



INTERCULTURAL TRAINER LAB

RETHINKING PRACTICE, POWER AND INCLUSION

A learning space for intercultural trainers and facilitators who want to challenge assumptions, rethink practice, and engage with complex questions of diversity, power, and inclusion.



**3.5
DAYS**

**03.12. - 06.12.2026 | ONLINE
OR
15.04. - 18.04.2027 | HAMBURG**

**€890/
€1,090**



INTERCULTURAL TRAINER LAB

Intercultural Trainer Lab: Rethinking Practice, Power and Inclusion

We are excited to introduce the Intercultural Trainer Lab: Rethinking Practice, Power and Inclusion, a new professional development format for intercultural trainers, facilitators, and multipliers who want to critically engage with diversity, power, privilege, and discrimination in their professional practice.

The field of intercultural learning is continuously evolving. Alongside established intercultural models and approaches, it is important to engage more explicitly with questions of inclusion, social inequality, systemic discrimination, and power relations. These topics are not separate from intercultural work. Rather, they shape the realities of the individuals and groups we work with and challenge us to reflect on how we design learning spaces, facilitate dialogue, and position ourselves as professionals. The Intercultural Trainer Lab creates a space for exploring these complexities.

It invites participants to engage with perspectives that challenge and complement traditional approaches to intercultural learning and to reflect on the implications for their own work. At the heart of the Lab lies the belief that meaningful learning requires both professional and personal reflection.

Participants are encouraged to critically examine their own assumptions, experiences, privileges, and positions while exploring how these influence their training practice.

This process can be challenging at times, but it also offers valuable opportunities for growth and learning.

We therefore place particular emphasis on creating a supportive and respectful learning environment in which participants can engage with complex and sometimes uncomfortable topics. Curiosity, openness, and a willingness to reflect critically on oneself and one's professional practice are essential prerequisites for participation. Each edition of the Intercultural Trainer Lab focuses on specific focus topics that are relevant to current debates and developments in the intercultural field.

To explore these topics, we collaborate with trainers, practitioners, and subject-matter experts who contribute their knowledge, experience, and perspectives. While the focus topics and contributors will vary from one edition to another, the overall intention remains the same: strengthening critically reflective, diversity-sensitive, and socially conscious approaches to intercultural learning and training.

The Intercultural Trainer Lab is a professional development programme and concludes with a certificate of participation.



INTERCULTURAL TRAINER LAB

Neurodiversity and Racism in Intercultural Learning Spaces

The first edition of the Intercultural Trainer Lab focuses on two topics: neurodiversity and racism in intercultural learning spaces.

Both topics invite us to reconsider who our training designs are built for, whose perspectives are centred, and how exclusion and participation are shaped within learning environments.

Throughout the programme, participants will explore what role neurodiversity and racism play in intercultural training practice. The focus is both on acquiring new knowledge and critically reflecting on one's own assumptions, training concepts, facilitation style and professional role.

Neurodiversity

In the neurodiversity module, participants will deepen their understanding of neurodivergence and its implications for training and learning design.

Topics include:

- Understanding neurodiversity: key concepts, terminology, and common myths
- Exploring neurodivergent profiles, including autism, ADHD, dyslexia and others
- Examining different perspectives on neurodivergence, including the medical model and the neurodiversity movement
- Designing more inclusive learning experiences by considering accessibility, predictability, communication styles, sensory needs, participation, and cognitive load
- Applying learning through practical scenarios that explore barriers in learning spaces and possible adaptations for neurodivergent participants

Instructor

Dr. Nadine Binder, Training and Coaching

For more information and registration:

[HTTPS://INTERCULTURAL-TRAINER.ORG/INTERCULTURAL-TRAINER-LAB/](https://intercultural-trainer.org/intercultural-trainer-lab/)

Visit for program details and registration!

Neurodiversity and Racism in Intercultural Learning Spaces

Racism

In this module, participants will explore the role of racism in intercultural learning spaces.

Topics include:

- Exploring individual and structural dimensions of racism and their relevance for intercultural encounters
- Reflecting on how racism can shape experiences, participation, and interactions in learning environments
- Reviewing intercultural theories and concepts of culture in connection to racism
- Identifying implications for training design, facilitation, and personal professional practice

Instructors

Phuong Vy Tran, Training

Victoria Stark, Training and Program Coordination

Learning Approach

The programme combines theoretical input, reflection exercises, group dialogue, practical applications, and peer exchange. Participants are invited to bring their own experiences, questions, and challenges into the learning process.

Participation in this programme will include engagement with complexity, uncertainty, and self-reflection. Participants should be prepared to critically examine both their professional practice and aspects of their own perspectives and positionality. The programme aims at fostering a supportive environment for challenging discussions, environment that encourages respectful exchange, mutual learning, and thoughtful reflection.

Dates and Format

The programme will be offered twice with identical content:

December 2026: Online format
April 2027: In-person program in Hamburg

Participants may choose the format that best suits their learning preferences and availability.



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