



NEWSLETTER

AGENTS FOR INCLUSION



KOLB'S EXPERIENTIAL LEARNING THEORY



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According to David Kolb, learning involves the acquisition of abstract concepts that can be applied flexibly in a range of situations. In Kolb's theory, the impetus for the development of new concepts is provided by new experiences.

"Learning is the process whereby knowledge is created through the transformation of experience."
(Kolb, 1984, p. 38).

Kolb's Experiential Learning Theory model portrays two dialectically related modes of grasping experience and two dialectically related modes of transforming experience.

Kolb's experiential learning style theory is typically represented by a four-stage learning cycle, in which the learner 'touches all the bases'. The effective learning only occurs when a learner can execute all four stages of the model.



WHAT IS CULTURAL COMPETENCE?

Cultural competence is a term that describes what happens when special knowledge about individuals and groups of people is incorporated into standards, policies, and practises. The process of achieving cultural competence is one that leads not only to an appreciation of families and their unique backgrounds, but also to an increase in the quality and effectiveness of services, producing better outcomes.

Implicit attitudes or stereotypes that affect our decisions and actions, often without our awareness, leading to unfair treatment or exclusion of certain groups.



Implicit Bias



SPECIFIC EDUCATORS' SKILLS

Adult educators and trainers need to create an atmosphere of inclusion in their classrooms. The key to creating an inclusive classroom that fosters participation, teamwork and cohesion is diversity management, which encourages people to interact and share ideas. Therefore, educators and trainers need to develop a range of skills to achieve inclusive classrooms.

Being aware, respectful, and mindful of the cultural differences and nuances of individuals and communities, and avoiding actions or behaviors that may cause harm or offense.



Cultural Sensitivity

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