

Hauts-de-France, Pays de la Loire,

Provence-Alpes-Côte d'Azur, Aquitaine, Occitanie,

Ile-de-France, Auvergne-Rhône-France, Grand Est, Centre-Val
de Loire , Brittany, France



Working in an Intercultural context

Keyword(s):

**Migration, social integration,
intercultural skills**



Introduction

Through a series of workshops Form'Action Interculturelle, the initiative aims to create a community of practice, connecting professionals from different sectors engaged in the reception of migrants: social and health workers, NGO employees and volunteers, language teachers, as well as public officials.

Main challenge

The main challenge identified by the project coordinators was the fact that although many different stakeholders are involved in the reception of migrants, they are not considered or defined to be a community of practice. Given that the common objective of the stakeholders is to enable newcomers to integrate, it seemed essential to Elan Interculturel to integrate the actors in the field into the process of active intercultural reflection. The stakeholders included social workers, activists, associative volunteers, health professionals or civil servants, who were involved in a learning process based on critical pedagogy that allowed them to synergize and find new solutions (anchored in their territories). Ultimately, the objective was to respond to the new problems related to the inclusion of newcomer foreigners.

To achieve the objectives, the TCI project was divided into two phases: JA (Journée d'Actualité) and AMI (Atelier de Mutualisation Interculturel).

First, Elan Interculturel proposed an alternative format of theory and practice through case studies based on the professional experiences of learners and reflection activities from non-formal education and critical pedagogy (cf. Paolo Freire). This first awareness-training day had three modules:

- Raise awareness about the intercultural approach
- Understanding work in an intercultural context
- Manage teams facing diversity in organizations.

In a second step, Elan Interculturel organised workshops (AMI) to address issues related to:

- Collaboration and communication in intercultural context
- Building lasting partnerships
- The sociology of institutions
- The strategy of a diversity management policy.

Timing

Most of the data cited here comes from September 2016 - July 2017. However, the initiative started already in 2014, as a result of a Grundtvig partnership, and possibly continued in 2018 and beyond, but EAEA has no information about further developments.

Objective

The overall goal was to start a reflection on what 'Working in an Intercultural Environment' (TCI) means. Throughout the process, professionals came to understand the importance of cooperation with stakeholders while integrating basic elements of diversity management.

Target group

Young people and adults.

Geographical range

+10 major cities in France in +7 regions: Lille (Hauts-de-France), Nantes (Pays de la Loire), Marseille (Provence-Alpes-Côte d'Azur), Bordeaux (Aquitaine), Toulouse (Occitanie), Paris (Ile-de-France), Lyon (Auvergne-Rhône-France), Strasbourg (Grand Est), Blois (Centre-Val de Loire), Saint Malo (Brittany).

Stakeholders and partners

The participants of the training, and their organisations, represented different profiles: French language learning (15%), interpreting and translation (7%), medico-social (18%), social (25%), socio-professional integration (16%), socio-cultural animation (11%) and education to citizenship (8%).

Cooperations with over 150 associations were established such as: Cimade, Tous Bénévoles, Singa, Réseau Alpha, Secours Catholique, Scouts Musulmans de France, CNFPT, Apprentis d'Auteuil, France Terre d'Asile, many community organisations.

Resources

Financial support was the result of a cooperation with the Ministry of Internal Affairs.

Compliance with Sustainable Development Goals (SDG)

The project is in compliance with SDG 4.

Innovation(s)

Identifying and connecting diverse stakeholders working with newly arrived migrants

Success parameters

Set of objectives and indicators to measure them, such as number of training sessions, satisfaction rate, progression rate, showed that the initiative was a success.

Impact

Between 2016 and 2017, Elan Interculturel delivered 11 sessions, training 229 professionals, but the overall number since the initiative was launched in 2014 is much larger. In 2018, the organisation estimated to have trained more than 1500 stakeholders working with newly arrived migrants.

Impediments

Difficulty in reaching governmental stakeholders.

Replicability

The initiative can be replicated and adapted to different environments.

Website/Social Media profile(s) of the initiative

Website of the coordinator: <https://elaninterculturel.com/>

@elaninterculturel

To learn more, you can visit:

- <https://eaea.org/2018/09/25/public-authorities-and-ngos-cooperate-to-train-professionals-working-with-migrants/> (interview with the coordinator published on the EAEA website)
- https://issuu.com/eaeapublications/docs/grundtvig_award_2018_full_version_w (Grundtvig Award 2018: Partnerships and cooperations, p. 26).

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