Integrating minority, migrant and refugee children at European schools and society

Day 5 Course Goals

Diversity policies and Importance of Integration

-Anti-discrimination laws

-Diversity policies

-Affirmative actions

-Importance of integration of migrant and refugee child in EU societies

-Conclusions and recommendations

Design Thinking

The design process is what puts Design Thinking into action.

It's a structured approach to generating and developing ideas.

DISCOVERY

1 have a challenge.
How do I approach it?

INTERPRETATION

I learned something.
How do I interpret it?

IDEATION

I see an opportunity.
What do I create ?

EXPERIMENTATION

I have an idea.
How do I build it ?

EVOLUTION

I tried something.
How do I evolve it?

Genius Hour – Project Proposal template

Name

What will you have to show at the end ?

Will you work with anyone else?

What sort of materials will be involved in your project and how will you get them?

What is your question for this project?

What sort of equipment will you need your project and where will you get it?

Why is this project worthwhile?
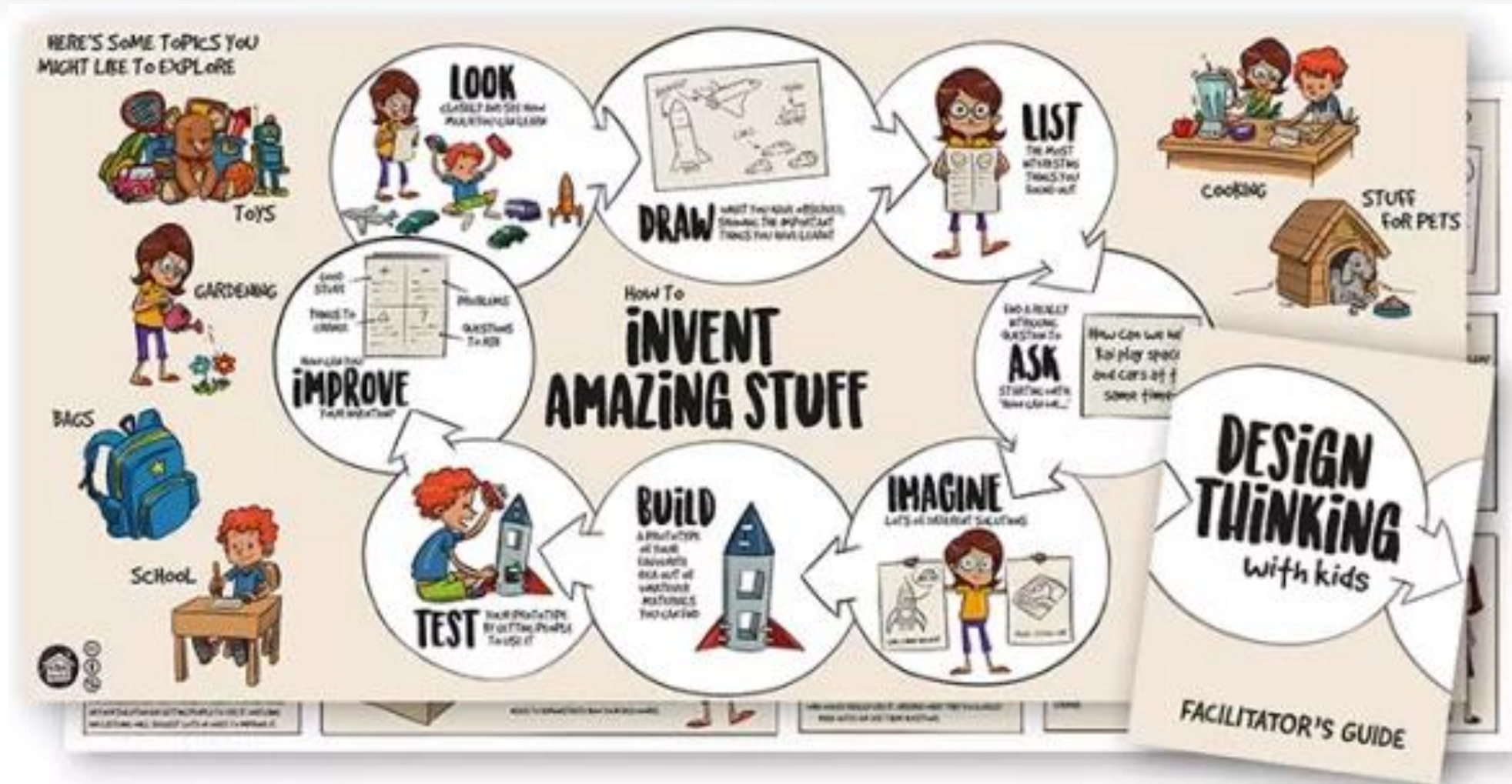
How will you be presenting to the class?

What do you expect to learn from this project?

What will be your impact?

Design Thinking

The Other side

focus on integrating Roma

We will see 2 videos – watch, makes notes on key themes, and then we will compare

Discussion

Anti-discrimination policies

Despite the on-going and planned activities in EU countries , we assume that **denied support** is still the main form of discrimination that migrant and refugee young people are confronted with
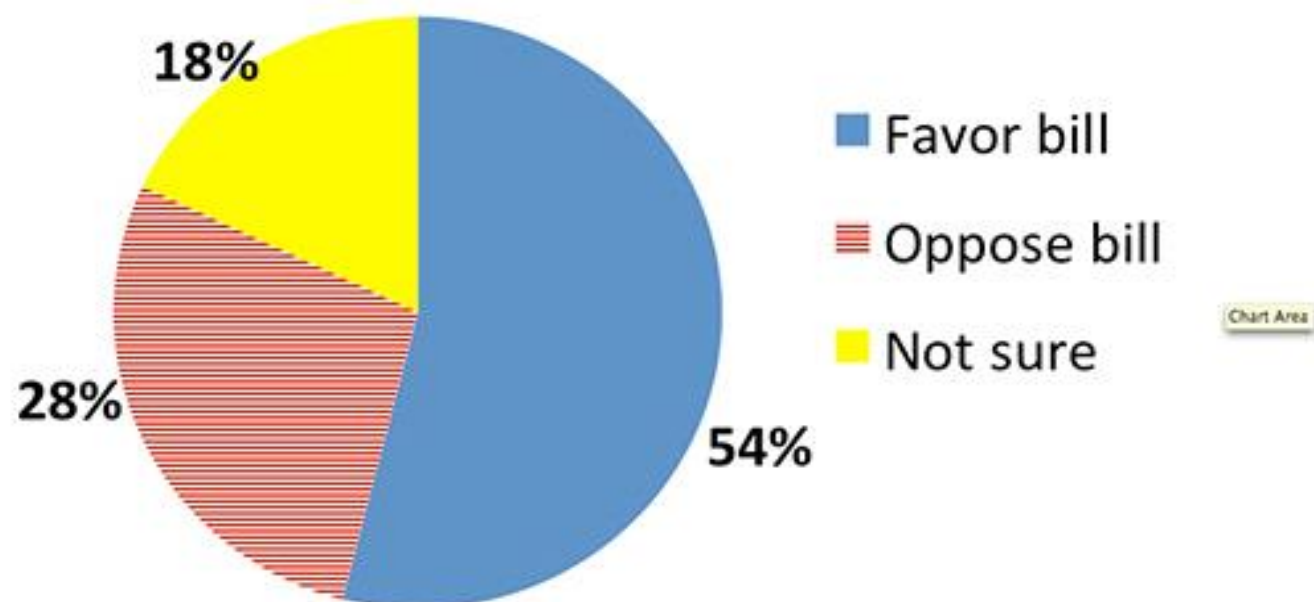
Denied support – is the difference between what could be done and what is actually being done.

Anti-discrimination Laws

- The European - influenced by developments in the United States
- The Civil Rights Act of 1964 in the US was a major step in the development of anti-discrimination policies
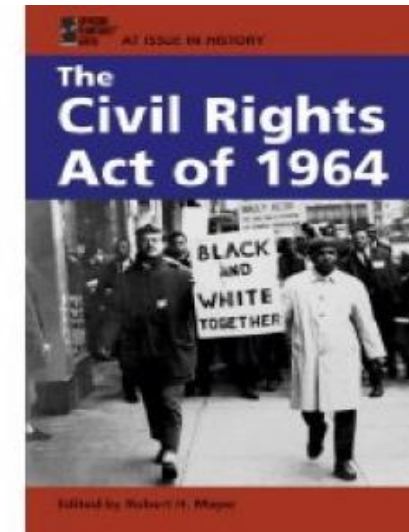
Progress!

The Civil Rights Act 1964

Voting Rights Act 1965

The Fair housing Act 1968
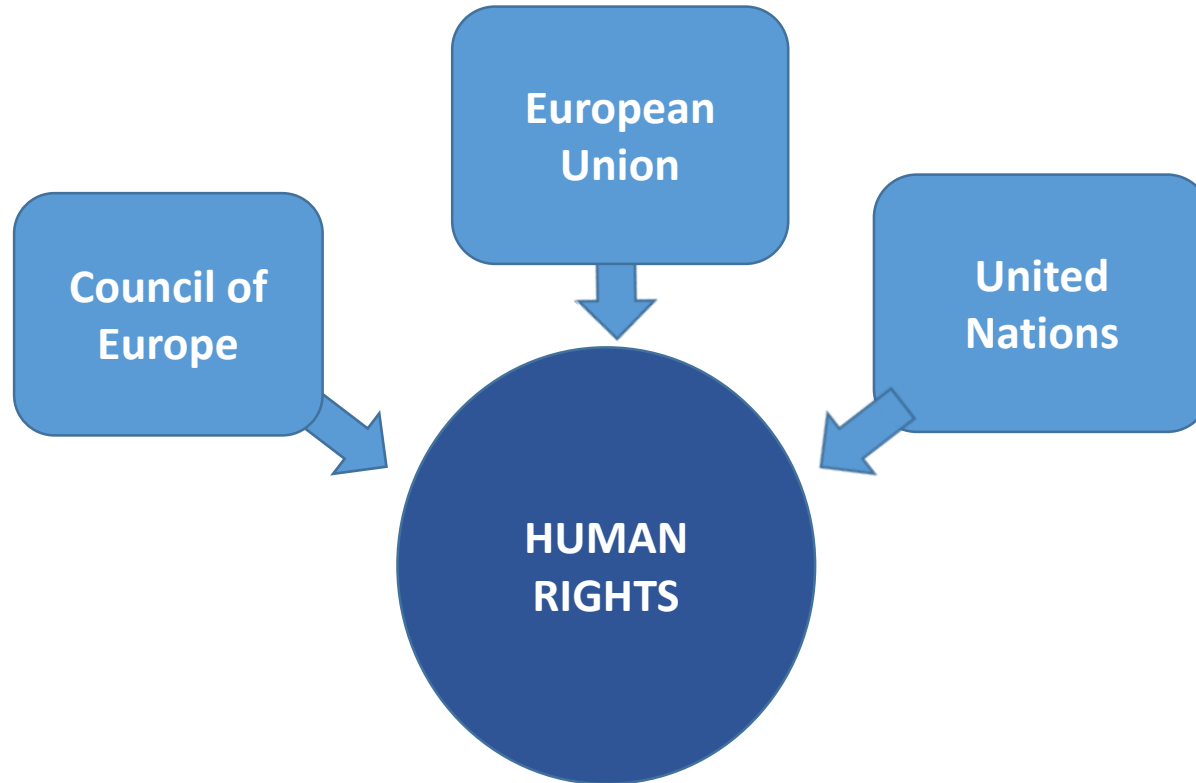
public accommodation

The British Race Relations Act 1976

employment education

Civil Rights Act of 1964 forbids discrimination based on

Racism
-Ethnic prejudice
-Religious prejudice
-Nationalism
-Sexism

Anti-discrimination laws

European Union

Council of Europe

United Nations

HUMAN RIGHTS

This image illustrates the interaction of the Council of Europe, the EU and the United Nations in the area of Human Rights.

There are three boxes around a circle. "Council of Europe" is written in the first box, in the second "European Union" and in the third "United Nations". From each box there is an arrow pointing to the circle. In the circle you can read "Human rights".

European Union Council Directives

Equality and respect for human rights
Lisbon Treaty on 1 December 2009

The Race Directive
(2000/43/EC)

EU GOALS

No discrimination on a wide range of grounds of sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation
Treaty of Amsterdam of 1997
Article 13 of the Treaty of the European Community

Equal pay between men and women
Treaty of Rome of 1957
Equal Pay Directive of 1975
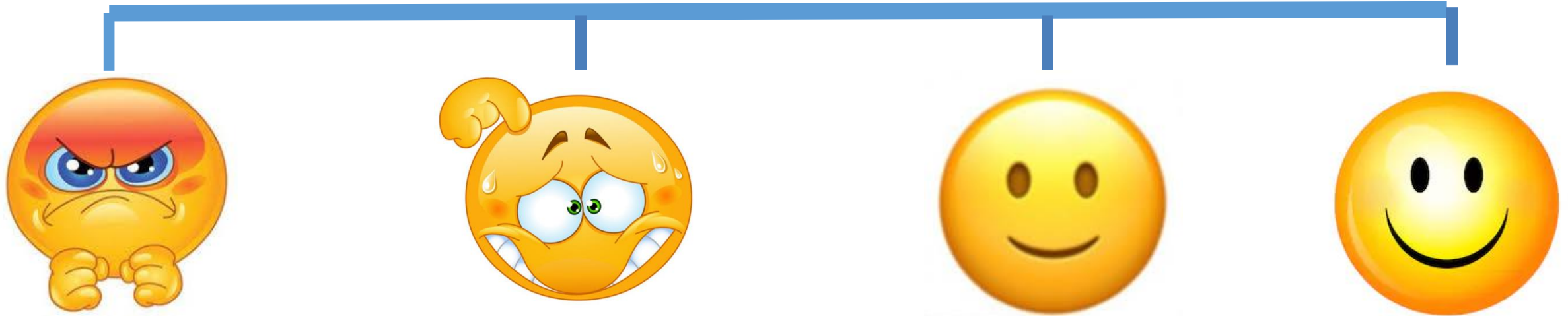*Equal Treatment Directive of 1976*

Case Study

BREAK

BELIEFS AND VALUES CONTINUUM revisited

A SERIES OF STATEMENTS WILL BE READ OUT.
Please stand on the line to show your own beliefs when hearing the statement

EQUALITY DIRECTIVE

- It is also important to point out that in 2008 the European Commission proposed a new Equality Directive that would expand and harmonise protection from discrimination on grounds of disability, religion or belief, sexual orientation and age

- This was intended to expand on the protection provided in the Framework Directive and ensure that those groups have the same or similar levels of protection as groups identified by race and gender

EU Policies

- All Member States must implement all the provisions of the Directives, and must not regress from those levels of protection.

- In addition, it is important to note that both the Race and Framework Directives lay down **<u>minimum</u>** requirements in terms of protection in those fields.

- Member States are free to and in many cases have developed national legislation that goes further than the requirements of the Directives.

Diversity policies in Education

New Targets
- Graduate more members of minority groups
- Raise expectation and support for all students

Standards
- Increase the proportion of staff from minority groups
- Raising standards of teaching and teacher training

Rules
- Setting targets
- Monitoring and assessment of progress

Affirmative Action

Introduced in the US in the 1960's by President Johnson
Since then there has been lively and controversial debate that has spread into Europe

Farley (2007) states there are two forms of affirmative action:

SOFT ACTION

- Though different in its legitimization, its quite similar to diversity management

- Argues in favour of special efforts, such as increasing the proportion of people in workplaces or students in an educational institution

- Targets should be set and monitored

STRONGER FORM

- Considers minority status when deciding on an assignment to a position or admittance to an organisation

- The consequence is: the competitor with better qualifications, without the minority status, might not be selected for a position or admitted to an organisation

- So, demands that targets and timetables are set and evaluated and sanctioned.

Targets for educational institutions

Admittance

A certain proportion of minority students

## Graduate

Certain numbers of minority students

Hire

Certain number of minority teaching staff

Now Let's Plan……..

Creating an effective Culture in schools or workplaces entails the development of a more enriching and supportive environment for Refugees and Minority Groups which in turn leads to better outcomes for students.

Integration should also inform a school's Annual Implementation Plan
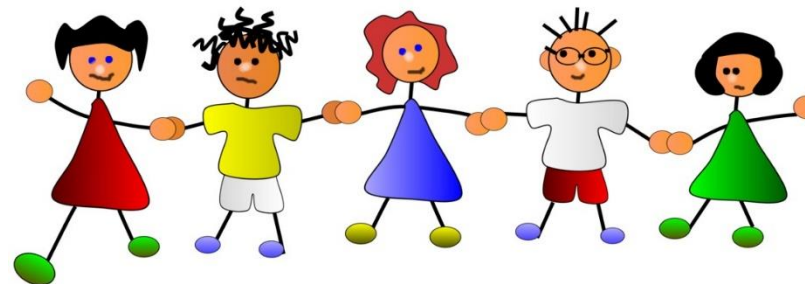
Using development opportunities in the classroom – The SWOT analysis

	HELPFULL	**Harmful**
Internal Factors	**Strengths** What are your strengths? What do you currently do better than others? What are you proud of?	**Weaknesses** What are your current weaknesses? What can you improve given the current situation?
External factors	**Opportunities** What trends or conditions may positively impact on you? What Opportunities are available to you?	**Threats** What trends or conditions may negatively impact?

The group will divide into teams.

Using the SWOT analysis

- First identify activities which go on in which there are opportunities for greater integration

- What opportunities does greater diversity bring to your establishment

- What could you do better

- What are your threats

- Select a representative to feedback to the main Group

Plan for change – Influencing -
(Action plans to take forward)

1. What outcomes are we trying to achieve for our children and young people?

2. Where are we now?

3. What do we have to do to achieve the outcomes we want?

4. How will we manage our resources to achieve these outcomes?

5. How will we know whether we are achieving these outcomes?

Goals and Initiatives

	INITIATIVES
GOALS Increase Integration of Learners ……………	1.Pursue opportunities within Curriculum planning 2. …………………………………………………………………… ………………………
Improve and ……………………………………………………………………………………………………….. Curriculum ……. quality	1. Review / Audit current situation regarding 3. 4.
Bring together People and Culture …… -Influence …….. Organisation	1. Identify and influence Key People 2. Provide Positive examples and Data 3. 4.

Programmatic

Organisational

CONCLUSIONS & RECOMMENDATIONS

Each team please share your own conclusions and recommendations for taking the initiative forward

Use the Thoughts and approaches slides on your handout to assist in your thinking about your own establishment

Evaluation Forms

Please can each person fill in the evaluation form for this session so that we can ensure that training is developed to meet the needs of participants.

Thank you for your time and honesty.

references

French town focus on integrating Roma   https://www.youtube.com/watch?v=Zfczf0ZzUdM

Roma Gypsies in Slough   https://www.youtube.com/watch?v=PNgX2P_lIYs