



The Map-Guideline of Inclusive Practices is a resource developed through observations and collaborative analysis done in theTinkerLib project, which highlights effective strategies for fostering inclusivity in Tinkering and educational activities. This handout provides a summarised version for quick reference; for the complete guide and detailed information about the project, please visit our website.

## Introduction

### Before the activity

#### Acknowledgment of participants' needs

- Tailor activities to the unique needs of specific groups (e.g., simple language for migrants, social focus for seniors, etc.).
- Encourage participants to share experiences (related to the activity or personal), fostering a sense of connection and belonging.

#### Inclusive communication

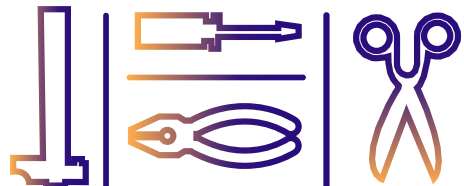
- Use outreach strategies adapted to (the needs of) diverse audiences.

#### Timing and location

- Choose accessible venues close to target groups and adapt schedules to their availability (e.g., afternoon sessions for workers, school hours for students).

#### Creation of an accessible, safe and predictable environment

- Foster safety by providing regular schedules and familiar facilitators (for workshops that span multiple sessions).
- Ensure that the venue is accessible and meets both participants' as well as the activities' needs (e.g., a location that is easy to find, on the ground floor, facilitating movement if needed, etc.).
- Encourage diversity among facilitators, as that helps to create a more inclusive environment.



## TinkerLib The Map-Guideline of Inclusive Practices

### During the activity

#### Engagement and personalisation

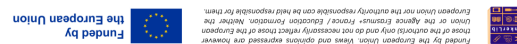
- Take time for personal interaction, as it can help to understand different backgrounds, skills and needs.
- Provide various ways of participation.
- Foster engagement by allowing participants to influence the process of the workshop (regarding what to produce, the choice of materials, whether to present their outcomes or not, etc.).

#### Environment and material setup

- Involve participants in setting up the space, which promotes a sense of belonging.
- Offer a range of accessible and low-threshold materials which are suitable for all skill levels, including both simple and advanced options. Ensure that materials are physically and culturally accessible in order to foster a more equitable environment.

#### Social dynamics and facilitation

- Foster horizontal communication, which treats participants as peers, regardless of their backgrounds or experiences.
- Encourage peer leadership while remaining mindful of group dynamics to ensure that no participant dominates the conversation.



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#### Privilege and power dynamics

- Acknowledge and address privilege; facilitators should be aware of differences in privilege and address these dynamics as much as possible.
- Acknowledge potential barriers (e.g., language differences, social status, etc.): to mitigate feelings of exclusion and to encourage a more supportive atmosphere.

#### Closing and Reflection

- Include a final sharing session in which participants can share their experience and their results if they want to, thereby celebrating all contributions.
- For activities spanning multiple sessions, engage participants by collaboratively deciding the direction of future sessions with them.



## General observations – to keep in mind

### After the activity

Ask for participant feedback at the end and consider modifying the activity accordingly.

Share the results in the room/institution where the activity took place or on their website/Social Media.

Encourage participants to build connections beyond the activity in order to build a lasting sense of community.

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- No background knowledge**
- Design activities that do not require prior knowledge and avoid creating groups based on skill level; instead, focus on affinities.
  - Ensure that facilitators are able to support people with varying knowledge levels.
  - No competition**
  - Create a non-competitive environment and emphasise collaboration.
  - Flexibility**
  - Offer flexible attendance options, allowing participants to join only parts of a session, if needed.
  - Give participants the freedom to engage in activities according to their own interests