

1 Identification

Who?



Cities



LRG associations



Migrants



Local support groups



Why?

Benchmark defines a common ground and structures the mentoring scheme by limiting its scope: **What needs to change – where are the gaps and problems?**

General benchmark

Developing a strategic approach to integration at the local level

Thematic benchmarks

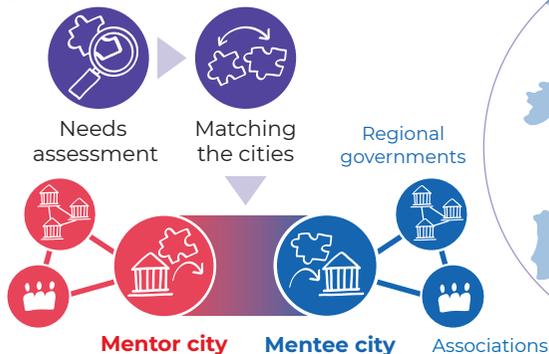
1. Needs assessment with a gender-sensitive approach

2. How to build a vision of a 'city for all'

3. Tools for decent migrant labour market integration

4. Supporting language learning in formal and non-formal settings

How?



2 Mentoring



Mentoring Visits

Study visits are the core of the mentoring process. They serve to understand the mentees' challenges better and identify which mentors' good practices could be replicated.

Visit 1: Setting the scene

The meeting should lead to a first list of actions to be developed.

Visit 2: Inspiration

Presentation of good practices from mentor city and a planning workshop.

Visit 3: Consolidation of the action plan

Clarifying the final details of the action plan.



Transfer Knowledge Workshops

Individual mentoring pairs **share the state of play** and discuss their concrete action plans with all project partners.



Training Academies

Mentor associations organise academies to **showcase Includities' experience**, present project results and discuss with other cities how to improve local practices on integration.

3 Outcomes



4 Action Plans



Four final strategies, listing all the steps to achieve specific changes in mentee cities.



4 One-stop-shops



Mentors improved their **websites** or **online welcome applications** offering new arrivals all integration-related information.



Methodology Booklet

The **theoretical guide to city-to-city mentoring** is a tool that embodies the idea of inter-municipal solidarity, city networking and mutual learning between cities.



4 Thematic Toolkits

The four **Includities thematic toolkits** offer **practical guidance** and **inspiration** to help cities to reach European standards in key areas of migrant integration.



Final Conference



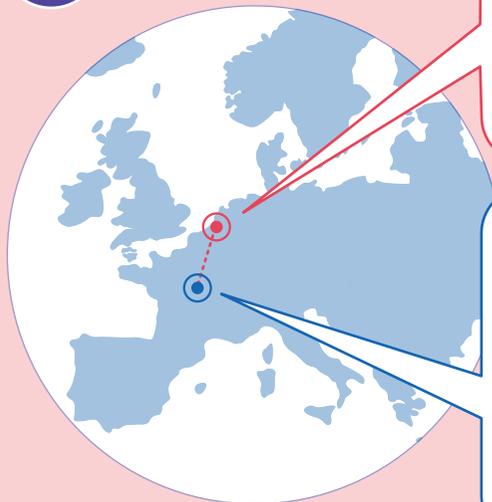
The closing event of **Includities** with all partners and stakeholders will be on 28 and 29 March 2023 in Brussels.

Social inclusion of migrants with a gender-sensitive approach

1 Identification



Who?



Mentor **City of Brussels (BE)**

175.000 inhabitants 36 % foreign origin

City of Brussels and the Association of the City and the Municipalities of the Brussels-Capital Region (BRULOCALIS).

Mentee **Saint Jean de la Ruelle (FR)**

17.000 inhabitants 19 % foreign origin

Saint Jean de la Ruelle and the French Association of the Council of European Municipalities and Regions (AFCCRE).

Challenges in Saint Jean de la Ruelle

- Lack of data** on the needs of the migrant population.
- Migrants women **don't benefit from the basic services** as much as they could.
- The city **lacks safe & inclusive spaces for women**, regardless of their status.

Strengths of Brussels

- A **multicultural city**, every third person has a foreign origin.
- Good practices** Experiences in migrants' **active participation** and **social inclusion**.

2 Mentoring



- 3 Study Visits
- Transfer Knowledge Workshop (online)
- Training Academy in Brussels

- 1 BAPA Bxl**
 - Reception Office for Newcomers in the City of Brussels
- 2 Maison de quartier**
 - Offers all inhabitants various **social actions, local services** and socio-cultural activities
 - Part of the activities are also **programmes supporting and connecting women**

3 Outcomes



Action Plan Saint-Jean-de-la-Ruelle

Creation of a Women's centre

- A combination of a **Reception centre** and **Maison de quartier**
- Offering women a **safe and supportive environment** to start their integration path
- Empowering women**, regardless of their origin



One Stop Shop City of Brussels

www.bapabxl.be
A **multi-lingual website** for BAPA Bxl.



Other outcomes

- Thematic Toolkit**
Gender - sensitive intergration
- Inspiration**
Maison des femmes in Schaerbeek.
- Media**
 - [Video presenting the mentoring pair](#)
 - [Video Study visit in Brussels](#)
- Press**
 - [Trait d'Union](#)
 - [La Capitale](#)

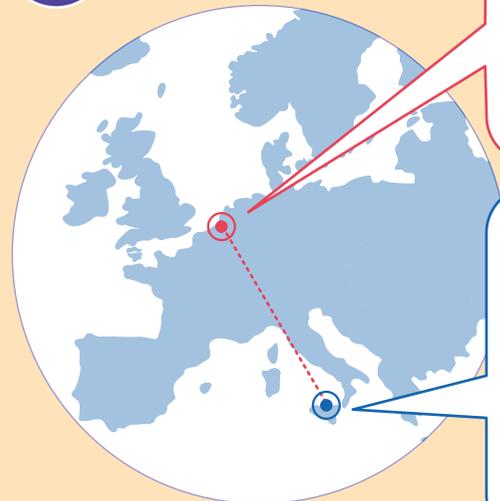


Building a city for all with 'Buddies with refugees'

1 Identification



Who?



Mentor Mechelen (BE)



87.000 inhabitants **32 %** foreign origin

City of Mechelen and the **Association of Flemish Cities and Municipalities (VVSC)**.



Mentee Capaci (IT)



11.500 inhabitants The region has a **changing population of migrants** or people of foreign origin

City of Capaci and the **Italian Association of CEMR (AICCRE)**.



Challenges in Capaci



Lack of social interaction between migrants and the local community.



Due to recent migration flows, **lack of trust** and **increasing fear** in the host community.



Poor support for inclusion initiatives at the national level.



Strengths of Mechelen



A model of an inclusive city where **'Diversity is a strength and solidarity a must'**.

Good practice



Positive narrative on migration, storytelling project 'People make the city'.

2 Mentoring



- **3 Study Visits**
- **Transfer Knowledge Workshop**
- **Training Academy 'Inspiration day'** organised together with Orient8 project in Mechelen

"Buddies with Refugees"

- Complementary tool for the **integration of refugees and newcomers** in Mechelen
- A **Buddy** is someone from the host community who **spends a few hours a month with a newcomer in the city** to learn the language and/or find a job
- The **Buddy programme** brings people together and builds an inclusive society

3 Outcomes



Action Plan - Capaci

Implementation of a Buddy Project - Tutti Capaci



- Boosting **social participation** and **changing public attitudes**
- **Promoting diversity** and a new sense of an **open community**
- Tutti Capaci is **to be replicated in other IT cities** by municipal commitment via 'Consulta delle Donne'



One Stop Shop - Mechelen



www.mechelen.be/welkom-app

Improvement of the mobile application Welkom-app.



Other outcomes



Thematic Toolkit

Building a city for all



Inspiration

A new city-to-city collaboration beyond the IncluCities with Fuenlabrada and Levadia on another EU project on inclusion ([MUST-a-Lab](#)).



Media

- [Video presenting the mentoring pair](#)
- [Facebook page IncluCities Italia](#)



Press

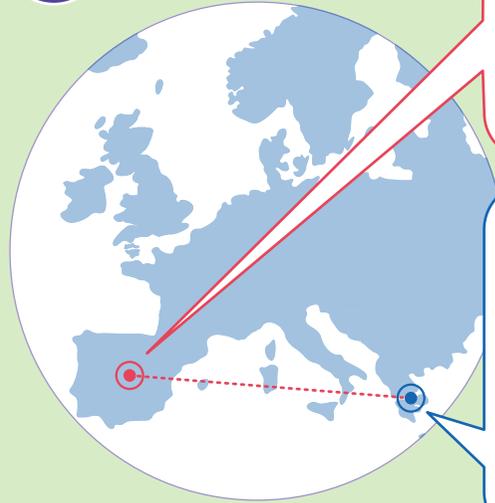
- [Euroactiv](#)
- [ANSA](#)
- [TV Occidente](#)

Co-creative approach for more inclusive integration policies

1 Identification



Who?



Mentor **Fuenlabrada (ES)**



202.000 inhabitants



14 % foreign origin

City of Fuenlabrada and Spanish Federation of Municipalities and Provinces (FEMP).



Mentee **Levadia (GR)**



31.000 inhabitants



6% migrants (2011), variable migrant population of foreign origin

City of Levadia and Central Union of Municipalities of Greece (KEDE).



Challenges in Levadia



Lack of social interaction and active migrant participation.



Lack of decent employment opportunities for the newcomers.



A gap in communication between the host community and newcomers.



Strengths of Fuenlabrada



Boosting migrant participation and inclusion with +500 active associations and local initiatives.

Good practices



Tackling prejudice and fake news with the **Antirumours project.**

2 Mentoring



- **3 Study Visits**
- **Transfer Knowledge Workshop**
- **Training Academy in [Fuenlabrada](#)**

1 Migrant labour integration model with MILMA

- **Improving job seekers' personal and technical skills** according to the labour market's needs

2 Mesa por la Convivencia (Coexistence board)

- **Boosts social cohesion and inclusion**
- **Fosters debate about intercultural and cross-generational co-existence**, tackles stereotypes and discrimination

3 Outcomes



Action Plan - Levadia

Creation of a migrant panel



- Developing city's integration policies **together with migrants**
- **Fostering employability** of migrants with professional training
- Establishing **Migrant and Refugee Integration Council** with the Cities Network for Integration and the Greek ministry



One Stop Shop - Fuenlabrada

www.mesaconvivenciafuenlabrada.org

Fuenlabrada Global is part of the Coexistence board website.



Other outcomes

Thematic Toolkit



Labour Market Integration

Inspiration



Collaboration of Levadia, Fuenlabrada and Mechelen on another EU project on inclusion ([MUST-a-Lab](#)).

Media



- [Video presenting the mentoring pair](#)
- Video after the training academy



Press

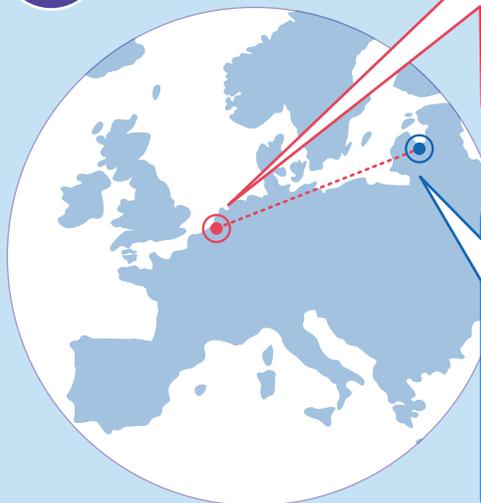
- [Radio Cadena Ser](#) • [Fuenlabrada Noticias](#)
- [TV Star](#) • [Euroactiv](#)

Language learning as a tool for better integration

1 Identification



Who?



Mentor **Schaerbeek (BE)**



133.000 inhabitants **35 %** foreign origin

Schaerbeek and Association of the City and the Municipalities of the Brussels-Capital Region (BRULOCALIS).



Mentee **Jelgava (LV)**



17.000 inhabitants **43 %** national ethnic minorities, a very small part migrants of foreign origin

City of Jelgava and Latvian Association of Local and Regional Governments (LALRG).



Challenges in Jelgava



Language limitations in accessing **basic services** for the new arrivals.

Limited capacities for inclusion and **integration initiatives** at the municipal level.



Lack of experience with refugees and migrants, a challenge for officials and the local community.



Strengths of Schaerbeek



Diversity incorporated in **all municipal policy areas**.

Migrants as volunteers **support integration** of new arrivals.

Good practices



VIA reception programme for the newcomers.

2 Mentoring



- **3 Study Visits**
- **Knowledge exchange**
- **Training Academy** in Brussels

1 CAMIM (VIA)

- **Complements the official integration path** for the newcomers
- **'Maison d'Immersion'** offers **language learning** with French-speaking volunteers in an informal environment

2 Women's Centre (Maison des Femmes)

- **Empowers and connects women** from the local community

3 Outcomes



Action Plan - Jelgava, Latvia

Fostering formal and informal language learning



- **Strengthening municipal cooperation** with CSOs and the University
- Awareness-raising campaigns to **boost positive public attitudes** towards the newcomers
- Fostering social cohesion by **engaging migrants as volunteers in language learning**



One Stop Shop - Schaerbeek



www.via.brussels/en/new-parcours-daccueil

Improvement of the multilingual website VIA Asbl.



Other outcomes



Thematic Toolkit

Language learning support



Media

- **Video** presenting the mentoring pair



Press

- Trait d'Union (BRULOCALIS)