

DIVINES

Diversity and Inclusion for Erasmus Staff

03–07 March 2025

DAY 0: VIRTUAL ACTIVITIES

03

MON

DAY 1: INTRODUCTION AND TEAM BUILDING

04

TUE

DAY 2: GENDER DISCRIMINATION WITHIN HEIS

05

WED

DAY 3: EU VALUES

06

THU

DAY 4: EMPATHIC BEHAVIOR AND EMOTIONAL
INTELLIGENCE AS TOOLS TOWARDS INCLUSION

07

FRI

DAY 5: INCLUSION FOR ALL

FOLLOW UP AND WAY FORWARD

DETAILED PROGRAM

DAY 0: VIRTUAL ACTIVITIES

February 6, 2025

- Virtual coffee break - Why Divines?

February 13, 2025

- Presentation of the Program
- Diversity and Inclusion in HEI
- Inclusion and Erasmus+
- Sharing experiences and open questions: how diverse is your Institution?

DAY 2: GENDER DISCRIMINATION WITHIN HEIS

March 4, 2025

9:30 – 13:00

- Gender Discrimination within HEIs
- Gender Violence and HE responses
- Coffee break
- The Question of Language

13:00 - 14:30

- Free light lunch

14:30 – 16:00

- Guided walking tour of Siena City Center



Gender Discrimination
Discussions

DAY 1: INTRODUCTION AND TEAM BUILDING

March 3, 2025

9:30 – 13:00

- Institutional presentation
- Introduction to the Training aims and objectives methodology
- Coffee break
- Mapping of the trainees' skills and expectations
- Team building activity related to gender discrimination in HEIs

13:00 - 14:30

- Free light lunch

14:30 – 16:00

- Parallel and plenary sessions
- Wrap up of the first day

19:30

- Aperitivo on the Piazza del Campo – Drink and welcome light dinner in town

DAY 3: EU VALUES

March 5, 2025

9:30 – 13:00

- EU values: how do they relate to citizenship and gender discrimination?
- The concept of EU citizenship
- Coffee break
- Goal 5 of the 2030 UN Agenda on Sustainable development and its relation with education

13:00 - 14:30

- Free light lunch

14:30 – 16:00

- EU values and their relation to inclusive societies and gender discrimination

16:15 - 17:00

- Guided Tour of the historical building of the Rectorate



DETAILED PROGRAM

DAY 4: EMPATHIC BEHAVIOR AND EMOTIONAL INTELLIGENCE AS TOOLS TOWARDS INCLUSION

March 6, 2025

9:30 - 13:00

- Language communication and inclusion
- Mapping exercise on participants contexts and realities with a focus on inclusion
- Coffee break
- Sharing practices and creating actions

13:15 - 15:15

- Lunch at Orto Dei Pecci - Lunch in a restaurant set in a historical place where disadvantaged people collaborate and work

15:30 - 16:30

- Visit to the Department of Engineering and Communication, a former Psychiatric Hospital

FOLLOW UP AND WAY FORWARD

March 13, 2025

- Lessons learned.
- Planned actions within our HEI
- Let's plan together under the Erasmus+ umbrella

DAY 5: INCLUSION FOR ALL

March 7, 2025

9:30 - 12:30

- Presentation of the Precious Project: Inclusion for LGBTQIA+ communities within HEIs
- Challenges and Open Questions
- Language matters
- Presentation of the Unisi Jean Monet Module "EUGENIA" - Legal language in EU and gender discrimination
- Coffee break
- What about your University's projects on diversity and inclusion? Sharing perspectives

12:30 - 13:30

- Final reflections: Assessment and certification of competences
- Conclusions



EU Values

