

Cultivating Diversity and Inclusion



Erasmus+ Course |
Rome, November
2025

Dissemination

Andrea Almádi



Why this training was relevant

- Increasing cultural diversity in schools

- Inclusive education as a European priority

- Building belonging for every learner

Course Goals

Raise cultural
awareness

Strengthen
intercultural
communication

Prevent
stereotypes
and prejudice

Create inclusive
classrooms

A Multicultural Classroom Today



DISCUSSION PROMPT:



HOW MANY CULTURES, LANGUAGES OR
BACKGROUNDS ARE REPRESENTED IN
OUR SCHOOL?

THE CULTURAL ICEBERG

It was developed in 1976
by American
anthropologist Edward T.
Hall.

The cultural iceberg is a
model that illustrates how
only a small portion of a
culture is visible, while the
majority is hidden.



Intercultural Communication



Key ideas:



- Listen before judging



- Different perspectives are valuable

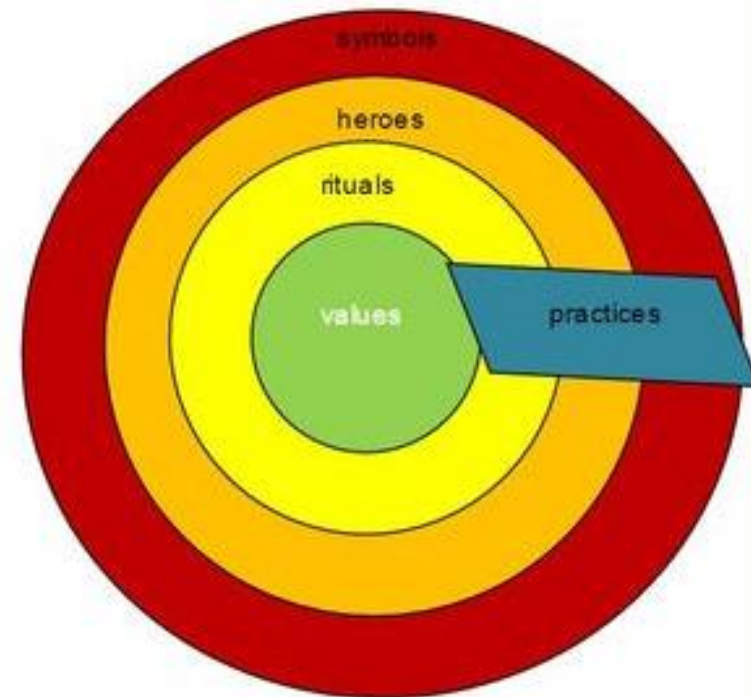


- Misunderstandings can become learning opportunities

Geert Hofstede's "Onion Diagram"

(1997)

- **Symbols**
 - Words, clothing, hairstyles, jargon, flags, accent
- **Heroes**
 - Role models with behavioral characteristics that are prized in a culture. Alive or dead, real or imaginary
 - sport, music, or movie stars, politicians and historical people, cartoon heroes, people from one's own family (e.g. one's own father or mother)
- **Rituals**
 - Collective activities, ie. greetings, ceremonies
- **Values**
 - The "core" of culture, implicitly learned so early in our development that we don't even realize it
 - Evil vs. good, dirty vs. clean, unnatural vs. natural, ugly vs. beautiful, abnormal vs. normal, irrational vs. rational, paradoxical vs. logical



From Stereotypes to Understanding

Case studies explored during the course:



- Hidden bias



- Assumptions about learners



- Building empathy through dialogue

Stereotypes

- Simplified and often exaggerated beliefs about groups of people
- Yanko Tsvetkov chose to treat them humorously through his **Stereotype Maps** project -> the idea originated during the **2009 European political and energy crisis**, when disputes over gas supplies affected relations among several European countries.
- Tsvetkov replaced country names on a map with humorous labels reflecting how different nations were perceived during the crisis
- He expanded the project and created **more than 40 different stereotype maps**, each showing Europe or the world from the perspective of different nations and cultures.



CULINARY MAP OF EUROPE ACCORDING TO ITALY 2015

from Yanko Tsvetkov's Atlas of Prejudice
www.atlasofprejudice.com



San Umberto Nobile Line

TOXIC

AESTHETICALLY TASTELESS

Culinary Despair Line

LITERALLY TASTELESS

FATTENING

Supersized Coffee Parallel

CAUTION IS ADVISED



FAKE
PIZZA

MOSTLY SAFE TO EAT

REAL FOOD

Overcooked Pasta Meridian



Muddy Coffee Meridian

FAKE
PASTA



from Yanko Tsvetkov's Atlas of Prejudice
www.atlasofprejudice.com

from Yanko Tsvetkov's Atlas of Prejudice
www.atlasofprejudice.com



The Culture Map by Erin Meyer

What the British say	What the British mean	What the Dutch understand
With all due respect...	I think you are wrong.	He is listening to me.
Perhaps you would think about...I would suggest...	This is an order. Do it or be prepared to justify yourself.	Think about this idea and do it if you like.
Oh, by the way...	The following criticism is the purpose of this discussion.	This is not very important.
I was a bit disappointed that...	I am very upset and angry that...	It doesn't really matter.
Very interesting...	I don't like it.	He is impressed.
Could you consider some other options?	Your idea is not a good one.	He has not yet decided.
Please think about that some more.	It's a bad idea. Don't do it.	It's a good idea. Keep developing it.
I'm sure it's my fault.	It's not my fault.	It's his fault.
That is an original	Your idea is stupid.	He likes my idea!

Cultural Shock

+
•
0



1. Honeymoon



2. Frustration



3. Adjustment



4. Adaptation

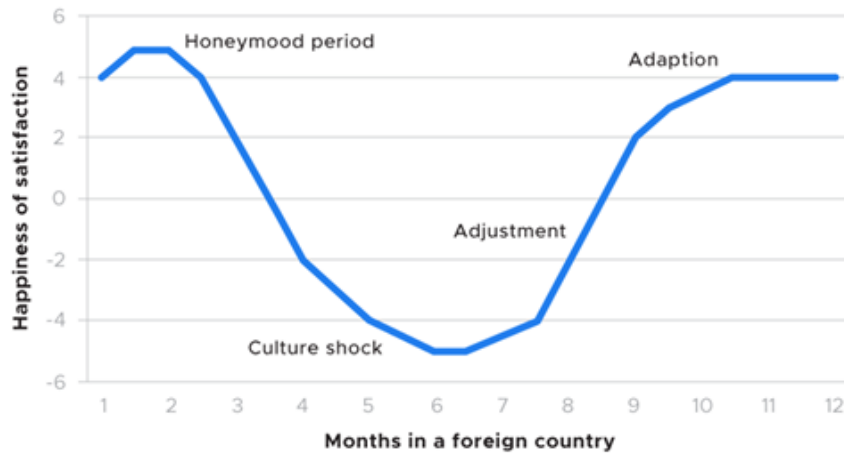


Teachers can support
students at every
stage.

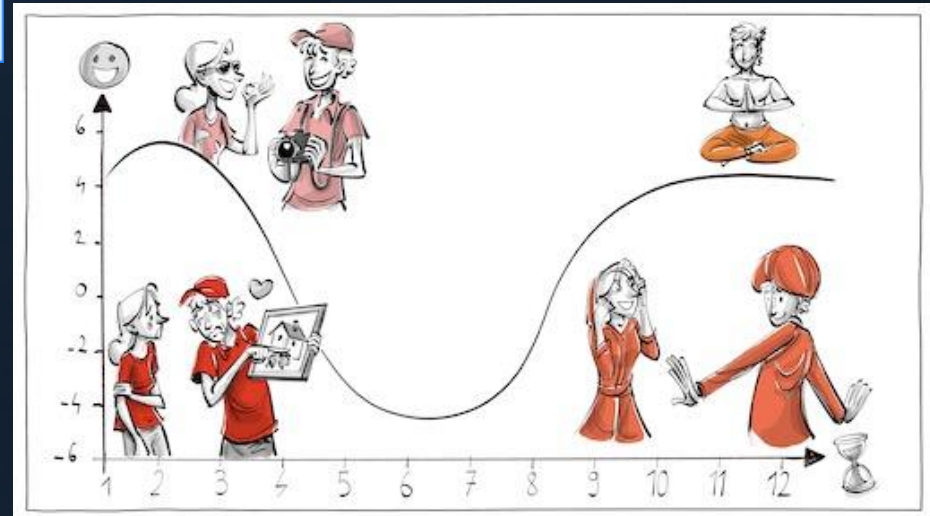
Stages of Cultural Shock

<https://www.youtube.com/watch?v=PrbzuV2Paw0&t=14s>

Culture shock curve



Source: Sverre Lyssgaard, 1955



A top-down view of various school supplies on a white surface. In the upper left, there are two pencils, one black and one yellow. Below them is a wooden ruler with black markings. To the right of the ruler is a spiral-bound notebook with a white cover. In the foreground, a black pencil case is open, revealing several colorful pens and pencils in shades of red, orange, yellow, green, and blue. A pair of white-handled scissors is also visible inside the case. A yellow pen lies horizontally to the right of the notebook.

Tools for Inclusion

Examples:

- Mentimeter
 - Padlet
 - Kahoot!
 - Interactive apps for communication
 - Collaborative digital storytelling
-
- Use inclusive language
 - Encourage collaborative learning
 - Celebrate cultural diversity
 - Address stereotypes openly
 - Create psychologically safe classrooms

3-Minute Activity: Find Common Ground

- 1. Pair with someone you know less well.
- 2. Find 3 unexpected things you have in common.
- 3. Reflect: What assumptions disappeared?



My key takeaways from Rome



Diversity is an asset



Inclusion requires
intentional practice



Cultural awareness
can be developed



Small actions create
belonging

Ideas for our school

- Inclusive classroom discussions

- Intercultural projects

- Celebrating diverse perspectives

- Student voice activities

Thank You

Questions?

