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## National Reports on the Learning Outcomes from the Joint Community Actions Phase

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## 1. Executive Summary

Each partner country delivered a national report on the learning outcomes from the Joint Community Actions phase (WP3), based on national Focus group meetings to prepare and monitor the observation activities.

The DREAMM teams (including Mentors and Lead-Mentors) organised planning workshops (partly Design Thinking) for intercultural and transcultural joint development events. They involved various local NGO fairs, recruited TCNs and locals for the DREAMM workshops. These activities were particularly successful in disseminating the DREAMM project to the wider public and brought the biggest learning effects for facilitation competences amongst the Mentors and Lead-Mentors. They served as an opportunity for designing WP2 and WP3 in ways that they could be implemented in combination, linking and co-planning them for more efficiency.

### Austria

The DREAMM Team building events in Vienna were used to create a stronger cohesion among Lead-Mentors and Mentors on one side and participants of the various activities on the other hand, the main focus was put however on creating a group of volunteers that would help with the delivery of the foreseen Design Workshops and Community Needs analysis activities with the aim to arrive in the end at the Joint Community Action.

### Cyprus:

The Community Action Activities in Cyprus have been one of the main activities which brought newly arrived TCNs and locals together. The process of creating a team that would be actively involved in the joint community actions started from the very early stages of the DREAMM project since many of the DREAMM Lead-Mentors and Mentors were actively involved in the design, organisation and planning phase of the main Joint Community Action that took place on the 17th of June 2022.

### Greece:

The realization of the Community Action occurred through a series of online and physical actions. After an intensive series of Design Workshops, 30 participants, 11 DREAMM volunteers, 4 TCNs and 15 professional educators and trainers put their efforts and skills and implemented within two events and actions.

### Germany:

The JC Actions in Germany were carried out at 3 locations: Göttingen, Bad Karlshafen and Altwarmbüchen. The Göttingen JCA took place in the Weststadt (Western City), a relatively poor working class area with a large migrant population and a bad reputation. In a series of transcultural events, triggered by design thinking workshops a specific app was developed and maintained by joint inhabitant groups including the TCN. In AWB diverse discovery actions and excursions were delivered while in Bad Karlshafen specific storytelling and joint music events were carried out. In this connection the programme “Exile” was developed and performed during a large scale conference in September 2022.

#### Italy:

The activities of WP3 in Naples aimed at developing a project from the community, with the community and for the community. After several meetings, focus groups and workshops, it was decided that the organization and realization of a Social Carnival parade in Piazza Garibaldi would be of benefit to promote integration and foster community engagement.

The Perugia team organised a Community Action project including a musical performance by the Chamber Orchestra of Perugia called “Music from the World”. Each one of the associations that participated as collaborators had activities to allow interaction with the attendants. There were fifteen associations collaborating in the event and about 100 participants were attending it including migrants, cultural mediators, members of the civil community, DREAMM Lead-Mentors and Mentors, other local organizations, and initiatives.

#### Malta:

Over the implementation phase of DREAMM, the UoM DREAMM team, with its collaborating Lead-Mentors and Mentors, has formed a special bond with the Sudanese Migrant Community in Malta. This community has whole-heartedly embraced DREAMM’s ideals and tries to involve its members in organised DREAMM activities wherever possible. Therefore, Sudanese Community members were the ideal candidates to work and be involved in joint community actions. August 2022 marked the beginning of a set of workshops during which the UoM DREAMM team connected with the entities mentioned in the following Design Workshops’ descriptions to discuss the importance of bringing together the local community with the migrant community and identify ways how this could be done to realise the DREAMM Joint Community Action.

## 2. Learning Outcomes of Joint Community Actions (WP3) in Austria

### 2.1. Initial Teambuilding

The DREAMM Team building events in Vienna were used to create a stronger cohesion among Lead-Mentors and Mentors on one side and participants of the various activities on the other hand, the main focus was put however on creating a group of volunteers that would help with the delivery of the foreseen Design Workshops and Community Needs analysis activities with the aim to arrive in the end at the Joint Community Action.

The DREAMM team in Vienna was a diverse team consisting of our DREAMM Lead-Mentors, professionals working for NGOs and other associations active in the field of migration and integration. There we could find both migrants and locals, but they were mostly below 35 years. Our DREAMM Mentors, volunteers, were mostly coming from the communities that were engaged in the DREAMM project. The most of them were coming from Afghanistan, Iran and Syria. Since the first workshops that we offered already in November 2021 were mostly frequented by Afghani women and some of them became afterwards also DREAMM Mentors, we had many Afghani women of different age groups among our Mentors. The other part of Mentors as well as of TCNs were formed out of mostly young people from Syria, Afghanistan and Iran. Almost all of them are active in various associations and NGOs. One common attitude was their aspiration for receiving more knowledge and learning new skills. To fulfil this demand, our Team building activities tried to follow two main objectives: Firstly, we tried of course to offer through interactive and engaging activities an opportunity to get to know each other better and to create a solid groundwork of trust necessary to put into practise the challenging tasks. Secondly, we tried to focus on these skills so that already the Team building activities offered also to our Mentors and Lead-Mentors as well as the engaged TCNs new insights in the main topics that in future we would have implemented during the realisation of the Community Action. The team building activities were therefore divided into these two categories, more interactive activities followed by brainstorming sessions where we presented also some new insights regarding the crucial topics of the future exhibition.

In addition to this, also other meetings during the months of the realisation of the Design Workshops and the Community Needs Analysis activities were used to further develop the team spirit and cohesion. For the realisation of the activities we tried to follow a practical approach given the availability of the various persons: While Lead-Mentors helped by Mentors were responsible for the implementation of the activities – together with our office – the TCNs were seen as idea providers with the aim to give feedback to the plans of the Community Needs Analysis and the Joint Community Action. In this way we guaranteed that a wide range of different participants from various backgrounds contributed to the further successful development both of the Community Needs analysis as well as the Joint Community Action. Through the involvement of these people we also guaranteed the involvement of various communities during the Design Workshops where the actual material was produced by participants, that were more or less the same that had also participated before in the

Design Workshops. In other words: The Team Building activities were the first step towards the further realisation of the exhibition and the Community Needs activities where a diverse team set the first decisions about the framework of all activities.

The **objectives** were:

- Create a network between organisations and individuals in Vienna with the aim to create positive impacts to all involved persons on the project through the JCA
- Fostering a double-sided integration process through the combination of the topics of media literacy and art, especially photography and paintings (created by TCNs)
- Improve both the skills of Lead-Mentors as well as Mentors through the training and planning process of the various activities as foreseen in WP3 with final beneficiaries TCNs

As **final result** it was foreseen:

- Planning and implementation of the Joint Community Action in Vienna by putting together the results of the Design Workshops where Lead-Mentors together with Mentors developed artistic material such as paintings and photographs to make visible the variety of communities in Vienna
- Creation of a strong network in Vienna between various organisations and individuals with the aim to strengthen the quality of integration processes

## 2.2. JCA Description

The Joint Community Action consisted in the inauguration of the exhibition with the title “Common Tracks of tastes” (GenussSpuren des Miteinanders). The exhibition was realised step-by-step during the Design Workshop, where the artistic material was created by our participants, members of communities, TCNs and locals. The inauguration was the actual put into practise of the Joint Community Design developed before together with Lead-Mentors, Mentors, locals and TCNs. During the preparation phase and the creation of the Joint Community Action the skills of all participants (Lead-Mentors, Mentors, TCNs, locals and members of communities) got improved through the participation of interactive workshops dedicated to painting and photography.

In order to present also other major project achievements, we organised the exhibition together with the Public Event in order to not only inaugurate the exhibition, but also to inform the wider public about the results of the DREAMM project. The event took place on Monday, 13<sup>th</sup> of June in the restaurant TOP Lokal in the 1<sup>st</sup> Viennese district.

The first part of the inauguration was dedicated to give the audience an overview about the DREAMM activities, the realised workshops as part of WP2 and WP3 and to present the hard work of Lead-Mentors and Mentors. Then followed the official inauguration of the exhibition with the presentation of some of the pieces of art that were created from participants during in the Design workshops. The title of the exhibition “Common Tracks of tastes” (GenussSpuren des Miteinanders) tried to combine the different tastes that food can have with the goal of the project of bringing together various

communities and cultures. During the ceremony we presented some of the stories and the artistic piece that participants have created. Visitors, however, had the opportunity to discover all individual food stories as well as the artwork: All results of the Design Workshops were positioned on tables allowing the visitors to get a more direct contact with the individual stories. By telling the stories and presenting various dishes, we showed the wide range of cuisine that Vienna offers, sometimes hidden, sometimes more present.

The aim of the event was not only to inaugurate the exhibition, but also to create a networking opportunity for members of various communities, associations and individual TCNs, migrants and locals. To this aim, we organised after the inauguration a concert of a local band with roots to Afghanistan that introduced the visitors to afghani music. After the concert, a rich buffet gave participants the opportunity to network and to further discuss the variety of food that unites us all – now also by trying some of the dishes shown in the exhibition.

The event was organised by Lead-Mentors from the staff of die Berater with the support of other Lead-Mentors and Mentors that have already contributed in other formats (WP2/3).

In total, almost 50 participants, among them also participants from the Design workshops and from other DREAMM activities, were present during the event. Given the various backgrounds and different roles, the event was an opportunity to expand the network and create new contacts between TCNs, locals and members of various communities. Through the realisation of the exhibition we did not only make visible the variety of Viennese communities, we also actively created an opportunity where they actually met and got in conversations – the needed first step for a further successful two-sided integration process.



## 2.3. JCA Learning Experience Report

### 1. Development process

The Joint Community Action phase was dedicated to the community needs as foreseen in WP3. These activities were closely connected with the developed learning projects in WP2 as we focused on the experiences of Lead-Mentors and Mentors in this phase as well as on their previous experiences. Furthermore, we tried to involve TCNs and stakeholders in various events such as Focus Groups and information meeting with the aim to get an fully overview about the needs in the field of integration in Vienna.

Parallel to this task, the Design workshops had the aim to prepare the Joint Community Action. All previous experiences were used to improve on the one hand the skills of Mentors through photography and painting workshops and on the other hand to bring both Lead-Mentors, Mentors and TCNs to reflect on their personal history to integration through the artistic development of individual stories. Participants had to paint or take an artistic photography describing something personal related to integration. The overall topic in the last step was food as it helps to build bridges between cultures and in the same way food has importance in all cultures.

All these activities led to the creation of an exhibition dedicated to the individual stories of the participants of the Design Workshops. The title “Common Tracks of tastes” (GenussSpuren des Miteinanders) tried to summarise not only the Design workshops giving the participants an opportunity to present their individual stories (often connected to traumatic escape episodes), but also to present the various learning projects developed in the DREAMM project in Vienna. The inauguration of the exhibition and the Public Event was therefore the last phase in the learning path summarising the various activities.

### 2. Outcomes

We have organised 4 Focus Groups (combined in one event), 4 information meetings, a team meeting and 5 interviews to get more insights regarding the needs of communities and TCNs followed by 5 Design-Workshops and the inauguration of the exhibition that was the Joint Community Action and Public Event.

### 3. Impact

Impact of the DREAMM activities in Vienna can be seen from two perspectives: Firstly from a more qualitative point of view regarding the improvement of skills and competences of the involved people, Lead-Mentors, Mentors and TCNs as well as stakeholders and secondly from a quantitative perspective regarding the numbers of people reached, the amount of organisations involved, etc.

The skills of Lead-Mentors and Mentors got improved through multiple ways during all phases of the project. Already in the planning phase they learned new techniques and approaches regarding media literacy and practical knowledge (filming, cutting a video, presentation techniques); the new acquired

skills were transported directly to the final beneficiaries, the TCNs. In addition to that, through the planning and realisation of the networking and planning activities in the framework of WP3 activities, both Lead-Mentors and Mentors got to know new skills in the field of project management and event organisation. On top, their intercultural competences got improved through the cooperation with and between different associations and NGOs active in the field of integration in Vienna. This included also an enlargement of the network of all involved persons and new connections which allowed all participants to get new ideas and ways that will be helpful in the integration process.

From a more quantitative point of view we engaged approx. 120 participants in the WP3 activities.

#### **4. Perspective**

The DREAMM project in Vienna brought together experts from various organisations and with a profound knowledge about the integration process in Vienna and Austria. In our learning projects we tried to develop new ways or enrich traditional offers with new perspectives and ideas to create something additional to the already existing offer for TCNs in Vienna. The project allowed us to test these new formats and concepts and to evaluate their success afterwards. The biggest outcome of the project are the new networks as the result of the intense cooperation between die Berater, various NGOs in the integration field and Lead-Mentors and Mentors. This new platform is a good opportunity not only for follow-up projects, but also for an constant cooperation in all topics related to integration.

#### **5. LM/M Development as a Facilitator**

The team of die Berater has extremely benefit from the DREAMM project, including the JCA activities, both in terms of cooperation internally as well as in form of new contacts.

In addition to that, the DREAMM project also influenced in a positive way the daily work of the trainers in language courses through giving them new perspectives and ideas on how to enrich the daily sessions.

The biggest positive impact was the enlargement of the local network that will benefit from the new contacts and experiences with various NGOs and associations on local level.

## 2.4. Conclusion

The Joint Community Action in Vienna had the aim to plan and organise an exhibition combining the individual stories of TCNs with artistic perspectives. To plan and organise the exhibition we organised five Design Workshops as well as some additional planning events with the team consisting of various Lead-Mentors and Mentors. All the planning process tried to follow the main thematic field of media literacy combining it with art.

The first activities were the Design Workshops where participants (mostly TCNs, but also Lead-Mentors and Mentors) created artistic pieces of art under the guidance of one expert. We organised two photography workshops, where a professional photographer explained the basics of artistic photography followed by practical tutorials where participants themselves created artistic photographs for the exhibition.

The same procedure we used for another two Design Workshops, this time the two sessions were dedicated to painting. Thanks to the guidance of professional painter David in the two workshops participants learned the basic elements of painting and created pieces of art combining it with a personal story. In many cases the results dealt with the difficult past characterised by traumatic experiences of displacement.

The overall topic of the future exhibition was dedicated to food as food has an importance in all cultures and it can therefore be an easy way to start intercultural dialogue and exchange perspectives, an important prerequisite for an double-sided integration process.

The Joint Community Action was organised together with the Public Event in order to not only inaugurate the exhibition, but also to inform the wider public about the results of the DREAMM project in Vienna. The event took place on Monday, 13<sup>th</sup> of June in the restaurant TOP Lokal in the 1<sup>st</sup> Viennese district.

The first part of the activities was dedicated to give an overview about the DREAMM activities, the realised workshops as part of WP2 and WP3 and to inform participants of the hard work of Lead-Mentors and Mentors. Then followed the inauguration of the exhibition with the presentation of some of the pieces of art that were created from participants in the Design workshops. The title of the exhibition “Common Tracks of tastes” (GenussSpuren des Miteinanders) tried to combine the different tastes that food can have with the goal of the project to bringing together various communities and cultures. The participants of the event could always read the story that was explaining the various paintings and photography’s understanding in this way the variety of Vienna.

After the inauguration a band from migrants from Afghanistan as well as a rich buffet gave the opportunity to network and to further discuss the variety of food that unites us all.

### 3. Learning Outcomes of Joint Community Actions (WP3) in Cyprus

#### 3.1. Building the JCA Team

The Community Action Activities in Cyprus have been one of the main activities which brought newly arrived TCNs and locals together. The process of creating a team that would be actively involved in the joint community actions started from the very early stages of the DREAMM project since many of the DREAMM Lead-Mentors and Mentors were actively involved in the design, organisation and planning phase of the main Joint Community Action that took place on the 17th of June 2022.

The DREAMM team of volunteers have also attended various local NGO fairs and youth festivals where they represented the aims and objectives of the DREAMM project, and they recruited TCNs and locals for the DREAMM workshops. These activities were particularly successful in disseminating the DREAMM project to the wider public. They served as an opportunity for designing WP2 and WP3 in ways that they could be implemented in combination, linking and co-planning them for more efficiency..

For the designing and planning of community activities, DREAMM Lead-Mentors and Mentors reached out to their own networks, friends and colleagues to disseminate the objectives of the project and invite more members of the local community and/or integrated migrants and refugees to take part in the community actions and help towards the creation of an intercultural society. The team of Lead-Mentors and Mentors that were involved in this process included mainly locals working in NGOs and organisations in the migration and integration field, students (including some students with a migrant background) and CIP members interested in increasing their knowledge and awareness regarding migration and inclusion. Initially, informal meetings between CIP members and the DREAMM volunteers were organised and as the project progressed, new volunteers and participants joined the informal online and physical meetings.

Between January and June, the Cyprus DREAMM team included more than 50 volunteers who took part in team-building activities and contributed to the design phase of the local community actions. Although the majority of volunteers were Cypriots, the Cyprus DREAMM team included people from Egypt, Palestine, Syria, Ukraine and Cameroon. Throughout the observations that facilitators conducted during the implementation of DREAMM activities, it was evident that the majority of participants were between the ages of 18 - 35 and the majority of the Cyprus DREAMM team were women.

Team building activities between DREAMM volunteers, migrants and locals who took part in the development of the local community actions included informal meetings at the CIP office and at local coffee shops, brainstorming sessions, using gamification methods to raise awareness on the challenges of newly arrived TCNs and simulation activities. The sessions were held in informal settings in order also to get to know the participants and make them feel comfortable in case they had concerns/questions about their involvement in future activities. We also delivered a few presentations regarding DREAMM previous activities and informed them about events coming up related to WP2

which they could be interested in attending. We made sure to include activities such as mind-mapping and brainstorming to consider their own ideas about what a joint community action could look like in order to construct the best possible plan for action.

### 3.2. Results of Needs Analysis

The final results of the context analysis showed that racism and xenophobia incidents are unfortunately evident within the local community and the resources available to help overcome these issues are not adequate for the number of newly arrived TCNs. Furthermore, racist incidents are often seen in schools and in universities, but at the same time, there are many extracurricular activities that help the process of social integration and inclusion for migrant students. Similarly, within the policy-making community there are different opinions and actions regarding migration and integration. There are some policy making communities that work closely with NGOs and other relevant stakeholders which are actively trying to counter racism and xenophobia through the development and organisation of various festivals and cultural workshops as well as joint actions that empower cultural awareness and increase intercultural communication. Yet, cases of racism and xenophobia are still visible as the far-right political community continues to rise in many European countries, not just in Cyprus. This has been the main concern of NGOs and migration experts as it could have devastating effects on integration and inclusion initiatives. Nevertheless, there are many political organisations and local institutions that advocate for the rights of newly arrived TCNs and which support the local and national NGOs and organisations to enhance the process of inclusion and create an intercultural, democratic and open society.

### 3.3. Development of JCA Concept

Designing the Joint Community Actions: During the initial design workshops DREAMM facilitators and volunteers decided to organise and deliver the main Joint Community Action during local celebrations for the World Refugee Day, in the form of a Festival.

After various brainstorming sessions about the potential activities that could take place during the Festival, DREAMM volunteers came up with the idea to organise a ‘World Refugee Day Intercultural Futsal Tournament’. This decision was made following consultations with a local NGO, which had previously organised events with sports as a form of promoting social inclusion and interculturality, that took part in the organisation of the Cyprus Joint Community Action.

For the Cypriot context, in addition to the main Joint Community Action, some of the DREAMM Familiarising with the place and being a citizen workshops were also implemented as smaller joint community actions as they brought locals and TCNs together to enhance the process of integration and empower migrants and refugees to increase their skills and competencies through various workshops and interactive activities.

The key difference between the DREAMM workshops organised under WP2 and the main Joint Community Action was the intercultural character that served as the primary scope for the creation and implementation of the Joint Community Action. The main aim of DREAMM facilitators and volunteers when designing this activity was to promote intercultural communication by using sports, particularly futsal, instead of verbal communication. The Joint Community Action included futsal

players who enjoyed playing football and celebrating World Refugee Day without prejudice relating to the colour, ethnicity, gender, or age of any of the participants.

Throughout the designing and implementation phase, DREAMM Lead-Mentors and Mentors were actively participating in brainstorming sessions, and they shared their knowledge, skills and competencies on migration, facilitation and intercultural communication with the new team of volunteers that joined these workshops. With the completion of this activity, DREAMM Lead-Mentors and Mentors increased their intercultural communication skills as well as their organisation and event planning competencies.

### 3.4. Notable Outcomes

Following the initial recruitment of a team of Lead-Mentors and Mentors and the establishment of the One-Stop-Shop, Lead-Mentors and Mentors have designed a series of events under WP3. Some of the most stand-out activities are:

- Joint Community Action in June - Celebrating World Refugee Day through an Intercultural Futsal event, co-organized with the Generation for Change and under the auspices of the UNHCR in Cyprus. Participants included unaccompanied minors under the “Hope for Children” foundation in Nicosia.
- Public Event with key stakeholders at Lemon Park events venue in March. The main aim of this event was to share information about the project to the participants, members of the local community, TCNs and relevant stakeholders and to increase cooperation and understanding between these groups. It was followed by workshops on the history and cultural norms of Cyprus. Stakeholders in migration and facilitation shared information about AMIF projects and on the legal services regarding migration.

### 3.5. Learning Development during WP3 Activities

The Cypriot team of Lead-Mentors and Mentors was a diverse group of people which included professionals in the migration sector as well as university students, ICT professionals and lawyers. They all took part in a brief learning experience on Migration, Facilitation and Communication and they used the competencies and skills they developed to organise workshops and activities with TCNs as well as with locals to help with the process of integration for newly arrived TCNs and create an intercultural society.

The learning workshops were received positively by Lead-Mentors and Mentors. Lead-Mentors admitted that they were surprised with the emotional aspect of the learning experience. The use of gamified approaches and simulations as a way to increase empathy and give an understanding of the practical and emotional challenges of newly arrived TCNs provided a new understanding of the migration and facilitation fields. Through the learning workshops, Mentors increased their understanding on migration and facilitation and they were introduced to intercultural communication. As they stated, the DREAMM learning experience was a great introduction on migration especially for participants with no prior experience in this field.



In the first phase of designing these workshops and activities, the Lead-Mentors and Mentors identified the main topics for the workshops, and then they reached out to stakeholders and professionals in relevant sectors to help them in the process of creating and delivering their workshops.

The majority of the WP2 activities took place in Nicosia, the capital of Cyprus which hosts Pournara, the main asylum reception centre in Cyprus. Some actions were organised in Larnaka, as part of CIP's role as the regional coordinator for the integration policies of the Larnaka region in the Council of Europe's "Intercultural Cities" Programme.

The second phase of planning the workshops and activities, included holding online and live meetings with Mentors and relevant stakeholders to finalise the workshops and plan their implementation.

The workshops and the networking that the Lead-Mentors and Mentors have created with newly arrived TCNs and locals during the implementation of WP2 activities played a major role in the organisation and implementation of the Joint Community Action in Cyprus.

The Joint Community Action in Cyprus was an event that CIP co-organised with the New Generation Cyprus and UNHCR Cyprus. The Cyprus Joint Community Action in Cyprus was one of the main national events organised to celebrate World Refugee Day 2022. The DREAMM Lead-Mentors and Mentors organised a World Refugee Day Intercultural Futsal Tournament on the 17<sup>th</sup> of June 2022. One of the highlights of this event was the participation of a team of unaccompanied minors at the futsal game with the help of Hope for Children, an NGO in Cyprus offering accommodation and educational programmes to unaccompanied minors.

The planning of the Joint Community Action started in January 2022, when the DREAMM Mentors reached out to the Generation for Change, and they agreed to the co-organisation of a series of events under the context of WP2 and WP3. The "World Refugee Day Intercultural Futsal Tournament" succeeded in bringing locals, migrants and refugees together to create an Intercultural Cyprus in a fun and engaging environment, countering negative stereotypes, racism, and xenophobia.

Below there is a video about the Intercultural Futsal Tournament which was organised under the context of WP3:

Link to YouTube video: <https://www.youtube.com/watch?v=O1hd0pp5udM>

## 4. Learning Outcomes of Joint Community Actions (WP3) in Greece

The realization of the Community Action occurred through a series of online and physical actions. After an intensive series of Design Workshops, 30 participants, 11 DREAMM volunteers, 4 TCNs and 15 professional educators and trainers from Italy put their efforts and skills and implemented the current actions:

On the 6<sup>th</sup> of October 2022 the Community Action Event named “Dive in Diversity” took place in Nea Filadelfeia region of Athens, an awareness and cultural event organized by IASIS, Connect Your City, the Hellenic Association for Psychosocial Rehabilitation and Vocational Reintegration (PEPSAEE), the Society for Regional Development and Mental Health (EPAPSY) and EDRA Social Cooperative Activities for Vulnerable Groups.

From the 15<sup>th</sup> of September until the 15<sup>th</sup> of October 2022 online DREAMM challenges on Connect Your City application were shared and spread to the community of the users.

### 4.1. Dive in Diversity

The event took place at the World Cultural Foundation of Diaspora Hellenism in Alsos of the Municipality of Nea Philadelphia-Nea Chalkidona, in collaboration with the Municipality of Nea Philadelphia-Nea Chalkidona, with the opening greetings giving the trigger for a series of events inside and outside external space of the institution. Among other things, there were scientific lectures, interactive exhibitions, experiential workshops, raising awareness activities, thematic stands, artistic events and live broadcasts with corresponding Social Inclusion actions throughout Greece. The aim of the event is the "Dive in Diversity: Well Being and Inclusion for all" to be a celebration of Mental Health and Social Inclusion with the participation of Third-Country Nationals, Social Policy institutions, Civil Society bodies, Recipients of Health services, young volunteers and people who wanted to contribute to the promotion of social inclusion and wellbeing.

The thematic sections were:

- Inclusion - “Well-being for all”
- Promotion of Mental Health of TCNs
- Two-way integration methodology of DREAMM project
- Intervention in the Community through door-to-door approaches
- Development of research around issues related to mental health and inclusion

TCNs, professionals, volunteers, and members of the general public staged a large dance to celebrate diversity together at the conclusion of the event.

DREAMM Mentors and Leader Mentors in this event were entrusted with keeping an eye on the technical and organizational components of the event, while two LM with excellent field experience led an experiential learning workshop to raise awareness of diversity and inclusion. On the other side, TCNs were given the opportunity to welcome the community and the major who attended the event at the start of the event while also inviting their peers and friends to join.



## 4.2. DREAMM series at CYC App

DREAMM Lead-Mentors and Mentors developed a series of online teasers and challenges that were spread on Connect Your City application to raise awareness about interculturality and the aspects of diversity. In total, 34 challenges were uploaded on the application. A sample of them are:

### Sample I

*DREAMM Series I: Intercultural Cuisine*

*- Intercultural cuisines in your kitchen!*

*- Search the internet for must-eat recipes of dishes from countries outside of Greece and cook your favorite*

*Proof\*:*

*- Set your plate, place a piece of paper with the recipe's nation of origin next to it, and then submit us a photo for the challenge!*

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*To get Bonus Points, upload a story on Facebook or Instagram!*

*Make sure you do not upload it to close friends and do not have a closed profile!*

*⇒Facebook: @iasis.athens | @connectyourcity #DREAMM #Project*

*⇒Instagram: @iasis\_gr | @connectyourcity #DREAMM #Project*

### Sample II

*DREAMM Series II: Intercultural Interview*

*Interview a person whose origin is not Greek and ask them the following three questions:*

*1) What is your country of origin?*

*2) What is the national food of this country?*

3) Which part of this country would you suggest us to travel to and why?

*Proof\*:*

- Take a selfie with the interviewee holding their answers written on paper

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*To get Bonus Points, upload a story on Facebook or Instagram!*

*Make sure you do not upload it to close friends and do not have a closed profile!*

⇒Facebook: @iasis.athens | @connectyourcity #DREAMM #Project

⇒Instagram: @iasis\_gr | @connectyourcity #DREAMM #Project

### 4.3. Impact

- 550 people attended the “Dive in Diversity” activity
- 5 leading organizations in the field of mental health and social inclusion involved in the development of the event
- 10 decision makers attended the event, including the Minister of Mental Health, the Major of the host Municipality and key members of the public health sector
- 30 individuals including DREAMM LM and M, TCNs and external professionals involved in the preparation, organization and implementation of the event
- 34 DREAMM challenges uploaded on Connect Your City Application
- 1,500+ young people engaged on DREAMM challenges
- DREAMM LM and M but also TCNs in charge of the event improved their management and coordination skills
- Attendants gained cultural awareness and learnt how to respect interactions in communities that are becoming more and more diverse
- TCNs’ visibility needs were addressed as the aim of the event was to promote their needs to decision makers, stakeholders and local communities.

#### 4.4. Qualitative Outcomes

Our experience as Project Trainers, DREAMM LM and M has had a significant impact on our attitude, both professional and personal. By showing the greatest respect to people from different backgrounds and cultures, not only when working in the field, but also in our everyday life, we can effectively promote intercultural values and global empathy. We can also encourage others working with the same population to use non-violent intercultural communication and support them in communicating collaboratively within diverse groups.

Trainers and Mentors agree that DREAMM's contribution to the development of Greek and Athenian human capital of trainers is crucial for the further implementation of future initiatives and programs regarding the integration of migrants and refugees.

#### 4.5. Facilitator Learning Outcomes

*“Through my experience as Lead-Mentor in the DREAMM project I gained considerable experience in working with diverse populations and especially with TCNs which is a target group that I had not encountered before. This experience was not only fruitful but also challenging since I had to adapt multiple times to the different circumstances and cases. My key take-away from this project is this:*

*There is so much vulnerability around us that it is very common to feel unable to provide solutions that actually have an impact. However, any intervention to vulnerable communities has an added value, even if the benefits are not as profound as someone thinks they are, people who facilitate and support projects like DREAMM can understand the point.*

*During this period I worked a lot on how I could become a better version of myself, not only for the needs of the project but also for my overall development as a professional. In a more practical sense, I tested my competencies in adult training with migrants and tried to find effective ways to reach the optimal outcome for both sides.*

*At the end, I can demonstrate that I have become more empathetic when it comes to learning and understood that we all experience learning differently. Therefore the role of the facilitator should not be stable, but flexible. A good facilitator is the one that manages to create inclusive educational settings, learner-centred and based on the values of collaboration and co-development. The gathering of so many different mindsets in one room can be chaotic and this is why the facilitator's role is to be present but also discreet, to ease the tension and promote non-violent communication understanding through the empowerment of the learners as individuals who share a common goal. All in all, I feel very empowered by my participation in this project.” - Stratis Tzanis, DREAMM Head of Lead Mentor*

## 5. Learning Outcomes of Joint Community Actions (WP3) in Germany

### ▪ Summary

The activities and the design of the JCA in Göttingen started in autumn 2021. A series of team workshops was organised to elaborate how these aims could be accomplished. This was done by using the design thinking process.

The objectives of the WP3 learning project were to:

- Promote implementation of concrete actions to contribute to the achievement of sustainable community development;
- To use and further develop the competences of Mentors and Lead-Mentors,
- Applying what we have learnt in the Mentors workshops at the start of the project on integration, communication, learning preferences and competence-oriented learning
- Create or strengthen ties to local stakeholders working in related areas;
- To increase job satisfaction and teamwork by opening spaces for civic engagement of TCNs and the local community

As final results, it was foreseen:

- The adoption of an informal learning and participation strategy and its practical, transcultural implementation with local stakeholders;
- Increased awareness on life reality of learners in integration courses and new findings to improve learning offers;
- New or stronger ties to civic organisations in the project locations;
- planning and delivery of a sustainable JCA project,
- validation of the competence development of all Mentors (M/LM, D40)

### ▪ Target group

- 25 Lead/Mentors were involved in implementing the learning project (learners): all working in local integration projects. All have academic degrees in various areas (e.g. business education, geography, international business administration, teaching, linguistics, marketing, etc.) and most had worked in adult education for 6+ years. Many had been part of previous projects dedicated to integration, to varying degrees.
- Final beneficiaries are stakeholders from the western district of Göttingen: recently arrived people with migration background, multicultural residents, social workers, associations, youth and cultural centres, neighbourhood and community organisations.
- Project management and development (PM/D) – Implementation of the learning project and App development with stakeholders from the Weststadt

▪ **WP3 Learning objectives (for Mentors)**

– **Knowledge:**

- Knowing DREAMM theory, concepts and practical examples to apply them in WP3
- Integration, Communication, facilitating COL
- Knowing how to identify and involve relevant stakeholders

– **Skills:**

- Developing a holistic learning and developing strategy for workshops and learning projects
- Organising specific tasks (singular steps) in the Design Thinking process (DT)
- Applying the whole DT procedure and ending up with a prototype (the Weststadt App JCA)
- Implementing the project idea (PM/D): Research, technical implementation, design
- Developing and documenting an idea along a project management structure (PM/D)

– **Attitudes:** *Please describe which attitudes learners were supposed to develop during the project.*

- Appreciating the potentials and benefits of the facilitation process (COL) and their own role in the process
- Valuing opportunities to contribute to community development
- Being motivated to engage in the participatory approach
- Being determined to achieve aims through agile project management (PM/D)
- Appreciating methodologies to foster creativity and innovation (DT)

## 5.1. Development process

The learning project for our team started after the DREAMM workshops carried out partially F2F and partially online (due to Corona). A series of team workshops was organised to elaborate how these aims could be accomplished. This was done by using the design thinking process.

In the first stage – the understanding phase - the team focused on comprehending what it wanted to achieve and to anticipate the needs of all involved. It then defined its vision: to build new ties and to learn and grow as a team, by carrying out a creative, practical project with stakeholders, for instance in the Weststadt to support the multi-cultural community development. A plan was also developed to identify two additional project activity locations (eventually: Altwarmbüchen and Bad Karlshafen), forge connections to local actors in these locations and pass on acquired knowledge and skills to create a second generation of DREAMM-Mentors who could design and carry out additional project activities in these locations.

In the second, the empathy phase meetings were arranged with organisations in the western part of Göttingen, e.g. the community centre, a theatre project, and a cultural centre to better get to know the Weststadt and their residents. TCNs and the local stakeholders from the Weststadt were involved throughout the following phases. Given the multi-cultural and multi-lingual composition of the area and the obvious need to support interaction for the sake of integration, to promote existing offers and our partners' expertise in IT development, the idea most favoured during the third, the ideating phase was to develop a community guide app.

In further meetings with TCN and the local stakeholders features and requirements for the app were defined and technically implemented by the team of IT developers. The app, called GOE West, was extensively tested and modified to fit the needs of the local community.

In AWB diverse discovery actions and excursions were delivered while in Bad Karlshafen specific storytelling and joint music events were carried out. In this connection the programme "Exile" was developed and performed during a large-scale conference in September 2022.

## 5.2. Outcomes

### a. Weststadt App and JCA for content development

An app called GOE West has been developed with support of the local community it was made for. It offers a variety of functions: a map showing locations and organisations, including filter functions and navigation, detailed information and contacts to organisations in the area, who can use their accounts to share information and to announce events via push notifications to app users, a button for users to follow their favourite organisations, and a blog function where people, activities, history and projects in the area can be presented. Also a cooperation to run and maintain the app with the community centre was agreed.

The first trial version of app was firstly presented in November 2021 and tested by the transcultural development groups during the following months. Mentors connected activities for content development to language learning courses and created contents together with the TCNs in joint activities, for instance combined treasure hunt and language learning or exploration and reflection activities,

The concrete outputs are jointly developed contents on the app – which are the concrete (and tangible) learning outcomes of the beneficiaries. The digital map and exploration app is available in German with direct

translation options. A version for a Ukrainian language guide was also provided. The app development was funded by other sources but is an important learning resource for DREAMM.

b. JCA in Altwarmbüchen

A decision was made to initially focus the DREAMM activities in AWB on the orientation workshops and the One-Stop-Shop (WP2), rather than carry out a third full-fledged joint community action (of which only one is officially foreseen in the DREAMM project). This was largely due to the fact that the (“second generation”) DREAMM Mentors in AWB viewed counselling and referral as the most urgent needs of the current influx of Ukrainian TCNs in early/mid 2022. They do, however, plan to shift from this initial counselling and orientation to full-fledged jointly planned community actions in the months after the official end date of the DREAMM project.

c) Bad Karlshafen specific storytelling and joint music events were carried out bringing together the experiences of the (local Mentors and care personal and the TCN. In this connection the programme “Exile” was developed and firstly performed during a large-scale conference in September 2022. A CD is in preparation with German lyrics based on the experiences as foundation for a music cycle, performed by one of the Lead-Mentors and her group.

### 5.3. Impact

The WP3 portion of the DREAMM project in DE has been a great success. The team and local stakeholders and also the final beneficiaries (TCNs) are highly satisfied with the JCA in Göttingen, for instance, since they were able to work on a meaningful app, which reached its objective to contribute to local community development and to grow trust and confidence for further collaborations, which are already planned, including further development of mobility and accessibility actions.

The Mentors could easily guide the content development processes and liaise also with other parts of the DREAMM programme – such as language learning and familiarising with the place actions.

The digital learning opportunity represented by the Goe West App is especially interesting for young migrants with a good (informal) IT background, an aspect that we hope to explore in future projects.

### 5.4. Conclusion

Planning for the Joint Community Action in Göttingen’s western city began with a meeting with the community centre, a theatre project, and a cultural centre to better get to know the Weststadt and its residents. Stakeholders from the Weststadt were also involved throughout the following phases. Given the multi-cultural and multi-lingual composition of the area and the obvious need to support interaction for the sake of integration, to promote existing offers and our partner’s expertise in IT development, the idea most favoured during the third, the ideating phase was to develop a community guide app. In Altwarmbüchen, this phase involved several meetings with the volunteers and staff of Caspo e.V., a non-profit organisation with a strong background in intercultural issues and integrative processes. In Bad Karlshafen this especially meant meeting several times with the director of J. Römer KG, who has been tireless in her efforts to improve



the situation of TCNs who live in the town. Representatives of all of these organisations were extensively informed of the DREAMM project aims and philosophy, and many of them were receptive to learning of the theoretical constructs that underpin our project, like design thinking and open cooperative learning as a basis for designing and implementing successful integrative activities. Thus, additional project Mentors were acquired to enable an expansion of the DREAMM project to encompass three project locations. While it was eventually decided that our DREAMM JCA would take place in Göttingen alone, stakeholders in both Altwarmbüchen and in Bad Karlshafen plan to implement their own community actions in the future, after having met the perceived orientation needs of their TCN populations, especially regarding the Ukrainian community.

Our local participants for the Göttingen JCA live in a quarter called the Weststadt (Western City), a relatively poor working class area with a large migrant population and a bad reputation. After coming up with the initial concept via design thinking and extensive interaction with various stakeholders in the western city, it became apparent to our DREAMM Mentors that a well-designed Weststadt app could significantly contribute to community cohesion, orientation, and accessibility for all groups, including TCNs.

In meetings with stakeholders in Göttingen, features and requirements for the potential app were defined and technically implemented by our Mentors with IT experience. An app called GOE West was developed and published. It offers a variety of functions: a map showing locations and organisations, including filter functions and navigation, detailed information and contacts to organisations in the area, who can use their accounts to share information and to announce events via push notifications to app users, a button for users to follow their favourite organisations, and a blog function where people, activities, history and projects in the area can be presented. Also a cooperation to run and maintain the app with the community centre was agreed.

The app was tested and implemented as joint integration activity by the locals in transcultural workshops and our Joint Community Action project during the following months.

The activities associated with the Weststadt app represent our most extensive DREAMM undertaking and show what is possible when the principles of the project are used to carry out an extensive community-building activity with a high potential for aiding two-way integration processes.

## 5.5. Learning Outcomes of WP3

During the course of DREAMM WP3 activities in Germany, approximately 75 TCNs, NGO workers, volunteers and other relevant stakeholders have been actively involved in the planning, implementation, and content-creation of the Weststadtapp, and hundreds of people attended the “Weststadtfest”, where the app was advertised and displayed. Since the app is now freely available and content can be added by anyone, there is a potential for considerable future use of the app after the end of the DREAMM project. While it is very difficult to measure the “learning” involved in integration activities without overburdening the TCNs themselves with complex assessment activities, anecdotally, the TCNs and other stakeholders involved in the preparatory meetings, the JCA and the Weststadtfest were intrigued by the chance to have their voices heard and contribute ideas and digital content to the project.

The learning among our DREAMM Lead-Mentors and Mentors acquired via Training and the implementation of WP2 and WP3 has been assessed based on the LEVEL5 competence assessment system, the results of which are included in the Deliverable D40.



## 6. Learning Outcomes of Joint Community Actions (WP3) in Italy

### 6.1. Napoli

The activities of WP3 in Naples aimed at developing a project from the community, with the community and for the community. After several meetings, focus groups and workshops, it was decided that the organization and realization of a Social Carnival parade in Piazza Garibaldi would be of benefit to promote integration and foster community engagement. The Social Carnival in Naples is a long-lasting event organized by informal groups, associations, and citizens in different neighbourhoods of the city, but in our target neighbourhood, it has never been organized. Therefore, the DREAMM Community decided to organize a Social Carnival as an opportunity to promote active citizenship, increase the sense of community and network the different realities that work in the neighbourhood.

The activities of WP3 in Naples, started in November with the presentation of DREAMM Project at University of the Studies of Naples. The Community Action is still ongoing and will end on February 18<sup>th</sup> with the final event. The design of the Social Carnival in Piazza Garibaldi is projected to be implemented in three phases that will allow to prepare for the actual event. The initial phase, still ongoing, has developed in November and December 2022 and will continue in January, through different types of meetings, aimed at promoting and organizing the Social Carnival in Piazza Garibaldi. The second phase will take place between January and February 2023 through the organization and implementation of design workshops to create masks, floats, and artistic materials. These workshops will be organised at Casa Cidis with other local associations. The third phase will take place during the days just before the Social Carnival parade in February 2023. There will be a last organizational meeting to define the route of the parade and communicate it to the competent public institutions. This meeting will be an opportunity to share materials produced during laboratory activities, to organize public events to promote the Social Carnival in Piazza Garibaldi and define the last details.

During various meetings, the participants (Lead-Mentor and Mentor of the DREAMM project, Cultural Mediators, Associations, Cooperatives, Community of foreign citizens, informal groups, and Italian and foreign citizens) decided the date of the Carnival parade - on Saturday, February 18<sup>th</sup>, 2023 - and the main theme of the Social Carnival of Piazza Garibaldi: "The dream". For the construction of the masks and the material to wear and bring to the parade of the Social Carnival will be used recycled material (newspaper sheets, wrapping paper and cardboard boxes, bottle caps, plastic jars of yogurt, buttons etc.) paint, foam, and wood. These materials will be used also for the construction of the main float: "the dream machine".

This Joint Community Action in Naples represents an opportunity to create a space for meeting and socialization among Italian and foreign citizens, DREAMM Lead-Mentors and Mentors, representatives of communities, cultural mediators and anyone interested in participating in the collective path. The Carnival parade in Piazza Garibaldi will be a public event, open to the whole city of Naples. The aim is try to enhance the neighbourhood, through the participation of citizens, with a festive and cheerful atmosphere for everyone.

Lead-Mentors and Mentors have been participating proactively in the different meetings and phases and bringing fundamental contributions. Each activity for the implementation of Community Action is an important opportunity for teambuilding of Lead-Mentors, Mentors, and Third Country Nationals. Newly arrived migrants have also been involved in each workshop and meeting. They seem enthusiastic to discover the importance of the Carnival tradition in Naples and contribute with their cultural elements, artistic ideas and skills.

## 6.2. Perugia

As mentioned in the previous Context Analysis, there is a need in the territory of Perugia for an Intercultural Centre. The following event is the result of the constant collaboration between our DREAMM community that includes Third Country Nationals, DREAMM Lead-Mentors and Mentors, volunteers and civil members of the community and several associations in Perugia.

Given that a proper intercultural centre is an ambitious project that requires funding and support from larger bodies and organizations, we are implementing a small-scale event to bring together all parties involved in aims to unify forces and work together in a larger scale impactful project.

The Community Action event took place on **November 24, 2022**, at 4:00pm.

The event started with a brief presentation of the DREAMM Project and the Community Action project. Afterwards there was a musical performance by the Chamber Orchestra of Perugia called “Music from the World”. Each one of the associations that participated as collaborators had activities to allow interaction with the attendants. There were fifteen associations collaborating in the event and about 100 participants were attending it including migrants, cultural mediators, members of the civil community, DREAMM Lead-Mentors and Mentors, other local organizations, and initiatives.

The following are some of the activities that took place during the event:

- Children’s Lab about American culture and food by “Centro Studi Americanistici”
- Welcoming migrants flashmob by “Amnesty International”
- Video projection of the project "Scelgo l’Umbria" by Cidis
- Presentation of maps of migrant services in Perugia by “Tamat”
- Aloud readings by “Still I Rise”
- Artwork made with the contribution of all participants with under the guidance of “Fiorivano le Viole”
- African percussion and dance performance by “D.A.P”
- An Ethiopian dinner by “Mandela Restaurant”

The main area was a DREAMM Welcome Booth: a relaxing space with sofas made by our beneficiaries with the support of DREAMM Lead-Mentors and Mentors. In this area, people from the local community had the opportunity to know the project through the stories of beneficiaries and Mentors and through a photographic exhibition with the photos from our activities and One Roof Community Meetup. The beneficiaries actively participated in other activities, especially during the realization of the painting and the performance of the African dance. This environment of intercultural exchange is key to the development of mutual exchange and fruitful relationships that can have a decisive impact on the integration process of both newly arrived and long-term migrants.

The expected result from the event has been achieved: there were many people from the local community and migrants, but more importantly, we started to develop an intercultural network.

We created a WhatsApp group with a representative from each association to organize the event. The day after the event, each of them sent a message with positive comments, thanks and mainly the wish to keep the group active to collaborate and plan other intercultural appointments together. With these objectives, we have created a shared calendar so each association can promote the events of others or help to organize them.

The event represented an additional step towards the cooperation with our network of associations working together to create a dedicated and innovative space that increases interculturality, unifies the territory and serves our community better. More importantly, being an initiative that sparked from the efforts of the community members (all) it elevates the participants as active agents of change and supports the process towards a more inclusive community.

### 6.3. Learning Outcomes

Following the initial recruitment and training of LM and M and the establishment of the One Roof Community Meetup the activities were designed considering the dynamic and changing needs of the territory and the community of newly arrived migrants. We have hosted Third Country Nationals from several countries such as Afghanistan, Brazil, Bangladesh, Egypt, Gabon, Peru, Ukraine, and more. Satisfying the needs of the newly arrived considering the diverse contexts of their migration pathway plus providing a safe environment of intercultural exchange, integration and collaboration.

Through the focus on integration and developing meaningful relations, it has been observed crescent participation from Third Country Nationals in cultural, artistic and social activities.

Participants of the project worked together to recognise several challenges that block opportunities of collective participation. Through joint efforts, a strong network with associations and non-profits present in the territory has been developed to utilize more effectively the resources available in this sector.

In Perugia, with the collaboration of Lead-Mentors, Mentors, Third Country Nationals, cultural mediators and the already mentioned associations and non-profits, it emerged that the territory lacks a dedicated space to be used as an intercultural centre. As a result, everyone collaborated and planned the community action event as a small-scale pilot for an intercultural centre initiative.

In Naples, students, scholars, Lead-Mentors, Mentors, Third Country Nationals, cultural mediators working together with representatives of several associations and non-profit suggested work together with the local community and participate in the Social Carnival. The Carnival is an event that has been running for over 40 years in the territory but the target community and has not been active or engaged in participating. It emerged through all the information meetings, focus groups and workshops that it would be a great opportunity to promote an intercultural event, elevate the deteriorated view and stereotype attached to the neighbourhood, provide its inhabitants ownership, and allow people of all ages to come together in a moment of art, cultural exchange, and social engagement.

List activities and outcomes in both territories:

- Workshops in synergy with associations that promote initiatives like urban requalification, LGBTIQQ, human rights, sustainable practices, climate change education, migration, and integration.
- Workshops in collaboration with other AMIF/EU funded projects
- Social Activities and walkouts around the city, parks, monuments, and governmental offices.
- Engagement and collaboration of the local universities and educational institutions
- Social app groups created to support open communication with all beneficiaries of the project, stakeholders and associations.
- Meaningful relations and support network established between Lead-Mentors, Mentors, Third Country Nationals, cultural mediators and representatives of local associations

- Intercultural Centre Pilot (November 2022, Perugia)
- Social Carnival at Piazza Garibaldi (February 2023, Naples)

## Impact

The implementation of the DREAMM project in Italy has proven to be a great success to promote integration and improve collaborative efforts with local and international stakeholders.

Utilizing the One Roof Community Meetup as a tool to join all aspects of the project, we have allowed our Lead-Mentors and Mentors to enhance skills acquired in the classroom and utilize them in the field promoting a two-way learning environment. Together with our final beneficiaries, they have worked together in organizing, planning and actively participating in several activities and events to promote community integration and intercultural exchange.

The focus on meaningful social interactions between Lead-Mentors, Mentors and Third Country Nationals have led to the establishment of a micro-community that shares values that are in line with the values of DREAMM. The methodology and approach utilised in the process of the orientation and action phase became the foundation to achieve the objectives of the Joint Community Action phase in which all of our beneficiaries (Lead-Mentors, Mentors and TCNs) together with cultural mediators, members of the civil society, representatives of local associations and non-profits worked in synergy with a bottom-up approach.

In Perugia, it emerged that the city possesses all the characteristics of an intercultural city but needs to be cohesive. Several organisations and projects coexist but sometimes their efforts are scattered, and resources are wasted. It also became evident that the city does not have a dedicated space for intercultural events and initiatives. The response from the participants and enthusiasm to continue to share the values promoted in the project jump-started the ideas regarding the Joint Community Action.

Applying the same methodology and approach in Naples, it emerged that there were opportunities to improve or develop intercultural interactions if there would be an established network of associations and non-profits working together towards the same goal. The idea of participating in an event that has existed for decades but has excluded some areas was the result of teamwork efforts of a community that expects integration and equality.

In both cases, the role of Lead-Mentors and Mentors that have established meaningful relations with Third Country Nationals and cultural mediators, working together and collaborating with representatives of associations and non-profits with experience in the sector have produced ideas that represent the DREAMM project's expected outcome of working with a bottom-up approach.

## Perspective

The experience of the DREAMM methodology in Italy has produced a new approach for mentoring and an innovative training approach that can be useful for other organizations, stakeholders and Third Country Nationals themselves. The main objective of DREAMM was to provide effective tools for mentoring incoming Third Country Nationals to promote integrations. It also aimed at empowering the community, not only migrants but also the local community by sharing the responsibilities and allowing them to become the active agents of change (bottom-up approach).

## Our Professional Development (as a Facilitator)

Our team of Lead-Mentors, Mentors and stakeholders have worked together on new tasks with great potentials. Interdisciplinary collaboration has provided many learning opportunities, especially regarding integration and inclusion. The process experienced by our beneficiaries has offered the opportunity to develop or enhance competences and skills that, if also considered as core values, contribute to the promotion of integration and inclusion as well as allowing them to face challenges and limitations by adapting to diverse environments and contexts.

## 6.4. Conclusion

The Italian pathway to a meaningful Joint Community Action has its bases in a bottom-up approach that encouraged participants to explore the challenges, limitations and opportunities of the territory. Both in Perugia and Naples, we hosted several information meetings and focus groups contemporaneously to introduce the DREAMM project and methodology and invite everyone to contribute to the Joint Community Action project.

We counted with the participation of our DREAMM beneficiaries, Lead-Mentors, Mentors, Cultural mediators, migrants that have been living in the territory for decades, representatives of several local organizations and initiatives, reception operators, professionals in the field of migration, psychologists, social workers, and students from both the local universities.

### *Perugia*

The Joint Community Action was implemented with great success and the involvement of many organizations in the territory.

The activities of WP3 were structured in a way that participants could socialize, dialogue and exchange thoughts, and participate in artistic and cultural activities. The performances were mostly inherent to migration and displaced individuals, community, integration, among others. During the dialogue moments, participants gathered in heterogeneous groups and started analysing the actual environment in the territory and what could be improved. Participants detected several challenges, limitations, and opportunities of the territory. It also emerged that Perugia has all the elements of an intercultural city but lacks structure, amalgamation, and solidarity in services provided to TCNs. From the encounters, it was concluded that there is a need for a dedicated space for intercultural exchange or intercultural centre and to develop a stronger network with associations, NGOs, and non-profits.

With a clear objective in mind, several design workshops were conceived and implemented with a tight collaboration of local associations and stakeholders in which the network of services and projects started to be created and the planning of an intercultural space was developed.

The role of the Lead-Mentors and Mentors as organizers and participants of activities are evidence for the strong relationship, they have developed with Third Country Nationals and have together shaped what we refer to as the DREAMM Community in our territory.

The Joint Community Action in Perugia took place on November 24<sup>th</sup>, 2022; it was a small-scale pilot of what an intercultural space would look like if a dedicated space would be available in the community. The associations involved together with CIDIS have now the goal of promoting the initiative in aims of involving local authorities and government with the hope to realize the actual project in a larger scale on a definitive space. Currently, the associations that participated in the action and other organizations that have since



shared their interest in giving continuity to the action have created a group in Whatsapp to continue developing the network and to work together towards a sustainable and collaborative effort.

The involvement of the Associations and Initiatives has surpassed the expectations and are already working together to create a channel of open communication and getting to know each other and sharing their mission and activities. This will allow to utilize the resources in a more effective way and to combine efforts into the development of an actual and dedicated space for the intercultural centre.

### ***Naples***

Following the same methodology and approach as Perugia, Naples involved everyone in the DREAMM community to participate in several public events in which moments of dialogue and exchange were encouraged. Migrants, students, scholars, cultural mediators, representatives of several associations work together to analyse the challenges, limitations and opportunities of the territory. As it emerged in Perugia, the need for a stronger network and collaborative effort among associations, non-profits and initiatives seems to be a recurrent limitation also in Naples.

It also emerged the need for engaging the community and include more areas of the territory in initiatives and intercultural programs or exchanges. The territory of Naples has hosted a Social Carnival for decades but not all the communities have contributed to the event. It was suggested that working synergy with the neighbourhood commissions, the carnival organization team, the DREAMM Lead-Mentors and Mentors and Third Country Nationals would represent an opportunity to become part of a larger initiative, include more people from the local population and foster ownership to the inhabitants of the target area.

The territory of Naples is utilizing all the resources and the experience from Perugia to continue with design workshops and finalize the Joint Community Action by the end of February and have the Social Carnival of Piazza Garibaldi as a new addition to the other areas and with the hope that this event repeats every year.

## 7. Learning Outcomes of Joint Community Actions (WP3) in Malta

### 7.1. Joint Community Action's Planning, Design and Learning Goals

Over the implementation phase of DREAMM, the UoM DREAMM team, with its collaborating Lead-Mentors and Mentors, has formed a special bond with the Sudanese Migrant Community in Malta. This community has wholeheartedly embraced DREAMM's ideals and tries to involve its members in organised DREAMM activities wherever possible. Therefore, Sudanese Community members were the ideal candidates to work and be involved in joint community actions. August 2022 marked the beginning of a set of workshops during which the UoM DREAMM team connected with the entities mentioned in the following Design Workshops' descriptions to discuss the importance of bringing together the local community with the migrant community and identify ways how this could be done to realise the DREAMM Joint Community Action.

#### Design Workshop 1:

Mid-August 2022, once communication with concerned individuals was again possible after the summer recess, the UoM DREAMM project lead coordinator and two Lead-Mentors held an online meeting with the Sudanese Community Liaison Persons and a small number of Sudanese migrants available at the time of the meeting. The meeting aimed to define the purpose behind the joint community actions and start brainstorming ideas about how the Sudanese Community would like to be involved within them. The Sudanese Community Liaison Persons expressed the wish to work abreast Local Community Councils, especially those in the vicinity of open and closed migrant reception areas, to be of direct service to localities welcoming newly arrived migrants upon their entry in Malta. They were willing to be involved in any exercise that would benefit most of the locality at that given point in time.

#### Design Workshop 2:

A week later, the DREAMM Lead-Mentors present for the first joint community design workshop started working on the Sudanese Community Liaison Persons' request. The Ħal Far tent village limits of Birżebbuġa is Malta's biggest open migrant centre. Hence, it was decided to set up an online meeting with the Birżebbuġa Local Council to inform them about DREAMM and its aim and targets and try to rope them in the joint community action. Present for the meeting were the UoM project lead coordinator, the two Lead-Mentors taking care of the organisation of this DREAMM action, the Birżebbuġa Local Mayor, his Vice-Mayor, and the Birżebbuġa and Marsaxlokk Community Police Commissioner. Unfortunately, the Sudanese Community Liaison Persons could not attend the meeting due to work commitments. The Local Mayor suggested starting on a small scale, involving members from the Sudanese Community and locals in a clean-up activity around the Ħal Far Outreach area. The Birżebbuġa and Marsaxlokk Community Police Commissioner offered to give a small presentation on the day to inform migrants about the role of community policers offices and how migrants can benefit from their support. Organising Lead-Mentors were to contact the Birżebbuġa Local Council beginning of October to identify the details connected to the realisation of the joint community action around the middle of the month.

### Design Workshop 3:

Another online meeting with the Sudanese Community Liaison Persons was held soon after to update them on what was discussed during the meeting with members of staff from the Birżebbuġa Local Council. This meeting also served to plan the logistics of recruiting participants and meeting up at the Birżebbuġa Local Council on the appointed day for the Clean Up Joint Community Activity.

### Design Workshop 4:

Beginning of October, as per agreement with the Birżebbuġa Local Mayor, several attempts were made to communicate once again with the same local council to set up a meeting to arrange the final details to see the Clean Up Joint Community Action come to fruition. All attempts failed; the reason why is still unknown. However, attempts to work alongside the Birżebbuġa Local Council upon the insistence of the Sudanese Community Liaison Persons, the two DREAMM Lead-Mentors in charge of this activity called an internal meeting to problematise the situation and find possible solutions. Since the Sudanese Community desires to work alongside local councils, a particular person who is an old acquaintance of one of the Lead-Mentors and now forms part of the Qrendi Local Council was identified. She was to be contacted to check whether the Qrendi Local Council would be interested in collaborating on a similar venture. In the meantime, the UoM DREAMM team and collaborating Lead-Mentors and Mentors have been building bridges with the mixed nationalities of the migrant parent population whose children aged from 5 to 11 attend the Naxxar Induction Hub over a 1-year scholastic period after failing to grasp Maltese and English during their introduction to mainstream schooling. It was decided to approach the Head of the School to try and see whether parents and children, in collaboration with Nature Trust Malta and the Naxxar Local Council, could be involved in a Tree Planting Activity for a Sustainable Environment within that locality.

### Design Workshop 5:

The third week of October saw the two DREAMM Lead-Mentors in charge of the activity set meetings with previously identified Qrendi Local Council member and the Head of the School of the Naxxar Induction Hub. The Head of School was immediately on board and set things in motion to see whether this tree-planting activity could be done. The local council member must present the idea during the next meeting in late November. Unfortunately, circumstances beyond the UoM DREAMM team control have postponed the Joint Community Action further down the DREAMM timeline beyond the original date of planned action.

Every experience comes with its learning journey. This was an opportunity for all people involved, especially the two DREAMM Lead-Mentors in charge of the activity, to hone their:

- Organisational skills
- Communicative and interpersonal skills
- Networking savviness
- Problem-solving
- Negotiation
- Multitasking
- Resilience



## 7.2. Description of JCA

Driving by the Hal Far Outreach area immediately brings to one's attention the waste management problem in the surroundings. Pavements and green areas are often marred by everyday litter: plastic bottles, food and beer cans, empty cigarette packets and cigarette butts, cardboard boxes, torn clothes, used shoes, etc. The originally planned Clean Up Activity in collaboration with the Birżebbuġa Local Council, the Sudanese Community, the Birżebbuġa and Marsaxlokk Community Police Patrol and locals scheduled for mid-October 2022 would have been an excellent experience at raising environmental awareness and inclusion.

Participation in this activity would have surely served as an opportunity to crack barriers and lessen xenophobia, as locals and migrants likewise step out of their comfort zone, mix and mingle, exposing themselves to other communities and cultures while working together. It would have been good practice to build trust, appreciate a person's worth beyond race and beliefs, gain confidence, see the commonalities within diversity, serve the community, and see the beauty within collaboration across borders.

The Sudanese Community stresses a lot the importance of volunteering and being of servitude. Volunteering means taking on responsibilities without expecting anything in return. Participating in a Joint Community Action or Event for them is operating willingly as part of a team with a common aim and goal. The result is a feel-good factor, owning a sense of belonging and being appreciative of having been allowed to return something to the community that has embraced them.

Joint Community Actions serve one of the noble ideals where integration is concerned. They bring insight into the situation and foster new friendships among the diverse community members. Participants can learn much about people from other cultures and their unique preferences. Furthermore, locals have the chance to expose themselves to the realities of others, which increases their sense of empathy and engagement toward good causes. On the other hand, migrants, by gaining respect and an understanding of co-responsibility during their actions, feel that they belong to a community that respects and accepts them.

## 7.3. Learning Outcomes

Amalgamating the formal and informal learning taking place from DREAMM's inception, our local DREAMM Lead-Mentors and Mentors have identified a list of mentoring skills and attitudes being acquired, including during the planning and design stage of the JCA activities; according to each Lead-Mentor and mentor's learning pace, as well as the type of mentoring situation s/he gets involved in. Mentioned skills and attitudes can be grouped under the following sub-headings:

- Self-learning, identification of goals, and awareness of working reality
- Networking with others
- Active listening
- Building trust
- Acknowledging mentees' capabilities and encouraging self-esteem
- Providing feedback

- Developing mentees' capabilities
- Inspiring and motivating mentees
- Managing risks
- Creating opportunities

When asked about their learning experience within the DREAMM context, including the WP3 activities, some comments received from our DREAMM Lead-Mentors and Mentors were:

*"Every day we achieve new knowledge so that we can share our experience with mentees, always according to the requirements of the given situation."*

*"I believe I personally became more inclusive, emphatic, and understanding as well as sensitive towards migrants and Maltese locals alike."*

*"I need to work more on my Confluence to enhance my communication skills. Especially when I am addressing someone in a government office to try and get help for a migrant."*

#### 7.4. Impact, TCN Learning

For TCNs, starting a new life in a foreign country can be a traumatic hurdle. At its core, mentoring assures newly arrived TCNs in Malta that there is someone who cares about them, that they are not alone in coping with daily obstacles to integration, and that they count. Our DREAMM Lead-Mentors and Mentors offer multidimensional support to newly arrived migrants as they participate in our workshops, help and support migrants with One-Stop-Shop services, teach them Maltese and English, and help them gain new linguistic and communication skills via the language café. The mentoring process not only improves newly arrived migrants' knowledge about the host country's historical and cultural background, religious and belief systems, social norms and values, politics, etc., but also helps them to integrate into the host country by making partnerships, gaining cultural and social understanding and insights, and generating social capital. This is especially crucial for newly arrived migrants who are very often unfamiliar with the customs and processes of the host country.