

Documentation of the 2nd INTEGRO Project Partners Meeting
This time in Berlin
July 9th to July 11th 2014



Participants:

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Soledad Pons- Facilitator

Berlin staff: Gizem Adiyaman, Nuri Hamdan, Linda Bergset

Objective of the Meeting:

Exchange of information and discussion on the processes followed by each partner country at national and local level and the outcomes of those processes.

Exchange of good practices, knowledge and experience built from actions of the first six month.

Each partner's project is peer reviewed by the other partners and ENAR against the principles developed in the ENAR Toolkit for developing good integration projects and for identification of gaps and possible problems and weaknesses.

Exchange of results of peer reviews and preparation of a report from each partner.

Wednesday, July 9th

Presentation of Pilot Projects:

The project owners were asked to present their local projects in respect to the following questions:

- Need/ Gap of the project
- Purpose/ Objective of the project
- Principles followed by the project (holders)
- People/ Stakeholders involved in the project
- Impact/ Achievements during the last six month



- Roadmap/ Timeline of the future activities

The other participants were asked to listen carefully and make notes alongside one of the following criterias:

- Challenges
- Limiting beliefs
- Opportunities
- Lessons learned

- Best Practice



The notes regarding each project were collected and presented in the group.

Presentation of projects

Challenges

Obstacles that you have tackled in the past or that you might have to tackle in the future as identified by other project partners



NICEM:

Lacking proof of discrimination

Working laws need to be changed

Starting from Scratch

Lack of practical advice concerning finding jobs

Get employers to recognise their responsibility

Get employers to support integration and work against discrimination

Getting academics and community leaders involved

Radio Africa:

Keep all partners on same level of information

Lack of coordination between the initiatives and organisations that deal with integration

Strong nationalism

Problematic political situation

Citizens For Europe:

Getting politicians to express explicit support

Activism alone is not enough

Laws need to be changed

Cooperation among stakeholders

Motivation of the concerned group

Raising awareness

KISA:

Economic situation does not allow for integration topics

No representation of domestic workers

Good plans developed but none put into practice

Find the right structure for the advisory board

SIMI:

No local analysis nor policies concerning integration of migrants

Few activists/ closed communities among migrants

Lack of intergration of migrants

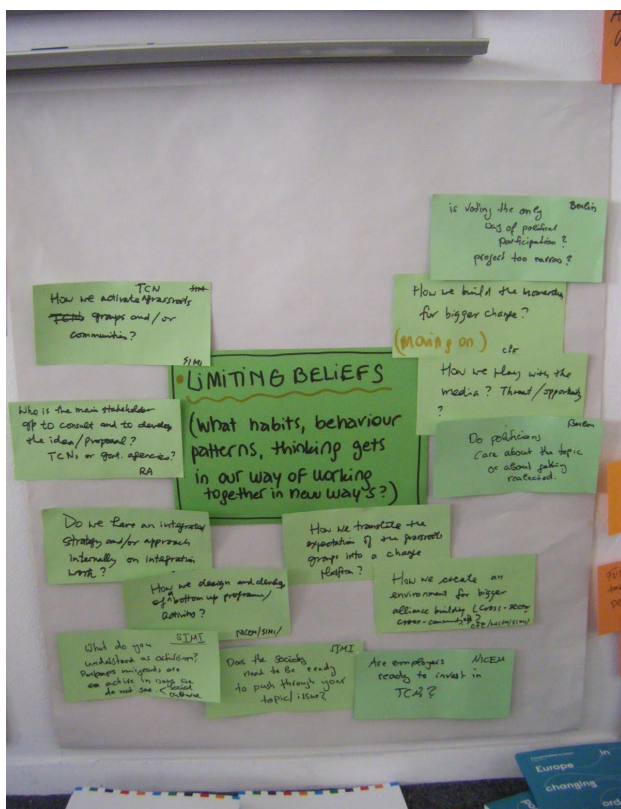
Reach local NGOs and authorities

Awareness Methods

Getting migrants involved and to be active themselves (active citizenship)

Limiting Beliefs

What habits, behaviour, patterns, thinking gets in our way of working together in new ways?



Citizens For Europe:

Is voting the only way of political participation? Is the project too narrow?

How can we build the movement for bigger change?

Do politicians really care about the topic or just about being reelected?

How do we deal with the media?

Radio Africa:

Who are the main stakeholders to consult and to develop the idea (TCNs or government agencies)?

SIMI:

What do you understand under activism? (maybe migrants are active in ways we do not see)

Does the society need to be ready to push through your topic/ issue?

How can we activate grassroot groups and/ or communities?

NICEM/ SIMI:

How can we design and develop a bottom-up frame of activity?

Do we have an integrated strategy and/ or approach internally on integration work?

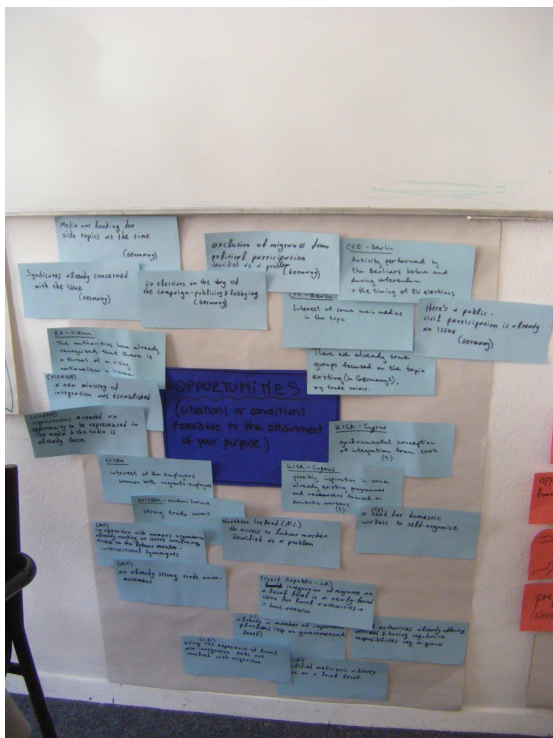
How can we translate the expectations and the grassroot into a change platform?

How can we create an environment for bigger alliance building (cross sector, cross communities etc.)?

NICEM:

Are employers ready to invest in TCNs?

Opportunities



Situations or conditions favorable to the attainment of your purpose

SIMI:

Qualified mediators are already there
SIMI is already a member of important platforms (esp. on the governmental level)

Using the experience of local pro-integration NGOs not involved with migration

Local Authorities already offering services and having regulative responsibilities regarding migrants

Integration of migrants on local level is a newly found issue for local authorities. It therefore draws attention

Citizens For Europe:

Existing stakeholders/ alliances

The Referendum regarding the Tempelhofer Feld caught Media attention

EU election and referendum at the same time

Exclusion of migrants from political participation already identified as a problem

Interest of some main media in the topic

Radio Africa:

Organisations needed an opportunity to be represented in the media and the radio is already there

A new ministry of integration was established

The authorities have already recognized that there is a threat of a rising nationalism in Vienna

KISA:

A need for domestic workers to self organize

Possibly inspiration in some already existing programmes and researches focused on domestic workers

Governmental conception of integration from 2007

NICEM:

An already strong trade union-movement

Cooperation with women's organisations already working on issues concerning access to the labor market- intersectional dynamics

No access to labour market identified as a problem

Employers and migrants-employees share the same interests

Lessons Learned

What can you or have you learned from this pilot project

Developing an integration project within an economic reality where migrant workers are expected to occupy temporary low skill jobs.
Daily contact with main stakeholders is important

NICEM:

Create ownership of the project by the stakeholders (by doing questionnaires)
Identify the informal procedures
Take your time to understand the content
Ask the stakeholders with whom they want to work with
Without data you cannot do anything

Radio Africa:

Choose stakeholders that are interested in the project
Get the proofs of discrimination

SIMI:

Learn from each other and replicate (small) ideas
Identify most relevant tool for your advocacy work- what structures/ what stage
Understanding and framing the scale of your project- "Three districts"

Citizens For Europe:

Work with politicians
Reconsider impact of trade unions in promoting POC voices in different ways (f.e. voting right)
Empowerment of the target group is crucial (rather than paternalism)
Coalition of the willing (unify all the stakeholders)
Effective communication strategy (tell stories, organise a press conference)
Positive strategies to work with media
New approaches to promoting solidarity among diverse stakeholders

General:

How to put everything together?
Value and support of our logic framework in presenting and developing projects
Opportunities can be found in all stages
Don't forget about sustainability of your project
Is positive framing really helpful?
All the integration projects are working within different layers of society
Preparation is (almost) everything
Important challenge: coordinating different actors
The challenges are the best practice!
The work needs consistency and good planning
Using windows of opportunities is helpful

The importance of circumstances and good timing of the project
 If we listen closely to each other we are able to support each other
 Variety of challenges and opportunities to be taken into consideration

Best Practice



Proven practice that works well and could be used or replicated by others

Citizens For Europe:

Cooperation with trade Unions
 Raise Awareness in the community
 Direct Involvement of TCN/ Bottom-up approach of agenda setting

KISA:

Good cooperation with independent national institutions
 Forum for domestic workers
 Being flexible towards political changes
 Not to forget about the real needs

Radio Africa:

Hotline (run by cooperating NGOs)
 Use of Media (TV) to make stakeholders meet up
 Oblige Stakeholders to communicate
 Establishment of independent ombuds agency

Make racist experiences visible and public
 Common ground/ needs/ principles of stakeholders
 Personal invitation of important stakeholders

NICEM:

Exercise Integration Mapping
 Prepare Seminars for all stakeholders
 Focus to influence the employers' attitude
 Regional outreach
 Survey amongst migrants

SIMI:

Community interpreters and intercultural workers as mediators

Active Citizenship for migrants

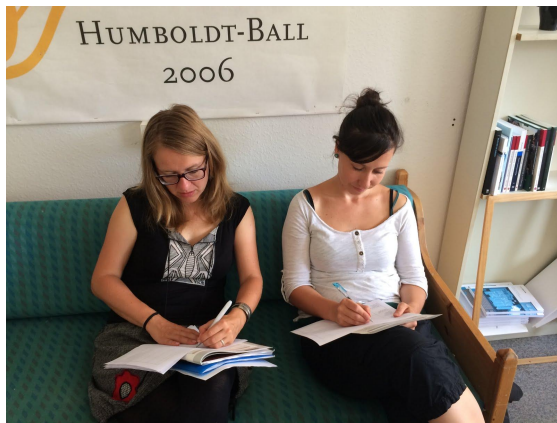
Build on alliances and partnerships which already exist

Build up personal relationships

Thursday, July 10th 2014

Evaluation 1: Self Review

The project owners worked in pairs (plus a guest listener) to review their pilot project and work together to check the ENAR's principles: How have the 15 principles been incorporated into the project design?



Evaluation 2: Peer Review à trois

The group was divided into five groups, each group consisting of one project owner, one interviewer and one harvester.

The project owners were asked to explain to the interviewer how they implemented the ENAR principles (by giving examples). The interviewer could ask technical questions.



Evaluation 3: Changes and

improvements

The same groups were now asked to think about possible improvements to implement the ENAR principles even further and better. The interviewer was asked to give advice by referring to his own expertise and experiences.

Evaluation 4: Adaptation of suggestions

The project owners worked in pairs again (plus a guest listener) and were asked to decide which suggestions/ which feedback they could implement in their project.



Results of the Peer Review

NICEM

1. Making a business case for involvement in INTEGRO - motivating employers to become active stakeholders by exploring the economic benefits of social inclusion.
2. We can further inform the design of our pilot project and expand on our built in understanding of multiple discrimination by stronger engagement with the hate crime advocate network in Northern Ireland (to include disability and age as well as gender, sexuality and religion).
3. Communicating the global context of the pilot project by more clearly linking the findings of our Annual Human Rights and Racial Equality Benchmarking Report and identifying trends.

SIMI

1. Focus better on the needs of the migrants as to the integration at local level, e.g. through a targetted survey among migrants or interviewing some active migrant communities

2. Enhance the civil activation of migrants at local level and making their voice to be better heard in line with ENAR principles, e.g. through a practical toolkit created within the pilote project

3. Gather the various practices in relation to the mediator services used in the 5 participating countries in the Integro project and disseminate the acquainted know-how in a comparative perdperspective to other stakeholders through Europe (at Cyprus conference, through ENAR information tools, etc.)

Radio Africa

1. The Integration of all discriminated groups in the concept of the pilot project.

2. Within workshop, we discovered that we have to refund our previous concept and focus on the role of the Media in the improvement of a sustainable integration process in Austria. As well as the concept of mediation system as intermediary or facilitator of communication between Migrants and Stakeholders.

3. The integration of the ENAR Tool kit based on the respect of Human Rights as a fundamental principe for our pilot project.

KISA

1. Organise groups in which migrant women will talk about their experiences both in Cyprus and in their country of origin, or any other country they might have lived in (including their experiences concerning employment, personal relationships, families, education, etc.)

2. Support religious and LGBTIQ+ rights for migrant women, focusing on women, who are not Christian and on issues of gender identity and sexual orientation, respectively.

3. Empowerment training, so as to empower migrant women to be able to claim their rights on their own. In this way, the sustainability of the project is also promoted.

Citizens for Europe

1. Offer legal training not only to the people affected, but also to possible "changing agents".

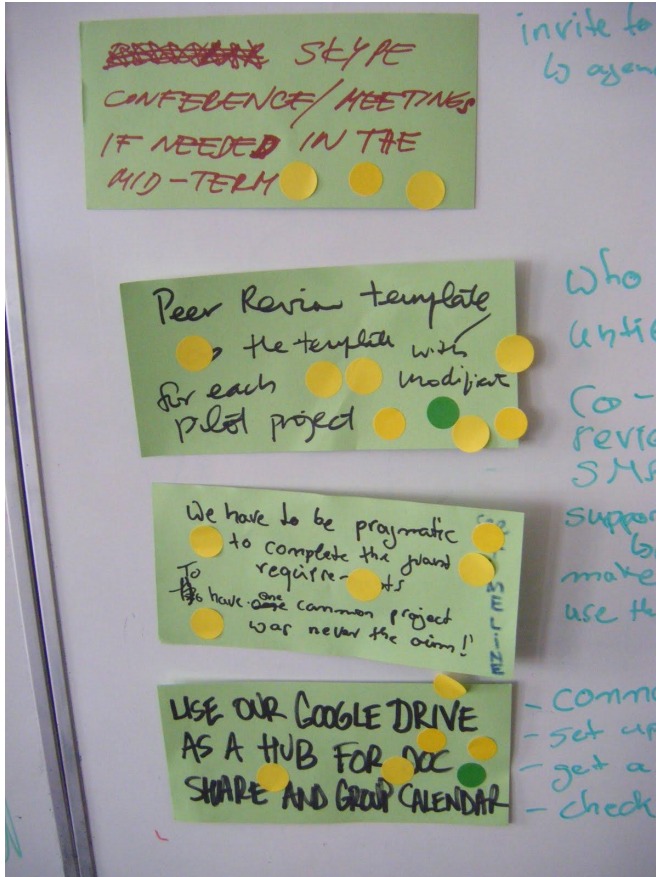
2. To focus on a positive approach regarding benefits of political participation.

3. Making positive affects of political participation more visible by giving concrete examples.

Open Space

The participants were invited to make suggestions and raise questions which they

had on their mind. Since some of the participants asked for a more intensive, transparent and frequent communication between the project partners, the following solutions were considered as being the most relevant:



Skype Conference Meeting if needed in the midterm

To share a template with all project timelines which can then be co-reviewed by the different project partners.

Sharing and helping each other is useful when we stay pragmatic. The local projects should be executed alongside the manual and stay flexible enough to be able to respond to local conditions.

Using Google Drive to share documents and a common calendar.

Friday, July 11th 2014: Management Meeting



The objective of the meeting mainly was to:

1. Review the last skype-meeting
2. Clarify bureaucratic requirements
3. Clarify the agenda for the 3rd partner's meeting in Vienna
4. Set timetable until the Vienna Meeting, including Skype Meeting
5. Brainstroming about ideas regarding the conference and anything which might come after the Vienna Meeting

The project partners agreed on the following objective for the 3rd Partner's Meeting in Vienna:

It's about helping each other to implement the pilot project.

Therefore the project owner's will be asked to present their project in details:
activities

expected outcomes

timeline and stakeholders involved per activity

Open question: Is there anything which should be prepared by the project owner's in advance?