



Internationalisation for all!

Recommendations and implementation tips for
education institutions, education providers
and other actors for the promotion
of equity in international activities



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The content of this slide set

What is equity in internationalisation?

- definitions and topics for discussion

Recommendations and implementation tips for

- the management of the education institution
- persons responsible for communication
- persons responsible for international activities
- guidance counsellors and advisers

Internationalisation at home and equity

Best practices and exercises for further discussion on the topic



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What is equity in internationalisation?

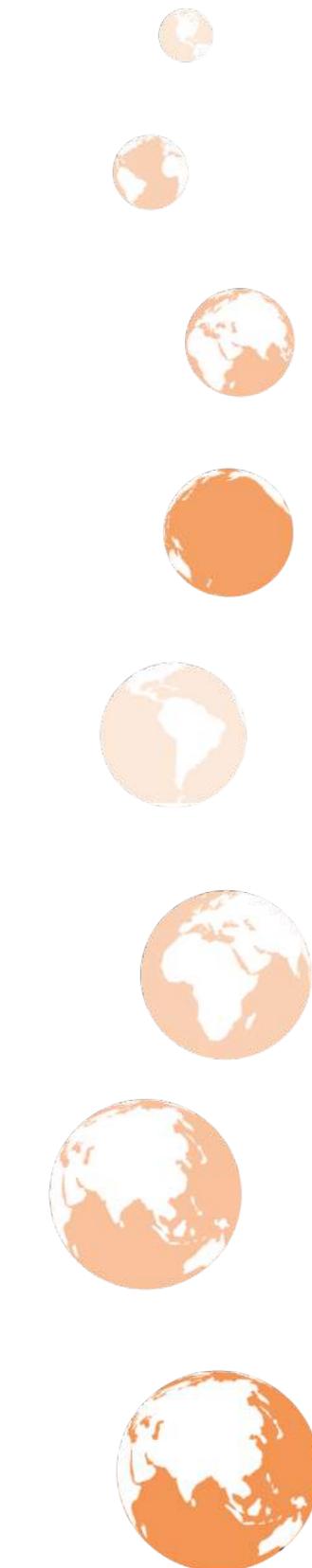


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What is equity in internationalisation?

- Equity in internationalisation means that everyone has equal access to internationalisation regardless of their gender, socio-economic status, special needs, ethnic background or place of residence.
- Equity can be seen as formal equity of **opportunities** or as actual equity of **results**.
- The results of the previous project on equity in access to internationalisation in education have been presented in the publication Fakta Express 1/2014 (in Finnish) (http://cimo.fi/palvelut/julkaisut/selvitykset/faktaa_express_1_2014)
- More information on the Kansainvälisyyttä kaikille! ('Internationalisation for all!') project on equity is available at <http://cimo.fi/tasa-arvo> (link in Finnish)

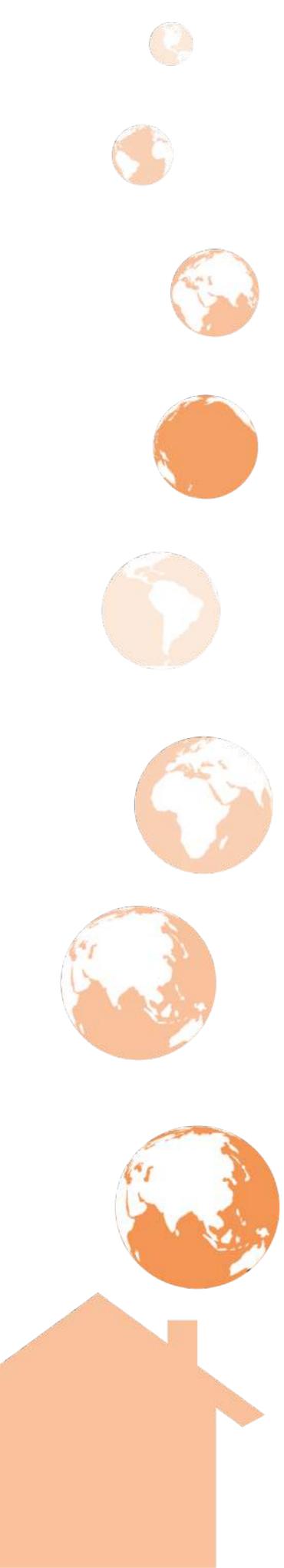


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Topics for discussion in your own education institution:

- How do you understand equity in internationalisation?
- Is there a difference between equity and equality?
- Is equity in internationalisation part of global education?
- Do we need equity in internationalisation?
- Whose responsibility is it to promote internationalisation?

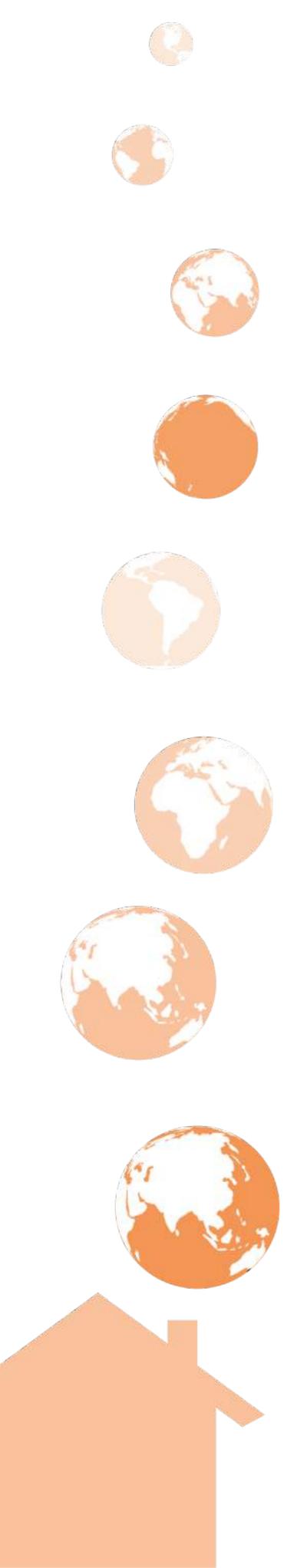


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Topics for discussion in your own education institution:

- Does everyone need to gain international competence? Why?
- Are we allowed to look at internationalisation from a critical point of view?
- How could the management of the education institution and/or colleagues with a critical point of view be provided with personal experiences related to internationalisation?
- What kind of goals would be realistic for equity in internationalisation?
- How do you know when equity in internationalisation has been achieved?



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Recommendations and tips for implementation

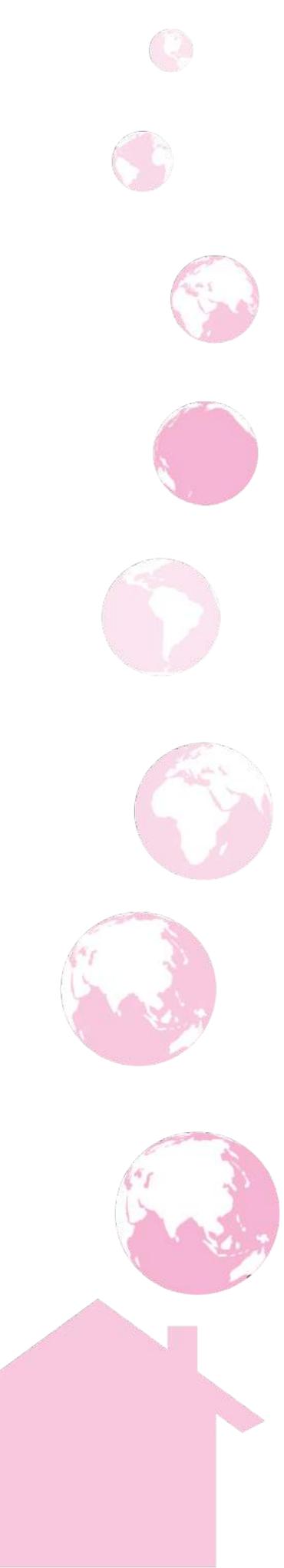


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Recommendations for those who manage the operation in education institutions

- Set clear goals for internationalisation.
- Define the methods that will be used to monitor, evaluate and develop international activities.
- Establish clear areas of responsibility in international activities for the staff.
- Integrate internationalisation into the equity and equality plan.
- Integrate aspect of equity into the internationalisation strategy.
- Communicate about internationalisation in line with the goals.
- Make internationalisation one of the competences of your staff.

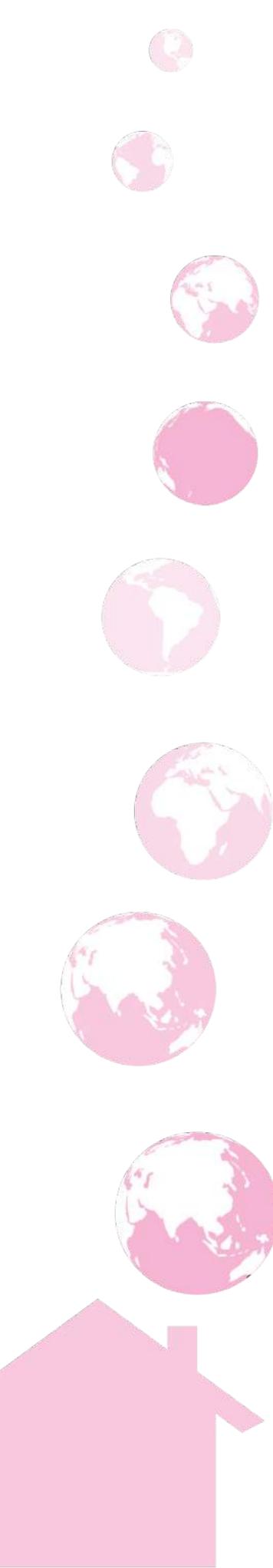


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Tips for promoting equity in internationalisation through management 1

- Discuss together what you want from internationalisation. Why is it important for you and what kind of new aspects does it bring to learning or the competence of the staff?
- Check how the goals of internationalisation are currently recorded in the strategies and the documents that govern the activities of your institution.
- Discuss the goals and decide on them together with the staff and pupils/students.



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Tips for promoting equity in internationalisation through management 2

- Check whether all pupils/students or all staff are taken into consideration in the goals of internationalisation. Can the goals be modified and made more comprehensive?
- Consider what forms of internationalisation would support achieving the goals.
- Encourage participation in all kinds of international activities, for example, by rewarding for short mobility periods or other activities that have been separately defined.

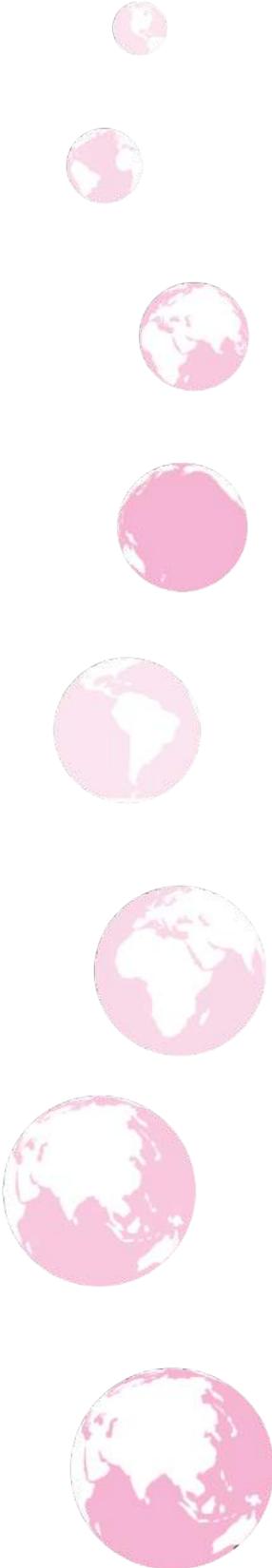


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Recommendations for those who communicate information about international activities in the education institution

- Motivate new participants by telling them about the concrete benefits of internationalisation and international competence.
- Organise briefings on internationalisation for pupils/students in connection with teaching.
- Use language that is clear enough so that, for example, people with an immigrant background also receive enough information.
- Organise events in accessible facilities and make sure all communication is accessible to persons with special needs.
- Communicate about internationalisation and its benefits also to pupils'/students' parents.



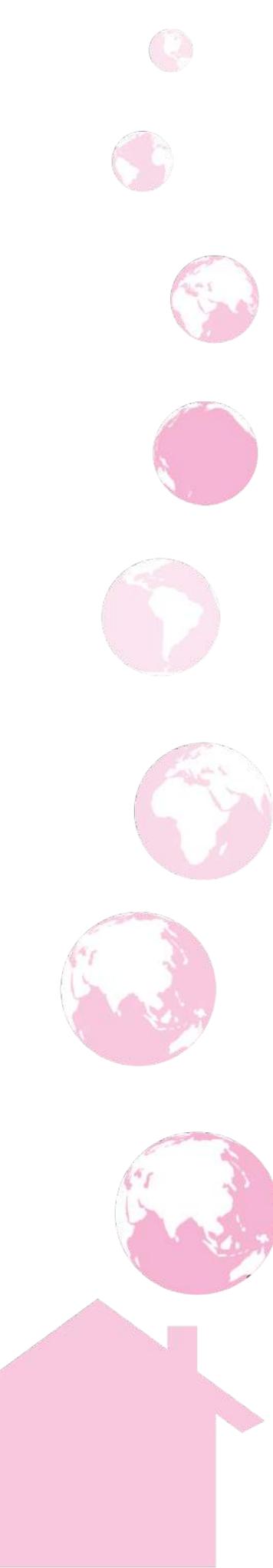
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Tips for promoting equity in internationalisation through communications 1

- When you talk about the benefits of internationalisation, find and use examples that are concrete. Make sure that the examples are as diverse and versatile as possible.
- Break the routines in communication about internationalisation and develop new ones together with colleagues and pupils/students.
- In your communication, use language that is clear enough also for special needs groups. Make use of pictures, videos and activities.

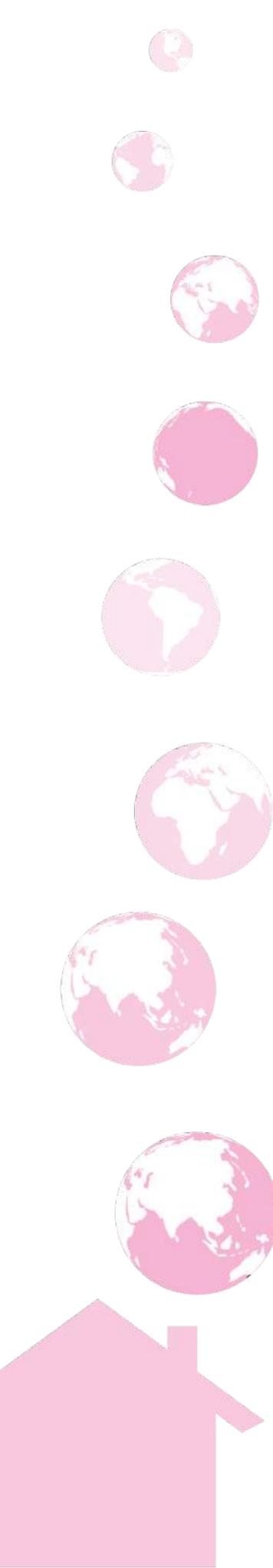


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Tips for promoting equity in internationalisation through communications 2

- Consider how communication supports the goals set for internationalisation also from the perspective of equity.
- Do not forget to tell the pupils'/students' parents about internationalisation and its goals and benefits.

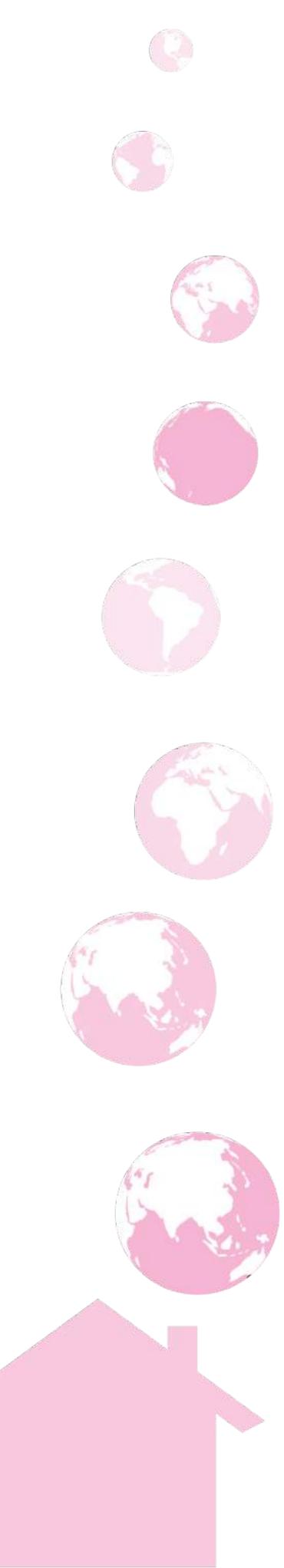


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Recommendations for those who coordinate international activities in the education institution

- Examine the mobility statistics of the education institution from the perspective of equity and pass on your observations: are there groups of people in your education institution who do not participate in international activities? Could the participation of any particular group be increased?
- Promote equal opportunities by targeting communication, coaching and grants.
- Pay special attention to groups with special needs also in international activities.



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Tips for promoting equity in internationalisation in the coordination of international activities 1

- Identify the groups that participate less actively in international activities in your own education institution.
- Ask the members in that group what they think about internationalisation.
- Discuss together with the management and the communications unit how the members of this group can be encouraged to participate.
- Modify the forms of international activities so that everyone is able to participate.
- Take into consideration the opportunities provided by internationalisation at home.

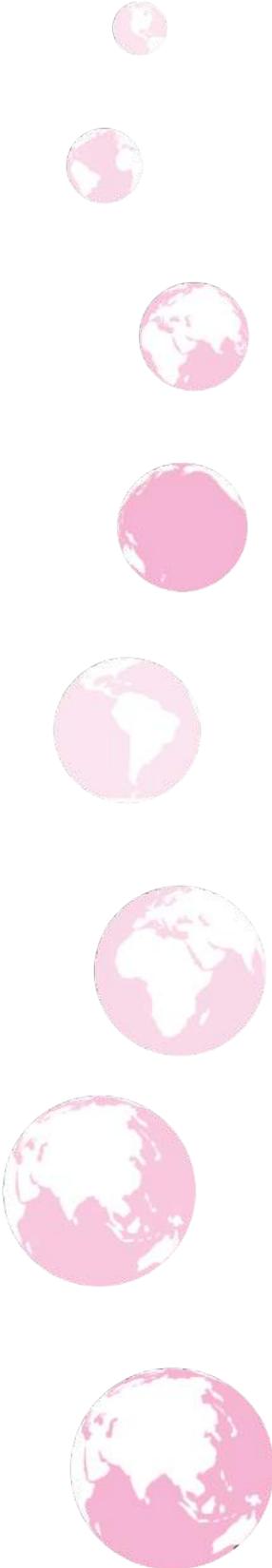


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Tips for promoting equity in internationalisation in the coordination of international activities 2

- Consider whether the groups that participate in international activities less actively could be favoured when participants for mobility periods are selected.
- Discuss together with other staff members which form of internationalisation would be suitable for your education institution and promote it.
- Find out how internationalisation can be encouraged internally in the education institution.
- Network with colleagues working both in your own and in other education institutions and exchange experiences.



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Recommendations for those who provide advice and guidance in international matters

- Modify international activities into learning processes. Define learning goals for them.
- Provide coaching and guidance before, during and also after mobility periods.
- Help those who participate in international activities to reflect on and evaluate their experiences.
- Ensure that studies are recognised and that the recognition procedures are uniform in the whole institution.
- Involve also the special needs teacher, the accessibility planning officer, the disability ombudsman, etc. in international activities.

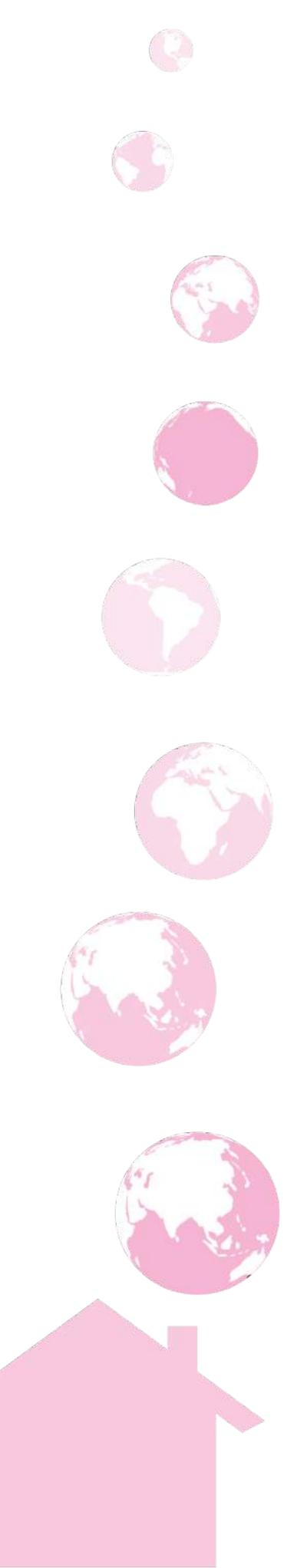


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Tips for promoting equity in internationalisation in guidance and advice 1

- Make the learning targets of the mobility period or internationalisation at home as concrete as possible. Also pay attention to transferable skills and hidden competence.
- Challenge your colleagues – and also yourselves – to reconsider the selection criteria for mobility periods so that members from all groups can get selected.



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Tips for promoting equity in internationalisation in guidance and advice 2

- Remind your colleagues – and also yourselves – about the long-term benefits of internationalisation for learning, competence and finding employment.
- Provide help in dismantling the obstacles for the recognition of studies and rigid practices in your education institution.
- Help others to see the multiplier effects of internationalisation on study motivation, for example.



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Equity and internationalisation at home

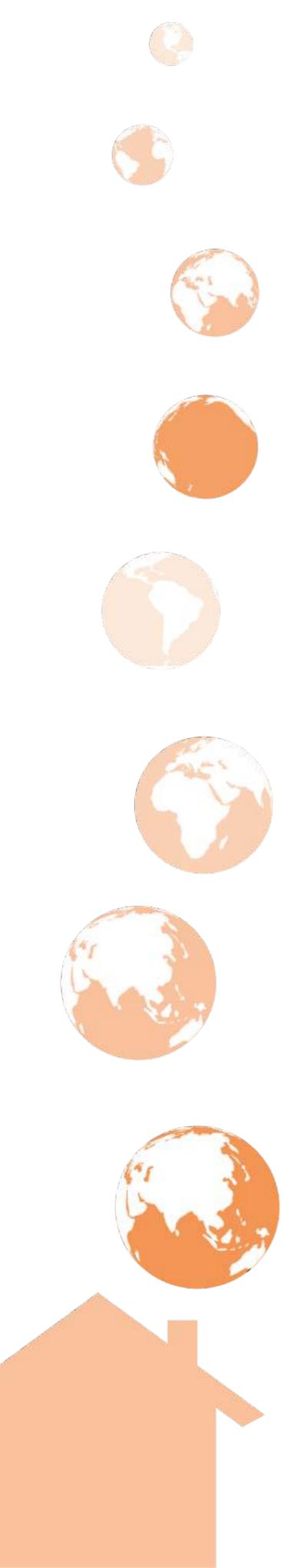


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What is internationalisation at home?

Internationalisation at home covers the different forms of **internationalisation that take place in the home country:**

- utilising facilities of the education institution and the nearby environment
- exploring the linguistic and cultural diversity of pupils/students in the education institution and the people in the region
- participating in internationalisation projects online
- getting familiar with the internationalisation of businesses in the nearby areas.

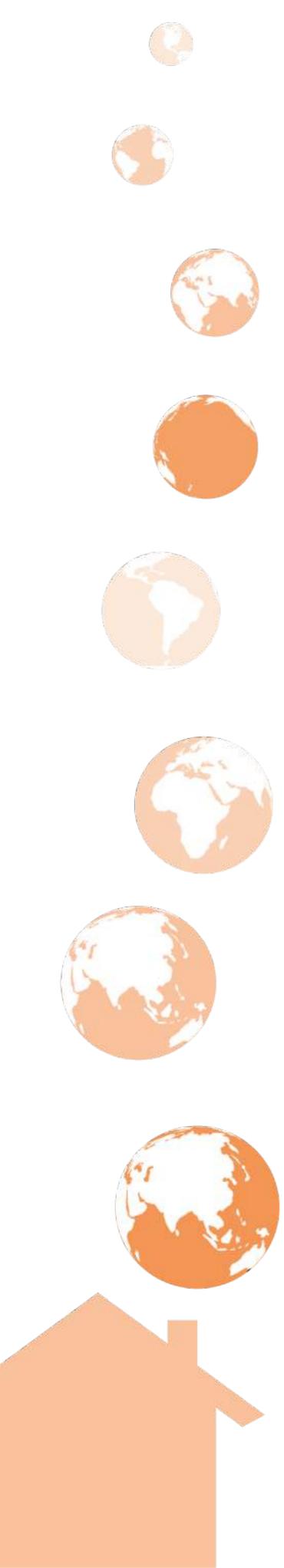


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Recommendations for increasing equity in internationalisation at home

- Include the pupils, students, teachers and other staff in all international activities, also in the planning of internationalisation at home.
- Also engage the headmaster/rector and the management in internationalisation at home
- Set goals for internationalisation at home.
- Guarantee all pupils/students the opportunity to learn to work with different people.
- Take into account groups that need special support.

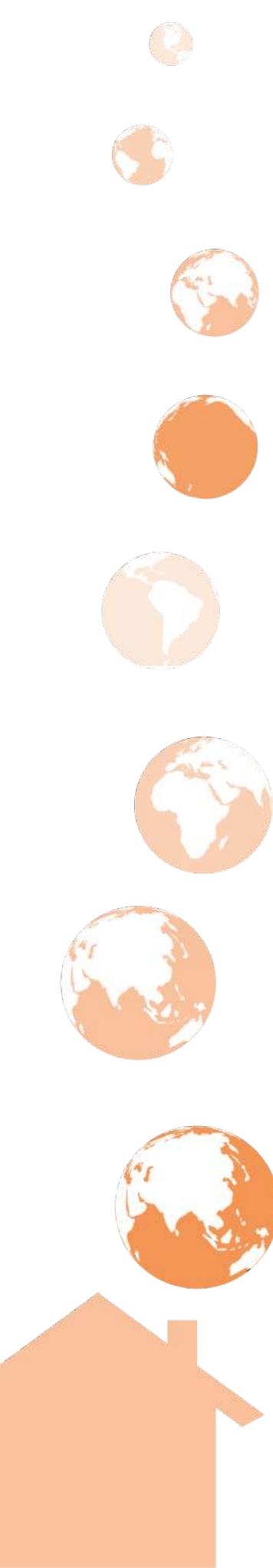


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Tips for promoting equity in internationalisation in internationalisation at home 1

Internationalisation at home, mobility periods and international projects **complement each other**. Of these three, internationalisation at home may potentially inspire the largest number of new people to join international activities.

- Consider together with your colleagues and pupils/students what internationalisation at home could mean in your education institution. Who would benefit from it and how? What could you do together?
- Be aware of the available financial and human resources; discuss what could be achieved with them.

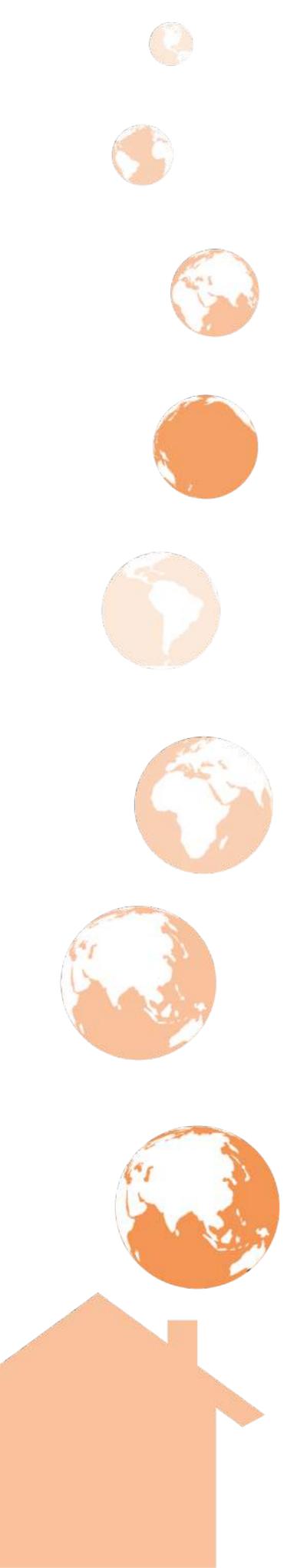


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Tips for promoting equity in internationalisation in internationalisation at home 2

- Challenge subject teachers, group leaders and responsible teachers to consider how internationalisation at home can support other learning.
- Discuss whether there are some groups to which attention is usually not paid when internationalisation is talked about and include them in internationalisation at home.



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**Best practices
and an exercise
for further discussion
on the topic**



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Get inspiration from others

At www.cimo.fi/tasa-arvo (in Finnish) you will find three **inspiration videos** discussing equity in internationalisation:

- Accessibility Planning Officer Paula Pietilä from the University of Turku talks about how internationalisation is part of the daily life.
- Ari Hannus, a lecturer from Raahel Vocational Institute, says that encouragement for going abroad is at the core of equity in internationalisation.
- Headmaster Timo Mäkinen from Lauttakylä upper secondary school talks about how internationalisation may help to solve global problems.



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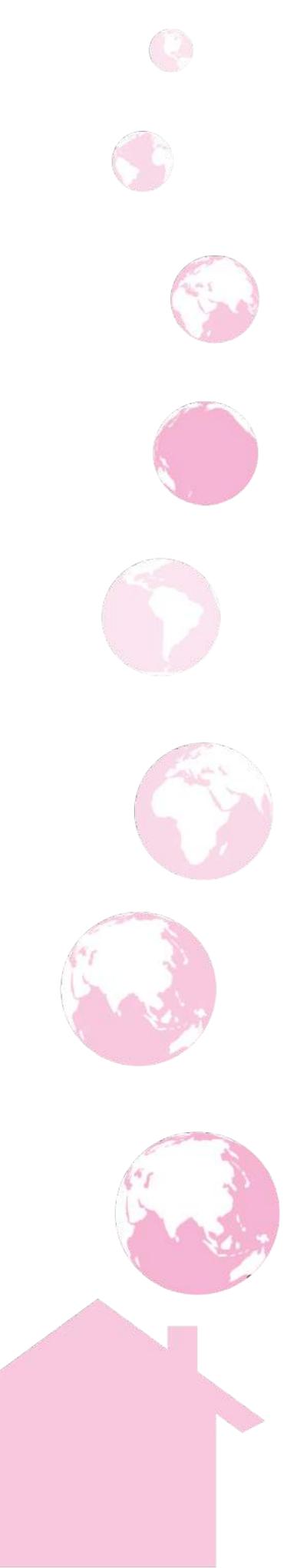
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Get inspiration from others

- At Hyria Education, **additional financial support** increases equity in internationalisation (article in Finnish):
https://www.hyria.fi/hyria/ajankohtaista/taloudellista_lisatuk_ea_haettavissa_hyrian_opiskelijavaihtoihin.11221.news
- Raahen Vocational Institute has succeeded in encouraging male students to participate in mobility periods: blog **Takarivin pojat ulkomaan oppiin** (in Finnish)
<http://bit.ly/1TzQTi2>
- The University of Jyväskylä has defined separate **learning targets** for mobility periods (in Finnish):
<https://opiskelu.jyu.fi/fi/kansainvalisty/vaihtoon/tutustu/tavoitteet>





Exercise for further discussion on the topic

Do the following exercise together with your colleagues:

- Write down everything that has already been achieved regarding equity in internationalisation in your education institution.
- Discuss together what could be the next steps in the promotion of equity.
- Set realistic goals in line with these steps and schedule them.
- Remember that small can also be beautiful: make the steps concrete and something that can be achieved.



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Internationalisation for all!

This slide package has been drawn up by Miika Kekki
(Haagan Airo) in cooperation with
the internationalisation services of the Finnish National
Agency for Education



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