



The Inclusive Education Ladder: what is your position?

Assignment:

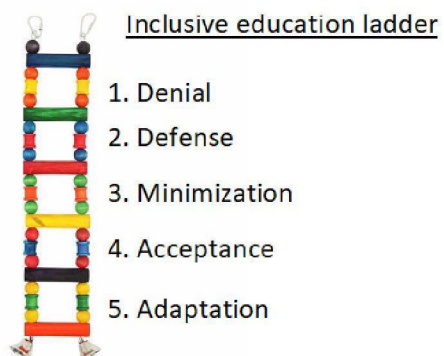
1. Read the statements below.
2. Please put a check mark (✓) in **one** category that aligns best with your own ideas.
There is no right or wrong answer.
3. Please put a check mark (✓) in **one** category that aligns best with the current situation in your department. Again, there is no right or wrong answer.

Category		Me	My department
A	<p>"There is no diversity here, so I don't have to worry about inclusion."</p> <p>"If it works for me, it will work for you."</p> <p>"This is just the way it works down here."</p>		
B	<p>"If they adapt to the way we organize our education, I don't see why they wouldn't be able to be (very) successful here."</p> <p>"I have had to work very hard to get here, why should I make things easier for others by making all kinds of adjustments?"</p> <p>"It was <i>their</i> choice to come and join our program...."</p>		
C	<p>"I don't make any distinctions between people. They are all equal to me."</p> <p>"It is very important to treat everyone consistently and in accordance with the same standards. That is the only way to create fair and accessible education."</p> <p>"I don't see people of colour. I just see people."</p>		
D	<p>"I am getting a lot of students from China this year. What can I learn about Chinese culture to help me interact with them effectively?"</p> <p>"Which circumstances are present in our program that could prevent certain students from studying successfully?"</p> <p>"I recently took a course on the Hofstede model and found it to be very interesting!"</p>		
E	<p>"In order to truly help this student, I will need to adapt my approach."</p> <p>"I always try to empathize with how my functionally impaired colleague would experience certain situations."</p> <p>"In my interactions with men and women, I slightly adjust my communication style to account for the different ways in which respect is communicated."</p>		

Adapted from: Developmental Model of Intercultural Sensitivity (Bennet, 2011)

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References:

Bennett, M. J. (2011, March). *Developmental Model of Intercultural Sensitivity*. Retrieved from AFS USA: www.afsusa.org/schools/global-classroom/spring-2011/intercultural-sensitivity/

Cushner, K., McClelland, A., & Safford, P. (2012). *Human Diversity in Education*. New York: McGraw Hill.