

## The Framework for Diversity-Sensitive Content | FDSC

FDSC   Key aspect	Guidelines and recommendations	Reflective questions
Diversity dimensions	Consider the following key diversity dimensions, acknowledging their intersectionality.	
	Age	<ul style="list-style-type: none"> <li>• Are different age groups represented in ways that reflect their lived experiences? e.g., younger children, adults, older adults</li> <li>• Are diverse gender identities and expressions represented respectfully? e.g. women, men, nonbinary, transgender youth</li> <li>• Are names and pronouns selected in ways that reflect gender diversity? e.g., female, male, gender-neutral</li> <li>• Are abilities and disabilities visible without stereotyping? e.g., mobility aids, service animals, assistive devices</li> <li>• Are diverse mental health experiences shown in a de-stigmatizing and empowering manner?</li> <li>• Is body diversity represented in a neutral and non-judgmental way? e.g., shapes, sizes, height, marks, freckles</li> <li>• Are different family and caregiving structures represented?</li> <li>• Is language diversity represented or acknowledged?</li> <li>• Does the content reflect a range of socio-economic contexts without reinforcing stigma?</li> <li>• Are cultural, ethnic, or religious identities represented through meaningful and respectful details? e.g., naming, clothing, hair style, skin color, symbols, celebrations, customs</li> <li>• Are experiences related to war, displacement, or trauma represented thoughtfully and with sensitivity?</li> </ul>
	Gender identity & expression	
	Sexual orientation	
	Dis_ability & neurodiversity	
	Body image & appearance	
	Family structure	
	Socio-economic background	
	Migration experience & language	
	Culture	
	Race, ethnicity & Indigeneity	
	Religion, spirituality & worldview	
	War, trauma & adverse experiences	

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Biases	Reflect on your positionality, including personal biases and assumptions.	
	Consider how your cultural background, ethnicity and socialization shape your perspective.	<ul style="list-style-type: none"><li>Which implicit or explicit biases may influence content development?</li><li>From which positional standpoint is the content being developed?</li><li>How might the developer’s assumptions, experiences, and social position influence design and content choices?</li></ul>
	Be aware of how your socioeconomic status and social position (and the privileges or disadvantages associated with them) may influence decision-making.	
	Examine how your beliefs, attitudes, and prior experiences affect choices.	
Participation	Include young people as active participants into the content development process.	
	Ensure that young people are involved as active participants (co-creators) with real agency throughout the development process.	<ul style="list-style-type: none"><li>Who should be involved in creating the content?</li><li>Who is the intended target group, and what are their contexts, needs, and identities?</li><li>Are youth from different backgrounds invited to shape decisions?</li><li>Whose perspectives are absent?</li><li>How is feedback collected and incorporated?</li><li>Where do power imbalances exist within the research process?</li><li>How are those dynamics responsibly addressed?</li></ul>
	Treat youth perspectives as primary sources of lived expertise for authentic representation.	
	Enable youth agency by including opportunities for choice, personalization, and voice in the content.	
	Acknowledge and critically examine power dynamics within the decision-making process.	

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Representation and Visibility	Ensure that content reflects the plurality and intersectionality of youth identities.	
	Integrate diversity within primary narratives, rather than relegating it to side roles or token examples.	<ul style="list-style-type: none"><li>• Which dimensions of diversity are visible, invisible or underrepresented?</li><li>• Whose identities and stories are portrayed — and whose are missing?</li><li>• Do characters embody intersectional identities, rather than single-category diversity?</li><li>• Could any representation unintentionally reproduce stereotypes or stigma?</li><li>• Might certain portrayals disadvantage members of the target group?</li></ul>
	Portray diverse youth experiences in ways that are realistic, relatable, and contextually grounded.	
	Use strength-based and empowering narratives to avoid deficit framing of marginalized groups.	
Media and Accessibility	Create content that is accessible, understandable, and multi-modal for all learners.	
	Apply multiple means of representation, action/expression and engagement (e.g. text, audio, video, interactivity).	<ul style="list-style-type: none"><li>• Are there multiple ways to engage with and respond to the content?</li><li>• Can the content be accessed and understood by learners with diverse cognitive, sensory, and physical abilities?</li><li>• Does the content acknowledge and accommodate various linguistic backgrounds?</li></ul>
	Use clear and inclusive language, avoiding jargon, providing simplified or easy-to-read formats, and supporting multilingual access.	
	Include built-in accessibility features (e.g., subtitles, alt-texts) and ensure compatibility with assistive tools (e.g. screen readers).	

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Safety	Prioritize safety and well-being throughout design and implementation.	
	Provide the necessary information relating to data protection and data storage.	<ul style="list-style-type: none"><li>• Can the content be accessed anonymously or with protected identity settings?</li><li>• Have potential psychological triggers, traumatic content, or cultural sensitivities been anticipated and mitigated?</li><li>• Does the content promote emotional safety and offer guidance on how to seek help if needed?</li><li>• Are young people clearly informed about privacy, data handling, and the limits of confidentiality?</li></ul>
	Ensure options for anonymity and privacy, especially when addressing sensitive topics.	
	Foster psychological safety, particularly for stigmatized or marginalized identities (e.g., LGBTQIA+, refugee youth, youth with mental health challenges).	
Inclusion and equity	Counteract discrimination, challenge stereotypes, and create environments where all youth feel valued and respected.	
	Normalize and celebrate human diversity rather than presenting differences as deviations or problems.	<ul style="list-style-type: none"><li>• Does the content clearly communicate that all young people are valued and respected?</li><li>• How are discrimination, stigma, and unequal access to opportunities acknowledged or addressed?</li><li>• Is the language used inclusive, non-stigmatizing, and diversity-sensitive?</li><li>• Are diversity dimensions represented equitably, or could certain elements perpetuate stereotypes or marginalization?</li></ul>
	Avoid reinforcing structural inequalities or dominant cultural norms as the default.	
	Embed inclusive values such as equity, dignity, and belonging into narratives and interactions.	
	Address topics like stigma, racism, sexism, ableism, or other forms of discrimination when relevant, using a sensitive and educational approach.	
	Use gender-affirming, trauma-informed, and respectful language throughout.	