



Sweep aside **discrimination** and **make way** for **diversity** in your training courses

Select Audience

Bodies which promote socio professional integration exist to get the most vulnerable in society in to work : young people, women, foreigners, older people and handicapped people. They therefore contribute to a more inclusive and equal society.

It is therefore essential for the heart of an organisation to operate with the opinion that recruitment should be free from discrimination and the most inclusive it can be.

Effective communication with the public

On the images of the ISP organisation, in the internal and external communication, indicate if there are any criteria for non eligibility (age, sex, situation, diploma required) For example, the target audience : unemployed, young people without training or qualifications (NEETS), vulnerable women, newcomers to the country ...

This allows to support the lack of discrimination but the legal and regulatory framework, the particular approach of the training organisation.

Communication images must not target a specific audience but be the most inclusive possible. They must allow in a subtle way to encourage all to enrol in training : women and men, older people, coloured people and handicapped people...

Welcome

The more the group is mixed re age, origin, gender, handicap, sexual orientation, the more important it is to provide a good welcome at the first meeting before the training. Allow everyone to get to know each other in a convivial atmosphere, this ensures good cohesion in the group and instills a positive feeling for training.

Nip any prejudgetment in the bud create a link which is essential to ensure that the training evolves in to a good atmosphere for working,

Gender Equality

Make sure that gender equality is respected and set up in advance of every training situation. Name each sex clearly (dont just refer to as M/F) for example:

- « We are looking for a versatile male/female worker in ecoconstruction »
- « Training for male/female care assistant »

Be careful in all aspects of your work : communication and images, teaching tools, documents and when talking...

Suggest spaces and welcome conditions adapted to both sexes : changing rooms, toilets, equipment, tools



Understanding and learning

Respect that everyone learns at a different rate and make sure that each learner understands this and can develop at their own pace.

If there is a responsibility for foreigners and newcomers or those having difficulty with reading and writing or cognitive problems, make sure that they understand all the technical terms linked to professional jargon, create a glossary with pictures and names : to go with reading and writing..

Handicap

Give a personal welcome to those who are physically or mentally handicapped. Take in to account that it might be necessary to adapt practices to the particular needs of the person while keeping up their spirit. Keep yourself up to date with each person's limits, involving the supervising team.

Think about how to adapt access for those with reduced mobility.

Working together

When managing a group, take in to account the dynamics of the group, the ambience in training, between learners, trainers and clients. Always deal with problems and allow them to be raised so that they can be dealt with.

Digital Divide

If the internet or computers are to be used, make sure that the trainees have everything necessary to access the internet. Above all, it is vital that everyone feels at ease with the tool. No one should feel excluded or lost . Let the learners work in pairs or groups so that each person can join in the exercise.

Evaluation

Evaluation must be carried out with respect to the pace of each learner's ability. If evaluation is to be equal, it must be fair and individualised and be adapted to the trainee and their capability according to their skills level and the difficulties they encounter. More than practical and technical skills, it is necessary, throughout the learning process, to enhance transversal skills, know how and know how to be behaviour and lifelong attitudes

Benefits of diversity

Be clear that diversity can only be of benefit and a source of enrichment if it is well grasped. Diversity (ages, gender,, origin, religion, handicap...) is a source of enrichment for all the group. Therefore it is necessary to be aware of all types of discrimination in order to avoid it. And therefore encourage inclusion for all in an atmosphere of tolerance, goodwill and exchange.