

mentorNET Strategy

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Mentoring by Extended Networks to Organise Volunteer Resources. KA2 strategic Partnership. Project 2019-1-UK01-KA204-061657

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PREFACE

This work is primarily a manual on how to create, organise, sustain and promote a self-sustaining network of mentors for migrants. It also provides basic information about a tool that supports networking, namely the mentorNET application. It is the result of the innovative project *mentorNET - Mentoring by extended networks to organise volunteer resources* carried out by an international consortium under the Erasmus Plus programme. However, we did not want this Strategy to only be a simple instruction on how to create a network or a cross-linking tool. That is why we gave it the form of a kind of micro academic monograph by embedding the presented problems in a wider context of theoretical research, including on migration as such, as well as on networking and mentoring. The reader who is not interested in academic dissertation does not have to flinch from reaching for this work. The theoretical content is rather a background, which is important because it enhances better understanding of the presented issues, nevertheless it is still a background. It is not our ambition to conduct research or theoretical considerations in line with the classics of research on social networks, e.g. most recognised Manuel Castells (2005), to whom we necessarily refer, even if not directly.

The essence of the Strategy is expressed in its practical values, the best example of which is the description of the networking tool developed by the team involved in the project implementation, i.e. the mentorNET App, or practical tips on how to build and promote networks. The Appendix, which lists the organisations and networks involved in supporting migrants, is also of practical use making it easy to find and contact a relevant organisation.

The Strategy, as well as the entire project, is our response to important challenges related to migration and integration of immigrants. The project's anticipated impact is to facilitate the integration process for migrants and include them into the host society. Integration, after Bosswick and Heckmann (2006) is understood as the "process of inclusion of immigrants in the institutions and relationships of the host society". In our opinion, the integration process of mi-

grants is always individual and takes place mainly on the local level. Studies prove that migrants develop a sense of belonging to, first and foremost, the local community, town or district (Raczyński, 2019). Mentoring which guarantees this individual approach is one of the best mechanisms supporting the integration processes. Being part of an active and supportive network offers a way of supporting mentors in their work for the benefit of migrants

The Strategy would not have been created if not for the international team involved in the implementation of the project *mentorNET - Mentoring by extended networks to organise volunteer resources*. All chapters were repeatedly consulted and discussed as part of cooperation. Individual project partners also provided the necessary information on organisations and networks dealing with migrants in their countries, thanks to which a comprehensive Appendix was created, containing basic data about these entities.

Rafał Raczyński & Arkadiusz Modrzejewski

1. INTRODUCTION

OBJECTIVES OF THE MENTORNET PROJECT

mentorNET - Mentoring by extended networks to organise volunteer resources is a project which started on 1st October 2019, to the scope of working across partner organisations' countries United Kingdom, Italy, Poland, Germany and Cyprus to provide the resources and strategies to support the creation of a successful network for mentoring migrants.

In order to achieve this, the mentorNet project includes:

- Creating a mentoring training course and making it available worldwide as a MOOC that is sensitive to the distinct needs of the country of first contact for migrants and the country in which they finally settle.
- Creating a mentorNET App as a practical tool to support the mentorNET “networking Strategy”. The App will provide various “rooms” for mentors to chat with and support each other.
- Researching good practices for mentoring and mentoring organisations.
- Working across and beyond the partner organisations' countries to support the establishment of a network of migrant organisations and the mentors they are supporting and provide the technological means for them to communicate with each other to share good practices, success stories and failures.
- Establishing an overarching and self-sustaining structure to coordinate mentoring activities and build on the good practices identified and learn from each other's successes and failures.
- The project needs to be carried out transnationally to deliver an effective result and to maximise the impact of the project's aims. Migrant organisations and their volunteers work in the local communities they serve, but migration is a trans-national issue, and there is a positive benefit to these organisations and volunteers in sharing their learning with and learning from migrant or-

ganisations and volunteers across Europe. In this way good practices can be spread and an effective and empowered self-sustaining international community of migrant volunteers created. It should be stressed that in this context networks can operate at three basic levels: local, national and transnational. At least in the case of the project's partner countries, the solutions adopted in the project enable the mentorNET network to function smoothly at all of these levels. On the first two levels this is possible because all the outcomes of the project (especially the mentorNET App which is the main communication channel within the mentorNET network) were developed in the national languages of the project partners. At the same time, we recommend that the transnational level mentorNET network should function based on the English language version of the mentorNET App, as English is currently the *lingua franca*.

MENTORNET PROJECT PARTNERS

The mentorNet project network is managed by the British coordinator e-mel with consortium members in Italy, Poland, Germany and Cyprus.

Coordinating partner

European Management Education & Learning (e-mel) LLP is a professional services organisation specializing in research and consultancy. It is part of a worldwide network of research and consultancy organisations in more than 40 countries, including EU countries, the USA, Australia, South Africa, India, UAE and Japan. Additionally, the organisation works with many UK-based business organisations including Chambers of Commerce and the FSB. The company offers a range of services including assistance to companies wishing to export or import Goods and Services to new markets, finding potential customers and suppliers, distributors and agents for their products: www.e-mel.co.uk

Consortium members

The partners of the project are:

JANUS SRL

JANUS srl is an Italian privately owned company that creates and develops innovative software applications for public and private entities, to cultural, training and education as well as business scopes. JANUS ensures the compatibility of its outputs with any kind of network (internet, intranet and/or extranet). The services provided by the company include also graphic design and digital/multimedia production. All JANUS services are supported with assistance, technical manuals and training. Among the successful productions of JANUS, there are “AmaMusei” and “Amacittà”, consisting of integrated platforms and apps based on the BAC – Beacon Access Control. Both products are being broadly used by a large number of museums and municipalities in Italy: www.janus.it

RESEARCH INSTITUTE FOR EUROPEAN POLICY (RIEP)

Research Institute for European Policy (RIEP) is a scientific and non-profit association, whose aims are promoting the development of research for European policy, supporting the scientific community, developing cooperation between the scientific communities, promoting the ideas of a democratic state of law, civic society and European integration. It was founded in Poland in 2015, and since then RIEP has been involved in the realisation of many international and local tasks and projects in cooperation with Polish and foreign partners. RIEP is a publisher of academic books and co-publisher of the “European Journal of Transformation Studies”. The journal has been indexed in world databases such as ERIH PLUS and the Emerging Sources of Citation Index, a part of Web of Science. RIEP is also an organiser of international conferences and seminars as well as local public discussions: www.riep.org

IFA AKADEMIE gGmbH

ifa Akademie is part of ifa, Institute for Foreign Relations, based in Stuttgart, Germany. Ifa is funded by the German Federal Department for Foreign Affairs. ifa Akademie is ifa’s training and education centre. ifa Akademie offers courses for German as a foreign language and seminars and trainings in the field of foreign cultural relations, education and vocational training, integration and social and labour market inclusion. As an academy catering towards international learners, migration students and new arrival skilled refugees, ifa Akademie has always worked within a broad multidimensional and multicultural context. ifa Akademie runs mentoring activities for migrants and refugees and works

closely with local partners in the fields of social empowerment, active citizenship and civil participation of migrants: www.ifa-akademie.de

SYNTHESIS CENTRE FOR RESEARCH AND EDUCATION LIMITED

SYNTHESIS Centre for Research and Education Ltd (Cyprus) is a pioneering organisation which initiates and implements projects of positive social change in the fields of entrepreneurship, employment, active citizenship, migrant integration and social inclusion. SYNTHESIS is also the leader in the field of social entrepreneurship and social innovation in Cyprus. As a VET provider, it focuses on the development of training programmes to enhance the skills of people who are at risk of social inclusion, including NEET youth, migrants, people with disabilities, or those with lesser opportunities. Furthermore, SYNTHESIS undertakes research and policy development and provides consulting services to the European Commission, governmental, non-governmental and private institutions. SYNTHESIS partners include universities, NGOs, migrant associations, and European networks: www.synthesis-center.org

PROJECT OUTPUTS AND DELIVERABLES

Building on the foundations of a previous Erasmus+ project, MAV (2017-1-DE02- KA204-004284, the creation of a blended learning “learning toolkit” for training volunteers to be mentors to newly arrived migrants and assist with their integration into society and the workplace), the mentorNET project aims to create:

- Best practices about sustainable network organisational structures.
- A mentoring MOOC that helps people wishing to become volunteer mentors to migrants.
- A strategy focussed on how to build a dynamic international network of adult volunteers who, having successfully completed the mentoring MOOC, can act as mentors to migrants.
- An app which will support mentors who have completed the MOOC and the network.
- A mentoring process that is sensitive to the differing needs of migrants from their first point of contact in a new country and when they find a country to permanently settle in.

Overview of the MOOC

The mentorNET MOOC is aimed at training would-be mentors of migrants. The approximately 20 hours online course encourages participants to use their personal experience and knowledge to interact with the materials (which include contributions from experienced mentors) and other learners. It is divided into two Modules: Module 1 is a generic training course about mentoring; Module 2 is a course that is specific to mentoring migrants. It will be available in the five partner languages: English, Italian, Polish, German and Greek. The course also links to the mentorNET strategy for creating self-sustaining networks and the mentorNET App, which is designed to support these networks.

Objectives of the mentorNET strategy

The mentorNET strategy is one of the three most important products of the project *mentorNET: Mentoring by extended networks to organise volunteer resources* (the other two being the MOOC course and the mentorNET app).

The MOOC course is a source of practical knowledge on how to carry out successful mentoring for migrants, and the mentorNET app is a practical tool enabling easy networking between mentors working for the benefit of the migrants. Meanwhile, the mentorNET strategy basic objective consists in familiarising with the idea of networking and showing how the mentorNET network can work in practice, thanks to its self-sufficient and effective structure. This strategy provides information, good practices and recommendations on setting up and supporting the successful functioning of the mentorNET network bringing together people working in the field of mentoring for the migrants or those interested in this issue. This publication may be used as a handbook or a roadmap providing accessible knowledge on what these networks are, how they work, how to network, what mentorNET is, how to become its member, what are the benefits derived from using it, etc.

It should be stressed that thanks to such an approach, all the project's outputs become complementary.

The strategy's specific objectives are:

- providing practical knowledge on the functioning and benefits of sustainable networks;

- demonstrating that sustainable networks are the best way to support groups of mentors by sharing knowledge and experience as well as by co-operation and undertaking joint initiatives;
- collecting information on organisations and networks (both formal as well as informal) used for the benefit of the migrants in the project's partner countries, which are potential recipients of the project's products and which might be particularly interested in joining the mentorNET network;
- presenting activities aimed at establishing a successful mentorNET network in the project partners' countries, including seeking to establish cooperative relationships with organisations that have already been acting for the benefit of migrants;
- sharing knowledge, good practices and rules which would enable the stable and self-sufficient organisation of the mentorNET network in the long term;
- presenting the mentorNET App and its functionalities as a key tool which enables the mentorNET network to work efficiently, providing space for relations to be built, experiences shared and cooperation between mentors initiated;
- presenting the methods of promoting the mentorNET network both in public space as well as amongst the four basic groups of the project's addressees (i.e. stakeholders, mentors, people wishing to become mentors and migrants).

2. NETWORKS FOR MENTORING MIGRANTS

WHAT IS A NETWORK?

In recent years, the “network” has become one of the most effective, efficient and practical forms of organisation, particularly, when grassroots social initiatives are undertaken or developed. The term “network” was used for the first time in scientific literature most probably in the 1940 text by Radcliffe-Brown, where the sociologists of that time recognised its meaning in the aspects of a social life (Gilchrist, 2004, p. 85). Lately, this notion has become popular particularly thanks to information technologies, where it is used to describe a situation where two or more computer devices connect with each other to share data. However, in this chapter, we would like to focus on explaining this idea in the context of social relations and reactions, i.e. we will present basic information on the functioning of **social networks**, which seem particularly useful to organise mentoring for migrants.

To put it simply **a network can be defined “as a collection of links between elements of a unit”** (van Dijk, 2006, p. 24). Thus, a network is a sort of a complex system or a group of interconnected elements (people or objects) (Hawker & Cowley, 1996, p. 336) as well as links and interactions between them. In our social context, we shall understand the social network as **“a network of social connections and personal relationships between people”** (Oxford University Press, 2020). However, it should be remembered that within the network structures there might be both, individual persons as well as various organisations and institutions, i.e. collective entities associating entities. Meanwhile, in the professional dimension, the network might be defined as **“a group of like-minded people creating opportunities and taking action”** (KVINFO, 2014, p. 8).

Although the term “social network” itself has become popular only recently, these structures, as Jan van Dijk notices “**are as old as humanity**” (van Dijk, 2006, p. 24). For man has always strived for maintaining relations and communicating with other people, first and foremost - from their immediate surroundings. According to historians J.R. and W. McNeill, the shaping of these relations started at least when humanity first learnt to speak. In this context, they stress that our distant ancestors created social solidarity within small bands by talking together and exchanging information and goods (McNeill & McNeill, 2003, p. 4). Studies devoted to human beings show that the innate sociability, biological drive, tendency to get together and cooperate, as well as the ability to coordinate activities with people from outside our closest family constitute elements which determined our evolutionary superiority as a species (Gilchrist, 2004, p. 27). **Today, the development of modern communication technologies has both significantly facilitated shaping and developing social networks, as well as radically increased their range and impact.**

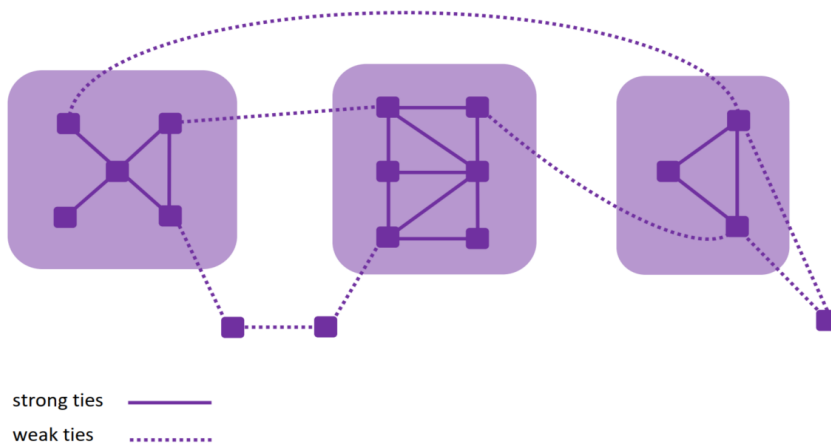
HOW DO NETWORKS WORK?

Social networks are forms of organisation **characterised by voluntary, reciprocal and horizontal communication and exchange, used to undertake common activities to reach defined social objectives.** Within a network people, groups and organisations join forces and share experiences in order to carry out common projects and support each other without the need to set up formal institutional structures or without “physical presence”. The network structures have no “control hub”. Instead, they have so-called **nodes**, i.e. people, organisations or IT solutions, where the flow of information is focused (Popiuk-Rysińska, 2006, p. 100).

Networks are neither organisations nor groups. They are made up of:

- sets of nodes (where connections are made by both people as well as organisational units)
- connections between them (Gilchrist, 2004, p. 86).

Fig. 1. Schematic illustration of a network



Source: Gilchrist, 2004, p. 86.

Social networks provide a dynamic system of communication, cooperation and partnership between their users. **They constitute a collection of connected relationships (exchanges)** (Dumała, 2007, p. 209). The way a network is organised (i.e. its structure) can be described as “polycentric and dynamic schemes of mutual interactions, which are neither random nor directly commanded”. Network structures **function, to a great extent, based on unofficial relations**, and not on assigned formal roles. Using a network is voluntary and aims at involvement. Cooperation between the users consists in “convincing” and a “rule of reciprocity”, and not in exerting pressure, claiming coercion or signing contracts. Notably, **networks frequently do not envisage any clear mechanisms of affiliation, and there are no formal rules of membership**. Members of an organisation such as a network are loosely connected with each other through formal and informal ties, which enable them to share knowledge and information. Membership may be “liquid” and depends on the level of engagement of the people associated within these structures. **Whether the network is efficient depends to a great extent on the trust, loyalty, reciprocity, friendliness and sociability of its members** (Gilchrist, 2004, p. 87-95).

Networks are frequently identified with organisations. The table below presents basic differences between these structures.

Fig. 2. Main differences between a network and an organisation

	Networks	Organisations
Type of connections	Relations between people	Formal procedures and limits of liability
Membership	Vague category depending on current interactions and membership	Clearly determined by affiliation, subscriptions, employment
Nodes	Private / organisational units	Roles / posts / departments / units
Type of structures	Non-centralised network of connections	Usually bureaucratic ordinances, controlled by authorities
Boundaries	Unclear, hypothetical, lots of connections transcending divisions	Defined and maintained, frequently via acts or written protocols
Type of interaction	Based on customs, personal experiences and mutual coalitions	Rules and provisions
Basis for sharing	Trust and favours	Contracts and directives
Common tie	Common values and interests	Determined goals and tasks

Source: Gilchrist, 2004, p. 94.

To sum up, the functioning of an organisation which is a network may be described as a structure, which is (Dumała, 2007, p. 210):

- a. **self-organising**: a network is based on dynamic grassroots relations;
- b. **based on cooperation**: it is dominated by the network's users-oriented transactions and flows, which require some mutual commitment and services;
- c. **non-hierarchical**: ties between the users are two-way and horizontal, they enable the same impact on common decisions of the network for all its users, there's no superiority and subordination;
- d. **flexible**: both when it comes to the established organisational structures (which are not constant and may be modified) as well as in terms of openness, which means that you can leave the network and new partners may join it;

e. topological: it enables the establishment of ties between people and entities with no prior contact, to the extent they may even have been previously isolated from one another.

Meanwhile, Alison Gilchrist (2004) names the following key **features of a network:** strong interpersonal relationships, “crossing the boundaries”, sharing resources, trust, cooperation and common vision.

WHAT ARE NETWORKS USED FOR?

In the present context, networks can be regarded as a **complex system for storing, processing and disseminating information** (Gilchrist, 2004, p. 87). According to Patrick Kenis and Leon Oerlemans (2008, p. 303) networks can be seen as “**collective knowledge and information sources**”. They are also described as an **environment to establish communication** (Traynol, 2008, p. 222).

Social networks are created by non-governmental organisations, public and private institutions, interest and pressure groups, municipal authorities as well as individuals, **first and foremost to share knowledge, information and experiences, as well as to develop cooperation and undertake common initiatives.** Functions carried out by the networks can be divided into functions addressed **internally, i.e. to the network’s users (mainly sharing information and experiences)** and **externally, i.e. to people, organisations and institutions from outside of the network (in this case it concerns mainly lobbying and promotion)** (Dumała, 2007, p. 16).

Networks are important because (Gilchrist, 2004, p. 103):

- they ensure solid and expanded communication channels;
- they support users’ engagement;
- they provide opportunities for analysis and science;
- they enable collective actions;
- they promote social unity;
- they are a basis for complex and diversified partnerships.

Network’s tasks are not limited to disseminating information only. These structures also **play an important part in providing practical support and building a sense of belonging.** Networks increase the ability to cope with

problems and challenges, they offer practical help, they constitute a sort of free guidance, and they enable the coordination of various tasks and sharing ideas. They play an important role in terms of consolidating and building social capital, which will be discussed later. According to Lin (2002), social capital may be defined as a collective resource placed and freed by informal networks.

Fig. 3. Pros and cons of working within network arrangements

Some of the benefits of networks include:

- better *coordination* of service delivery — including, for example, co-location, case management, shared expertise and knowledge;
- broader *community* reach for each member of the network — each will have different members, and could extend their geographical reach through partnerships or coordinated outreach to regional/rural areas;
- *shared skills and resources* — enhancing organisational credibility and bringing together people with common interests;
- opportunities to develop *multi-agency collaboration* and demonstrate this to potential funding sources who require such cooperation;
- development of ongoing relationships that promote a more complimentary approach to service provision to *overcome gaps and build on divergent strengths*; and
- *improved dissemination of information* about a particular topic to a broader range of stakeholders outside any one group.

Some of the challenges that can develop within network arrangements, if not safeguarded against, include:

- *slower implementation* of services/projects due to more stakeholders being involved in planning, delivery and decision-making;
- *lack of clarity* about organisational and individual roles, expectations and priorities;
- *internal politics* between stakeholders;
- *communication failures*;
- *varying degrees of commitment* to the network;
- varying and often *divergent organisational philosophies*;
- *historical tensions* between individuals, groups and organisations;
- operating within a *competitive funding environment*; and
- *lack of time and resources*.

Source: Kenny, Morley, Higgins, 2015: 7.

NETWORKING

Being a member of social networks is one of the most important forms of networking. This notion has gained great popularity in recent years. Networking means **“the action or process of interacting with others to exchange information and develop professional or social contacts”** (Lexico, 2020). According to Suzanne C. de Janasz and Monica L. Forret (2008, p. 630) **“networking represents proactive attempts by individuals to develop and maintain personal and professional relationships with others for the purpose of mutual benefit in their work or career”**. Alison Gilchrist (2004, p. 129), who has been referred to numerous times here stresses that **networking means the creation, maintenance and use of links and relationships between individuals and/or organisations.**

It should be noticed here that networking is a natural process. In our daily lives we all, to a smaller or greater extent, create, shape and develop contacts and relationships with other people that we meet in our professional and private lives. **Our relationships with others constitute a “resource”** which is or may be a vital source of new ideas, current information, influences, social support or e.g. job offers. People use face-to-face meetings, telephones, traditional mail or modern communication channels (such as social media) to strive for contact with other people, who could provide them with information they need or create new opportunities.

Fig. 4. Features supporting networking

Politeness	Warm, sympathetic, empathic, sociable, flexible, caring
Integrity	Self-conscious, trustworthy, reasonable, realistic, honest, open to contacts with other people, respecting confidentiality
Courage	Fancy for changes and innovations, readiness to fight with the authorities, willingness to take a risk and break the rules
Adaptation	Tolerating differences, enjoying cultural diversity, flexible, non-judgmental, open to criticism
Tenacity	Patient, persistent, resistant to stress and uncertainty

Source: Gilchrist, 2004, p. 135.

Building relations through networking is based, first and foremost, on mutual trust, which is developed when people engaged in networking create positive interactions and support each other. Building relationships based on trust increases the probability that people will help each other, and it decreases the risk of using the developed relationships to gain private benefits at the expense of others (de Janasz & Forret, 2008, p. 631). In this context, Gilchrist (2004, p. 140) writes: “A crucial but sometimes neglected aspect of networking is the need to maintain mutuality in relationships. This does not mean that within each and every transaction there must be an equal balance of give and take, as this is not always possible. Rather it is more about maintaining an overall perception (within the network) that nobody is in charge and that nobody is freeloading. Voluntary relationships tend to be sustained if they are based on fair and equivalent levels of exchange”. Based on her studies, the author names **personal characteristics, which make networking easier**. These features are presented in the table above.

Networking is closely connected with social capital. **Networking may increase social capital of various people influencing:**

- a. the size of their social networks;
- b. the strength of their relationships within a social network;
- c. models of the relationships within their social network;
- d. resources within their social network.

Size refers directly to the number of members functioning within a social network. By creating network structures, individuals have a chance to significantly expand the scale of their relationships. We can name at least five types of behaviours that help expand and maintain the size of the social networks, i.e. increasing internal visibility (e.g. by joining various groups), engaging in professional activities, participating in social meetings, involvement in social events and maintaining contacts with others via modern communication channels (e.g. e mails, social media).

Strength of relations in a social network refers to the level of closeness that characterises various relations. It can be assessed based on the frequency of contacts, degree of intimacy or emotional engagement. Network relationships are usually perceived as so-called weak ties, which (in spite of a lack of significant emotional burden) are a good source of information and aid. However, they can easily turn into stronger ties (even into a mentoring relationship), if the

contacts between the network's users become more frequent, and the relationship is characterised by greater intimacy.

Models of the relationships focus on whether the members of a social network are connected with each other. If two members of a network are not connected with each other, there occurs a so-called structural hole. It should be stressed here that thanks to the use of modern communication channels (including apps and social media) the number of such holes can be easily limited.

The social network's resources refer to the possible benefits resulting from the membership in the networks, which have been already discussed in previous sub-sections (de Janasz & Forret, 2008, p. 631-633).

Fig. 5. Features of networking

- longevity (the longer the acquaintance, the more solid ground for contacts);
- regularity (maintaining the acquaintance is more important than establishing it);
- trust (no one will recommend or help someone they don't trust);
- mutuality (the most important way to get is to give);
- processing (the network is being created all the time, it is not constant and unchangeable - hence it requires continuous actions).

Source: Data bank of engineers, 2020: 3.

Fig.6. What networking is not?

- it is not soliciting, harassing others;
- it is not based on short, quick, shallow meetings;
- does not consist in only virtual activities;
- does not consist in asking for a job, or making direct endeavours to run business activities with someone;
- it is not a contact with strangers;
- it is not a "who gets more contacts" competition;
- it is not used to manipulate others.

Source: Data bank of engineers, 2020: 3.

THE MENTORNET NETWORK

Social networks play an important role in the integration of migrants and migrants settling in local communities. They constitute an important source of in-

formation for newcomers on how to function in the new environment. Studies prove that developing varied and durable networks is also perceived by migrants as a vital element of both, the idea itself as well as the process of integration (next to such elements as language learning, understanding systems, becoming employable, making a contribution and understanding the culture of the host state) (Phillimore, Humphris, Khan, 2014, p. 8).

However, from our perspective, organisations such as networks constitute, first and foremost, a positive form of cooperation during the realisation and coordination of activities which facilitate the integration of migrants, undertaken by both, people with migration-related experiences as well as people, organisations and institutions acting for the benefit of the migrants' integration, particularly in the field of mentoring.

Features of mentorNET

Taking into account various typologies of social networks (Dumała, 2007, p. 211-219) the mentorNET network may be described as a:

a) thematic (specialised) network

Thematic networks are networks whose activities are focused on one notion, so the cooperation between the members of a given network structure is limited to one theme, which is interesting for all concerned. **In the case of mentorNET it will be the issue of mentoring for the migrants.**

b) exchange network

Exchange networks are networks whose fundamental objective consists in exchanging broadly-defined information, in the form of knowledge, experiences, good practices, etc. The network's users share information on successful projects, encountered difficulties and proven solutions of common problems. **In the case of mentorNET exchanged material will cover practical information connected with providing mentoring for the migrants.**

c) open network

Open networks are networks characterised by freedom to join the network by people, organisations and institutions interested in the network's objectives. There are no special conditions within such structures which one must meet to

be accepted into the network. **The mentorNET network is available for all interested people, organisations and institutions which provide, or would like to provide, mentoring for the migrants.**

d) synergy network

Synergy networks are networks created by similar users, with similar interests, objectives and businesses. **In the case of mentorNET the members are bonded by their openness to the idea of migrants' integration and the desire to facilitate this process by offering mentoring services for the migrants.**

mentorNET objectives

The direct objectives of mentorNET are:

- promoting the idea of mentoring for migrants as an effective and customised activity facilitating the integration process;
- promoting and engaging others to use (in practice) tools developed within the project (i.e. the MOOC course and mentorNET App);
- providing conditions to support the establishment of a network associating people interested in the idea of mentoring for the migrants, making it easy to share knowledge and experiences in this respect;
- making it possible to establish contacts and facilitating communication between people and entities carrying out mentoring activities for the migrants or interested in undertaking such activities;
- providing conditions to establish a community of people, organisations and institutions engaged in the provision of mentoring for the migrants, which would be able to ensure the advocacy of interests; integrating circles acting for the benefit of the integration of the immigrants and using mentoring to that end.

mentorNET membership

As already mentioned, the mentorNET network is open to all individuals, organisations and institutions interested in its objectives. Two categories of people may become its members and thus users of the mentorNET App. These are:

- a. people wishing to become mentors for the migrants (who have completed the MOOC course);
- b. mentors for migrants (people who have not completed the MOOC course, but who have sufficient experience in carrying out mentoring activities for the migrants or they have done other mentor training courses) or experienced mentors who can support mentors of migrants without necessarily being mentors of migrants themselves.

The MOOC course ends with links to the mentorNET strategy and the mentorNET App. Therefore, people completing it gain easy access to the tools created within the project. All one must do is install the mentorNET App, setup an account and use it in accordance with the rules and conditions applicable therein.

The mentorNET App is of key importance for the functioning of the mentorNET network. **The app provides space where contacts can be established, relations can be built, experiences shared and cooperation initiated.** It is a structure working as a set of nodes, where the flow of information between the network's users is concentrated. By using the app, the distance barrier is broken and participation in the mentorNET network is available essentially to everyone who has access to the internet.

Fig. 7. Concept of the social networking software

- All users are potentially both producers and consumers of content.
- Multiway communications instead of one-way.
- Connections between people are managed by the individuals through invitations and sharing of their own personal connections.
- Public (more openness to sharing what used to be considered "private information" (private opinions, thoughts, suggestions), including a bias for conversations in the "public square").
- Self-selected communities (people coalesce around topics of interest and derive their own purpose for being a community).
- Voluntary (people choose what information and how much to share).
- Less control (governance is by transparency—everyone is watching).

Source: Hardison *et al.*, 2010, p. 3-4.

The mentorNET App is a social app (social media app) which cover "a wide variety of internet-based resources to share content among users". Within such structures "information is predominantly user generated and can be shared

openly or with select groups”. We have opted for this solution, as experts stress “social media has now become a preferred method of communication and information sharing” (Pillow, Bond, Hopson, & Cabrera, 2014, p. 26-27).

Detailed information on the mentorNET App is presented in chapter 4.

3. CREATING, ORGANISING AND SUSTAINING THE MENTORNET NETWORK

In this chapter, we would like to present our original concept of a network dedicated to mentors of migrants. The creation of a network for mentors and candidates for mentors of migrants, including migrants themselves who are or want to be mentors for other migrants, can be facilitated by the innovative tools that we proposed in our project, i.e. the MOOC (paragraph 1.3.1.) and the mentorNET App (see: Chapter 5.). They enable, especially the latter, networking of people dealing with or wanting to be involved in mentoring migrants. More and more often, the internet is becoming a place of social interaction and building social networks, so-called *online social networks* or *web-based social networks*, as well as *computer-supported social networks* or simply *virtual communities* (Musiał, Kaziienko 2013: 33). mentorNET is a project that, apart from education, also involves the online networking of mentors of migrants. The *Strategy* also documents a list of institutions and organisations operating in the United Kingdom, Germany, Cyprus, Poland and Italy in the field of migrant support and mentoring. These entities might be interested in supporting the creation of a mentoring network. Our comments in this chapter are largely based on good practice in mentoring migrants, as well as on specialist literature devoted to networking.

WHAT MENTORNET IS?

There are three basic criteria on the basis of which specific types of networks can be distinguished (Rego 2011: 85). These are:

- the geographical criterion (according to this criterion we divide networks into global, regional, national or sub-national);

- the topic criterion (there are single-topic and multi-topic networks);
- the criterion of the type of membership (the network may be open or closed and addressed to a specific social or professional group).

Our project is currently regional, it covers four Member States of the European Union and the United Kingdom.

Networks built by means of the tools that our project will provide will be monothematic networks dedicated only to mentors of migrants. Good practice research shows that good networks focus on one or two topics, such as helping migrants find a job or assisting them in personal development. On the other hand, networks that are not focused on any topic are excluded (mentorNET Good Practice Report 2020: 16). Networking based on the selection of topics will be possible through the application mentorNET App, in which mentors will be able to find each other and meet in thematic chat rooms.

These will also be closed networks and availability on the Google and Apple stores will be as a private app accessed by invitation from a sponsoring organisation or by invitation once the MOOC has been marked as completed. The condition for membership in the network will be engagement, or at least the will to engage, in mentoring for migrants, as well as the recommendation of organisations and institutions operating in the area of mentoring or support for migrants. The organisations and institutions concerned may engage in networking as legal entities. Members of the network may also be persons without appropriate recommendation who have successfully completed the MOOC created as part of our project.

The key issue here is to define the purpose of creating a mentor network. These can be goals that we define as educational, e.g. related to the exchange of experiences, ideas, transferring good practices, or task-oriented goals aimed at the implementation of joint projects and tasks. Like any network, also in the case of a mentors of migrants' network, the point is to connect like-minded people who create opportunities and undertake joint activities in order to achieve greater effectiveness of these activities, also in terms of professional and personal development of network members. In the inspiring project of the mentor network created by the Danish Centre for Information on Gender, Equality and Diversity (KVINFO) two goal of the network were defined: (1) information exchange; and (2) the possibility to act and opportunities (*Creating Mentor Networks* 2014: 5). In the mentioned project, the mentoring network connects mi-

grant women so that they can share knowledge and establish contacts that will help them in carrying out their tasks. The territorial scope is limited to Denmark. Our project is for both women and men and involves partners from five countries. Nevertheless, the objectives of establishing the network are similar. The aim of our mentoring network is also to exchange information, which also includes the education of mentors and future mentors, learning through good practices, access to specialised publications, etc., because these are the general goals of each mentoring network (cf. Dolan, Johnson 2009: 488), as well the creation of a platform for more effective use of mentors' potential through the cooperation of people, institutions and organisations dealing with mentoring migrants. In short, we are therefore creating a network for developing mentoring competences and skills as well as developing mentoring activities to support the effective mentoring of migrants.

mentorNET is a network that can be defined as an *online social network*. In a study on social networks on the internet Musiał and Kazienko (2013: 35) point to the difference between *online social networks* and networks that exist in the real world: (a) lack of physical, in person contact; contact is at a distance, sometimes a very long distance, if expressed on a physical scale; (b) there is no unambiguous and fully reliable correlation between online identity and the actual identity of the person; (c) the possibility to have multimedia communication with multiple participants simultaneously; it is also possible to easily switch between different communication channels, among others, online and offline; (d) a simplified form of breaking or suspending contacts; (e) a relatively easy way to collect data on communication and joint activity and their further processing; (f) potentially lower credibility of user data available on the internet; false data provided by users of internet services are not uncommon. As we can see, these differences show both the positive sides of online social networks, e.g. easier communication at a distance or more efficient data collection, as well as their weaknesses in comparison with networks existing in the real world, especially those related to concealment of identity or ease of breaking off contact.

HOW TO ESTABLISH A RELIABLE NETWORK?

As a team of Australian specialists in the field of creating local networks rightly argues, there are several common factors that are necessary in creating and

sustaining a network, regardless of its specificity and nature (Kenny, Morley, Higgins 2015: 8). These elements are:

1. allowing time to establish trust and respect. Such a relationship founded on mutual respect is more likely to survive; it can be established through regular and open communication between entities. The essence of networking is in fact communication of the entities that make up the network, hence the constitutive factor in the process of creating a network must be trust and respect as the basis of good communication.
2. establishing common interests and goals which allow entities to communicate in a similar language (of course, it is not about the ethnic language, but about its symbolic, semantic dimension) and move in the same direction.
3. clearly and unequivocally defining the role of every entity within the network, thank to which everyone knows what the scope of their responsibilities and activities is, and these scopes do not multiply and there is no problem with overlapping competences and tasks.
4. identifying the right people to champion relationships at the right time. The network should not rely on one person to be the champion in all areas of the network activities. Although the role of champions is important, each member of the network must take responsibility for the implementation of the network tasks.
5. establishing formal agreements, which will facilitate work and will make it easier to resolve potential conflicts related to the activities of the network.
6. defining protocols for conduct and behaviour in meetings and between individual members of the network. These are now standards of professional interpersonal communication that prevent potential conflicts and misunderstandings.
7. being aware of mutual strengths and weaknesses, which prevents skill gaps and allows network members to understand and develop their existing skills and knowledge.
8. being clear, transparent and accountable for any decisions and agreed actions.

Apart from the specific type of attitudes expected of network members, which are generally acquired in the process of socialisation (learning the corporate culture) and getting to know each other, the formal element is also important. We must remember that the network is not only a social event, but rather a

long-term communication process that requires commitment and the development of social relationships. And although the network is based on interpersonal interactions, it is important that these interactions should be formalised in some way. This does not apply to all types of social networks, as many of them are natural and related to kinship (Lois 2016: 664). Of course, the networks that will be built as part of the mentorNET project do not belong to this group. Therefore, the formal framework of the network is essential to sustain it and to ensure that ideas are put into practice. By specifying formal conditions it is also possible to authenticate the real identity of users of the application enabling networking, and of the MOOC participants. However, network formalisation should not be too far-reaching, as over-formalisation of network relationships can simply kill them. The human factor, the will to cooperate, human entrepreneurship should be of prime importance in the network. The formal framework is intended to help implement ideas and achieve goals rather than impose unnecessary restrictions and control. Getting involved in the network is a voluntary act of people who are motivated for a specific sphere of social life, in our case to mentor migrants (cf. Aikins, White 2011: 68).

ONLINE IDENTITY

In mentorNET, one of the most important acts that can be described as formal will be establishing the real identity of the application users, facilitating the networking of mentors of migrants. Internet identity *is a short digital representation of physical entity* (Musiał, Kaziemko 2013: 40). Building of social bonds, of an atmosphere of trust and credibility requires honesty and transparency. Network participants need to know who they are interacting with. Data verification will be one of the basic responsibilities of the institution/organisation managing and coordinating the network, which we can call a (1) **Meta-Mentor**, being in fact the administrator of the platform that enables networking. This entity does not have to enter into direct relations with other entities, i.e. application users and network members, but manages the platform that enables networking “from outside”. Access to the network will be granted to: (2) institutions and organisations (legal entities) and recognised groups of people, dealing with support for migrants and mentoring; (3) people recommended by these entities and recognised groups, experienced in mentoring migrants; (4) people who have successfully completed the MOOC and want to engage in the

mentoring of migrants. Therefore, both collective entities (organisations or institutions) and individuals can be members of the network.

The above-mentioned work by Musiał i Kaziemko (2013: 40) points to seven basic characteristics of online identities:

- a. succinctness
- b. authentication
- c. uniqueness
- d. durability
- e. user's awareness
- f. correspondence to concrete humans
- g. possibility of extraction from internet services.

It is also important that registration to the website should be done consciously. Only a person who registers consciously can become a user of the application that facilitates networking and a member of the network. As emphasised by Musiał and Kaziemko, it is not always easy to establish if all registered user accounts are valid and authenticate online identities (2013: 41). In our case, making the application available to a clearly defined group of users – the condition is either a recommendation or the completion of MOOC – in fact minimises the risk that among network members there will be people with an undetermined or false identity.

As we indicated above, communication is a key issue in the functioning of social networks; it is a constitutive network-creating factor. It is important both in the preparatory and organisational phase in which the network is being created and organised, and in the phase of the network's operation and maintenance. Without regular communication, the network cannot survive. Therefore, it is important for its operation to establish rules for the principles, manner and frequency of communication (cf. *Creating Mentor Networks* 2014: 7; Kenny, Morley, Higgins 2015: 8; Rego 2011: 85). Tasks and projects carried out jointly by its members will be also important for sustaining the network. Good and regular communication between mentors and relationships built on mutual trust, respect and willingness to cooperate will encourage network members to take on new challenges. Good practice has shown that most networks meet at monthly intervals (mentorNET Good Practice Report 2020: 16).

The development of the network established within mentorNET also involves the creation of a virtual organisational structure. It is not about rigid formalisation or institutionalisation of the network, but the development and implementation of coordinating mechanisms, such as a secretariat or a project board (Rego 2011: 85). This makes the operation of the network more effective and efficient. It is much easier to achieve the established goals when group activity is coordinated; there is something like a virtual or real “office”, which is confirmed by our research on good practices (mentorNET Good Practice Report 2020: 22).

The project “Good Practice Paper: Report into good practices identified relating to mentoring, creating a MOOC and developing sustainable networked organisations: July 2020” is available to download from the project website: <https://www.mentor-network.eu>. This paper provides more detail about networking best practices based on original research by the project partners.

META-MENTOR’S RESPONSIBILITIES

The administration and operation of our application enabling networking of mentors will be the duty of a so-called *Meta-Mentor*; that is, an organisation or institution indicated by the administrator of the application or the administrator acting as a Meta-Mentor, who will be entrusted with the management of the virtual platform. The name is not accidental here. It is similar to the meaning of terms such as metadata or meta-cognition, which mean data about data or cognition of cognition. Our *Meta-Mentor* will be a kind of mentor of mentors, i.e. a mentoring and/or networking organisation or institution delegated to support application users and network members. The competences and duties of the *Meta-Mentor* will include, among others:

- verification of the identity of application users
- granting access to the application
- rendering substantive and technical assistance to application users
- establishing rules for using the application
- monitoring chats held in the application
- denying access to the application to people who break the rules of using the service, including those disseminating racist or xenophobic content
- helping in networking of people and legal entities.

SUMMARISING REMARKS

The below table shows the phases, participants involved in building the network, as well as the activities assigned to a specific phase of network development.

Fig. 8. mentorNET network activity matrix

Source: mentorNET 2021.

	Phase 1: Recruitment	Phase 2: Organising	Phase 3: Sustaining
Who?	<ol style="list-style-type: none"> 1. "Meta-mentor" – institution responsible for coordination 2. Recognised institutions and organisations 3. Recommended people 4. People who completed the MOOC 	<ol style="list-style-type: none"> 1. "Meta-mentors" 2. Members (Nos 2,3, and 4 of Phase 1) 	<ol style="list-style-type: none"> 1. "Meta-mentors" 2. Members
Form of activity	<ol style="list-style-type: none"> 1. Establishing relationships 2. Building Trust 3. Definition of common objectives and goals 	<ol style="list-style-type: none"> 1. Formalisation of the network (eg agreement) 2. Implementation of virtual organisation 3. Determining the rules of communication and activities 	<ol style="list-style-type: none"> 1. Regular communication and planning 2. Realisation of projects and common tasks 3. Exchange of ideas and experiences 4. Development of common resources
Tools	<ol style="list-style-type: none"> 1. App 2. MOOC 	<ol style="list-style-type: none"> 1. App 	<ol style="list-style-type: none"> 1. App

Summing up, we can conclude that key issues in creating, organising and sustaining networks built on the basis of the tool provided by our project, i.e. the application mentorNET app, are:

1. Mutual trust between application users establishing the network, which is a condition without which fruitful and long-term cooperation is unachievable. Without trust, it is impossible to build lasting social relations.
2. The creation of the network based on common interests and goals. The networks are to be thematic, relating to a specific topic, e.g. helping migrants in finding a job or support in teaching migrants the language of the country of residence. After all, networks are not just discussion forums. A good network must have a clearly defined purpose for which it was established.

3. In the case of our application, creating relationships built on trust will be also regulated. The application will not be an open type app. The target group of users will be people recommended by partner organisations and institutions, as well as people who completed MOOC. Thus, the identity of the users will be verified. The institutional guarantor of safe networking and use of the application will also be the function of the Meta-Mentor responsible for verifying the identity of application users and network members, as well as for compliance with the adopted principles of cooperation and communication within the application.
4. The organisational structure of the network. It is not about an overly extensive and formalised network organisation, but about the development and establishment of elementary cooperation mechanisms, e.g. defining the rules of communication between members, and also, if necessary, establishing a so-called “office” and appointing a network leader.
5. A condition for sustaining the network is good and regular communication. Our application will be a tool facilitating this communication in various thematic areas; the application will enable the creation of thematic chat rooms.

4. THE MENTORNET APP

THE APP AS A MODERN TOOL OF EDUCATION AND INTERPERSONAL COMMUNICATION

The modern world is often called a global village. This term, which we owe to McLuhan, is associated not only with the limitation of distance or the ease with which it can be physically traversed using modern means of transport, but also with modern communication technologies that are able to cross all physical and national borders, and increasingly also language barriers. Thanks to the development of telecommunications technology, the mobile phone has become a handheld computer that facilitates the performance of many activities that were until recently reserved for computers equipped with professional software. Mobile phones, by virtue of installed applications, enable, among others, financial transactions; education in various fields, e.g. they support language learning, conducting video conferences; health monitoring; or the creation of interpersonal networks (Selvarajah et al. 2013). One may be tempted to say that mobile devices are replacing textbooks and computers in the learning process (Wu et al. 2019). Mobile apps are also helpful and useful tools in the so-called citizen science, in which volunteers-enthusiasts cooperate with professional researchers (Sturm et al. 2017).

The younger generation especially, including small children, are inclined to use smart mobile devices in the educational process as well as in building social relationships (Kalogiannakis and Papadakis 2017, p. 593). Children generally use three types of applications: (1) interactive storybooks, (2) gaming mobile apps and (3) apps supporting creativity and the development of imagination (Noorhidawati, Ghalebanti and Siti Hajar 2015, p. 388).

Nevertheless, the tendency to use apps is also spreading among older people, who, albeit with greater reluctance, also reach for technological innovations

and rely on various new technologies and applications that facilitate education and social networking without the need to establish direct contact with the teacher/tutor or within some social and professional group. However, not only the utility of mobile apps is essential here. As early as 1980s, the American futurologist John Naisbitt (1982) argued that the technologisation of civilisation would be accompanied by a tendency to seek and intensify interpersonal contacts. Paradoxically, modern technologies that lead to alienation, shutting themselves at their own homes, provoke people to become more involved in social relations, and although Naisbitt meant direct contacts, social relations can be built or even supported by the use of modern communication technologies. Although in the 1980s, Naisbitt could not foresee the existence of all the technical innovations that we have at our disposal in the second and third decades of the 2000s, mobile devices with installed applications for establishing and maintaining interpersonal and social contacts are effective tools that facilitate communication, building relationships and social networks.

In general, apps are categorised due to the universality of their use and the functionality of their operation on various types of mobile devices. Hence, researchers distinguish usually two (Rakestraw, Eunii, Kasuganti 2012, p. 4) or three basic types (Masi et al. 2012, p. 65), depending on whether hybrids are treated as a separate category. If yes, we can point to:

1. Native apps that are dedicated to only one type of operating system installed on portable devices, e.g. Android or Windows Phone. Their unquestionable advantage is good coupling with the device and its operating system; however, it limits the number of recipients to users of the specific software.
2. Web apps are similar to Native apps, but access to them is possible through a browser installed on a device, be it a mobile device, such as a mobile phone, or a desktop, such as a PC.
3. Hybrid apps are in fact Web apps, which look and work in a similar way to Native apps. They have their own icon and can be downloaded from an app store.

Each type of apps has its own advantages and disadvantages. The main arguments in favour of Native apps are speed and reliability in terms of performance. They use the user's device native interface and thus provide the user with a more optimised customer service. As they connect directly to the hardware of the device, they have access to various functions of the device, such as

Bluetooth, phonebook contacts or the camera. The disadvantages of this type of applications are high costs associated with the creation and updating of the code base. In addition, they take up space in the device memory, and each update must be downloaded to the device, which increases the mobile device's memory consumption.

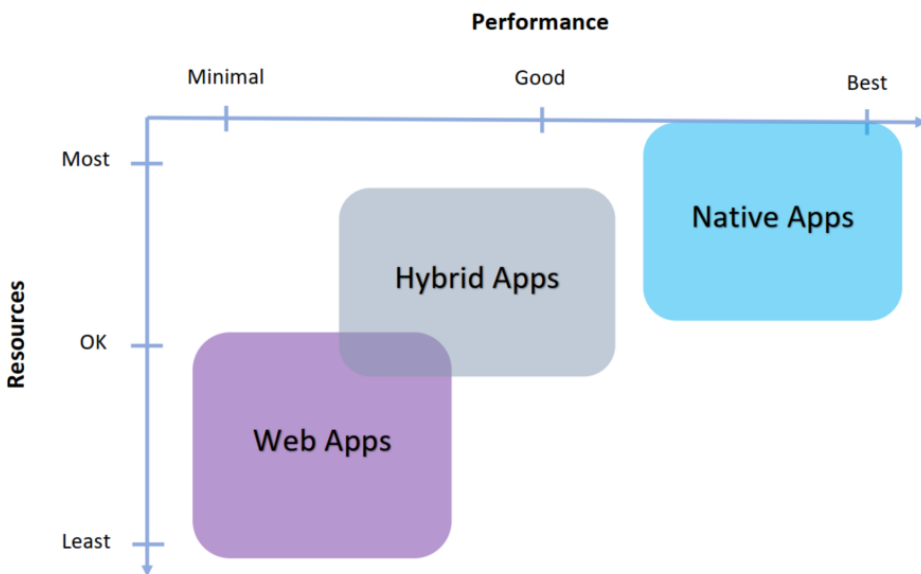
Relatively low costs are an advantage of a Web app. As it is web-based, it does not need to be adapted to the platform or operating system. It also does not take up space in the internal memory of the mobile device, as it is not intended for downloading. The app does not need to be updated. Importantly, a web-based app can be accessed with a tablet, mobile, PC, laptop etc. Many people prefer using a bigger screen when studying or when posting comments. However, they also have drawbacks. One of the basic ones is its total dependence on the browser installed on the mobile device. Some functions may only be available for one browser, while in others they will not work. They also cannot work in offline mode, and even if they have this mode they will still need an internet connection to back up data on the device, share data or refresh the screen.

On the other hand, the advantages of hybrid apps are low costs and speed of their creation in comparison with Native apps. Apart from this, since they use one code base, it is not necessary to generate a larger number of codes for various types of devices and system software. It also has the same advantages as Native apps, i.e. it loads quickly and cooperates with the hardware of a mobile device. The downside of Hybrid apps is that they do not have the power and speed of Native apps. Moreover, some functions may not work on some devices (<https://clevertap.com/blog/types-of-mobile-apps/>). So-called *Progressive Web Apps* (PWAs), which, unlike other hybrids, can also work offline, are a type of Hybrid app. In many systems they can be downloaded, installed and used without having to access the internet. They work on both mobile devices and PCs. It is stressed that in contrast with traditional websites they make web-apps more *app-like* than *web-like* as they can be installed on mobile devices thanks to, e.g. app stores. Experts stress that “a PWA can – and should – also work well in offline contexts by leveraging browser-based storage engines such as IndexedDB” (Biørn-Hansen, Majchrzak, Grønli 2018, p. 65).

Therefore, the question arises which of the apps to choose. Specialists in the field of new technologies advise that the choice of the optimal type of app should depend on the circumstances. If an application is needed right away the

best choice is a Web app. The programming time is relatively the fastest, and users can also use it immediately by utilising a browser installed on a mobile device or computer. The situation is similar when you do not have significant financial resources. The cheapest option is a Web App or a Hybrid App. However, if performance is the most important, you must create a Native App, because only this type of application ensures speed, stability and the highest functionality. Nevertheless, it should be remembered that the decision on the type of app does not have to be a one-time and final decision. You can always build a different type of app if the circumstances change and another kind of app will seem more optimal for users (<https://clevertap.com/blog/types-of-mobile-apps/>).

Fig. 9. Different types of apps and relation between performance and resources



Source: <https://clevertap.com/blog/types-of-mobile-apps/>

LOOKING FOR INSPIRATION – KIMOLIA ART CAFÉ

The Covid-19 pandemic has created conditions for an even better use of modern technologies in online education and creation of virtual social networks. Due to the lockdown introduced in many countries, the internet has become the only place where people can meet, talk, exchange their views or learn from each other. One interesting initiative in this regard is the *Kimolia Art Café* project. The Greek word *kimolia* means chalk. It was created out of the desire for an artistic café in this new pandemic reality. Not being able to operate in a traditional way, the café moved to the internet. Although, the customers must make the coffee for themselves at home, the *Kimolia Art Café* still plays the role of a space for conversations and discussions. The difference is that they take place in the conditions of lockdown and not in the café's location but in the scattered places of residence of café visitors, who, thanks to modern technologies, can at the same time come, albeit virtually, to their favourite place.

The project enjoys great popularity. The owners of the portal boast that they have registered 3,000 accounts, had 14,000 visitors and over 2,500 BigBlueBatton sessions. *Kimolia Art Café* is present on Facebook, YouTube, Twitter and Instagram (<https://www.kimolia-art-cafe.gr/en>).

On the website of the *Kimolia Art Café* we can find basic information about the project, photos of café interiors, articles devoted to the *Kimolia Art Café* and a blog. Certainly, from the point of view of social relations BigBlueBatton is the most important tool. It is a complimentary system that enables not only holding online video conferences in real time but also sending attachments in the form of pdf files, Word files, photos or videos. It can also be helpful in e-learning. In the case of the *Kimolia Art Café* it is used during meetings and discussions, as well as the *Bar* course, which is available to all interested.

What could be an inspiration for our mentorNET application? First, the formula of meetings in a relaxed atmosphere, over coffee, without formalised education. This form would also complement the course offered under the project. It would not replace it, but enrich it with an attractive element. Access to textbooks and formal educational content would be accompanied by an opportunity to meet in informal settings, make conversations, exchange views and make other people's acquaintance as is necessary in building networks, including

mentoring networks. The creation of genuinely friendly conditions in which the subjective, i.e. causative, nature of man is revealed (not only of the one who teaches, but also of the one who is taught) strengthens the educational process. Content conveyed in this manner is more easily absorbed by learners. The informal atmosphere encourages greater individualisation of teaching, discovers the intellectual potential hidden in the student and releases the discoverer in the student, who asks questions and independently looks for answers to them. This can be considered kind of café education; a café as a place to initiate and maintain networking. As we know from many historical messages, including the history of science, art and politics, coffee tables often became forums for discussions, during which lofty ideas are *mooted* and scientific, social and artistic projects are devised. The exchange of ideas conduces to education and self-improvement, it also fosters, perhaps most importantly, the formation of social groups and networks.

MENTORNET APP – AN INNOVATIVE TOOL FOR A MENTORING NETWORK

The project *mentorNET. Mentoring by Extended Networks to Organise Volunteer Resources* is an innovative project. The innovativeness potential lies in the idea of an application that can be used to network mentors of migrants, future mentors of migrants and organisations involved in helping migrants. Our research of good practices of mentoring and networking of mentors of migrants reveals that technical sustainability is a condition of sustainable networks (mentorNET Good Practice Report 2020: 22). So, in creating the app, we will give a real and useful tool to build and sustain a network. The application for mobile devices and PCs will be both a discussion forum and support for the process of education of mentors of migrants. Its resources will include publications and documents on mentoring, especially mentoring addressed to migrants. Through the application, it will also be possible to access the course addressed to future mentors of migrants, which is also a product of the mentorNET project. However, the priority of the application is the ease of establishing and maintaining interpersonal relationships between mentors of migrants.

The main purpose of the application is thus to support the building of a network of mentors of migrants. Therefore, in addition to educational elements,

such as a mentorNET Library and other libraries or a link to the course for future mentors of migrants, an important segment of the application will be the one dedicated to establishing and maintaining contacts between mentors and potential mentors of migrants called *Coffee and Chat*, which is supposed to evoke an association with a café atmosphere of relaxed conversation. In this way technology can help form bonds. Of course, nothing can replace direct interpersonal contacts, technology can be cold and soulless, although by introducing the café formula we come closer to the directness of face-to-face contacts; and thanks to the technology, we can overcome the barriers with which time and space limit us. People who are hundreds or thousands of kilometres apart can meet in one place at the same time.

mentorNET App's users

The application is dedicated to mentors of migrants interested in establishing and maintaining contacts with other mentors involved in work with migrants as well as mentoring organisations. The application will be promoted by mentoring organisations and entities as part of their support services to their new mentors. It will be available to access from the mentorNET MOOC course as well as through links provided by the mentoring organisations and other interested parties and individuals. It will NOT be available to the general public.

The application should be available in the languages of the partners carrying out the mentorNET project, that is English, Italian, Polish, German and Greek. These languages will form discrete conversation areas i.e. German language app choice will have conversations in German only. If the aim is to link local and national networks to develop a transnational network then it is suggested that the network is developed using the English language, which is lingua franca of the contemporary world, so conversations and resources would be provided in English only.

mentorNET App's facilities

The application is to be an easy-to-use tool that facilitates crosslinking mentors of migrants, enabling further training in the field of mentoring, especially mentor of migrants. Therefore, it should be available in browsers and operate on different devices, i.e. tablets, mobile phones and PCs. The level of profi-

ciency in using such devices and software varies, which is why the mentorNET App should be intuitive and easy to navigate, thanks to which even users who do not have considerable experience in using the application will be able cope with it.

The application design should be based on the theme of a café which should be shown in its design with themed areas or “rooms” for different chat topics. Thanks to this, users can participate in various discussions on matters that are of interest to them. The application should facilitate real-time as well as asynchronous conversations, as a result of which it will be possible to join a conversation at any time.

An important element of the application, also having an educational value, should be a library containing publications or other relevant materials and documents enabling the permanent training of users. The library should be supplemented on a regular basis with new and current items, with the protection of copyright ensured.

SUMMARY

This chapter has described how the mentorNET project developed an app which would support the creation and sustainability of a network of mentors working with migrants. The app has been based on prior research and best practice with networks as discussed in Chapters 1-3 above.

Summarizing we can say, the mentorNET App is based on the following premises:

- The application should be browser based and available on all devices, e.g. PCs, laptops, tablets and mobile phones
- The application should be intuitive and easy to navigate
- The application should facilitate real-time as well as asynchronous conversations
- The application should permit monitoring by facilitators who will support users and contribute to conversations
- The application will be promoted by mentoring organisations and entities as part of their support services to their new mentors. It will be available to access from the mentorNET MOOC course as well as through links provided by

the mentoring organisations and other interested parties and individuals. It will NOT be available to the general public

- The application design should be based on the theme of a café which should be shown in its design with themed areas/”rooms” for different chat topics
- The application should include a library/resource area for the posting of relevant networking resources by the app creators as well as by users
- The application should be available in different languages. These languages will form discrete conversation areas i.e. German language app choice will have conversations in German only.

5. HOW TO PROMOTE THE NETWORK

Good networking consists, to a great extent, on the broadening and skilful management of various areas of relationships and contacts. It is initiated by promoting the network and encouraging wide and diversified groups of people with different experiences, representing different sectors and professions to join it. The wider the reach of mentorNET and the greater diversity of people, organisations and institutions it is made up of, the greater potential efficiency and usefulness of this structure for its users.

“It's hardly possible to overstate the value, (...) of placing human beings in contact with other persons dissimilar to themselves (...). Such communication has always been... one of the primary sources of progress.”

John Stuart Mill (1848, p. 581).

FACTORS INFLUENCING THE READINESS TO JOIN AND USE MENTORNET

According to Alison Gilchrist (2004, p. 120) **there are four vital factors influencing to great extent people's readiness to take part in collective initiative:**

- motivation of potential participants;
- access to resources;
- easy communication;
- social aspects of the interaction processes.

The mentorNET network has been designed to conduce people getting engaged. As already mentioned in Chapter 2, the structure's effectiveness depends to great extent on **the motivation of the network's participants.**

The mentorNET network is of thematic and open character. This means that its participants join it voluntarily and are truly interested in the issue of mentoring

for the migrants. Simultaneously, the network provides practical support in this field. Thus, we may assume that the level of engagement amongst the users is relatively high at the initial stage, and it will remain so thanks to the moderation of thematic threads, updating contents and substantive materials as well as engaging contents not connected directly with the thematic scope of mentoring for the migrants.

A further two factors, i.e. **access to resources** and **easy communication** have been ensured to a great extent thanks to the fact that the network has been based on the mentorNET App. As a result, participation in the network is convenient, easy and practically free. Moreover, the app makes it easy to quickly access expert, practical knowledge as well as a library providing professional materials.

The last factor, **social aspects of the interaction processes**, is connected with the social gravity of the issue – the main subject of the network. It should be emphasised that the direct and most important objective of the mentorNET network is to support mentors of migrants. In the long term, this measure is expected to lead to a better integration of immigrants in their place of residence, which should be viewed as an intermediate objective of the project. It is true that in recent years the discourse on migration, and especially on the influx of immigrants, has become more heated, causing tensions and social polarisation, but the problem of integration of foreigners involves many people, organisations and institutions who are open to this phenomenon and who in various ways strive to facilitate and improve this process. mentorNet will foster the integration of these communities. A strong interest in the functioning of the network among people and entities working for the integration of immigrants and mentoring was identified by the project partners, both during preparation of the application and the implementation of the project.

POTENTIAL USERS OF THE MENTORNET NETWORK

The mentorNET network, and therefore the mentorNET App, operate as an open network, but are only intended for the two categories of people mentioned above. These include:

- a. those who wish to become mentors for the migrants (who have completed the MOOC course);

b. mentors for migrants (individuals who have not completed the MOOC course but have sufficient experience in mentoring migrants or have received other mentoring training) as well as experienced mentors who can support mentors of migrants without necessarily being mentors of migrants themselves.

Taking into account the first user category in particular, the promotion of the mentorNET network and the mentorNET App should be carried out in parallel with the promotion of the MOOC course. In this way, promotional activities will assume a holistic and synergistic character. As mentioned earlier, those who are interested in the MOOC course and complete it will receive an invitation to participate in the mentorNET network and to download the mentorNET App (at the end of the course all the relevant information and links are provided).

Therefore, it will be crucial to raise awareness about the project outcomes among those who are interested in mentoring migrants and among those who are involved in mentoring in general. It would be best to use existing groups, organisations and networks for this purpose. Potential participants in the mentorNET network should first be identified among members of different types of organisations and initiatives that support migrants. The appendix to this strategy includes a list of the most important organisations, institutions and initiatives specifically focused on migrants, operating in the countries where the project partners are based.

These networks, organisations and groups should be particularly interested in participating in the mentorNET initiative. At the same time, they are excellent communication channels for disseminating information about this initiative to further potential participants. We assume that by approaching groups working for the benefit of migrants, the recruitment of network members will be carried out to a large extent by means of the “snowball effect” method, which is the recruitment of participants by other participants.

We therefore recommend involving these actors in initiating a mentorNET network or spreading the word about it.

In addition, the promotion of the project outcomes should be carried out among other potential target groups.

In this context, an effective communication and dissemination strategy is one of the most important elements for the success of both the mentorNET network as well as the other outcomes of this project. Detailed information on how to disseminate the results of the project can be found in the “mentorNET Dissemination Plan”. It describes “The mentorNET communication, dissemination and exploitation strategy”, whose objectives consist in:

- that as many as possible project target groups and the general public will know about the project;
- that all project results, outcomes and materials will be used in order to guarantee a direct benefit for the target groups (i.e. migrants, mentors, migrant organisations, adult educators, trainers, public administrators, stakeholders etc.);
- that marginalised social groups and migrants have better chances to integrate into mainstream society;
- to increase social inclusion in care through shared methods of mentoring and building up networks to communicate this methodology to both the general public and to primary and secondary target groups and stakeholders;
- that policy makers and stakeholders in Europe continue to improve mentoring- and networking-based concepts to both foster migrant integration as well as improve training and qualifications of mentors and to support a pan-European exchange of mentoring experience through the mentorNET network. Due to language barriers, we recommend that the pan-European cooperation and exchange of experiences in this field is carried out using the English language version of the mentorNET App.

As part of the communication, dissemination and operational strategy, basic categories of people have been identified that may include mentors or persons potentially interested in mentoring migrants. These can be found primarily among:

- volunteers who wish to serve as mentors;
- adult educators and trainers;
- migrants and migrant families who wish to participate in mentoring activities to ease and foster integration into their local host communities;
- refugees and refugee families who wish to participate in mentoring activities to ease and foster integration into their local host communities;
- stakeholders;

- local/regional/national bodies that support migrants or marginalised groups;
- social service providers' associations for migrants;
- trainers' and teachers' associations for mentors;
- health care providers; health service providers for migrants;
- public authorities responsible for the development and implementation of social and integration policy;
- networks related to social services, health care, social inclusion;
- churches, religious groups and other operators of care centres for migrants;
- scientists working in the field of social inclusion, demographic change, culturally sensitive integration and new forms integration- and social-policy-making.

POSSIBLE WAYS OF REACHING THE POTENTIAL USERS OF MENTORNET

As already mentioned it will be crucial for the promotion of the mentorNET network and its success to reach the above-mentioned categories of people with information about the project outcomes and to encourage them to enrol in the MOOC course (in the case of those who have no experience in mentoring) and to download and use the mentorNET App, which is the main communication tool within the network. To this end, **we recommend the use of diverse forms of information transfer and a variety of communication channels**, including direct contacts, printed materials, contacts via social media, participation in meetings, conferences and events, so-called word-of-mouth marketing, etc. However, it should be remembered that both the message and the channel of communication should always be adapted to the specific target group.

The communication and information materials should **convey the message that mentorNET is a practical network and that participation in it serves the development of mentoring competences, the exchange of mentoring experiences and mutual support.**

With regard to the **category of people wishing to become mentors**, this can include people who are professionally involved in the support of migrants (already mentioned - e.g. NGO workers or social workers) as well as those who

would like to get involved on a voluntary basis, in their spare time. Due to the heterogeneity of this group, activities promoting the ideas of participation in mentorNET should cover a wide spectrum of communication channels and materials used.

Channels for delivering messages are:

- information included in the MOOC course;
- target places where young or old volunteers would spend time;
- target associations via Instagram, Facebook, Twitter, YouTube, etc.;
- personal networks – need a poster or other printed material;
- create a brand;
- advertise on community radio stations;
- word of mouth marketing, promoting volunteering beforehand;
- use direct contact with migrant centres or societies.

As for **mentors**, they usually operate within specialised organisations or training institutions. Because of their experience and knowledge in the field of mentoring, their participation in the network is particularly welcome. It especially applies to those who specialise in mentoring migrants. A wide range of mentors can be reached both through personal contacts and through indirect contacts, e.g. by sending previously developed training materials, podcasts or videos that deal with the network. Social media specialising in professional and business contacts, such as LinkedIn, are a good source of information and a channel for reaching this group.

Channels for delivering these messages are:

- F2F or virtual meeting or interview;
- professional communications material, for example a leaflet listing the key benefits of the approach;
- FAQ sheet;
- podcast of trainers;
- videos of different trainers doing a Q&A session on the benefits of the approach (including subtitles in local language): development of skills, knowledge and understanding of adult education, as well as the chance to become more visible;
- marketing materials will be needed regardless of the chosen channels that include migrant organisations, NGOs, training associations.

Fig. 10. Examples of groups interested in migrant support and mentoring

Facebook	LinkedIn
<p>European Web Site on Integration - Poland</p> <p>https://www.facebook.com/pg/European-Web-Site-on-Integration-Poland-587687234607194/posts/</p>	<p>ASRC Mentoring Program</p> <p>https://pl.linkedin.com/company/asrc-mentoring</p>
<p>Migration Professionals and Researchers</p> <p>https://www.facebook.com/groups/243302499143800/</p>	<p>Immigrant Rights Clinic</p> <p>https://pl.linkedin.com/showcase/immigrant-rights-clinic</p>
<p>Migration and Asylum Experts</p> <p>https://m.facebook.com/groups/271441789672592?view=info</p>	<p>Refugee Rights Europe</p> <p>https://www.linkedin.com/company/refugeerightseurope</p>
<p>Refugee Research Network</p> <p>https://www.facebook.com/groups/30614536012/</p>	<p>Immigrant and Refugee Community Organisation (IRCO)</p> <p>https://www.linkedin.com/company/immigrant-and-refugee-community-organisation</p>
<p>Migration, Displacement and Belonging at CTPSR</p> <p>https://www.facebook.com/groups/159893484023082/</p>	<p>International Refugee Assistance Project</p> <p>https://www.linkedin.com/company/international-refugee-assistance-project</p>
<p>Emerging Scholars and Practitioners on Migration Issues</p> <p>https://www.facebook.com/EmergingScholarsandPractitionersonMigrationIssues/</p>	<p>Migrant Help</p> <p>https://www.linkedin.com/company/migranthelp</p>
<p>Tri-City Poland Expats</p> <p>https://www.facebook.com/groups/815636501848126/</p>	<p>Migrant Integration Lab Sustainable Solution</p> <p>https://ph.linkedin.com/showcase/migrant-integration-lab-</p>
<p>Otwarte Pomorze - Integracja w działaniu</p> <p>https://www.facebook.com/otwarte.pomorze.integracja.dzialanie</p>	<p>Migrant Leaders</p> <p>https://www.linkedin.com/company/migrant-leaders</p>

Mentoring	Mentoring Club
https://www.facebook.com/groups/520062828677135	https://www.linkedin.com/company/the-mentoringclub
Language mentoring	Mentoring for Free
https://www.facebook.com/languagementoring	https://www.linkedin.com/company/mentoring-for-free_2

Source: mentorNET 2021.

Finally, we would like to draw attention to **three important issues**.

Firstly, use social networks, both general (such as Facebook) and professional /business (such as LinkedIn), in disseminating information about mentorNet. They provide an excellent source of information about potential participants, as well as channels for communicating with them. There are many groups on these sites for people interested in migrant support and mentoring. It is worth joining these groups, in order to post information about mentorNET. Some examples of groups are presented in the table above.

Secondly, personal contacts and own social networking should be used to promote the network. As Alison Gilchrist points out [2004: 119] “people tend to become involved in community activities or to join a local organisation if they already know someone involved or are persuaded through face-to-face contact or a personal invitation [...]”. ‘Word-of-mouth’ messages or ‘face-to-face’ contacts are thus particularly recommended to disseminate information about the mentorNET network and to recruit new members.

Thirdly, the dissemination of information on the project outcomes (MOOC promotional campaign, mentorNET App and the launch of the mentorNET network) can be financed from numerous grants offered by government and local government institutions and NGOs.

6. SUMMARY

The main goal of our research was to develop the mentorNET strategy in order to best support the creation, organisation, sustaining and promoting of a self-sustaining network of mentors for migrants. We also wanted to introduce a communication tool, which is the mentorNET application, which facilitates networking. The application is an innovative product of the project *mentorNET - Mentoring by extended networks to organise volunteer resources*. The application aims to support the creation and effective functioning of the mentoring network, by enabling conversations and communication between the entities that make up the mentoring network.

However, it is only a tool, and the mentors and mentoring organisations themselves will be responsible for building the network.

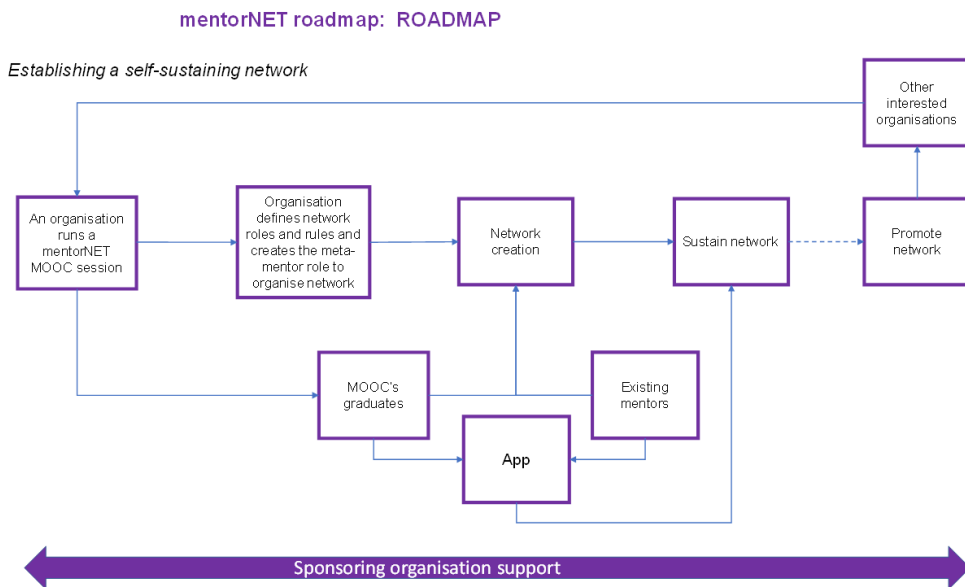
The mentorNET strategy can be summarised in the form of the roadmap given below, which presents the interactions between the organisation creating the network, the individual mentors who are graduates of the mentorNET MOOC and the activities aimed at creating and sustaining the network.

The key moment in establishing the network is the organisation's decision to run a mentorNET MOOC session. Once completed the MOOC graduates are invited to access the App to form the basis of a network based on mutual trust and defined goals that the participants of the network will strive to achieve.

In the organisational phase, it is important to formalise the roles within the network, especially that of the Meta-Mentor. At this stage, it will also be important to determine the rules for communication within the network and the possible establishment of a network office and the conclusion of an agreement between network members. The mentorNET App will be the communication tool between network members, starting from the network initiation phase. Apart from MOOC graduates and the organisation initiating the creation of the network, which will indicate the Meta-Mentor, the network may be joined by people who have experience as mentors.

The real challenge is for the established network to exist over a longer period. This requires network members to, inter alia, communicate with each other on a regular basis, support each other where necessary in their individual mentoring roles, and work towards achieving the assumed goals that guided the establishment of the network. The network is a constant interaction between individual mentors (both novice and experienced) and the supporting organisation, which is why the flow of information between network members, the exchange of ideas and experiences, and the development of common resources are so important. Underpinning all this is the mentorNET App which provides the networking and communication platform.

The next phase is related to "going outside"; that is, promoting and growing the network. Promotion of the network will be a way of potentially expanding it by getting other mentoring organisations, or organisations that help migrants, interested in running their own MOOC and setting up either their own network or joining the existing network. This may result in the creation of a large network or the creation of many, smaller networks.



Source: mentorNET 2021.

7. APPENDIX

DATABASE OF MIGRANT ORGANISATIONS AND NETWORKS IN PARTNER ORGANISATIONS' COUNTRIES

The present appendix includes a list of major organisations and networks (both formal as well as informal) working for the benefit of the migrants in the project's partner countries, i.e. in the United Kingdom, Italy, Poland, Germany and Cyprus.

Potentially, these entities and their members are natural recipients of products elaborated within the project. Contact with them may help disseminate information on the project's results (including, first and foremost, tools such as the MOOC course, mentorNET strategy and mentorNET App) and recruit people to join the mentorNET network.

UNITED KINGDOM

Institutions, Public Authorities, Inspectorates, Agencies

- **British Red Cross**

We offer help with the urgent needs of refugees, asylum seekers and other vulnerable migrants.

<https://www.redcross.org.uk/get-help/get-help-as-a-refugee>

- **Human Trafficking Foundation**

Aims to shape policy and legislation regarding combating human trafficking and to provide a sustained and collective voice, including identifying opportunities for new and different types of intervention in the rapidly changing landscape of human trafficking.

<https://www.humantraffickingfoundation.org/>

- **Local Government Association**

Support and guidance for local authorities when working with migrants, refugees and asylum seekers.

<https://www.local.gov.uk/topics/communities/refugees-and-asylum-seekers>

- **Refugee Council**

As an organisation that provides specialist help and advice to refugees and people seeking asylum, we have an in-depth understanding of their needs and challenges they face. This makes us well-placed to advise on what a fair and effective system should be. <https://www.refugeecouncil.org.uk/our-work>

- **Scottish Refugee Council**

Supports refugees and asylum seekers to rebuild their lives in Scotland

<http://www.scottishrefugeecouncil.org.uk/>

- **UK Aid Direct**

Funded by the Department for International Development, UK Aid Direct supports small and medium sized civil society organisations, based in the UK and overseas, to achieve sustained poverty reduction and to the achieve their Sustainable Development Goals (SDGs).

<https://www.gov.uk/international-development-funding/uk-aid-direct>

- **UK Visas and Immigration (formerly UK Border Agency)**

Help with applying for a visa to stay in the UK. UKVI runs the UK's Asylum Service.

<https://www.gov.uk/government/organisations/uk-visas-and-immigration/about>

- **Welsh Refugee Council**

We empower asylum seekers and refugees to build new futures in Wales and help create a society where respect and equality for all are paramount.

<https://welshrefugeecouncil.org.uk/>

International Organisations in the UK

- **Care International UK**

We provide long-term support to refugee communities, and to their host communities, so that people can regain some dignity and control over their lives.

<https://www.careinternational.org.uk/fighting-poverty/building-resilience/supporting-refugees>

- **International Organisation for Migration (IOM) United Kingdom**

www.Unitedkingdom.iom.int

- **King Baudouin Foundation**

The Foundation supports the European Centre for Evidence-Based Mentoring based in the Netherlands to establish a European Exchange Programme of organisation working on mentoring, to organise European congress on Mentoring, study visits and workshops on mentoring.

<http://www.europe-kbf.eu/en/>

- **The British Council**

Provides opportunities and support for English language learning.

<https://www.britishcouncil.org/english>

- **The UN Refugee Agency: UNHCR in UK**

<https://www.unhcr.org/united-kingdom-of-great-britain-and-northern-ireland.html>

- **The World Bank in the UK**

A founding member of the World Bank, the United Kingdom supports multilateral efforts to promote human and economic development, reduce poverty, and boost shared prosperity around the world

<https://www.worldbank.org/en/country/unitedkingdom>

Non-governmental Organisations

- **Advice on Individual Rights in Europe (The AIRE Centre)**

Offer telephone and online support to victims of abuse and trafficking, homeless people, children in care, Roma people, individuals in atypical and vulnerable living situations and complex cases.

Email: info@airecentre.org

Web: <https://www.airecentre.org/>

- **Arachne Greek Cypriot Women's Group**

Provides a general service and complex case advice. Support available includes face-to-face appointments, drop-ins, home visits, phone and email support.

Email: info@arachne-group.org

Web: <http://arachne-group.org/>

- **Asylum Aid (previously Consonant)**

Provides a general service, which includes face-to-face appointments, community outreach, group support, practical IT and language support.

Email: advice@asylumaid.org.uk

Web: <https://asylumaid.org.uk/>

- **Asylum Welcome**

Provides a general service and complex case advice. Support available includes face-to-face, phone support, home visits and outreach service to other parts of Oxfordshire to those who cannot attend the centre and IT support.

Email: europawelcome@asylum-welcome.org

Web: <https://www.asylum-welcome.org/>

- **CORAM**

Provides a specialised service which includes email support and complex case advice for cases involving migrant children or young people, families and carers.

Email: euss@coramclc.org.uk

Web: <https://www.coram.org.uk/about-us>

- **Diversity Voice**

Provides a general service and complex case advice. Support includes workshops, appointments, home visits, email support and language support.

Email: admin@diversityvoice.org.uk

Web: <https://www.diversityvoice.org.uk/>

- **Fife Migrants Forum**

Provides general services which includes face to face support.

Email: info@fifemigrantsforum.org.uk

- **Girlington Advice Centre**

Provides a general service and complex case advice. Support includes home visits, phone support, face-to-face support, community outreach, language support (including most EU languages such as Czech, Roma, Polish and Slovakian) and interpreters.

<https://www.girlingtonadvicecentre.co.uk/>

- **Migrant Help**

Supports victims of modern-day slavery and human trafficking.

Email: info@migranthelpuk.org

Web: <https://www.migranthelpuk.org/>

- **Migrants Organise**

Platform where refugees and migrants organise for power, dignity and justice. We develop leadership and open up spaces for relational, organised participation of migrants and refugees in public life. From two decades work as the Migrant and Refugee Communities Forum, we know that migrants and refugees make a positive contribution to our country. <https://www.migrantsorganise.org/>

- **Migration Yorkshire**

Works with national government, local government and others to ensure that Yorkshire and Humber can deal with, and benefit from, migration.

<https://www.migrationyorkshire.org.uk/>

- **Peterborough Asylum and Refugee Community Association (PARCA)**

Provides a general service which includes face-to-face drop-in services, community outreach, language support (French, Latvian, Lithuanian, Slovak, Spanish, Polish, Romanian, Portuguese, Russian and others by demand), IT support and email support.

Email: eu.resettlement1@parcald.org or eu.resettlement2@parcald.org

- **Refugee Action**

At Refugee Action, we help refugees who've survived some of the world's worst regimes. We get them the basic support they need to live again with dignity. Then we help them build safe, happy and productive lives in the UK.

<https://www.refugee-action.org.uk/>

- **Refugee Women's Association**

Aims to empower refugee women and to promote awareness of their needs and aspirations. <http://www.refugeewomen.org.uk/>

- **The Refugee and Migrant Centre**

Provides a general service which includes face-to-face support, IT support and equipment and language support in the West Midlands.

Email: euss@rmcentre.org.uk

- **Women for Refugee Women**

Works to support and empower refugee women.

<https://www.refugeewomen.co.uk/>

Other initiatives dedicated to migrants

- **City of Sanctuary UK**

City of Sanctuary UK holds the vision that our nations will be welcoming places of safety for all and proud to offer sanctuary to people fleeing violence and persecution. In order to realise this vision, City of Sanctuary UK supports a network of groups, which includes villages, towns, cities and regions across the UK, and others engaged in activities intended to welcome people seeking sanctuary.

<https://cityofsanctuary.org/>

- **Padileia -Partnership for Digital Learning and Access**

The PADILEIA programme provides learning offers from 1-month short online courses to up to 24-months blended learning study programmes for refugees as well as Jordanian & Lebanese students. It is a partnership between UKAid, and academic institutions in the UK and the Middle East.

<https://padileia.org/>

- **Student Action for Refugees**

A national network of student groups which aims to improve the lives of refugees in the UK.

<http://www.star-network.org.uk/>

UK projects addressing migrants

- **Initiatives of Change United Kingdom: Migrants and Refugees as Re-Builders Project: Transforming lives through learning**

This project is co-funded by the EU Erasmus+ Programme and Initiatives of Change UK (IofC) which is a faith-based organisation that works with people of all faiths and none. It focuses its work in three areas: ethical leadership, sustainable living and trust building. Within each of these themes, it delivers training courses, events and programmes. This EU co-funded project aims to improve the training of migrants and refugees through adult education.

<https://uk.iofc.org/M-R-Rebuilders>

<https://uk.iofc.org/sites/uk.iofc.org/files/curriculum.pdf>

- **Paul Hamlyn Foundation: Migration and Integration**

Our view is that societies are more likely to live well together if exclusion is addressed and connections deepened. We want to use our funding to help build “shared ground” with the aim of a more socially equal society, where young people, settled and transient, migrant and British, can contribute actively and engage positively. The Foundation currently funds the Shared Ground Fund and the Supported Options Initiative.

<https://www.phf.org.uk/our-work-in-the-uk/migration-integration/>

- **The Migrant Children’s Project**

The Migrant Children’s Project (MCP) has been promoting the rights of refugee and migrant children, young people and families for over 10 years, striving to ensure that they receive the protection and support they need. It is run by the Coram Children’s Legal Centre which aims to promote and protect the rights of children in the UK and internationally in line with the UN Convention on the Rights of the Child.

<https://www.childrenslegalcentre.com/about-us/what-we-do/migrant-childrens-project/>

- **The Migrant English Project**

The project helps people gain the necessary skills and confidence in written and spoken English and it is also a meeting point for migrants. The project is about supporting people in all areas of their lives. It is run entirely by volunteers and is a completely independent initiative.

<http://mepbrighton.com/>

- **The Migrant's Law Project**

The Migrants' Law Project is a legal and public legal education project, hosted by Islington Law Centre. The MLP promotes fair treatment and access to justice for migrants, refugees and asylum seekers in the UK through the use of public law.

<https://themigrantslawproject.org/>

Mentoring networks in the UK

- **Hope for the young**

Young refugees and asylum seekers who have entered the UK face a series of obstacles: language barriers, lack of social support, and a long period of uncertainty while they are waiting for their immigration status to be decided. As a result, they suffer social exclusion and can become disaffected with their life in the UK. Those with no work permit can become destitute. Hope for the Young's Mentors support these young people overcome these obstacles by working on mutually agreed targets tailored to the young people's needs.

<https://hopefortheyoung.org.uk/>

- **Migrant Leaders**

Fulfilling one's potential is the key to happiness. At Migrant Leaders we provide the bespoke tools and the support high potential migrants need to succeed with capability, personal integrity and emotional health which impacts so many migrants.

<https://www.migrantleaders.org.uk/>

- **Migrants Organise**

Migrants Organise is a platform where refugees and migrants organise for power, dignity and justice. We develop leadership and open up spaces for relational, organised participation of migrants and refugees in public life.

<https://www.migrantsorganise.org/>

- **Pushfar**

With an open and free network trusted by 30,000+ mentoring individuals and our world-leading mentoring software to streamline internal mentoring schemes, we're here to help everyone.

<https://www.pushfar.com/>

- **Routes**

This is a mentoring programme with a difference: we develop authentic, compassionate, purposeful professional leaders, whilst supporting women seeking safety in the UK to grow in confidence, build connections and access opportunities. Our mentoring programme for women in business is designed to benefit both mentor and mentee.

<https://routescollective.com/mentoring>

- **Scottish Mentoring Network**

Scottish Mentoring Network has been in existence since 1997 originally as an informal grouping of individuals and organisations interested in mentoring.

<https://scottishmentoringnetwork.co.uk/about/>

ITALY

Institutions, Public Authorities, Inspectorates, Agencies

- **ADVOCATES ABROAD**

Associazione di volontari che ha formato 750 squadre locali e internazionali che sono state dispiegate in nove paesi in missioni sul campo. I team di Advocates Abroad operano su sette piattaforme online e hanno assistito rifugiati provenienti da oltre 65 paesi.

<http://www.advocatesabroad.org/>

<https://www.facebook.com/advocatesabroad>

<https://twitter.com/AdvocatesAbroad>

- **ARE YOU SYRIOUS?**

ONG che si dedica ad aiutare i rifugiati e il lavoro umanitario, intraprendendo attività fondamentali per fornire notizie quotidiane sul campo, principalmente per volontari e rifugiati lungo il percorso e per giornalisti e altre parti interessate. <http://www.facebook.com/areyoustyrious>

- **CENTRO STUDI MEDI'**

Il Centro Studi MEDI' è stato fondato nel 2003 da alcuni enti non profit che operano, a Genova, nell'ambito dell'immigrazione. Attualmente sono soci sostenitori di Medi:

Federazione Regionale Solidarietà e Lavoro, Consorzio Sociale Agorà, Fondazione Auxilium, Cooperativa La Salle, Associazione Il CeSto, CEIS Genova-Fondazione Bianca Costa.

www.csmmedi.com

<https://www.facebook.com/pg/CSMediGenova>

<https://twitter.com/CSMediGenova>

- **CSVNET**

CSVnet è l'associazione nazionale dei Centri di servizio per il volontariato (Csv), che associa e rappresenta tutti i 51 Csv istituiti grazie alla legge quadro sul Volontariato (n. 266/1991, oggi abrogata) e oggi regolati dal Codice del terzo settore. Si ispira ai principi della Carta dei valori del volontariato e della Carta della rappresentanza e punta a rafforzare la collaborazione, lo scambio di esperienze e di competenze fra i Csv per meglio realizzarne le finalità, nel rispetto della loro autonomia. A questo scopo, fornisce vari servizi di consulenza, formazione e sostegno e opera affinché la rete dei Csv si consolidi quale sistema di "agenzie per lo sviluppo locale della cittadinanza responsabile.

<https://www.csvnet.it/>

<https://www.facebook.com/CSVnet-904724502974742/>

<https://twitter.com/CSVnet>

- **DNA**

DNA è una rete di cooperative sociali e di associazioni che gestiscono centri di mediazione sociale nella regione Emilia Romagna, che ha dialogo, negoziazione ed ascolto nel proprio dna. L'obiettivo è diffondere la conoscenza e gli strumenti della mediazione negli enti pubblici e nelle città, attraverso la collaborazione e il sostegno reciproco, la formazione e l'organizzazione di eventi e seminari regionali, promuovendo la crescita della comunità in un'ottica di prevenzione alla violenza, di coesione sociale e di convivenza pacifica.

<https://www.dna-retemediazioneer.it/>

<https://www.facebook.com/DNAmediazionesociale/>

- **EUROPEAN COUNCIL ON REFUGEES AND EXILES (ECRE)**

ECRE è un'alleanza di 107 ONG in 40 paesi europei. La missione dell'ECRE è proteggere e promuovere i diritti dei rifugiati, dei richiedenti asilo e di altri sfollati forzati in Europa e nelle politiche esterne europee.

www.ecre.org

<https://facebook.com/theecre> <https://twitter.com/ecre>

- **FOCUS – CASA DEI DIRITTI SOCIALI DI ROMA**

La Federazione FOCUS raccoglie tutte le esperienze di volontariato attive nella promozione dei diritti, allo scopo di riqualificare e dare strategia alle azioni quotidiane

tramite progetti concreti, esprimendo un profondo bisogno di pace e democrazia e proponendo le linee guida in quattro aree operative: Tutela dei Diritti ed Advocacy; Intercultura e Plurilinguismo; Scuole popolari/inte(g)razione linguistica; Sviluppo locale.

<https://www.dirittisociali.org/>

- **FONDAZIONE AUXILIUM**

Dal 1931, la Fondazione Auxilium è un ente ecclesiale, espressione della Chiesa di Genova, patrocinato dalla Caritas Diocesana realizza progetti che sostengono alcuni servizi specifici, colgono problematiche particolari e sperimentano approcci innovativi, spesso condotti in rete con altri soggetti pubblici e del privato sociale e superano la dimensione locale per collegarsi a scenari nazionali ed europei che permettono ad Auxilium di leggere i fenomeni sociali nella loro prospettiva transnazionale. Concorrono a questo modello gli enti che fanno parte del Sistema Auxilium: l'Associazione per l'Auxilium, i Volontari per l'Auxilium, le cooperative sociali Il Melograno ed Emmaus Genova.

<http://www.fondazioneauxilium.it>

<https://www.facebook.com/fondazioneauxilium/>

<https://twitter.com/auxilium2015>

- **FONDAZIONE ISMU**

Fondazione ISMU svolge una qualificata attività di studio e ricerca, finalizzata in primo luogo a monitorare le dinamiche dei processi migratori e delle trasformazioni in senso multietnico e multiculturale della società. L'attività di ricerca privilegia le tematiche con forti implicazioni operative, configurandosi come ricerca-intervento, nelle aree asilo, migrazione e integrazione.

<https://www.ismu.org/>

<https://www.facebook.com/fondazioneismu>

https://twitter.com/Fondazione_Ismu

- **FONDAZIONE LEONE MORESSA**

La Fondazione Leone Moressa è un istituto di studi e ricerche nato nel 2002 da un'iniziativa della Associazione Artigiani e Piccole Imprese di Mestre CGIA, specializzato nello studio delle fenomenologie e delle problematiche relative alla presenza straniera sul territorio. Allo scopo di diffondere la conoscenza del valore economico degli stranieri in Italia, la Fondazione Leone Moressa promuove la ricerca scientifica rivolta allo studio dell'immigrazione attraverso la raccolta e l'elaborazione di dati e informazioni sul fenomeno migratorio e sui rapporti multietnici, quale strumento prezioso per avanzare proposte concrete in merito all'individuazione di percorsi di integrazione e per valutare gli impatti delle politiche migratorie. Per questo motivo la Fondazione realizza attività di informazione e sensibilizzazione.

ilizzazione, organizza seminari, dibattiti e convegni, e collabora attivamente con le istituzioni, le associazioni e le organizzazioni del territorio. <http://www.fondazioneleonemoressa.org/> <https://www.facebook.com/fondazione.moressa> <https://twitter.com/FondazMoressa>

- **FORUM GLOBALE SU MIGRAZIONE E SVILUPPO**

Centinaia di organizzazioni della società civile prendono parte alle discussioni annuali al Forum globale su migrazione e sviluppo insieme a governi nazionali e rappresentanti del settore privato, città e giovani. Le discussioni si concentrano sulla ricerca di modi concreti per migliorare la governance della migrazione per lavoro, il miglioramento delle competenze dei migranti e la protezione dei diritti dei migrant. <https://www.gfmd.org/>
<https://www.facebook.com/gfmdsu> <https://twitter.com/GFMDprocess>

- **KIRON**

Kiron si concentra sull'apprendimento oltre i limiti e sulla convinzione che tutti abbiano lo stesso diritto di accedere a un'istruzione di qualità. A questo scopo Kiron ha creato Kiron Campus, una piattaforma di apprendimento online per rifugiati in tutto il mondo e comunità svantaggiate in Medio Oriente.
www.kiron.ngo
<https://facebook.com/KironOpenHigherEducation>
<https://twitter.com/kironeducation>

- **LIGHTHOUSE RELIEF**

La missione principale di Lighthouse Relief è fornire una risposta umanitaria dignitosa, rispettosa e responsabilizzante che si concentri sul sostegno a gruppi vulnerabili come donne, bambini e giovani, nonché alle comunità locali in Grecia, attraverso il programma di assistenza ecologica, rispondendo alle conseguenze della politica di immigrazione dell'UE e della mancanza di vie di fuga comuni e sicure per le persone in fuga da conflitti e persecuzioni, nonché delle politiche restrittive attuate dall'UE.
www.lighthouse relief.org
<http://www.facebook.com/lighthouse relief>
<https://twitter.com/LighthouseRR>

- **MIGRANTI E RIFUGIATI**

La Sezione Migranti e Rifugiati è un piccolo e dinamico reparto vaticano diretto personalmente da Papa Francesco, che crede che siano necessari sforzi ed attenzioni particolari per garantire che chi è costretto a fuggire non sia chiuso fuori o lasciato indietro.
<https://migrants-refugees.va/>
<https://www.facebook.com/MandRSection/>
https://twitter.com/M_RSezione

- **ORGANIZZAZIONE INTERNAZIONALE PER LE MIGRAZIONI (IOM)**

Fondata nel 1951, l'Organizzazione Internazionale per le Migrazioni (OIM) è la principale organizzazione intergovernativa in ambito migratorio. L'Italia è uno dei paesi fondatori. Attualmente gli Stati Membri sono 173. L'OIM ha sede a Ginevra e ha oltre 460 uffici dislocati in più di 100 paesi. Dal settembre 2016 l'OIM è entrata nel sistema ONU diventando Agenzia Collegata alle Nazioni Unite.

<https://italy.iom.int/>

<https://www.facebook.com/OIMItalia/>

<https://twitter.com/OIMItalia>

- **PICUM PLATFORM FOR INTERNATIONAL COOPERATION ON UNDOCUMENTED MIGRANTS**

PICUM, la Piattaforma per la cooperazione internazionale sui migranti privi di documenti, è una rete di organizzazioni che lavorano per garantire giustizia sociale e diritti umani per i migranti privi di documenti, alla ricerca di un mondo in cui la mobilità umana sia riconosciuta come una realtà normale e in cui a tutte le persone siano garantiti diritti indipendentemente dallo stato di migranti o di residenza.

www.picum.org

<https://www.facebook.com/picum.org>

https://twitter.com/picum_post

- **PORTALE INTEGRAZIONE MIGRANTI**

Il Portale Integrazione Migranti nasce nel 2012 sotto il coordinamento della Direzione Generale dell'Immigrazione e delle Politiche di Integrazione del Ministero del Lavoro e delle Politiche Sociali. Il Portale è frutto della collaborazione tra i Ministeri del Lavoro e delle Politiche Sociali, dell'Interno e dell'Istruzione, Università e Ricerca e intende favorire l'accesso ai servizi per l'integrazione, assicurando una corretta informazione dei cittadini.

<http://www.integrazionemigranti.gov.it/>

- **PROACTIVA OPEN ARMS**

Organizzazione non governativa senza scopo di lucro con una missione principale: proteggere coloro che cercano di raggiungere l'Europa via mare, in fuga da conflitti armati, persecuzioni o povertà; e inoltre, informare ed educare a terra in modo che chi emigra possa prendere decisioni con piena libertà e consapevolezza.

<https://www.openarms.es/en>

<https://facebook.com/proactivaservice/>

https://twitter.com/openarms_found

- **SHE NEWS**

She News è un'agenzia d'informazione con uno sguardo al femminile, promossa da un gruppo di giornaliste e operatrici della comunicazione, immigrate e italiane, con

l'obiettivo di promuovere una comunicazione attenta a genere e intercultura come valori, valorizzare il ruolo delle donne come protagoniste, sia nella società, sia a livello istituzionale, ed interagire con le donne, immigrate e italiane, con le loro associazioni ed organizzazioni, per dare voce a vissuti, storie e testimonianze della società di oggi, nel nostro Paese come nel mondo.

<http://sheviews.blogspot.it/p/chi-siamo.html>

- **UFFICIO PER LA PASTORALE DEI MIGRANTI TORINO**

L'Ufficio per la Pastorale dei Migranti è l'Ufficio dell'Arcidiocesi di Torino che ha per compito statutario quello di operare negli ambiti Immigrati stranieri, Migranti interni ed emigrati italiani, Rifugiati, profughi, apolidi e richiedenti asilo politico, Rom, Sinti e Nomadi, con il duplice obiettivo di favorire l'inserimento socioculturale delle comunità straniere presenti sul territorio diocesano, nonché di seguire le comunità straniere cattoliche, promuovendo nel contempo il dialogo ecumenico ed inter-religioso.

<http://www.migrantitorino.it/>

<http://www.facebook.com/migrantitorino>

International Organisations in the project country

- **ACTIONAID ITALIA**

ActionAid è un'organizzazione internazionale indipendente presente in oltre 45 paesi e, insieme alle comunità più povere, agisce contro la povertà e l'ingiustizia, collaborando a livello locale, nazionale e internazionale per realizzare il cambiamento e per far crescere l'equità, migliorando la qualità della democrazia e sostenendo così chi vive in situazioni di povertà e marginalità. ActionAid Italia lavora attraverso e oltre la federazione internazionale per contribuire a raggiungere il cambiamento sociale al quale aspira. Il contributo specifico si caratterizza attraverso una visione, una missione e dei valori fondamentali a orientare l'impegno condiviso e guidare le scelte.

<https://www.actionaid.it/>

<https://www.facebook.com/ActionAid.Italia>

<https://twitter.com/actionaiditalia>

<https://www.linkedin.com/company/actionaid-italia>

- **AMNESTY INTERNATIONAL – ITALIA**

Organizzazione umanitaria che promuove uno sforzo collettivo per ottenere cambiamenti nelle vite dei singoli e di intere comunità, attraverso campagne che mobilitiamo milioni di persone. Fra le diverse attività, anche programmi educativi per favorire la presa di coscienza di individui, gruppi e comunità mediante la crescita e lo

sviluppo di conoscenze, abilità e attitudini coerenti con i principi riconosciuti a livello internazionale in materia di diritti umani.

<http://www.amnesty.it/>

<https://www.facebook.com/AmnestyInternationalItalia/>

<https://twitter.com/amnestyitalia>

- **ANZOLA SOLIDALE**

Anzola Solidale è un'associazione di volontariato che promuove la solidarietà e la coesione sociale tra le persone e tra le comunità, attraverso attività diverse e molteplici, fra le quali progetti non solo a favore di popolazioni africane, ma anche di cittadini del comune di Anzola.

www.anzolasolidale.it

<https://www.facebook.com/anzola.solidaleonlus?fref=ts>

- **ASGI**

L'Associazione per gli studi giuridici sull'immigrazione (ASGI) si occupa degli aspetti legali dell'immigrazione. Grazie al contributo dei propri membri (avvocati, accademici, consulenti e rappresentanti della società civile) a vari livelli - amministrativo, decisionale e giuridico -, in ambito nazionale ed europeo, ASGI opera nei vari settori dell'immigrazione e dei diritti dei migranti, compresi antidiscriminazione e xenofobia, diritti dei bambini e dei minori non accompagnati, richiedenti asilo e rifugiati, apolidi e cittadinanza. I membri dell'ASGI costituiscono un network di persone che si scambiano informazioni, riceve e fornisce aggiornamenti sulle prassi, realizza progetti che hanno un forte impatto sul territorio e modificano norme e leggi discriminatorie partecipa e organizza formazione, diffondendo sul territorio una cultura dell'integrazione attraverso la tutela dei diritti.

<http://www.asgi.it/>

https://twitter.com/asgi_it

<https://www.facebook.com/AssociazioneStudiGiuridiciImmigrazione>

- **ASILO IN EUROPA**

La missione principale di Asilo in Europa (AiE) è la promozione del diritto d'asilo e della protezione internazionale attraverso attività di formazione, divulgazione ed analisi. In particolare, si propone di diffondere la conoscenza delle politiche europee in materia di asilo, nonché sul funzionamento dei sistemi d'asilo nei vari Paesi UE, e sviluppare una rete di professionisti del settore che lavorano in diversi Paesi europei, facendo da ponte tra realtà analoghe a livello locale.

<http://www.asiloineuropa.it/>

<https://twitter.com/asiloineuropa>

<https://www.facebook.com/asiloineuropa/>

- **CARITAS ITALIANA**

Caritas è un organismo pastorale costituito dalla Conferenza Episcopale Italiana al fine di promuovere, anche in collaborazione con altri organismi, la testimonianza della carità della comunità ecclesiale italiana, in forme consone ai tempi e ai bisogni, in vista dello sviluppo integrale dell'uomo, della giustizia sociale e della pace, con particolare attenzione agli ultimi e con prevalente funzione pedagogica.

<http://www.caritasitaliana.it/>

<https://twitter.com/CaritasItaliana>

<https://www.facebook.com/CaritasIt/>

- **CONSIGLIO ITALIANO PER I RIFUGIATI**

Il Consiglio Italiano per i Rifugiati è un'organizzazione umanitaria indipendente costituitasi nel 1990 in Italia, su iniziativa delle Nazioni Unite, con l'obiettivo di difendere i diritti dei rifugiati e dei richiedenti asilo. Il CIR lavora per contribuire a favorire l'accesso alla protezione delle persone che fuggono da guerre e persecuzioni e per costruire condizioni di accoglienza e integrazione dignitose, nel pieno rispetto dei diritti umani.

<http://www.cir-onlus.org/>

<https://twitter.com/CIRRIFUGIATI>

<https://www.facebook.com/CIRonlus/>

- **FORUM DISUGUAGLIANZE E DIVERSITÀ**

Il Forum Disuguaglianze Diversità intende disegnare politiche pubbliche e azioni collettive che riducano le disuguaglianze e favoriscano il pieno sviluppo di ogni persona. Grazie all'alleanza fra cittadini organizzati e ricerca, ragioni e sentimenti presenti in una moltitudine di pratiche possono aiutare a trasformare paura e rabbia nell'avanzamento verso una società più giusta.

<https://www.forumdisuguaglianzediversita.org/>

<http://www.facebook.com/ForumDisuguaglianzeDiversita>

http://www.twitter.com/@DD_forum

- **MEDITERRANEAN HOPE**

Mediterranean Hope è un progetto della Federazione delle chiese evangeliche in Italia (FCEI) sulle migrazioni, finanziato in larga parte dall' otto per mille della Chiesa evangelica valdese – Unione delle chiese metodiste e valdesi, che include impegno e azioni nell'accoglienza di persone in condizione di particolare vulnerabilità e nell'organizzazione di iniziative sociali e culturali sul territorio.

<http://www.mediterraneanhope.com/>

<https://www.facebook.com/Mediterranean-hope-252231521632595/>

https://twitter.com/medhope_fcei

- **OXFAM ITALIA INTERCULTURA**

Oxfam è un movimento globale di persone che vogliono eliminare l'ingiustizia della povertà. Oxfam Italia ha aderito nel 2010 alla confederazione internazionale Oxfam e nasce dall'esperienza di Ucodep, organizzazione non governativa italiana che per oltre 30 anni si è impegnata con passione e professionalità per migliorare le condizioni di vita di migliaia di persone povere nel mondo, dando loro il potere e l'energia di costruirsi un proprio futuro, di controllare e orientare la propria vita, di esercitare i propri diritti.

<http://www.oxfamitalia.org/>

<https://twitter.com/OxfamItalia>

<https://www.facebook.com/OxfamItalia>

- **UNHCR ITALIA**

UNHCR, Agenzia ONU per i Rifugiati, lavora ogni giorno per proteggere e aiutare i rifugiati, ovunque si trovino nel mondo, inclusa l'integrazione nella comunità locale del Paese d'asilo come opportunità per cominciare una nuova vita e soluzioni durevoli, con l'obiettivo fondamentale che queste soluzioni permettano ad ogni persona di ricostruirsi una vita in pace e dignità.

<http://www.unhcr.it/>

<https://twitter.com/UNHCRItalia>

<https://www.facebook.com/UNHCRItalia/>

- **WOMEN - RETE DELLE DONNE DEL MEDITERRANEO EST E SUD EUROPEO**

WOMEN è una rete internazionale di donne rappresentanti di istituzioni ed Associazioni attive nell'area del Mediterraneo, dei Balcani e dell'Est Europeo. Sorta nel 1999 come rete informale e costituita in associazione nel 2004, ha l'obiettivo di promuovere pari opportunità fra donne e uomini e contribuire alla valorizzazione delle differenze culturali e delle culture di genere.

<http://www.comune.forli.fc.it/servizi/menu/dinamica.aspx?idArea=72479&id-Cat=68444&ID=70652>

<http://www.women-network.it/>

Non-governmental Organisations

- **ANOLF ASSOCIAZIONE NAZIONALE OLTRE LE FRONTIERE**

L'ANOLF - Associazione Nazionale Oltre Le Frontiere - è un'associazione di immigrati di varie etnie a carattere volontario, democratico che ha come scopo la crescita dell'amicizia e della fratellanza tra i popoli, nello spirito della Costituzione italiana. Promossa dalla CISL, l'ANOLF si fonda sul protagonismo degli immigrati per la tu-

tela delle loro esigenze e la crescita della nostra società ed è presente su tutto il territorio nazionale con le ANOLF Regionali (20), le Sezioni Provinciali (101) e Territoriali (10).

<http://www.anolf.it>

<https://www.facebook.com/anolfnaz/>

<https://twitter.com/AnolfNazionale>

- **ARCHIVIO DELLE MEMORIE MIGRANTI**

L'Archivio delle memorie migranti (AMM) nasce come deposito (repository) di storie, narrazioni e testimonianze raccolte all'interno di una scuola di italiano per migranti con lo scopo di affiancare una sperimentazione terapeutica inizialmente portata avanti da un gruppo di volontari in collaborazione con Medici Contro la Tortura. L'Archivio delle memorie migranti è uno spazio reale e virtuale di racconti, autonarrazioni e dialoghi tra chi ha vissuto l'esperienza della migrazione e vuole condividerla e chi è interessato a conoscerne il vissuto e le riflessioni. AMM è una "comunità di pratica" fatta di persone che perseguono obiettivi comuni da punti di vista diversi e molteplici: dalla raccolta di testimonianze alla produzione di racconti di sé, dalla realizzazione di audio e video partecipati alla elaborazione di materiali didattici per far rivivere l'esperienza della migrazione nelle scuole.

<https://www.archiviomemoriemigranti.net/>

<https://twitter.com/AMMArchivio>

- **ARCISOLIDARIETÀ**

ArciSolidarietà è un'Associazione di Volontariato attiva da diversi anni sul territorio bolognese che, a partire dal 2015, ha scelto di occuparsi prioritariamente, in sinergia con Arci Bologna, di migrazioni attraverso l'attivazione di percorsi di accoglienza, tutela e integrazione rivolti a rifugiati e richiedenti asilo. Azioni e percorsi di integrazione si affiancano a una costante attività di sensibilizzazione della cittadinanza in modo da favorire scambio, condivisione e reale conoscenza dei migranti e della loro storia.

<http://www.arcibologna.it/attivita/migrazioni/accoglienza>

https://www.facebook.com/sharer/sharer.php?kid_directed_site=0&sdk=joey-&u=http%3A%2F%2Fwww.arcibologna.it%2Fattivita%2Fmigrazioni%2Faccoglienza&display=popup&ref=plugin&src=share_button

https://twitter.com/intent/tweet?original_referer=http%3A%2F%2Fwww.arcibologna.it%2F&ref_src=twsrc%5Etfw&text=Accoglienza&tw_p=tweetbutton&url=http%3A%2F%2Fwww.arcibologna.it%2Fattivita%2Fmigrazioni%2Faccoglienza

- **ARTE MIGRANTE**

Arte Migrante è un'associazione aperta, laica e antirazzista che attraverso l'arte si pone l'obiettivo di includere socialmente e culturalmente persone marginalizzate:

valorizzando le diversità; favorendo la coesione sociale tra persone differenti per lingua, cultura, religione, reddito, genere; contribuendo a ridurre la marginalizzazione di migranti, richiedenti asilo e senza fissa dimora.

<http://www.artemigrante.eu/>

<https://www.facebook.com/ArteMigranteIT/>

- **ASINITAS**

Asinitas si occupa di educazione e intervento sociale con la finalità di promuovere attività rivolte alla cura, all'educazione-formazione, all'accoglienza e alla testimonianza di persone minori e adulte, italiane e straniere, rivolte in particolare a richiedenti asilo, migranti, donne straniere con bambini e italiani.

<http://www.asinitas.org/>

<https://it-it.facebook.com/asinitas/>

<https://twitter.com/asinitas>

- **ASSOCIAZIONE CENTRO INCONTRO**

Centro Incontro propone percorsi di inserimento sociale, culturale, economico, lavorativo per migranti e rifugiati politici o umanitari, attraverso la valorizzazione dei talenti, delle competenze professionali nonché dei patrimoni culturali e linguistici. Il Centro realizza spazi di incontro e di riferimento per persone di cultura e lingua diverse, prestando specifica attenzione alle problematiche legate al vissuto migratorio e alla ricomposizione del nucleo familiare in Italia, promuovendo il dialogo interculturale attraverso eventi e laboratori di conoscenza del fenomeno migratorio, per contrastare ogni forma di discriminazione e favorire la partecipazione attiva dei migranti sul territorio.

<https://www.centroincontro.org/>

<https://www.facebook.com/apscentroincontro>

- **ASSOCIAZIONE CER. ES. - CENTRO ESPERANTISTA RIMINESE - ECU-MENICO SOLIDALE**

Dal 2004, il Cer-es coopera per la realizzazione di progetti umanitari a favore della diffusione dell'esperanto come lingua neutra di pace e di fratellanza universale, anche promuovendo il mantenimento e frequenza scolastica di orfani africani attraverso l'adozione a distanza (progetto 1 euro al giorno). Cer-es collabora attivamente con tutte le altre associazioni di volontariato aventi lo scopo di aiutare le popolazioni africane.

www.ceresonlus.it

- **ASSOCIAZIONE CITTADINI DEL MONDO**

L'Associazione Cittadini del Mondo è un'organizzazione multietnica formata nel 1993 da cittadini di varie nazionalità, ha lo scopo di favorire l'integrazione e la tutela degli immigrati. L'Associazione organizza iniziative politiche, culturali, sociali ed as-

sistenziali per promuovere il dialogo tra culture diverse come arricchimento reciproco e diffondere la cultura della tolleranza e della solidarietà.

www.cittadinidelmondo.org

<https://www.facebook.com/cittadinidelmondoferrara>

- **ASSOCIAZIONE CULTURALE ITALO-UNGHERESE**

L'Associazione Culturale Italo Ungherese, con sede a Bologna dal 1980, è composta da circa 250 cittadini, molti dei quali di origine ungherese, con l'obiettivo di promuovere, ampliare e consolidare relazioni e scambi culturali, scientifici e ricreativi, con principi e obiettivi anche ispirati a vari documenti internazionali, come quello della Carta delle Nazioni Unite e l'Atto finale della Conferenza di Helsinki sulla sicurezza e la cooperazione in Europa (1975).

<http://www.aciuer.com/>

<https://www.facebook.com/Aciuer-Associazione-Culturale-Italo-Ungherese-759203904180713/>

<https://twitter.com/CSVnet>

- **ASSOCIAZIONE FIORENZUOLA OLTRE I CONFINI**

L'associazione "Fiorenzuola oltre i Confini" nasce a seguito di un'esperienza di collaborazione il Provveditorato agli Studi del Cantone di Zenica-Doboj (Bosnia-Erzegovina), maturata nel 1995 durante il conflitto balcanico. A distanza di più di vent'anni, oggi l'associazione opera grazie a un gruppo di circa 300 tra soci e sostenitori che sostengono in diverse forme le proprie attività e che si propongono di perseguire con sempre più forza i fini di solidarietà sociale, il rispetto, la solidarietà e l'uguaglianza tra persone, la pace e la nonviolenza e la multiculturalità.

www.foic.it

<https://www.facebook.com/FOIC.FiorenzuolaOltreIConfini/>

- **ASSOCIAZIONE GIOLLI CENTRO RICERCHE SU TEATRO DELL'OP-PRESSO E COSCIENTIZZAZIONE**

L'Associazione Giolli persegue, senza fini di lucro, scopi solidaristici attraverso lo svolgimento di attività gratuite a favore della collettività e in particolare di tutte le fasce svantaggiate tra cui giovani a rischio, detenuti, disoccupati, immigrati, donne maltrattate, attraverso la realizzazione di processi di coscientizzazione aperti anche a cittadini, operatori sociali, organizzazioni del privato sociale e le Istituzioni.

www.giolliodv.wordpress.com

- **ASSOCIAZIONE I SANT'INNOCENTI**

L'Associazione I Sant'Innocenti ISI realizza progetti orientati allo sviluppo umano e destinati alla promozione delle fasce sociali più vulnerabili, in particolare dell'infanzia e dei giovani.

<http://www.isantinnocenti.it>

- **ASSOCIAZIONE IL VILLAGGIO GLOBALE**

L'Associazione di volontariato Villaggio Globale nasce nel novembre del 1999 come sviluppo di un progetto della locale Caritas diocesana che riguardava la formazione, l'educazione e la diffusione della cultura della pace, della non violenza, dell'integrazione, dell'accoglienza, della critica costruttiva ai sistemi economici e finanziari. Villaggio Globale fa parte di DNA, la rete regionale dei Centri di Mediazione Sociale in Emilia-Romagna, che la cooperativa ha costituito insieme ad altri soggetti del privato sociale di tutta la regione nel 2015.

www.villaggioglobale.ra.it

<https://www.facebook.com/VillaggioGlobaleInnovazioneSociale>

<https://www.facebook.com/VillaggioGlobaleRavenna>

- **ASSOCIAZIONE LA PIROGA**

La Piroga è una associazione di volontariato che tra i suoi progetti include l'aiuto dei giovani africani per crearsi un futuro attraverso l'istruzione. La Piroga sostiene e prosegue da tanti anni le missioni della missionaria Suor Teresa Drago e i progetti di Mandiaye Ndiaye, un giovane senegalese emigrato da ragazzo a Ravenna che, diventato un grande attore, ha portato la testimonianza diretta del rapporto Ravenna e Diol Kadd, ha creato una scuola di teatro che ha riportato la vita e la luce a un villaggio che stava decadendo e promosso iniziative in difesa dei diritti dei bambini e delle donne.

<http://www.lapiroga.net>

<https://facebook.com/LaPirogaOnlus/>

- **ASSOCIAZIONE NAGA**

Grazie alla partecipazione di 400 volontari, Naga garantisce assistenza sanitaria, legale e sociale gratuita a cittadini stranieri irregolari e non, a rom, sinti, richiedenti asilo, rifugiati e vittime della tortura, oltre a portare avanti attività di formazione, documentazione e lobbying sulle Istituzioni.

<http://naga.it/>

<https://www.facebook.com/NagaOnlus/>

- **ASSOCIAZIONE PERDIQUA**

PerDiQua nasce come gruppo informale e progetto educativo nel 1998, con l'idea di dar vita ad un gruppo di ragazzi che trovassero nel servizio di volontariato un'occasione di conoscenza e confronto con sé e con gli altri, un'esperienza che li portasse a condividere le proprie qualità e peculiarità con i coetanei della propria città e con i più bisognosi di aiuto. Oggi PerDiQua è un'associazione di volontariato costituito da un coordinamento e ragazzi e ragazze tra i venti e i trent'anni, che si occupano di organizzare gli incontri di formazione nelle scuole, di gestire direttamente i servizi attivati dall'associazione (doposcuola e ludoteca) e accompagnare i ragazzi più

giovani che desiderano intraprendere attività di volontariato esterne all'associazione.

www.perdiqua.it

<https://www.facebook.com/PerDiQua/>

- **ASSOCIAZIONE TRAMA DI TERRE**

Trama di Terre è un'associazione interculturale di donne provenienti da tutto il mondo che ha l'obiettivo di accogliere e costruire relazioni tra donne native e migranti, promuovere i diritti di autodeterminazione di tutte e contrastare le discriminazioni e la violenza maschile in tutte le sue forme.

<http://www.tramaditerre.org/>

<https://www.facebook.com/tramaditerre>

<https://twitter.com/tramaditerre>

- **ATLAS SOLIDARITY**

Atlas Solidarity stimola e sostiene progetti di sviluppo economico e sociale, agendo come un "hub": un punto di incontro, un'opportunità di scambio fra bisogni e risorse. Atlas Solidarity realizza questa "mission" collaborando con altre Associazioni impegnate sui diversi progetti che insieme a loro scegliamo, prestando attenzione all'impatto positivo e a benefici constatabili che abbiano continuità nel tempo, inclusa la responsabilizzazione delle persone locali interessate.

www.atlassolidarity.org

<https://www.facebook.com/atlassolidarity/>

<https://twitter.com/AtlasSolidarity>

- **BAOBAB EXPERIENCE**

Baobab Experience è una comunità a cerchi concentrici, aperta e inclusiva, dove il contributo spontaneo avviene secondo le propensioni e disponibilità di ciascun volontario. Volontarie e volontari operano quotidianamente sul campo, contro il razzismo, l'invisibilità e l'abuso, per il diritto all'inclusione sociale, all'abitare e all'autodeterminazione formativa e lavorativa delle persone migranti. L'idea di accoglienza riguarda 4 elementi fondamentali dell'aiuto umanitario ai migranti e del processo d'inclusione nella società, sviluppati nelle azioni Baobab 4 Care, Baobab 4 jobs, Baobab 4 rights e Baobab 4 fun.

<http://www.baobabexperience.org/>

<https://www.facebook.com/BaobabExperience/>

<https://twitter.com/BaobabExp/>

- **CARTA DI ROMA**

L'Associazione Carta di Roma è stata fondata nel 2011 allo scopo di dare attuazione al protocollo deontologico per una informazione corretta sui temi dell'immigrazione, siglato dal Consiglio Nazionale dell'Ordine dei Giornalisti (CNOG) e dalla Fed-

erazione Nazionale della Stampa Italiana (FNSI) nel giugno del 2008. L'associazione lavora per diventare un punto di riferimento stabile per tutti coloro che lavorano quotidianamente sui temi della Carta, in particolare giornalisti e operatori dell'informazione, ma anche enti di categoria e istituzioni, associazioni e attivisti impegnati da tempo sul fronte dei diritti dei richiedenti asilo, dei rifugiati, delle minoranze e dei migranti nel mondo dell'informazione.

www.cartadiroma.org

www.facebook.com/CartaDiRoma

<https://twitter.com/cartadiroma>

- **CELIVO**

CELIVO è un'organizzazione di volontariato (ODV) di secondo livello costituita da organizzazioni di volontariato e da altri Enti del Terzo Settore che opera nel territorio della città metropolitana di Genova. Dal 2011, CELIVO coordina la Rete Migranti che a sua volta raccoglie le associazioni che si occupano di migranti e integrazione sul territorio, organizzando diverse azioni come eventi, seminari formativi, pubblicazioni, progetti.

www.celivo.it

<https://www.facebook.com/celivopromozione.volontariato/>

- **CENTRO DI AIUTO ALLA VITA CAV**

L'associazione di volontariato Centro di Aiuto alla Vita CAV nasce nel 1979 a favore e a sostegno della vita nascente, con lo scopo di abbattere le barriere che ostacolano l'arrivo di una nuova vita. Nei primi anni, le donne che si rivolgevano al CAV erano prevalentemente italiane con problematiche abitative, lavorative e di povertà generale. Da allora, sono arrivate molte persone anche da lontano e da altri paesi. Oggi sono più di 40 le nazionalità da cui provengono le donne che ricevono supporto (se necessario, con il contributo di mediatori culturali).

www.centroaiutoallavita-parma.it

- **CENTRO STUDI DI SERVIZIO SOCIALE**

Dal 1989, il Centro Studi di Servizio Sociale (Ce.S.di S.S.), opera a Bologna, promosso da un gruppo di professionisti esperti di Servizio Sociale e Assistenti Sociali, quale associazione senza fini di lucro per lo studio la ricerca, la documentazione e la formazione di coloro che operano nell'area sociale, grazie all'impegno volontario dei soci e al contributo delle istituzioni economiche scientifiche e sociali, pubbliche e private.

www.cesdiss.org

- **CIAC**

CIAC Centro Immigrazione Asilo e Cooperazione Internazionale tutela i diritti e garantisce accoglienza e integrazione per la popolazione migrante e le categorie vul-

nerabili esposte a esclusione sociale. Da anni Ciac, con la Provincia di Parma, i Comuni, Amnesty International, svolge una intensa opera di sensibilizzazione sul diritto d'asilo verso l'intero territorio. La collaborazione del Ciac si estende a 23 comuni del territorio della città di Parma, con una rete di 23 sportelli che erogano servizi, con il coinvolgimento di un numero crescente di comuni nell'impegno per l'accoglienza, l'integrazione di richiedenti asilo/rifugiati/titolari di protezione umanitaria e la riabilitazione nel caso di vittime di tortura.

www.ciaconlus.org

<https://www.facebook.com/ciaconlus>

- **COALIZIONE ITALIANA PER LE LIBERTÀ E I DIRITTI CIVILI (CILD)**

La Coalizione Italiana per le Libertà e i Diritti civili (CILD) è una rete di organizzazioni della società civile che lavora per difendere e promuovere i diritti e le libertà di tutti, unendo attività di advocacy, campagne pubbliche e azione legale, in particolare in tema di asilo e protezione internazionale, immigrazione, uguaglianza e anti-discriminazione.

<https://cild.eu/>

<https://www.facebook.com/CILDitalia>

<https://twitter.com/Cild2014>

- **COMITATO PER LA LOTTA CONTRO LA FAME NEL MONDO**

Il Comitato sviluppa un'azione di raccolta, selezione, riciclaggio di materiali, utilizzando il ricavato per finanziare progetti di promozione umana, anche allestendo containers di aiuti nei casi di emergenze nazionali ed internazionali e, in collaborazione anche con Caritas e le Istituzioni pubbliche e private. Nato per sostenere progetti di aiuti a realtà in paesi del terzo mondo, oggi il Comitato va incontro ad alcune forme di disagio e povertà locale, in particolare nuovi tipi di povertà (migranti, senza dimora, rom, disoccupati e profughi).

www.comitatoforli.org

<https://www.facebook.com/comitatoforli/>

<https://twitter.com/ComitatoForli>

- **CONVOL - CONFERENZA PERMANENTE DELLE ASSOCIAZIONI, FEDERAZIONI E RETI DI VOLONTARIATO**

ConVol è un'associazione di terzo livello costituita nel 1991 alla quale aderiscono le principali Associazioni, Federazioni e Reti di Volontariato che agiscono in campo nazionale e internazionale. Non ha scopo di lucro, ha fini esclusivi di solidarietà, è apertistica e aconfessionale, la sua struttura e i suoi contenuti sono democratici. ConVol rappresenta le organizzazioni di volontariato aderenti e il volontariato nazionale; promuove il volontariato, il suo ruolo e le sue funzioni, la cultura della gratuità, della solidarietà e della cittadinanza attiva; tutela il volontariato rispetto a comportamenti

delle istituzioni e di qualsiasi altro soggetto; favorisce lo sviluppo di relazioni organiche e continuative di collaborazione fra le organizzazioni di volontariato, fra queste e gli altri attori sociali: pubblici, privati e del Terzo settore.

<http://www.convool.it/>

- **COORDINAMENTO DELLE ASSOCIAZIONI DI VOLONTARIATO DELLA ZONA LAME**

Il Coordinamento Volontariato Lame è una Organizzazione di Volontariato costituita da 17 associazioni presenti o comunque operanti nella zona Lame, un territorio di media periferia molto vasto della città di Bologna che comprende numerosi insediamenti di edilizia popolare, è abitato da persone e nuclei familiari provenienti in maggioranza da altri paesi, italiani e stranieri ed è caratterizzato da una presenza di minori e giovani tra le più consistenti della città e con un alto rischio di devianza.

www.coordinamentovolontariatolame.it

- **CREDERE NEL CAMBIAMENTO**

Crederne nel cambiamento è un'associazione di volontariato aperta a tutti coloro che cercano di risollevarsi, riabilitarsi, rieducarsi, con la finalità di (re)inserirsi nel mondo del lavoro. L'azione di aiuto si realizza accogliendo ogni persona senza distinzione di età, religione, cultura, politica, e invitandola a seguire un programma di rinascita, che lo cambierà giorno dopo giorno. Il campo di applicazione è quello della meccanica dove maggiori sono le possibilità di lavoro nel territorio modenese.

www.crederenelcambiamento.org

<https://www.facebook.com/crederenelcambiamento/>

- **CSV TERRE ESTENSI ODV**

I Centri di Servizio per il Volontariato nascono per essere al servizio delle organizzazioni di volontariato (OdV) e, allo stesso tempo, sono da queste gestiti, secondo il principio di autonomia affermato dalla legge 266/91. I Centri hanno il compito di organizzare, gestire ed erogare servizi di supporto tecnico, formativo ed informativo per promuovere e rafforzare la presenza ed il ruolo dei volontari in tutti gli enti del Terzo settore (4,8 milioni secondo i dati Istat 2011).

<http://www.volontariamo.com>

<https://www.facebook.com/modenasociale/>

- **DEDALUS**

Dedalus ha un'esperienza trentennale nel campo della ricerca, progettazione e gestione di servizi a valenza sociale nel campo delle problematiche connesse all'esclusione sociale delle fasce deboli, dell'economia del territorio e dello sviluppo locale. Dedalus è un'impresa economica, sociale e democratica, tesa sia a migliorare il benessere delle comunità locali, sia alla costruzione di occasioni di lavoro per i propri

soci. In particolare, è attenta ai diritti delle persone che vi lavorano, senza distinzioni di ruolo, provenienza nazionale, appartenenza di genere o religiosa.

<http://www.coopdedalus.it/>

<https://www.facebook.com/dedaluscoop/>

- **DIACONIA VALDESE**

La Diaconia Valdese promuove e realizza progetti di accoglienza e supporto a migranti, richiedenti asilo e rifugiati, offrendo: accoglienza diffusa sul territorio, tramite l'inserimento dei migranti in appartamenti dove possono gestire in autonomia la vita quotidiana; supporto linguistico, culturale, legale e di orientamento lavorativo tramite la dislocazione sul territorio di Community center; iniziative di facilitazione dell'accesso ai servizi socio-sanitari e educativi; progetti di inserimento in corsi di formazione e di attivazione di tirocini formativi. A livello internazionale la Diaconia Valdese è inoltre partner del progetto europeo Fast Lane volto a migliorare le metodologie per l'inserimento dei rifugiati nel mercato del lavoro. La Diaconia Valdese accoglie quasi 600 migranti tra Piemonte, Liguria, Lombardia, Veneto, Toscana, Sicilia e Campania, collaborando con i Comuni, il Sistema di Protezione per Richiedenti Asilo e Rifugiati e i CAS (Centri di Accoglienza Straordinaria).

www.diaconiavalde.org

<https://www.facebook.com/DiaconiaValdese>

<https://twitter.com/DiaconiaValdese>

- **FONDAZIONE PROGETTO ARCA**

ARCA si adopera per produrre cambiamento e integrazione sociale, ascoltare senza pregiudizio, intervenire negli ambiti di bisogno della persona meno presidiati, promuovere azioni resilienti. Nella filiera dei servizi dedicati all'accoglienza dei migranti, ARCA presta un'attenzione particolare alle donne richiedenti asilo più fragili: donne singole, mamme sole con bambini o in attesa di un figlio. La maggior parte di loro è stata vittima di violenza di genere.

<https://www.progettoarca.org/>

<https://www.facebook.com/fondazioneprogettoarca>

<https://twitter.com/ProgettoArca>

- **FRATELLI È POSSIBILE**

Con il contributo della Regione Emilia-Romagna e il sostegno di partner - fra i quali ACER Rimini, il Comune di Poggio Torriana e il Comune di Santarcangelo di Romagna -, la Cooperativa Fratelli è Possibile realizza iniziative di sensibilizzazione ai valori della pace e dell'interculturalità per la promozione di atteggiamenti di solidarietà quotidiana, di integrazione dell'altro e di educazione a uno sviluppo sostenibile, inoltre creando occasioni di dialogo costruttivo in diversi ambiti sociali quali

quello abitativo, socio-educativo e lavorativo, incrementando e valorizzando la collaborazione fra enti e istituzioni del territorio.

www.fratellipossibile.it

<https://www.facebook.com/fratellipossibile/>

<https://twitter.com/possibilecs>

- **GIOCASPORT E NON SOLO**

L'Associazione "Giocasport e non solo" si ispira ai principi della solidarietà umana e si propone di agire in favore dei soggetti svantaggiati dal punto di vista fisico, psichico, economico, sociale e familiare.

www.giocasport.eu

<https://www.facebook.com/Ass3Febbraio/>

- **INTEGRATION PROJECT**

La cooperativa PROGETTO INTEGRAZIONE nasce nel 1991, riunendo un gruppo di operatori e ricercatori da anni impegnati sulle problematiche dell'immigrazione straniera. Da allora, PROGETTO INTEGRAZIONE conduce un'attività a vasto raggio, tesa a sperimentare metodologie di intervento innovative per favorire l'integrazione sociale e culturale degli immigrati e rifugiati, e a realizzare servizi in grado di rispondere alle esigenze conoscitive e operative di quel sempre più vasto pubblico a confronto con i cambiamenti sociali e culturali legati all'immigrazione.

<http://www.progettointegrazione.it/>

- **INTERSOS**

INTERSOS è l'organizzazione umanitaria italiana in prima linea nelle gravi emergenze per portare assistenza e aiuto immediato alle vittime di guerre, violenze, disastri naturali ed esclusione estrema, con particolare attenzione alla protezione delle persone più vulnerabili, contribuendo a soddisfare bisogni primari come il diritto al cibo, all'acqua, alla salute, alla protezione e all'istruzione.

<https://www.intersos.org/>

<https://www.facebook.com/Intersos.org/>

<https://twitter.com/intersos>

- **KWA DUNIA LE CULTURE DEL MAPPAMONDO**

KWA DUNIA ("con la terra" in swahili) è un'associazione che ha lo scopo di diffondere i valori della solidarietà internazionale e del dialogo fra le differenti culture. Tale impegno significa comprendere sempre meglio e problematizzare i rapporti fra i paesi del Nord e del Sud del mondo e i flussi migratori, ma anche favorire spazi di ascolto e narrazione fra le persone, ricercare possibilità e percorsi alternativi per una politica e pratiche di sviluppo autocentrate, di valorizzazione delle specificità culturali e di solidarietà fra paesi e comunità.

www.kwadunia.it

<https://www.facebook.com/kwaduniacentrointerculturale/>

- **MENTORSHIP II**

“Mentorship II, Verso un Network di università inclusive” è un progetto avviato su proposta dell’Organizzazione Internazionale per le Migrazioni (OIM) in partnership con la Conferenza dei Rettori delle Università Italiane (CRUI) e il Ministero dell’Università e della Ricerca (MUR), finanziato dal Ministero dell’Interno. Nell’ambito del progetto l’Università di Pisa ha istituito un Comitato di Mentori la cui missione è quella di favorire l’inclusione e la coesione sociale all’interno della comunità accademica, attraverso la promozione di ambienti sociali in cui gli individui possano incontrarsi e costruire relazioni volte alla valorizzazione delle diversità.

<https://www.aise.it/immigrazione/mentorship-ii-alluniversit%C3%A0-di-pisa-il-progetto-per-lintegrazione-degli-studenti-migranti/157991/157#.YFERS4r2Y-wU.twitter>

<https://unimentorship.it/>

- **MUKONDO**

MUKONDO è un'associazione senza scopi di lucro che si è costituita a Parma nel 2008 grazie all'iniziativa di un gruppo di persone che continuano con rinnovato entusiasmo ed impegno l'opera da allora intrapresa, con un comune interesse rivolto a bambini e a sensibilizzare il più ampio numero di persone, attraverso una adeguata comunicazione, sui disagi sociali esistenti nei paesi terzi e nella realtà della città di Parma.

www.mukondo.org

- **NUOVI ORIZZONTI PER VIVERE L'ADOZIONE - NOVA**

NOVA è una associazione di volontariato di genitori adottivi che desiderano condividere la propria esperienza ed aiutare chi si appresta a compiere un simile percorso ad intraprenderlo in modo sereno e consapevole, accompagnando e sostenendo i genitori adottivi durante il loro cammino verso l'adozione e riconoscendo una centralità assoluta ai bisogni ed alle esigenze dei bambini, con dolorose storie di abbandono.

<https://www.associazionenova.org/>

<https://www.facebook.com/novaadozioni>

- **P.A. HELP FOR CHILDREN PARMA**

Lo scopo dell'associazione è quello di aiutare le persone, in particolare i bambini, che si trovino in precarie condizioni di salute e in gravi difficoltà economiche, o che siano privi di assistenza morale o materiale. Cominciato come una sfida, è continuato come un impegno profondo, assunto in nome della solidarietà e della dignità umana, al di sopra dei popoli, delle razze, delle ideologie e delle religioni.

www.helpforchildren.it

- **RiminiForMutoko**

RiminiForMutoko è nato per iniziativa di un gruppo di amici e relative famiglie, che facendo proprio il motto del loro leader – “Tante briciole messe insieme formano un panino e un panino vuol dire salvare la vita a un bambino” – hanno deciso di dedicare parte del loro tempo libero alla promozione e realizzazione di progetti di utilità e solidarietà sociale in Italia e all’estero, favorire soggetti in situazioni di disagio.

www.riminiformutoko.it

<https://www.facebook.com/riminiformutoko/>

- **SOLIDARIETA' IN RETE**

Solidarietà in Rete nasce nel 2009, in concomitanza con la crisi economica, che ha colpito soprattutto i ceti meno abbienti e più poveri, ma che non ha risparmiato nemmeno famiglie e singoli che fino ad allora vivevano in modo dignitoso. La perdita del lavoro è stata (ed è tutt’ora) la prima e peggiore conseguenza della crisi che va ad incidere sui più elementari bisogni delle famiglie: la casa, gli alimenti, le necessità quotidiane. Da allora l’Associazione ha costruito un percorso, insieme alla Caritas parrocchiale, che ha portato ad aprire anche un centro di distribuzione di indumenti e una scuola di socializzazione rivolta alle donne straniere (momenti di condivisione sulle varie esperienze culturali, sulle necessità quotidiane di ognuna di loro apprendendo in questo modo la conoscenza della nostra lingua). Oltre a queste esperienze l’Associazione propone ai cittadini momenti di formazione e informazione su tematiche economiche, di giustizia e di integrazione sociale in modo da diffondere sempre più modelli di legalità e stili di vita più sobri.

www.solidarietainarete.org

- **SOPRA I PONTI**

L’associazione Sopra I Ponti nasce a Bologna nel 1995 per volontà di un gruppo di immigrati marocchini e cittadini bolognesi allo scopo di promuovere l’inserimento sociale e culturale dei migranti nel tessuto cittadino, di realizzare occasioni di incontro e di sensibilizzare le istituzioni e l’opinione pubblica sul problema abitativo di migranti e persone in difficoltà. Con il tempo e l’evolversi della realtà dell’immigrazione in Italia, l’associazione ha allargato i suoi orizzonti con iniziative in campo educativo, organizzando interventi interculturali nelle scuole ed eventi pubblici per promuovere la conoscenza reciproca e la partecipazione dei migranti alla vita cittadina.

<http://www.sopraiponti.it/>

<https://www.facebook.com/Associazione-Sopra-I-Ponti-216795321019/>

- **SOS ERM**

SOS ERM - Emergenza Rifugiati Milano, associa circa 70 volontari del Comune di Milano che si alternano tutti i giorni dalle 9 alle 12 per fornire la prima accoglienza ai rifugiati in arrivo, prima che vengano registrati e accompagnati in uno dei centri

di accoglienza del Comune Milano, come tappa e breve accoglienza verso un futuro per i rifugiati che si spera sia migliore di ciò che hanno lasciato.

<http://www.facebook.com/soserm>

- **SSP ASSOCIAZIONI INDO-BENGALESI DI BOLOGNA**

Sanatan Sanskritik Parishad & World Peace Society of Bologna (Associazioni Indo-Bengalesi di Bologna) raccoglie le persone (immigrati) che parlano la lingua bengalese provenienti dall'India e dal Bangladesh. SSP è un'associazione culturale che vuole promuovere la lingua e la cultura del Bengala. In collaborazione con World Peace Society, SSP organizza ogni anno Durga Puja, offre assistenza agli emigrati in difficoltà e corsi di lingua (italiano, inglese e bengalese) e collabora con le altre associazioni sul territorio per promuovere iniziative congiunte a scopo culturali e umanitario.

http://www.kalpana.it/ita/altro/sanatan_sanskritik_parishad.htm

<http://www.facebook.com/people/Sunil-Deepak/1055184756>

<http://twitter.com/sunildeepak>

- **TIRANGA**

Tiranga si propone di portare in Italia un pezzo della cultura indiana attraverso manifestazioni artistiche, mostre di fotografia, attività recreative, organizzazione di seminari tematici sui diversi aspetti dell'India. Ma soprattutto organizzare dei viaggi particolari per piccoli gruppi (giungle, castelli e villaggi) dove la magia contrasta con la realtà quotidiana della società indiana.

<https://www.facebook.com/Associazione-culturale-Tiranga-971128949581104/>

- **TRE FEBBRAIO**

L'Associazione 3 Febbraio A3F promuove il protagonismo, l'autodeterminazione e l'autorganizzazione dei fratelli e delle sorelle immigrate che lottano insieme agli antirazzisti italiani per battere ogni tipo di razzismo per affermare e costruire nella società la solidarietà interetnica come principio di una società libera, aperta e accogliente basata sul rispetto e sulla convivenza pacifica di uomini e donne di differenti etnie, culture, fedi religiose.

<https://www.a3f.org/>

- **UCRAINA – “ITALIA-UCRAINA (BOLOGNA)”**

L'associazione Italia-Ucraina Bologna è nata a Bologna nel 2009 per iniziativa di un piccolo gruppo di ucraini e italiani di Bologna e provincia, con il duplice scopo di promuovere e diffondere nell'Emilia Romagna la conoscenza dell'Ucraina, della sua ricchezza culturale, della sua storia e delle sue tradizioni popolari e di essere un punto di riferimento e di aggregazione per gli Ucraini, per le famiglie italo-ucraine e per tutte le persone residenti in Emilia-Romagna che sono interessati all'Ucraina a qualsiasi titolo.

<http://associazioneitaliaucraina.blogspot.it/>
<https://www.blogger.com/share-post.g?blogID=3827943379074046612&post-ID=6122840350262673913&target=facebook>
<https://www.blogger.com/share-post.g?blogID=3827943379074046612&post-ID=6122840350262673913&target=twitter>

Other initiatives dedicated to migrants

- **CENTRO INTERCULTURALE ZONARELLI BOLOGNA**

Il Centro Interculturale Zonarelli Bologna è un reale punto di riferimento della città per gli stranieri, le associazioni, per il dialogo interculturale e la valorizzazione delle diversità; produce incontri, aggregazione e reti di relazioni. È uno spazio che accoglie e sostiene l'iniziativa del modo associativo rispettandone l'originalità e l'autonomia, opera come incubatore di iniziative di realtà associative, sostiene lo sviluppo di programmi e attività realizzate in partnership con associazioni finalizzate al dialogo interculturale, alla visibilità sociale e alla partecipazione e agisce come promotore dell'azione interculturale.

<https://centrozonarelli.wordpress.com/>

- **DIRTY GIRLS OF LESVOS**

Dirty Girls of Lesvos sta sperimentando l'uso della semplice pratica ambientale di lavare i materiali usati negli sforzi di soccorso umanitario: con la visione che diventerà lo status quo per le più grandi agenzie umanitarie internazionali e per i governi che ospitano i rifugiati.

www.dirtygirlsoflesvos.com

<http://www.facebook.com/dirtygirlslesvos>

- **DRAPEN I HAVET / A DROP IN THE OCEAN**

Lo scopo di A Drop in the Ocean è fornire supporto agli sfollati e informare il pubblico sulla loro situazione, lavorando all'interno e all'esterno dei campi profughi distribuendo gli articoli necessari e organizzando varie attività ricreative e di apprendimento per adulti e bambini.

www.drapenihavet.no

<https://www.facebook.com/drapenihavet/>

<https://twitter.com/drapenihavet>

- **OPEN BORDERS - SGUARDI MIGRANTI**

Progetto di lavoro fotografico collettivo sulle migrazioni e le frontiere in Europa, auto-finanziato, che pubblica lavori esclusivamente su media indipendenti, in cooperazione con progetti sociali di aiuto ai rifugiati che svolgono attività di divul-

gazione nelle scuole ed in ogni contesto sociale. L'obiettivo del progetto è diffondere e mettere sempre più persone a conoscenza degli aspetti umanitari, sociali e politici correlati alla migrazione.

<https://www.facebook.com/sguardimigranti/>

<https://twitter.com/sguardimigranti>

- **RETE SAI**

Il Sistema di accoglienza e integrazione SAI è costituito dalla rete degli enti locali che per la realizzazione di progetti di accoglienza integrata accedono, nei limiti delle risorse disponibili, al Fondo nazionale per le politiche e i servizi dell'asilo. A livello territoriale gli enti locali, con il prezioso supporto delle realtà del terzo settore, garantiscono interventi di accoglienza integrata che, oltre ad assicurare servizi di vitto e alloggio, prevedono in modo complementare anche misure di informazione, accompagnamento, assistenza e orientamento, attraverso la costruzione di percorsi individuali di inserimento socio-economico.

<https://www.retesai.it/>

<https://www.facebook.com/Cittalia/>

Projects addressing migrants

- **ARCS CULTURE SOLIDALI**

ARCS Culture Solidali promuove processi di cambiamento sociale che garantiscano a ogni persona, in particolare a quelle che appartengono a fasce vulnerabili della popolazione, piena inclusione sociale e percorsi di cittadinanza attiva, completo godimento dei diritti civili, uguaglianza di genere, accesso all'istruzione, alla formazione professionale e al mondo del lavoro. ARCS agisce per realizzare un mondo di diritti globali, di pace e di democrazia, giusto e sostenibile.

<https://www.arcsculturesolidali.org/>

<https://www.facebook.com/arcsculturesolidali>

<https://twitter.com/ArcsCultSol>

- **FONDAZIONE CASA DELLA CARITÀ**

La Casa della Carità è una fondazione che persegue finalità sociali e culturali, sostenendo azioni e cultura dell'accoglienza a Milano. Promuove la campagna #EroStraniero.

<https://casadellacarita.org/>

<https://www.facebook.com/CasaDellaCaritaMilano/>

<https://twitter.com/casadellacarita>

- **GENTI DI PACE**

Nell'incontro con il mondo degli immigrati, la Comunità Sant'Egidio ha percepito una forte domanda di amicizia e di condivisione dei valori di cittadinanza, che si è concretizzato nel progetto "Genti di pace", che riunisce oggi persone di 120 diverse nazionalità attorno ad un progetto di cittadinanza solidale e pacifica. Intraprendere con coraggio un percorso di accoglienza e integrazione, di convivenza feconda tra persone di lingue e religioni diverse, crea una cultura che cambia il clima umano e costituisce un investimento in vista di un futuro migliore per tutti. Cresce così un tessuto di relazioni, di incontri, di esperienze condivise; si celebrano insieme le feste religiose degli uni e degli altri, come la Pasqua, il Natale, il Ramadan, creando una consuetudine alla convivenza sulla base del rispetto e della solidarietà, favorendo la conoscenza reciproca.

<https://www.santegidio.org/pageID/30108/langID/it/GENTI-DI-PACE.html>

<https://www.facebook.com/santegidio.org/>

<https://twitter.com/santegidionews>

<https://twitter.com/primapersoneTS/>

- **MELTING POT EUROPA**

Melting Pot Europa è un progetto di comunicazione indipendente nato nel 1996, frutto dell'impegno collettivo di associazioni, esperti, avvocati, docenti, attivisti, giornalisti, fotografi, videomakers, che mettono a disposizione il loro lavoro per la realizzazione di uno spazio di informazione e approfondimento libero, autonomo e gratuito. Il Progetto ha l'ambizione di offrirsi come strumento di lavoro e nello stesso tempo come spazio di riflessione e di costruzione dal basso di una nuova narrazione delle migrazioni del nostro tempo.

www.meltingpot.org

<http://www.facebook.com/pages/Melting-Pot-Europa/137210956310640>

<https://twitter.com/MeltingPotEU>

- **NOTIZIE MIGRANTI**

Notizie Migranti è un coraggioso esperimento di giornalismo interculturale. Il progetto nasce nel 2010, ad opera dell'Associazione di Volontariato medico sociale "Jerry Essan Masslo", in partenariato con il Centro Migrantes Campania, il Comitato "Don Peppe Diana" e Libera Caserta, per dar vita ad un'informazione, con il contributo in redazione anche di giovani migranti, che affronta il tema immigrazione come risorsa e non come problema, trattando i cittadini stranieri come soggetti e mai come oggetti.

<https://www.notiziemigranti.it/il-progetto/>

<https://www.facebook.com/notiziemigranti/>

<https://twitter.com/notiziemigranti>

- **PIÙCULTURE**

PiùCulture, giornale dell'intercultura a Roma, che sostiene iniziative riferite ai migranti e rifugiati che, arrivati in Italia, si trovano nelle maglie di una rete che non sempre accoglie, trovando molte difficoltà, e promuove una rete che includa i rifugiati e le associazioni che sul territorio si occupano di offrire dei servizi.

www.piuculture.it

<https://www.facebook.com/piuculture/>

<https://twitter.com/RPiuculture>

- **REFUGEES WELCOME ITALIA**

Parte del network europeo Refugees Welcome International fondato a Berlino nel 2014 e ora attivo in 15 Paesi, Refugees Welcome Italia nasce grazie all'impegno e alla dedizione di un gruppo di professionisti con competenze multidisciplinari e una solida esperienza nel campo delle politiche dell'accoglienza e dell'inclusione sociale: project manager, operatori sociali, psicologi, legali, ricercatori sociali, esperti di comunicazione e raccolta fondi, giornalisti, fotografi. Refugees Welcome Italia promuove un modello di accoglienza basato sullo scambio e l'accoglienza in famiglia, l'incontro e la conoscenza reciproca tra rifugiati e cittadini italiani, per aiutare a combattere i pregiudizi, discriminazioni e luoghi comuni.

<https://refugees-welcome.it/>

<https://www.facebook.com/refugeeswelcomeitalia/>

https://twitter.com/Refugees_it

- **SCONFINI**

Sconfini è la rete regionale per i diritti l'accoglienza e la solidarietà internazionale della Regione Friuli Venezia Giulia per la riaffermazione dei valori della Carta Costituzionale nazionale, della Dichiarazione Universale dei Diritti umani e della Carta dei Diritti Fondamentali dell'Unione Europea. Pubblica e promuove il manifesto "I CARE. Me ne faccio carico / O cjapi a cûr/ Es liegt mir a m herzen/ Mar mi je".

<http://sconfini.net/>

<https://www.facebook.com/PrimaLePersoneTrieste/>

- **TERRE LIBERE**

Il progetto "terrelibere.org" nasce nel 1999. È uno dei primi siti web italiani a produrre inchieste e ricerche. Fin dall'inizio, si caratterizza come un progetto originale ("altre forme di comunicazione") sia rispetto ai mezzi su carta che nei confronti di internet, su argomenti quali le migrazioni e la disuguaglianza.

www.terrelibere.org

<https://www.facebook.com/terrelibere.org/>

<https://www.twitter.com/terrelibere/>

- **UNIONE NAZIONALE ITALIANA PER RIFUGIATI ED ESULI**

UNIRE nasce da un gruppo di rifugiati con lo scopo di diventare la prima rete nazionale dei rifugiati che vivono in Italia. UNIRE è uno spazio condiviso per costruire e potenziare la rete delle associazioni promosse dai rifugiati e dei singoli attivisti, quale cassa di risonanza delle voci dai territori, con l'obiettivo di restituire protagonismo, autorappresentazione e auto-narrazione.

<https://www.unirerifugiati.org/>

<https://www.facebook.com/unirerifugiati/>

<https://twitter.com/UNIRE>

Mentoring networks

- **ACTIONAID ITALIA**

ActionAid è un'organizzazione internazionale indipendente presente in oltre 45 paesi e, insieme alle comunità più povere, agisce contro la povertà e l'ingiustizia, collaborando a livello locale, nazionale e internazionale per realizzare il cambiamento e per far crescere l'equità, migliorando la qualità della democrazia e sostenendo così chi vive in situazioni di povertà e marginalità. ActionAid Italia lavora attraverso e oltre la federazione internazionale per contribuire a raggiungere il cambiamento sociale al quale aspira. Il contributo specifico si caratterizza attraverso una visione, una missione e dei valori fondamentali a orientare l'impegno condiviso e guidare le scelte.

<https://www.actionaid.it/>

<https://www.facebook.com/ActionAid.Italia>

<https://twitter.com/actionaiditalia>

<https://www.linkedin.com/company/actionaid-italia>

- **ANOLF ASSOCIAZIONE NAZIONALE OLTRE LE FRONTIERE**

L'ANOLF - Associazione Nazionale Oltre Le Frontiere - è un'associazione di immigrati di varie etnie a carattere volontario, democratico che ha come scopo la crescita dell'amicizia e della fratellanza tra i popoli, nello spirito della Costituzione italiana. Promossa dalla CISL, l'ANOLF si fonda sul protagonismo degli immigrati per la tutela delle loro esigenze e la crescita della nostra società ed è presente su tutto il territorio nazionale con le ANOLF Regionali (20), le Sezioni Provinciali (101) e Territoriali (10).

<http://www.anolf.it>

<https://www.facebook.com/anolfnaz/>

<https://twitter.com/AnolfNazionale>

- **ARCHIVIO DELLE MEMORIE MIGRANTI**

L'Archivio delle memorie migranti (AMM) nasce come deposito (repository) di storie, narrazioni e testimonianze raccolte all'interno di una scuola di italiano per migranti con lo scopo di affiancare una sperimentazione terapeutica inizialmente portata avanti da un gruppo di volontari in collaborazione con Medici Contro la Tortura. L'Archivio delle memorie migranti è uno spazio reale e virtuale di racconti, autonarrazioni e dialoghi tra chi ha vissuto l'esperienza della migrazione e vuole condividerla e chi è interessato a conoscerne il vissuto e le riflessioni. AMM è una "comunità di pratica" fatta di persone che perseguono obiettivi comuni da punti di vista diversi e molteplici: dalla raccolta di testimonianze alla produzione di racconti di sé, dalla realizzazione di audio e video partecipati alla elaborazione di materiali didattici per far rivivere l'esperienza della migrazione nelle scuole.

<https://www.archiviomemoriemigranti.net/>

<https://twitter.com/AMMarchivio>

- **ARCISOLIDARIETÀ**

ArciSolidarietà è un'Associazione di Volontariato attiva da diversi anni sul territorio bolognese che, a partire dal 2015, ha scelto di occuparsi prioritariamente, in sinergia con Arci Bologna, di migrazioni attraverso l'attivazione di percorsi di accoglienza, tutela e integrazione rivolti a rifugiati e richiedenti asilo. Azioni e percorsi di integrazione si affiancano a una costante attività di sensibilizzazione della cittadinanza in modo da favorire scambio, condivisione e reale conoscenza dei migranti e della loro storia.

<http://www.arcibologna.it/attivita/migrazioni/accoglienza>

https://www.facebook.com/sharer/sharer.php?kid_directed_site=0&sdk=joey&u=http%3A%2F%2Fwww.arcibologna.it%2Fattivita%2Fmigrazioni%2Faccoglienza&display=popup&ref=plugin&src=share_button

https://twitter.com/intent/tweet?original_referer=http%3A%2F%2Fwww.arcibologna.it%2F&ref_src=twsrc%5Etfw&text=Accoglienza&tw_p=tweetbutton&url=http%3A%2F%2Fwww.arcibologna.it%2Fattivita%2Fmigrazioni%2Faccoglienza

- **ASGI**

L'Associazione per gli studi giuridici sull'immigrazione (ASGI) si occupa degli aspetti legali dell'immigrazione. Grazie al contributo dei propri membri (avvocati, accademici, consulenti e rappresentanti della società civile) a vari livelli - amministrativo, decisionale e giuridico -, in ambito nazionale ed europeo, ASGI opera nei vari settori dell'immigrazione e dei diritti dei migranti, compresi antidiscriminazione e xenofobia, diritti dei bambini e dei minori non accompagnati, richiedenti asilo e rifugiati, apolidi e cittadinanza. I membri dell'ASGI costituiscono un network di persone che si scambiano informazioni, riceve e fornisce aggiornamenti sulle prassi, realizza pro-

getti che hanno un forte impatto sul territorio e modificano norme e leggi discriminatorie partecipa e organizza formazione, diffondendo sul territorio una cultura dell'integrazione attraverso la tutela dei diritti.

<http://www.asgi.it/>

https://twitter.com/asgi_it

<https://www.facebook.com/AssociazioneStudiGiuridiciImmigrazione>

- **ASSOCIAZIONE CENTRO INCONTRO**

Centro Incontro propone percorsi di inserimento sociale, culturale, economico, lavorativo per migranti e rifugiati politici o umanitari, attraverso la valorizzazione dei talenti, delle competenze professionali nonché dei patrimoni culturali e linguistici. Il Centro realizza spazi di incontro e di riferimento per persone di cultura e lingua diverse, prestando specifica attenzione alle problematiche legate al vissuto migratorio e alla ricomposizione del nucleo familiare in Italia, promuovendo il dialogo interculturale attraverso eventi e laboratori di conoscenza del fenomeno migratorio, per contrastare ogni forma di discriminazione e favorire la partecipazione attiva dei migranti sul territorio.

<https://www.centroincontro.org/>

<https://www.facebook.com/apscentroincontro>

- **ASSOCIAZIONE TRAMA DI TERRE**

Trama di Terre è un'associazione interculturale di donne provenienti da tutto il mondo che ha l'obiettivo di accogliere e costruire relazioni tra donne native e migranti, promuovere i diritti di autodeterminazione di tutte e contrastare le discriminazioni e la violenza maschile in tutte le sue forme.

<http://www.tramaditerre.org/>

<https://www.facebook.com/tramaditerre>

<https://twitter.com/tramaditerre>

- **BLACK POST**

Il progetto editoriale "Black post- L'informazione nero su bianco" è il primo giornale online redatto esclusivamente da ragazzi/e immigrati, che ha l'obiettivo di far sì che lo straniero, da oggetto dell'informazione, diventi soggetto attivo della comunicazione. Il progetto si propone quindi di mettere in primo piano chi troppo spesso viene denigrato, discriminato e non riesce ad esprimere il proprio punto di vista, con una prospettiva diversa e una redazione composta esclusivamente da immigrati di prima o seconda generazione.

<https://www.blackpost.it/>

<https://www.facebook.com/Blackpost2/>

<https://twitter.com/BlackPostItalia>

- **CELIVO**

CELIVO è un'organizzazione di volontariato (ODV) di secondo livello costituita da organizzazioni di volontariato e da altri Enti del Terzo Settore che opera nel territorio della città metropolitana di Genova. Dal 2011, CELIVO coordina la Rete Migranti che a sua volta raccoglie le associazioni che si occupano di migranti e integrazione sul territorio, organizzando diverse azioni come eventi, seminari formativi, pubblicazioni, progetti.

www.celivo.it

<https://www.facebook.com/celivopromozione.volontariato/>

- **CENTRO INTERCULTURALE ZONARELLI BOLOGNA**

Il Centro Interculturale Zonarelli Bologna è un reale punto di riferimento della città per gli stranieri, le associazioni, per il dialogo interculturale e la valorizzazione delle diversità; produce incontri, aggregazione e reti di relazioni. È uno spazio che accoglie e sostiene l'iniziativa del modo associativo rispettandone l'originalità e l'autonomia, opera come incubatore di iniziative di realtà associative, sostiene lo sviluppo di programmi e attività realizzate in partnership con associazioni finalizzate al dialogo interculturale, alla visibilità sociale e alla partecipazione e agisce come promotore dell'azione interculturale.

<https://centrozonarelli.wordpress.com/>

- **CENTRO STUDI MEDI'**

Il Centro Studi MEDI' è stato fondato nel 2003 da alcuni enti non profit che operano, a Genova, nell'ambito dell'immigrazione. Attualmente sono soci sostenitori di Medi: Federazione Regionale Solidarietà e Lavoro, Consorzio Sociale Agorà, Fondazione Auxilium, Cooperativa La Salle, Associazione Il CeSto, CEIS Genova-Fondazione Bianca Costa.

www.csmedi.com

<https://www.facebook.com/pg/CSMediGenova>

<https://twitter.com/CSMediGenova>

- **CIAC**

CIAC Centro Immigrazione Asilo e Cooperazione Internazionale tutela i diritti e garantisce accoglienza e integrazione per la popolazione migrante e le categorie vulnerabili esposte a esclusione sociale. Da anni Ciac, con la Provincia di Parma, i Comuni, Amnesty International, svolge una intensa opera di sensibilizzazione sul diritto d'asilo verso l'intero territorio. La collaborazione del Ciac si estende a 23 comuni del territorio della città di Parma, con una rete di 23 sportelli che erogano servizi, con il coinvolgimento di un numero crescente di comuni nell'impegno per l'accoglienza, l'integrazione di richiedenti asilo/rifugiati/titolari di protezione umanitaria e la riabilitazione nel caso di vittime di tortura.

www.ciaconlus.org

<https://www.facebook.com/ciaconlus>

- **CONVOL - CONFERENZA PERMANENTE DELLE ASSOCIAZIONI, FEDERAZIONI E RETI DI VOLONTARIATO**

ConVol è un'associazione di terzo livello costituita nel 1991 alla quale aderiscono le principali Associazioni, Federazioni e Reti di Volontariato che agiscono in campo nazionale e internazionale. Non ha scopo di lucro, ha fini esclusivi di solidarietà, è apartitica e aconfessionale, la sua struttura e i suoi contenuti sono democratici. ConVol rappresenta le organizzazioni di volontariato aderenti e il volontariato nazionale; promuove il volontariato, il suo ruolo e le sue funzioni, la cultura della gratuità, della solidarietà e della cittadinanza attiva; tutela il volontariato rispetto a comportamenti delle istituzioni e di qualsiasi altro soggetto; favorisce lo sviluppo di relazioni organiche e continuative di collaborazione fra le organizzazioni di volontariato, fra queste e gli altri attori sociali: pubblici, privati e del Terzo settore.

<http://www.convol.it/>

- **COORDINAMENTO DELLE ASSOCIAZIONI DI VOLONTARIATO DELLA ZONA LAME**

Il Coordinamento Volontariato Lame è una Organizzazione di Volontariato costituita da 17 associazioni presenti o comunque operanti nella zona Lame, un territorio di media periferia molto vasto della città di Bologna che comprende numerosi insediamenti di edilizia popolare, è abitato da persone e nuclei familiari provenienti in maggioranza da altri paesi, italiani e stranieri ed è caratterizzato da una presenza di minori e giovani tra le più consistenti della città e con un alto rischio di devianza.

www.coordinamentovolontariatolame.it

- **CSV TERRE ESTENSI ODV**

I Centri di Servizio per il Volontariato nascono per essere al servizio delle organizzazioni di volontariato (OdV) e, allo stesso tempo, sono da queste gestiti, secondo il principio di autonomia affermato dalla legge 266/91. I Centri hanno il compito di organizzare, gestire ed erogare servizi di supporto tecnico, formativo ed informativo per promuovere e rafforzare la presenza ed il ruolo dei volontari in tutti gli enti del Terzo settore (4,8 milioni secondo i dati Istat 2011).

<http://www.volontariamo.com>

<https://www.facebook.com/modenasociale/>

- **CSVNET**

CSVnet è l'associazione nazionale dei Centri di servizio per il volontariato (Csv), che associa e rappresenta tutti i 51 Csv istituiti grazie alla legge quadro sul Volontariato (n. 266/1991, oggi abrogata) e oggi regolati dal Codice del terzo settore. Si ispira ai principi della Carta dei valori del volontariato e della Carta della rappresentanza e

punta a rafforzare la collaborazione, lo scambio di esperienze e di competenze fra i Csv per meglio realizzarne le finalità, nel rispetto della loro autonomia. A questo scopo, fornisce vari servizi di consulenza, formazione e sostegno e opera affinché la rete dei Csv si consolidi quale sistema di “agenzie per lo sviluppo locale della cittadinanza responsabile.

<https://www.csvnet.it/>

<https://www.facebook.com/CSVnet-904724502974742/>

<https://twitter.com/CSVnet>

- **DEDALUS**

Dedalus ha un’esperienza trentennale nel campo della ricerca, progettazione e gestione di servizi a valenza sociale nel campo delle problematiche connesse all’esclusione sociale delle fasce deboli, dell’economia del territorio e dello sviluppo locale. Dedalus è un’impresa economica, sociale e democratica, tesa sia a migliorare il benessere delle comunità locali, sia alla costruzione di occasioni di lavoro per i propri soci. In particolare, è attenta ai diritti delle persone che vi lavorano, senza distinzioni di ruolo, provenienza nazionale, appartenenza di genere o religiosa.

<http://www.coopdedalus.it/>

<https://www.facebook.com/dedaluscoop/>

- **DNA**

DNA è una rete di cooperative sociali e di associazioni che gestiscono centri di mediazione sociale nella regione Emilia Romagna, che ha dialogo, negoziazione ed ascolto nel proprio dna. L’obiettivo è diffondere la conoscenza e gli strumenti della mediazione negli enti pubblici e nelle città, attraverso la collaborazione e il sostegno reciproco, la formazione e l’organizzazione di eventi e seminari regionali, promuovendo la crescita della comunità in un’ottica di prevenzione alla violenza, di coesione sociale e di convivenza pacifica.

<https://www.dna-retemediazioneer.it/>

<https://www.facebook.com/DNAmediazionesociale/>

- **FOCUS – CASA DEI DIRITTI SOCIALI DI ROMA**

La Federazione FOCUS raccoglie tutte le esperienze di volontariato attive nella promozione dei diritti, allo scopo di riqualificare e dare strategia alle azioni quotidiane tramite progetti concreti, esprimendo un profondo bisogno di pace e democrazia e proponendo le linee guida in quattro aree operative: Tutela dei Diritti ed Advocacy; Intercultura e Plurilinguismo; Scuole popolari/inte(g)razione linguistica; Sviluppo locale.

<https://www.dirittisociali.org/>

- **FONDAZIONE AUXILIUM**

Dal 1931, la Fondazione Auxilium è un ente ecclesiale, espressione della Chiesa di Genova, patrocinato dalla Caritas Diocesana realizza progetti che sostengono alcuni servizi specifici, colgono problematiche particolari e sperimentano approcci innovativi, spesso condotti in rete con altri soggetti pubblici e del privato sociale e superano la dimensione locale per collegarsi a scenari nazionali ed europei che permettono ad Auxilium di leggere i fenomeni sociali nella loro prospettiva transnazionale. Concorrono a questo modello gli enti che fanno parte del Sistema Auxilium: l'Associazione per l'Auxilium, i Volontari per l'Auxilium, le cooperative sociali Il Melograno ed Emmaus Genova.

<http://www.fondazioneauxilium.it>

<https://www.facebook.com/fondazioneauxilium/>

<https://twitter.com/auxilium2015>

- **FORUM DISUGUAGLIANZE E DIVERSITÀ**

Il Forum Disuguaglianze Diversità intende disegnare politiche pubbliche e azioni collettive che riducano le disuguaglianze e favoriscano il pieno sviluppo di ogni persona. Grazie all'alleanza fra cittadini organizzati e ricerca, ragioni e sentimenti presenti in una moltitudine di pratiche possono aiutare a trasformare paura e rabbia nell'avanzamento verso una società più giusta.

<https://www.forumdisuguaglianzediversita.org/>

<http://www.facebook.com/ForumDisuguaglianzeDiversita>

http://www.twitter.com/@DD_forum

- **INTEGRATION PROJECT**

La cooperativa PROGETTO INTEGRAZIONE nasce nel 1991, riunendo un gruppo di operatori e ricercatori da anni impegnati sulle problematiche dell'immigrazione straniera. Da allora, PROGETTO INTEGRAZIONE conduce un'attività a vasto raggio, tesa a sperimentare metodologie di intervento innovative per favorire l'integrazione sociale e culturale degli immigrati e rifugiati, e a realizzare servizi in grado di rispondere alle esigenze conoscitive e operative di quel sempre più vasto pubblico a confronto con i cambiamenti sociali e culturali legati all'immigrazione.

<http://www.progettointegrazione.it/>

- **REFUGEES WELCOME ITALIA**

Parte del network europeo Refugees Welcome International fondato a Berlino nel 2014 e ora attivo in 15 Paesi, Refugees Welcome Italia nasce grazie all'impegno e alla dedizione di un gruppo di professionisti con competenze multidisciplinari e una solida esperienza nel campo delle politiche dell'accoglienza e dell'inclusione sociale: project manager, operatori sociali, psicologi, legali, ricercatori sociali, esperti di comunicazione e raccolta fondi, giornalisti, fotografi. Refugees Welcome Italia pro-

muove un modello di accoglienza basato sullo scambio e l'accoglienza in famiglia, l'incontro e la conoscenza reciproca tra rifugiati e cittadini italiani, per aiutare a combattere i pregiudizi, discriminazioni e luoghi comuni.

<https://refugees-welcome.it/>

<https://www.facebook.com/refugeeswelcomeitalia/>

https://twitter.com/Refugees_it

- **Rete NEAR**

Rete Nazionale Giovanile contro ogni forma di discriminazione.

<http://www.retenear.it/>

<https://twitter.com/ReteNear>

- **RETE SAI**

Il Sistema di accoglienza e integrazione SAI è costituito dalla rete degli enti locali che per la realizzazione di progetti di accoglienza integrata accedono, nei limiti delle risorse disponibili, al Fondo nazionale per le politiche e i servizi dell'asilo. A livello territoriale gli enti locali, con il prezioso supporto delle realtà del terzo settore, garantiscono interventi di accoglienza integrata che, oltre ad assicurare servizi di vitto e alloggio, prevedono in modo complementare anche misure di informazione, accompagnamento, assistenza e orientamento, attraverso la costruzione di percorsi individuali di inserimento socio-economico.

<https://www.retesai.it/>

<https://www.facebook.com/Cittalia/>

- **SCONFINI**

Sconfini è la rete regionale per i diritti l'accoglienza e la solidarietà internazionale della Regione Friuli Venezia Giulia per la riaffermazione dei valori della Carta Costituzionale nazionale, della Dichiarazione Universale dei Diritti umani e della Carta dei Diritti Fondamentali dell'Unione Europea. Pubblica e promuove il manifesto "I CARE. Me ne faccio carico / O cjapi a cûr/ Es liegt mir a m herzen/ Mar mi je".

<http://sconfini.net/>

<https://www.facebook.com/PrimaLePersoneTrieste/>

<https://twitter.com/primapersoneTS/>

- **SOLIDARIETA' IN RETE**

Solidarietà in Rete nasce nel 2009, in concomitanza con la crisi economica, che ha colpito soprattutto i ceti meno abbienti e più poveri, ma che non ha risparmiato nemmeno famiglie e singoli che fino ad allora vivevano in modo dignitoso. La perdita del lavoro è stata (ed è tutt'ora) la prima e peggiore conseguenza della crisi che va ad incidere sui più elementari bisogni delle famiglie: la casa, gli alimenti, le necessità quotidiane. Da allora l'Associazione ha costruito un percorso, insieme alla Caritas

parrocchiale, che ha portato ad aprire anche un centro di distribuzione di indumenti e una scuola di socializzazione rivolta alle donne straniere (momenti di condivisione sulle varie esperienze culturali, sulle necessità quotidiane di ognuna di loro apprendendo in questo modo la conoscenza della nostra lingua). Oltre a queste esperienze l'Associazione propone ai cittadini momenti di formazione e informazione su tematiche economiche, di giustizia e di integrazione sociale in modo da diffondere sempre più modelli di legalità e stili di vita più sobri.

www.solidarietainrete.org

- **UNIONE NAZIONALE ITALIANA PER RIFUGIATI ED ESULI**

UNIRE nasce da un gruppo di rifugiati con lo scopo di diventare la prima rete nazionale dei rifugiati che vivono in Italia. UNIRE è uno spazio condiviso per costruire e potenziare la rete delle associazioni promosse dai rifugiati e dei singoli attivisti, quale cassa di risonanza delle voci dai territori, con l'obiettivo di restituire protagonismo, autorappresentazione e auto-narrazione.

<https://www.unirerifugiati.org/>

<https://www.facebook.com/unirerifugiati/>

<https://twitter.com/UNIRE>

- **WOMEN - RETE DELLE DONNE DEL MEDITERRANEO EST E SUD EUROPEO**

WOMEN è una rete internazionale di donne rappresentanti di istituzioni ed Associazioni attive nell'area del Mediterraneo, dei Balcani e dell'Est Europeo. Sorta nel 1999 come rete informale e costituita in associazione nel 2004, ha l'obiettivo di promuovere pari opportunità fra donne e uomini e contribuire alla valorizzazione delle differenze culturali e delle culture di genere.

<http://www.comune.forli.fc.it/servizi/menu/dinamica.aspx?idArea=72479&id-Cat=68444&ID=70652>

<http://www.women-network.it/>

POLAND

Instytucje państwowe, agencje i przedstawicielstwa organizacji międzynarodowych

- **Amnesty International Polska**

Organizacja, która w swoich działaniach kieruje się uniwersalnością i niepodzielnością praw człowieka, bezstronnością i niezależnością, solidarnością międzynarodową

i skutecznymi działaniami na rzecz konkretnych osób, których prawa zostały złamane.

<https://amnesty.org.pl/>

- **Międzynarodowa Organizacja do Spraw Migracji (IOM)**

Jest agendą powiązaną ONZ i wiodącą światową organizacją w dziedzinie migracji. W skład IOM wchodzi 173 państwa członkowskie, w tym Polska. Misją Międzynarodowej Organizacji do Spraw Migracji (IOM)- jest promowanie uporządkowanej migracji z poszanowaniem praw człowieka, dla dobra wszystkich. IOM wspiera kraje w sprostaniu wyzwaniom operacyjnym i społeczno-gospodarczym związanym z migracjami, pomaga migrantom, chroni ich prawa.

www.poland.iom.int

- **UNHCR – Przedstawicielstwo w Polsce**

Główne zadania Przedstawicielstwa UNHCR w Polsce to monitorowanie dostępu osób starających się o nadanie statusu uchodźcy do terytorium Polski oraz do rzetelnych procedur azylowych. Do innych naszych zadań należy ocena warunków przyjmowania i szukanie trwałych rozwiązań dla osób objętych ochroną międzynarodową, osób objętych innymi formami ochrony, a także bezpaństwowców.

www.unhcr.pl

- **Urząd do Spraw Cudzoziemców**

Urząd zajmuje się m.in. nadawaniem statutu uchodźcy, udzielaniem cudzoziemcom azylu, udzielaniem zgody na pobyt tolerowany oraz udzielaniem ochrony czasowej.

<https://udsc.gov.pl/>

Organizacja pozarządowe

- **AZJA Centrum Wymiany Kulturowej**

Fundacja działająca na rzecz integracji społeczności azjatyckiej zamieszkującej Gminę Lesznowola.

<https://www.facebook.com/pg/AZJA-Centrum-Wymiany-Kulturowej-925742097500524/about/>

- **Caritas Polska**

Struktura Caritas w Polsce składa się z Caritas Polska, która pełni funkcję koordynatora projektów ogólnopolskich i zagranicznych oraz 44 Caritas diecezjalnych, które niosą bezpośrednią pomoc potrzebującym.

www.caritas.pl

- **Centrum Edukacji Obywatelskiej**

Największa edukacyjna organizacja pozarządową w Polsce. Przy jej wsparciu nauczycielki i nauczyciele wprowadzają do szkoły metody nauczania i tematy, dzięki którym uczennice i uczniowie angażują się w swoją edukację i lepiej radzą sobie z wyzwaniami współczesnego świata.

<https://ceo.org.pl/>

- **Centrum Pomocy Prawnej im. Haliny Nieć C**

Centrum świadczy bezpłatną pomoc prawną uchodźcom i cudzoziemcom ubiegającym się o ochronę międzynarodową w Polsce.

<https://www.pomocprawna.org/>

- **Centrum Wsparcia Imigrantów i Imigrantek**

Od 2012 roku wspiera nowych mieszkańców Trójmiasta w zrozumieniu polskich procedur dotyczących legalizacji pracy i pobytu, doradza jak szukać pracy i jak zatrudniać obcokrajowców, prowadzi pro bono sprawy osób doświadczających dyskryminacji, organizuje naukę języka polskiego oraz wydarzenia integracyjne.

<http://cwii.org.pl/>

- **Fundacja „MultiOcalenie”**

Organizacja mająca na celu wspieranie dialogu międzykulturowego i międzyreligijnego, a także działania mające na celu wspieranie cudzoziemców przebywających na terytorium Polski.

<http://www.multiocalenie.org.pl>

- **Fundacja „Nasz Wybór”**

Została założona 2009 roku przez Ukraińców i ich przyjaciół Polaków, aby pracować na rzecz ukraińskich migrantów w Polsce, pomagać im w integracji z polskim społeczeństwem i polską kulturą, a także zapoznawać Polaków z kulturą ukraińską. Z czasem Fundacja rozszerzyła grupę odbiorców swoich działań na obywateli innych krajów.

<https://naszwybor.org.pl/>

- **Fundacja Adulis**

Głównym obszarem działania fundacji jest zorganizowanie społeczności migrantów z Afryki Wschodniej i zachęcanie ich do integracji. Oferuje wsparcie w zachowywaniu własnej tożsamości, pielęgnowaniu tradycji, kultury, obyczajów i języka, ale i w integracji z polskim społeczeństwem przyjmującym. Organizujemy bezpośrednią pomoc dla migrantów np. w zakresie doradztwa prawnego, spraw urzędowych i poradnictwa zawodowego.

<http://fundacja.adulis.pl/>

- **Fundacja Centrum Badań Migracyjnych**

Jest miejscem gdzie można uzyskać informację i wsparcie związane z legalizacją pobytu, pracy oraz spraw związanych z życiem codziennym. Pracownicy mówią jak wypełnić formularze, tłumaczą i wyjaśniają zawilości polskiego prawa. Fundacja pomaga cudzoziemcom oraz osobom, którym zależy na pobycie cudzoziemca w Polsce. Organizuje warsztaty, kursy językowe, szkolenia, spotkania integracyjne.

<https://migrant.poznan.pl/pl/>

- **Fundacja Centrum Iqraa**

Misją fundacji jest pomoc imigrantom w integracji z lokalnymi społecznościami.

<https://pl-pl.facebook.com/pg/iqraafoundationiinpoland/about/>

- **Fundacja Dialog**

Celem i misją fundacji jest dialog wyrażający się w miłości do drugiego człowieka i przekształcający społeczeństwo we wspólnotę, w której poszanowane są prawa człowieka i godność osoby ludzkiej.

www.fundacjadialog.pl

- **Fundacja dla Somalii**

Organizacja pozarządowa tworzona przez imigrantów i Polaków, którzy wspólnie działają na rzecz promowania dialogu międzykulturowego oraz integracji imigrantów ze społeczeństwem przyjmującym. Skupiamy się przede wszystkim na aktywizacji zawodowej cudzoziemców oraz promowaniu różnorodności kulturowej w miejscu pracy. Pokazujemy, że osoby przybywające do Polski z najdalszych nawet zakątków świata są wykształcone, wykwalifikowane i zmotywowane.

<http://fds.org.pl/>

- **Fundacja dla Wolności**

Działa na rzecz równości wszystkich ludzi, niezależnie od pochodzenia, koloru skóry, płci czy wyznania. Fundacja koncentruje się na cudzoziemcach i to do nich adresuje najważniejsze działania. Promuje różnorodność kultur i światopoglądów. Działa na rzecz integracji i poprawy sytuacji uchodźców, migrantów, kobiet i innych grup zagrożonych wykluczeniem.

www.fundacjadlawolnosci.org

- **Fundacja Emic**

Od 2015 roku pomaga migrantom i uchodźcom stawiać pierwsze kroki w Polsce. Dąży do tego, aby ludzie, których wspieramy, usamodzielnili się: z powodzeniem opanowali język polski i poznawali polską kulturę, mogli odnaleźć się w nowej codzienności i stać się jej częścią, a także uzyskać niezależność finansową.

www.maszprawowiedziec.com.pl

- **Fundacja Inna Przestrzeń**

Aktywnie działa na rzecz promowania otwartości, demokracji i wielokulturowości. Otwiera nowe przestrzenie dla wypowiedzi artystycznej i społecznej w Polsce i na świecie. Angażuje się w działania na rzecz praw człowieka i włącza zwykłych ludzi w ich realizację. Prowadzi działania w obszarze edukacji interdyscyplinarnej oraz realizuje projekty współpracy rozwojowej i na rzecz społeczeństwa obywatelskiego wspólnie z lokalnymi partnerami w różnych miejscach świata.

<https://www.innaprzestrzen.pl/>

- **Fundacja Instytut na rzecz Państwa Prawa**

Organizacja pozarządową utworzoną przez polskich i amerykańskich prawników związanych z Wydziałem Prawa Katolickiego Uniwersytetu Lubelskiego. Powstała w celu wspierania inicjatyw zmierzających do podnoszenia świadomości prawnej społeczeństwa, podnoszenia kwalifikacji zawodowych prawników, promowania prawa europejskiego i idei integracji europejskiej, działania na rzecz ochrony praw człowieka i reformy systemu edukacji prawniczej.

<https://panstwowprawa.org/>

- **Fundacja Instytut Spraw Publicznych (ISP)**

Jeden z wiodących polskich think tanków, niezależny ośrodek badawczo-analityczny. Poprzez prowadzenie badań, ekspertyz i rekomendacji dotyczących podstawowych kwestii życia publicznego służy obywatelowi, społeczeństwu i państwu. ISP współpracuje z ekspertami i badaczami z polskich i zagranicznych ośrodków naukowych.

<https://www.isp.org.pl/>

- **Fundacja Kalejdoskop Kultur**

Platforma dialogu międzykulturowego. Powołana do życia jako inicjatywa osób i organizacji reprezentujących różne narody i grupy etniczne. Misją jest aktywizacja społeczna i obywatelska imigrantów, cudzoziemców oraz mniejszości narodowych i etnicznych. Poprzez nawiązywanie bezpośrednich relacji pomiędzy imigrantami, a obywatelami RP reprezentującymi inne narodowości tradycyjnie zamieszkujące Polskę, stara się ułatwić proces integracji w nowych warunkach kulturalno-społecznych i ekonomicznych tym, którzy z różnych powodów opuścili swoją Ojczyznę.

<http://kalejdoskopkultur.pl/>

- **Fundacja Kobiety Wędrowne**

Realizuje działania integracyjne adresowane zawsze do grup złożonych z nowych i starych mieszkańców lokalnych społeczności, we współpracy z instytucjami samorządowymi i organizacji społecznymi.

<https://www.facebook.com/Fundacja.Kobiety.Wedrowne/>

- **Fundacja Kultury Świata**

Promuje wymianę i edukację międzykulturową pomiędzy przedstawicielami różnych kultur w ramach projektów edukacji globalnej, współpracy na rzecz rozwoju, wypraw i projektów naukowo-badawczych, a także akcji społecznych i inicjatyw kulturalnych.

<http://kulturyswiata.org/>

- **Fundacja na rzecz Różnorodności Polistrefa**

Niezależna, ogólnopolska organizacja pozarządowa zajmująca się przeciwdziałaniem dyskryminacji i promowaniem praw człowieka. Działa na rzecz osób z grup postrzeganych stereotypowo i doświadczających dyskryminacji, w szczególności ze względu na wyznanie i bezwyznaniowość, narodowość i pochodzenie etniczne, płeć, orientację psychoseksualną i tożsamość płciową.

<http://www.polistrefa.pl/>

- **Fundacja na rzecz Różnorodności Społecznej (FRS)**

Niezależna organizacja pozarządowa, której misją jest kształtowanie otwartego społeczeństwa różnorodnego poprzez wspieranie dialogu międzykulturowego i integracji społecznej, przeciwdziałanie dyskryminacji, rozwijanie wiedzy i narzędzi w zakresie integracji społecznej i równego traktowania, oraz wzmacnianie pozycji migrantów, migrantek i społeczności migranckich (empowerment).

<http://ffrs.org.pl/>

- **Fundacja na rzecz zbliżania kultur "OPEN ART"**

Misją fundacji jest upowszechnianie wielokulturowości, udostępnianie dóbr kultury narodowej i etnicznej wszystkich narodów oraz wielonarodowa i wielokulturowa integracja społeczna. Fundacja realizuje swoją misję poprzez realizację przedsięwzięć kulturalnych, artystycznych i społecznych.

<https://open-art.oferteo.pl/>

- **Fundacja Obywatelska Perspektywa**

Skupia swoje działania przede wszystkim na szerzeniu postaw tolerancji, autentycznego dialogu i współpracy pomiędzy różnymi narodami, grupami etnicznymi, religiami i kulturami, co stanowi główny cel statutowy Fundacji.

<http://www.obywatelska.org.pl/>

- **Fundacja Ocalenie**

Pomaga uchodźcom i uchodźczyniom, imigrantom i imigrantkom, repatriantom i repatriantkom budować nowe życie w Polsce. Wspiera migrantów i migrantki w integracji i indywidualnym rozwoju. Działa na rzecz dialogu międzykulturowego i wzmacniania społeczeństwa obywatelskiego. Dąży do tego, aby każdy człowiek mógł żyć godnie i w poszanowaniu swoich praw.

<https://ocalenie.org.pl/>

- **Fundacja Polska Gościnność**

Misją jest tworzenie Polski otwartej i tolerancyjnej, gdzie każdy jest traktowany z szacunkiem. Wspiera działania na rzecz poprawy warunków życia imigrantów i uchodźców. Zajmuje się rozwijaniem świadomości na temat losu uchodźców i imigrantów, przede wszystkim w Polsce i Europie. Stara się w ten sposób wpływać na politykę migracyjną, walczyć z ksenofobią, stereotypami i ignorancją.

<http://polskagoscinnosc.org/>

- **Fundacja Polskie Forum Migracyjne**

Działa na rzecz integracji cudzoziemców i Polaków mieszkających za granicą, a także inicjuje i wspiera działania, które prowadzą do dialogu między ludźmi różnych kultur. Specjalizuje się w działaniach informacyjnych, udzielaniu bezpośredniego wsparcia cudzoziemcom (psychologicznego, na rynku pracy, w legalizacji pobytu), szkoleniach (dla nauczycieli, psychologów, urzędników) oraz w działaniach na pograniczu edukacji formalnej i nieformalnej (warsztaty, gry miejskie). PFM w szczególności wspiera migrantki - poprzez organizację szkół rodzenia oraz grup wsparcia dla mam-migrantek.

www.forummigracyjne.org

- **Fundacja Różnosfera**

Polem zainteresowania fundacji jest działanie na rzecz dostępności szeroko rozumianego wsparcia psychologicznego oraz rozwoju osobistego dla grup i osób, które mogą mieć ten dostęp utrudniony, działanie na rzecz spójności i aktywności społecznej, oraz działanie na rzecz poszanowania, doceniania oraz promocji różnorodności i równych szans w społeczeństwie oraz zapobiegania wykluczeniu i dyskryminacji grup słabszych lub mniejszościowych.

<https://www.facebook.com/fundacjaroznosfera/>

- **Fundacja Rozwoju „Oprócz granic”**

Od cudzoziemca do obywatela - planowanie legalnego pobytu w Polsce. Kompleksowe wsparcie dla migrantów.

www.frog.org.pl

- **Fundacja Rozwoju Lokalnego Parasol**

Pomaga ludziom i organizacjom się rozwijać, kształtować własne otoczenie oraz nieść pomoc innym. Stara się budować relacje instytucjonalne i społeczne dla poszukiwania dobrych i trwałych rozwiązań. Działa w przekonaniu, że rozwój powstaje z różnorodności, a duże zmiany nie zawsze wymagają dużych inwestycji.

<http://fundacjaparasol.org/>

- **Fundacja Strefa WolnoSłowa**

Poprzez artystyczne projekty międzynarodowe, działania interdyscyplinarne oraz inicjatywy angażujące uchodźców i imigrantów mieszkających na terytorium Polski działa na rzecz dialogu międzykulturowego, integracji europejskiej i praw człowieka.

<http://strefawolnoslowa.pl/>

- **Fundacja Ternopilska**

Prowadzi działania na rzecz udanej integracji migrantów w Polsce. Promuje wartości międzykulturowe i udziela cudzoziemcom pomocy prawnej.

<http://ternopilska.com/>

- **Fundacja w Stronę Dialogu**

Pomaga ludziom poznać się nawzajem, zrozumieć się, uczyć się od siebie i dbać o to, żeby reagować na wykluczenie i jakiegokolwiek formy przemocy wobec osób i grup nieuprzywilejowanych. Dostarcza praktycznych narzędzi i wskazówek, jak tę wiedzę wykorzystać w swoim środowisku i inicjować działania, które stygmatyzowane grupy czy sytuacje pokażą z pozbawionej stereotypów perspektywy i tym samym uruchomią nieco inne postrzeganie.

<https://fundacjawstronedialogu.pl/>

- **Fundacji Instytut Równowagi Społeczno-Ekonomicznej**

Misją jest tworzenie warunków sprzyjających rozwojowi edukacji nieformalnej i rozpowszechnianie koncepcji life long learning. Fundacja realizowała będzie swe cele poprzez działalność edukacyjną ukierunkowaną na rozwój aktywności społecznej i obywatelskiej wszystkich grup społecznych oraz instytucji działających w tej przestrzeni.

<https://irse.pl/>

- **Helsińska Fundacja Praw Człowieka**

Apolityczna organizacja działająca na rzecz ochrony i promocji praw człowieka.

<https://www.hfhr.pl/>

- **Jasmin – Stowarzyszenie Przyjaciół na rzecz Współpracy Międzykulturowej**

Członkami stowarzyszenia są osoby pochodzące z różnych krajów, wywodzące się z różnych kręgów kulturowych. Celem jest rozwijanie szeroko rozumianej współpracy międzykulturowej.

<http://www.jasmin.org.pl/>

- **Jezuickie Centrum Społeczne „w Akcji”**

Celem jest organizowanie pomocy materialnej uchodźcom w Polsce, promocja wiary i sprawiedliwości w krajach Trzeciego Świata, a także rozwój młodych ludzi poprzez doświadczenie wolontariatu.

<https://www.wakcji.org/>

- **Polska Akcja Humanitarna**

Niesie pomoc cierpiącym w wyniku konfliktów zbrojnych i katastrof naturalnych. Działa z poszanowaniem zasad humanitaryzmu, bezstronności, neutralności i niezależności.

<https://www.pah.org.pl/>

- **Refugees Szczecin**

Stowarzyszenie działające na rzecz tolerancji, otwartości i przeciwko nienawiści.

<https://www.facebook.com/RefugeesSzczecin/>

- **Regionalne Centrum Wolontariatu w Lublinie**

Organizacja kompleksowo zajmująca się wolontariatem. Główne kierunki działania to: koordynowanie pracą wolontariuszy, formacja, promocja oraz inspirowanie społeczności lokalnych, środowisk duszpasterskich do tworzenia klubów, biur i centrów wolontariatu. Centrum zrealizowało kilka projektów na rzecz integracji cudzoziemców.

<http://wolontariat.org.pl/lublin/>

- **Stowarzyszenie „Dla Ziemi”**

Misja: chcemy, by uchodźcy i migranci czuli się na Lubelszczyźnie bezpiecznie, tak jak w swoim domu; by dzieci, które wraz z rodzicami, musiały uciekać przed wojną i prześladowaniami mogły się uczyć i bawić wspólnie z polskimi rówieśnikami; by mieszkańcy naszego regionu widzieli w uchodźcach ludzi potrzebujących pomocy, a nie zagrożenie.

<https://dlaziemi.org/>

- **Stowarzyszenie HOMO FABER**

Działania skupiają się na dwóch aspektach wielokulturowości w Lublinie i regionie - z jednej strony na pracy na rzecz społeczności lokalnych mierzących się z wyzwaniem przyjęcia grup imigrantów i uchodźców, z drugiej – na powrotach do przeszłości, by na bazie doświadczeń Polski i Europy z mniejszościami etnicznymi i narodowymi tworzyć programy edukacyjne dla dzieci i młodzieży i w ten sposób przygotowywać ją do życia w coraz bardziej zróżnicowanym społeczeństwie.

<https://www.hf.org.pl/ao/index.php>

- **Stowarzyszenie Integracji Cudzoziemców SIC!**

Celem jest promowanie godnego traktowania i ochrony osób z różnych kręgów kulturowych oraz rozwijanie ich harmonijnego współistnienia w społeczeństwie. W tym celu organizacja prowadzi działania edukacyjne, integracyjne i kulturowe, skierowane zarówno do cudzoziemców, jak i do społeczeństwa polskiego. Poprzez organizowanie wydarzeń kulturalnych, kampanii informacyjnych i edukacyjnych, a

także prowadzenie poradnictwa dla cudzoziemców, chce działać na rzecz integracji i aktywnego włączania osób z różnych kręgów kulturowych w życie społeczne.

<https://www.facebook.com/integracja.cudzoziemcow>

- **Stowarzyszenie INTERKULTURALNI PL**

Zostało założone przez grupę psychologów, prawników i kulturoznawców. Misją jest działanie na rzecz rozwoju społeczeństwa otwartego i wielokulturowego.

<https://interkulturalni.pl/-2.html>

- **Stowarzyszenie Interwencji Prawnej**

Misją jest zapewnienie spójności społecznej poprzez działanie na rzecz równości wszystkich ludzi wobec prawa. Wspiera przede wszystkim uchodźców i uchodźczynie oraz migrantów i migrantki w Polsce. Obecnie stanowią oni jedną z grup silnie narażoną na dyskryminację oraz wykluczenie.

<https://interwencjaprawna.pl/>

- **Stowarzyszenie na rzecz Rozwoju Społeczeństwa Obywatelskiego PRO HUMANUM**

Działalność stowarzyszenia jest nastawiona na zapobieganie wykluczeniu społecznemu i marginalizacji różnych grup społecznych oraz przeciwdziałanie dyskryminacji we wszystkich dziedzinach życia społecznego.

<https://www.prohumanum.org/>

- **Stowarzyszenie NOMADA**

Wrocławska organizacja pozarządowa działająca na rzecz praw człowieka, ich popularyzacji i obrony, szczególnie wśród grup wykluczonych, imigrantów, obcokrajowców, mniejszości etnicznych czy religijnych. Działa na rzecz wszechstronnego rozwoju społeczeństwa otwartego i obywatelskiego. Dąży do kształtowania postaw solidarności międzyludzkiej i porozumienia ludzi o różnym pochodzeniu i statusie społecznym.

<https://nomada.info.pl/>

- **The Hope Project Polska**

Stowarzyszenie wspierające uchodźców poprzez: obecność bezpośrednio na Lesbos; wysyłkę pomocy humanitarnej oraz działalność edukacyjną. <http://thppolska.org/>

- **Werbistowskie Centrum Migranta Fu Shenfu**

Działalność i pomoc dotyczy trzech istotnych spraw: legalizacji pobytu oraz pomocy w znalezieniu pracy oraz nauki języka polskiego.

<https://www.migrant.pl/index.php/pl/>

Projekty

- **Centrum Wielokulturowe**

Jest projektem, współfinansowanym przez Urząd m. st. Warszawy. Koncepcja centrum została opracowana podczas prac nad Programem Rozwoju Kultury do 2020 roku. Centrum planowano jako siedzibę dla warszawskich organizacji zrzeszających cudzoziemców i działających na rzecz migrantów i wielokulturowości.

<https://centrumwielokulturowe.waw.pl/>

- **Migranckie Centrum Wsparcia – MCW**

Prowadzi działania wspierające migrantów i migrantki Polsce: konsultacje, szkolenia, staże, warsztaty oraz wydarzenia integracyjne.

<https://www.facebook.com/MigrantSupportCentre>

- **Refugees Welcome Polska**

Łączy uchodźców z Polakami, którzy chcą z nimi dzielić swój dom.

<https://refugeeswelcome.pl/>

- **Sopockie Centrum Integracji i Wsparcia Cudzoziemców**

Punkt, gdzie cudzoziemcy mieszkający bądź przebywający na terenie Sopotu mogą uzyskać zarówno podstawowe, codzienne informacje jak i specjalistyczne wsparcie. Punkt ma być również miejscem wspierającym integrację i wymianę kulturową, otwierającym społeczność lokalną na kontakt z przybyszami spoza Polski, a cudzoziemcom dającym możliwość poznania i zrozumienia Polskiej kultury i lokalnej specyfiki i uwarunkowań.

<https://www.facebook.com/sciiwc>

- **Uchodzczy.info**

Powstała z myślą o podnoszeniu świadomości społecznej na temat uchodźców w Polsce i Europie poprzez upowszechnianie rzetelnej wiedzy i obalanie stereotypów. Jest również rodzajem przewodnika po różnych formach zaangażowania i pomocy – zawiera praktyczną wiedzę i najpotrzebniejsze narzędzia. Jej zadaniem jest zachęcanie i inspirowanie do działań na rzecz uchodźców.

<http://uchodzczy.info/>

- **Wsparcie integracji cudzoziemców na Mazowszu**

Służy poprawie integracji obywateli państw trzecich zamieszkujących na terenie województwa mazowieckiego jest współfinansowany z Programu Krajowego Funduszu Azylu, Migracji i Integracji oraz budżetu państwa.

<https://migranci-mazowsze.caritas.pl/o-projekcie/>

Grupy nieformalne

- **Dom Otwarty**

Warszawska inicjatywa nieformalna, która powstała na początku 2016 r. jako wyraz niezgody na pogardę i nienawiść wobec uchodźców i migrantów. Przez ten czas przeprowadziliśmy setki zajęć szkolnych o uchodźcach i krytycznym podejściu do informacji, odwiedziliśmy kilkadziesiąt miejscowości z uchodźczym kinem, byliśmy organizatorami i uczestnikami dziesiątek debat i spotkań poświęconych migracjom i uchodźstwu. <http://www.facebook.com/InicjatywaDomOtwarty>

- **From Poznan with Love**

Oddolna inicjatywa grupy poznanianek zawiązana po tym, jak z wolontariatu w obozie dla uchodźców w Nea Kavala w Grecji wróciła jedna z inicjatorek. W odpowiedzi na apel o pomoc stworzyliśmy kampanię crowdfundingową na rzecz mieszkańców i mieszanek obozu w Nea Kavala.

<http://www.facebook.com/FromPoznanWithLove/>

- **Łódź pomaga uchodźcom**

Ludzką powinnością jest niesienie pomocy potrzebującym. Obowiązek ten wynika z solidarności – fundamentu godnego życia nas wszystkich.

https://www.facebook.com/lodzpomagauchodzcom/about/?ref=page_internal

- **Przyjaciele Ludzi**

Nieformalna inicjatywa z Katowic, działająca w obszarze migracji, wspierania osób z doświadczeniem uchodźczym, promowania wszelkich akcji związanych z prawami człowieka.

<https://www.facebook.com/PrzyjacieleLudziSlask/>

- **Stop przemocy wobec migrantek**

Grupa nieformalna składająca się z migrantek z różnych państw, które działają na rzecz przeciwdziałania przemocy wobec migrantek i uchodźczyń.

<https://www.facebook.com/pg/stop.przemocy.wobec.migrantek/posts/>

- **Witajcie w Krakowie / Welcome to Krakow**

Nieformalna grupa mieszkańców Krakowa, którzy wspierają uchodźców szukających nowego domu. Działa w celu poprawy sytuacji migrantów oraz migrantek. Prowadzi działania informacyjne oraz oferuje bezpośrednią pomoc osobom, które uciekają przed wojnami, biedą, poniżeniem i strachem.

<http://facebook.com/WelcomeKrakow/>

GERMANY

Institutionen, Behörden, öffentliche Einrichtungen, Agenturen in Deutschland

- **Ausländerämter in Deutschland**

Internetseite mit allen lokalen (kommunalen) Ämtern (Behörden) für Bürgerinnen und Bürger mit einer anderen als der deutschen Staatsangehörigkeit. Die "Ausländerämter" auf lokaler Ebene bearbeiteten die meisten verwaltungstechnischen und alltagsbezogenen Angelegenheiten von Zuwanderern, Asylbewerbern und Flüchtlingen in Deutschland. <http://www.auslaenderaemter.de>

- **Ausländerbeauftragte des Landes Bremen**

<http://www.rathaus.bremen.de/detail.php?gsid=bremen54.c.11244.de>

- **Ausländerbeauftragter Thüringen**

<http://www.thueringen.de/th10/ab/index.aspx>

- **Ausländerbeauftragter von Sachsen-Anhalt**

<http://www.mi.sachsen-anhalt.de/themen/auslaenderrecht/integration/>

- **Beauftragte des Berliner Senats für Integration und Migration**

<http://www.berlin.de/lb/intmig/>

- **Bundesamt für Migration und Flüchtlinge**

Bundesamt für die administrative und rechtliche Abwicklung von Zuwanderung, Asylanträgen und Anerkennung der Flüchtlingseigenschaft in Deutschland mit Sitz in Nürnberg.

<http://www.bamf.de>

- **Bundesbeauftragte für Flüchtlinge und Migration**

Beauftragte der Bundesregierung für Migration und Flüchtlinge - Serviceportal der Bundesmigrationsbeauftragten, angesiedelt im Bundeskanzleramt (neben der Bundesbeauftragten auf Bundesebene gibt es in jedem Bundesland Integrationsbeauftragte auf Landesebene).

<http://www.integrationsbeauftragte.de>

- **Bundesministerium des Innern – Asyl**

Bundesministerium des Innern, Abteilung Asyl, Bundesseite mit Informationen zu allen rechtlichen Voraussetzungen, Formalitäten und Verwaltungsvorschriften für Asylbewerberinnen und Asylbewerber in Deutschland.

http://www.bmi.bund.de/DE/Themen/Migration-Integration/Asyl-Fluechtlingsschutz/asyl-fluechtlingsschutz_node.html

- **Bundesministerium des Innern – Zuwanderung**

Bundesministerium des Innern, Referat für Zuwanderung, internetseite des Bundes mit Informationen zu allen rechtlichen Voraussetzungen, Formalitäten und Verwaltungsvorschriften für Einzelpersonen und Familien, die als reguläre / legale Zuwanderer nach Deutschland einwandern.

<http://www.zuwanderung.de>

- **Hessisches Sozialministerium (Integrationspolitik) –**

<http://www.hsm.hessen.de/stichworte/index.htm>

- **Integrationsbeauftragte Baden-Württemberg**

<http://www.integrationsministerium-bw.de/pb/,Lde/Startseite/Ministerium/Zustaendigkeiten>

- **Integrationsbeauftragte des Landes Brandenburg**

<http://www.integrationsbeauftragte.brandenburg.de>

- **Integrationsbeauftragter von Nordrhein-Westfalen**

<http://www.integrationsbeauftragter.nrw.de>

- **Landesamt für Asyl- und Flüchtlingsangelegenheiten Mecklenburg-Vorpommern**

http://www.mv-regierung.de/im/pages/lafl/lf_start.htm

- **Landesbeauftragte für Ausländerfragen Rheinland-Pfalz**

<http://mifkjf.rlp.de/landesbeauftragter-fuer-migration-und-integration/>

- **Niedersächsisches Ministerium für Inneres und Sport**

http://www.mi.niedersachsen.de/master/0,,C29772_N13697_L20_Do_I522,00.html

- **Sächsischer Ausländerbeauftragter**

<http://www.fremdenfreundlichkeit-sachsen.de>

- **Zentrale Ausländerbehörde des Landes Hamburg**

<http://www.hamburg.de/auslaenderbehoerde/>

Internationale Organisationen in Deutschland

- **Amnesty international - Sektion der Bundesrepublik Deutschland e.V.**

E-mail: info@amnesty.de

Homepage: www.amnesty.de

- **Informationsverbund Asyl e.V. – Informationszentrum für Asyl**
E-mail: kontakt@asyl.net
Homepage: www.asyl.net
- **Internationale Liga für Menschenrechte**
Hilfe und Unterstützung bei Anfragen zu Menschenrechten und Menschenrechtsverletzungen
E-mail: vorstand@ilmr.de
Homepage: www.ilmr.de
- **IOM International Organisation for Migration**
Deutsches Büro des IOM für Fragen zu Migration weltweit sowie grundlegender Art zu Deutschland
E-mail: IOM-Germany@iom.int
Homepage: www.iom.int
- **medico international**
Deutsches Büro von medico international
E-mail: info@medico.de
Homepage: www.medico.de
- **Terre Des Femmes – Deutsches Büro von Terre des Femmes, Sonderarbeitsgruppe für Migrantinnen und Flüchtlingsfrauen**
E-mail: info@frauenrechte.de
Homepage: www.terre-des-femmes.de
- **Terre Des Hommes – Menschenrechtsorganisation Terre des Hommes in Deutschland**
E-mail: terre@t-online.de
Homepage: www.tdh.de
- **UNHCR Der Hohe Flüchtlingskommissar der Vereinten Nationen – Hochkommissar der Vereinten Nationen für Flüchtlinge, deutscher Vertreter**
E-mail: gfrbe@unhcr.org
Homepage: www.unhcr.de

Nicht-Regierungsorganisationen in Deutschland

- **Arbeiterwohlfahrt - AWO Arbeiterwohlfahrt Bundesverband e.V.**

Arbeiterwohlfahrt Deutschland mit speziellen Programmen für Migranten, Flüchtlinge und Asylbewerber.

E-mail: info@awo.org

Homepage: www.awo.de

- **Bundesfachverband Unbegleitete Minderjährige Flüchtlinge e.V.**

Bundesverband für unbegleitete Minderjährige (Flüchtlinge).

E-mail: info@b-umf.de

Homepage: www.b-umf.de

- **Der Paritätische Gesamtverband**

Paritätischer Wohlfahrtsverband - Öffentlicher Wohlfahrtsverband mit speziellen Programmen für Migranten und Flüchtlinge einschließlich Familienhilfe.

E-mail: info@paritaet.org

Homepage: www.der-paritaetische.de

- **Deutscher Caritasverband - Referat für Flüchtlingsfragen**

Deutscher Caritasverband, Katholisches Sozialwerk, Referat für Flüchtlinge.

E-Mail: Migration.Integration@caritas.de

Homepage: www.caritas.de

- **Deutsches Rotes Kreuz – Generalsekretariat**

Sekretariat des Deutschen Roten Kreuzes, auch Ansprechpartner für internationale Suchanfragen.

E-mail: knochek@drk.de

Homepage: www.drk.de

- **Diakonisches Werk der EKD**

Diakonieverband Deutschland, Evangelisches Diakoniewerk, spezielle Programme für Migranten, Flüchtlinge, Migrantinnen, Migrantenkinder.

E-Mail: diakonie@diakonie.de

Homepage: www.diakonie.de

- **Gesellschaft für bedrohte Völker**

Gesellschaft für bedrohte Völker - Politische Aktions- und Lobbygruppe für Förderprogramme für ethnische Minderheiten und gefährdete(n) Menschen.

E-mail: info@gfbv.de

Homepage: www.gfbv.de

- **PRO ASYL**

Pro Asyl Deutschland e.V. - Lobby- und politische Aktionsgruppe zur Unterstützung von Asylbewerbern und Flüchtlingen in Deutschland mit Fokus auf politische und soziale Rechte.

E-mail: proasyl@proasyl.de

homepage: www.proasyl.de

- **UNO-Flüchtlingshilfe e.V. – Flüchtlingshilfe der Vereinten Nationen - Hilfe für Flüchtlinge in Deutschland mit speziellen Programmen zur sozialen, wirtschaftlichen und integrativen Unterstützung mit Schwerpunkt auf Menschenrechten und Individualrechten.**

E-mail: info@uno-fluechtlingshilfe.de

Homepage: www.uno-fluechtlingshilfe.de

- **Women in Exile e.V. Initiative von Flüchtligsfrauen**

Women in Exile Association, von Flüchtligsfrauen geführt, mit Peer-Support-Programmen und Empowerment-Aktivitäten für Flüchtligsfrauen.

E-mail: info@women-in-exile.net

Homepage: www.women-in-exile.net

Migrantennetzwerke in Deutschland

- **Aktion Courage**

Netzwerk für öffentliches Handeln und zivilgesellschaftliches Empowerment zur Unterstützung von Migranten und Flüchtlingen.

Homepage: <http://www.aktioncourage.org>

- **Antirassistische Initiative e.V.**

Netzwerk für Antirassismus.

Homepage: <http://www.berlinet.de/ari>

- **Asylforschung in Deutschland**

Netzwerk für Asylforschung in Deutschland.

Homepage: <http://www.asylforschung.de>

- **Asylnetz**

Asylnetzwerk Deutschland

Homepage: <http://www.asylnetz.de>

- **Deutscher Anwaltverein Ausländer- und Asylrecht**

Deutsches Netzwerk von Asyl- und Einwanderungsanwälten und Rechtsanwälten.

Homepage: <http://auslaender-asyl.dav.de>

- **EMZ Europäisches Migrationszentrum - Institut für vergleichende Sozialforschung**

European Migration Center - Institut für vergleichende Sozialforschung.

Homepage: <http://www.emz-berlin.de/start/animation.htm>

- **Europäisches Forum für Migrationsstudien**
Europäisches Forum für Migrationsstudien.
Homepage: http://www.uni-bamberg.de/~ba6ef3/ins_d.htm
- **Forschungsgesellschaft Flucht und Migration**
Verein zur Erforschung von Flucht und Migration.
Homepage: <http://www.ffm-berlin.de>
- **Forschungsgesellschaft Weltflüchtlingsprobleme (AWR)**
Verein / Netzwerk für Forschung zu internationaler Migration und Flucht.
Homepage: <http://www.awr-int.de>
- **Forum Menschenrechte**
Netzwerk Deutscher Menschenrechtsorganisationen - Haus der Demokratie und Menschenrechte.
Homepage: www.forum-menschenrechte.de
- **IKOM Altenhilfe für MigrantInnen**
Netzwerk zur Unterstützung von älteren Migrantinnen und Migranten.
Homepage: www.ikom-bund.de
- **Kein Mensch ist illegal**
Netzwerk "Keiner ist illegal".
Homepage: <http://www.contrast.org/borders/kein>
- **Kein Mensch ist Illegal- Netzwerk gegen Abschiebung und Ausgrenzung**
Kein Mensch ist illegal - Netzwerk gegen Abschiebung und Ausgrenzung.
Homepage: www.kmii-koeln.de
- **Landesarbeitsgemeinschaft der Migrantenvertretungen**
Netzwerk der Landesverbände für Migrationsbeauftragte.
Homepage: <http://www.laga-nrw.de>
- **Netzwerk Migration in Europa, Migration und Bevölkerung**
Netzwerk für Migration in Europa, Migration und Demographie.
Homepage: <http://www.migration-info.de>
- **Observatorium für die Entwicklung der sozialen Dienste in Europa**
Beobachtungsnetzwerk für die Entwicklung von sozialen Dienstleistungen in Europa.
Homepage: <http://www.soziale-dienste-in-europa.de>
- **Rat für Migration e.V.**
Bundesweites Netzwerk von Wissenschaftlern zum Thema Migration und Integration in Deutschland.

Homepage: www.rat-fuer-migration.de

- **Suchhotline Deutschland**

Such-Hotline Deutschland (Personensuche mit Fokus auf Flüchtlinge und Migranten, Unterabteilung des Internationalen Roten Kreuzes).

Homepage: <http://www.suchhotline.de>

- **TraumaNetzwerk der Malteser**

Netzwerk zur Bekämpfung von Traumata der Malteser.

Homepage: <http://www.traumanetzwerk.de/>

- **Vereinigung afrikanischer Netzwerke**

Netzwerk von Netzwerken afrikanischer Migrantinnen und Migranten.

Homepage: <http://www.afrikaverein.com>

- **Vernetzung gegen Abschiebehaf**

Netzwerk gegen Abschiebung.

Homepage: <http://www.abschiebehaf.de>

Andere Initiativen, die sich für Migrantinnen und Migranten in Deutschland einsetzen

- **AGEF - AG Entwicklung und Fachkräfte für Migration**

Support Center für Training und persönliche Entwicklung von Migrationsexperten.

Homepage: <http://www.agef.de>

- **Arbeiter-Samariter-Bund (ASB)**

Homepage: <http://www.asb-online.de>

- **BAFF - Bundesweite Arbeitsgemeinschaft der Psychosozialen Zentren für Flüchtlinge und Folteropfer**

Bundesweite Arbeitsgemeinschaft der Psychosozialen Zentren für Flüchtlinge und Folteropfer.

Homepage: <http://www.baff-zentren.org>

- **BAG Asyl in der Kirche**

Arbeitsgemeinschaft für Asyl und Kirche.

Homepage: <http://www.kirchenasyl.de>

- **Bundesarbeitsgemeinschaft Jugendsozialarbeit**

Homepage: http://www.bagjaw.de/pub_pos_pospap_jf_u_s.html

- **Bundesfachverband Unbegleitete Minderjährige Flüchtlinge**
Hilfe für unbegleitete Minderjährige und geflüchtete Kinder.
Homepage: <http://www.b-umf.de>
- **DGB-Jugend Migration/Asyl**
Deutsches Gewerkschaftsjugendnetzwerk Migration und Asyl.
Homepage: <http://www.dgb-jugend.de/UNIQ1076946097138490/doc19729A.html>
- **Forum Menschenrechte**
Homepage: <http://www.forum-menschenrechte.de>
- **Interkultureller Rat in Deutschland**
Homepage: <http://www.interkultureller-rat.de>
- **Jesuiten Flüchtlingsdienst Deutschland**
Homepage: <http://www.jesuiten-fluechtlingsdienst.de>
- **MW Malteser Werke**
Homepage: <http://www.malteser.de/1.09.Dienstleistungen/1.09.05.Migranten/Migranten.htm>
- **Netzwerk Migration und Religion**
Homepage: <http://www.migration-religion.net>
- **Refugium-Flüchtlingshilfe**
Unterstützungsprogramme für Flüchtlinge.
Homepage: <http://www.refugium-braunschweig.de>
- **Verband für Interkulturelle Arbeit – VIA**
Verein für interkulturelle Dienstleistungen.
Homepage: <http://www.via-bundesverband.de>

CYPRUS

- **Aequitas**
AEQUITAS is a non-partisan, non-profit organisation dedicated to the promotion of Human Rights Education, Citizenship Education and Intercultural Education in Cyprus.
At the community level, we pursue the empowerment of individuals and groups as well as their mobilisation, and meaningful participation in all aspects of society. For that purpose, we conduct trainings, workshops, seminars and other capacity build-

ing activities to persons of concern, other NGOs and professionals in the field, volunteers and members of local communities, authorities and policy makers.

<https://www.aequitas-humanrights.org/>

- **Caritas**

Caritas Internationalis reflects the social mission and core values of the Catholic Church. We believe in dignity, solidarity and stewardship on behalf of the world's most vulnerable people.

<https://www.caritas.org/>

- **Cyprus Red Cross**

<https://www.redcross.org.cy/en/home>

- **Cyprus Refugee Council**

<https://cyrefugeecouncil.org/>

- **Help Refugees Work**

Help Refugees Work aims to connect job-seeking refugees with employers and organisations interested in providing job skills. **HelpRefugeesWork** is an innovative and free web service that brings motivated refugee job-seekers in contact with employers and training providers in Cyprus in an easy and efficient manner. **HelpRefugeesWork** is an initiative of the [United Nations High Commissioner for Refugees \(UNHCR\) Office in Cyprus](#), in collaboration with its NGO partner, the Cyprus Refugee Council.

<https://www.helprefugeeswork.org/>

- **International Organisation of Migration (Cyprus Chapter)**

IOM is committed to the principle that humane and orderly migration benefits migrants and society. As the leading international organisation for migration, IOM acts with its partners in the international community to: Assist in meeting the growing operational challenges of migration management. Advance understanding of migration issues. Encourage social and economic development through migration. Uphold the human dignity and well-being of migrants.

<https://www.iom.int/countries/cyprus>

- **KISA**

Kisa is a NGO, established in 1998, and its vision is the promotion of an all-inclusive, multicultural society, free of racism, xenophobia and discrimination and where, through the interaction and mutual respect of diverse cultures, there will be equality and respect for the rights of all individuals.

The International Red Cross Red Crescent Movement has recognized and ranked the issue of migration highly on its priorities, as it is one of the main social issues which adversely impacts the quality of life of millions of our fellow people around the

world. In relation to humanitarian action for combating of issues affecting vulnerable groups and empowering them for their smooth social integration, the International Federation of Red Cross Red Crescent Societies (IFRC – www.ifrc.org) has proceeded to the creation of the Platform for European Red Cross Cooperation on refugee issues, asylum seekers and migrants (**PERCO - Platform for European Red Cross Cooperation on refugees, asylum seekers and migrants**) The Cyprus Red Cross Society (C.R.C.S.) participated in PERCO as an observer since 2007, ensuring the ability to be informed and to work alongside the other European National Societies (NS). Immediately after its recognition in 2012, the CRCS fully constitutes as a member of the platform PERCO.

<https://kisa.org.cy/>

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