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Participants Profile Report

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1. Introduction

This report gives insights into some general characteristics of DREAMM project participants in all seven territories where the project was implemented over the last year. Due to data protection issues, the report contains only general information regarding the participants (age group, sex, etc.), and direct personal data are not included.

This report describes the participant profiles, but also the team-building (TB) activities that were used to reach better cohesion within the team in each territory. These activities were important to reach the main goal of WP3 which was the development of joint action on a voluntary and equal basis, conducted by newly arrived TCNs and the local community (including migrants already settled). The activity was aimed at implementing a productive interaction with the host society valorising the common good.

In particular, the report tries to answer the following questions for each territory involved:

- What are the participant demographics (country of origin, age group, gender)?
- How were the Team building activities delivered?
- What was the role of Mentors/Lead-Mentors?
- How were the participants be involved in the various project activities, especially in the Community Actions and what was their role?

The team was formed by the Lead-Mentors and Mentors and was enriched in some cases by TCNs, migrants and locals that got involved in the planning phase of the Joint Community Action, the core component of work package 3 and one of the main outcomes of the DREAMM project.

2. Participant Profiles and team-building (TB) activities per territory

The following section provides an overview of the TB activities as well as a short general description of the participants (their profile) divided per territory.

2.1. Athens

After a series of word-of-mouth and social media approaches, the two TB activities were successfully implemented, one at Connect Athens, and the other one at the IASIS VET centre.

6 Lead-Mentors each had a degree in Psychology and a former experience in the field of vulnerability (1 Lead-Mentors participated twice in the TB); 5 Mentors - 2 were psychology students, 1 philologist, 1 with a degree in social studies and 2 are general volunteers at Connect Your City; 3 participants were TCNs, from Togo, Kenya, and the Democratic Republic of Kongo. The current TCNs (who were beneficiaries of the Greek One-Stop-Shop during its operation) demonstrated interest in voluntarily enrolling the group-development activities so they could raise their concerns that come directly from the migration/refugeeism experience and give genuine value to the project. Participants' median age was 25, with a range from 21-42 years old, and 6 were males and 9 were females.



Two of the Lead-Mentors were from different cultural backgrounds. This fact gives significant value since it adds diversity to the process as a whole. It was crucial to choose diverse DREAMM Lead-Mentors because, in our experience, those Mentors who were part of the "vulnerability" being addressed serve as role models for trainees from vulnerable areas, promoting their engagement and boosting their self-confidence.

IASIS is the coordinator of the initiative "Connect Your City" which is a network of Youth Centres targeting young people. The Network of Youth Centres is monitored and supported by IASIS gaining all the experience and necessary tools for its operation, nevertheless, each Youth Centre is self-operated by young members or volunteers of the organisation, which is what makes our actions and projects tailor-made and unique. CONNECT YOUR CITY was created by young people, it is operated by young people and all the services that it offers are addressed exclusively to young people. IASIS was in constant contact with the database of the Connect Your City volunteers to recruit and train potential DREAMM Mentors and Lead-Mentors.

Following the guidelines and the structure of the application form, IASIS conducted the two Team Building (TB) activities on the 21st of February 2022 and the 9th of May 2022 respectively, with the participation of 15 individuals. During the TB activities participants had the chance to mingle with each other, discover the project objectives, learn about its planned activities and how their contribution could add significant value at the national and European levels. Both TBs had the same structure. Each session consisted of a welcome session, a presentation of the DREAMM project, a learning workshop on social inclusion, Frameworks of Migration, Refugees and Asylum Seeking, an introduction to the connect your city app and brainstorming regarding how the app could be used to promote DREAMM activities. The CYC app was introduced as an effective tool to mobilize youth around Europe and to engage in the DREAMM Joint Action Community activity. The application has currently 7,500 active users who complete recreational, educational, and volunteer activities and upon completion earn points that are redeemable for gifts and privileges from the NGO. Having this

fertile ground, the CYC app – as we will see in the Joint Community Action Report – played an important role in the design-thinking workshops but also the realization of the Joint Community Action.

The TB activities were a call to action to the DREAMM Lead-Mentor and Mentors trained under the training activity of WP2 and for any person who wanted to be part of the DREAMM project and its activities. In an open and inclusive group, participants joined forces to make society a little better, to learn, to get prepared for the design-thinking workshop and to have fun together.

In the TB activities, both Mentors and Lead-Mentors had a less active role in coordinating the activity, in comparison to other DREAMM activities. TBs aimed to engage Mentors and Lead-Mentors in a constructive dialogue and brainstorming to improve their creative performance and spark their commitment as the designing and development of the Joint Community Action would result from a group that share common goals and ideas. Moving ahead, in the first TB, in which three TCNs took part, we had the opportunity to establish a secure and welcoming setting where the Community Action Workshop that was to be prepared was discussed and suggestions were contributed while considering the TCNs' viewpoint.

Even though it was not possible to source TCNs for the second TB, we were able to cover the gap by engaging the legal operator of the Greek DREAMM One-Stop-Shop, who has extensive industry knowledge and could provide insightful commentary.

From our experience, we have seen that many projects are designed “for beneficiaries” without however considering the beneficiaries’ perspective as they are being designed in a top-down and closed-door manner. Consulting beneficiaries or experts in the field was a crucial component of the Community Action as it ensured efficiency, relevance and transparency and empowered also communication.

2.2. Perugia

The average age of the participants in Perugia was 39 years old and it ranged from 25-72, and represented 11 different countries of origin. In total, 8 women and 7 men formed the DREAMM team consisting of Lead-Mentors and Mentors in Perugia that worked together towards the realization of the Joint Community Action. The countries of origin were Italy, Mexico, Germany, Cameroon, Congo, India, Ethiopia, Ukraine, France, Morocco, and Venezuela.

The following activities were implemented during April and June 2022. These workshops were the initial steps of a Joint Community Action plan, and explored key concepts such as migration, the meaning of community, building a community, climate migration and the environment. The participants were newly arrived migrants, migrants that have been in the territory for several years, cultural mediators, DREAMM Lead-Mentors and Mentors, citizens of the territory of Perugia and representatives of several local non-profit organizations.

The first workshop entitled **“The Meaning of Community”** took place on March 30, 2022. It was implemented in the context of the One Roof Community Meetup also known as One-Stop-Shop. This workshop was intended to explore and unravel the broad, complex, and dynamic meaning of community. All participants had the chance to introduce each other and their country of origin as well as their migration journey. For the activity, all participants took a seat in a circle and shared what they thought was the meaning of community, one by one. Afterwards, Lead-Mentors and Mentors facilitated a discussion to explore the diverse meanings, and express expectations, frustrations, and hopes for the community that everyone would like to live in. All final thoughts were shared in post-it notes and placed on a wall of the classroom for everyone to read.



The second workshop had the title **“Climate Migration Workshop”** and was organized on April 24th, 2022 during a large-scale public event in a public space in the framework of a national AMIF project and in collaboration with a local NGO. The DREAMM team participated in several activities

including an itinerant multi-language event on migration, notably, it organised a Workshop on Climate Migration in collaboration with the NGO Legambiente. This is an association with the distinctive feature of a focus on scientific environmentalism. It provides education, and training and promotes the active involvement of citizens and has the most widespread diffusion on the national and Umbrian territory.

For this workshop, Legambiente’s volunteers and DREAMM Lead-Mentors facilitated the activity and invited participants to arrange themselves in a single row. Afterwards, they read sentences about migration, climate change, and the consequences of the latter. For each sentence, participants had to take a step to the right if they agreed or a step to the left if they disagreed with the statement. This part of the activity aimed to evidence how much people have in common and to find intersections even when there is disagreement. After the activity, everyone participated in a round table in which volunteers explained concepts and data regarding climate migration and everyone was able to ask questions and discuss. Participants confirmed that the workshop was a good opportunity to learn how climate changes could influence migration and to reflect on how lifestyles can affect someone else’s life and about the importance to have an ecological way of life.

The third workshop, **“The Language of Migration”** implemented on May 20th, 2022 together with other local NGOs at CIDIS headquarters, had the goal of starting a conversation on how migration is often a hot subject with a psychosocial impact on community members. Words can describe realities but they can also create, shape, transform and even distort them. At the same time, words can be a powerful tool to change dominant, dehumanising, migratory narratives. The main goal of this activity was beyond team building but working together to destigmatize words and the way they are incorrectly used sometimes.

For this activity, volunteers, and Lead-Mentors presented a series of words that are used frequently in the context of migration. For each person, the language of migration can reflect his or her personal experiences and give an insight into how “migration” is conceived. These understandings, individual and collective, are shaped by our personal experiences and those of our family and friends, our engagement with the “scholarly literature” on migration from a range of disciplinary perspectives, our work and play as writers, artists, linguists, advocates and campaigners, doers and thinkers. Besides understanding the participants’ point of view, the true meaning of words was unveiled followed by an open discussion. The workshop was accompanied by a photographic exhibition “the journey within” by the photographer Paolo Saglia presenting images of migration journeys.

The role of the involved DREAMM Lead-Mentors was the following: Lead-Mentors worked together with Cidis staff and the representatives of the organizations that collaborated in the activities. They acted as a role model for the Mentors and facilitated the activities and workshops. DREAMM Mentors had a two-fold role as observers and participants. They actively engaged in the activities and provided support to the Lead-Mentors and Third Country Nationals.

In Perugia, also Intercultural Mediators were involved in the project. They worked together with Lead-Mentors and Mentors to facilitate and moderate interactions. This also promoted an environment of mutual understanding and advocacy. The newly arrived Third Country Nationals (TCNs) and migrants living in the territory for years actively participated and engaged in the process of developing ideas, sharing their stories, and working together during the activities. In addition to this, also Representatives of Local Organizations played an important role in sharing dynamic activities to provide information, engage participants and promote collaborative efforts.



2.3. Napoli

The DREAMM participants in Napoli were between 19 and 73 years old, the majority of them was younger than 30 years. In total, 9 different countries of origin were involved in the DREAMM activities in Napoli. They were coming from Italy, Belgium, Mexico, Senegal, Poland, Ethiopia, Ukraine, Mali and Ivory Coast. The age of the DREAMM Lead-Mentors and Mentors was slightly older, between 35 and 45. Overall, more women than men participated to the activities.

The activities in Napoli/Naples were implemented during the months of November. These workshops are the initial steps of a Joint Community Action plan, and they explored key concepts such as migration, the meaning of community, building a community and public spaces as meeting places for people. The participants were newly arrived migrants, migrants that have been in the territory for several years, cultural mediators, DREAMM Lead-Mentors and Mentors, citizens of the territory of Naples and representatives of several local non-profit organizations.

The workshops were held in the context of the One Roof Community Meetup (also known as the One-Stop-Shop). All the workshops were consistent with the One Community Roof approach of giving priority to the meet and greet aspect, allowing all participants to get to know each other in an environment of mutual understanding and respect. Besides team building activities, the workshops were meant to promote in all participants an active sense of participation, equality, intercultural communication, and self-expression.

Workshop “Personal and Collective Desires” Naples, November 23, 2022

This workshop intended to explore the broad meaning of desire, both personal and collective. The Lead-Mentor and Mentor accompanied and facilitated the discussion. For the activity, all participants in the meeting sat in a circle and were invited to introduce themselves and share their desires. During the meeting, foreign participants shared wishes related to their migration path, their status and country of origin.

Workshop “Square, my beautiful square” Naples, November 30, 2022

This workshop aimed to explore the broad meaning of public space as a community meeting place and then to share reflections on the sense of community and ways to build cohesive communities. Starting from Piazza Garibaldi, the multi-ethnic square in the city of Naples and close to Casa Cidis (where the activities of the DREAMM Project take place), the participants discussed together about the square, the communities that live there and about how they themselves are experiencing living in this area. All the participants had the opportunity to introduce each other and talk about how to live in public space in Naples. For the activity, all participants sat in a circle and shared what they thought was the meaning of community and possible proposals for building community. The Lead-Mentors and Mentors accompanied and facilitated the discussion to bring out the participants' expectations for living public space.

During the whole process, the DREAMM Lead-Mentors worked together with CIDIS' staff and the representatives of the organisations that collaborated in the activities. They acted as a role model for the Mentors and facilitated the activities and workshops. The Mentors had a two-fold role as observers and participants. They actively engaged in the activities and provided support to the Lead-Mentors and Third Country Nationals. Newly arrived migrants and migrants living in the territory for years actively participated and engaged in the process of developing ideas, sharing their stories, and working together during the activities.

In Napoli, also Intercultural Mediators were involved in the DREAMM project. The mediators worked together with Lead-Mentors and Mentors to facilitate and moderate interactions. This also promoted an environment of mutual understanding and advocacy. Representatives of Local Organisations played an important role sharing dynamic activities to provide information, engage participants and promote collaborative efforts.

2.4. Vienna

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

Overall, the participants were aged between 20 and 50. Our Lead-Mentors were between 30 and 40 years old. Most of our participants were women, men were underrepresented. The DREAMM team in Vienna was a diverse team consisting of our DREAMM Lead-Mentors, professionals working for NGOs and other associations active in the field of migration and integration. There we could find both migrants and locals, but they were mostly below 35 years of age. Our DREAMM Mentors, and volunteers, were mostly coming from the communities that were engaged in the DREAMM project. Most of them were coming from Afghanistan, Iran, and Syria. Since the first workshops that we offered already in November 2021 were mostly frequented by Afghani women and some of them became afterwards DREAMM Mentors, we had many Afghani women of different age groups among our Mentors. The other part of Mentors as well as of TCNs were formed out of mostly young people from Syria, Afghanistan and Iran. Almost all of them were active in various associations and NGOs.

One common attitude was their aspiration for receiving more knowledge and learning new skills. To fulfil this demand, our Team building activities tried to follow two main objectives: Firstly, we offered interactive and engaging activities that gave people an opportunity to get to know each other better and to create a solid groundwork of trust necessary to put into practice challenging tasks. Secondly, we focused on these skills so that already the Team building activities offered also to our Mentors and Lead-Mentors as well as the engaged TCNs new insights into the main topics that in future we would have implemented during the realisation of the Community Action. The

team building activities included interactive activities followed by brainstorming sessions where we presented also some new insights regarding the crucial topics of the future exhibition, the main result of the DREAMM project as part of the Joint Community Action.

In addition to this, also other meetings during the months when the Design Workshops and the Community Needs Analysis activities were realized to further develop the team spirit and cohesion. For the realisation of the activities we followed a practical approach given the availability of the various persons: While Lead-Mentors helped by Mentors were responsible for the implementation of the activities – together with our office – the TCNs were seen as ideal providers to give feedback to the plans of the Community Needs Analysis and the Joint Community Action. In this way, we guaranteed that a wide range of different participants from various backgrounds contributed to the further successful development both Community Needs analysis as well as the Joint Community Action. Through the involvement of these people, we also guaranteed the involvement of various communities during the Design Workshops where the actual material was produced by participants, that were the same that had also participated before in the Design Workshops. In other words: The Team Building activities were the first step towards the further realisation of the exhibition and the Community Needs activities where a diverse team set the first decisions about the framework of all activities.

2.5. Göttingen

The main profile of participants in Göttingen was characterised by a large variety covering people from all around Europe in the age group of 20 up to 60 years. All genders were represented in the activities.

To understand the local community, some additional descriptions are needed: Göttingen's Weststadt is an area with different social backgrounds, a different ethnological framework and cultural differences - shaped by residents¹ and newcomers. The providers (supporting organisations/community centres) were situated geographically close to the residents of the area, but the exchange is rather irregular. Therefore, to bring both sides closer together, different concepts of team building were offered.

Blinc, the responsible partner organisation for implementing the activities in Göttingen, Germany organised online and offline activities. During Covid 19 (from 31.05.21 to 02.11.2021) team-building workshops were conducted as online activities, that allowed participants to have a common understanding and an equal exchange face-to-face. The online activities required a different style of facilitating (or especially motivating) the teambuilding process, such as smaller exercises with low entry-level, smaller groups and short theoretical inputs. Therefore, digital whiteboard tools like Miro were used in combination with simple activities (mapping one's background, yes/no questions,

¹ The term "resident" is used in the following documentation to refer to both people with a migration background (refugees) and people who have lived in the area for a longer period of time (residents), as integration is a process that is only possible through a two-way process.

moving points in the direction of those interested) and smaller breakout rooms (using Zoom) were used for smaller "safe zones". Sensitive handling had to be considered above all, but also a clear and distinct communication structure among each other.

The importance of a moderated process during all the implemented joint sessions was especially important when certain developments and results had to be recorded to keep results comprehensible for all and when questions had to be simplified to avoid possible hurdles.

Ice-breaking activities were the key to bringing different local inhabitants closer together - especially when there was some deadlock in the group. As the process progressed, however, the role of facilitation increasingly diminished and the Mentors were instead able to capture important points and bring new stimuli to the group.

In addition to online meetings, in the Face-2-Face meetings, the concept of the teambuilding workshops had to be adapted towards a more flexible process, as communication between residents and service providers took on a central role. In this context, the intercultural understanding was of central relevance.

To bridge the gap between providers and residents, individual local problems had to be articulated first, which led to the application of the design thinking process. Another useful tool was the use of the Goe-West App (a tool developed specifically for Göttingen's Weststadt as part of the VIPs project). The linking of these two elements ultimately led to the development of various workshop formats and offers specifically aimed at Weststadt residents.

The main goal of the Mentors can be seen on different levels: While facilitating an open learning environment for the target group was a common starting point, facilitating a communication space was also in high demand. This also included the ability to implement the approach in an online format as well as in a Face-2-Face concept and, if necessary, to adapt it appealingly or to add to it if necessary. For Mentors, various competencies were needed, e.g., intercultural communication as well as digital management and content development to be able to respond as well as possible to the complexity of the needs. These types of competencies need to be constantly developed and can be applied differently from context to context. From the point of view of voluntary activities, these competence developments are time-consuming and involve a high level of commitment.

The first generation of participants were mainly providers, organisations and residents' representatives (with different social backgrounds and origins) from the area of Göttingen's Weststadt. Accordingly, they were actively involved in the development and planning of the Weststadt-Fest. This festival, which offers a wide range of activities, is mainly put together by the different interest groups, most of whom work in cooperation with the DREAMM team.

Through the project, it was possible to create a closer link between supply and demand, which resulted in smoother interaction, communication and lower inhibition thresholds for both residents

and providers. This also meant that the development processes were fruitful for both sides and led to a lively exchange.

2.6. Nicosia

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

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

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

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

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

presentations regarding DREAMM's previous activities and informed them about activities coming up related to WP2 which they could be interested in attending. We made sure to include activities such as mind-mapping and brainstorming to consider their ideas about what a joint community action could look like to construct the best possible plan for action.

2.7. Malta

In Malta, a TB activity was the kickstart of the Certification Ceremony. It united migrant groups who completed A1 and A2 Languages Courses in Maltese and English in the previous WP2 activities, provided them with yet another opportunity to practice in a fun way a few of the expressions and language skills acquired during the courses and served as a springboard to start building an internal language practice support system among migrants themselves.

The other TB activity occurred soon afterwards. During DREAMM's implementation phase, the University of Malta DREAMM team witnessed a shift in DREAMM Lead-Mentors and Mentors; having to say farewell to ones who had been on board from the initial stages of the project, recruiting others mid-way, as well as enlisting help of newly certified Cultural Mediators, language educators doing their Masters in Communication and Language Teaching in Mixed-Cultural Settings, and migrants who were either serving as Community Liaison Persons or volunteering in NGOs to help fellow migrants. This last group rendered us excellent service whenever we reached out for their assistance with different activities along the project. As a form of thanks and to form bonds and start creating a networking circuit while spending quality time together, the University of Malta DREAMM team, in collaboration with Heritage Malta, was organising a walking trail along the beautiful scenic surroundings of the Ħaġar Qim/Mnajdra Temples. Participants were asked to bring along a savoury typical of their country of origin to end the walking trail with a potluck picnic celebrating and sharing culinary traditions worldwide.

3. Conclusion

The team building activities played an important role in all seven territories where the DREAMM activities had been implemented. The various workshops with different topics organised by the partners were necessary to create a strong team spirit as a first step to the realisation of engaging in Joint Community Actions. DREAMM partners selected different approaches and topics, in Perugia for example the three workshops were organised in a way that allowed the combination of crucial DREAMM topics such as community and migration with climate-related issues. In most cases, the TB activities were organised in an informal way which allowed participants to get to know each other in a relaxed and easy way.

Throughout all territories, we were able to create a diverse team with both Lead-Mentors, Mentors, and locals as well as migrants that were brought together to work on the common Joint Community

Action. Overall, we had more women than men participating in the activities, however, the balance was given in almost all territories.

The variety of cultural backgrounds was huge: We had participants from Africa (Togo, Kenya, the Democratic Republic of Kongo, Cameroon, Congo, Ethiopia), from various parts of Europe including, for example, France and Ukraine, Central and Southern America (Venezuela, Mexico). Also, the Middle East and Asia were present with participants coming from Afghanistan, Iran, Palestine, and Syria.

The variety in the local implementation teams is an essential factor for the implementation of meaningful Joint Community Actions based on the Context Analysis.