

SEMINAR:

„Embrace Inclusion & Diversity in your Erasmus+ projects“ - (E+) Inclusion support measures

LTA “Embrace Inclusion and Diversity in Erasmus+ Projects” is coordinated by the **Agency for Mobility and EU Programmes (AMEUP)**, the body responsible for implementing the Erasmus+ programme in Croatia. The seminar focuses on inclusion and diversity, with a specific theme each year—for example: active engagement in all project phases, outreach to people with fewer opportunities, or Erasmus+ inclusion support measures.

The seminar gathers around 50 Erasmus+ beneficiaries (Key Action 1 and Key Action 2) from the fields of **School Education (SE), Vocational Education and Training (VET), Higher Education (HE), and Adult Education (AE)**. All participants have experience in implementing inclusion and diversity projects.

Partner countries are encouraged to organise national events for Erasmus+ beneficiaries who are **not yet familiar** with the inclusion and diversity priority. The format of these national events may vary depending on the national context and the needs of the beneficiaries. Suggested formats for national events are described [here](#).

The main seminar format includes **introductory activities, panel discussions, keynote speeches, good practice examples, study visits, and windmill groups**. Windmill groups serve as reflective spaces where participants share insights, discuss key learnings, and identify the most relevant points related to the seminar’s specific focus. Outputs from these groups are collected, merged, edited, and published as stand-alone resources—for example, [Roadmap towards active engagement: Inclusion and Diversity in Erasmus+](#). All seminar content—including outputs from the inclusion panel, keynote speakers, good practices and study visits—is presented in the seminar content reports (e.g., reports from the [1st](#), [2nd](#), and [3rd](#) editions)."

GENERAL GOAL OF THE SEMINAR: Increase the capacities of the TCA participants to improve the inclusion and diversity dimension in their current and future Erasmus+ projects

SPECIFIC GOALS/OBJECTIVES OF SEMINAR:

- Establish a common understanding of those who may be considered people with fewer opportunities and set up a coherent framework for including them in the programme
- Facilitating in-depth discussions on (E+) Inclusion support measures, their implementation, and potential improvements (This goal changes each year depending on specific theme)
- Promoting good practice examples and maintaining the good practice collection related to projects fostering inclusion and diversity through direct involvement of participants with fewer opportunities and/or focusing on inclusion and diversity topic
- Co-creation of Padlet platform for collecting and exchange of resources regarding inclusion and diversity
- Providing NAs` and experts` additional support in identifying various areas for improvement and enable valuable sharing of ideas among participants

METHODOLOGY: Seminar will be based upon a combination of formal and non-formal education approach. A combination of different creative and interactive methods will be used: presentations, discussions, small group work, structured activities, reflections...

ADDITIONAL DIVERSITY AND INCLUSION FEATURES OF THE SEMINAR

INCLUSION & DIVERSITY LIBRARY

For the first edition of the seminar, a Padlet library focusing on inclusion and diversity was created. This same Padlet is used every year, allowing the library to grow continuously. Materials from each seminar are uploaded by the organizers, and participants are invited to contribute as well. Link to Padlet: https://padlet.com/tea_rezek/ftrps6ra69eoh0c7

TAILORING TO PARTICIPANTS' NEEDS AND INTERESTS

Needs assessment questions are included in the application form. This helps us gather basic information about participants' learning needs, questions related to specific topics, and their willingness to share their own best practices.

ACTIVE PARTICIPATION OF ALL PARTICIPANTS

Throughout the seminar, we use methods that encourage active engagement and model participatory learning. Each day concludes with “[Windmill Groups](#)” – reflective sessions where participants share insights, key learnings, and perspectives on the day's content. Based on these discussions and the outcomes of the Windmill Workshops, seminar content on the year's specific theme is collected, curated, and published as a stand-alone resource. Participants are also encouraged to contribute their own experiences and expertise as good practice examples and panellist.

CONTRIBUTING TO LOCAL INCLUSION PROJECTS

We strongly believe in the saying “*Practice what you preach.*” That's why we've embedded inclusion practices into the seminar itself—to demonstrate how such events can positively impact local communities. Examples of how we support local inclusion projects include:

- Purchasing goody bag items from social enterprises (e.g., chocolate made by a social enterprise employing people with disabilities)
- Buying knitting kits from a local NGO and inviting participants to knit elements for [twiddle muff](#) – sensory items donated to a local NGO
- Organizing a dinner at a social enterprise (e.g., a restaurant employing people with disabilities) or other socially responsible businesses
- Arranging a city tour led by people with fewer opportunities, or focusing on aspects of inclusion and diversity in the city's history
- Buying tickets to theatre plays that focus on inclusion or diversity themes

GENERAL PROGRAMME

Day 0		Explanation
	Arrival of participants	
15.00	City tour (optional)	
18.00	Networking moment	
19.00	Dinner in hotel	
Day 1		
9.00-9.30	Registration of participants	
9.30-11.00	Opening of the seminar and introduction to the topic Panel on this years topic	Four people are selected to join the panel. Ideally, two of the panelists are chosen from among the participants who shared interesting experiences in their application forms. It is essential that at least one panelist is a person with fewer opportunities, to ensure that this perspective is represented in the discussion. The panelists engage in a conversation guided by a facilitator, addressing several key questions related to the event's theme.
11.00-11.30	Coffee break	
11.30-13.00	Getting to know each other & Diving into inclusion and diversity and self reflection	Through experiential and interactive methods, participants are encouraged to get to know one another and engage deeply with the topic of inclusion and diversity (exp. Take a step forward, 4 corners).
13.00-14.00	Lunch	
14.00-15.30	Two Keynote presentations	Two keynote speakers are invited to address inclusion and diversity, with a special emphasis on the year's specific theme. One speaker typically offers a more theoretical and philosophical perspective, while the other provides a practical viewpoint, often related to Erasmus+.
15.30-16.00	Coffee break	
16.00-17.15	Windmill groups	Each day concludes with " Windmill Groups " –reflective sessions where participants share insights, key learnings, and perspectives on the day's content. Participants are divided into four groups based on the sector they work in, and these groups remain the same throughout the seminar.
19.00-20.00	Dinner in hotel	
20.00-20.30	Networking moment (optional)	
Day 2, 19.11.2025.		
8.30-9.00	Networking moment (optional)	
9.00 - 10.30	Good practice examples (4 examples, one from each sector)	Four examples of good practices are presented—one from each sector. These come from participants who highlighted interesting practices in their application forms, as well as from local organizations. Each presenter has 10-15 minutes to present the practice.
10.30-11.00	Break	
11.00-12.30	Windmill groups	
12.30-14.00	Lunch (or until 13.30)	
14.00-16.30	Study visits (4 study visite organisations, each participants visits one organisation)	Four local organizations are visited during study visits—one for each sector. Each participant selects one study visit either in the application form or during registration.

		The visits last two hours and focus on the organization's Erasmus+ inclusion projects and practices.
16.30-19.00	Free time in the city	
19.00	Dinner out	
Day 3, 20.11.2025.		
8.30-9.00	Networking moment (optional)	
09:00 – 10:30	Welcome and intro to the day Windmill groups	
10.30-11.00	Coffee break	
11.00-13.00	Presenting and discussing conclusion regarding this year's topic Closing, Evaluation and Looking forward	Each Windmill Group presents their conclusions related to that year's topic.
13.00-14.00	Lunch	
	Departure of participants	