

PrEclIOUS Project

FINAL REPORT: TRAINING PACKAGE ON TRANSVERSAL SKILLS

Coordinator
University of Siena

September 2025

Progress Report: Work Package 4 - Training Package on the acquisition of transversal skills

WP4 Training Report

Gaia Ciccarelli

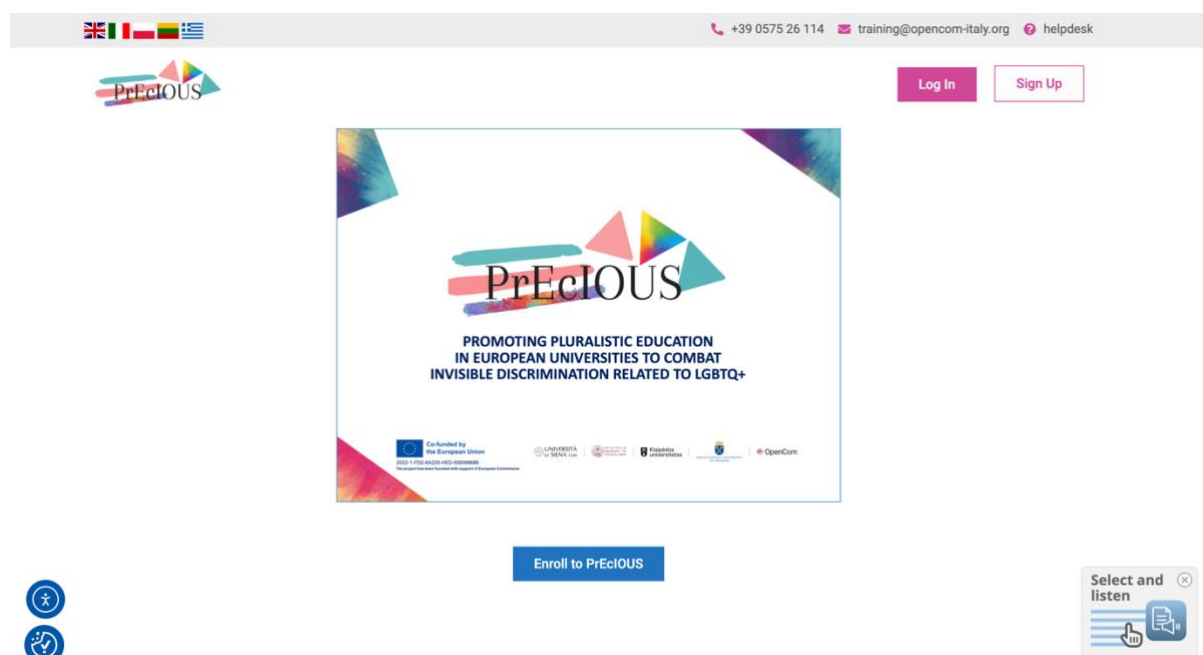
The main objective of the 4th Work Package (WP4) *Training Package on the acquisition of transversal skills*, coordinated by the University of Siena (UniSi) with the support of OpenCom, was to address the reinforcement of competencies of Higher Education Institutions' (HEI) students as necessary transformative means towards the building of a more inclusive and equitable HE environment. It was comprised of a total of 8 activities, including the 3rd Consortium Meeting in Klaipeda, Lithuania hosted by the University of Klaipeda (KU) and 2 National Conferences, both in hybrid form, held first in Siena on November 21st, 2024 by UniSi and later on by KU on May 20th, 2025 with a combined total of 100 attendees. The latter had the intention to sensitize HEIs' communities and inform on the project results, as well as stimulate reflection on stereotypes and prejudices, and a new collective mindset.

The implementation of the activities of WP4 by all partner HEIs supported by the indispensable ground work and constant assistance by OpenCom culminated in the following results:

- A **digital educational platform**, available on the project website at this link: <https://preciousproject.eu/course/>
- A **training package**, accessible through the aforementioned platform with open-source materials and resources, in English and in each partner's national languages, which can be used as an integration of classroom-based activities with the following learning experiences and media:
 - *Online pills* (short videos and reels) addressing the 5 topics of our WP3 Framework of transversal skills for an unbiased community: Literacy, Stereotypes and Prejudice, Intersectionality, Social Context and Communication
 - *COIL* (Collaborative Online International Learning) with focus groups led by expert facilitators of the partner HEIs to engage students and work together as one bigger HEI community encompassing all partner cultures and national contexts
 - *In-presence Training materials and exercise sheets*, both available on the digital platform to download and adapt, as well as implemented by partner Universities in their academic communities
 - *A 5-day International Mobility Training in Siena*, with 5 participants each from all partner HEIs with the objective of both testing out all of the materials but also laying the foundations for the WP5 deliverables: the — *Vademecum – Guidelines on how to build HEI communities based on the concept of “plurality” and the Action plans for the sustainability of unbiased HE communities*

This report will focus on the Training activities and will be divided into four parts: *distance training*, *in-presence training*, *COIL*, and *International Training Mobility in Siena*. In the concluding remarks specific data will be made available for each HEI's activities.

1) Distance training



The digital platform created by the PrEclIOUS project had a twofold objective:

- a) to make training contents accessible and visible through user-friendly digital tools that enhance a virtual international community of practice between HEIs that commit to creating unbiased communities
- b) to foster self-awareness and understanding on the main issues concerning invisible homophobia and on how transformative behaviours can be adopted to combat discrimination, promote a more inclusive and equitable educational environment, and become *sustainability citizens* – related to values which encompass democratic and responsible citizenship.

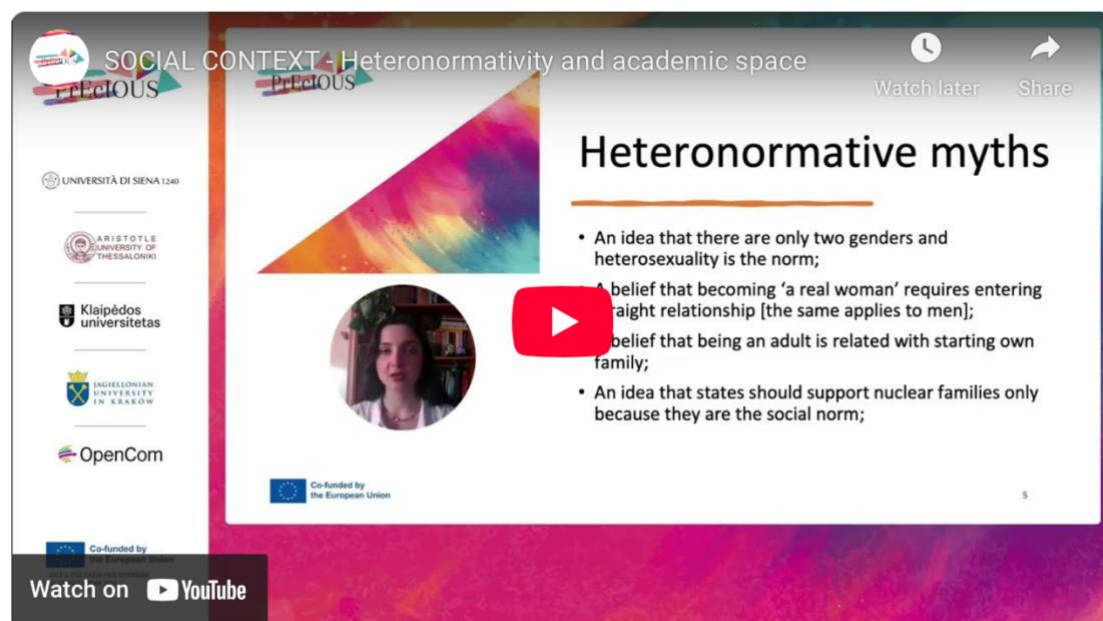
Users had access to the 5 modules of the Framework: *Literacy*, *Stereotypes and Prejudice*, *Intersectionality*, *Social Context and Communication*. Each module was made of an introduction, 2 video pills in English, a short quiz to test user knowledge and a short evaluation

request at the end of the module. After watching these 10 video pills, users had access to additional training material and a final Module which focused exclusively on the National Context. The latter was chosen depending on the language selected by users when enrolling in the course.

During the in-presence training in the four partner university, the platform registered 165 individuals enrolled with 84% completion.

Video lesson

Lesson 1 – Social Context



< Previous

Complete & Next >

Picture 1. Patrycja Barwinska from Jagiellonian University presenting video pill 1 of the Social Context Module "Heteronormativity and academic space"

2) In-presence training

The in-presence training rationale was to create materials and resources based on 4 modules:

1. Self-awareness of stereotypes and prejudices concerning LGBTQIA+ communities
2. Awareness of diversity and the uniqueness *others* - Fostering diversity and promoting intersectional approaches
3. Cultural knowledge: the role of society and the responsibility of sustainability citizens
4. How to combat invisible homophobia and promote more inclusive HE environments: from knowledge to action.

It was provided to students through collaborative and cooperative non-formal educational activities which were laid out and described in templates created ad hoc, thus facilitating transferability and adaptability well beyond the end of the PrEclIOUS project. Creating and collecting activities, as well as facilitation practices, had the aspiration to create physical brainstorming opportunities among partners for quality, transferability, and impact of training content in each territory. We had several online meetings in which HEI partners shared success stories as well as failures and opportunities for growth thanks to these in-presence training sessions: a constant reminder to keep listening and welcoming new needs as well as new strategies and solutions which might actually come from those learning themselves.



Picture 2. Prof. Dalia Puidokiene at Klaipeda University with participants from the in-presence training



PRECIOUS

28 FEBRUARY – 28 MARCH, 2025

Online course open to all students of the University of Siena



**UNIVERSITÀ
DI SIENA 1240**

Co-funded by
the European Union

2025-1-IT02-KA226-HEB-00088636





PrEciOUS

For this series of meetings, recognition of 3 credits is foreseen for "Activities useful for entering the world of work".

Students who have followed all the meetings and participated in the related Project work will also be awarded the Open Badge "Diversity & Inclusion".

Date		hours	
Friday	February 28, 2025	15:00 - 18:00	Literacy
Tuesday	March 4, 2025	15:00 - 18:00	Intersectionality
Friday	March 7, 2025	15:00 - 18:00	Social Context
Friday	March 14, 2025	15:00 - 18:00	Stereotypes and Prejudices
Friday	March 21, 2025	15:00 - 18:00	Effective Communication
Friday	March 28, 2025	15:00 - 18:00	In-Class Presentations

Info: sdskills@unisi.it

Register now: <https://sdskills.unisi.it>



COURSE OBJECTIVES

Short and focused learning modules that raise awareness on the topic of invisible homophobia. The training package is designed for a prejudice-free university community.

LEARNING METHODOLOGIES

The course follows a Non-Formal Education approach, based on Kolb's Experiential Learning Cycle. This method emphasizes learning through experience, reflection, conceptualization and active experimentation. It is further supported by open debates, discussions and role-playing activities to provide practical, scenario-based learning experiences.

MAXIMUM NUMBER OF PARTICIPANTS

n. 70

LANGUAGE:

ENG


Picture 3. Poster from the University of Siena, advertising the in-presence activities as a 3 ECTS training course

3) COIL

March 14th, 2025: 55 participants – break out rooms with focus groups on how each HEI environment and social context has put in place strategies and protocols which foster plurality and anti-discrimination procedures to truly make each individual feel safe

March 28th, 2025: 40 participants – break out rooms with focus groups on which strategies can be implemented and by whom to ameliorate and find alliances and cooperation to foster plurality and anti-discrimination procedures in HEI environments

4) International Mobility Training in Siena, May 12th-16th 2025

SUMMER SCHOOL

5 - DAY TRAINING PROGRAM
FROM MAY 12 TO 16, 2025

UNIVERSITÀ DI SIENA

COMBATING INVISIBLE HOMOPHOBIA!

EARN THE OPEN BADGE
“DIVERSITY, EQUITY
& INCLUSION”



Co-funded by the
Erasmus+ Programme
of the European Union



MORE INFO ON THE PAGE [@DISPIUNISIENA](#)
OR CONTACT GAIA CICCARELLI AT GAIA.CICCARELLI2@UNISI.IT

From May 12th to May 16th 21 students from HEI partners participated in a 5-day active intensive training at the Department of Political and International Sciences at the University of Siena. Participation was open to students who had finalized the first 3 training contents and had shown interest in continuing the training process by traveling to Siena.



Picture 4. Prof. Alessandra Viviani introducing the Training to participants

The application process lasted a month, all participants were recruited during the in-presence training activities and were asked to send a motivation letter with a short bio to get to know one another before their selection and arrival in Siena.

The short term training mobility training in Siena offered the opportunity for participants to meet face to face and analyse their different academic environments: it was envisioned as a very practical course, providing the possibility for them to create their own actions and campaigns against LGBTQ+ discrimination, as well as giving them some very insightful knowledge about related topics such as: SOGIESC discrimination and human rights, Amnesty International's work and campaigns, advocacy vs. activism, intersectional perspective in human rights, intercultural competences to combat discrimination, and invisible discrimination operated by legal systems. The entire training course was inspired by non-formal education methodologies and techniques.

Training Course: Combating invisible homophobia in higher education
University of Siena - Mattioli Campus - via P. A. Mattioli 10, Siena (SI) 53100 Italy

DAY 1 – Introduction				
DATE	TIME	MODULE	METHODS	TRAINERS
12 May	9:30 – 10:00	Let's start! - Presentation of PrEciOUS results and products - Intro to the Training, aims and objectives, methodology	The entire morning will be facilitated using Non-formal Learning methodology and approaches	Alessandra Viviani Gaia Ciccarelli Erasmus Student Network Siena
	10:00-11:00	Participants expectations and ice-breaking activity		
	11:00- 11:15	Coffee Break		
	11:15- 13:00	Sexual Orientation and human rights: the evolution from universality to diversity		Daniele Ferrari University of Piemonte orientale
	13:00- 14:30	Lunch – participants will receive a complimentary student card to eat at the student canteen just a 5min walk away from campus		
	14:30- 16:30	Amnesty International: campaigning on discrimination based on sexual orientation		Emila Astore Amnesty Italia
	16:30 - 17:00	Daily reflection: Individual and group work to reflect on participants' learning and their satisfaction/appreciation of the 1st day experience + Intro to the Diary as a tool for collecting own reflections	Daily individual/group work	Flora Biagi

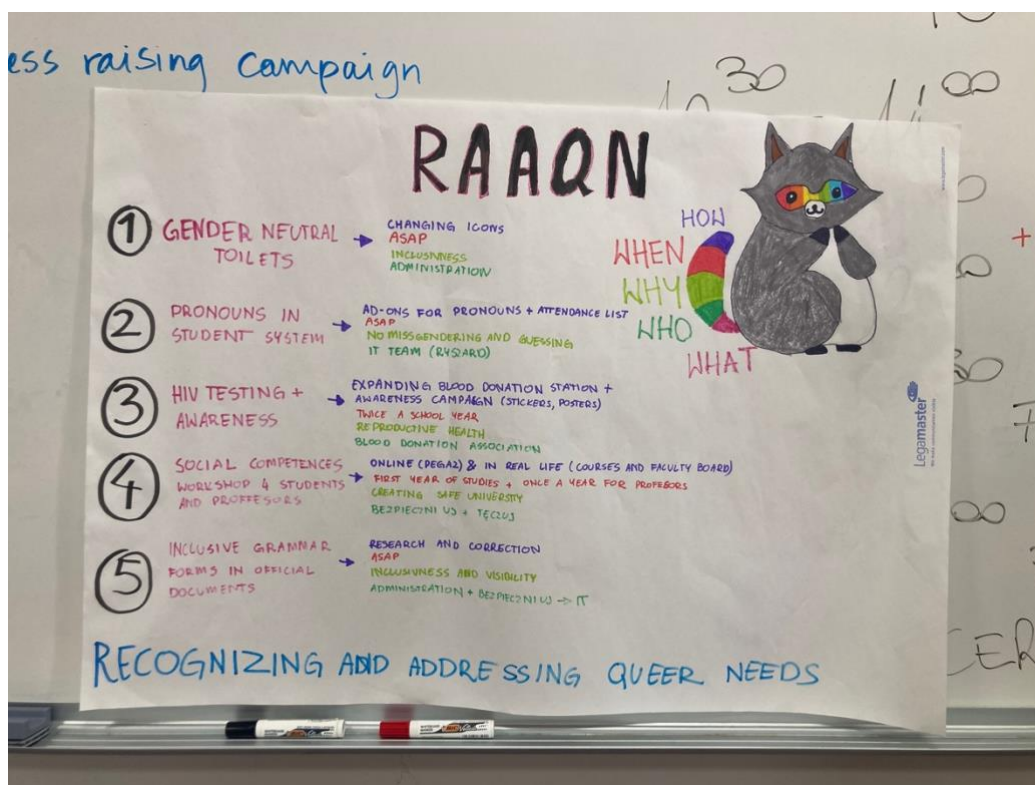
Picture 5. An excerpt from the Training agenda



Picture 5. The team from KU presenting their final Action Plan to conclude the Training



Picture 6. All participants during their Cultural Visit to the Valmontone Contrada in Siena



Picture 7. RAAQN the Action Plan presented by the participants from JU

In conclusion,

The Training Package and activities of WP4 have had a great impact on university students and the whole academic community, who have had the opportunity to acquire **knowledge and further awareness of invisible homophobia** issues through the perspective both of academic experts on several subjects such as human rights, sociology, anthropology, history, and access to community work techniques in the field; **competencies to better address discrimination and issues related to invisible homophobia**, and to develop an open mind attitude as sustainable unbiased citizens **with clear tools and resources to become agents of change**; a **transversal learning tool**, available for members of the academic community to address inner invisible homophobic attitudes and biases both in HEI environments and in civil society contexts; the possibility to **get to know other like-minded individuals** who have a desire to participate and carry on democratic principles and attitudes, **learn and unlearn from each other**, and keep nurturing and growing a **transnational community of unbiased and engaged citizens**.



Promoting pluralistic education in European universities to
combat invisible discrimination related to LGBTQ+

FINAL REPORT: TRAINING PACKAGE ON TRANSVERSAL SKILLS

September 2025



**Co-funded by
the European Union**

Project Nr. 2022-1-IT02-KA220-HED-000088686
01.10.2022 > 30.09.2025



Views and opinions expressed are however those of the authors only and do not necessarily reflect those of the European Union or Erasmus+ Agency. Neither the European Union nor Erasmus+ Agency can be held responsible for them.