

Is the Nordic Region Inclusive?

Foreign-born People as a Resource in Society
and Work.

4th October 2023, Helsinki

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Fonden for Socialt Ansvar (Foundation for Social Responsibility)

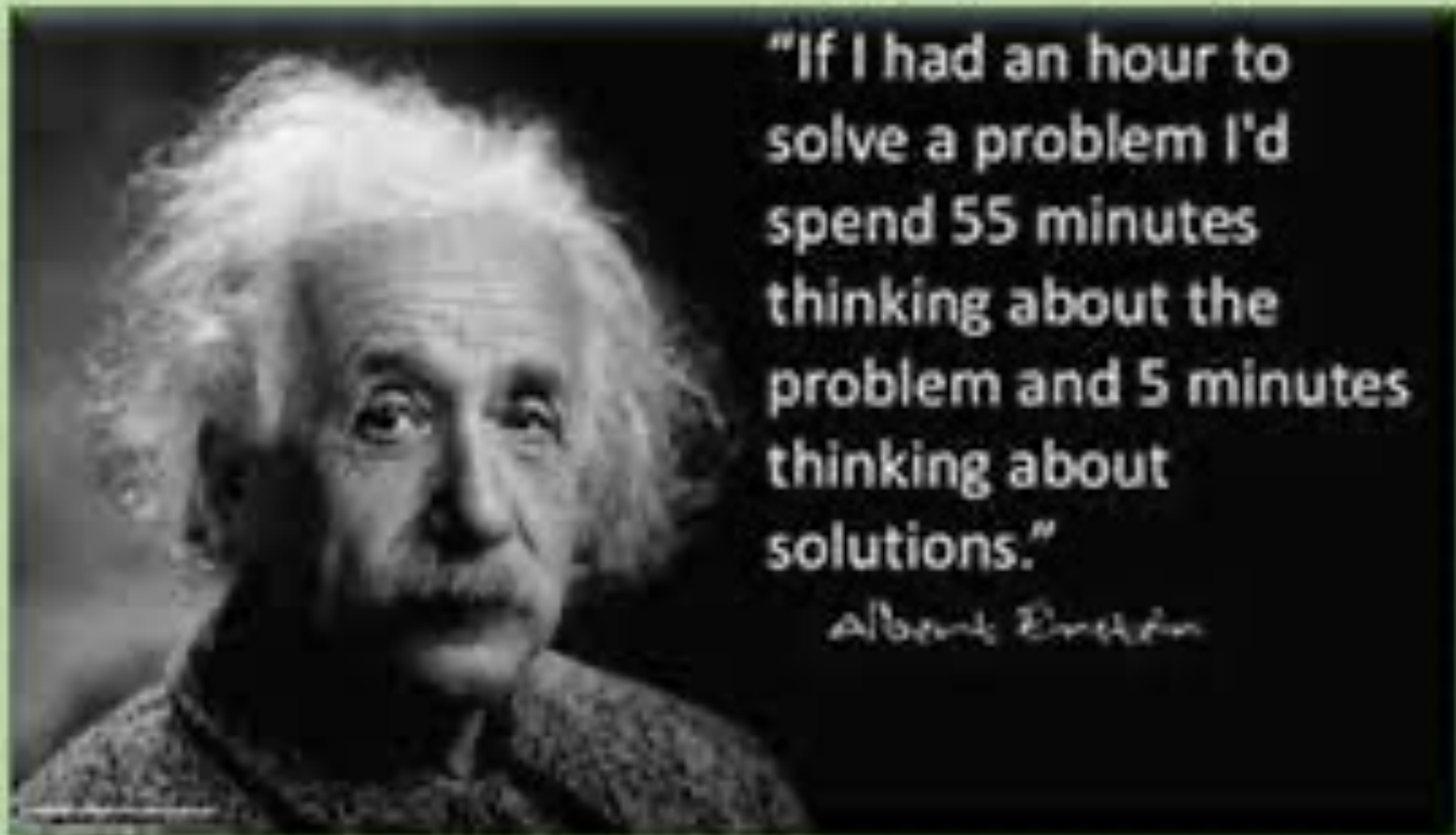
Bygmestervej 10, 1. tv
2400 Copenhagen NV

www.SocialtAnsvar.dk

Platform for 15 voluntary social projects



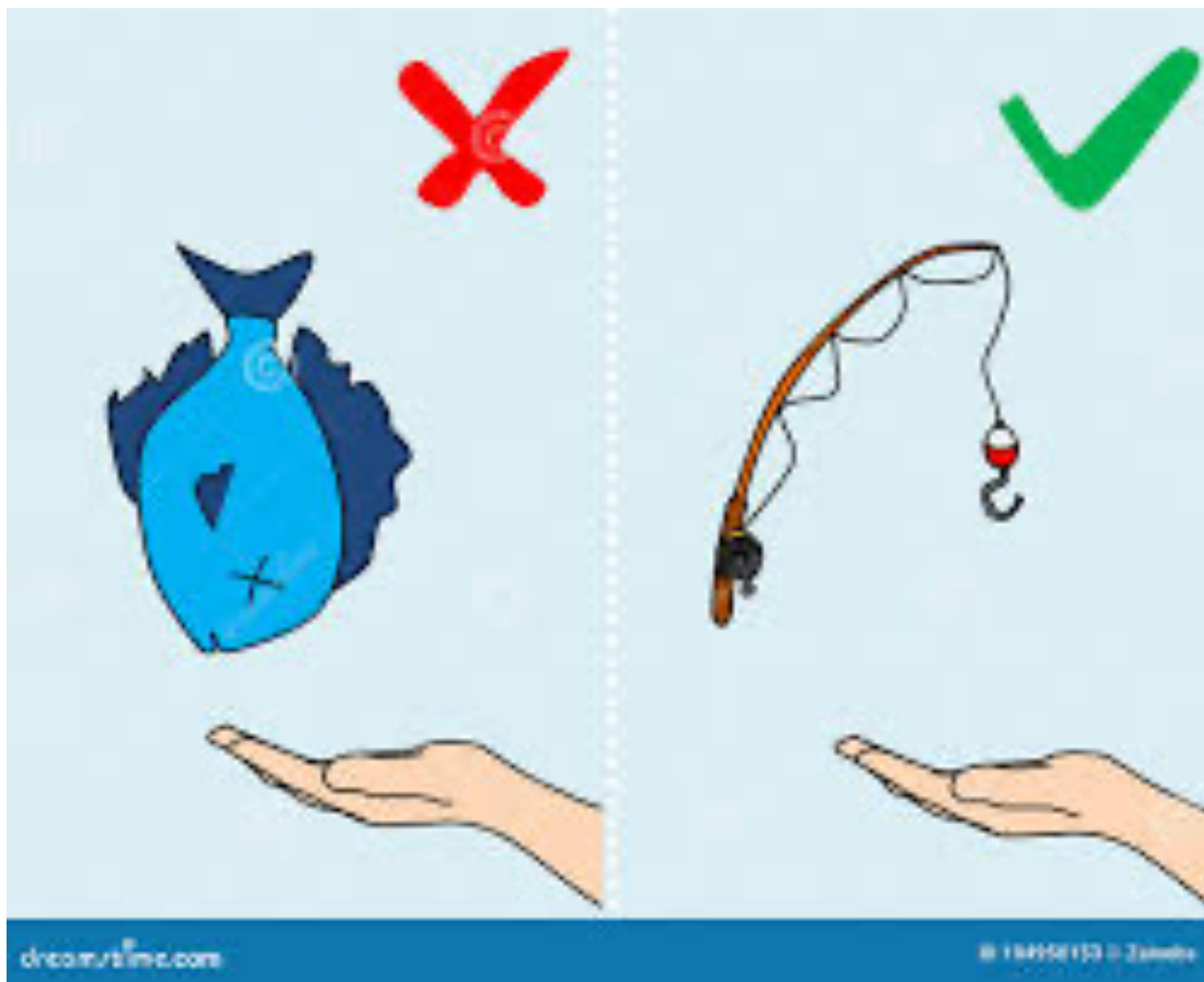
*All too often,
we're defining and then solving
the wrong problem,
**NOT THE REAL
PROBLEM.***



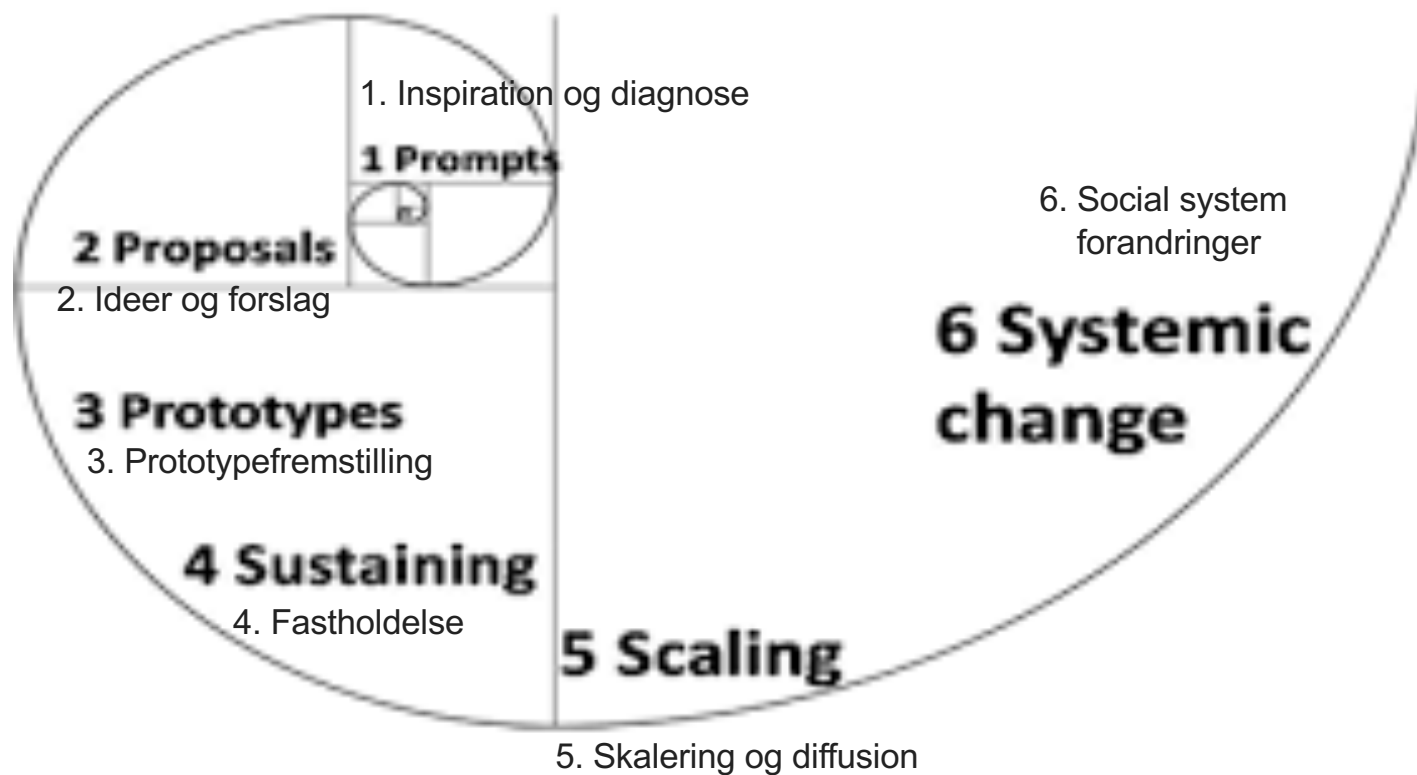
Give a man a fish and he will eat for a day. Teach him how to fish, and he will sit in a boat and drink beer all day.



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A social innovation process model



Source
The open book of social innovation (Murray et. al., 2010); Social innovation: what it is, why it matters and how it can be accelerated (Mulgan et. al. 2007)

Let's look at the problem from a different perspective



The big picture

We are in desperate need of labour to compete in the global market and innovate

We are in desperate need of labour to take care of our elderly and others in need of care

We are competing with the rest of the world to get hold of qualified labour

Demographic challenge

Climate challenge

And we can keep on going...

When are ethnic minorities successful

Who defines success?

If I score I am a Dane – If I don't, I am a foreigner!

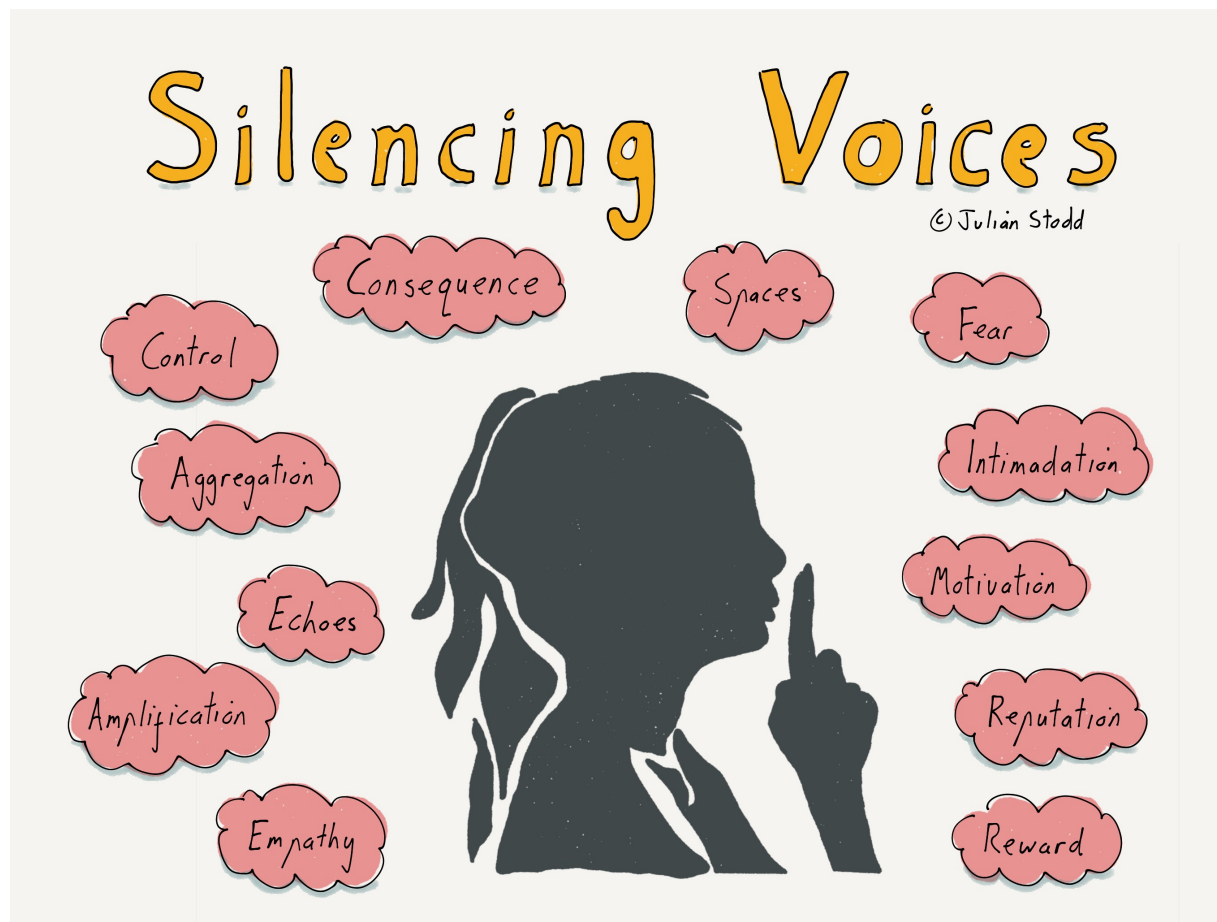
High level of awareness: MeToo, BLM...

Challenge for employers – retention!

Othering!



Silencing



Silencing othering – ”The Nordic Exceptionalism”

- Literary focus on ”THEM” and not on ”US”
- Silencing any talk on racialising
- Nordic Exeptionalism
- White innocence

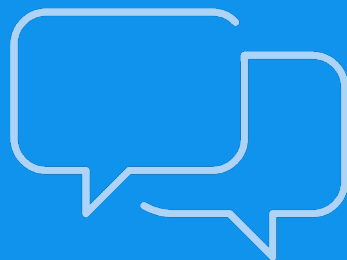
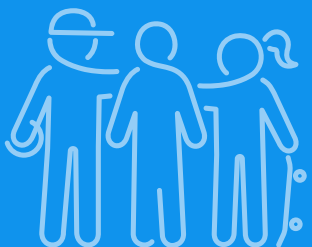
White innocence

- A phenomenon based on the well-intentioned understanding that issues of racism and racialisation are no longer relevant. It belongs to the past (nazism, colonialism). We have moved away from it. Therefore, it makes sense to talk about cultural, religious and ethnic differences. (Farve blinddevinkler 2023)

Solutions

- Insist on reflection (involve the segment) and challenging own prejudice, blindspots and practices.
- Buy the book: (Farve) blinde vinkler





Thanks you – Q&A

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