プロジェクト報告

# Collaborative Online International Learning across Germany, the Netherlands, and Japan：A Tri-national, Company-Anchored Project on DEIB and Internationalization[1)]

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## Project Overview

This Tri-national project integrated Collaborative Online International Learning (COIL) into courses at partner universities in Germany, the Netherlands, and Japan by using a single multinational retailer active in all three countries as a common case for structured comparative analysis. Student teams developed proposals on Diversity, Equity, Inclusion, and Belonging (DEIB), internationalization, and diversification while engaging in applied intercultural collaboration through Tri-national teamwork. Interim findings were presented at International Language Week (ILW) in Turku, Finland (November 18–22, 2024), within a program focused on bridging DEIB through multilingualism and cultural understanding.

## Activities and Implementation

Within the COIL design, country teams conducted company research using publicly

1) This paper is based on research presented at the workshop session titled "Fostering Inclusivity and Equality through Cultural Understanding: Insights from DEIB Initiatives in Japan" at the International Language Week 2024 Conference in Turku, Finland, November 21, 2024 (Turku University of Applied Sciences).

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available data and local perspectives, then drafted concrete proposals for internationalization and diversification; proposals were iteratively refined through cross-team peer review to strengthen rigor, comparability, and relevance. Operations followed a time-zone-aware hybrid model combining rotating synchronous meetings with asynchronous work, with rotating roles (facilitator, scribe, timekeeper) instituted to foster equitable participation and collaborative discipline across institutions. This design is consistent with empirical findings on COIL's effectiveness in developing intercultural competence and supporting curriculum embedded internationalization (Hackett et al., 2024).

## Evidence Informed Dialogue and Inclusive Practice

The conference session synthesized current developments in Japan's DEIB policy and practice—covering leadership pipelines, workplace norms, linguistic diversity, and accessibility—and anchored the discussion in Japan's position in the 2024 Global Gender Gap Index (118th of 146), highlighting policy–practice gaps and implications for education and organizational settings (World Economic Forum, 2024; Nippon.com, 2024). Using inclusive facilitation and culturally responsive prompts, participants visualized disparities and privilege, externalized structural dynamics, and converted reflection into concrete actions adaptable to educational and professional contexts, while a comparative lens on Nordic and broader European contexts, including Finland, clarified areas of progress and persistent challenges and supported evidence-based dialogue on balancing internationalization with inclusion. At the conference, tri-national COIL activities designed to facilitate learning about cross-country differences in DEIB were presented and demonstrated; the activities were reported as effective for fostering comparative understanding and action planning, and adaptable scripts were introduced for broader use in educational and professional settings (Movetia, 2024).

## Future Project

Collaboration is planned to expand into additional Asian partner regions (e.g., Southeast Asia) to strengthen longitudinal and comparative perspectives and to

evaluate the generalizability and context sensitivity of COIL-based DEIB education. An open instructional toolkit will be developed to enable broader, cross-disciplinary adoption and sustained implementation across institutions (Movetia, 2024).

**References**

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