

Diversity Challenges - Small Group Discussion results

Language Solutions:

- Remain worried about the participation of people who don't speak the same language.
- No more than 3 interpreters (four languages) in one workshop.
- Taking one entire session out of planning each day, to allow time for interpreting.
- Using facilitators who can speak more than one language because they understand the words and meanings of terminology.
- Inviting Interpreters to participate in a workshop first before interpreting for a workshop or going through terminology and methodology first before the workshop.
- Making permanent copies of keys/mandala and 12 questions of AVP in the language.
- Translating manuals into languages.
- Evaluation forms translated into the language.
- When people have illiteracy issues or language issues, creating small group discussion groups for evaluations, with one scribe.
- Example of Learning Activity change: Breaking concentric circles into several small circles based on language groups - this also works for separating women and men when they are uncomfortable talking to the opposite sex.
- Using pictures with Learning activities
- Use colour as a symbol of the language
- Find ways to make it easier, like Google translate.
- Bring in other people to help translate workshops/manuals.
- More learning activities using drawing of pictures and not requiring as much interpretation.

Gender Solutions:

- Increasing number of female facilitators to balance the group
- Supporting shared leadership where possible in Learning Activities

Culture Solutions:

- Adapt AVP Learning activities to the cultural and social context without losing the essence of the original activity.
- Try to work in small groups and more training for facilitators on how to deal with these situations.

Religion Solutions:

- Using a Learning activity called "Positive Acceptance" at the beginning of a workshop to talk about acceptance of people from different religions or no religion at all.
- Be clear in transforming power that it does not have to do with religion and is more about the positivity of human beings.
- Using the Safety Circle Learning activity at the beginning of a workshop.