



# UNITED - Inclusion and Diversity of Learners with Diverse Backgrounds

No: 2022-2-DE02-KA210-VET-000092335

## Inclusion and Diversity: Training Needs



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Prioritising the training needs of our target  
audience

“Inclusion and Diversity: Training Needs”



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

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Conducted by the UNITED Consortium



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

The **main purpose** of this document is to consider the findings during the focus group interviews conducted by XU Exponential University of Applied Sciences and Luxembourg Creative Lab. It aims to provide our consortium with a clear and concise view of what skills and experience our organisations need to get ahead, and which of those are missing at the moment, hindering future growth.

## “Inclusion and Diversity: Training Needs”

This document outlines the identified training needs of students, faculties and administrative staff as well as freelancers. The training needs of students regarding inclusion and diversity may vary depending on the specific context, student population, and educational setting. However, the following common training needs were identified:

1. **Cultural Awareness and Sensitivity:** Training that helps students develop an understanding and appreciation of different cultures, traditions, beliefs, and values. This training can promote empathy, respect, and tolerance among students from diverse backgrounds.
2. **Anti-Bias Education:** Training that focuses on recognizing and challenging biases, stereotypes, prejudice, and discrimination. This can help students develop a critical lens, challenge stereotypes, and foster an inclusive and equitable environment.
3. **Interpersonal Communication Skills:** Training that enhances students' communication and interpersonal skills, including active listening, empathy, conflict resolution, and effective collaboration. These skills are crucial for building positive relationships, resolving conflicts, and promoting inclusivity.
4. **Inclusive Classroom Practices:** Training that equips students with strategies for creating inclusive and welcoming classroom environments. This includes understanding and valuing diversity, promoting equitable participation, and creating opportunities for all students to engage and contribute.
5. **Empathy and Perspective-Taking:** Training that cultivates empathy and perspective-taking abilities among students. This enables them to understand and appreciate different viewpoints, experiences, and identities, fostering a more inclusive and empathetic school community.
6. **Social Justice and Advocacy:** Training that promotes social justice awareness and encourages students to advocate for equity, inclusion, and fairness. This can involve learning about social issues, understanding power dynamics, and empowering students to take action to address inequality.
7. **Intercultural Communication:** Training that develops students' intercultural communication skills, including effective communication across cultural boundaries, recognizing cultural nuances, and adapting communication styles. This promotes respectful and meaningful interactions in diverse settings.
8. **Adaptability:** Training how to deal with the stress and get used to the academic environment and workload when switching from High School to the university.

9. **Collaboration and Teamwork:** Training that emphasizes the value of collaboration and teamwork in diverse groups. This can involve activities that encourage students to work together, appreciate diverse perspectives, and learn from one another's strengths.
10. **Intersectionality and Multiple Identities:** Training that helps students understand the concept of intersectionality and how various aspects of identity (such as race, gender, sexuality, ability, etc.) intersect to shape experiences and privilege or disadvantage. This fosters a deeper understanding of diversity and promotes inclusive practices.
11. **Inclusive Curriculum and Pedagogy:** Training that equips students with knowledge regarding their exam requirements.
12. **Inclusive Teaching and Assessment Strategies:** Training that introduces inclusive teaching practices and assessment strategies to faculties. This can include techniques for designing diverse and culturally responsive curriculum, fostering student engagement, and creating inclusive learning environments that cater to different learning styles and needs.
13. **Cultural Competence:** Training that develops cultural competence among faculties and administration. This includes understanding cultural differences, addressing cultural biases, and promoting inclusive practices that respect and value diverse perspectives and experiences.
14. **Creating Inclusive Classroom and Campus Climate:** Training that guides faculties and administration in creating inclusive classroom and campus environments. This may cover topics such as promoting respectful dialogue, managing challenging conversations, addressing microaggressions, and responding effectively to incidents of bias or discrimination.
15. **Supporting Diverse Student Populations:** Training that provides faculties and administration with strategies to support and meet the unique needs of diverse student populations.
16. **Building Cultural Competence in Communication:** Training that enhances communication skills in cross-cultural contexts. This includes effective communication with diverse students, families, and colleagues, navigating language barriers, and promoting inclusivity through respectful and culturally sensitive communication.
17. **Inclusive Language and Communication:** Training that focuses on using inclusive language and communication techniques when interacting with clients, collaborators, and audiences. This can include understanding the power of language, avoiding stereotypes, and fostering respectful and inclusive dialogue.
18. **Accessibility Awareness:** Training on creating accessible content and ensuring inclusivity for individuals with disabilities. Freelancers can learn about web accessibility standards, designing accessible documents and graphics, and making their work usable for a diverse range of people.
19. **Inclusive Marketing and Representation:** Training that educates freelancers on the importance of inclusive marketing and representation in their promotional materials and



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creative work. This can involve understanding the impact of diverse representation and avoiding stereotypes in visual and written content.



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