SIRIUS4all

A project by: Freeartus gGmbH, CKI, A25, Luoghi Comuni

DIVERSITY MEASURES AND REGULATIONS
FOR "SIRIUS4all" PROJECT

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--- by and between ---

LEAD PARTNER, BN001: SABAA.education gGmbH
Germany

PARTNER 2, BN002: Center for Kunst og Interkultur - CKI
Denmark

PARTNER 3, BN003: Kulturna fondatsia A25 - Културна фондация А25
Bulgaria

PARTNER 4, BN004: Luoghi Comuni - Assoziazione di Promotione Sociale
Italy

PARTNER 5, BN005: Mapa das Ideias – Mapa
Portugal

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General, Horizontal Rules:

Rule No. 1: Never stop asking "How do we define diversity and what it means in this context?"

Diversity has become a key word of our time, which is largely used on daily basis on political and personal level. However, this intense usage of the term is a two-way street, which sometimes drains it from clear meaning and makes it too viral to make sense anymore.

What is more, diversity it is a vital part of the current narrative of Europe, that is why for our project, seeking to discover the next, relevant and inclusive narratives of Europe, which will make it stronger and better together, is of a major importance.

*The working definition we would like to step on is that diversity means that **we will do our best to represent our societies as they are in terms of ethnicity, race, gender, religion not as we are taught to imagine and think about them through the many layers of cultural and political history, inevitably inscribed in our minds and vision**.*

*That is why **asking the questions "how do we define diversity" and "what is diversity in this particular context and moment" and how do we secure its adequate representation in each step of "SIRIUS4All" again and again is rule No. 1 for the project.***

Rule No. 2: Always "Try walking in my shoes"

As a micro-model of Europe, "SIRIUS4All" unites partners from four countries with different history and composition of society, situated in different part of the continent – from East to West, from South to North: Bulgaria, Italy, Germany and Denmark. That is why, one of the main challenged withing the consortium will be to draw rules that are simultaneously general and valid but also site-specific and considering the different backgrounds and the issues that our societies are struggling with can be different or have different nuances of meaning.

That is why our Rule No. 2 will be to always ask each other about where we stand, what is relevant for our countries and societies in terms of ethnicity, race, gender and religion and what is not applicable at all and to be able to accept it and adjust.

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Vertical Layers of the Project and Diversity Check-List:

1. *Overall organizational culture of the project.*

(Questions to be kept in mind: Have we created an open and inclusive overall cultural organization between the partners and at large, where everyone is represented and feels secure to express his or her opinion? Has the project been design and implemented in such a manner, so that it is possible to keep the diversity rules adopted?)

2. *Decision-making on general issues about the project.*

(Questions to be kept in mind: Have we created an open and inclusive overall decision-making procedure for the general issues of the project, where everyone is represented and feels secure to express his or her opinion? Is the decision-making process designed and apply in such a manner, so that it is possible to keep the diversity rules adopted?)

3. *Decision-making on events and activities.*

(Questions to be kept in mind: Has each partner created an open and inclusive procedures when planning the national events, allowing for each society to be represented in its own diversity? Is each event and activity carried out in such a manner, so that it is possible to keep the diversity rules adopted?)

4. *Communication of the project*

(Questions to be kept in mind: Have we created an open and inclusive overall communication strategy for the project, accessible and sensible to the diverse national contexts we come from? Is it implemented in such a manner, so that it allows to keep the diversity rules adopted?)

5. *Communication on local level and accessibility*

(Questions to be kept in mind: Has each partner created an open and inclusive communication structure on national level, making sure that it speaks to the language of its society in it diversity and keeps the diversity rules adopted?)