

# NEWSLETTER #7

FROM INSIGHTS TO ACTION: TRAINING INCLUSIVE WORKPLACES ACROSS EUROPE

Between January and April 2026, the FairForward project moved decisively from analysis to action, delivering the Core Inclusion and Awareness Training (CIAT) across 7 countries: Italy, Spain, Malta, Poland, Lithuania, Serbia and Montenegro.

Over 100 workers' representatives took part in this first round of trainings (approximately 15 participants per country), creating a vibrant transnational learning community committed to advancing diversity, equity and inclusion (DEI) in the workplace.

Built on the evidence generated in 2025 through focus groups involving 96 vulnerable participants, the trainings translated real experiences into practical solutions. Through interactive methodologies — from role-playing to case-based learning — participants explored concrete challenges such as discrimination, cultural barriers and unequal access to opportunities, while co-designing actionable strategies to foster more inclusive work environments.



The sessions followed a common multilingual Playbook, ensuring both consistency and adaptability to national contexts, and strengthening a shared European approach to inclusion.

Beyond numbers, CIAT marked a shift: from understanding inclusion to actively practicing it — equipping trade union representatives with the mindset and tools to drive change within their organisations.

The journey continues with the upcoming Strategic Inclusion and Advocacy Training (SIAT), where participants will further develop skills in negotiation, conflict resolution and inclusive collective bargaining.

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Co-funded by  
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