

Inclusion Plan

Project title: Democracy in Action: Empowering Adults to Teach the Next Generation

Project acronym: Democracy4All Ages

Funding line: Erasmus+

Project number: 2024-2-AT01-KA210-ADU-000266621

Project duration: 25.03.2025 – 24.03.2027

1. Inclusion Approach

The project is strongly aligned with the Erasmus+ Inclusion and Diversity Strategy and aims to ensure equal access, meaningful participation and inclusive learning environments for all participants.

Inclusion is not treated as a separate component but as a **cross-cutting principle embedded in all project activities**, including project management, training activities, development of materials and dissemination.

The consortium is committed to creating a safe, respectful and empowering learning environment where all participants feel heard, valued and able to actively contribute regardless of their background.

2. Target Groups with Fewer Opportunities

Particular attention will be given to participants with fewer opportunities, including:

- educators working with socio-economically disadvantaged groups
- participants with migrant or minority backgrounds
- educators with limited access to international mobility opportunities
- participants with limited digital skills
- participants from rural or geographically isolated areas
- participants experiencing social exclusion, discrimination or low confidence

The project also indirectly benefits children from diverse and disadvantaged backgrounds through improved inclusive teaching practices.

3. Barriers Addressed

The project actively addresses different types of barriers that may limit participation:

- **economic barriers:** limited access to training opportunities or financial constraints
- **linguistic barriers:** limited English proficiency or multilingual needs
- **social barriers:** discrimination, marginalisation, low self-confidence
- **educational barriers:** limited access to professional development opportunities
- **geographical barriers:** living in rural or remote areas
- **digital barriers:** limited digital skills or access to digital tools

4. Inclusion Measures

To ensure inclusive participation, the project will implement the following concrete measures:

- provision of **multilingual materials** and use of **simple and accessible language**
- flexible participation formats, including **online and hybrid options**
- adaptation of activities to participants' individual needs
- **small group settings** to support inclusive and safe learning environments
- continuous **mentoring and individual support** throughout the project
- inclusive facilitation methods ensuring that **all voices are heard and respected**
- support for participants facing logistical or financial barriers where needed

5. Mentoring and Support

The project places strong emphasis on mentoring and continuous support:

- regular check-ins with participants
- tailored guidance based on individual needs
- supportive learning environments encouraging participation and confidence
- additional support for participants with fewer opportunities

This ensures that all participants can engage meaningfully and benefit equally from the project activities.

6. Awareness, Accessibility and Outreach

The project ensures inclusive communication and outreach through:

- use of different formats (text, visuals, simplified language)
- accessible and inclusive dissemination materials
- targeted outreach to underrepresented groups
- involvement of multipliers, ambassadors and partner networks

This approach helps reach a broader and more diverse audience and strengthens accessibility.

7. Gender Equality and Intersectionality

The project integrates gender equality and an intersectional perspective across all activities.

Equal participation is ensured regardless of gender, background, ethnicity or socio-economic status. Diversity is recognised as a strength, and different perspectives are actively encouraged and respected.

8. Monitoring and Evaluation

Inclusion will be continuously monitored and evaluated through both quantitative and qualitative indicators.

Quantitative indicators:

- number of participants with fewer opportunities
- number of adapted activities
- diversity of participants (background, language, experience)

Qualitative indicators:

- participant feedback on inclusion, participation and accessibility
- evaluation forms and reflection sessions
- assessment of participants' sense of belonging and engagement

These indicators will ensure that inclusion is not only planned but effectively implemented and continuously improved.