

# IS THE FUTURE PERFECT?

## Chat log: Inclusion 2024 – how far have we come? with Varinder Unlu

Please note - chat times do not correlate to the video times, as the recordings have been split up and edited. However, they do give an indication of gaps between messages to indicate audience participation.

1:43:46 jean Sciberras: hi varinder  
01:44:25 Ameena Choondathodi: Hi  
01:44:53 MARIA ROSA PELIZZONI: Hi Varinder ! here we are again  
01:44:58 Sue Rowe: Hi Varinder  
01:45:05 Pavilion ELT - Ellie: Welcome back everyone!  
01:45:18 Patricia Barzotti: Hello Varinder  
01:45:40 Varinder Unlu: Hi everyone  
01:46:30 jean Sciberras: 🙌  
01:47:48 Varinder Unlu: How's everyone doing today?  
01:49:07 Pavilion ELT - Ellie: Get 10% off any Pavilion ELT pre-orders with the code 10ELT at checkout, or 25% off all our other titles with the code 25ELT  
Both codes can be used together!  
Pavilion ELT bookshop: <https://pavpub.com/pavilion-elt>  
01:50:11 Pavilion ELT - Ellie: A huge welcome to Varinder, thank you for joining us today!  
01:53:48 jean Sciberras: it's always existed in the EFL world when employing NS over NNS teachers or trainers.  
01:53:58 Gerardo Valazza Furest: Everyone taken into account  
01:53:59 Mahalutchmee Runghsawmee: Open wide your arms:welcome  
01:54:03 Kirsten Holt: A way to bring in everyone  
01:54:04 Sue Rowe: we are all equal  
01:54:07 Pavilion ELT - Ellie: Inclusion can be ensuring everyone feels welcome  
01:54:10 Fernanda Binati: No judgement and compassion for all  
01:54:13 jean Sciberras: no prejudices  
01:54:20 Kirsten Holt: Giving everyone an equal voice  
01:54:20 Alex Mackenzie: Understanding differences and accommodating them, using equity  
01:54:30 Patricia Barzotti: including everyone regardless of gender, race, ability  
01:54:31 Fernanda Binati: Community values as priority  
01:54:32 MARIA ROSA PELIZZONI: There aren't any differences among us  
01:54:35 Elora Moss: considering students' differences and how we can make the classroom a safe and enjoyable place for all  
01:54:36 Jennifer Feenstra: everyone included, part of the team  
01:55:01 Heidrun Elmenreich: different abilities  
01:55:05 jean Sciberras: bringing own culture  
01:55:06 Mahalutchmee Runghsawmee: In my coutry, diversity is part of our culture  
01:55:17 Patricia Barzotti: makes you reflect about people more, as individuals  
01:55:19 Kirsten Holt: Varied group of teachers, different sexual preferences, race, ability  
01:55:20 MARIA ROSA PELIZZONI: You are older than the new arrivals  
01:55:27 Gerardo Valazza Furest: A wide range of strengths and weaknesses?  
01:55:36 Mahalutchmee Runghsawmee: Our nation is multiracial, multireligious  
01:55:36 Jennifer Feenstra: The variety of viewpoints, cultural backgrounds, etc., all informing how we teach  
01:55:37 Pavilion ELT - Ellie: Ensuring different viewpoints are heard and represented  
01:55:42 Fernanda Binati: Diversity for me means no standard definition  
01:56:01 Gerardo Valazza Furest: Catering for everyone?  
01:56:07 Kirsten Holt: Making sure everyone feels valued and have a space to share ideas  
01:56:13 Patricia Barzotti: make students talk about differences, their cultural backgrounds, the richness of different languages, talking about the classroom context,  
01:56:16 Fernanda Binati: There are policies but they are more like definitions  
01:56:34 Jennifer Feenstra: Support colleagues from different linguistic backgrounds and make them feel comfortable expressing their viewpoints  
01:56:38 Fernanda Binati: I think diversity is not only a concept but a way of being  
01:56:43 Heidrun Elmenreich: find out about each person's strength and give them a opportunity to show/use them.  
01:57:45 Jennifer Feenstra: Recent nationalization of the university has required diversity

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01:57:50 Kirsten Holt: We sometimes were constrained by students' ideas so we had to work hard to make them more accepting to diversity

02:00:09 Kirsten Holt: Mainly white

02:00:15 Kirsten Holt: sadly

02:00:44 Jennifer Feenstra: Exactly what Kirten Holt said

02:00:58 Mahalutchmee Runghsawmee: It's different. In small countries, an ELT teacher is not recognized or valued as someone coming from Europe or North America

02:01:04 jean Sciberras: ironic

02:01:14 Fernanda Binati: Lots of male speakers as well in some conferences

02:01:33 Kirsten Holt: And writers!

02:02:08 Jennifer Feenstra: However gender preference is impossible to tell in a photo

02:02:20 Kirsten Holt: Very true Jennifer

02:03:56 Fernanda Binati: It's an interesting topic. I once saw a documentary about the representation of afro Germans, there are no representations.

02:05:20 Gerardo Valazza Furest: Paying lip service to it?

02:05:31 Alex Mackenzie: Lack of positive discrimination?

02:05:38 Kirsten Holt: People aren't being given enough opportunities, but equally lack confidence to apply (maybe)

02:05:46 Mahalutchmee Runghsawmee: They don't trust that people of colour are as good as them.

02:05:49 Claudia Colla: Education is still White and Eurocentric.

02:05:50 Fernanda Binati: Fundamentalism

02:08:46 Mahalutchmee Runghsawmee: It's also our mistake. In former colonies, in international schools, the local board will choose a foreigner, he/she can be white or a person of colour but they want people from Europe or North America.

02:09:30 Kirsten Holt: How do you think we can change that behaviour Mahalutchmee?

02:10:03 Patricia Barzotti: yes so much for global English and Language, it still seems very much a standard identity being shown

02:10:05 Jennifer Feenstra: Depending on the country, unfortunately, the expectation is that ELT teachers must be caucasian.

02:11:04 Mahalutchmee Runghsawmee: It's us, locals need to change our mentality. Think that someone who is qualified and experienced can obtain that job, whether you are white, black or brown,

02:11:31 Fernanda Binati: People still think that monolingualism or ISMS in general are ideal (puritanism)

02:11:42 Kirsten Holt: People think they are being diverse M& W, straight and gay as though they have then ticked the DEI boxes.... That's what needs to change

02:12:17 Kirsten Holt: Wow!

02:15:46 Adrian Tennant: Why use the term non-native? It's not very inclusive!

02:16:39 Jennifer Feenstra: no

02:17:09 Fernanda Binati: I'm still thinking a bit

02:17:11 Kirsten Holt: It's great to see so many from the global majority, but why not we see them? (Echoing what you said V)

02:17:23 Kirsten Holt: Why don't I mean

02:17:25 Jennifer Feenstra: Yes, it's what's been happening in the university where I teach due to nationalization. Arab-ethnic hires.

02:17:33 Claudia Colla: From a White Eurocentric perspective, the numbers do not surprise me.

02:19:10 Nataha Atout: Personally, one thing that I have found with predominantly white co-workers are very offended or upset with the use of L1 in the classroom which personally I believe is critical way to have inclusion

02:20:34 Patricia Barzotti: As was said before the L1 offers a richness to the lessons and allows students to deepen a subject - in answer to Nataha.

02:21:08 Fernanda Binati: I think the issue of discrimination will not change drastically, but it's important for ELT teachers from "minority" groups, whatever you call it, to be psychologically prepared in order to face the market with confidence !!

02:21:35 Nataha Atout: its difficult to change market demand because they are related to society

02:22:36 Adrian Tennant: If you look at the state sector across the world it is very different. 95% of all ELT teachers around the world are what you termed non-native.

02:22:58 Claudia Colla: One idea is to start an antiracist pedagogy to teaching (involving families, educators and students)

02:23:31 Kirsten Holt: Comment copied and shared with permission from JANEAs a member of PronSIG, I am aware of the linguistic racism debate between NNS and NS. However, it must be said that, in my context (Sicily) my private Ss wouldn't touch a NNS T with a barge pole. Their teaching is either based on grammar-translation methodology or unprincipled with 0+1 results. I'll bet there were less than 5 T at IATEFL this year (as every year). I've been reliably told that, if they came, either NNS wouldn't understand the English or, if they did, they wouldn't understand the content.

02:23:33 Nataha Atout: Every country and more specifically, every institute has an image they are trying to promote based on what their consumers value as the best teacher to teach English

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02:23:39 JANE O DAVIES: British Council revised NNS/NS terminology long ago.  
02:24:02 Claudia Colla: It has been working in our school in Brazil. It's a long way to go  
02:24:17 Jennifer Dobson: More representatives in associations where language schools are accountable.  
02:24:28 JANE O DAVIES: 2016 to be precise (British Council revision).  
02:25:56 Kirsten Holt: I created a section in Pavilion's Modern English Teacher called Global Voices to allow teachers from all around the world share their ideas, teaching stories to give them confidence to write more for the magazine... more than 40% have gone to write full blown articles so its a start... but still work in progress.  
02:25:59 Ameena Choondathodi: Many institutions are still not ready to accept applications from non-native teachers for English teaching positions.  
02:26:51 Kirsten Holt: \*Created a section  
02:26:55 Patricia Barzotti: they do at our university in Italy, but they're Italian and not other nationalities.  
02:27:13 JANE O DAVIES: They do what Patricia?  
02:28:09 Kirsten Holt: I know some teacher adopted anglicised-sounding names to get through the selection process  
02:28:12 Patricia Barzotti: they hire non native speakers of English, but they are Italian  
02:29:22 JANE O DAVIES: And so the merry go round continues, Patrizia!  
02:30:13 Patricia Barzotti: Oh yes!  
02:30:19 Mahalutchmee Runghsawmee: You have gone through a lot!  
02:30:40 Fernanda Binati: You are a warrior, no doubt of that  
02:30:40 Anna Hasper: Oh my... that is shocking Varinder!  
02:30:49 jean Sciberras: What a shame!  
02:30:54 Patricia Barzotti: so totally disgusting  
02:31:10 Fernanda Binati: Nonsensical stuff!  
02:31:54 Kirsten Holt: When I was still a school manager we had a wonderful Nigerian teacher but students would ask to move his class just because of the colour!! That was 20 odd years ago so shocking it still continues...  
02:32:03 Thu Nguyen: I'm so sorry that you have such painful experiences.  
02:33:28 JANE O DAVIES: Very recently I completed a British Council survey about the degree of EDI re their online materials.  
02:33:52 Kirsten Holt: Interesting, Jane. Is the surgery still open?  
02:34:17 Kirsten Holt: Surgery?! I meant survey.  
02:34:20 JANE O DAVIES: Probably, Kirsten. I only got round to completing the survey at the weekend.  
02:35:25 JANE O DAVIES: Freudian slip, Kirsten?! We need a radical excision here!  
02:36:12 Kirsten Holt: Haha, something like that Jane!  
02:36:30 jean Sciberras: trophy  
02:36:32 Mahalutchmee Runghsawmee: trophy  
02:36:39 Carol King: Like an exhibit...  
02:36:39 Jennifer Feenstra: It's tokenism  
02:36:41 Kirsten Holt: Here's one BC survey on Global perspectives (still open despite the link's title): <https://uk.surveymonkey.com/r/foe-iatefl-2022>  
02:36:48 Fernanda Binati: An apple out of a banana tree  
02:37:35 Heidrun Elmenreich: An interesting TED talk about the topic: <https://www.youtube.com/watch?v=mtUIRYXJ0vI>  
02:38:10 Kirsten Holt: Thanks Heidrun  
02:39:56 Kirsten Holt: Questions for Varinder will be coming up in about 5 minutes so do start thinking about what you want to ask.  
02:41:26 Heidrun Elmenreich: We're talking too much about different groups of people in general: How about taking every person as an individual and not primarily as part of a group?  
02:41:42 JANE O DAVIES: Just found this: <https://www.teachingenglish.org.uk/professional-development/teachers/inclusive-practices>  
02:43:59 Fernanda Binati: How do you think society sees teaching in general? (values) How important is it to remember that?  
02:44:35 Mahalutchmee Runghsawmee: Now we do have the reverse too: where white teachers are victimized and even white children in a multi racial school think their grandparents were evil and white means evil. I will say all lives matter and all teachers matter.  
02:46:05 Fernanda Binati: Everyone has an accent, but the thing is the monolingual approach  
02:50:35 Fernanda Binati: So inspiring, thank you so much Varinder!!  
02:51:07 MARIA ROSA PELIZZONI: You are very clear that it's difficult for me to have any further questions to ask. Thanks Varinder for what you told us.  
02:51:10 Mahalutchmee Runghsawmee: Thank you so much.  
02:51:19 jean Sciberras: Thank you Varinder.



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02:51:24 Jennifer Dobson: Thank you, Varinder!

02:51:27 Ros Wright: Thank you Varinder

02:51:29 Sue Rowe: Thank you so much.

02:51:38 Varinder Unlu: Thank you

02:51:43 Thu Nguyen: Thank you so much

02:51:43 Patricia Barzotti: thank so much Varinder

02:51:51 Gerardo Valazza Furest: Thanks for raising the issue!

02:52:11 JANE O DAVIES: Thanks Varinder! Food for thought indeed!

02:52:42 Varinder Unlu: Please do get in touch to keep conversation going

02:52:56 Jennifer Feenstra: Thanks!

02:52:59 Fernanda Binati: What's your social media Varinder?

02:53:11 Varinder Unlu: Varinder Unlu on LinkedIn

02:53:12 MARIA ROSA PELIZZONI: Thank you so much!!!

02:53:17 Fernanda Binati: OK!

02:53:23 Pavilion ELT - Ellie: Thanks so much Varinder for sharing such interesting stats, insights and questions to consider

02:53:59 Ameena Choondathodi: Thank you. Ms. Unlu. It was really an interesting discussion.