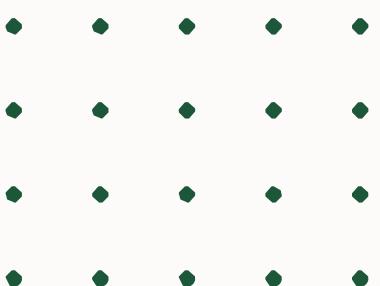




Application of inclusive and equality practices in higher education

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Introduction

Inclusive education values the diversity and unique contributions that each student brings to the classroom. In an inclusive faculty, every student feels safe and has a sense of belonging.

01



The appreciation of diversity and the unique contributions that each student brings to the classroom.

02

The change in the content of the curriculum, approaches, structures, and strategies based on the specific needs of students.

03



Successful collaborations and partnerships between the Faculty, the University, the Ministry of Education and Sports (MAS), and various non-governmental organizations.

The Bachelor's program in "French Language and Albanian Sign Language"

The Bachelor's program in "French Language and Albanian Sign Language" is offered at the Faculty of Foreign Languages by the Department of French Language. It aims to intensively develop language skills in more than one language, specifically in French and Albanian Sign Language, as well as cultural and communicative skills.

The program is an integration of theories and practices related to the use of foreign languages, applied not only for language learning but also for (inter)linguistic and intercultural communication.



The inauguration of the Digital Interpretation Laboratories for Albanian Sign Language.

At the Faculty of Foreign Languages, the inauguration ceremony of three Digital Laboratories for Albanian Sign Language was held. These laboratories will serve as essential infrastructure to support the development of new study programs in the field of Albanian and foreign sign language interpretation/translation. These programs are expected to be launched in the academic year 2024-2025, marking the beginning of a new chapter towards the inclusion of the needs of the deaf community in the curricula of universities in the Albanian-speaking region.



The scientific forum "Challenges and Perspectives for an Inclusive Faculty."

At the Faculty of Foreign Languages, a scientific forum was held on the topic "Challenges and Perspectives for an Inclusive Faculty."

This forum focused on identifying the challenges faced in the classroom, in curricula and more broadly in higher education institutions regarding the concept of inclusion in regulatory documents and its practical implementation.

Best practices, concrete proposals, the analysis of problem-solving approaches to difficulties encountered based on guiding principles and the identification of steps that can be followed by all actors involved in the implementation of inclusive policies in higher education to design an inclusive curriculum were some of the topics discussed at this forum.



The First National Forum of Albanian Francophone Women

March 20, 2017

This event, titled "Achievements and Challenges of Francophone Women in Various Areas of Their Engagement," was held as part of the "Printemps de la Francophonie" and was supported by the French Embassy and the France-Albania Chamber of Commerce. The activity featured a rich panel of Albanian Francophone women engaged in politics, law, education, business, literature, arts, and journalism.

Some of the issues discussed included the exchange of experiences and topics related to the role of women and their efforts to gain their rights in Albania.

This was the first forum, which aims to be further developed and enriched in participation and contribution, thus creating a network of engaged Francophone women in Albania.



The Second National Forum of Albanian Francophone Women

March 6, 2018

The Second National Forum of Albanian Francophone Women, held as part of the " Printemps de la Francophonie 2018" , with the support of the International Organization of La Francophonie, the University Agency of La Francophonie, the French Embassy in Albania, the Faculty of Foreign Languages at the University of Tirana, and the France-Albania Chamber of Commerce, focused on the central theme: "Promoting Gender Equality through Professional Training and Entrepreneurship."



Forum des Femmes Francophones



The Third National Forum of Albanian Francophone Women "Women and Power"

March 6, 2019



The issues of gender inequality between women and men in the distribution of power, the mechanisms of power relations from the intimate sphere of the family to the highest levels of political decision-making, and the distribution of power reinforcing and supporting gender roles were some of the topics discussed at this forum.



Forum des Femmes Francophones



The Fourth National Forum of Albanian Francophone Women

"Art and Forms of Inclusion"

February 28, 2020

As part of the " Printemps de la Francophonie 2020, with the support of the French Embassy in Albania, the University Agency of Francophone and the Faculty of Foreign Languages of the University of Tirana, on March 6, 2020, the 4th century will take place. Speech at the Forum of Albanian French-Speaking Women. This Forum is intended to bring together diverse stakeholders to promote dialogue and exchange on engagement through art for the condition of women.



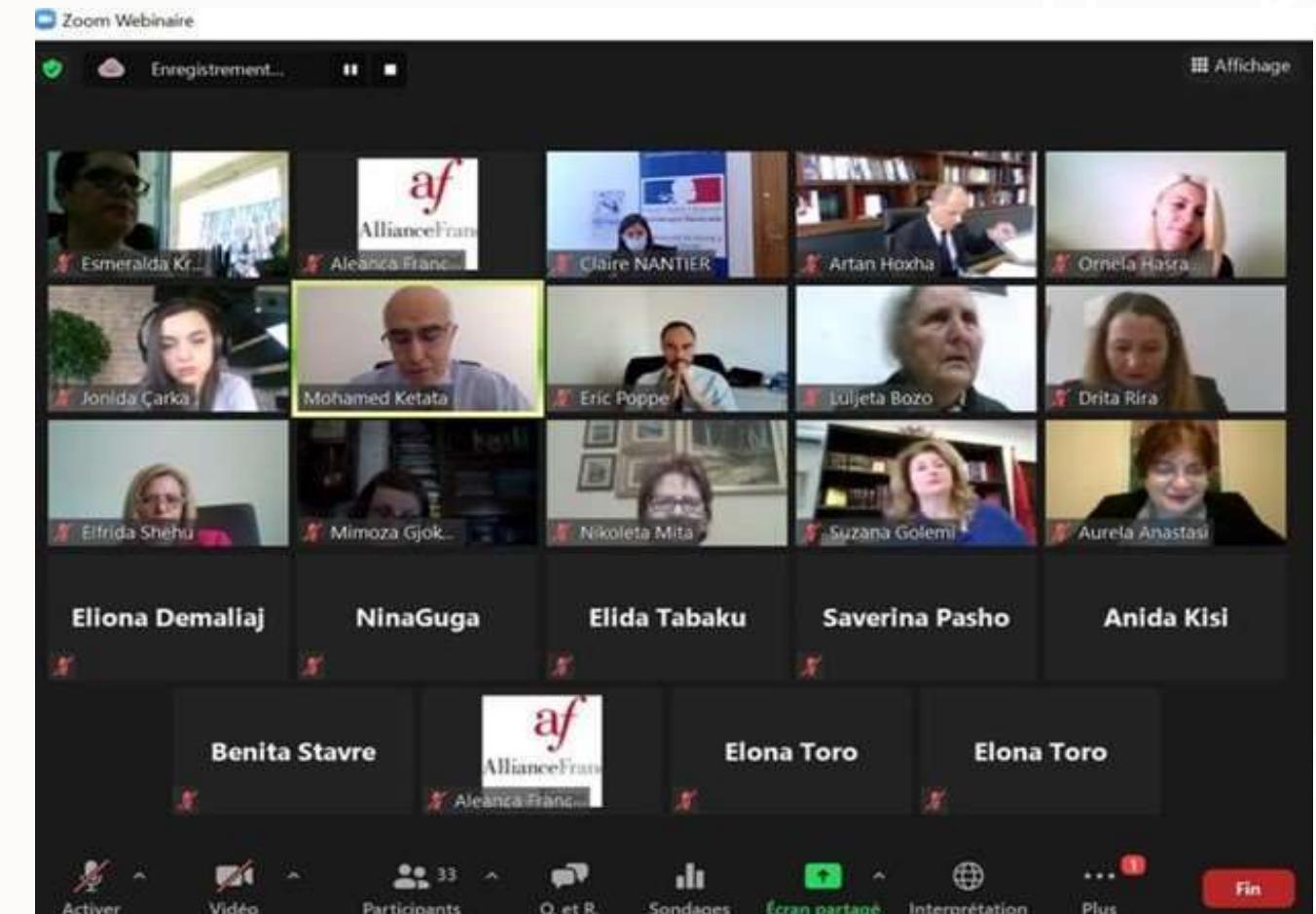
Forum des Femmes Francophones

The Fifth National Forum of Albanian Francophone Women

March 9, 2021

As part of the " Printemps de la Francophonie 2021" , with the support of the University of Tirana, the French Embassy in Albania, the University Agency of La Francophonie, and the Alliance Française de Tirana, the Francophone Women's Network organized the 5th edition of the Albanian Francophone Women's Forum on March 8, 2021.

The aim of the forum was to promote the research work of academic women in Albania, as well as the access of women and girls to the world of research.



The Sixth National Forum of Albanian Francophone Women, 2023 "Innovation and Technology for Women's Empowerment – The Role of Women on Social Media"

The participation of women and other marginalized groups in the technology sector results in more creative solutions and offers greater potential for innovations that address the needs of women, promote gender equality, and enhance the well-being of society.

To empower women, it is important to strengthen their digital skills and access to technology. Therefore, the need for inclusive and transformative technology and digital education is essential for a better social future.



Forum des Femmes Francophones

Informative module: "Management of Diversity in the Auditorium"

On March 27, 2024, an informative module titled "Management of Diversity in the Auditorium" was held at the Faculty of Foreign Languages. This module aimed to support diversity within the Faculty, identify challenges encountered in the auditorium, and provide strategies for managing them. Topics covered, included empathetic communication with students, the significance of fostering an inclusive environment and analyzing problem-solving approaches for addressing difficulties encountered in the auditorium.



Informative module: Gender-based violence

FGJH has been committed over the years to promoting the rights of women and girls, protecting them from discrimination, and advocating for gender equality through education, training, and various awareness-raising forums.

Gender equality is a cornerstone in the democratic development process of a nation. To establish this foundation where it is needed, it is necessary to consider all the gender inequalities that currently characterize the family, community, labor market and society in general.

Protecting the rights of women/girls, ensuring gender equality, providing equal opportunities to enjoy all rights, and utilizing individual potentials for the development of society, along with gender equality in treatment, elimination, and prevention of any form of gender-based discrimination, are some of the themes addressed in the promotional activities organized by our institution, FGJH.



Competition: "Students Speak Through Art About Violence Against Women"

On March 8, 2023, at 12:00, the award ceremony took place as part of the competition "Students Speak Through Art About Violence Against Women," featuring an exhibition of works by students from FGJH.





INCLUSIVITY POLICY AT THE FACULTY OF FOREIGN LANGUAGES

Inclusive education values the diversity and unique contributions that each student brings to the classroom. In an inclusive Faculty, every student feels safe and has a sense of belonging. Academic staff is also expected to have proper training, support, flexibility and resources to encourage and respond to the needs of all students.

The inclusion policies in the Faculty address the importance and purpose of involving all students in the life and activities of the Faculty. The inclusion policies aim to create an environment where diversity is respected, where everyone feels welcome, and actively participates in the academic process.

Through this policy, we aim to establish the foundations of a framework that encourages and supports broad diversity, creating circumstances where all students can realize their maximum potential and contribute to an academic environment full of opportunities and diversity.



Objectives of the inclusion policy

01

- To train and raise awareness among staff and students to understand, describe and promote diversity within the faculty.

02

- To increase the number of students from ethnic and minority groups at all levels of study in the Faculty.

03

- To encourage and support student initiatives to organize activities and projects that promote collaboration and respect among different communities within the Faculty.

04

- To develop and implement clear policies and procedures that prevent discrimination based on race, gender, sexual orientation, belief, or disabilities in all aspects of university life.

05

- To develop and enhance services for students facing social, financial, or other threats.



Objectives of the inclusion policy

06

- To encourage student participation in cultural and social projects.

07

- To create structured programs for mentoring and support for new students, those with special academic needs and those requiring additional assistance.

08

- To promote open dialogue and collaboration among students to address issues such as social justice and cultural diversity.

09

- To encourage student participation in activities and programs that promote the development of professional skills, such as internships, mentoring and employment in recognized programs.

10

- To invest and improve the Faculty's infrastructure to ensure access for all students.





Action plan for the academic year 2024-2025

The policy of inclusion at the FFL



Action plan for the academic year 2024-2025			
The policy of inclusion at the FFL			
Activities	The organizers	The supervisors	Timeline
• Training for academic staff: Assistive and supportive technologies for students with disabilities.	• The Branch of Technology and Information The Branch of Training and Pedagogical Innovation.	• The Branch of Training and Pedagogical Innovation • The Psychologist's Office	Dec-24
• Training for academic and administrative staff: Implementation of anti-discrimination policies.	• The Branch of Technology and Information The Psychologist's Office	• The Psychologist's Office	Jan-25
• Creation of a digital platform to facilitate students' access to learning materials, lectures, bibliographies, and other study resources that can assist in their academic achievements.	The Branch of Training and Pedagogical Innovation. The Branch of Technology and Information	• Administrator	During the year
• Creation of an online platform for reporting cases of discrimination and their handling by the relevant structures of the Faculty."	• The Branch of Technology and Information	• Administrator • The Psychologist's Office	During the year
• Open discussion with students: Human rights and diversity in the Faculty.	• The Branch of Training and Pedagogical Innovation • The Psychologist's Office • Students Council	• The Branch of Training and Pedagogical Innovation • The Psychologist's Office	Feb-25
• Competition for students: Promoting initiatives related to diversity and inclusion in the Faculty.	• The Branch of Training and Pedagogical Innovation • The Career Counselling Office • Students	The Psychologist's Office	Mar-25
• Creation of special and supportive courses for completing assignments, course tasks, and various projects for students with specific academic needs.	• Academic Staff	• The branch of training and pedagogical innovation • Psychologist's Office	During the year
• Conference for students: Different but Equal!	• The Psychologist's Office • Students Council	• The Branch of Training and Pedagogical Innovation • The Psychologist's Office	Apr-25
• Investment and improvement of infrastructure: installation of external ramps, equipping with warning strips on stairs, fitting auditoriums with adapted seating for students with physical disabilities, and providing assistive devices and technology in the library and study areas for students with special needs	• Administrator	• Administrator	During the year



THANK YOU

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