Diversity and Inclusion

CDS Hybrid Workshop in Tetovo

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Reading Material

Diversity and Inclusion

Diversity and Inclusion are increasingly important for university policies. For some types of funding, a solid D&I-plan is even essential. But it is also central to the university's intrinsic aims and values. The search for truth and knowledge should be accessible to all and beneficial to all. At the same time, effective D&I-interventions can be controversial and complicated. The challenge in developing D&I-policies is to combine fundamental analysis and vision with very practical interventions.

Diversity and inclusion initiatives

Diversity and inclusion initiatives
Diversity in the workplace, EU Platform of Diversity Charters, European Diversity Month, European Capitals of Inclusion and Diversity Award.

EUROPEAN COMMISSION - EUROPEAN COMMISSION

VU Center for Diversity and Inclusion

https://vu.nl/en/about-vu/faculties/school-of-business-and-economics/teams/vu-center-for-diversity-and-inclusion-in-organisations

VU Center for Diversity and Inclusion in Organisations - Vrije Universiteit Amsterdam
VU Center for Diversity and Inclusion engages in research and find solutions to complex gender and diversity challenges facing organisations.
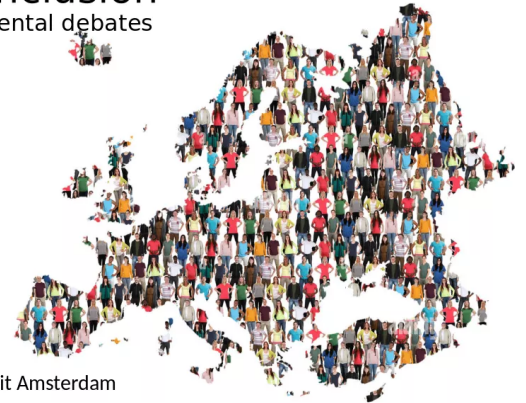
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sity and Inclusion
ps and fundamental debates

URORA-Training Event
etova, 01-04-2022

port, Vrije Universiteit Amsterdam
Officer, Dean Faculty of Religion and Theology

2022 Tetova - training Diversity and Inclusion 1
Powerpoint presentation

PADLET DRIVE

Diversity at VU

https://vu.nl/en/about-vu/more-about/diversity

Diversity - More about - Vrije Universiteit Amsterdam
The VU strives for 'inclusive excellence' whereby students, teachers, lecturers, and employees within VU use mutual differences to stimulate more creativity and talent development. Society and with it our university community has a wide variety of gender, sexual orientation, nationalities, cultures, ways of thinking and religions.

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2022 Tetova - training Diversity and Inclusion 2
Powerpoint presentation
PADLET DRIVE

https://public.org.mk/wp-content/uploads/2020/01/analiza_na_socijalni_pretprijatija_e_nl.pdf
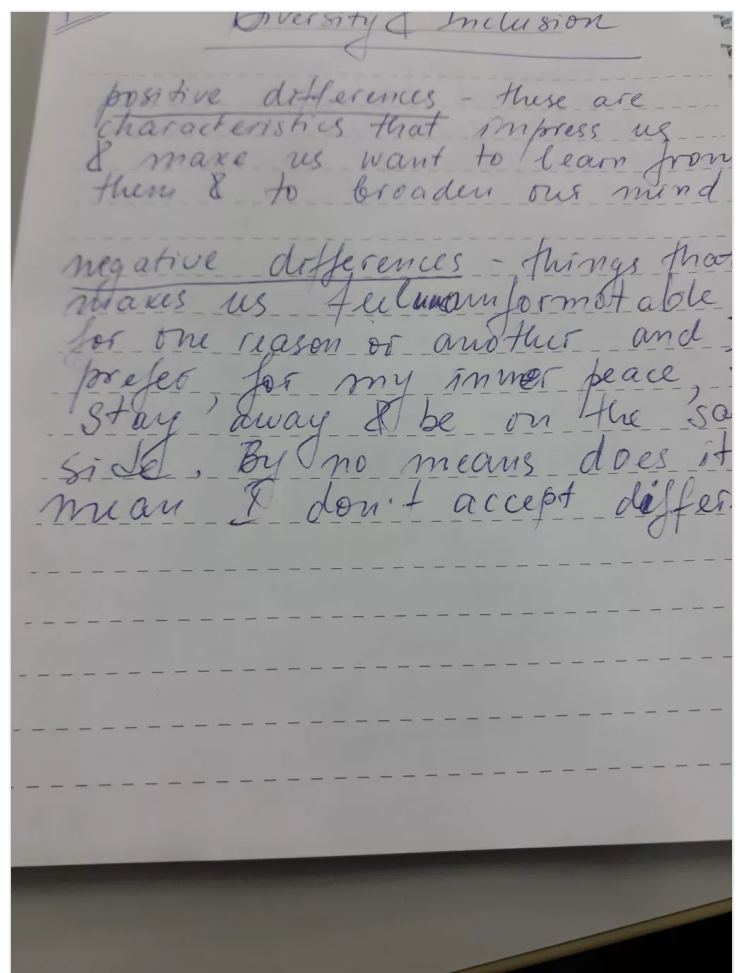
Discussion - Valuing differences

Positive and negative differences are not fixed concepts but varying based on context, life experience, phases in life, demographic factors (age, gender) etc.,

We value positively these values that are confirmed from the society like norms, tradition.

We value negatively these values that are distinct from the our culture and approved from our society.

Differences start from the family, hard to define positive and negative differences

[handwritten note image]

Diversity & Inclusion

positive differences - these are characteristics that impress us & make us want to learn from them & to broaden our mind

negative differences - things that makes us feel uncomfortable for one reason or another and prefer, for my inner peace, stay away & be on the safe side. By no means does it mean I don't accept differ

Sharing -(dis)advantages

advantages
1. support from my dad
2. help from my brother
3. raised in a big family

disadvantages
1. born as a female :)
2. not easy to adapt

Being a minority and having a advantage
Language obstacles
Paying much attention to details
Marrital status
Changing working institution

Advantages-

political party mambership,Universities name,family,friendship

Disavantage
Being woman

Advantages:
family

personal skills
education
disadvantages:
gander /female/
marital status

Advantage:

Self trust
Communication
Phd degree

Disadvantage
Financial support
Time Pressure

Sharing - Score

Our department last years is progressed in ideology with accent freedom of speech, academic freedom

Philosophy faculty in our university is represantive on gender, age, ethnicity, cultural baground

Equity/equality - offers open possibilities for everyone,but we need more progres
Disadvantage- being a state university is not always advantage, because politics dictates rules

Discussion - class, identity, woke

The discussion in this regard can be presented to students and teachers in various forms. In addition to the already traditional interactive approaches to learning, you can use to stimulate creativity, present good practices, work with problem groups, develop sharing platforms, visit important places for the identity of the students in the group, etc.

However, this process should not be an end in itself, because otherwise it will provoke dissatisfaction in the group / groups. First of all, conditions must be created for understanding the "different".

Sharing - Why diversity policies?

Bulgaria has a Strategic Framework for the Development of Education, Training and Learning until 2030. A Strategic Framework has been prepared by the Ministry of Education and Science in cooperation with stakeholders.
The strategic framework is prepared in line with the current perspectives strategic documents at global and European level, which outline the common vision for high quality, inclusive, value-oriented and continuing through lifelong learning.
For Bulgaria and in particular for SWU, it is especially important to take into account the differences and reduce them through various projects and initiatives, as well as specific infrastructure activities.
For the National Agency for Evaluation and Accreditation an important aspect in the accreditation of higher education institutions in Bulgaria is the availability of facilities that support and support disadvantaged people - the disabled, students from large families, students with divorced parents and orphans.
All this is strongly represented in the internal normative documentation of SWU. All this is strongly represented in the internal normative documentation of SWU.
At the same time, Bulgaria is well known for its traditions regarding ethnic and religious tolerance, which fully applies to the working and student living conditions at SWU. Disciplines related to cultural differences and diversity are studied in the programs of specialties from different professional fields of SWU.

Dilema - Monitoring

Monitoring always matters. In pedagogy, the combination of different approaches can lead to qualitative results, because here we are talking about the way in which students can be covered and included in the course of time spent by them at the university during lectures, but also in work on extracurricular projects.

Question 1

Which ideas from today can you use in your own context?

Inclusion is a great value and it could be used in the future

Inclusion!

As a multiethnic country, diversity is a must.
We should be oriented towards The techniques for inclusion and equity.

Given the same chances to different persons, as well as giving more importance to gender.
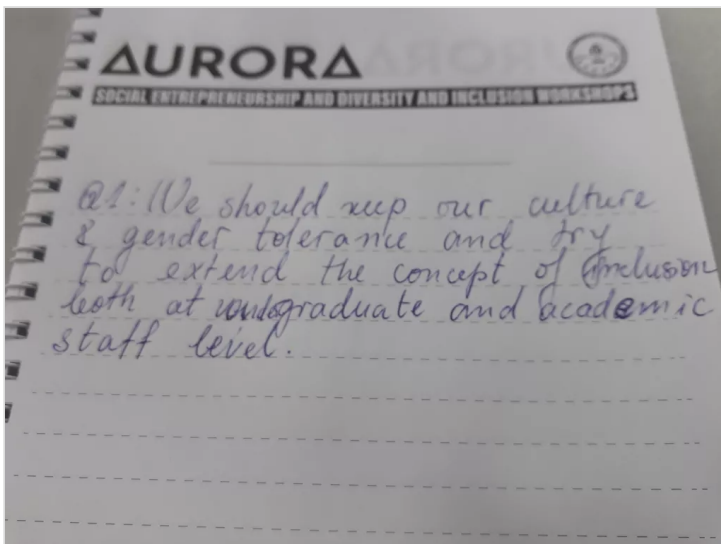
Physical equity

During pandemic we used a lot of alternatives of online teaching, so in that way we had a chance to include students from different countries without traveling here in Tetove.

Question 2

Which best practices from your own context can you share?

Students that came from inferior communities, to include them and be part of the society.

Strengthen the cooperation between universities.

Break the taboo topic's.

Taking in consideration the major issues, whereas the minor ones seem to be more problematic.

Inclusion especially in gender role, but we lack on positions leading by female

Rasising awareness of students for inclusion
Including these concepts in our lectures with students.

In Research area, we need financial inclusion

Change in the syllabus and include more topics about inclusion

Multiculturalism
Religional tolerance
Language context
Adaptation

Above all, the inclusion techniques

and creating opportunities for communication between students in an intercultural environment
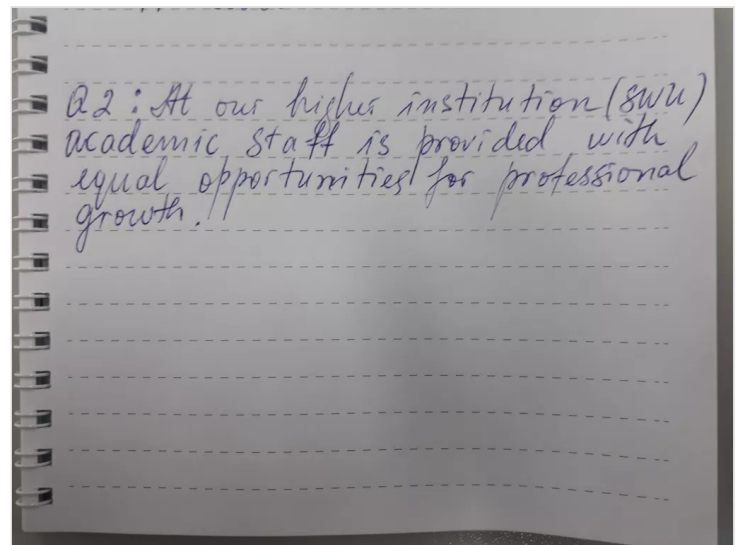
From the experience of SWU and the Faculty of Economics I can confirm that such partnerships "pay off" with positive results and overcoming differences

I meant that the promotion of partnership between students is very important

Question 3

What can we do together to improve DEI?

If you and someone else have different thoughts on a topic, there shouldn't be confrontation. You should both consider both ideas and find the best and most effective answer.

I believe that a lot can/need to be done. As for students one step could be to advice them to create networks between students of different generation so they will learn from each other, share experiences on solving problems, etc.

Organize workshops on the topics DEI where the speakers should be not only the academic staff but the students as well(male and female). It will help to see the problems which can be solved at the later stages.

The presentation today was great!

Everyone to give its own contribution in improving the DEI.

It is always double sided operation.

Flexibility to be i incorporated as an element of it, but not to exceed the limits and turn into harm.
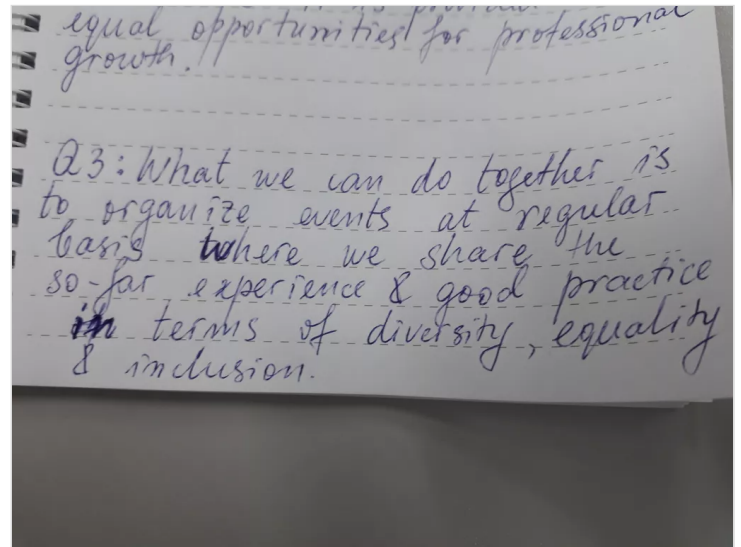
To have and objective approach.

Office for diversity and inclusion, and every department to have acces to this
 University policy about diversity
Workshops with students from differents universities that are

partnership with Aurora
Developing curiculums together with other universities, but in mentoral and finacial support
Exchange students to be part of diversity
Improving sense of equity, increasing on collective awareness

Above all, to teach, share and cultivate tolerance for others, so that the "other" point of view can be understood. In this regard, the partnership between teachers and students in different initiatives could be particularly useful.

It is important to keep in mind that these efforts cannot be one-time. Rather, it is a permanent process that should be at the heart of the educational process.

Aurora and CDS Information

http://aurora-universities.eu

http://aurora.upol.cz

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