

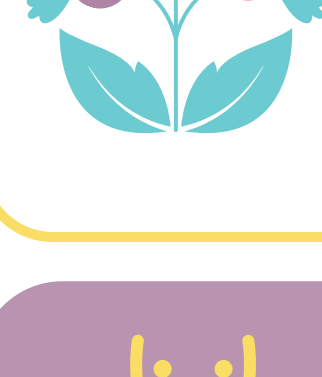
A Recipe for More Inclusive Non-Formal Education



We all are different...

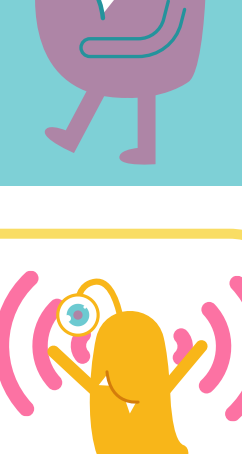


...and it brings beauty and richness to our activities!

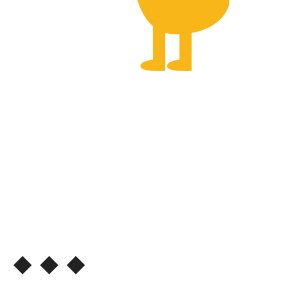


Our stories, experience, points of view, and wisdom create a unique opportunity for an inspiring exchange and mutual learning.

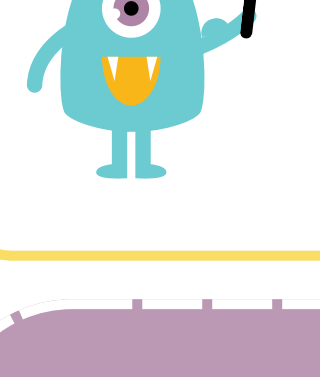
However, some barriers may prevent people from participating in our non-formal education activities.



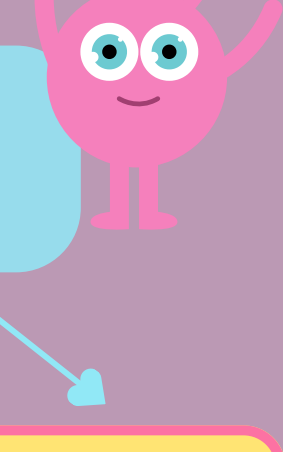
Let us be aware of the potential barriers...



...and address them!



Being inclusive



promotes a safe space

gives equitable chances

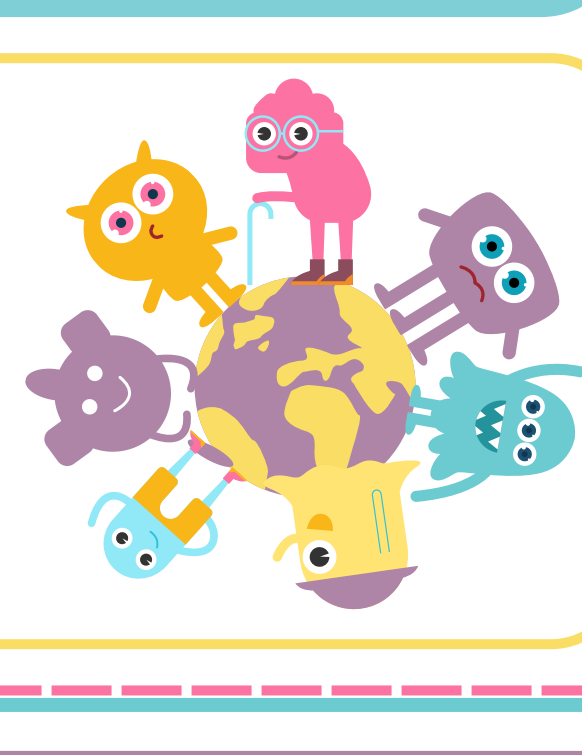
ensures multidiverse groups

creates a welcoming and better place for all

Let's take an inclusive approach, making our activities accessible to a wide range of participants!



We can all be proactive in working for equal opportunity, access, inclusion, and diversity!

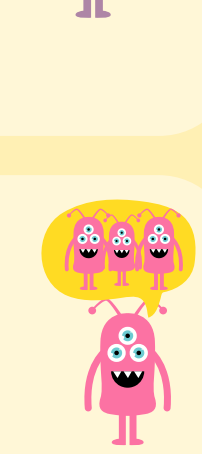


If you want to reach more diverse groups



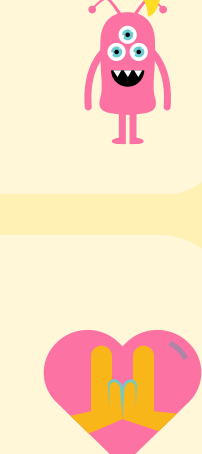
Adapt the social media campaigns to the different target groups

Inform about the accessibility of the venue and give as many details as possible



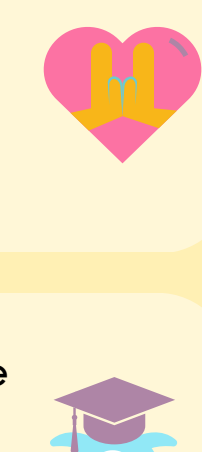
Choose accessible media platforms and a digitally accessible application form

Use social mediators from the community that you want to reach



Promote your activities in schools and community centres

Do not organise events during important cultural or religious holidays of minorities

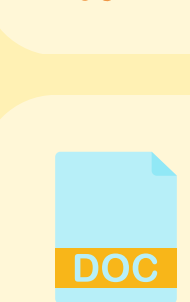


Look for your participants in places they attend (e.g. online communities, participant-friendly public spaces)

Ask people with experience to share what they have learned and gained from similar past educational opportunities

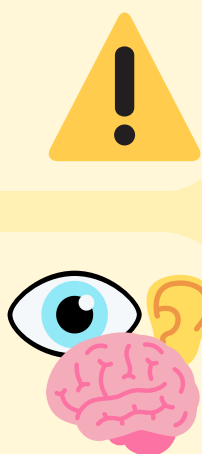


If you want to include everyone



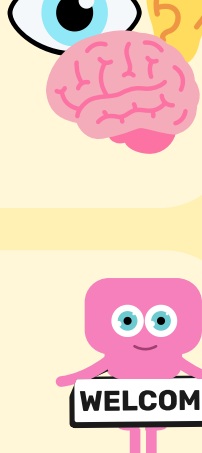
Set rules for mutual respect

Include content warnings



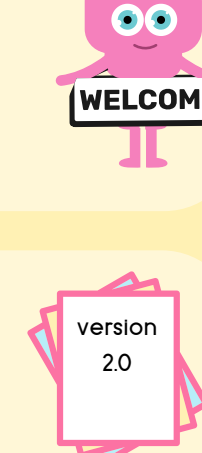
Choose digital tools that will be accessible to all participants

Observe, listen and follow the lead of people with disabilities



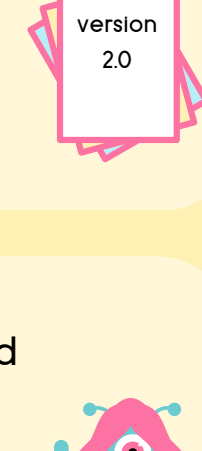
Choose venues with easy access to all the amenities

Prepare venue employees for the arrival of a diverse group



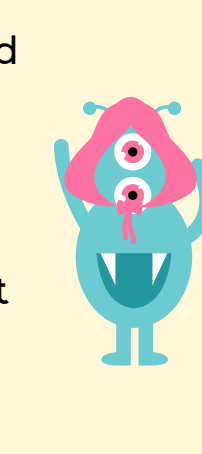
Prepare the programme with the specific needs in mind

Plan and be ready to modify the activities to be inclusive for everyone



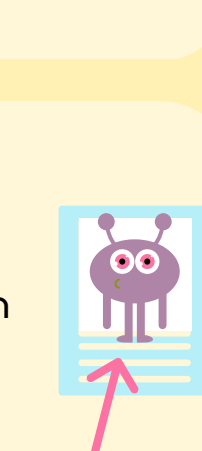
Check if the finance structure allows you to apply for funds for assistants and accessibility solutions, e.g. sign language interpreters, personal assistants, cultural mediators

Avoid using examples and metaphors that the participants from a different cultural background might be not familiar with (e.g. a country-typical fairy tale)



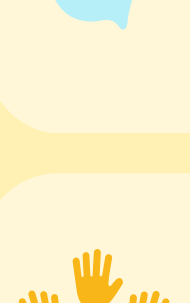
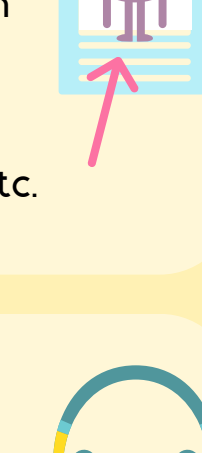
Address the religious needs of the participants, e.g. a prayer room, and adjust the programme to allow for performing religious obligations

Have a sensitivity session, including the needs of participants, e.g. those with a disability, different cultural backgrounds, minority representatives, etc.



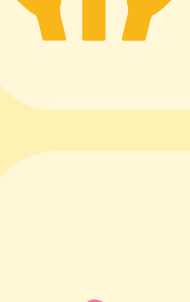
Use different communication channels (visible, hearable, touchable)

Use tools like subtitles, screen reader, translation programs, and sound support



Provide volunteers trained in assisting people with disabilities

Provide precise logistics information about the event



Ask the participants for a name and pronouns they prefer to use, write them on tags, and read them out loud

Be mindful of cultural norms present in the room (including those related to gender, touch, and order of speaking)



If the participants are comfortable with it, invite them to openly share their needs with the group

Ask for the individual specific needs (e.g. related to accessibility, personal support, diet)



Adjust the language to the level of comprehension of your participants

Explicitly state that you are looking for a diverse group



Involve experts in topics you are not proficient in

Include people with disabilities in the creation process



Assign more time for activities

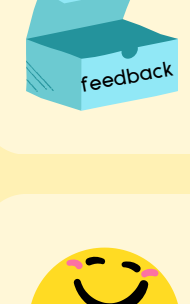
Make conscious choices to be and do better!



Be available for questions and support at all times



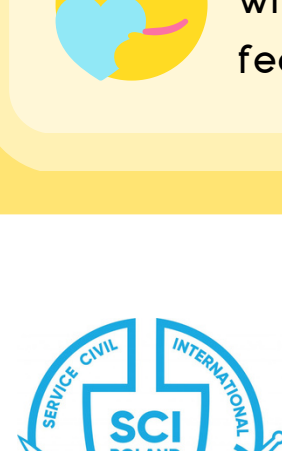
Provide a feedback box for improvements/needs



Be open and grateful while receiving feedback



The infographic has been produced in the frame of the "Learning Laboratory) - quality non-formal education in the digital world" project by Service Civil International Poland. Learn more at: <https://poland.sci.ngo/en/project/learning-lab/>



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Design: Martens Langiewicz



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