Working on empowerment and community building

Diversity Department Diest

General environment analysis

- Population total : 23.014

- Natural growth: 2,96 per 1000 inhabitants -> positive natural growth, double the size of Flanders

- Single-person households: between 25.8% and 29.7% -> a large proportion of people live alone

- Single parent families: between 18,1% and 20%

- Households 5 members or up: percentage rises in families of ethnic origin

- Social housing: twice as high as in Leuven and > as the district

- Homes occupied by owner: small number

- Diest is not a rich town: many declarations less than or equal to 20,000
    - non-European, Turkish and Moroccan origin are overrepresented in the lowest income categories.

- Diest:
    - on a monthly basis, an average of 60 people receive social benefits in Diest (mostly singles and women)
    - high number of births in poor families

Population data of ECM in Diest

- 9,21% persons: etnic-cultural origins (incl nationalised people, excluding the 2nd and 3rd generation)

- +- 15 % persons: etnic-cultural origins (2nd and 3rd generation included)

- **Top 5 of the largest groups of ECM in Diest**

  (persons with a foreign nationality + nationalised people, 2nd and 3rd generation excluded)

  1. Turkey
  2. Countries of the former Soviet bloc that now belong to the EU
  3. Other EU countries (without Southern European countries) + affluent countries outside the EU
  4. Maghreb
  5. Countries of the former Soviet bloc that do not belong to the EU

- **Top 5 of the largest groups of foreigners** *(without naturalized)*

  1. Other EU countries (not South European countries) + affluent countries outside the EU
  2. Countries of the former Soviet bloc that now belong to the EU
  3. Turkey
  4. Countries of the former Soviet bloc that does not belong to the EU
  5. Other countries of Asia

Population data of ECM in Diest

- Requests for Belgian nationality: mainly people with citizenship outside the EU

- % Naturalized Belgians: 5.54 -> double of the district of Leuven and > as Flemish Brabant

- + / - 50% of non-Belgians: nationality of a country that does not belong to the EU

- Whom naturalizes himselff? people from outside the EU and non-affluent countries.

- EU citizens: no need

- Most vulnerable groups: groups of ECM

- Strongly represented in Diest: former Soviet bloc countries

- 8,77 on 1000 citizens are Turkish

  – Turkish community: relatively autonomous, independent entity, Turkish > Marokkans.

- In 2007: 30% Turkish and Marokkans within non-Belgians, in 2010: 25%

  – → decline due to large number of naturalizations

Population data of ECM in Diest

- Diest: over 75 different nationalities

- Ruling population groups: valnurable groups

- The non-Belgians in Diest are relatively young compared to the total population of Diest. There are few senior citizens from ethnic minorities.

- Diest is a small town: most residents of foreign origin live in the city or in the parishes of Diest.

- Turkish community: conservative regarding norms and values, social control

- Residents of Maghreb: live more dispersed, community is looser and less committed.

- Roma population: in the inner city from different nationalities (+- 300 persons)

- Asylum seekers and refugees: support to 58 families entities

- Of the 58 family types / entities: 36 long-term or permanent residence (former Yugoslavians by far the largest group), many Roma

Diversity service

- Diest is home to people from all corners of the globe

- New citizens who need to find their place in this society in every sense.

  to assume their role as a citizen, as a parent, an employee, an entrepreneur, a student, a member of an association, …

- The integration/diversity services is their first step on this path
  - Diversity Programme
  - Social orientation
  - Dutch as second language
- Career Orientation (support the person in making or learning how to make choices):

  - 3 types of Career Orientation

    - Professional Perspective : coaching in their search for employment
    - Educational perspective: coaching in their way to education
    - Social perspective: social participation

Diest mijn stad

Diversity service

- Empowerment: it is important Roma involves themselves in finding solutions in answers to their needs

- Capacity to find solutions on a self-reliant basis

- The diversity service supports city services and different organizations

- Attention for changing society and the growing challenges on age, religion, position, sex,….

- Building a future with equal opportunities for yourself, others and the next generation.

- We want to ensure a quality life with optimal service for every one, important areas: work, housing, youth, culture, sport, education

Examples of actions, projects

- Roma mediators: provide support, counseling on finding a suitable school for the children, find a lawyer, psychologist, living accommodation, work...

- Key figures : Enabling bridge figures to lead the way for newcomers

- LETS (Local exchange trading system): In cooperation with the OCMW (Social security) we have a exchange system started in some areas and among some groups, people and with various partners.

CPAS

- Public social welfare center, national distributed in each city

- Responding to the changes in society, a service developed for all people, regardless their background, family status or income

- Financial difficulties?
- Facilities for seniors?
- Looking for an affordable home?
- Looking for childcare?

Kringloopwinkel

- Social employment

- A better environment

- Original, cheap and decent stuff for everyone

<u>Vlaspit</u>

- A social employment initiative

- Focuses on people who have difficulty getting integrated in the mainstream labor market

- A non-profit organization that is constantly evolving

- In balance between the social and economic context

Velo

- People who find it difficult to get a job

- Training in cycling technique

- Experience

- After a year, flow through to the regular labor market

Local Consultation Platform
(in Dutch: Lokaal Overleg Platform : LOP)

Valeer Schodts

President of LOP Diest

What means LOP ?

Local Consultation Platform

Local Association of +/- 100 members

- Initiative of Flemish government

- In +/_ 50 cities or rural district

of 308 local authorities in Flandres

Initiative of Flemish community but local practice!

Flemish community

- **Aims of LOP**
- **Appointment president (volunteer) and 1/2FT expert**

Locality (city Diest)

- **Concrete aims**
- **Working togehter with local people**

Aims of LOP by decree of Flemish government

Guarantee a harmonious school education of all youngsters

Avoid segregation and discrimination

Promote social cohesion and social mix in schools

Diest

Translation Flemish aims in concrete local aim

All youngsters got a diploma before leaving school

All children go to school on a regular base (fe Roma, pre-schoolers, newcomers …)
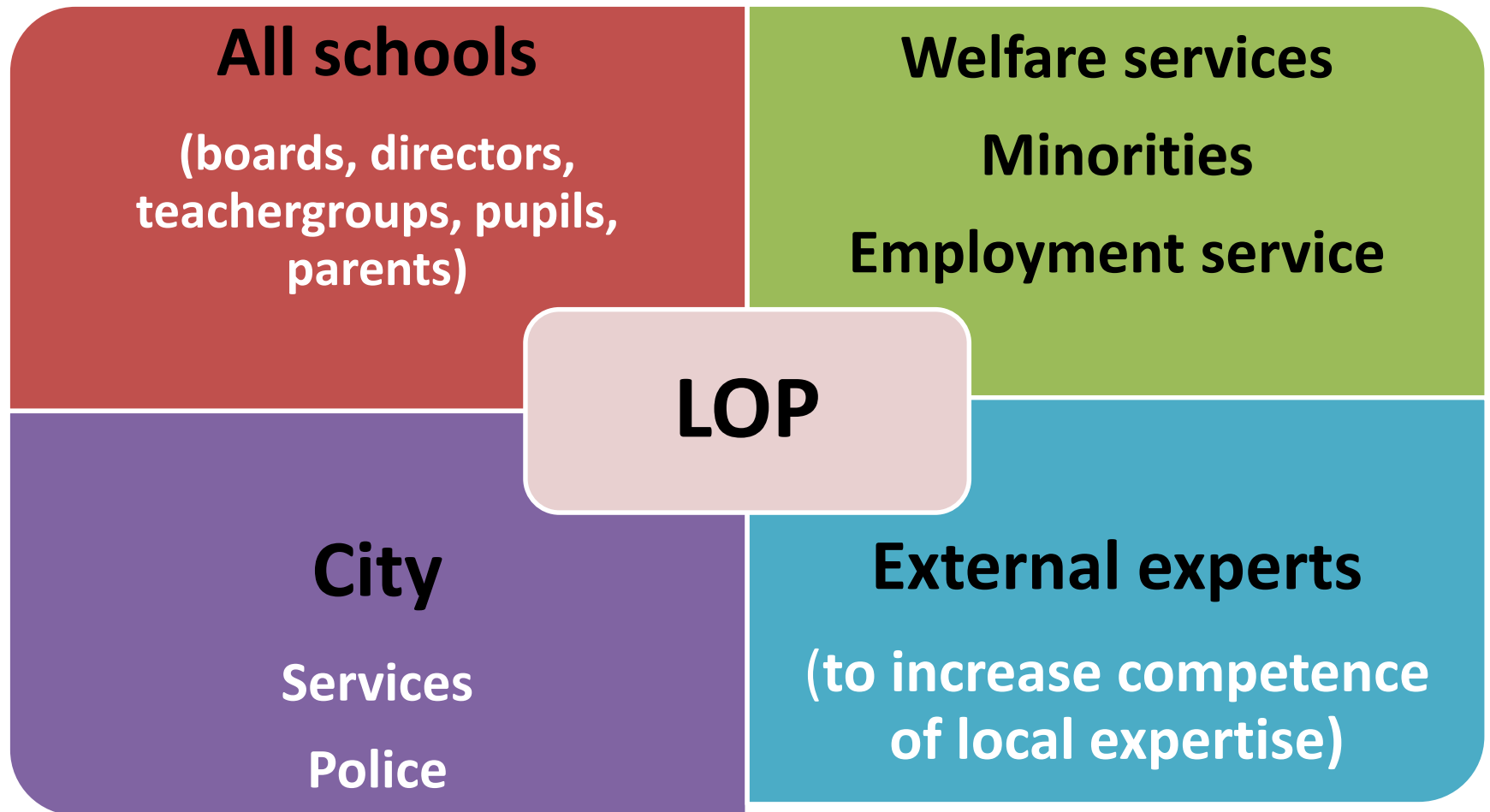
All children stay in school (no drop-outs , no truants, no time – outs)

How to do this?

Working together with many people and institutions (fe all schools)
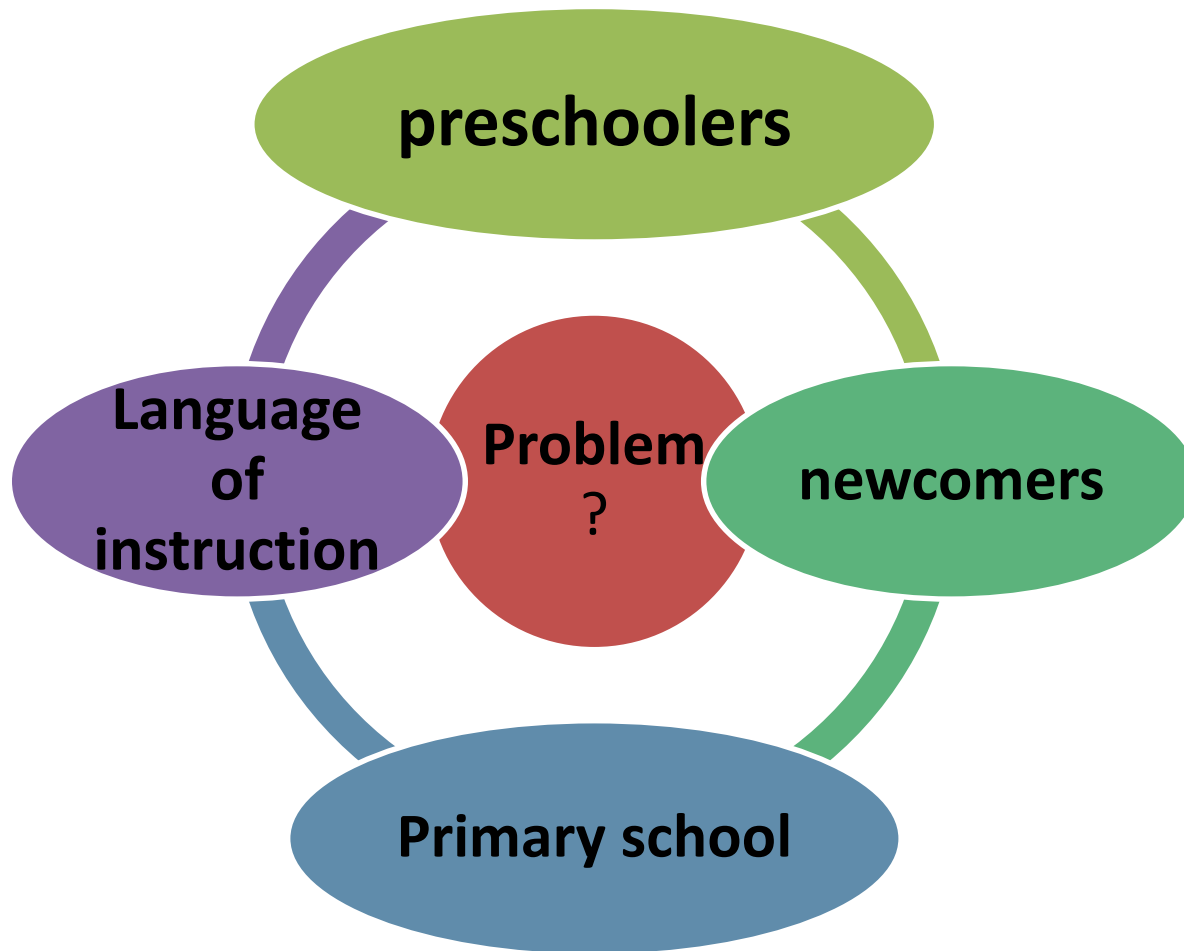
Working with clear actionplans

Working with several groups

Working with many people and institutions

All schools

(boards, directors, teachergroups, pupils, parents)

Welfare services

Minorities

Employment service

LOP

City

Services

Police

External experts

(to increase competence of local expertise)

Working with clear actionplans
fe: language-actionplan

preschoolers

Language of instruction

Problem ?

newcomers

Primary school

Language action plan

We can not change pupilsituation

+
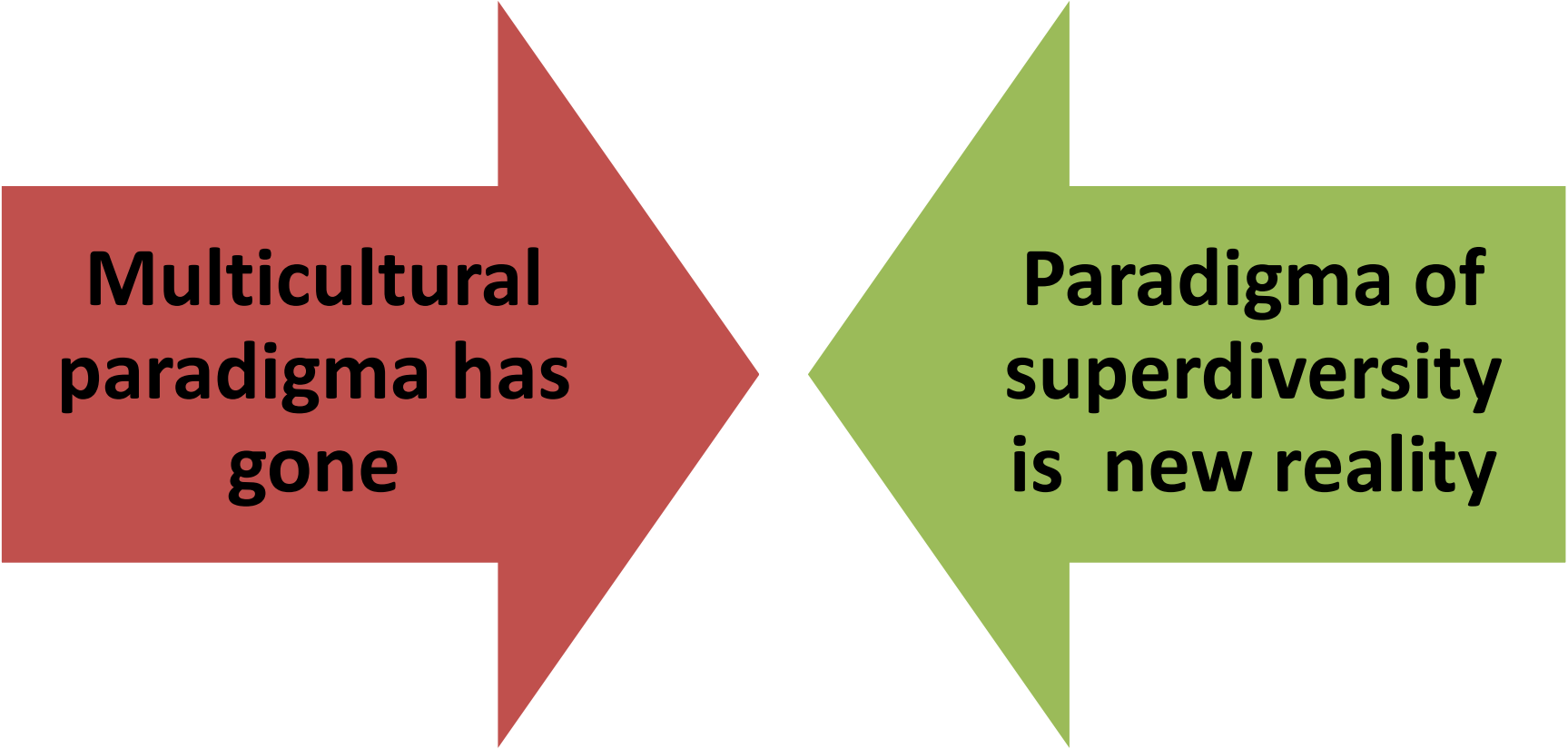
We must help pupils in divers situation

→

We must help TEACHERS to manage superdiversity

New paradigma

Multicultural paradigma has gone

Paradigma of superdiversity is new reality

How can we help teachers to manage superdiversity? Making analyse

Level1 : preschool (all children 2,5 years go to school)
without knowledge of schoollanguage

**Level 2 : elementary school : diversity of pupils
and unity of program??**

**Level 3: secondary school: difficulty of language
of instruction (technical teminology)**

How to help schools

preschool

Working group of teachers (each school)

Dealing methods (do one's teaching practice)

Construction of learning materials

Primary school

Analyse of needs bij quick scan in each school:

-implementation of language policy

-manage diversity

-Using interactive methods
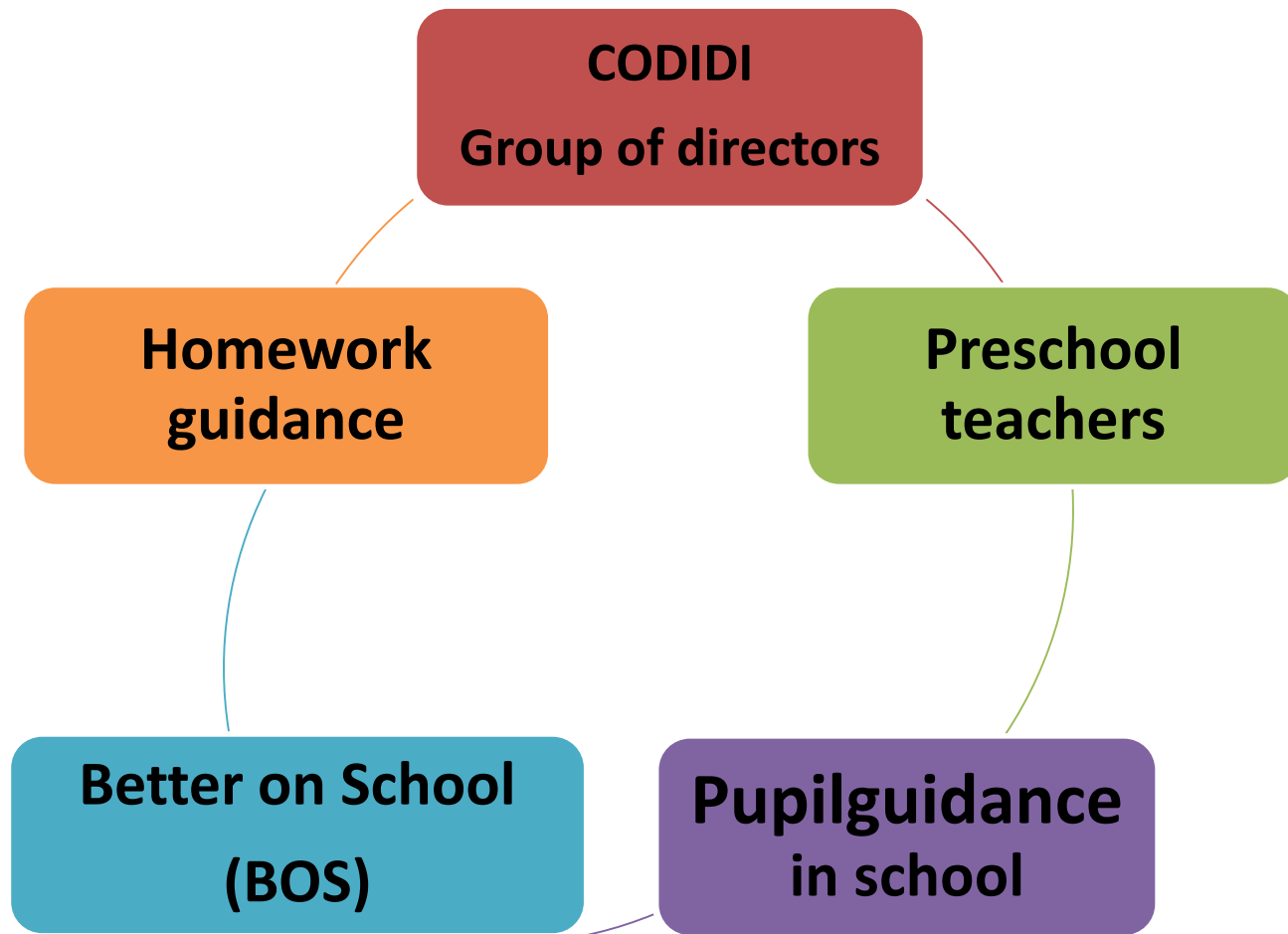
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Searching help bij internal or external expertise

Secondary school

Failure of pupils being the result of misunderstanding technical terminology
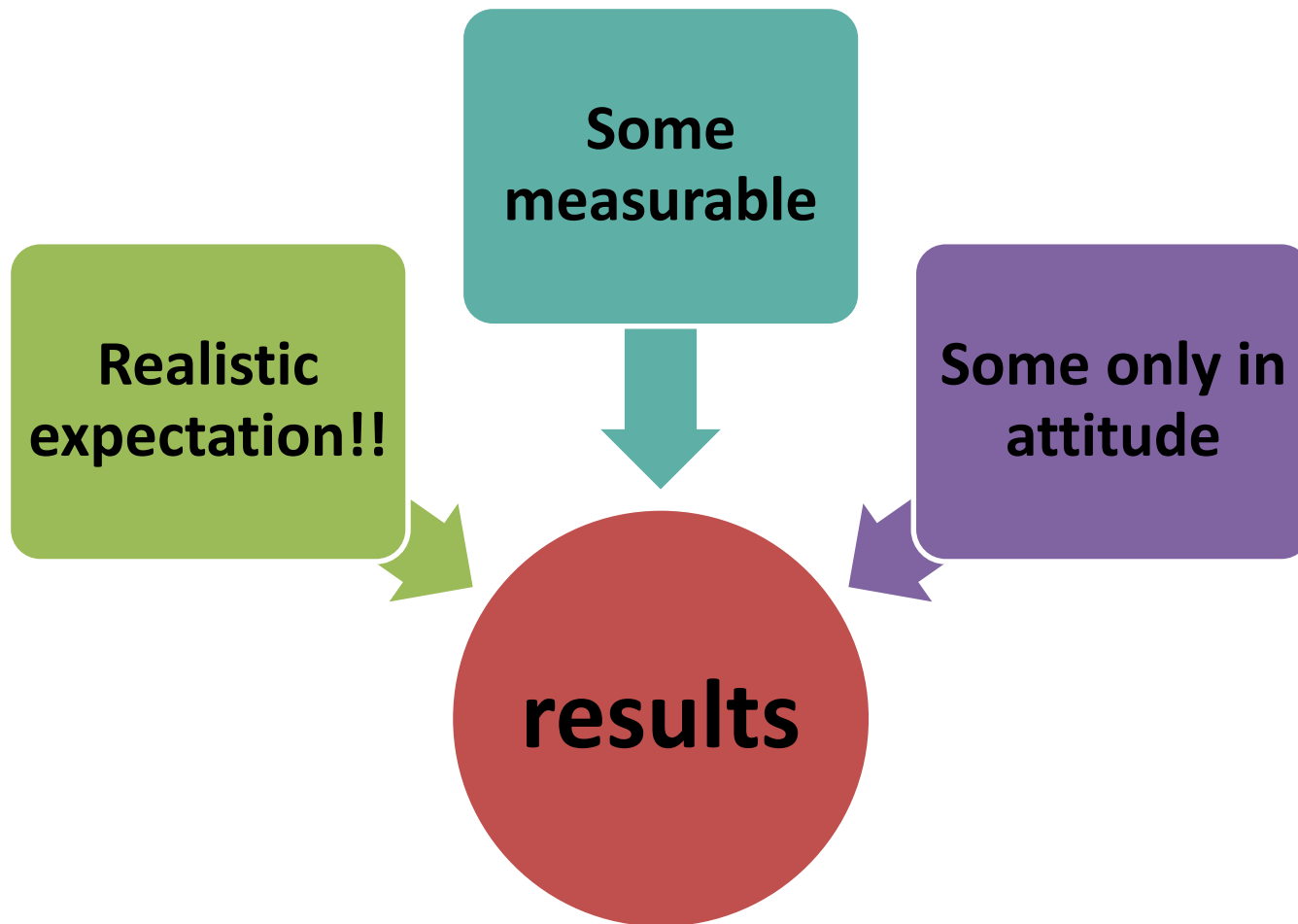
Very difficult to train teachers in helping

(sensibility of the problem)

Working with several groups

(all members from all schools and several services)

CODIDI
Group of directors

Homework guidance

Preschool teachers

Better on School (BOS)

Pupilguidance in school

Results

Measurable

Preschool | **All go to school** | Registration
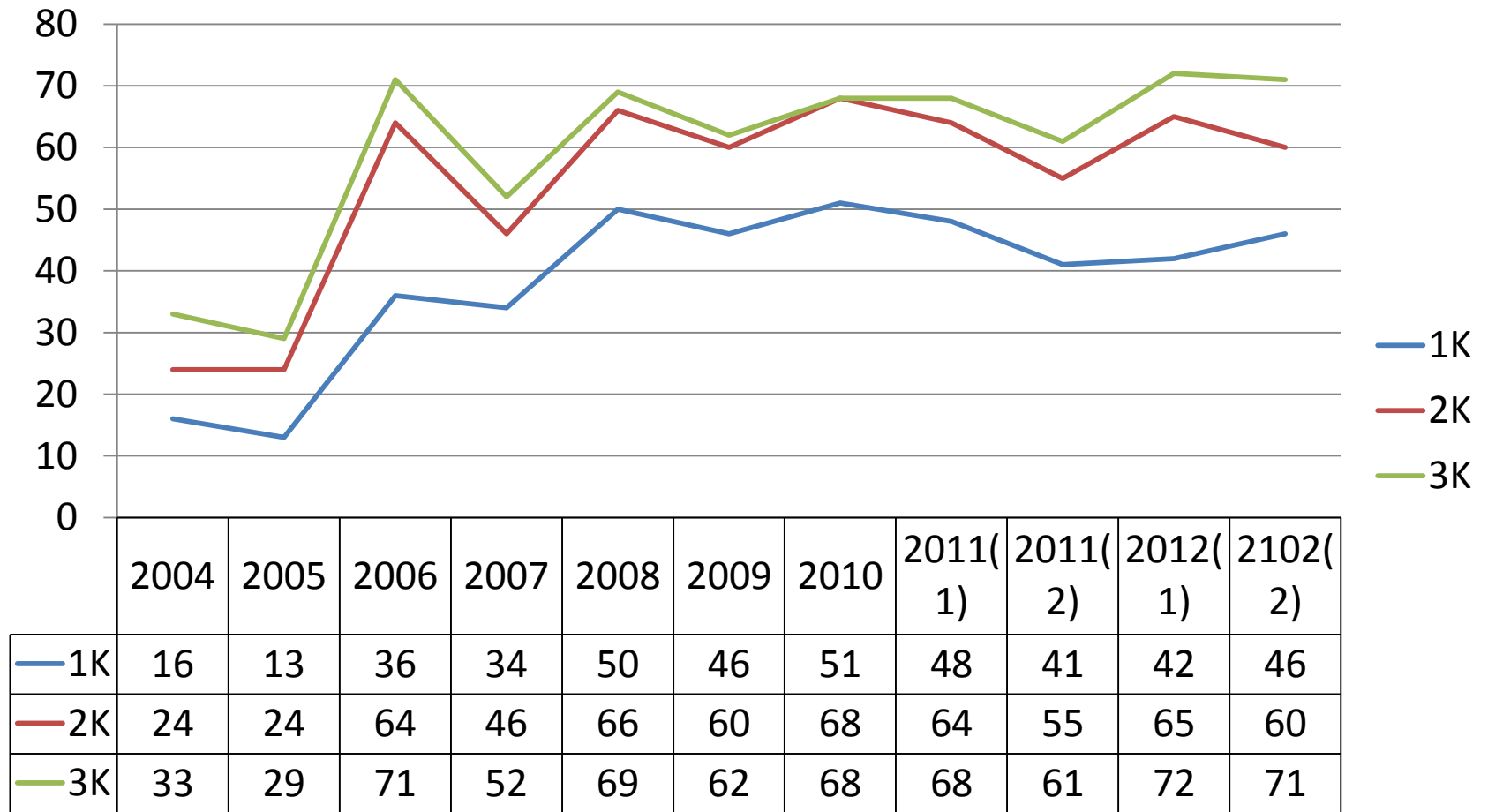
pupilguidance | **How is pupilguidance organised** | intervision

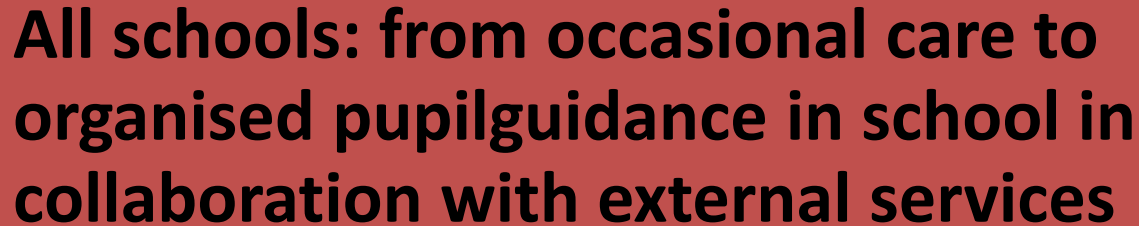**Kwalification** | **In Flandres: 14% of pupils leave school without diploma** | **What in Diest(external investigation)**
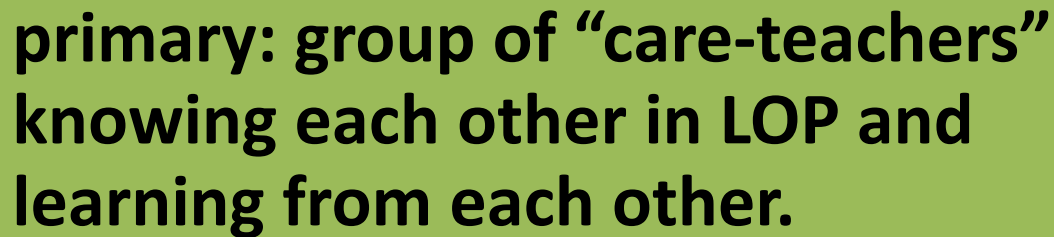
Evolution preschoolparticipation 2004-2012

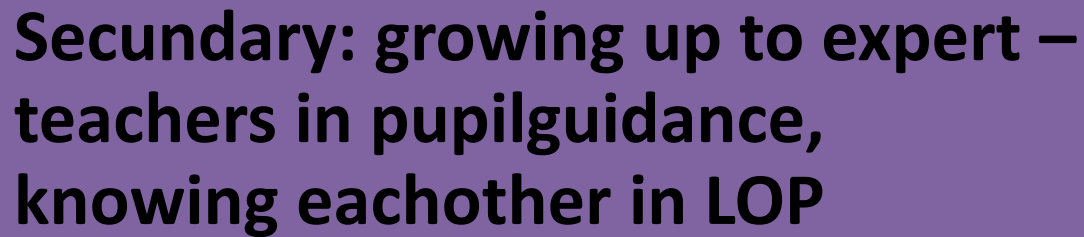|	2004	2005	2006	2007	2008	2009	2010	2011(1)	2011(2)	2012(1)	2102(2)
1K	16	13	36	34	50	46	51	48	41	42	46
2K	24	24	64	46	66	60	68	64	55	65	60
3K	33	29	71	52	69	62	68	68	61	72	71

Pupilguidance

All schools: from occasional care to organised pupilguidance in school in collaboration with external services
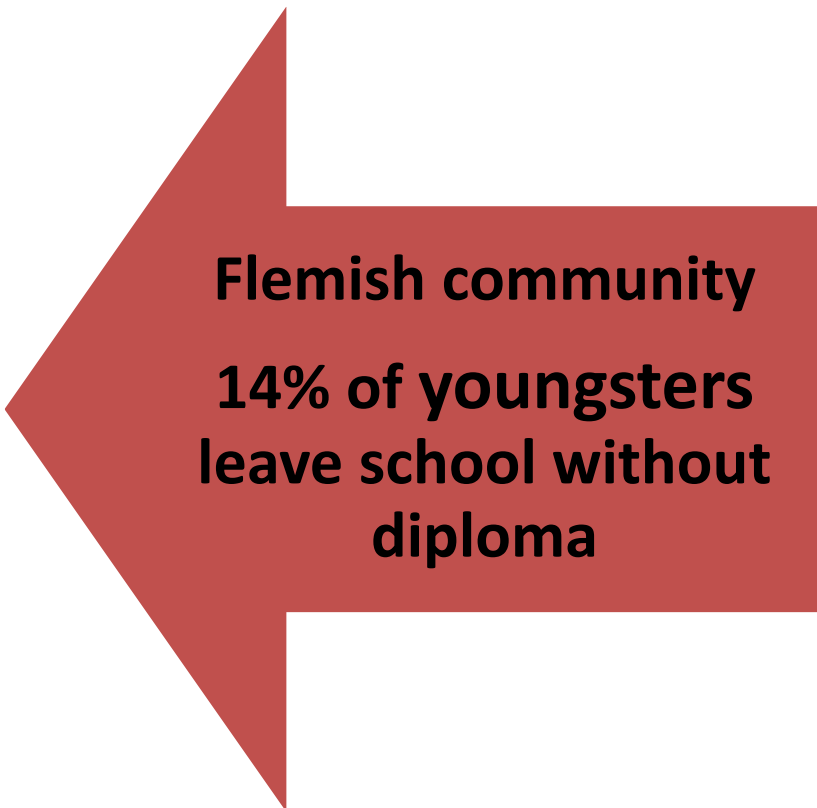
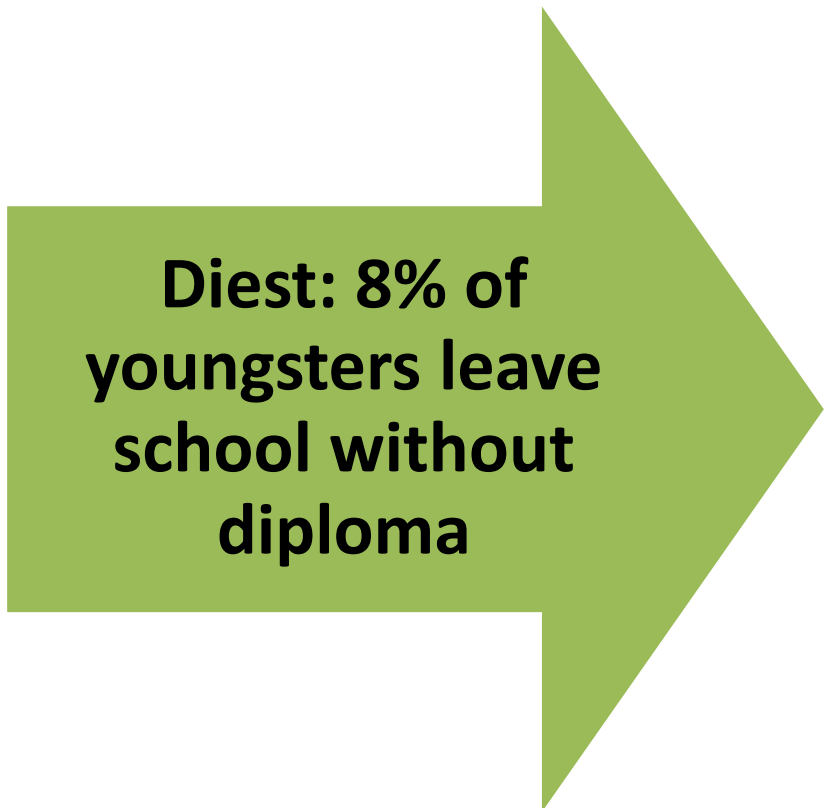**primary: group of "care-teachers" knowing each other in LOP and learning from each other.**

Secundary: growing up to expert – teachers in pupilguidance, knowing eachother in LOP

Kwalification

Flemish community

14% of youngsters leave school without diploma

Diest: 8% of youngsters leave school without diploma

Conclusions

It goes slowly but we make progres in Diest in realisation the aims we assume

There is still a lot of to-do in a situation of change

And : ROMA Children are part of the diversity, no less no more! This is also the way schools look at it.