

# Moving closer to inclusive internationalisation in higher education

Share your definition with us:

## What is your definition of inclusion?

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↻ ANONYMOUS 11/1/23 8 00AM

### **Inclusion**

I can hardly think of something more complete and descriptive than the pictures shown, so my definition will be a conventional one. Anyone can be part of a team or activity (if he/she feels like to) regardless of background and physical, mental or other characteristics. There is a place for everybody under the sun.

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↻ ANONYMOUS 11/1/23 8 43AM

### **Inclusion, diversity, belonging**

Living and working in and belonging to a multicultural, multi-ethnic and multi-language, diverse...communities and feeling equally comfortable and having others feel equally in all of them. Accepting people for who they are, respecting differences and not being afraid to show in which way you are different from the rest of the group..

I think this would be a joint and a very general answer to all these questions.

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↻ ANONYMOUS 11/2/23 9 32PM

### **Inclusion**

All actions and/or attitudes that create an environment and a climate in which every person feels good, feels that they belong to the group

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↩ ANONYMOUS 11/3/23 7 58AM

### Definition of inclusion

Inclusion refers to the practice of ensuring that individuals from diverse backgrounds, with different characteristics, abilities, or circumstances, are **provided with equitable access to opportunities, resources, and participation in all aspects of society**. Inclusion aims to create an environment or society where **no one is excluded, marginalized, or discriminated against based on their differences**. It promotes respect, equity, and the valuing of diversity **by actively addressing and removing barriers that prevent full participation and involvement**, whether in education, employment, social interactions, or other areas of life.

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↩ ANONYMOUS 11/3/23 2 31PM

### Inclusion

All tasks and efforts (a process) of actively transforming, adapting and changing existing structures in order to enable equitable participation, including decision making, of all individuals and groups within an institution for truly democratic living, learning and working conditions.

While a truly inclusive group is necessarily diverse, a diverse group may or may not be inclusive.

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↩ ANONYMOUS 11/5/23 2 06PM

### Inclusion

Inclusion means to me "Being accepted and considered as you are with all your similitudes and differences of any kind: color, ethnia, sexual orientation, handicap, race, ..."

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↩ ANONYMOUS 11/7/23 8 18AM

**Inclusion**

Inclusion is a very difficult concept to describe in words. Inclusion to me is an active word. It is about everyone being accepted, welcomed, heard, seen, able to speak up. It requires curiosity, an open mind, respect. It is about everyone being able to participate.

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↩ ANONYMOUS 11/7/23 12 04PM

**Everyone comes as they are and is being accepted as they are.**

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↩ LIISA VEERLA 11/7/23 10 46PM

**Inclusion**

Everyone is included and everyone has the same possibilities.

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↩ ANONYMOUS 11/8/23 11 28AM

**Just do it, live it, believe in it, foster it, be Open and tolerant...**

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↩ ANONYMOUS 11/8/23 1 12PM

**Inclusion**

"Diversity is being invited to a party, inclusion is being asked to dance" - this quote from Verna Myers is legend and so true

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↩ ANONYMOUS 11/8/23 4 28PM

To me it means making people be part of a group, and supporting those persons who may have problems joining the group (for whatever reason). A sense of belonging. Actively help others. Create same chances for everyone.

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↩ ANONYMOUS 11/9/23 3 06PM

Inclusion begins from peoples wish to be involved and professionals help to make it real

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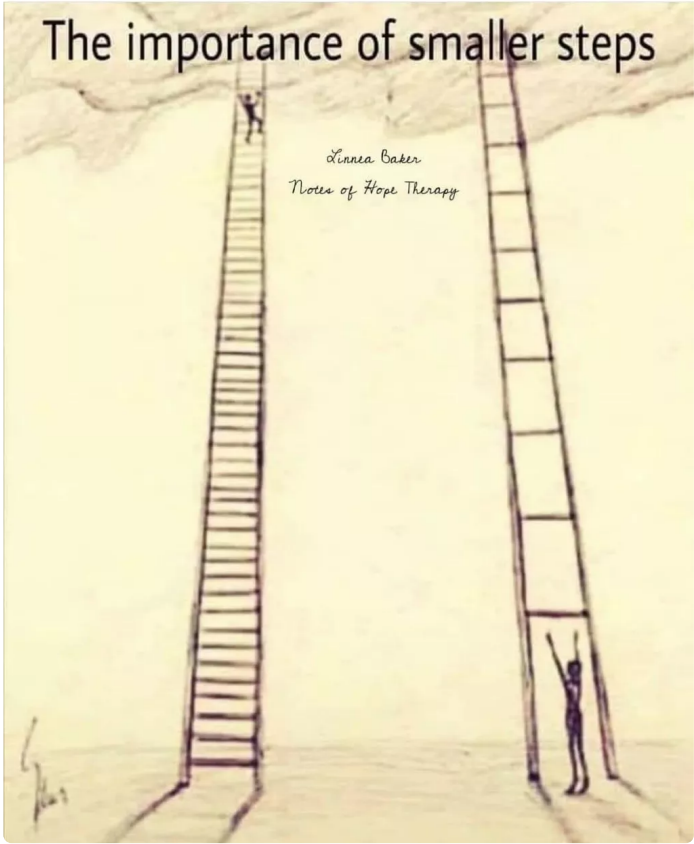
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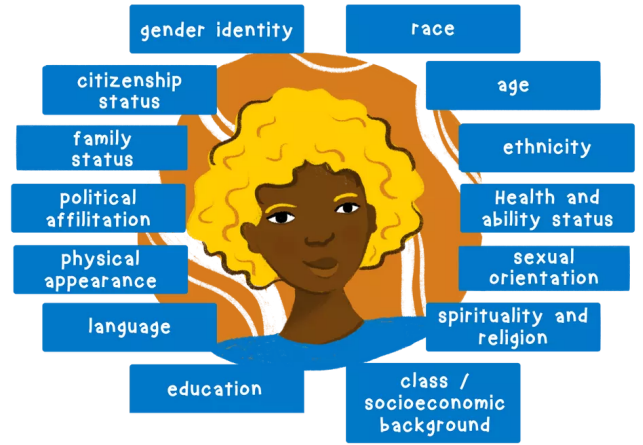
**What is your definition of diversity?**

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ANONYMOUS 10/30/23 1 48PM

### Diversity various attributes (SALTO Youth)

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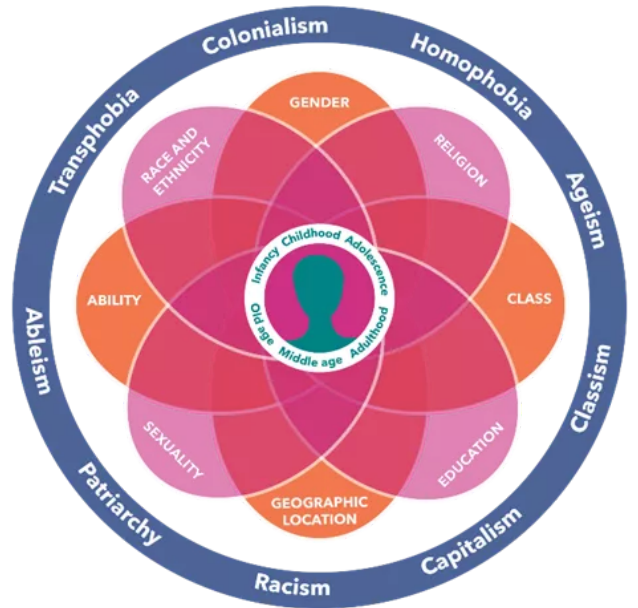


Source: <https://www.salto-youth.net/rc/inclusion/inclusionpublications/inclusionatoz/>

ANONYMOUS 10/31/23 5 12PM

Source: <https://justassociates.org/big-ideas/intersectionality/>

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As the picture in the post above reminds me of the method of intersectionality I would like to share this circle with you all.

↩ ANONYMOUS 11/3/23 2 32PM

### Diversity

Diversity implies the individual differences and person specific attributes within a

social group and between social groups. The term includes but is not limited to

aspects, such as gender, race/ethnicity, religion, age, abilities/disability or

education, social class, and sexual orientation.

Diversity does not abolish or fixate

on differences but seeks for appreciative dealing with the dialectical interrelation of

equality in difference and difference in equality.

Because differences must not determine more or fewer opportunities for

participation and recognition, wellbeing and safety, diversity as a concept has to be led by the principle of anti-discrimination.

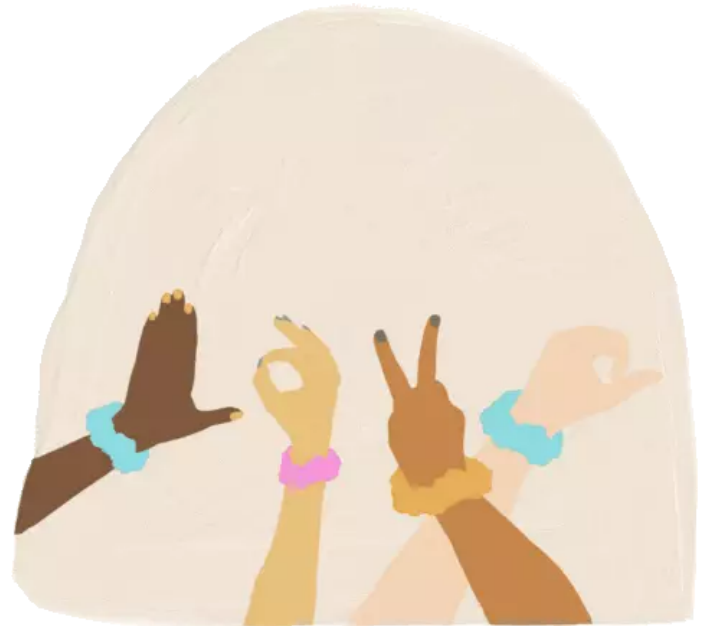
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↩ ANONYMOUS 11/5/23 2 09PM

### Diversity

Diversity for me is a great wealth as it brings all kinds of people together whatever their age, race, origin, language, culture and so on. There is no richness without diversity!

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↩ ANONYMOUS 11/7/23 8 19AM

### Diversity

Everyone single one of us is unique. We all consist of different (parts of) identities. Everyone is different from everyone else. And this is diversity.

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↩ BLANDINE\_DAGUERRE 11/7/23 9 12PM

### Diversity

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↩ LIISA VEERLA 11/7/23 10 46PM

### Diversity

That means that we are all somehow different and despite that we are all together.

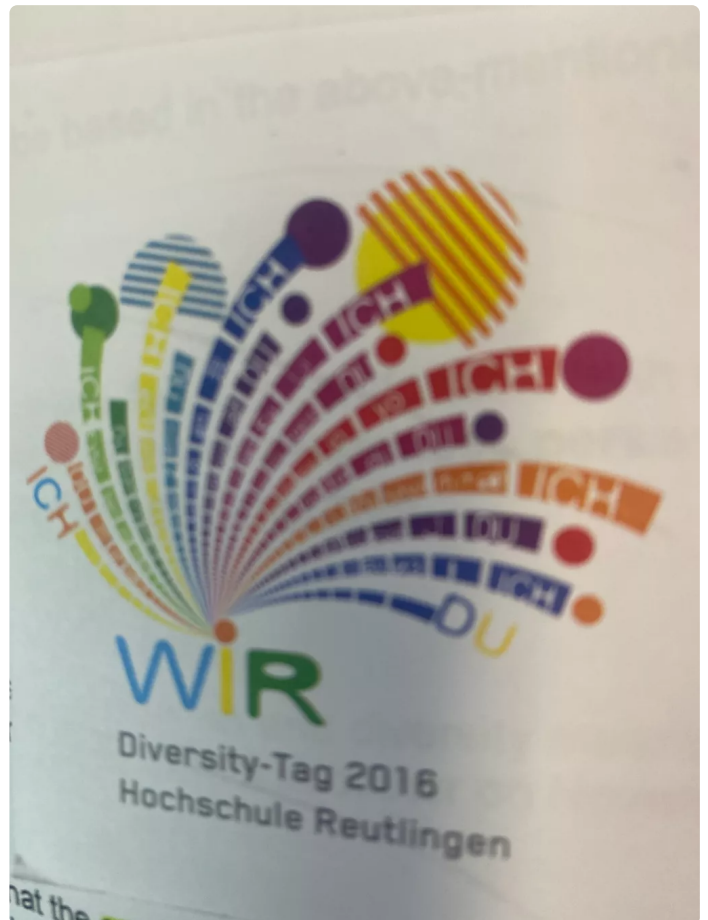
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↩ ANONYMOUS 11/8/23 11 34AM

All individuals equal one „We“

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⇒ ANONYMOUS 11/8/23 4 31PM

There is a common basis (we are all human beings) but within this basis, there is a huge variety. No variety is better than any other.

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⇒ ANONYMOUS 11/9/23 7 41AM

Aktsepteerimine, et igaühel on iseendaks õigus. Kuid seda ei tohi kuritarvitada

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Anonymous 11/9/23 3 10PM

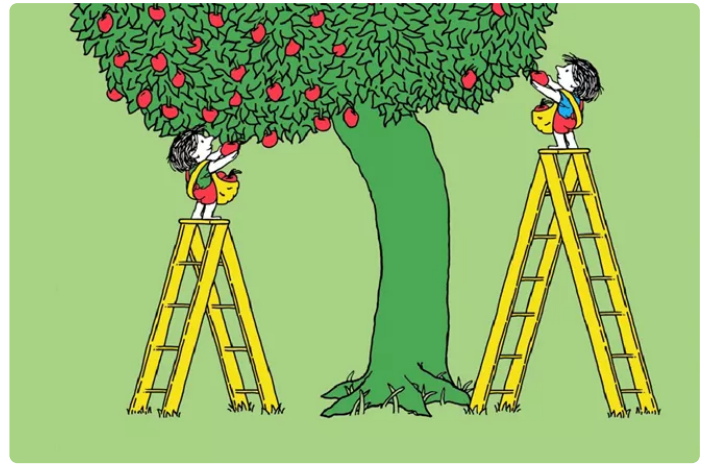
Actseptation that everybodies right is be itself

## What is your definition of equity?

⇒ ANONYMOUS 10/31/23 5 08PM

**As I like to work with visualizations and as there are several ones that represent equity I like to share one of them here with you all.**

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⇒ ANONYMOUS 11/1/23 8 11AM

### Equity

Everybody to be offered the same opportunities and be treated in a totally fair and just manner.

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⇒ ANONYMOUS 11/2/23 9 43PM

### Equity

Distribution of the resources based on needs

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### Aspects of equity

1. Equitable Opportunity: Ensuring that all individuals have equitable opportunities to succeed, regardless of their race, gender, socioeconomic status, disability, or other personal characteristics.
2. Reducing Disparities: Identifying and addressing systemic inequalities and disparities that exist within a society to create a more level playing field for all.
3. Fairness: Treating individuals justly and impartially, taking into account their unique needs and circumstances, and providing additional support to those who have been historically disadvantaged.
4. Inclusivity: Embracing diversity and accommodating various backgrounds, identities, and abilities to ensure that everyone can fully participate and benefit from society's resources and opportunities.
5. Social Justice: Pursuing policies and practices that seek to rectify past and ongoing injustices and promote a more equitable and just society.

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## Equity

Equity refers to the concept of fairness, justice, and impartiality in providing opportunities, resources, and treatment to individuals or groups, particularly within a social, economic, or educational context. Unlike equality, which treats everyone the same regardless of their starting point or needs, equity recognizes and addresses the fact that people have different circumstances, advantages, and disadvantages that may require varying levels of support to achieve a level playing field.

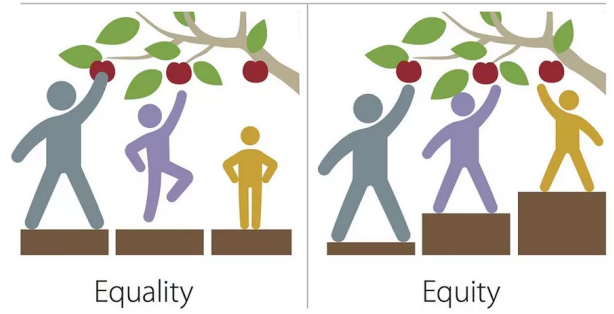
In essence, equity involves ensuring that individuals or groups have access to the resources, opportunities, and support they need to overcome systemic barriers and achieve similar outcomes as others. This might involve redistributing resources, providing additional assistance to marginalized or disadvantaged groups, and actively working to eliminate unfair advantages or disadvantages that result from historical or systemic factors.

Equity strives to create a more just and inclusive society by acknowledging and addressing the unequal starting points and systemic biases that can lead to disparities in outcomes. It emphasizes the importance of understanding and addressing the root causes of inequality to promote greater social and economic fairness.

⇒ ANONYMOUS 11/5/23 2 14PM

### Equity

Equity is simply the fact of being offered the same chances, opportunities whatever your origin, handicap, color, age, sexual orientation. It should be adapted to your situation and personal difference.



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⇒ ANONYMOUS 11/6/23 10 54AM

### Equity

Giving everyone the right means, tools, support so that they can be or do their best. I am attaching an image also as it sometimes explains better than words. Image from <https://skills4training.org/equality-vs-equity/>



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1. a wheelchair user, a tall man, a woman and a child are all given the same size bike to ride. 2. each gets a bike which is suitable and best for them

⇒ ANONYMOUS 11/7/23 8 24AM

### Equity

Everyone is born and raised in a certain situation, which gives everyone different (kinds of) chances in life. Equity to me is looking at the needs of each person and supporting everyone in a suitable way to minimize the differences in chances in life.

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⇒ LIISA VEERLA 11/7/23 10 47PM

### Equity

It requires equal consideration. The principle of equity is not treating anyone less favourably because of their gender, nationality, race, religion, disability, sexual orientation or other characteristics. Treating equals equally and creating conditions for people who are unequal to provide them the same opportunities as others.

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↩ ISABELLLISBERG 11/8/23 1 20PM

### Equality vs

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↩ ISABELLLISBERG 11/8/23 1 20PM

### Equity

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⇒ ANONYMOUS 11/8/23 4 35PM

Everyone should have the opportunity to reach the same goal. Everyone has the same rights.

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## What is your definition of belonging?

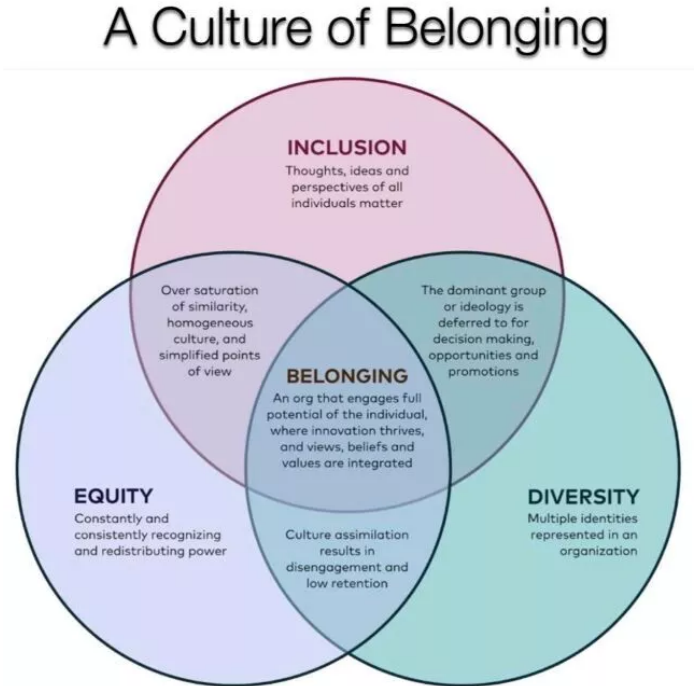
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⇒ ANONYMOUS 10/27/23 1 55PM

I like this picture a lot about "belonging"

post by Melih Özkardes (ENHANCE Alliance)

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⇒ ANONYMOUS 10/31/23 5 06PM

**A sense of belonging reflects the feeling that one fits in, belongs to, or is a member of the academic community in question. Viewing oneself as being accepted within a community rather than on its fringes is a sense of belonging. It validates one's personal belief that your presence and contributions within the academic community demonstrate your value as an accepted member (Trujillo & Tanne, 2014).**

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⇒ ANONYMOUS 11/1/23 8 09AM

### Belonging

Everybody to feel an equal as well as valuable member of the community (academic or other).

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↩ ANONYMOUS 11/2/23 9 49PM

**Belonging**

Feeling of being accepted, feeling of being part of a group or anti community. Feeling of being an integral and valued member of an entity

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↩ ANONYMOUS 11/3/23 8 07AM

**Belonging means that I..**

1. am included: am a part of a group or community without fear of discrimination, exclusion, or rejection based on my background, identity, or characteristics
2. am accepted: feel that my thoughts, feelings, and contributions are acknowledged and appreciated by others within the group or community
3. connect: establish relationships and bonds with others that provide emotional support, shared experiences, and a sense of unity and
4. my identity, culture, and values are respected and validated within the larger context of the group or community.

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↩ ANONYMOUS 11/5/23 2 16PM

**Belonging**

Just feeling part of and committed to a group. It's something you feel inside when you have the impression to really belong to a community.

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↩ ANONYMOUS 11/7/23 8 26AM

**Belonging**

This seems to me a more "emotional" word: "feeling that you belong". It is about being part of and truly feeling at home.

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↩ LIISA VEERLA 11/7/23 10 48PM

**Belonging**

For me, belonging also means the feeling of being part of a group, being one of "them", feeling that you truly belong somewhere and that you are welcome.

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↩ ANONYMOUS 11/8/23 11 40AM

**Being a valuable part of a whole**

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↩ ANONYMOUS 11/8/23 4 37PM

Belonging means feeling safe and taken care of and being a member of a group. In a place where you belong you can be yourself.

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↩ ANONYMOUS 11/9/23 7 42AM

See on hea tunne, et oled kellelegi kuskil oluline

♡ 0 🗨 1

**Anonymous** 11/9/23 3 09PM  
Feeling good that you are important

