

FIRST INTERNATIONAL DIVERSITY SUMMER SCHOOL

ABSTRACTS OF THE PAPERS

Günter Roiss, Verena Krausneker

Sign Language, Deaf Culture and Linguistic Diversity

In this workshop we will address some basic facts of the fascinating world of signed languages and give a short introduction into specifics of western Deaf culture. Issues in hearing-Deaf teamwork shall be addressed. The presenters' experience and professional background enable a balanced discussion of academic facts and practical realities, including their own long-lasting cooperation as a Deaf-hearing team.

Verena Krausneker, PhD, linguist, expert on signed languages, minority language policy and linguistic rights. Lecturer at the University of Vienna, active in Austria's anti-racist-NGO ZARA (www.zara.or.at) and member of the board of the Austrian Association of the Deaf between 2000 and 2007.

Günter Roiss, student of psychology, experienced teacher of Austrian Sign Language at the University of Vienna, member of the board of the Austrian Association of the Deaf (www.oegl.b.at).

Elke Koll, Andrew Morgan

E-learning and Diversity

In 2007 Koll Consultants worked with SAI Global to develop a localised German version of its new Diversity awareness course. The work involved much more than a simple translation of the content and served to highlight the numerous challenges of developing training materials for different countries. Names, cultural references and scenarios all needed to be adapted in order to ensure that the content was suitable for a German audience. This workshop seeks to address the issues faced during the localisation work and offers suggestions for solutions to those problems.

Elke Koll is owner and Senior Consultant from Koll Consultants. She is one of the founders of the German Society for Diversity Management, a network of consultants and trainers focussing on diversity. Elke Koll worked as well with global players, small and medium enterprises and public administration.

Andrew Morgan is a relationship manager at the Australian standards and compliance training company SAI Global. He works with clients in Germany, The Netherlands and Belgium to help them meet their employee training needs on a range of risk and compliance topics.



John Wrench

Diversity management and discrimination in Europe

This presentation will look at the growing evidence of the spread of diversity management across EU member states, and consider whether it should be seen as a 'soft option' in terms of combating racism and discrimination, or alternatively as a new way of effectively mainstreaming anti-discrimination measures. It will then raise the question as to whether the development of diversity management in Europe can be expected to follow a relatively uniform trajectory because of common demographic, economic and market pressures, or whether the historical, cultural and institutional differences that exist between EU countries, and between the EU and the US, will have a determining impact on the adoption, content and operation of this particular management practice.

Knut Weltlich, Bertelsmann Verlag

SME & Organisations

At the IDSS in Vienna, the Corporate Representatives for Employees with Disabilities intend to provide information on how to integrate people with disabilities. There are manifold opportunities for the disabled to realize their potential and thrive in a work environment. You just have to look around and promote the idea - disabilities are no impediment to performance. Using five practical examples, we will demonstrate what can be done.

Not being disabled is no achievement, but a gift that can be taken from us any time.

Michaela Judy

Parallel worlds

(Gender-)diversity in the teaching of organisational practice, continuing education curriculum and the development of theory

This keynote speech takes a close look at the development of an organisation, namely the Volkshochschule Ottakring in the past twenty years – as seen from the perspective of the managing director.

The following questions will be discussed in view of my own practice:

- Which organisational pictures are developing in a feminist and systems-theoretical orientation?
- Which transformations are occurring in daily practice? What are the successes, failures, breaks and detours?
- Which organisational pictures are backing a personell and program development that is explicitly geared towards differences and diversity?
- How are these experiences conveyed in continuing education offers?

Michaela Judy, Phd., is managing director of the Volkshochschule Ottakring in Vienna, mediator, academic education manager, group dynamics coach in the ÖAAG.

Gabriel N. Toggenburg

Diversity management in Europe: how fundamental are rights?

The notion of "diversity management" is more and more entering also the discussion amongst lawyers. Taking the perspective of EU-constitutional law we will quickly enquire whether – and what kind of - "diversity" belongs to the core of the Union's values. We will then engage in the exercise of trying to figure out how the responsibilities for the management of diversity are distributed over the various levels of governance (and government) in the "European Condominium" built by the Union and its Member States. Finally we will have a look on how fundamental *fundamental rights* are for the preservation of diversity. Last but not least we will discuss which role should be given to the newly created Fundamental Rights Agency of the European Union.

Gabriel N. Toggenburg is Senior Researcher in the Institute for Minority Rights at the European Academy Bolzano/Bozen, EURAC (<http://www.eurac.edu/about/collaborators/GToggenburg/index.htm>).

Roland Engel

The Terminology of Diversity Management within a Historical Context

This workshop will present a short overview about the history and different schools of Diversity Management in the USA, as well as the challenges of cultural adaptation in Europe. A main focus will be the use of language (English) in the international discourse and the different national focuses. What is the correct terminology within the different dimensions of diversity? What are their historical explanations? What are common misunderstandings in the international arena? What are future challenges for Diversity Management in Europe? These questions will be dealt with in a mix of presentation, question & answer and discussion groups.

Roland Engel, works as a certified Trainer & Consultant for Diversity Management, Gendermainstreaming and Intercultural Management for the Austrian Society for Diversity (ASD), osb international and Genderwerkstätte in Europe and the USA. Lecturer for Diversity Management at the Danube University in Krems.

Olufunke Ogunleye

Diversity & Small Medium Enterprise (SME)

Like many other big enterprises, managing diversity is a major challenge that is faced by SME. Blossom Place (a small enterprise), provides a specialised and diversified service that is culturally sensitive to the needs of its community and clients diagnosed with mental ill health. Since it began operation in October 2005, it has created an awareness of what care in the community for vulnerable group of clients should reflect. Although it is making an impact and a difference in the community that it serves, this has not been without it challenges. The major one being recruitment. The impact this has on the organisation as a whole, our services, the client group served, the staff/group dynamic and how the issues that developed were managed will be explored in the presentation.

Michèle Kaiser-Cooke

The baby and the bath water: how diverse is diversity?

Looked at in the context of language and culture, diversity is an obvious “given”: in the face of linguistic imperialism and other manifest dangers inherent in the globalisation process, linguistic and cultural diversity continue to be largely regarded as fundamental social factors and essential human rights. However, the time has come to ask whether the insistence on difference and diversity is not itself a potential source of misrepresentation and misunderstanding.

This keynote speech thus addresses the following questions:

- What difference actually makes a difference?
- Are differences mutually compatible?
- Discourse and diversity: two sides of the same coin?

Michèle Kaiser-Cooke, PhD, Associate Professor at the Centre for Translation Studies, University of Vienna. Main research areas: philosophy of translation, transcultural communication, integrative discourse strategies.

Maria de São José Côrte-Real

New Media and Methods for Diversity Education: good and best practices from Portugal

This Project promotes Diversity and Dialogue through performing practice at school. It proposes new media and methods for Education. The novel participative strategy, involving drama, music and dance, engages students (as authors and actors; producers and receptors), teachers and performing agents at school as well as entrepreneurs, city council services, museums and diverse local associations at community on the mission of Education. School is seen as a place where children rehearse social diverse life for the future. Project Mussi promotes happiness, responsibility, creativity and citizenship at school while it studies the effects of performing practice on the construction of the webs of relationship at the basic school population.

Maria de São José Côrte-Real, PhD in Ethnomusicology, is a postdoctoral researcher in Educational Sciences at the School of Education of Lisbon. She teaches Ethnomusicology at New University of Lisbon, and has worked in Teacher Training programs for the last 10 years.

Kazuma Matoba

Dialogue for Diversity Management

When diverse cultures come together, differences are often resolved using strategies such as assimilation or taking turns. Creating a "third culture" is an alternative which honors diverse cultures as threads in the rich weave of a larger whole, without diluting or making less of either. Dialogue is a conversational form ideal for creating third cultures. At its core dialogue is the practice of being a third culture. It seeks mutual integration, without assimilation, of all view points and ways of engaging that are present. The goal is shared understanding that is greater than simple common ground and an ability to make more coherent

decisions that will respect and benefit all members. This workshop is an opportunity to build your capacity to create and participate in third cultures in your own communities at school, at work and at home. There will be a combination of presentation of material on dialogue and activities and exercises to practice the skills involved.

Elisabeth Alber

European linguistic diversity & minorities

Diversity is a distinguishing and defining feature in the process of European integration. It has always been the leading aspect of European history and it has been more recently recognized as an essential value in the definition of European identity.

This presentation looks into the cultural-linguistic aspect of diversity within the project of a Europe of peoples. The debate on European linguistic diversity management cannot be conducted in static terms since the two concepts culture and language raise a bundle of interdisciplinary questions and are in continuous evolution. Thus, a Europe of peoples endorses automatically also a Europe of linguistic diversity. Consequently, cultural-linguistic diversity should become an automatic reference point or reflex in the thinking of European peoples and in the policy formulation of all concerned with governance and administration. To understand how European linguistic diversity management is dealt with in different national systems, this presentation examines how language rights are conceived and enforced in both international and European law. Once the legal foundation is more clearly established, a number of language rights' models in Europe will be examined to see how specific arrangements of territorial structure result into an efficient identity and territorial diversity-management approach.

Tensions between the use of language in order to guarantee functionality and social mobility on the one hand and cultural identity and conflict management on the other hand claim a high degree of institutional complexity and pluralism. Thus, language policies and interventions on behalf minority languages must address important issues such as integrating diversity, citizenship, implementation of law, political participation and education. They have to be embedded in a specific political and legal framework comprising sustainable and innovative forms of governance that involve all different "spheres" of government at international, European, national, regional and local level.

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