CULTIVATE CQ

MODULE 5

Promoting Inclusion in Diverse Groups

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Module Overview

Promoting inclusion in diverse groups requires more than good intentions. It requires youth workers to understand why groups stay separate — and how to create genuine opportunities for connection without pressure. In multicultural settings, social distance is rarely about unwillingness to interact. It is shaped by cultural norms, comfort levels, and the absence of a respectful invitation. What feels like a natural, friendly approach in one context can feel intrusive in another. This module helps youth workers build on the skills of empathy and openness in culturally diverse group settings.

Key skills and why this topic matters in youth work

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Key skills and why this topic matters in youth work

Social bubbles form not out of hostility but out of habit, comfort, and culturally learned behaviour. A young person who keeps distance may be showing respect, not rejection. A group that stays within its own language community may be seeking safety, not exclusion. Youth workers who do not recognise this risk either leaving people isolated or pushing for inclusion in ways that feel intrusive.

When youth workers develop empathy and openness as CQ skills, it:

1) Helps them understand what social bubbles are made of — and what keeps them in place;

2) Equips them to distinguish between distance that protects and distance that isolates;

3) Strengthens their ability to design respectful, pressure-free welcoming strategies;

4) Deepens their capacity to model inclusive behaviour in the group.

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Learning Outcomes

Through creative group work and collective analysis, participants will be able to:

1. Explain what social bubbles are made of and why they form;
2. Identify the cultural, emotional, and practical factors that keep groups apart;
3. Design concrete, respectful strategies for welcoming newcomers;
4. Apply one concrete change to how they structure group activities to support organic inclusion.

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Activity title:

Break the Bubble, Build the Welcome

A Creative Group Exploration of What Keeps People Apart — and What Brings Them Together



Example real-life scenario:

Social Bubbles
In this video, we explore how social bubbles influence communication, inclusion, and understanding in youth work.

Key message: Understanding different perspectives starts with stepping beyond our own social bubble.

WATCH HERE

Description

In two parallel creative tasks, participants visually deconstruct what social bubbles are made of — and design concrete strategies for welcoming newcomers into diverse groups. One team creates a large visual “anatomy” of a social bubble: the habits, fears, comforts, and cultural norms that hold it together. The other team builds a set of welcoming strategies, each represented visually. The two outputs then meet in a gallery walk and a joint analysis: which strategies actually break which parts of the bubble?

Target Group

YOUTH WORKERS, VOLUNTEERS, TRAINERS, AND EDUCATORS WORKING WITH CULTURALLY DIVERSE GROUPS. NO PRIOR KNOWLEDGE OF CQ REQUIRED. SUITABLE FOR GROUPS OF 8–20 PARTICIPANTS.



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After completing this activity, participants will be able to:

- Explain what social bubbles are made of and why they form in diverse group settings
- Identify the cultural, emotional, and practical factors that keep groups apart
- Design concrete, respectful strategies for welcoming newcomers into a group
- Evaluate welcoming strategies against the real anatomy of social bubbles
- Name one concrete change they will make in their own group facilitation practice

Learning Outcomes

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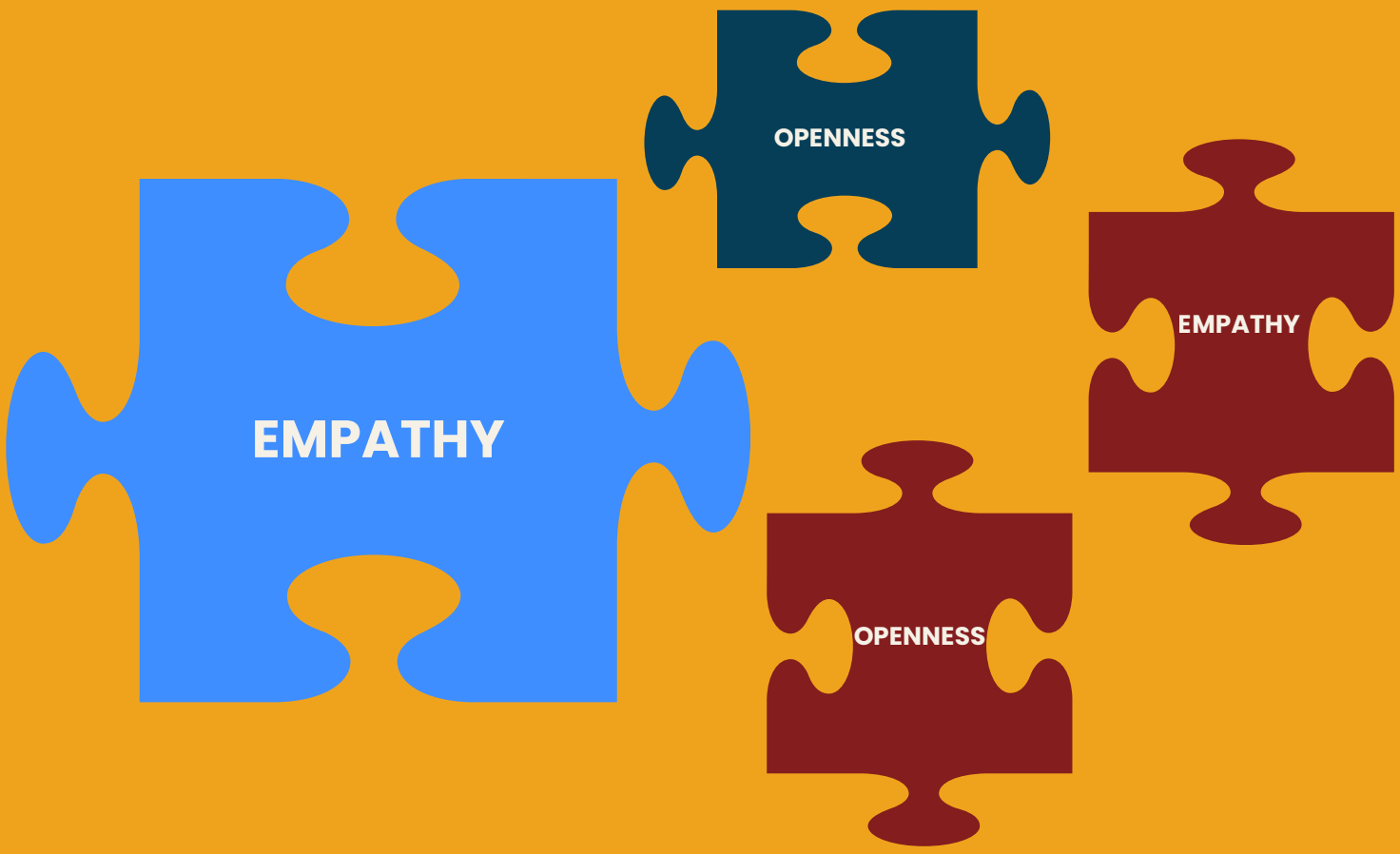
Skills Addressed



Materials Needed

- Large sheets of paper or flip chart paper — at least 2 per group; Coloured markers, pens, and pencils; Sticky notes in two colours

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Step-by-Step Implementation

STEP 1
Session Opening & Agreement

10 min

Then everyone stands up. The facilitator asks:
Think of the last time you entered a group where you knew no one. What did you feel in the first five minutes? Say it in one word — while walking slowly around the room.

Participants walk and speak their words out loud, one by one. The facilitator collects a few of the words on the flip chart. Then everyone stops. The energy is set: everyone in the room has been outside a bubble at some point.

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STEP 2

Split: Two Creative Missions

10-15 min

Divide participants into groups of 3–4. Half of the groups receive Mission A, the other half Mission B. Each group gets large paper and markers.

If the total group is small, one group per mission is enough. If large, multiple groups can work on the same mission in parallel — the variety of results makes the gallery walk richer.

STEP 3

Parallel Creation

MISSION A — Anatomy of a Bubble 20 min

Draw a large bubble on your paper. Inside and around it, show what a social bubble is made of: What holds it together? What feeds it? Think of language, habit, fear, comfort, shared experience, cultural norms, past rejections. What cracks it? Show that too. Use drawings, symbols, words, colours — anything. The more visual, the better.

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STEP 3

Parallel Creation

MISSION B — Build the Welcome

Every community or group that participates shall get together for a few minutes and come up with a cultural challenge they find of utmost relevance in their particular contexts.

That would allow to place those challenges within the broader frame of cultural awareness and have further dynamic based on the real challenges.

STEP 4

Gallery Walk

15 min

All work goes up on the wall. Everyone walks through the gallery in silence for the first 3 minutes

Then each participant takes sticky notes and leaves at least two comments on other groups' work:

- One colour for: This resonates with me
- Another colour for: I never thought of this

Groups return to their own work and read the comments they received.

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STEP 5

The Match: Strategies Meet the Bubble

15 min

Now the two missions meet. Form mixed groups — each containing members from a Mission A group and a Mission B group.

The task:
Take the welcoming strategies and hold them against the anatomy of the bubble. Which strategy breaks which part of the bubble? Is there a part of the bubble that NO strategy reaches?

Each mixed group reports back in 1–2 minutes: their strongest match — and the gap they found. The facilitator collects the gaps on the flip chart: these are the real frontier of inclusion work.

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STEP 6

Personal Commitment and Debrief

10 min

Each participant writes on a sticky note:
One thing I will do in my next group session to break a bubble — or build a welcome — is _____.

Notes go on the wall next to the gallery — the group's collective commitment wall. 2–3 participants share voluntarily. Close with the debrief questions below.

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Debrief

Reflection Questions

- What surprised you about the anatomy of the bubble?

- Which welcoming strategy felt the most realistic?

- Was there a part of the bubble that no strategy could reach?

- What is one concrete thing you will do in your next session?

Tips for Learners

Bubbles are not failures — they are signals. Before trying to break one, ask what it is protecting.

The best welcoming strategies are small, specific, and pressure-free. A grand gesture can overwhelm; a quiet, genuine invitation rarely does.

Use the visual language seriously — drawing forces you to think differently than writing. If you can draw it, you understand it.

When commenting on others' work in the gallery, be generous and specific. 'Nice' helps no one; 'this symbol captures exactly how invisibility feels' does.

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Resources

CULTIVATE CQ Video — Module 5: Breaking Social Bubbles: One Invitation Away
https://www.instagram.com/reel/DYPpwc8NAZ3/?igsh=bTlqMjgyMHY0aTFt

T-Kit 4: Intercultural Learning — Council of Europe / European Commission
https://pjp-eu.coe.int/en/web/youth-partnership/t-kit-4-intercultural-learning

SALTO-YOUTH — Value the Difference: A Resource Pack for Youth Workers on Cultural Diversity
https://www.salto-youth.net/rc/inclusion/inclusionpublications/valuethedifference/

National Youth Council of Ireland — Equality, Inclusion, and Intercultural Resources for Youth Work
https://www.youth.ie/articles/equality-inclusion-and-intercultural-resources/



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