

This resource is an output from a Collaborative Enhancement Project supported and funded by QAA Membership. The project is led by The Careers Group of the University of London in partnership with City University of London, King's College London and the Centre for Online and Distance Education at the University of London. Find out more about [Collaborative Enhancement Projects on the QAA website](#).



**UNIVERSITY
OF LONDON**
CENTRE FOR ONLINE &
DISTANCE EDUCATION

Towards Inclusive Teamworking

Learning Outcomes:

- Identify and understand behaviours and attitudes, which may lead team members to feel excluded and the impact this may have
- Address stereotypes and cultural biases, which can act as a barrier to inclusion, productivity, and innovation
- Explore allyship approaches which can support inclusive teamworking and better communication in diverse teams

Session stage	Running total mins
Talk through the points on the slide entitled 'setting the scene' (1 mins)	1 mins
Talk through the learning outcomes (1 min)	2 mins
Inclusive Teamwork can be challenging – talk through the slide (1 mins)	3 mins
Defining Inclusive Teamworking- Group exercise: <ul style="list-style-type: none"> • Break into groups (1 min) • As the groups to discuss and consider the questions on the slide and share experiences if they feel able 5 mins (GD) • Bring back to whole group to report on the small group discussions (8 mins) 	4 mins 9 mins 17 mins
Boxes exercise: <ul style="list-style-type: none"> • Break into same groups and provide the below instructions (1 mins) • Ask the groups to pick out any examples from the boxes that they had not visited in the previous discussion 7 min (GD) • For each example the select, they have two tasks <ol style="list-style-type: none"> 1) Define the example by explaining what it could look like in practice (share examples if they are comfortable) 2) Identify the impact on the individual(s) affected by the behaviour • Bring back to whole group to report on the small group discussions (8 mins) 	18 mins 25 mins 33 mins
Impact of non-inclusive teamworking - talk through slide and invite comments (2 mins)	35 mins
Talk through summary slide on inclusive practice - invite relevant examples (2 mins)	37 mins
Cultural considerations exercise in pairs (1 min intro) <ul style="list-style-type: none"> • Ask students to discuss the categories, working in groups or in pairs and see if they can think of examples of the types of issues or challenges that may come up in each area when working in a diverse group (5 mins GD) • Feedback to the main group (5 mins) • You can use the overlay as a reference sheet to help you facilitate the discussion and bring in any points that were missed 	38 mins 43 mins 48 mins
Summary slide (1 min)	49 mins
Introduce team charter task for groups to work on after the session (1 min)	50 mins

