



Blueprint for advanced skills  
& trainings in the social economy

## Training Catalogue

# Encourage Diversity, Equity and Inclusion practices (to tackle social challenges) in SEOs



### Area

Fair

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### Level

Intermediate

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### EQF

5

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### EU frameworks

GreenComp

Area 1: Embodying sustainability values

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### Duration

28 hours



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TITLE: Encourage DEI practices (to tackle social challenges) in SEOs	
Duration / Notional workload	<p>28 hours (1 ECTS)</p> <p>The suggested structure implies:</p> <ul style="list-style-type: none"> <li>- 8 hours of synchronous training (online or face-to-face with webinars/workshops)</li> <li>- 20 hours of autonomous study and hands-on activities (asynchronous), including the preparation for the final exam</li> </ul>
Who is this course for	<p>The course is designed for managers, supervisors, coordinators, executives, and individuals involved in designing, planning, and coordinating activities and human resources within Social Economy organisations (SEOs).</p> <p>It is also open to workers in SEOs who are interested to learn more about DEI practices.</p> <p>The course aims to equip participants with the knowledge and skills to:</p> <ul style="list-style-type: none"> <li>- Understand the principles and importance of DEI in SEOs.</li> <li>- Implement DEI practices to address social challenges within SEOs.</li> <li>- Foster a culture of diversity, equality, and inclusion in SEOs.</li> </ul>
Skill Gap Area	<p>The Skill GAP refers to the SocioComp Area “Fair &amp; Inclusive Transition”, competence “Understanding of inclusive values and intersectionality”, “Cultivating Ethical Leadership &amp; Responsible and Participatory Decision Making” and “Advancing economic empowerment and advocacy”</p>
Related standards	<p>The European competencies’ frameworks related standards are: GreenComp Area 1 Embodying sustainability values, competence 1.2 Supporting fairness</p>
EQF Level	EQF 5 INTERMEDIATE
Learning Outcomes	<p>Participants, on completion of the learning process, can</p> <ul style="list-style-type: none"> <li>- Comprehend the principles of DEI in SEOs <ul style="list-style-type: none"> <li>o Understand the concepts of diversity, equality, and inclusion</li> <li>o Evaluate the importance of DEI in the context of SEOs</li> </ul> </li> <li>- Implement DEI practices to tackle social challenges <ul style="list-style-type: none"> <li>o Develop strategies to integrate DEI practices within SEOs</li> <li>o Apply DEI principles to address social challenges and enhance organisational performance</li> </ul> </li> <li>- Promote a culture of diversity, equality, and inclusion <ul style="list-style-type: none"> <li>o Foster inclusive behaviours and practices among SEO members</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ Create an environment that supports diversity and equality</li> <li>- Evaluate the impact of DEI initiatives in SEOs</li> <li>○ Assess the effectiveness of DEI practices and initiatives</li> <li>○ Develop metrics and indicators to measure DEI progress</li> </ul>
Contents	<p><b>LU01 Principles of DEI in SEOs</b></p> <p>Definition and scope of diversity, equality, and inclusion</p> <ul style="list-style-type: none"> <li>○ Terminology, key concepts and values of DEI</li> <li>○ Key concepts and terminology</li> </ul> <p>Importance of DEI in SEOs</p> <ul style="list-style-type: none"> <li>○ Social, economic, and ethical reasons for promoting DEI</li> <li>○ The impact of DEI on organisational performance</li> </ul> <p>Case studies of DEI in SEOs</p> <ul style="list-style-type: none"> <li>○ Analysis of exemplary cases</li> <li>○ Key success factors and lessons learned</li> </ul> <p><b>LU02 Implementing DEI Practices</b></p> <p>Strategies for integrating DEI in SEOs</p> <ul style="list-style-type: none"> <li>○ Developing DEI policies and frameworks</li> <li>○ Creating inclusive recruitment and retention practices</li> </ul> <p>Addressing social challenges through DEI</p> <ul style="list-style-type: none"> <li>○ Identifying and tackling barriers to DEI</li> <li>○ Practical examples and case studies</li> </ul> <p>Tools and techniques for DEI implementation</p> <ul style="list-style-type: none"> <li>○ DEI assessment tools</li> <li>○ Inclusive communication strategies</li> </ul> <p><b>LU03 Promoting a Culture of DEI</b></p> <p>Fostering inclusive behaviours and practices</p> <ul style="list-style-type: none"> <li>○ Training and development for DEI</li> <li>○ Encouraging inclusive leadership</li> </ul> <p>Tackling discrimination and exclusion</p> <ul style="list-style-type: none"> <li>○ Building a culture of respect and belonging</li> <li>○ Engaging all members in DEI efforts</li> </ul> <p>Case studies of successful DEI cultures</p> <ul style="list-style-type: none"> <li>○ Examples from SEOs and other organisations</li> <li>○ Best practices and lessons learned</li> </ul> <p><b>LU04 Evaluating DEI Initiatives</b></p> <p>Assessing the effectiveness of DEI practices</p> <ul style="list-style-type: none"> <li>○ Developing DEI metrics and indicators</li> <li>○ Conducting DEI audits and reviews</li> </ul> <p>Measuring the impact of DEI initiatives</p>

	<ul style="list-style-type: none"> <li>○ Quantitative and qualitative methods</li> <li>○ Reporting and communicating DEI progress</li> </ul> <p>Continuous improvement in DEI</p> <ul style="list-style-type: none"> <li>○ Feedback mechanisms and iterative improvements</li> <li>○ Sustaining DEI efforts over time</li> </ul>
<b>Learning methodologies</b>	<p>The most effective teaching methods with adult learners are active methodologies, combined with a hands-on approach, encouraging critical thinking and real-world application.</p> <p>We suggest for</p> <p>LU01: Interactive lectures and discussion, small group activities, multimedia resources guided exploration</p> <p>LU02: Role-Playing and case studies, guest lectures and panel discussions, multimedia resources guided exploration</p> <p>LU03: small group activities, multimedia resources guided exploration, individual reflection and writing</p> <p>LU04: Guided reflections, and group discussions, role-playing, guest lectures and panel discussions, multimedia resources guided exploration.</p> <p>Blended training can be offered, using the MOOC platform to integrate more traditional face-to-face training.</p>
<b>Learning materials</b>	<p>Lectures combined with collaborative/active learning. Complementary learning materials are:</p> <ul style="list-style-type: none"> <li>- ad hoc handouts;</li> <li>- learning materials and publications on the topic in English or in the participants' languages.</li> <li>- resources section: <ul style="list-style-type: none"> <li>○ Toolbox: existing manuals and tools</li> <li>○ Publication: scientific or grey literature</li> <li>○ Legal texts</li> <li>○ Reference materials</li> <li>○ Videos (if any relevant)</li> </ul> </li> </ul> <p>The course teachers will provide the bibliography and website references.</p>
<b>Entrance requirements</b>	<p>There are no formal prerequisites to participate in the course, except being workers in SEOs. The course is open to all practitioner, especially those involved in designing, planning, and coordinating activities and human resources.</p>
<b>Assessment &amp; Certification Schemes</b>	<p>The assessment process will evaluate the learning outcomes outlined in the prototype and will follow established procedures.</p>

	<p>Grading criteria, levels, and assessment location will be communicated to learners before the baSE pilot phase, with authentication required.</p> <p>The Certification Schemes will follow the standards defined by EuroCert.</p> <p>Upon request, it will be possible to have (for MOOCs only) the recognition of micro-credentials.</p>
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## Disclaimer

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