Equality, Diversity & Inclusion: Teachers' Perceptions and its Incorporation as a Toolkit for Best Practice in the Future of Education

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Equality means......

31% dealing with every student in the same way
26% providing separate services to different groups of student
43% equal treatment
Diversity means ............

38%  
Differences

34%  
Life's issues

28%  
Variety
The outcome for Equality is

- 88% for every student to reach his or her full potential
- 9% achieving in different respects
- 3% passing at all levels
Teenage parents form part of Equality strands in the UK
Objectives

• Create an awareness of EDI
• Expose practitioners to a range of EDI strategies
• Incorporate EDI concepts into pedagogical practice
• Explore and anticipate EDI benefits/effectiveness
Equality, Diversity & Inclusion

Equality is not the provision of equal treatment for everyone, nor is it an impartial or loosely fair treatment for all. Acknowledging the huge differences inherent in every student is the notion behind diversity

Ensuring that each student feels valued and acknowledged instead of isolated is the practice behind inclusion
Equality

Provision of separate services to different groups of students to ensure equity and representation in a specific context.

‘Every individual should have an equal chance to make the most of their talents, capabilities and endeavour; and no one should have poorer life chances because of where, what or to whom they were born’ - Equality and Human Rights Commission, UK
STRANDS OF EQUALITY
(9 PROTECTED CHARACTERISTICS)
Why are educators concerned about EDI?

http://www.100people.org/statistics_detailed_statistics.php
FOR A FAIR SELECTION EVERYBODY HAS TO TAKE THE SAME EXAM: PLEASE CLIMB THAT TREE
Is a toolkit necessary?
Mandatory Toolkit – 10 strategies to incorporate EDI

- Experiential learning
- Multi-sensory learning
- Co-operative learning
- Differentiation
- Embedding literacy, language and numeracy
- Assessment for learning
- Learning conversations
- Relating theory and practice
- Using e-learning and technology
- Modelling
Holistic Benefits of EDI

• Improves pedagogical practice to the overall enrichment of student learning experience
• Prepares all students for a future that is improved and enriched
• Encourages diversity & promotes equality of opportunity
• Recognises and celebrates success
• Maximises cultural and developmental opportunities for all students and staff.
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