

Education, Participation, Integration – Erasmus+ and Refugees

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Kubus e.V.

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WHO WE ARE

- Office of diversity
- Office of diversity is a consortium of different organisations under one umbrella:
 - Kubus e.V.
 - TGBW
 - Projektmanufaktur
 - Lokstoff!
- All the above organisations under the office of diversity are working on projects directly with and for refugees



Background:

- **Kubus bedeutet: „Kultur und Begegnung für Menschen in unterschiedlichen Situationen“ (Culture and Encounter for people in different situations)**
- **Kubus e.V. was founded in 2005**
- **Aims: promoting communication and cooperation between social groups**
- **Inclusion and support of migrants, refugees and people with disabilities**

Key Objectives

- 1. Participation of young refugees in the structured dialogue**
- 2. Sensitization for the fate and potential of young refugees**
- 3. Integration of young refugees in youth work, labour market and social engagement**
- 4. Bring together young people with and without flight experience to share their experiences**
- 5. Increase recognition and engagement of migrants self-organizations which are active in youth work and youth policy**

OUR PROJECTS

- **Hope for a New Homeland**
- **Roadshow**
- **Typisch Deutsch!**
- **Strukturierter interkultureller Dialog: Fabulous Young Refugee Movement**

Structural Intercultural Dialogue

- Fabulous Young Refugee Movement is a „Jugend für Europa“ and „Erasmus+“ funded project which is aimed at promoting intercultural dialogue with young refugees through empowerment and their active involvement with other young people living in Germany
- The project time frame is 24 months with a possibility of extension, and is divided into three phases:
 - Orientation phase
 - Participation phase and
 - Concretization phase
- Meetings, conferences and events takes place within the region of Stuttgart
- Monitoring and evaluation of the project will be done in collaboration with the young people

WHAT WE DO

- **Young refugees learn to know and to use their knowledge in our project participatory processes on different levels**
- **Making the valuable experience to speak one's own mind**
- **Decision makers to realize the diversity of young peoples needs and find possible solutions**
- **Instill impulses in young people for their own political actions**
- **Empowerment of young refugees in political participation and decision making through dialogue with decision and policy makers within the region of Stuttgart**

How we developed Personality and Identity in our Programs

- Young people to realize their fullest potentials and self-efficacy in nation building
- Young people to represent themselves and to express their concerns
- Young people learn how to deal with other attitudes and opinions and make compromises
- Making voices of young people heard is democracy education
- Engagement and participation of young people as a tool for prevention against radicalization and marginalization
- Facilitate intercultural experience sharing in the social space
- Facilitate meetings between people from different social classes
- Young people recognize their value in society
- Adults recognize the value and important role young people play in society

Plans and achievements up to date

- **Steering group installed**
- **Meetings in Backnang planned and ongoing (location: Gym as makeshift accomodation, 50 Refugees, 10 young people, 10 decision makers)**
- **Meetings in Murrhardt were planned and ongoing (location: youth center, 20 young refugees, 20 young people, 10 decision makers)**
- **Plan for meetings in Großheppach (Weinstadt) are made (location: asylum home for refugees, 50 young refugees, 10 young people, 10 decision makers)**
- **Meeting in Bad Boll slated end of June – two days, 10 decision makers, 10 young Refugees, 10 young people)**

Sustainability of our Activities

- **‘Sustainability is a complex and contested concept.**
- **To many it implies persistence and the capacity of something to continue for a long time’.**
- **It is also ‘ a property which arises out of the interactions among stakeholders, sustainability is negotiated.’**
- **‘Investments which continue to produce a return’. “Return” is defined in its broadest sense (i.e. beyond financial and including educational, social, etc.).**
- **In this definition an activity could be sustainable if it produces a return which is not necessarily financial.**

Sustainability of our Activities Cont.

- **“Meeting the needs of the present generation without compromising the ability of the future generations to meet their own needs”**
- **Its people centered and aims to improve quality of human life**
- **Its conservation based**

Other types of sustainability at Office of Diversity

- **Economic sustainability** - achieved when a given level of expenditure can be maintained over time.
- **Social sustainability** - achieved when social exclusion is minimized and social equity maximized
- **Institutional sustainability** - achieved when prevailing structures and processes have the capacity to continue to perform their functions over the long term. For institutional sustainability to be achieved it is important to have in place:
 - well-defined systems and procedures
 - participatory policy-making processes
 - effective framework within which the livelihoods of the youth can be continuously improved
 - Activities related to facilitation of decision making and implementation of sustainable policies

Important questions

Its important to clarify in our work:

- what is being sustained
- for how long
- for whose benefit
- at whose cost
- over what area
- measured by what criteria
- *What aspects of your organizations is inconsistent with sustainability*

What can other NGOs learn from us?

—Find a financial structure that:

- reinforces the institution's mission,
- uses scarce resources efficiently
- Is responsive to change
- Is practically achievable

A social enterprise is commercial to the extent that it operates like a business in how it acquires its resources and distributes its goods and services

What makes our programs sustainable

What is a sustainable program?

- Being able to continue the program activities and meet its objectives year after year.
- Making plans for the future and fulfilling those plans despite changes in the outside environment
- Developing a diversified financial support so that the program existence is not threatened by the loss of a single funding source
- A stable organization – well managed, committed and stable leadership

Group assignment

- **In your groups identify barriers to sustainability of your Organizations activities?**
- **What strategies can you adopt to improve on sustainability of your Organizations activities?**

Barriers to sustainability

- Lack of a strategic plan that articulate clear mission and charts a strategy for responding future changes in the clients demands and changes in the environment.
- Lack of capacity to recruit and retain highly motivated and committed staff
- Quality of services offered to the youth
- Narrow spectrum of population served
- Lack of adequate knowledge on needs of the people you serve
- Lack of a system for generating revenue

Strategies to improve sustainability

- **Develop organizational stability**
- **Create demand for services**
- **Achieve greater control of your resources**
- **Develop managers to think strategically**
- **Articulate a clear vision**
- **Develop strong, committed visionary and innovative leadership**
- **Recruit and reward excellent staff**
- **Strengthen management systems at all levels**
- **Be responsive to changing environment and clients needs**

What Next from here?

Thank you all for your undivided attention!

Together we can Do more, Do better and Reach further in addressing the plight of Refugees in Europe.

Vielen Dank Ihnen allen.