environment:** Inequality and discrimination create a hostile work environment, fostering tension, conflict, and resentment among employees. When some individuals feel excluded or face mistreatment due to their identity, it erodes trust, collaboration, and overall employee well-being. This can lead to decreased productivity, increased turnover, and legal challenges for the organization.

Addressing workplace inequality must be a top priority with a proactive approach that includes implementing fair policies and practices, promoting diversity and inclusion, providing equal opportunities for professional growth, and fostering a culture of respect and accountability. Organizations that prioritize equality and fairness in the workplace will have higher employee satisfaction, engagement, and overall performance.

## Focus group (Questionnaire)

### Demographics / education

1. Age
2. Formal education
3. Non-formal education
4. Nationality / Cultural Attitudes

### Study / Work

5. What is your current occupation?
6. Are you currently collaborating with people with diverse backgrounds (age, nationality, and cultural background (adapting to the new environment), gender, sexual orientation, race, religion, maternity, etc)?
  - *What motivated you to become part of it?*
  - *What do you like about it?*
  - *What challenges do you face on a daily basis?*
  - Have you ever experienced/ witnessed discrimination or bias based on any of the above characteristics?

### Needs

7. What does the term "inclusion and diversity" mean to you?
8. Have you experienced any situations where you felt excluded or discriminated against because of your race, gender, sexual orientation, religion, or any other aspect of your identity?
9. Have you ever witnessed discrimination or exclusion towards some of your colleagues? If so, how did you respond?

10. In your opinion, what can be done to make staff feel more comfortable speaking up about issues related to inclusion and diversity?
  
11. How can faculty and staff contribute to creating a more inclusive and diverse culture within the institution?
  
12. How do you believe the institution can attract and retain a more diverse faculty and staff?
  
13. What resources or support systems do you think would be helpful for faculty and staff from diverse backgrounds?
  
14. Are there any diversity and inclusion initiatives that have been implemented in the past that you believe have been successful? If so, why do you think they were successful?
  
15. Do you feel that your work performance / work is equally appreciated as that of men/women?
  
16. Have you been on/ back from/ maternity leave and if yes, did you encounter any problems?
  - *What do you need in order to ease your transition to being back to work? What kind of support?*
  
17. Is there anything else you would like to share with us?

**Photos taken during the interviews**  
**Credit: Luxembourg Creative Lab**





## Participation List

N	Name / Surname	I give permission to take photographs and / or video of me (tick)
1	Zaruhi Hovanesyan	no
2	Yana Ivanova	no
3	Sibel Ramadan	no
4	Deniz Sakur	Yes
5	Martin Kondov	Yes
6	Semaat Mehmed	Yes
7	Teresa Bitunksa	Yes
8	Kristina Chavdarova	Yes