TAM on Inclusive Education

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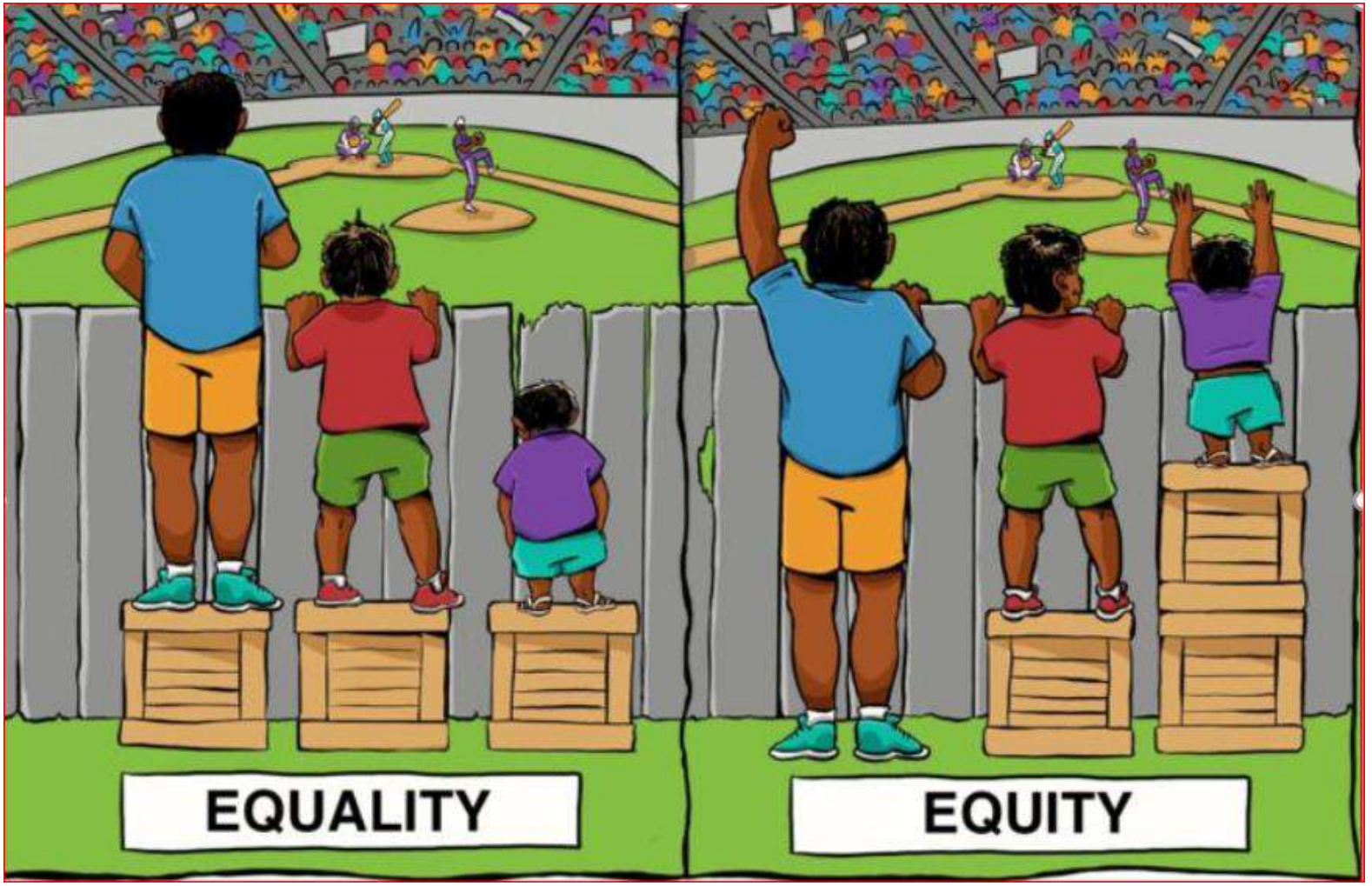
Setting the scene – terminological clarity

- What is **equality, equity**, **inclusion**, **diversity**?
- What is meant by **inclusive education**?
- What persons need to be **included** in higher education?
- What are the **benefits of e-learning** for inclusive education?

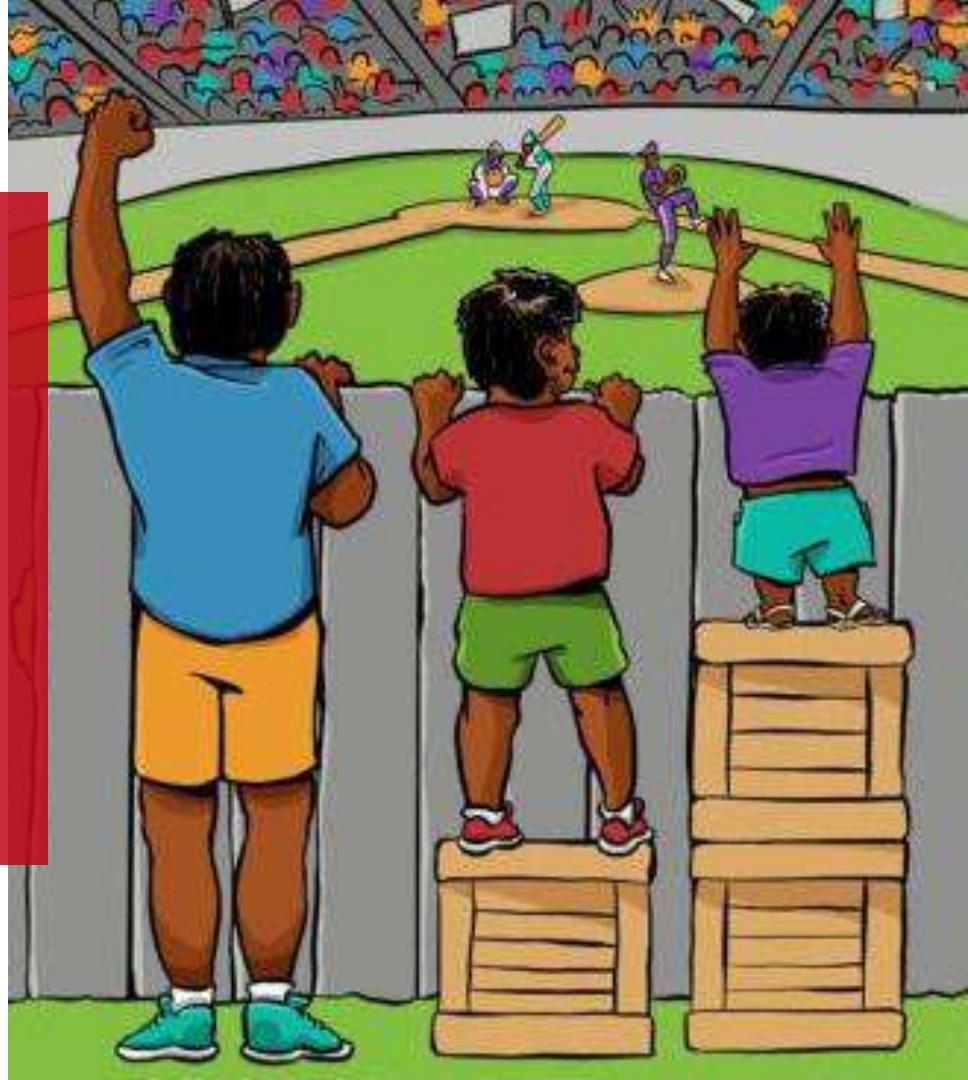

EQUALITY
EQUITY

Equality

The term “equality” (in the context of diversity) is typically defined as **treating everyone the same** and giving **everyone access** to the **same opportunities**. It is sometimes used as an alternative to “inclusion”. Furthermore “equality” is used to mark **equal treatment** and non-discriminatory laws and regulations.

Equity

Refers to striving intentionally to provide for everybody **what they need** in order to succeed in their life/at university/at school, **regardless of their social identities**. Efforts of equity include analyzing and revising **structural barriers** and investing in proven equity-minded policies, practices and processes. Equity grounds in the principle of fairness, so that if everybody is to have the same chances, everybody needs different support.



Inclusion

Inclusion is seen as a **universal human right**. The aim of inclusion is to embrace **all** people irrespective of race, gender, disability, medical or other need. It is about giving equal access and opportunities and getting rid of **discrimination** and **intolerance** (removal of barriers). It affects all aspects of public life.

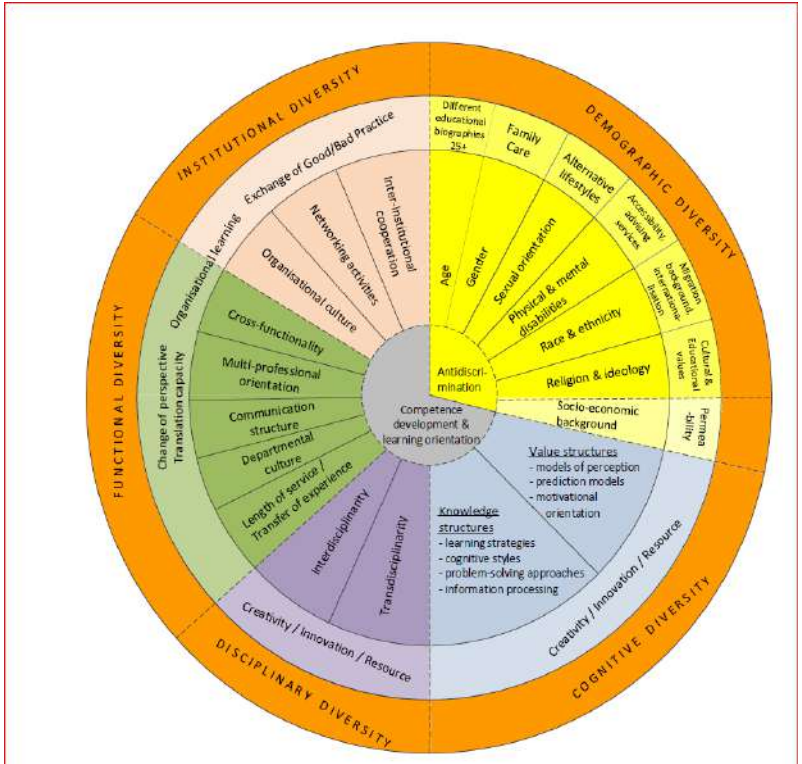
Diversity

is defined as **individual differences** between groups based on such things as (dis)abilities, age, learning and life experiences, social and cultural background, gender, cultural, political and religious affiliation. Furthermore Diversity is used as an organizational and socio-political concept which promotes respectful and appreciative **handling of plurality in societies**.

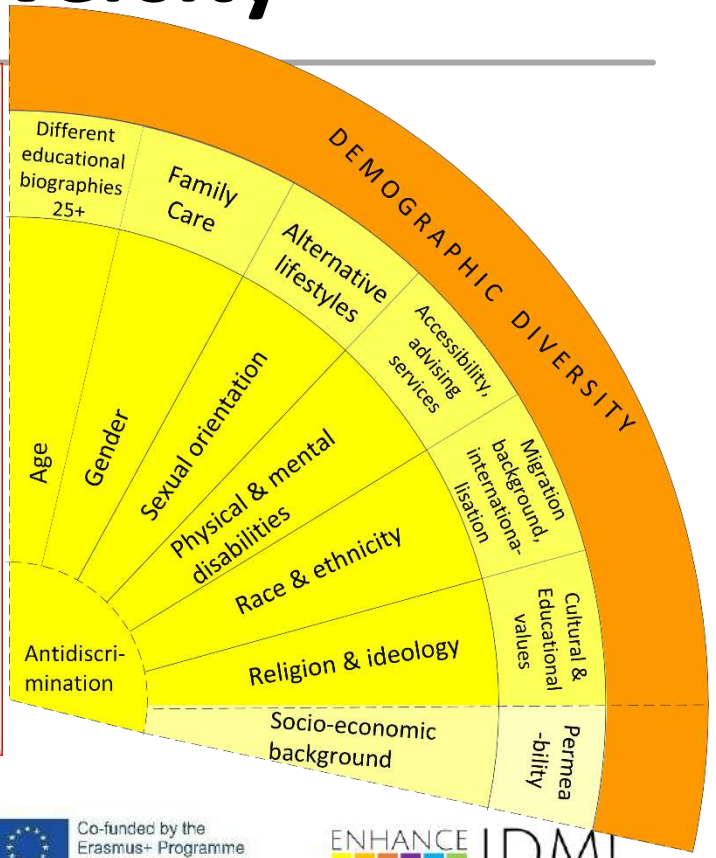
Diversity at Higher Education

Higher **E**ducation **A**wareness for **D**iversity - **HEAD** Wheel (Gaisch & Aichinger, 2017)

- **demographic**
- **cognitive**
- **disciplinary**
- **functional**
- **institutional**



Demographic Diversity



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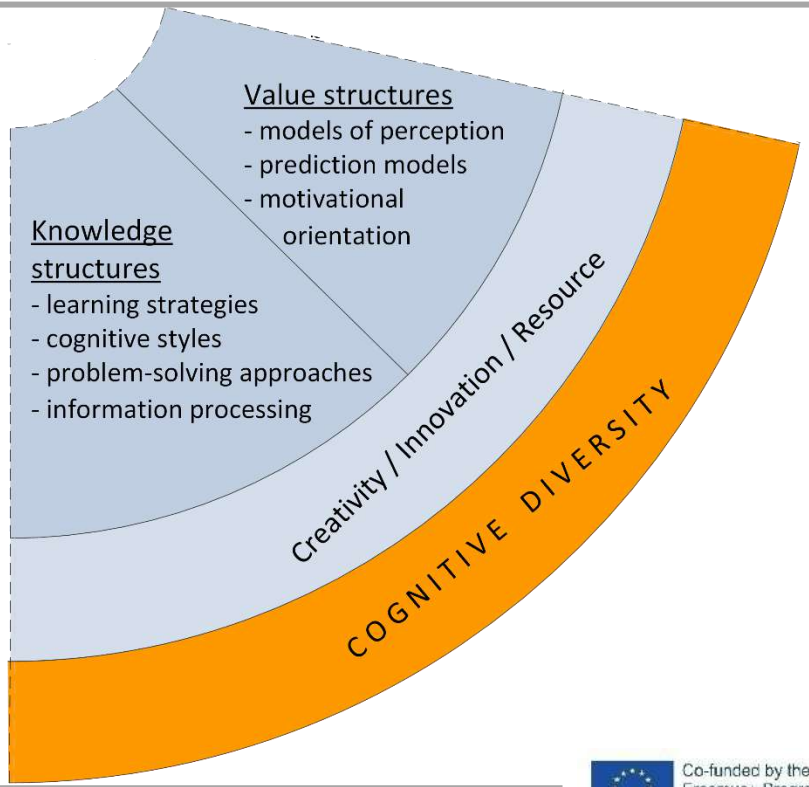
Inclusiveness in Education

refers to the process of bringing people that are traditionally excluded into decision making processes, activities, or positions of power.

Inclusion is sometimes called Inclusiveness and allows individuals or groups to feel safe, respected, motivated, and engaged. If used in educational settings, inclusion means the reflection and reduction of barriers, discrimination and exclusion of different groups and furthermore individual support for everybody. Following that, inclusive teaching is not limited to equal treatment of students with disabilities but explicitly respects individual needs of each student.

Cognitive Diversity



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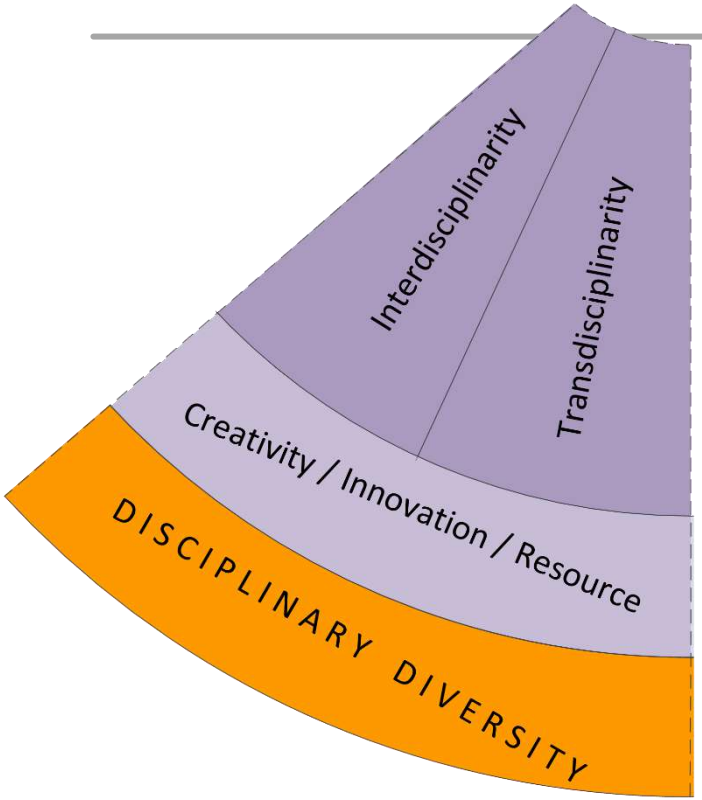
Disciplinary Diversity



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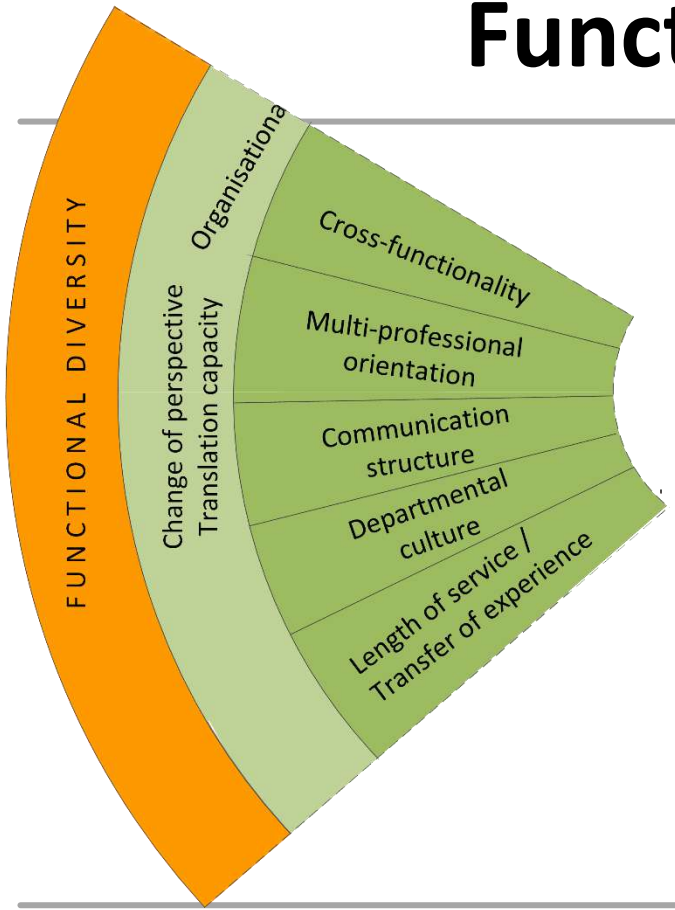
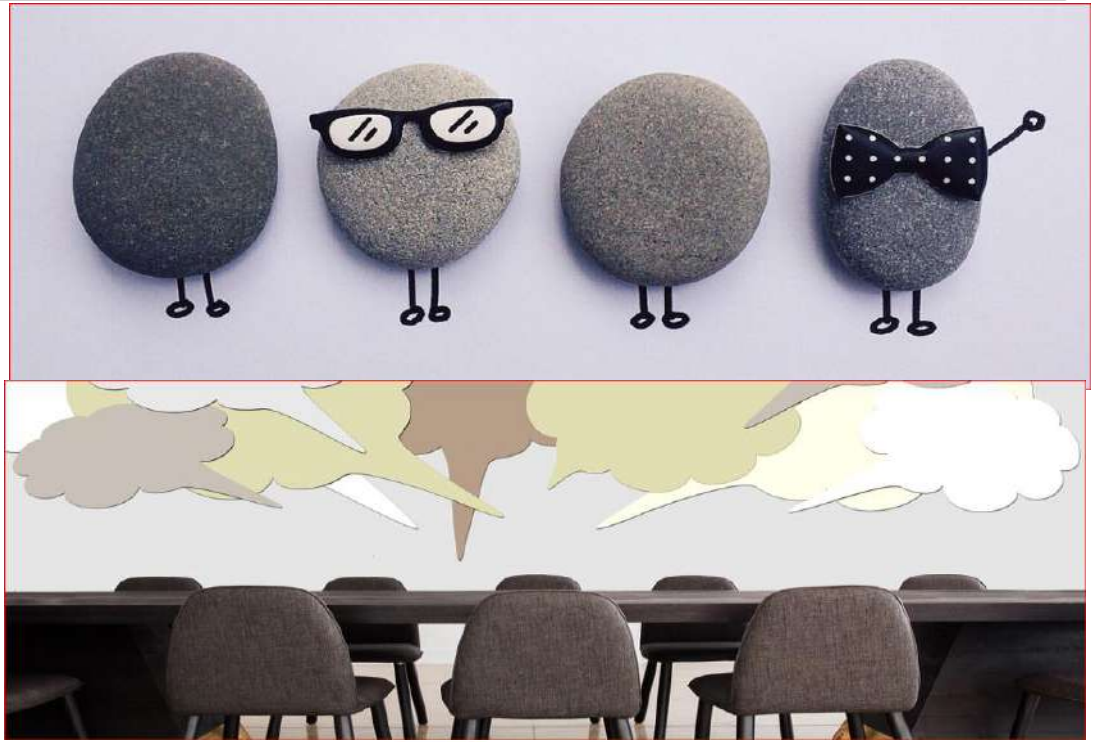
Functional Diversity





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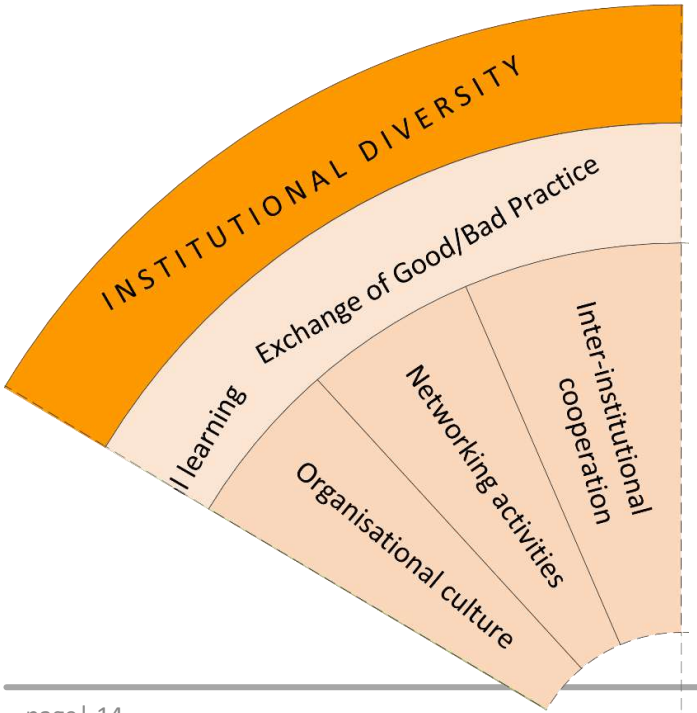
Institutional Diversity



- Exchange of ideas
- Organizational learning
- Generation of muliple solutions for
- „wicked problems“ „grand challenges“
- Interdisciplinary stakeholder analysis

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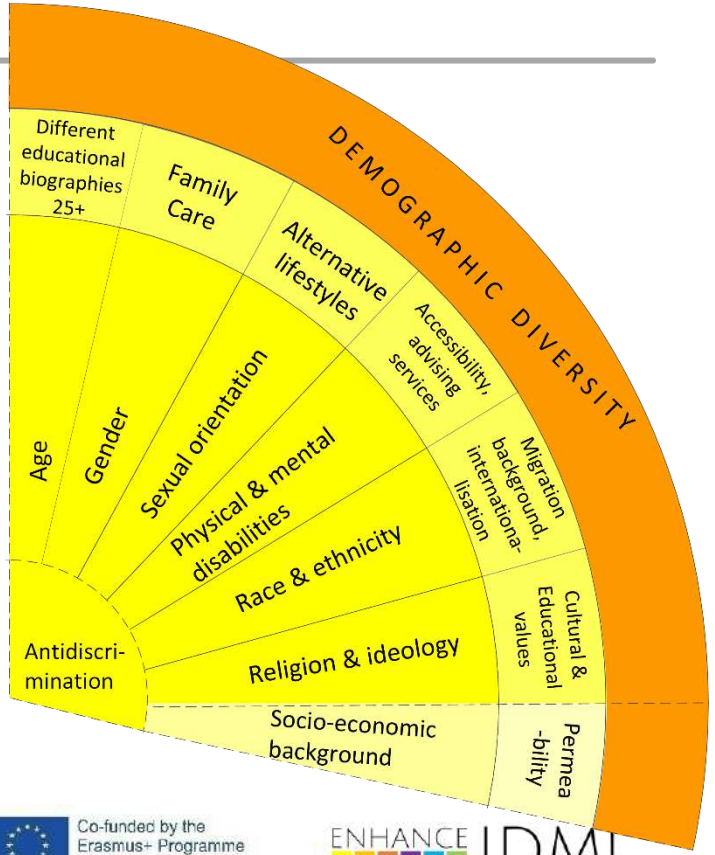
VILAO
“Diversity is being invited to the party;
inclusion is being asked to dance“

Demographic Diversity – who needs to be involved?

- Mature students
- Persons with family/care/work commitment
- Persons with alternative lifestyles
- Persons with physical/mental disabilities
- Persons with different ideological backgrounds
- Previously excluded student populations
- First generation



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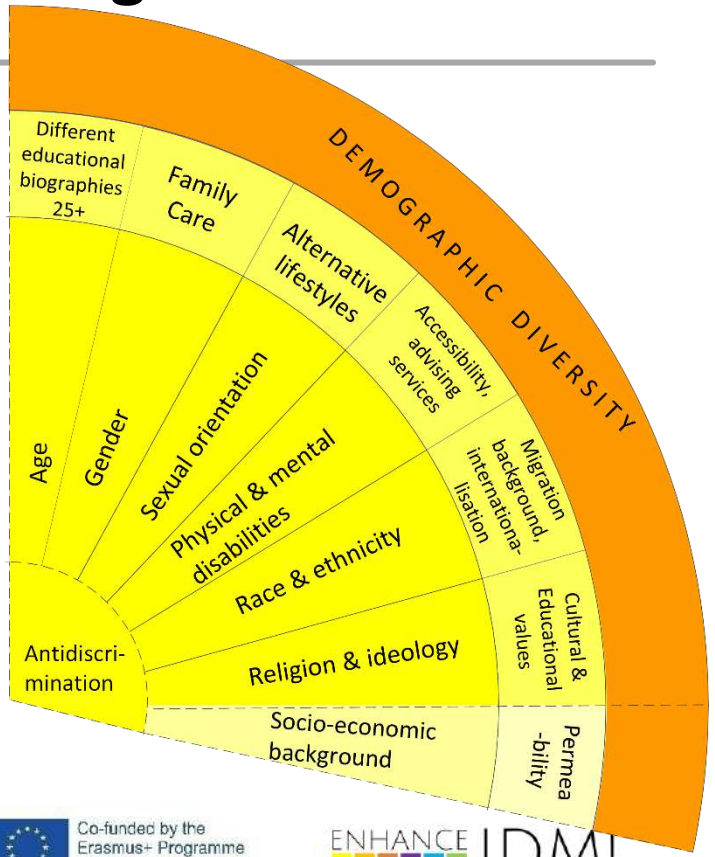
Benefits of E-Learning

- Social function of making education accessible for different groups of people.
- E-learning saves resources. Learners can access content anywhere and anytime.
- A high degree of flexibility and more convenience
- Technical tools are not enough



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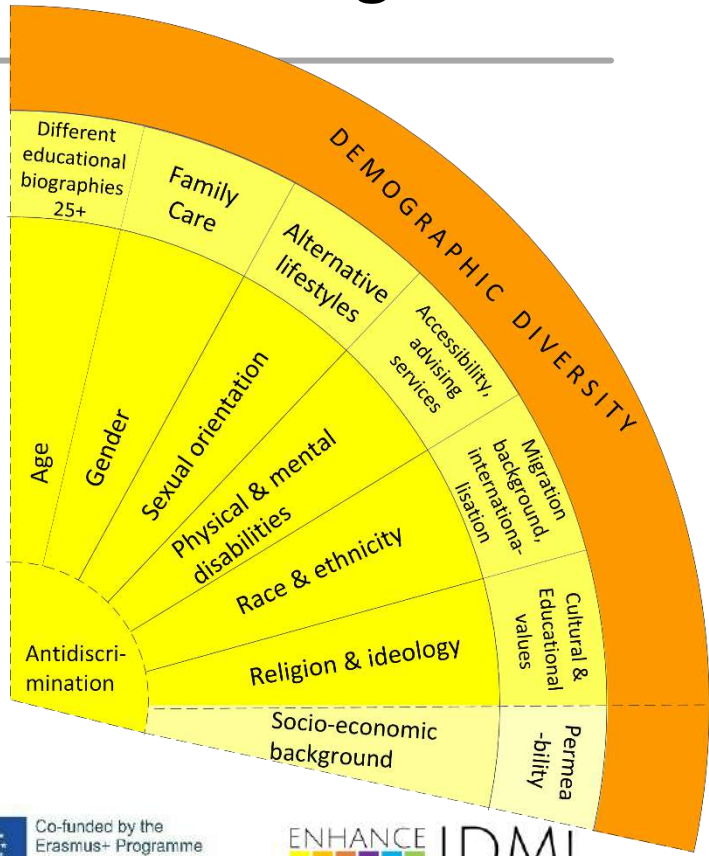
What is required for inclusive E-Learning

- provision of architectural accessibility in HEIs
- Awareness among HE management and teachers
- Teachers' training for work in inclusive groups
- A trustful and inclusive classroom setting
- An appropriate didactic design
- Assistive technology (Braille display, screen readers, adaptive devices…)
- Support structures for people with special healthcare needs



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HEAD Wheel Video (Gaisch & Aichinger, FH OÖ): https://www.youtube.com/watch?v=TIenqW8cssg

Implicit Bias –DIVE Video (Gaisch & Rammer, FH OÖ): https://www.youtube.com/watch?v=HgaoGubbFJA

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