



European Academy  
of Innovation

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## Diversity & Inclusion

### Preliminary Training Plan

#### Day 1 – Introduction to Diversity & Inclusion

09:00 – 10:30	<ul style="list-style-type: none"><li>- Presentation of the trainer</li><li>- Presentation of the participants</li><li>- Expectations</li><li>- Presentation of the training program</li><li>- Administrative aspects</li></ul>
10:30-10:45	Break
10:45-12:15	<ul style="list-style-type: none"><li>- Presentation of the universities of the participants</li></ul>
12:15-13:00	Lunch Break
13:00-15:00	<ul style="list-style-type: none"><li>- Defining the key concepts</li><li>- The importance of diversity &amp; inclusion in education</li></ul>

\*Evening recommendation: Movie night @ Iulius Town

#### Day 2 – Addressing bias & Inclusion Strategies

09:00 – 10:30	<ul style="list-style-type: none"><li>- Identifying different types of biases</li><li>- Strategies to minimize bias in decision-making</li></ul>
10:30-10:45	International Coffee Break
10:45-12:15	<ul style="list-style-type: none"><li>- Leadership approaches for fostering an inclusive environment</li><li>- Managing diverse teams effectively</li></ul>
12:15-13:00	Lunch
13:00-15:00	<ul style="list-style-type: none"><li>- Inclusion Hackathon</li></ul>

\*Evening recommendation: Visit Fabric District



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### Day 3 – Cultural Immersion Day

*First 10.000 steps*

10.00 – Meet & Greet your guide  
10.00 – 12.45 Walking City Tour #1 (700 Market, Jewish Quarter, Liberty Square, St. George Square, Union Square)  
12.45 – 13.45 **Museum of The Revolution**

*14.00 – 15.30 Lunch at the Bastion*

*Next 5.000 steps*

15.30 – 17.10 **Arts Museum**  
17.10 – 18.20 Walking City Tour #2 (Victory Square, the Metropolitan Cathedral, St. Mary Square)  
18.20 – 18.50 **Communist Consumer Museum**  
18.50 – 19.00 – Tram ride to Liberty Square  
19.00 - *Dinner*

### Day 4 – Cultural Competence and Communication

09:00 – 10:30	<ul style="list-style-type: none"> <li>- Understanding different cultures and backgrounds</li> <li>- Strategies for developing cultural competence</li> </ul>
10:30-10:45	Coffee Break
10:45-12:15	<ul style="list-style-type: none"> <li>- Cultural Intelligence</li> <li>- Culture shocks</li> </ul>
12:15-13:00	Lunch Break
13:00-15:00	<ul style="list-style-type: none"> <li>- Misscommunication</li> <li>- Assertive communication</li> </ul>

\*Evening recommendation: Symphonic Concert @ Filarmonica Banatul, 7 pm

### Day 5 – Implementation and Action Planning

09:00 – 10:30	<ul style="list-style-type: none"> <li>- Developing an Inclusive Workplace Culture</li> <li>- Best practices and examples from leading organizations</li> </ul>
10:30-10:45	Break
10:45-12:15	<ul style="list-style-type: none"> <li>- Guided session for participants to develop their own D&amp;I action plans</li> </ul>
12:15-13:00	Lunch Break
13:00-15:00	<ul style="list-style-type: none"> <li>- Peer-review and feedback on action plans</li> <li>- Reflections on the learning journey</li> <li>- Feedback Session &amp; Graduation</li> </ul>

\*Evening recommendation: Opening of the exhibition "At the edge of the world" @ Art Encounters, 7 pm



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**Don't miss:**

- the Museum of the Communist Consumer
- the Arts Museum
- the Village Museum
- a Spa day
- Kayaking on Bega river
- Visiting Recas Winery
- Gelato di Bruno ice cream
- Iulius Town
- Opera night

**The training plan is subject to change based on the needs and expectations of the participants.**

**The social activities recommended for each day are optional and will be updated one week before the start of the training.**