

Internationalisation for all!

Recommendations and implementation tips for
education institutions, education providers
and other actors for the promotion
of equity in international activities



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The content of this slide set

What is equity in internationalisation?

- definitions and topics for discussion

Recommendations and implementation tips for

- the management/leadership of the education institution
- persons responsible for communication
- persons responsible for international activities

Internationalisation at home and equity

Best practices and exercises for further discussion on the topic



What is equity in internationalisation?



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What is equity in internationalisation?

- Equity in internationalisation means that everyone has equal access to internationalisation regardless of their gender, socio-economic status, special needs, ethnic background or place of residence.
- Equity can be seen as formal equity of **opportunities** or as actual equity of **results**.



Topics for discussion in your own education institution:

- How do you understand equity in internationalisation?
- Is there a difference between equity and equality?
- Is equity in internationalisation part of global education?
- Do we need equity in internationalisation?
- Whose responsibility is it to promote internationalisation?



Topics for discussion in your own education institution:

- Does everyone need to gain international competence? Why?
- Are we allowed to look at internationalisation from a critical point of view?
- How could the management of the education institution and/or colleagues with a critical point of view be provided with personal experiences related to internationalisation?
- What kind of goals would be realistic for equity in internationalisation?
- How do you know when equity in internationalisation has been achieved?



Recommendations and tips for implementation



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Recommendations for those who manage the operation in education institutions

- Set clear goals for internationalisation.
- Define the methods that will be used to monitor, evaluate and develop international activities.
- Establish clear areas of responsibility in international activities for the staff.
- Integrate internationalisation into the equity and equality plan.
- Integrate aspect of equity into the internationalisation strategy.
- Communicate about internationalisation in line with the goals.
- Make internationalisation one of the competences of your staff.



Tips for promoting equity in internationalisation through management 1

- Discuss together what you want from internationalisation. Why is it important for you and what kind of new aspects does it bring to learning or the competence of the staff?
- Check how the goals of internationalisation are currently recorded in the strategies and the documents that govern the activities of your institution.
- Discuss the goals and decide on them together with the staff and pupils/students.



Tips for promoting equity in internationalisation through management 2

- Check whether all pupils/students or all staff are taken into consideration in the goals of internationalisation. Can the goals be modified and made more comprehensive?
- Consider what forms of internationalisation would support achieving the goals.
- Encourage participation in all kinds of international activities, for example, by rewarding for short mobility periods or other activities that have been separately defined.



Recommendations for those who communicate information about international activities in the education institution

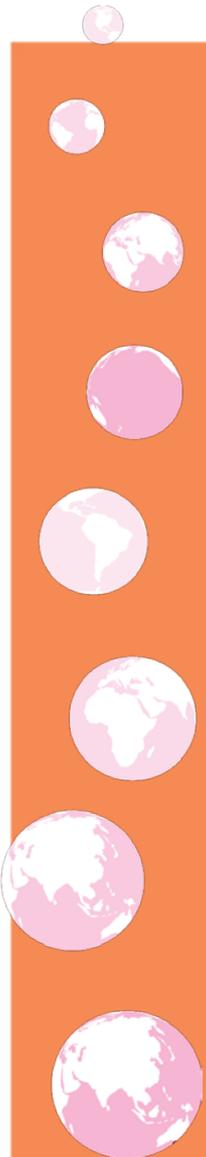
- Motivate new participants by telling them about the concrete benefits of internationalisation and international competence.
- Organise briefings on internationalisation for pupils/students in connection with teaching.
- Use language that is clear enough so that, for example, people with an immigrant background also receive enough information.
- Organise events in accessible facilities and make sure all communication is accessible to persons with special needs.
- Communicate about internationalisation and its benefits also to pupils'/students' parents.



Tips for promoting equity in internationalisation through communications 1

- When you talk about the benefits of internationalisation, find and use examples that are concrete. Make sure that the examples are as diverse and versatile as possible.
- Break the routines in communication about internationalisation and develop new ones together with colleagues and pupils/students.
- In your communication, use language that is clear enough also for special needs groups. Make use of pictures, videos and activities.





Tips for promoting equity in internationalisation through communications 2

- Consider how communication supports the goals set for internationalisation also from the perspective of equity.
- Do not forget to tell the pupils'/students' parents about internationalisation and its goals and benefits.



Recommendations for those who coordinate international activities in the education institution

- Examine the mobility statistics of the education institution from the perspective of equity and pass on your observations: are there groups of people in your education institution who do not participate in international activities? Could the participation of any particular group be increased?
- Promote equal opportunities by targeting communication, coaching and grants.
- Pay special attention to groups with special needs also in international activities.



Tips for promoting equity in internationalisation in the coordination of international activities 1

- Identify the groups that participate less actively in international activities in your own education institution.
- Ask the members in that group what they think about internationalisation.
- Discuss together with the management and the communications unit how the members of this group can be encouraged to participate.
- Modify the forms of international activities so that everyone is able to participate.
- Take into consideration the opportunities provided by internationalisation at home.



Tips for promoting equity in internationalisation in the coordination of international activities 2

- Consider whether the groups that participate in international activities less actively could be favoured when participants for mobility periods are selected.
- Discuss together with other staff members which form of internationalisation would be suitable for your education institution and promote it.
- Find out how internationalisation can be encouraged internally in the education institution.
- Network with colleagues working both in your own and in other education institutions and exchange experiences.

Recommendations for those who provide advice and guidance in international matters

- Modify international activities into learning processes. Define learning goals for them.
- Provide coaching and guidance before, during and also after mobility periods.
- Help those who participate in international activities to reflect on and evaluate their experiences.
- Ensure that studies are recognised and that the recognition procedures are uniform in the whole institution.
- Involve also, if relevant, the special needs teacher, the accessibility planning officer, the disability ombudsman, etc. in international activities.

Tips for promoting equity in internationalisation in guidance and advice 1

- Make the learning targets of the mobility period or internationalisation at home as concrete as possible. Also pay attention to transferable skills and hidden competence.
- Challenge your colleagues – and also yourselves – to reconsider the selection criteria for mobility periods so that members from all groups can get selected.



Tips for promoting equity in internationalisation in guidance and advice 2

- Remind your colleagues – and also yourselves – about the long-term benefits of internationalisation for learning, competence and finding employment.
- Provide help in dismantling the obstacles for the recognition of studies and rigid practices in your education institution.
- Help others to see the multiplier effects of internationalisation on study motivation, for example.



Equity and internationalisation at home



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What is internationalisation at home?

Internationalisation at home covers the different forms of **internationalisation that take place in the home country:**

- utilising facilities of the education institution and the nearby environment
- exploring the linguistic and cultural diversity of pupils/students in the education institution and the people in the region
- participating in internationalisation projects online
- getting familiar with the internationalisation of businesses in the nearby areas.



Recommendations for increasing equity in internationalisation at home

- Include the pupils, students, teachers and other staff in all international activities, also in the planning of internationalisation at home.
- Also engage the headmaster/rector and the management in internationalisation at home
- Set goals for internationalisation at home.
- Guarantee all pupils/students the opportunity to learn to work with different people.
- Take into account groups that need special support.

Tips for promoting equity in internationalisation at home 1

Internationalisation at home, mobility periods and international projects **complement each other**. Of these three, internationalisation at home may potentially inspire the largest number of new people to join international activities.

- Consider together with your colleagues and pupils/students what internationalisation at home could mean in your education institution. Who would benefit from it and how? What could you do together?
- Be aware of the available financial and human resources; discuss what could be achieved with them.





Tips for promoting equity in internationalisation at home 2

- Challenge subject teachers, group leaders and responsible teachers to consider how internationalisation at home can support other learning.
- Discuss whether there are some groups to which attention is usually not paid when internationalisation is talked about and include them in internationalisation at home.



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Exercise for further discussion on the topic

Do the following exercise together with your colleagues:

- Write down everything that has already been achieved regarding equity in internationalisation in your education institution.
- Discuss together what could be the next steps in the promotion of equity.
- Set realistic goals in line with these steps and schedule them.
- Remember that small can also be beautiful: make the steps concrete and something that can be achieved.





Thank you for your attention!

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This slide package has been drawn up by Miika Kekki
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