

## DIVERSITY IN EDUCATION

### WHAT AND WHY

Our society is evolving fast towards great(er) diversity. Hence the schools - as a reflection of that society - evolve at the same speed and in the same direction. We meet more frequently with (grand)parents from less obvious family backgrounds or multicultural families. Gender issues influence strongly modern society and school life. More often we encounter students with different ethnical-cultural, linguistic or religious backgrounds, students and teachers with a disability, families with less fortunate financial means or who have no access to good schooling due to economic status ... .

There are as many 'cultures' as there are human beings walking on this earth and certainly as many as there are students (and teachers) in our schools! It is a consideration that does not make teaching and educating any easier. The assignment that requires the ability to look through the eyes of another person in another 'culture' over and over again, is not a simple one.

We may see this as problematic and hindering or we could turn views upside down and rather consider this role as an inspiring and motivating challenge. We must be aware of/consider/use this diversity if we want to make a strong and modern school that brings out the best in people, a school where concepts such as security, respect, understanding are considered as basic needs for every single person involved.

### GOALS

- Gaining insight and awareness in different aspects of diversity in education.
- Getting a clear view of the actual level of diversity management in your school and creating a plan on future (higher) levels of diversity management in your own school or institution.
- Drawing up a realistic list of priorities and possible solutions, designing projects and creating attainable challenges to implement these solutions and projects in your own school or institution.

### USED METHODS

- Presentations
- Discussions
- Debates
- Group projects
- Thinking tanks
- Multimedia
- Case analysis
- Linking theory and practice
- Creative thinking

### WHERE

The course is organized in **Portugal**, Lisbon as a residential seminar in a delightful 4 star hotel located in the **historical centre of Lisbon** very near the River Tagus (Rio Tejo).

### WHEN

**Sunday 29 March 2015 (12.00 h) till Friday 3 April 2015 (11.30 h)**  
**Monday 26 October (09.00 h) till Friday 30 October 2015 (16.00 h)**  
**Monday 24 October (09.00 h) till Friday 28 October 2016 (16.00 h)**

## FOR WHO

The course is open to all those who are professionally involved in schools, educational institutes, institutions, centres for adult education... and who want to work and reflect together on diversity within an international context.

Teachers, students guidance counselors, Equal Opportunity workers, school educators, principals and vice-principals, care-coordinators, policy-staff, anyone and everyone who is actively taking part in the evolution of the diversity management in their school or schools in general.

Primary education, Secondary education (compulsory high schools included), Special Needs education, Higher education, Adult and Professional education.

## ELIGIBILITY

Staff in charge of school education(teaching and non-teaching, including school managers, heads...), working in the sending school as well as other educational staff (school inspectors, school counsellors, pedagogical advisors, psychologists...) involved in the strategic development of the school or centre for adult education. school(s).

## BY WHOM

The course is organised by a consortium of European educational organisations that worked together in previous projects.

The trainers from Flanders (Belgium), Iceland, India and Portugal have a broad experience in teaching and training multinational teams on the item of diversity.

## COST AND FUNDING

The total course fee is € 1300. Portuguese participants, who don't use the hotel accommodation, obtain a reduced fee.

Staff from schools, colleges, any kind of adult education institutions, principals and heads, deputy heads, chiefs of department, coordinators, quality coordinators, middle management, teachers and educators... can apply for funding within the Erasmus+ programme.

## PROGRAMME

- Registration and course documents
- First icebreaking activity
- Welcome, practicalities
- Course overview and course objectives
- Working with the portfolio
- Key note
- Introductory work shop: mapping own situation
- Welcome supper with live Portuguese music in neighbourhood Bairro Alto (20:00 – 22:30)
  
- Diversity vs. multicultural and super-diversity society
- The so called "-isms" under the looking glass; sexism, racism, ageism, fascism...
- Stereotypes vs. prejudice and their use
- Gender:
- Gender as integral part of diversity
- Aspects of gender in school policy
- Work shop: Identification of current situation at own school
- First approach on gender policy at school

- Personal synthesis and portfolio work
- Groups and Group dynamics
- Symbols and their impact
- Us and them ... will it ever be 'just Us'?
- Youth vs. 'Adults' / Present youth and their groups
- Parents and children with different religious/ethnic/socio-economic/physical/... backgrounds:
  - Interaction within the family
  - Interaction of the families with the schools
  - Interaction of the children with the school
  - Visit to Centre for Inclusion of Immigrants / Muslim or Sikh Temple / Centre for Gender Related Issues
- Work shop: "If all goes wrong, try conflict resolution and restorative work."
- The process of ending a disagreement between two or more people/groups in a constructive way for all parties involved.
- Build a healthy community, increase social capital, decrease crime and antisocial behaviour, repair harm and restore relationships.
- Visit to Centre for Inclusion of Immigrants / Muslim or Sikh Temple / Centre for Gender Related Issues
- Free afternoon
- How to build solid, long-term bridges between schools and the families by debate, research, tips and tasks:
  - Identification of the different groups within your own school
  - Networking with 'actors - facilitators' in the surroundings of the school
  - Prioritising of different steps towards solid bridges
  - Transfer from personal chosen steps to the reality of the workplace
  - Master Classes: "Learning from Each Other"
  - Farewell supper at authentic Portuguese restaurant on the south bank of the Tagus river (Rio Tejo). We take ferry to cross the river (18:30 – 23:00)
- Wrapping up of course content
- Editing of an personal realistic work action plan for the implementation of the diversity policy at your school / organisation
- Portfolio: action plan and evaluation
- Follow up tasks and contact possibilities: Skype, SharePoint, Face Book, Moodle...
- Course evaluation