COMM
UNITY

COMMUNITY RADIO
EMPOWERING
UNHEARD VOICES

Diversity and
Inclusion Strategy

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COMMUNITY RADIO EMPOWERING UNHEARD VOICES

01 | INTRODUCTION

The Comm Unity project seeks to tackle social exclusion and barriers linked to vulnerable groups' voice being heard in communities. All our activities are contributing to overcoming this and include

- Partner commitment to non-discrimination in any format
- Diversity in project partner teams and committment to inclusion.
- We want to ensure we reach diverse groups – we will do so by setting these criteria in all our strategies & guidelines.
- All participant selection and format of engagement through community radio & podcasts are based on equality criteria.

What is Diversity & Inclusion?

"Diversity is being invited to the party, inclusion is being asked to dance." - This is a famous quote by Verna Myers, a leading diversity and inclusion expert

Diversity – This is the practice of involving and incorporating people and should span 10 key areas:

1. Gender
2. Ethnicity
3. Sexual orientation
4. Disability
5. Age
6. Religion
7. Nationality
8. Socio Economic Status
9. Mental health
10. Parenthood

Inclusion – Inclusion can also be defined as a person's universal human right to the same access and choices as everyone else, with everyone being made to feel that they belong and are valued, so that they can all develop equally.

Inclusion is the idea that everyone should be able to use the same facilities, take part in the same activities, and enjoy the same experiences.

When a project is inclusive more people can participate. This means that a broader range of marginalized individuals as well as community stakeholders who are interested in our project feel welcome and have the supports that they need to participate. But we need to make this happen.

02 | Vision, Purpose,Goals,Plans

Vision:

The vision is to empower Comm Unity radio organisations & volunteers to become an influential pillar of adult education in civic engagement of diverse and vulnerable groups.

Purpose:

The Diversity and Inclusion Strategy provides a direction for each partner to work together on to respect and value our diverse workforce and to work towards building a more inclusive workplace. It involves goals and identifies the priorities and actions which we will take over the next two years. It outlines the key roles and responsibilities and how

we will track progress and measure success. Alignment to the Erasmus+/Solidarity Corps Inclusion & Diversity Implementation Guidelines is a key purpose.

Goals:

The overarching goal for the "Comm Unity" project is to enable adults with fewer opportunities, seniors, women, migrants, refugees and new communities, and any other vulnerable groups in our partner countries, to come together and realise inclusion and integration through community radio and podcasting. Diversity and inclusion are at the heart of the project as we will upskills adult education trainers and disadvantaged communities to increase their knowledge on the topic and innovate their educational programmes.

Our goals can be summarised as:-

- improving the quality of adult education work through organisational & staff impact on all partners, breaking the barriers & discrimination, promoting togetherness & facilitating positive communication & dialogue.
- Far reaching participation of target groups
- Fostering inclusion, diversity, promoting active citizenship through allowing opportunities in community radios, creating innovative learning opportunities that build participation skills, soft skills, even employability.

Plan:

The plan for Diversity and Inclusion Strategy is to
- ensure there is full participation of vulnerable groups, through our placement results & give them opportunity for applied learning approach via podcasts (WP4)
- promote to use digital approaches and inclusive learning.
- work to overcoming the barriers in accessibility and outreach. This is linked to, disabilities, gender, ethnicity, education, geographical barriers and those linked to discrimination.
- The Comm Unity placements guide adult educators and community radios to incorporate long term radio, programmes placements, which will be developed specifically around diverse and democratic communities and to include their work in their regular content. We will foster mentorship through placements, learning, podcasting & the process of acquiring digital credentials.
- Partners will be tasked to ensure inclusive target group definitions enabling accessibility of the call, followed by conscientious recruitment to allow diversity, ie representation of users from diverse backgrounds & learning styles.
- Using Human Centred Design & Universal Learning Design in our development of the resources. We will adjust resources to be user friendly, specific to target groups, interactive & suitable for various learning types: there will be text, videos, interactive exercises, images, infographic, sound, subtitles & easy to navigate instructions, design & technical solutions

03 | Roles & Responsibilities:

It is every partner's responsibility to ensure the project is inclusive of each diverse groups. During the recruitment stage of participations, partners will be tasked to ensure inclusive target group definitions enabling accessibility of the call, followed by conscientious recruitment to allow diversity, ie representation of users from diverse backgrounds & learning styles.

04 | Communication Plan:

Open communication will be a hallmark of this project with visual and audible content shared online through Twitter, Facebook, instagram, LinkedIn and Tiktok. This will broadcast the importance of diversity and inclusion and show that it's to be implementing in this project.

During the project we will communicate accessibility through inclusive teaching methodologies, participation & collaboration. Partners & technical solutions will help translations, especially highlighting a Ukrainian translation plugin on the project website. Participants will join min 3 partner meetings to give their insight & viewpoints, online or in-person, with no travel, but rather local choice of participants. In case of in-person meeting participation any needed support will be provided for maximum accessibility.

05 | Evaluation Methodology:

At key stages of project delivery, we will evaluate the project experience & its impact on the participants via our final quality evaluation & monitoring activities. We will support the learning experience by offering digital credentials for the learning journey undertaken by participants. We will offer & encourage participants to stay involved with the partnership beyond the life of the project, locally & internationally.

The effectiveness and achievement of our goals for ensuring diversity and inclusion was included will be reviewed through our reports. The review will include the actions, the progress made and successes. It will also identify any adjustments required to improve effectiveness.

We will be using qualitative methods to measure the level of achievement of the work package objectives and the quality of the results.

Signatures

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