



Diversity & inclusion

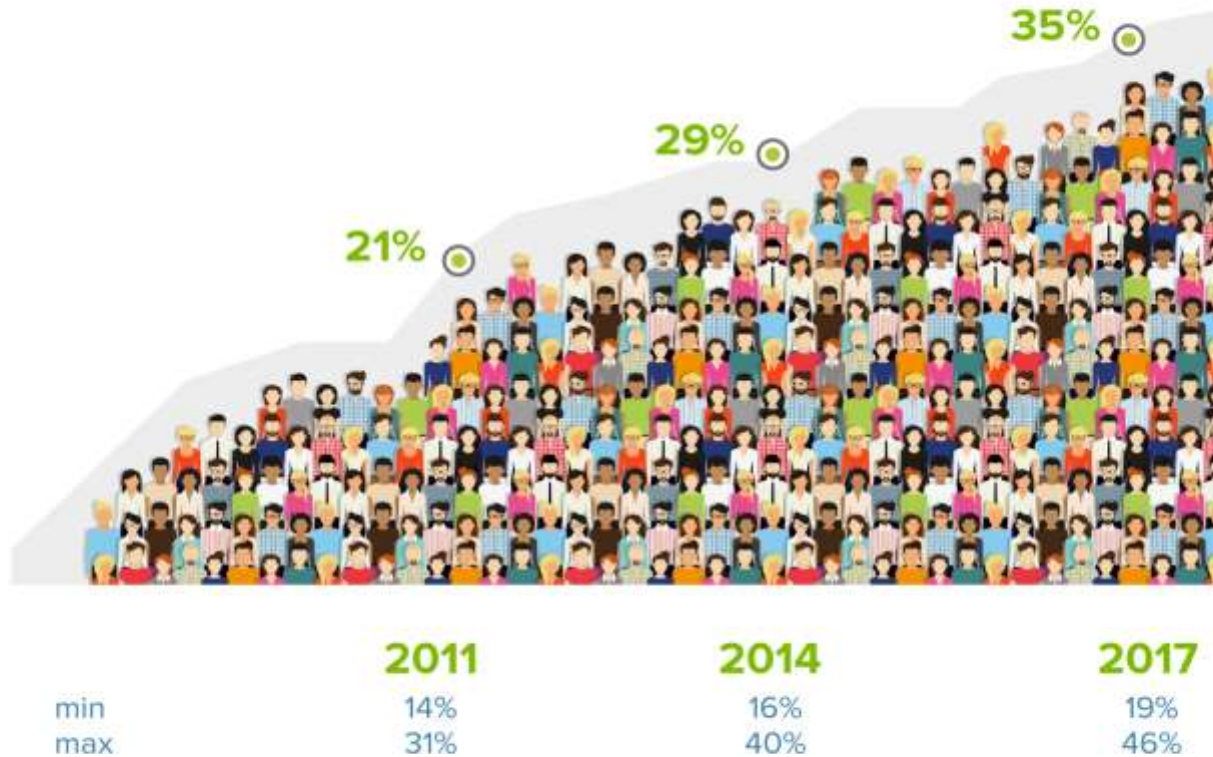
an exclusive policy in Mechelen!

An exclusive policy

- Vision
- Strategy
- Skilled professionalism
- Shift in mindset



Some facts & figures



Positive attitude towards different cultures

Some facts & figures

The number of citizens with
foreign heritage

27.463

(32%)

129 different
countries of
origin

&

together we speak
69 languages

More than 1 out of 2 children
between 0 and 12 years has
a foreign heritage

Vision



- The will to live together is the starting-point.
- Differences are recognised, allowed and respected, although not unlimited.
- Searching from the richness of difference that connects people.

Strategy



- Upgrading: From an average cell to a transversal goal
- Quick wins
- Short and long-term goals

Strategy

Steering committee “Samenleven in Diversiteit”
(general coordination: executive diversity)

Portfolio Inclusive City

Program Openness

Official working
groups

Diversity & Youth Department
Diversity & Communication
Department
Diversity & Sports Department
Diversity & HR
Diversity & Education

Pilot project “language help”
Project “colour in youth work”

...

Program Language promotion

Official working
groups

Language action plan
Trainings “clear
language”
Service note “language
at the front desk” &
working tool
Summer camps (SNEL,
Kinderkwartier)

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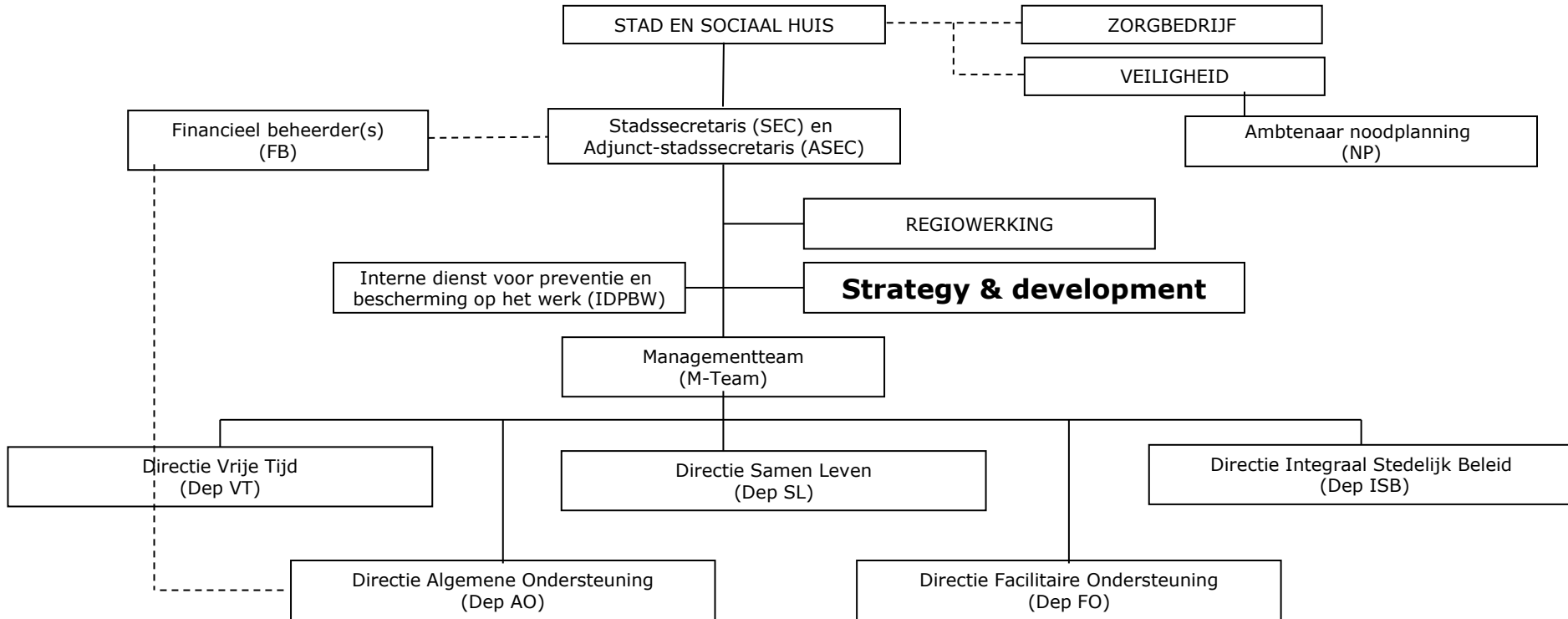
Program Social cohesion

Official working
groups

Action plan gender
equality & sexual
intimidation
Discrimination & racism
Project “Samen
Inburgeren”
AMIF project ‘People
make the city’

...

Strategy



Skilled professionalism



- Diversity as a part of professional conduct
- Inclusiveness reflex as a competence
- Binding and working together

Shift in mindset



- Client oriented
- Not extra but an inherent part
- Upgrading your professional conduct

An exclusive policy: but mainly...



An inclusive city made by all her people

Thank you.



Najib Chakouh
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City of Mechelen