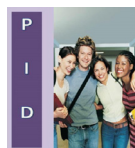


## PARTNERSHIP

FH JOANNEUM Gesellschaft mbH – Austria  
Obrtničko Učilište – Croatia  
Volkshochschule Hannover – Germany  
Dafni Kek – Greece  
Cramars – Italy  
Participatie in Diversiteit – Netherlands  
Fundación Docete Omnes – Spain

**FH | JOANNEUM**  
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### THE DIVCAP PROJECT

Erasmus+ Strategic Partnership

Project duration: 1/11/2018-30/04/2021

7 EU countries involved

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# DIVCAP

## >> DIVERSITY CAPACITY:

Improving the Capacities  
of Adult Education Institutions  
to Successful Dealing with Diversity



ADULT EDUCATION  
INSTITUTIONS  
WORKING AND LEARNING  
IN A DIVERSE  
ENVIRONMENT  
TO PROMOTE EQUALITY

PROJECT NUMBER: GA Nr - 2018-1-AT01-KA204-039271

## AIM

The project is working with an integral approach to develop and implement diversity management in adult education organisations, focusing on all levels of the organisations, checking and testing simultaneously concrete measures in practice in collaboration with colleague organisations.

We plan to develop supporting structures for policy improvement in adult education institutions, enabling them to successfully deal with diversity at every organizational level.

## MAIN OBJECTIVES

### DIVCAP

- Intends to increase the awareness about diversity issues at a personal and organisational level in adult education organisation
- Wants to introduce concrete measures to promote inclusion and diversity on organisational level
- Aims to augment personal competences of staff of adult education organisations in dealing with diversity



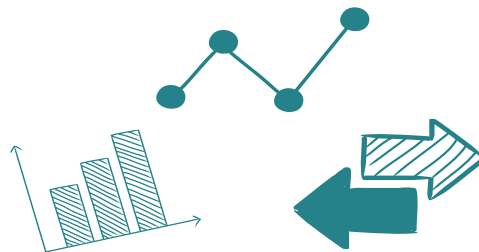
## MAIN RESULTS

- Check list for Diversity Management in Adult Education Institutions
- Curriculum “Applied Diversity Awareness Workshop”
- Case Studies in 14 Adult Education Institutions to analyse their diversity policy
- Implementation of recommended measures in pilots
- Guidelines and Recommendations for Educational and Non - educational staff and managers available online and usable in different contexts

## TARGET GROUP

During the case studies and pilots, in each of the seven partner countries two Adult education centres will participate at every organisational level: Representatives of Educational Staff, Non-Educational Staff and Managers will be involved.

Indirect target groups will be disadvantaged learners, in particular adult migrant and refugee learners, who are among the final users benefiting from the diversity management in the organisations.



## WHAT IS “DIVERSITY” FOR THE PROJECT

Our understanding of diversity is broad, but here we focus on the categories of “culture”, ethnicity, religion, encompassing challenges in adult education in relation to migration, without forgetting gender, age, class or disabilities.

## WHAT IS “CAPACITY” FOR THE PROJECT

Capacity, abilities, skills, power are different for everyone: the educational world can play a fundamental role in equipping equal opportunities, smoothing difficulties and supporting inclusion for all learners and for all citizens within educational institutions.

## DIVCAP SHORTLY

- Dealing with diversity in Adult Education
- Implementing internal and external diversity management
- Supporting structures in changing approach
- Supporting structures and policy for successful dealing with diversity

