



Introduction to Multicultural Component to Education Strategy

How to work with existing education strategies and move
forward to operationalize a Multicultural Education
Component?



Components of an Effective Strategy Document

I. Background

II. Needs Assessment

III. Activities of other donors in education

IV. Foundation mission in education, priority areas
addressed by the strategy

V. Strategic Approach

VI. Program Areas

VII. Program Governance

VIII. Evaluation



I. Background – “Comprehensive”

- Ethnic composition of your country
- Historic issues, conflicts that may affect the current situation
- Geographic areas where minorities live
- Particularities about minorities (i.e. Roma are particularly disadvantaged and may need extra support).
- Government efforts to support the education of minorities
- Work your foundation has already done to support this area

II. Needs Assessment – “Select and Prioritize”

- Related to Background
- Problems: what is lacking in your system of education
- Implies issues that may be addressed by strategy and programs
- Sub-headings such as educational policy/legislation, quality of teaching, teaching materials, etc. should discuss the situation of minorities and/or intergroup relations as it relates to each one.

III. Activities of other donors

- IF other donors are working in the field of supporting minorities, introducing concepts of multiculturalism, etc. just list briefly.



IV. Foundation Mission in Education, Priority areas addressed by the Strategy

- If issues of minorities and multiculturalism emerge in the *Background* and *Needs* section and are identified as priorities in your country, then it should be directly linked to your foundation's mission.
- A related sentence should be included in your mission statement.

Background



Needs



Mission

EXAMPLE

The OSF Romania mission in education is to promote decentralization and greater local autonomy and democracy, equal opportunity in education, learner centered education, greater involvement of community in the school life, and development of models that are replicable.

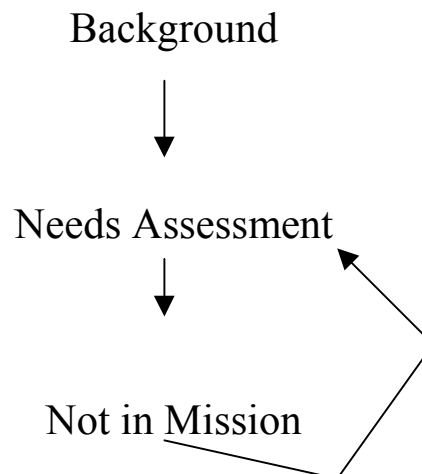


In the EDP, the OSF Romania would like to concentrate on the following main issues, which have been identified, discussed and agreed with the National Education Board of OSF Romania:

- **Ways to increase equity in access to quality education, especially for Roma**
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IV. Foundation Mission in Education, Priority areas addressed by the Strategy (cont'd.)

- If it is not included in your foundation's mission, you may need to work with your Executive Director and Board(s) about your priorities as a Foundation and/or find a way to raise a discussion with them.
- You may have to revisit your *Needs Assessment*





V. Strategic Approach

- What are the main goals of the strategy?
- How will the identified priorities be addressed?
- What areas of the education system will be the main focus of the strategy (administration, teacher training, school-based curriculum?)
- What are the main target and partner institutions? How will they be involved?
- Geographic approach? If including the support of minorities and multiculturalism, strategically, which areas of the country are best to target for this?

EXAMPLE

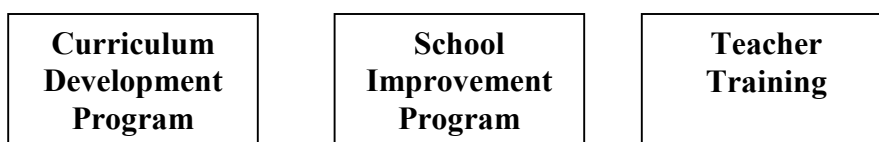
The Ministry of Education doesn't understand the needs of X minority in Y region. Those teachers of this group are not being paid. It wouldn't make sense for the foundation to pay teachers itself, or to tell the MOE to pay. This would be too sensitive. Strategically, it would be better to form a joint teacher's forum to form a group, which could lobby government to pay them. This approach supports:

- **Civil society development**
 - **Unites teachers**
 - **Creates a policy lobbying force on government**
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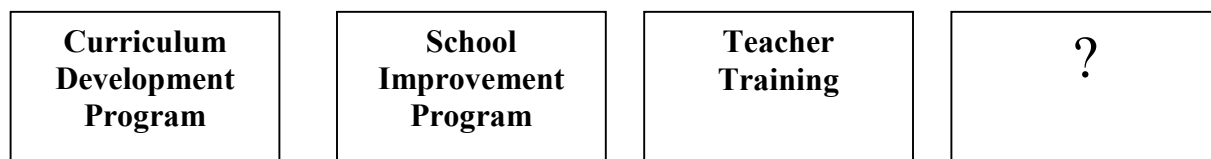


VI. Program Areas

- Of the program areas that are developed based on the *Needs Assessment* and *Mission*, ask yourself the questions:



- Is there a multicultural issue here?
 - Can this program address the needs of minorities, target minorities and promote multiculturalism somehow?
 - If yes, how?
 - Describe this is your program description.
- If there are needs areas that are specifically related to minorities and/or multiculturalism and that are not met by the existing programs, how can you meet these needs with another program?





VII. Program Governance

- Are minorities involved in decision-making procedures?
- Are minorities involved in implementation of programs?
- Watch out for tokenism

VIII. Evaluation

- What are the main indicators of success?
- How will the program be monitored and evaluated?



BE CAREFUL!!

Multicultural education is not a need; it is an approach or a solution. What are the needs that it may help solve?

Examples

The X minority in Y country has no access to their culture and language in educational curriculum.

OR

There are no prepared teachers from X minority working in schools.

OR

The teacher training system in Y country does not prepare teachers to deal with diverse classrooms with children from diverse ethnic backgrounds and/or learning abilities.

OR

There are serious ethnic conflicts between X and Y ethnic groups which are historically based, and which are perpetuated in school curriculum.



Keep in mind...

Shows a single line of thought from introduction to conclusion

Weave in a “minority” component into every section of your strategy paper

Integrated and holistic

Careful not to “marginalize” one program for “minorities”