

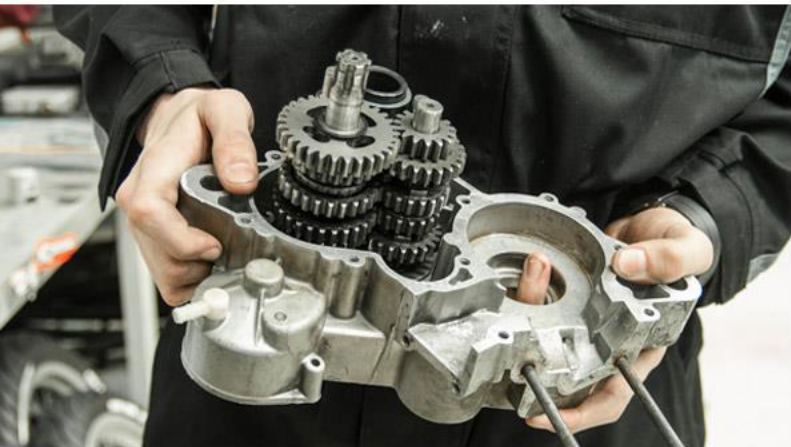
OMNIA

Tee sitä, mistä tykkäät



KESTÄVÄN
KEHITYKSEN
TAVOITTEET

INTELLIGENT
COMMUNITY OF THE YEAR

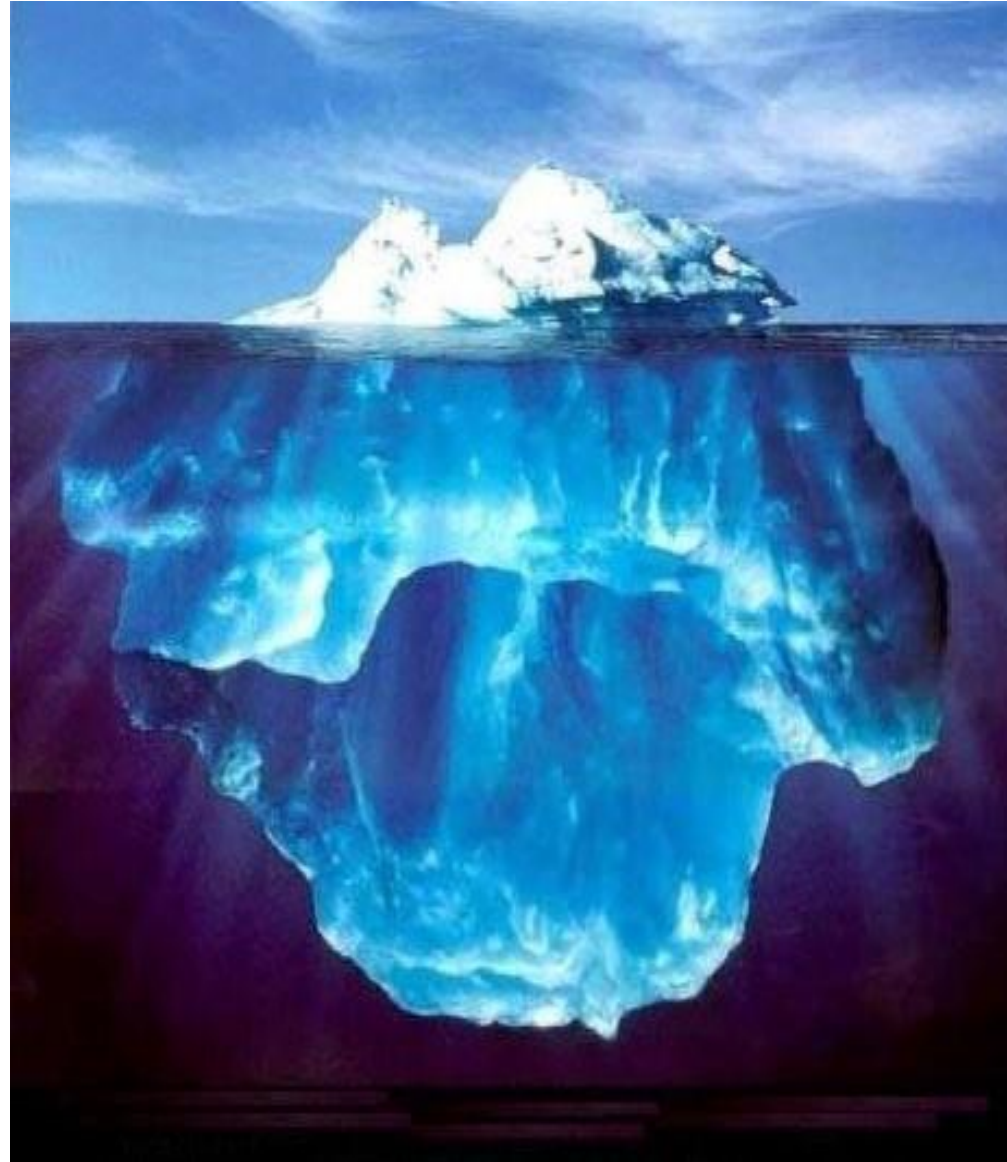


MULTICULTURALISM

ULLA-MAIJA ARMINEN

CULTURE –

- What you can see
- What you can not see



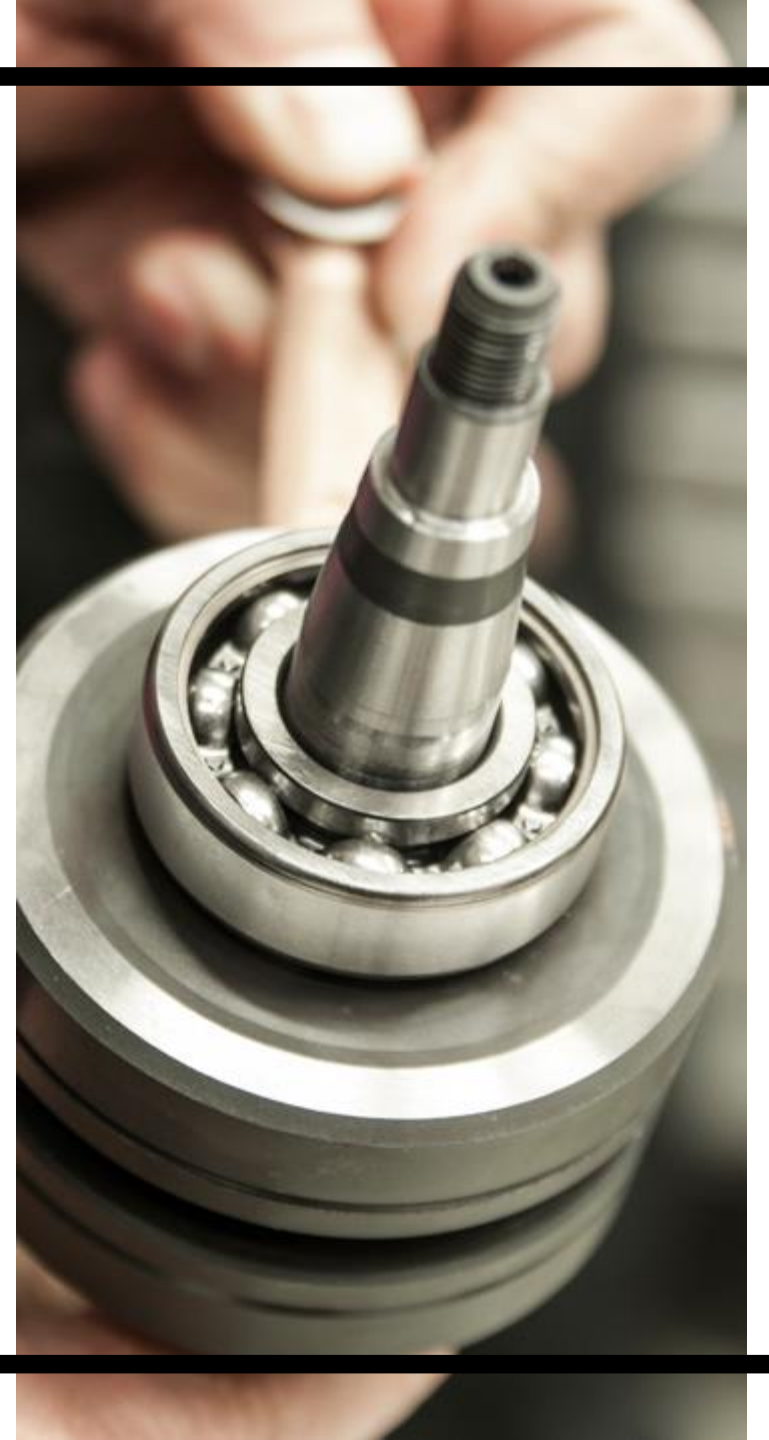
MULTICULTURAL ESPOO AND OMNIA

- The aim of the City of Espoo is to raise the level of education in multicultural education and to facilitate integration and employment.
- Of Omnia's 7,000 undergraduate students, 28.4% are currently non-native Finnish speakers
- Working life is in transition.
- Omnia's students represent more than hundred different nationalities.



MULTICULTURAL COMMUNICATION

- We need cultural knowledge
- Discretion, sensitivity
- Verbal communication only 7%, non-verbal 93 %
 - ✓ rhetoric, eye contact, touching, reserved, authority,
 - ✓ dressing, eating, interaction
 - ✓ religion



THE MOST COMMON CAUSES OF CONFLICTS IN MULTICULTURAL WORKPLACES

- Attitude to the time, hectic deadlines, contracts.
- Attitude to the purpose of the job and job descriptions.
- Understanding of laws and regulations.
- Attitude to power authority and control.
- Tolerance of uncertainty and self-initiative.
- Participation in brainstorming, meetings, decision making.
- Individually/community, competition.
- Differences in language skills.
- Cultural differences in interaction and communication.



HOW CAN WE SUPPORT AND GUIDE MULTICULTURAL STUDENTS? 10 TIPS

1. Listen what the student wants to say
2. Give time, slow down
3. Use ordinary and concrete words
4. Use easy language structure and short sentences
5. Talk natural way and accent 😊



HOW CAN WE SUPPORT AND GUIDE MULTICULTURAL STUDENTS?

6. Stay calm even if you don't understand and say if you don't understand
7. Ask if you can correct the language mistakes
8. Correct the misunderstandings
9. Draw, write, act, use body language
10. Use **the Easy-to-read-material if possible**



EASY-TO-READ LANGUAGE

- Easy-to-read Finnish (selkokieli) is easier to understand than standard Finnish.
- Easy-to-read Finnish is a form of Finnish where the language has been adapted so that it is easier to read and understand in terms of content, vocabulary and structure.
- It is targeted at people who have difficulties with reading or understanding standard language.
- Easy-to-read language is accessible language.



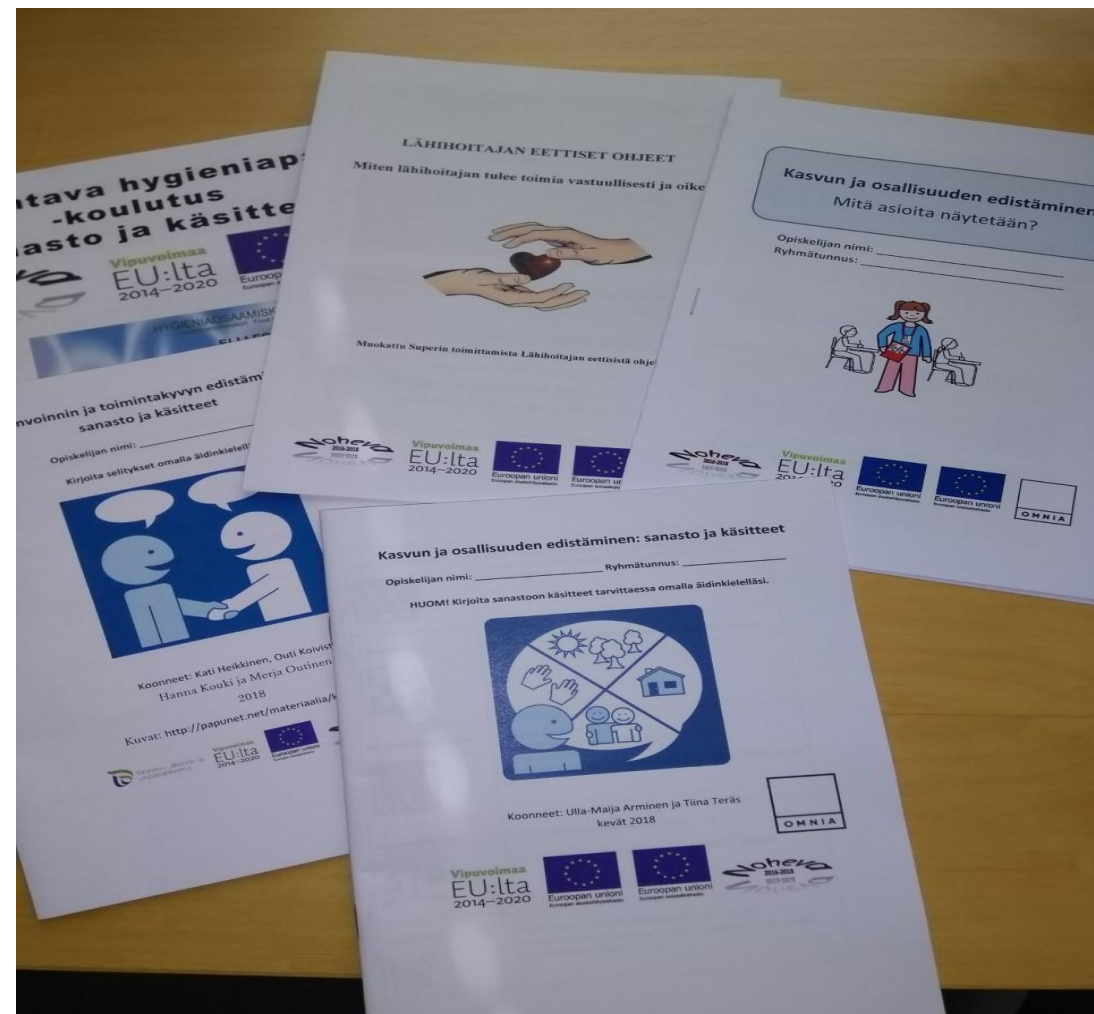
EASY-TO-READ-LANGUAGE

- Easy-to-read language benefits people with inadequate language skills, increasing their opportunities to cope with situations in everyday life, studies and working life and to participate in society.
- The need for easy-to-read language can be connected to:
 1. neurobiological causes (e.g. developmental disability, dysphasia, dyslexia, ADHD or other similar conditions)
 2. reduced language skills (e.g. memory disorders, aphasia, dementia)
 - 3. using Finnish or Swedish as a second or foreign language.**



EASY-TO-READ-MATERIAL

- Made to help the students during theoretical studies at Omnia
- Help students during on-the-job-learning (social and health care department)









POSITIVE GUIDANCE

- Attention to the strengths!

- **5 rules:**
 - 1) Respect
 - 2) Ask
 - 3) Listen
 - 4) Courage
 - 5) Thank and give positive feedback



HOW CAN WE SUPPORT AND GUIDE STUDENTS FROM OTHER CULTURES?

- <http://www.selkosanomat.fi/>
- <http://www.yle.fi/selkouutiset>
- <https://issuu.com/jaanateravainen/docs>
- <https://selkokeskus.fi/palvelut/neuvonta/>
- <http://www.papunet.net/selko>
- <https://selkokeskus.fi/in-english/the-finnish-centre-for-easy-to-read/selko-symbol/>

