



Newsletter

ISSUE 2

June 2017



Transnational Meeting Italy

3 Partners meet to discuss the results of our final series of training courses.

5 Multiplier events
'Using data is more challenging than gathering or gazing at data. To get value from data, it needs to be combined with judgment. That judgment will often be based upon a set of assumptions.'

Launch for applications for the first European Silver Economy Awards

The online application for the first European Silver Economy Awards of the [SEED project](#) was officially opened on 8th June during the European Innovation Partnership on Active and Healthy Ageing (EIP AHA) meeting in Valencia.

AGE calls for European Structural and Investment Funds to be used to facilitate the shift towards dignified and quality community-based care for older people, especially at home – the most popular option – but also in quality person-centered residential care. “Ensuring access to such services should guide the implementation of the European Pillar of Social Rights, to be proclaimed hopefully by Member States next 17 November, and especially the new right to long-term care. The [European Quality Framework for long-term care services](#) developed with the active involvement of older persons, could be used in this process”, said Ebbe Johansen.

You may wish to read [AGE's position on article 19 of the CRPD](#) here.



European commission sets out goal to improve workplace for women and LGBT, disabled and older people – but not BME

Jean-Claude Juncker has been criticised for lacking multicultural make up of people in European Commission Cabinet

HMC Consortium members in conversation with older people



The EU’s executive has been accused of being blind to black and minority ethnic communities after they failed to feature in a new “diversity” initiative to make the European commission’s senior posts more representative.

Under a new Diversity and Inclusion Charter – launched by the German commissioner, the commission has set as its goal the creation of “a better workplace for all – including women, staff with disabilities, lesbian, gay, bisexual, transsexual and intersex (LGBTI) staff and older staff”. The commission announced a target of having at least 40% women in management by 2019.

In a letter to Jean-Claude Juncker, [Syed Kamall](#), the Tory MEP who leads the European Conservatives and Reformists group in the European parliament, said he welcomed attempts to ensure the EU better represented those it served.

But Kamall added that he was

“very concerned” by the failure of the commission to make mention of a need to “tackle the lack of ethnic and racial diversity within EU institutions”.

Every commissioner in Juncker’s cabinet, known as the college, is white. They are nominated by the member states but their appointments are approved by the European parliament.

Within the European parliament, of the 776 MEPs elected in 2014, fewer than 20 are thought to be from a minority ethnic background although no official statistics are held.

With projects like Handling Multiculturalism in Care aiming to diversify workplaces and get them ready for receiving more diverse clients groups it is important that the commission lead by example in this area of multiculturalism.



Training Workshop

Multiculturality in Care Training Day

When you think about multicultural training what comes to mind: Dull? Lecture based? A 'tick-box' exercise? Well, we take pride in smashing that myth and delight in reading fabulous delegate comments post-event!

Yes, Multiculturality in Care training programmes cover the relevant legislation (and the consequences for not complying), but imparting the facts is the easy bit. The challenge lies in engaging delegates and initiating behavioural changes crucial to instilling a culture of equity and respect. But with the right facilitator and content tailored for your organisation, we create goose-bump moments that make a difference.

This series of three days highly interactive workshop explores equality, diversity and respect. It also looks at culture, values, belief and attitudes and illustrates that these are issues for all of us, no matter what our role. The workshop provides practical knowledge, skills and awareness to champion multiculturalism in the workplace, fairness and non-discriminatory practice. Most importantly it helps delegates to become confident in dealing with sensitive topics and diverse people from across the world.

The main focus is on our responsibilities, behaviours and actions. It xx

(continued)

It includes our legal responsibilities and moves beyond a compliance approach to demonstrate the moral and business benefits. The training explores unconscious bias, the hidden prejudices that we don't know we have. Unchecked, these cause us to overlook talent and miss opportunities. The workshop is fun, thought provoking and leaves participants inspired to put learning into action.



USEFUL RESOURCES

How can teachers effectively engage students from diverse backgrounds? It's a question many teachers face, and of course, there isn't one prescribed strategy that works. Luckily, there are many useful resources to help new and veteran educators explore the subject.

[How Can We Prepare Teachers to Work](#)

[Resources for Multicultural Classrooms \(Teaching Tolerance\):](#)

[Strategies for Teaching Culturally Diverse Students:](#)



As always you can download our newsletters, training resources, guidance and any other training material free of charge from our website at:

www.multicultincare.eu/



ITALY

These are the "footprints" of the path developed by Multiculturality in Care students of the training pathways in Italy.

An Investigation into Multicultural Training in the Food Industry

The restaurant industry is starting to deal with diversity in terms of its workforce, international customers and multinational business operations. Acknowledging diversity through multicultural training is beginning to appear in some restaurant companies. This study investigates how franchised restaurants utilise multicultural training programs from a training cycle approach. The findings indicate that high employee turnover rates are the primary reason that the majority of companies do not have a cultural diversity training program. Companies with a diversity training program report that such training is successful in improving interpersonal cross-cultural skills.

Multiplier Events

