



HE4u2: a project to integrate cultural diversity into Higher Education

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on behalf of the consortium

INVITED Peer Learning Seminar:

How to transform universities to embrace diversity and foster inclusion

University College Dublin, Friday 14 June 2019



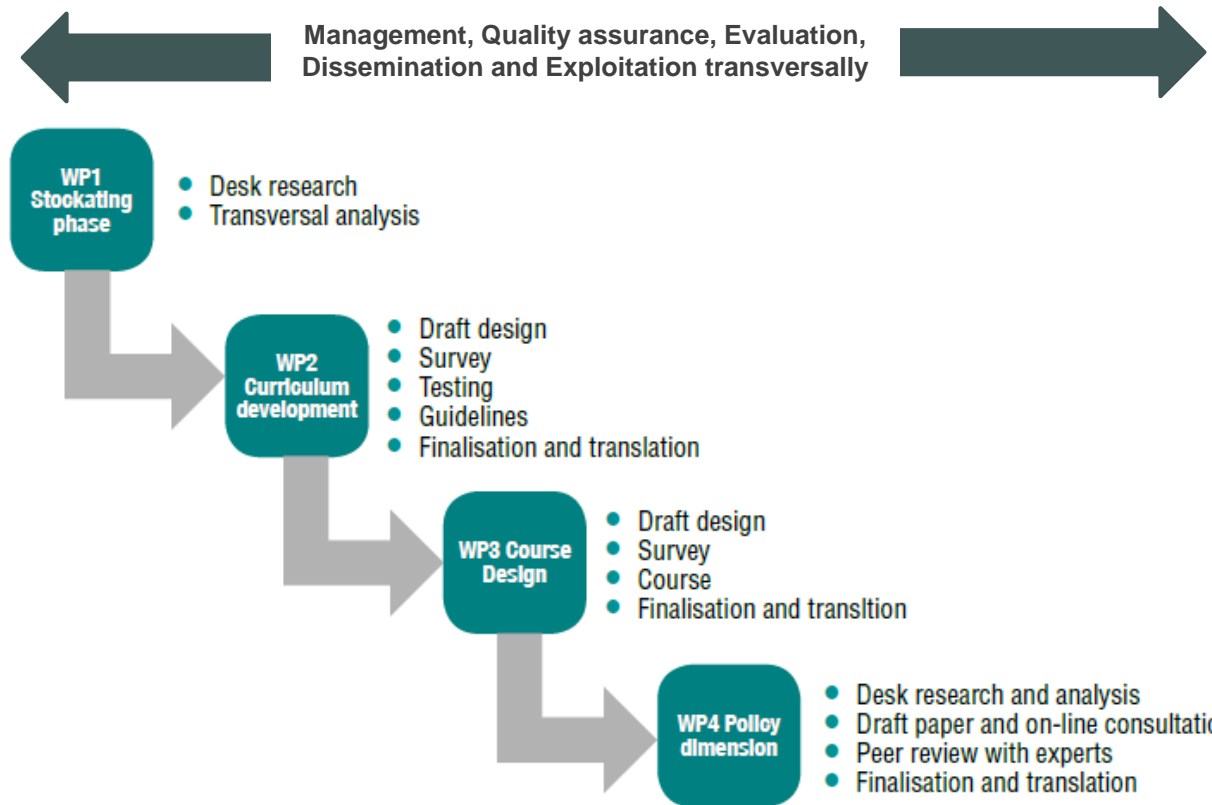
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Facts

- ▶ Programme: ERASMUS+
- ▶ Key Action: Support to policy reform - Forward Looking cooperation projects
- ▶ Call of proposals: EACEA-33-2014
- ▶ Eligibility period: 01 January 2016 to 31 December 2018
- ▶ Contractor and Coordinator: **eucen** (BE) | www.eucen.eu
- ▶ Partners of the consortium: Catholique Université de Louvain (BE)
Maynooth University (IE)
University of Turku (FI)
Aristotle University of Thessaloniki (GR)
University of Porto (PT)
University of Vienna (AT)
Johannes Gutenberg University Mainz (DE)

From research to practice and from practice to policy



Key: M&M - Migrant and Minority background students

- ▶ perform a **meta-analysis** of 82 existing pieces of literature and 37 identified good practices on teaching and learning strategies for culturally inclusive education in higher education
- ▶ conduct a **survey** of M&M students (323) and develop innovative pedagogic interventions in 21 different curricula (from 7 different countries) and produce a set of **guidelines** for developing such curricula
- ▶ create a generic **Continuing Professional Development course** for HE staff
- ▶ collect 58 existing policies in place and produce a set of **policy recommendations** consulted and validated addressed to HEIs and national and European **policy makers**

Review of existing literature

1. STRUCTURAL CONDITIONS

- A. Personal background**
 - socio demographic
 - Previous education
- B. Educational policies**
 - Entrance requirements
 - Policies for M&M
- C. Cultural/political dynamics**
 - Globalisation
 - Multiculturalism
 - Critical race perspective
 - Inclusion

2. HE EXPERIENCE

- D. Organisational support and policies**
 - Structures, policies, practices
 - Values, mission, culture
- E. Students' experiences**
 - In the classroom
 - Out of the class
 - Curricular experiences

3. EXPECTED OUTCOMES

- F. Outcomes**
 - Individuals: Citizenship and inter-cultural competence
 - HE institutions: Academic and professional success, employability, professional identity.
Culturally inclusive practices, international recognition/visibility
 - Society as a whole: Social inclusion, diversity

Review of existing interesting practices - main points for attention

- ▶ **Research** about M&M students and their experiences, concerns and goals
- ▶ **Disseminating useful information:** about job opportunities, but also manuals/tutorials to promote knowledge and competences relevant for students, teachers, staff and other stakeholders on issues of diversity and migration
- ▶ **Language and intercultural training**
- ▶ **Intervention projects:** peer mentoring, intercultural get together, support groups, multidisciplinary and multicultural study groups
- ▶ **Policies:** scholarships, combination of financial support with language training, recognition of prior learning and skills development

Survey of students on their experience in HE

▶ MAIN POINTS

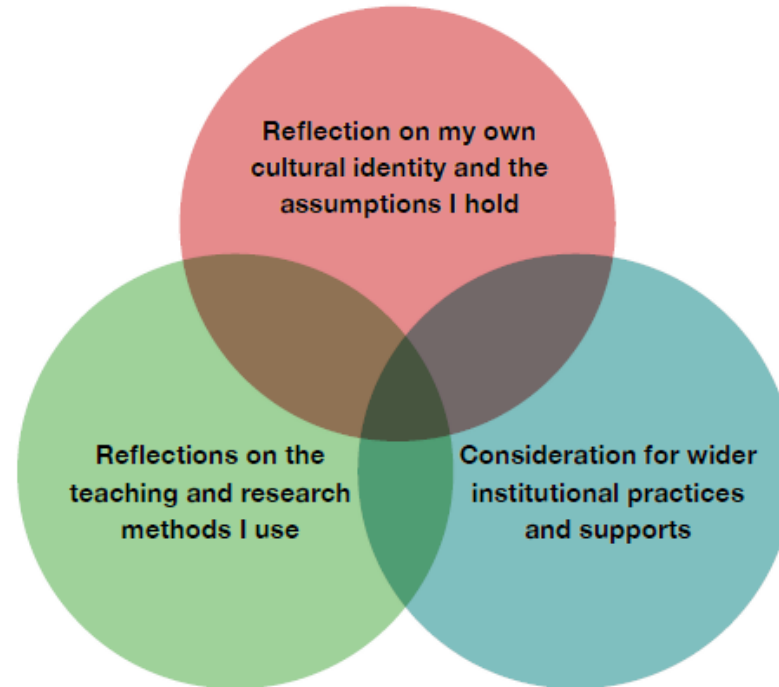
- ▶ from omission to a ‘single [negative] story’ of the ‘other’: underrepresentation, Eurocentric view, presumptions about the M&M students, etc...
- ▶ from undercover identities to not feeling “exotic”: try to be a national, thought do not feel like it, feel of belonging to the university without constant highlight of ethnic background, etc...

▶ SUGGESTIONS FOR IMPROVEMENT

- ▶ Consult with M&M - involve them in discussions and planning
- ▶ Deeper analysis of racism needed
- ▶ Compulsory group work on the topic (via training?)
- ▶ Inclusiveness is more a matter of heart and hospitality than of university programme
- ▶ Invite everyone to tell about their cultural background, to be more open about cultural diversity

Guidelines for creating intercultural learning environments

- ▶ [self] : “reflection on own cultural identity and assumptions”
- ▶ [teaching] : “use of language; participatory teaching methods; AND curricular change - inclusion of relevant information about ethnic and racial groups, **question** racialized stereotyping, include literature and research beyond the Global North, reflect diversity”
- ▶ [institutional level] : “institutional reforms and adoption of policies that value integration and confront racism and discrimination, recognize international qualifications and prior learning AND foster the creation of spaces where M&M students feel represented, recognized and listened to”



[BACK](#)

Principles underpinning the CPD course

- ▶ “awareness of one’s own cultural background and interest for other cultures, as well as cultural diversity
- ▶ shift of cultural frames of reference
- ▶ change in attitude and propositions towards e.g. minorities
- ▶ use of the cultural heritages, frames of reference, and performance styles of ethnically diverse students as resources to facilitate and enrich the learning process of all students”
- ▶ Intercultural Competences in Learning and Teaching
 - *Omission, underrepresentation or distortion of discriminated groups, including from an historical perspective*
 - *Stereotyping*
 - *Language bias*
- ▶ Teaching and Learning Strategies
 - *Active and collaborative learning*
 - *Reflective practice*
 - *Dialogic learning and teaching*
 - *Inclusiveness*

10 ways to increase the impact of diversity in policies in Higher Education

No	Recommendations	EU	Nation	HEI
Promoting the integration of cultural diversity into HE				
1	Celebrate human diversity	✓	✓	✓
2	Commit to active diversity management	✓	✓	✓
Integrating cultural diversity into HE				
3	Promote open access to and success in HE	✓	✓	✓
4	Integrate diversity into curricula			✓
5	Train diversity skills (pedagogical approaches)			✓
6	Collaborate to solve intercultural questions	✓		✓
Sustainability for integration of cultural diversity into HE				
7	Ensure sustainability	✓	✓	✓
8	Embed diversity in strategy papers and quality plans			✓
9	Provide incentives and (financial) resources	✓	✓	✓
10	Monitor the impact of diversity policy	✓	✓	✓

Download the full Policy Recommendations in EN, FR and/or DE from:
<https://eucenstudies.eucen.eu/archives/papers/>

The Maynooth university experience...

“I would like to emphasize that I never, during the whole period of my studies on Maynooth University, have not met with situations where my ethnic background was highlighted in any negative way or was a theme of any negative comments. I was acceptable and have worked in a very friendly surrounding, what has a significant impact on my decision to apply for the Irish citizenship for my whole family in this year”

About the staff....

“One of the lecturers used to only ask the Irish students for their names and next time responded to them answering in class by their first names, when it came to us foreigners he said 'this lady here' or as 'that lady there' just answered”.

“Nothing makes me feel uncomfortable, but sometimes I feel like the lecturers and modules content keeps talking about the “Third World”, and every disease or disasters seems to be coming from there”

The curriculum

“curriculum of [names course] is orientated for a Western Middle-class man...We learn about history of adult education in Ireland, but it would be valuable to learn history of adult education in the world, so we can learn from other cultures.... There is need for intercultural activities and multicultural curriculum... It is important to challenge teacher’s points of view and assumptions about foreign cultures...”

Relationship with other students...

“I found it particularly difficult during assignments when nobody wants to work with ‘the foreigner’ or anyone else who wasn’t Irish”

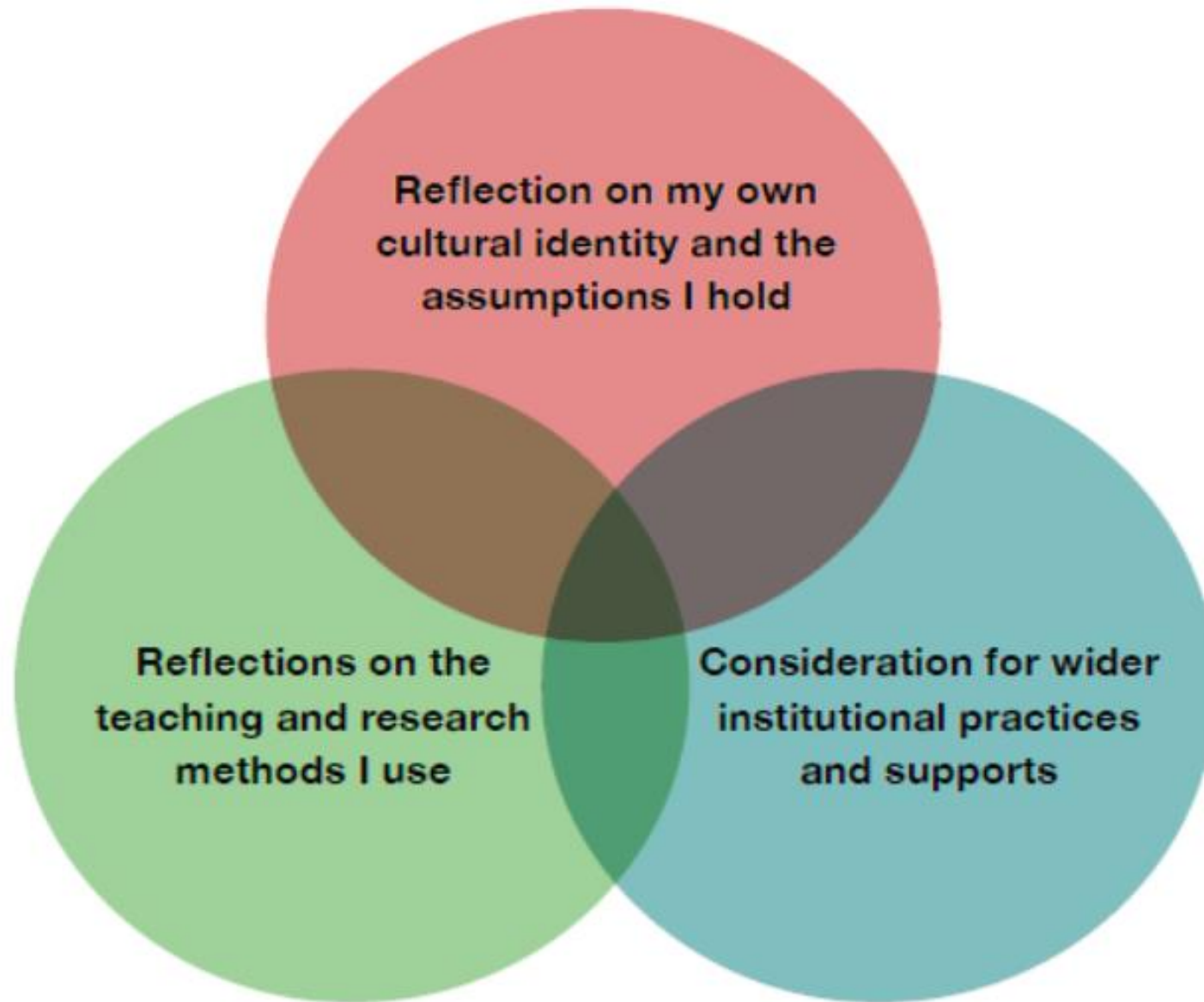
Curricular changes

Higher Diploma in Further Education:

- Reviewed our reading lists.
- Shifted the focus from interculturalism to ‘white privilege’.
- Timetabled sessions to introduce HE4u2 guidelines into ITE practice - (delivered by ex-students who themselves were migrants).

Continuous professional development







Policy developments...

- ▶ Equality diversity and interculturalism committee.
- ▶ Dean of Teaching and Learning
- ▶ Student's union



Thank you!

Visit our web <http://he4u2.eucen.eu>
or contact us at he4u2@eucen.eu

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