



Epim
European Programme
for Integration
and Migration

**RETHINKING
INCLUSION**

**UNLOCKING INNOVATIVE SOLUTIONS
FOR MIGRANT INCLUSION**

This is a collection of 18 promising solutions for migrant inclusion and social cohesion implemented across Europe. These solutions were selected through EPIM's call for interests on "*Rethinking Inclusion: Unlocking innovative solutions for migrant inclusion and social cohesion with a whole-of-society approach*" launched in the framework of the Thematic Fund on Building Inclusive European societies. This document includes individual descriptions of the initiatives together with contact details of the solution implementers. We hope these promising solutions will contribute to inspire CSOs, policy-makers and funders' work on inclusion.

About EPIM

EPIM a collaborative funding initiative of international foundations which supports civil society organisations' work on migration and integration. It is hosted by the Network of European Foundations (NEF). The following EPIM Partner Foundations contribute to the core activities of the programme, including this Thematic Fund: Aga Khan Foundation, Barrow Cadbury Trust, Charles Stewart Mott Foundation, Compagnia di San Paolo, Robert Bosch Stiftung, Fondation Charles Leopold Mayer, Fundação Calouste Gulbenkian, Oak Foundation, Joseph Rowntree Charitable Trust, King Baudouin Foundation, Fondation Abbé Pierre, Adessium Foundation, Fondation de France, Porticus and Open Society Foundations. An additional twelve foundations are cooperating with EPIM on specific Thematic Funds.

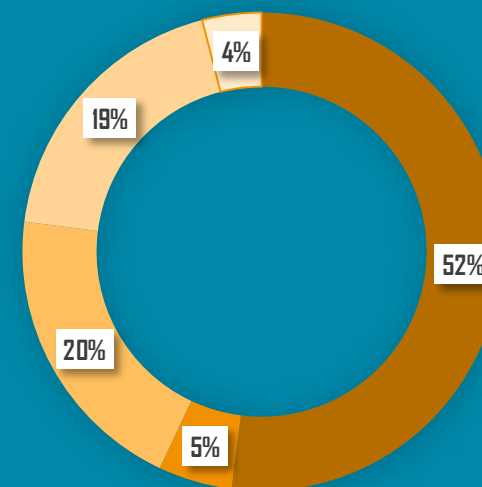
About the Call for Interests

Through the call for interests on "Rethinking Inclusion", EPIM identified civil society organisations that have developed promising whole-of society initiatives in the field of migrant inclusion and have demonstrated an interest in adapting their solution and/or transferring their knowledge to stakeholders based in at least one of the following countries: Belgium, Czech Republic, France, Italy, Portugal or Sweden.

“RETHINKING INCLUSION” IN NUMBERS

- ✓ 95 eligible applications from 18 countries
- ✓ 5 areas of inclusion addressed
- ✓ 18 whole-of-society initiatives driven by NGOs, social cooperatives, migrant-led organisations and social enterprises selected from 13 countries .
- ✓ Each selected initiative will be offered a case study aimed to support the organisation in strengthening and scaling their impact as well as consolidate their narrative about the latter.

Areas of Inclusion*



- Labour Market & Economic Inclusion
- Participation in (local) Public Life
- Social Empowerment
- Intercultural Dialogue & Cultural Participation
- Literacy & Language Learning

** All initiatives submitted to EPIM addressed several areas of inclusion. The chart above reflects the main area of inclusion addressed by the initiatives.*



**18 SELECTED
SOLUTIONS**

This solution consists of community bread making events for refugees and asylum seekers – children (including unaccompanied), young men, women (450 migrants). More concretely, it involves:

- Mixing migrants with local people and creating possibilities for interaction and cultural exchange; providing a safe space for migrants where they can engage in creative activities and spend time out of their everyday environment.
- Organising various social inclusion events based on the proven community building methods of the BHN, in particular the “Theatre of Crumbs” method.
- Partnering with specific stakeholders and cooperating with organisations that work directly with migrants.



BREAD MAKING FOR INCLUSION

International Council for Cultural Centres, Bread Houses Network programme

Bulgaria

www.breadhousesnetwork.org

This solution consists of offering job skills through European Computer Driving License (ECDL) and Child and Elder Care courses, with tangible job placement assistance. More concretely, it involves :

- Engaging with and supporting refugees and migrants through a solution-oriented approach of promoting employability and community integration.
- Training and equipping their target group with the necessary skills to become positive contributors in the society.
- Offering free/low-cost opportunities to gain key skills that improve access to the job market.
- A package of three courses in parallel, European Computer Driving License (ECDL), Child Care, and Elder Care, with concrete job placement assistance.



BRIDGE TO INCLUSION

Mighelp

Hungary

www.mighelp.hu

The solution consists of a unique, drama based method for teaching English to those with few or no language skills, using role play and enacting scenarios. More concretely, it involves :

- Literacy and language learning through participatory experience based on local issues.
- Building learners' confidence through giving them space to develop their own ideas and capacity.
- Reciprocal learning where the local language is learned while the foreign language is also shared.
- Encouraging personal involvement and enjoyment of learning, contributing to decreasing anxiety and increasing positivity.
- Gaining a better command of the local language, helping migrants access the labour market by getting (better) jobs and setting up their own businesses.



CREATIVE LANGUAGE

Saathi House

United Kingdom

www.saathihouse.org

This solution consists of a gamified, dynamic community collaboration model to involve diverse actors in developing projects and collaborations, specifically focussed on places where migrants and host communities live, work and create society together. More concretely, it involves:

- Gathering refugees and local people (25 to 50 people in each game) to go through a 'learning by doing' program, where they, as a group, mobilize a wider community (75 to 150 people) to engage in one of 6 topics identified in the game as challenges for communities.
- Facilitating the challenges and outcomes. The process of coming to these outcomes is based on a set of cards with exercises and steps to follow, led by a community facilitator for 5 to 7 days spread over a couple of weeks, with a larger process of follow up (up to 2 months).
- Stimulating the cultural and public participation as the end result of each program aims for setting up of a collectively decided, designed and executed event, based on the renewed relationships in the community.



GO DEEP AND BEYOND DIVERSITY

Altekio Iniciativas hacia la Sostenibilidad S.Coop.Mad.

Spain

www.altekio.es

This solution consists of an intercultural beauty salon: a diverse team of female beauty experts welcome guests in rural areas and offer stylings, henna tattoos and massages to create a platform for initial experiences between migrants and local Germans. More concretely, it involves:

- Promoting the enormous potential of a pluralistic society and helping mutual prejudices to diminish.
- Stimulating conversation not exclusively through language, and socially empowering the beauty experts to take over the role of host – because they are professionals in the field – and to grow out of the role of those who seek help.
- Promoting participation in public life, but without offering employment.
- Getting in touch, getting to know each other and guests personally: sharing their perspectives on to being women, on family, or work, which helps to learn a language in various ways.



GRAND BEAUTY ON TOUR

Interventionsbüro e.V.

Germany

www.grandbeautyontour.org

This solution facilitates the integration of young refugees (aged from 16 to 30 years old) through sports, training and employment. More concretely, it involves:

- Using sports (climbing club) in a thoughtful but informal way to develop language proficiency and employability skills.
- Providing training programmes, adapted to the specific needs of their beneficiaries, that prepare 'height potentials' to challenging jobs.
- Creating informal but well thought climbing activities that offer rich learning context, i.e. in order to develop language proficiency.
- Training the 'climbers' (in an informal and appreciative way) in employability skills, which will enhance their chances in the labour market.



HEIGHT POTENTIALS

Rising Potentials

Belgium

www.risingyou.be

COM

This solution consists of connecting, educating and empowering young people and migrants to create sustainable 'collective enterprising'. More concretely, it involves:

- Prototyping an integrated scalable solution. A migrants and youth-led repopulation initiative creates sustainable livelihoods and a thriving inclusive rural community initially in El Valle, Granada.
- Basing livelihoods on Local, Sustainable, Social and Solidarity (LSSS) Economy through a collective enterprising scheme lessening the risk of solo entrepreneurship.
- Preparing people to either find jobs or become entrepreneurs, through training programmes and internships.
- Integrating asylum seekers and migrants into depopulating rural areas working with young locals, enabling the emergence of thriving multicultural communities and sustainable livelihoods, based on agro ecological production and enterprise.
- Regenerating the ecosystem that the culture, the economy of the participants' and



LA BOLINA

Migrants And Youth-led Rural Revolution

Asociación La Bolina

Spain

www.labolina.org

This solution consists of offering intergenerational and intercultural mentoring for young migrant job seekers, with people over 50 years old who support them in their professional project. More concretely, it involves:

- A unique target population, as well as its structured methodology.
- Enabling mentors, who have in-depth knowledge of particular sectors, to transfer their experiences and the codes of these sectors to their mentees.
- Duos meeting on a weekly basis thanks to the free time that mentors can devote to their mentees. This makes it possible to build relationships of trust and working intensively on the mentees' job search.
- Reinforcing equal employment opportunities, promoting active ageing, creating bonds between generations and cultures.



MENTORING FOR EMPLOYMENT

DUO for a JOB

Belgium

www.duoforajob.be

This solution consists of building up a community where the relations are equal, where labelling does not exist and where the common goal is to help each other to build up a society where we would like to live in. More concretely, it involves:

- The mentorship program (one to one mentoring by a local volunteer helping the daily integration process), supporting those who do not have family or local friends in Budapest and feel lost or isolated.
- Benefitting young men with migrant or refugee backgrounds, families, foreigners from EU countries living in Hungary, and Hungarian locals.
- Organising a movie club, a football team, yoga classes, intercultural programs and workshops that regroup all our participants while supporting social empowerment and intercultural dialogue.
- Providing programs specific to children and women specifically, where we are focusing to their special needs.



MIRA Intercultural Community

Artemisszió Foundation

Hungary

www.artemisszio.hu

This solution consists of promoting a qualitative professional insertion, boosting the French economy with foreign skills and creating intercultural exchanges between migrants and locals. More concretely, it involves:

- Helping skilled migrant craftsmen and women, who have over 10 years of working experience in their trade making. The beneficiaries of the project must express a strong desire to pursue their profession.
- Fostering the inclusion of migrant and refugees' craftsmen and women into the labour market through the scaling up of their capacities.
- Aiming for the refugees to gain better understandings of the French craft sector, how it works, what kind of craft products are pursued, and how to work in a French company.



QUITTING A COUNTRY, Not A Vocation

La Fabrique Nomade

France

www.lafabriquenomade.com

This solution consists of fostering social inclusion using music as a way to strengthen vulnerable children and young people. Through orchestral education, it uses the cultural sector for social inclusion and participation in Swedish society. More concretely, it involves:

- Young men and women receiving lessons in orchestra several days a week, and sharing joy and fellowship in creating music together. There are also other activities linked to health, education, and social inclusion.
- Forming a stable social network around participants with people who are empathetic and who help them navigate through society, whether it be with school work, finding a summer job or trainee placement, learning to make a meal, learning about the asylum process, or other need they might have such as speaking with counsellors, psychologists, doctors, or lawyers.
- Creating positive effects on mental health through the neurological development of creating music. Results show that any students have started to excel in school and other arts and sciences.



SOCIAL INCLUSION With Music Education

Dream Orchestra

Sweden

www.dreamorchestra.se

This solution consists of connecting migrants, refugees and locals through a language and culture exchange program run on an O2O model. It calls for organisations to establish SPEAK in their city using a social franchising model. More concretely, it involves:

- A crowd-sourced language and culture exchange network, based on an Online2Offline model.
- Managing all processes online through a platform developed in-house, while the learning and sharing experience happens offline, allowing participants to establish close relationships with each other.
- Ensuring a greater efficiency and minimization of fixed costs, allowing SPEAK to be sustainable at scale while charging only a symbolic fee for its program.
- Empowering participants by expanding their language and cultural skills.
- Using a Buddy system to empower anyone with the willingness to share their language and culture.



SPEAK

Share your World

Portugal

www.speak.social

This solution consists of rehabilitating abandoned public lots with migrants and locals. We finance the program by selling housing units to middle class people, reinjecting the margins of the sale in the development of shared spaces opened to the neighbourhood. More concretely, it involves:

- Migrants, mostly emigrating from inside Europe, but not exclusively. Men AND Women.
- Focussing on local development. Architects from Quatorze act as mediators to discuss the future common areas, inviting both locals and migrants to work on creating a shared territory.
- Involving communities in the development of the solutions from beginning to finish, through a participatory and dynamic process.
- Meshing the different phases of the project with local events, so that the initiative is part of local life.



WECO

Quatorze

France

www.quatorze.cc

This solution consists of professional mentoring which addresses labour market accessibility by connecting newcomer and local professionals in 1:1 tandems. More concretely, it involves:

- Connecting newcomers and locals around shared passions and skills, enabling them to co-create social, professional and entrepreneurial relationships and projects.
- Giving newcomers access to local professional networks and knowledge, and giving local companies access to newcomer talent.
- Creating connections among equals rather than uneven power dynamics between local volunteers and refugee beneficiaries, fostering social cohesion with, rather than for new and old members of society.



PROFESSIONAL MENTORING PROGRAMME

SINGA Deutschland GuG

Germany

www.singa-deutschland.de

This solution consists of a cohousing program that fosters living together and inclusion by matching – through their skills and hobbies – refugees looking for accommodation with private individuals willing to host them for a 3 to 12 month period. More concretely, it involves:

- A platform aiming at matching participants according to their interests and motivations.
- Significantly improving refugees' levels of French through living with French people, and enabling the learning of social and cultural codes.
- Sharing a roof, a kitchen, a bathroom, but also meals, movies and good times. This is a perfect frame in which to learn more about the host society as a newcomer.
- Fostering the development of social and professional networks.



CALM

SINGA France

France

www.calma.singa.fr

This solution consists of sharing a meal with somebody unknown at home, as a way to promote an open attitude, mutual understanding, social cohesion and intercultural relations. Migrant women, most of them domestic workers, are active agents of this solution. More concretely, it involves:

- Participants spending a few hours sharing a meal and conversation with someone unknown at home. The host can be native or migrant family.
- Avoiding patronizing attitudes, by avoiding concrete assigned roles. Both participants can choose if they prefer to be one or the other. Lunches are held simultaneously and are moderated by a facilitator.
- Organising a public acknowledgement afterwards at the Victoria Eugenia Theatre of San Sebastian, aiming to increase the project's visibility through a multiplier effect and encouraging new meeting spaces, mutual recognition, and solidarity among people with equal rights.



Bizilagunak Next Door Family

SOS Racismo Gipuzkoa

Spain

www.mugak.eu

This solution consists of creating places where immigrants and refugees can fully access opportunities and achieve more equitable outcomes economically, socially, and civically. More concretely, it involves:

- With the help of national-partner NGOs, supporting municipal governments to lead the following activities:
- Bringing leaders together in a community, across all sectors, who want to advance welcoming. Crucial sectors involved include municipal government, business, non-profit, and the migrant community itself – among others.
- Building the capacity of these leaders through coaching, tools, and networking with practitioners in similar communities, to identify and tackle key local barriers to full migrant inclusion.
- Helping communities change their local systems, policies, and culture to reduce as many barriers to inclusion.




ADDRESSING BARRIERS To Inclusion In Communities

Welcoming International

www.welcominginternational.org

This solution consists of organising exploratory walks with migrants and host communities. More concretely, it involves:

- Exploratory walks, i.e. city walks, where participants are invited to provide feedback on the urban planning that directly affects their daily lives. This feedback is collected from answers to a questionnaire specially designed for the walk.
- Enabling the collection of (both qualitative and quantitative) data about experiences of migrants and host communities in the city.
- Creating a participatory and bottom up approach with the data. It is particularly useful for municipalities to create their own localized inclusion/social cohesion policies.
- Fostering participation of women migrants and from host communities to public local life.



CITIES OF HOSPITALITY

Womenability

France

www.womenability.org