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CONCEPT DEVELOPMENT DEIB IN EDUCATION IN THE CONDITIONS OF POST-WAR RECONSTRUCTION OF UKRAINE

The post-war reconstruction of Ukraine is not only about infrastructure and the economy. It is also about people, their trust in each other, a sense of justice and community. In this context, the DEIB (Diversity, Equity, Inclusion, Belonging) concept and its development takes on special significance.

DEIB is a modern concept of personnel management and corporate culture (Fig. 1)

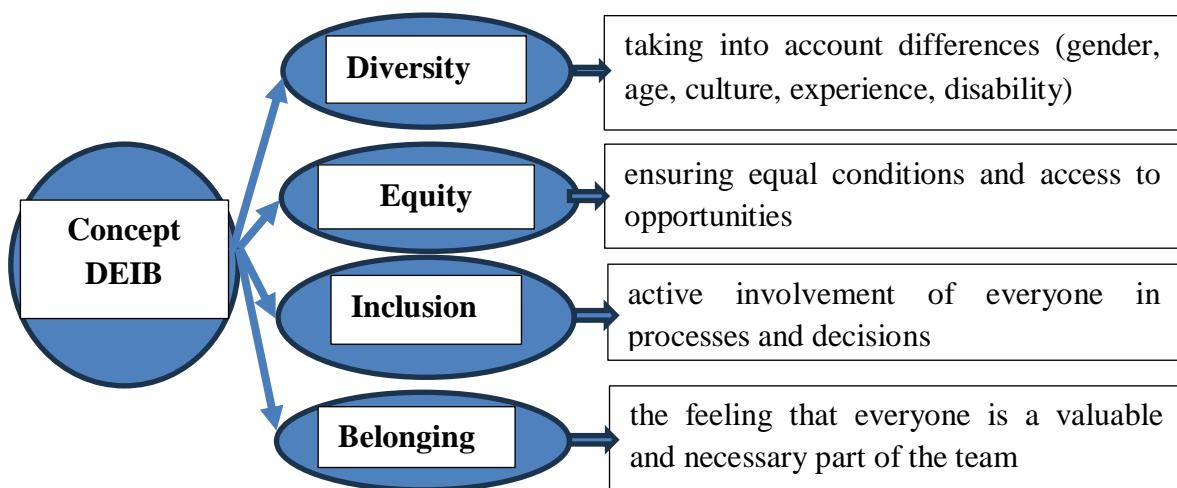


Fig.1. Components of DEIB - a modern concept of personnel management

The goal of the DEIB concept is to create a work environment where people feel accepted, have equal opportunities for education, work and development. DEIB helps to unleash the potential of every person.

Chronological stages of concept development DEIB [1-3] :

1. **1960s** – civil rights movements in the US, prohibition of discrimination (Civil Rights Act 1964), the emergence of affirmative programs action for equal opportunities.
2. **1980s-1990s** – business realizes the benefits of diversity, the concept of D&I (diversity and inclusion) is formed, and tolerance trainings appear.
3. **2000-2010s** – Equity is added. **It is important not only to involve people, but also to consider their needs. The concept of DEI becomes a standard for global companies.**
4. **2020s** – Belonging component emerges. Events like *Black Lives Matter* and the COVID-19 pandemic have shown that people care not only about inclusion, but also about a sense of acceptance and psychological safety.

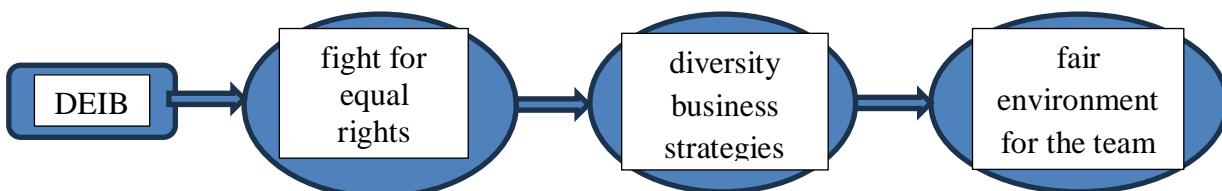


Fig. 2. Evolution of the DEIB concept [1-3]

An important impetus for the development of the DEIB concept is its application in education. This means creating an educational environment where every person feels valued, has equal opportunities for learning and development, and feels part of the academic community (Fig. 3).

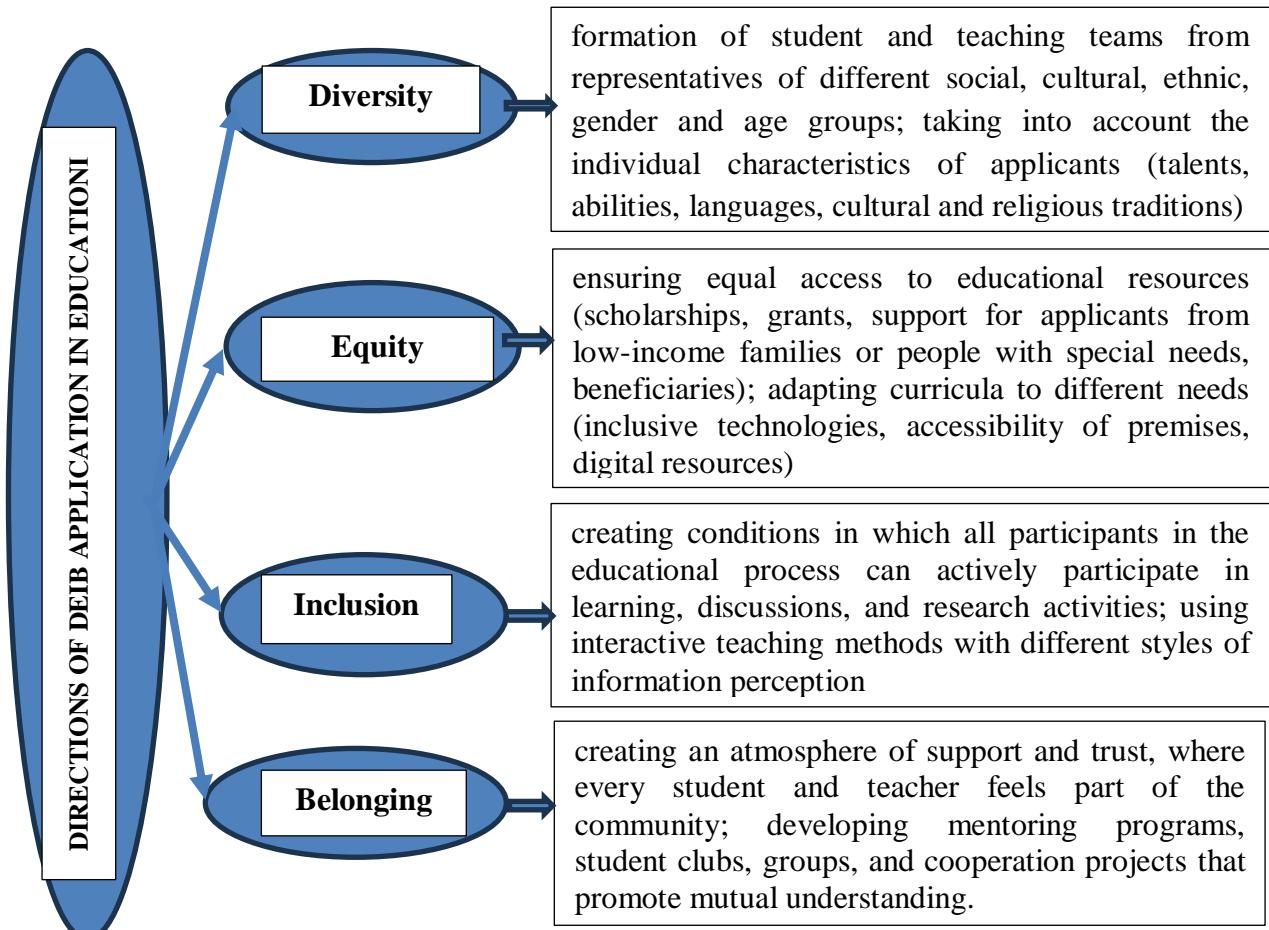


Fig.3. Main directions of application of the DEIB concept in education

Today, measures have been developed in education for the practical application of DEIB: creating courses on intercultural communication and anti-discrimination education; mentoring programs for applicants from at-risk groups (people with disabilities); conducting trainings on inclusive teaching methods; supporting student initiatives aimed at cultural dialogue and cooperation.

The implementation of DEIB provides tangible benefits in education: access to knowledge and opportunities, which contributes to reducing the risk of discrimination or bias; increasing academic results due to increased motivation of applicants; developing critical thinking and creativity for conducting scientific research discussions, the emergence of new research ideas and innovative solutions; development of tolerance and respect in a multicultural environment; ensuring psychological security and a sense of belonging, which positively affects the success of applicants; preparation for the global labor market - the ability to establish relationships in different teams, adapt to international environments; social stability and cohesion in relation to resolving conflicts and promoting cooperation and trust.

List of sources used:

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3. Jeff Rumage What Is Diversity, Equity, Inclusion and Belonging (DEIB)? URL : <https://builtin.com/diversity-inclusion/deib>