

# Pilot Project Report

8357.1.PA.2015



## Presentation

### NGO

**NGO Name** MIGRAFRICA  
**Responsible** Amanuel Amare  
**NGO Number** 8357  
**NGO Type :** Local youth organisation

### Contact person for the project

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**Phone** 004915751046108  
**Title** The African Diaspora Youth Platform in Germany  
**Project type** Skills development

### Where?

Country	Town	GPS coordinates
Germany	Köln	50.930529,6.947935

### When?

**Start day** 25/03/2015  
**End day** 29/03/2015  
**Number of days** 5

## What

### What?

The project was a five days training workshop and an inception meeting for African Diaspora youth in Germany. The workshop created a space for the first time, young people with African background to come together and train themselves and look for possibilities to create a common platform for socio-political participation, capacity building, resource mobilisation, visibility and mainstreaming. The main objectives of the project were; 1. To train young people with African background in Germany with methods and tools for youth project and initiative design and management. 2. To create the first of its kind African Diaspora Youth Platform in Germany

The training workshop was designed with the learning flow that equips participants with all the necessary tools and skills that they will need in the future to design, manage and coordinate projects to push their cause through. We started with getting on to know each other and mapping the realities of participants and their communities in Germany. We then passed to group building activities and presenting the objectives, aims and programs of the workshop seminar. After that, we had an expert facilitator presenting Guerrilla Marketing Strategy, a cost effective and efficient tool to communicate youth projects and causes to the public and to mainstream our causes. This strategy is specially effective for youth projects that may have limited budgets for marketing. Networking tools were presented and discussed in an interactive practical game and role playing methods and participants have managed to learn a great deal about online and offline networking tools and skills. In the outdoor activity we visited a refugee centre and a local NGO to assess the condition of African young refugees in Germany and to learn from the experience of an NGO (Allerwelthaus) that is working with immigrant communities. Project Management and designing successful workshops were part of the learning opportunities. We had also a special session dedicated to raising funds for youth projects. We have presented the European Youth Foundation to the participants and how participants and the African Diaspora youth Platform can utilise these funds to achieve the objectives of the Platform. Other means of raising funds were also presented and discussed by both facilitators and participants. All the methods used in the learning process were non-formal and very participatory, fun, game like and practical exercises. In the final days of the workshop we had intensive brainstorming sessions to formulate and set up the African Diaspora Youth Platform in Germany. The result was a creation of a new organisation (Platform) for Afro/German Youth to advance their interest within Germany, in Europe and Africa.

The training seminar has also created the opportunity for young people with African decent to create the first of its kind platform and register the platform formally in Germany as an official association. The platform for African Diaspora youth has elected board members and executive committee. Participants have also signed the statutes of the platform and they have submitted it to a German notary after the seminar to legally register it in Germany. The website for the platform is being developed and as soon as it is officially public we will notify the European Youth Foundation. The Facebook page is already online and can be found

under:<https://www.facebook.com/AfricanDiasporaEV>. The participants have also agreed on a common Vision, Mission, Objective, Target Group, Outcome and Assessment/Monitoring mechanisms for the platform and for African Diaspora youth in Germany. If needed we can present these outcomes to the European Youth Foundation. The African Diaspora youth Platform in Germany aims in the future to become a prominent platform for African Diaspora Youth both within Germany. Participants have decided to network the platform with the German Federal Youth Council, European Youth Forum, The African Diaspora Youth Network in Europe, The Pan-African Youth Union of the African Union and other relevant institutions acting as a bridge between Africa, Europe and Germany. We believe this is history in the making :).

### Adaptation

The seminars days were changed from 31st March - 04 April to 25th March - 29th March due to the Easter Holidays. We have also switched the dates for the out-door activities from Saturday to Friday due to the request from the city administration of Köln to visit the refugee centre. The city administration has assigned person for us to give us an official visit to the centre and gave us information about the refugee centre and the condition of young African refugees. They also gave us a tour of the facilities and some advice on how we can contribute for the betterment of the condition of these young people. This adaptation had actually worked perfectly to our plans and contributed to the betterment of the learning process as we had a chance to spend a day outside as an excursion half way to the workshop days and start fresh to conduct the rest of the workshop sessions.

### Achievements

The achievements are immense. It is our pleasure to also announce the establishment of the African Diaspora Youth Platform in Germany, which will be a formal institution soon. As I discussed above, the participants have agreed to formally establish the platform, they have adopted a name for the platform, common vision, common mission, common objective, defined the target group for the platform, identified the outcome they want to see with a specific time-line. This was a direct outcome of the training course and participants have used what they learned in the training workshop to actually establish a youth initiative that will have implications locally, nationally and Europe-wide.

Apart from this great success, the participants have developed their skills and knowledge about, project communication, project networking, project management, workshop management, resource mobilisation and fundraising, group building, working in teams, developing project ideas, establishing new associations, how to develop association statutes, organisation structure, and evaluation and monitoring of projects.

### **How?**

#### Flow

The learning flow was designed in a way that the workshop provided the tools and the means to design and manage youth initiatives/projects for participants and in the final day the participants used these tools to create the first of its kind African Diaspora Youth Platform in Germany. It started off with getting to know each other, then mapping realities of the African Diaspora Youth in Germany. After that participants got the opportunity to learn more about communication and networking. In the next day using the out-door activity participants learnt about conducting needs assessment of their communities to design youth projects to find solutions to some community challenges. After that, participants learned about project design and management, workshop design and management, resource and finance mobilisation, and creating a youth initiative and official platforms. At the end, the result was the creation of a new entity that will contribute greatly to the advancement of the interest of the African Diaspora Youth in the near and medium future.

#### Approach

The approach in this training workshop was a non-formal, participatory, role playing and practical exercise, methods. This method has helped in developing a common interest through creating an inclusive and participatory learning atmosphere. All the decisions that were adopted in the workshop were unanimously adopted and we have done all the best to have everyone's opinion and active engagement in the learning process. Informal learning methods were used in almost all sessions with interactive games, role playings, discussions and exercises. The last sessions of the training workshop included presentations and brainstorming. These interactive exercises have helped in having a very open, participatory and engaged discussion when we were brainstorming to establish the platform. We believe the learning methods were greatly effective as it is evident from the outcome of the project.

#### Gender perspective

The gender perspective was addressed in two ways. We have attempted our best to have an equal number of male and female participants in the workshop. In this regard out of the 20 participants 9 were female and 11 were male. The facilitating team was only 2 persons due to budget and it consisted of one male and one female facilitator. And the project team included 2 female members and 3 male. However, in the future we would like to have an equal number of male and female project team members for our workshops.

We have also attempted to consciously look at the different components of the learning process from different gender perspectives. For example, in one session, we had an outdoor physical exercise to energise our brains we asked the participants to make a circle and hold hands. The participants quickly realised that men stereotypically tend to hold women's hand and take the upper position while women hold men's hand from the inside out. It was mentioned how such unnoticed actions reinforce gender relations in our regular day to day lives.

### **Impact**

## Learning outcomes

The learning outcomes of the training seminar were as follows.- Understanding and mapping the realities of the African Diaspora Youth in Germany. This was assessed through the group exercise that we undertook that invited participants to outline the challenges, the opportunities and recommendations of the African Diaspora through an interactive group exercise using flip charts. Through this exercise participants have managed to communicate and discuss about some of the challenges and opportunities fellow African Diaspora youth face in Germany.- Communication and Networking skills. We have invited experts to share with us their experiences in this respect and the group had managed to set-up a group experience exchange session to learn from each other the best practices in organisational and individual communication skills and Networking tools and methods. The outcome was positive as expressed through the written evaluation of the workshop- Understanding and mapping the circumstances of young African refugees in our community. This was undertaken through the visit to the refugee centre and the visit to the local NGO "Allerwelthaus". The learning outcome was assessed through the group discussion period after the out-door activity and the reflection group session on that day.-Project management, designing successful workshops, fund raising (ERASMUS +, European Youth Foundation and other local funding foundations). The result was assessed using the surveys undertaken at the end of the workshop and the reflection groups session. - The final and the most successful outcome of the seminar was setting up the African Diaspora Youth Platform in Germany. Participants have agreed on the title of the new organisation, logo, vision, mission, objective, target group, outcome and monitoring. The participants have elected a board and executive committee. They have officially registered the platform and they will soon register the platform on the European Youth Foundation portal. The platform aims to become a centre for African Diaspora Youth to unite, integrate and lead for a world with sustainable peace and prosperity.

## Local impact

The workshop has created a long term institution where members (specially the African Diaspora Youth) will find a space for local and international engagement to advance their interest. The workshop has managed to inspire the participants in creating a new platform for unity, integration and leadership.

The learning tools that have been provided will support the newly created youth initiative in achieving the following adopted goals:

**\*\*UNITE\*\*** Create a community where afro-descendants can interact and empower each other to promote African development and leadership empowerment\*

**\*\*LEAD\*\*** Building capacity to encourage and facilitate personal growth.\*

\*Develop multilevel leadership on an national and international level for the African DIASPORA\*

**\*\*EMPOWER\*\*** Leverage and improve visibility of available opportunities and for socio-economic independence and individual growth\*

**\*\*INTEGRATE\*\*** Intercultural exchange and support dialogue between the African Diaspora and local stakeholders.\*

\*Help in the process of integration within the guest culture; Coordination and support towards municipal authorities.\*

\*Create conditions to connect and communicate with other Diasporas in order to establish a strong community and feeling of belonging.\*

**\*\*COMMUNICATE\*\*** Construct a powerful network and communicate it's abilities towards internal and external stakeholders (\*\*Networking\*\*)\*

\*Establish exchange with national counterparts and foreign associations and promoting common actions of information and training. (\*\*Cooperation\*\*)\*

\*Development and Distribution of PR and Marketing material. (\*\*Promotion\*\*)\*

\*Encourage Dialogue between opposing forces and seek common ground. (\*\*Mediation\*\*)\*

**\*\*PARTICIPATE\*\*** Take up responsibility and support the African Diaspora in achieving all the objectives\*

\*Spread the word and build teams and task-forces to support existing projects\*

\*Promote activities that support participation of African Diaspora youth in decision making processes\*

## Link with Council of Europe

The outcomes of the workshops is linked to the Council of Europe and its objectives in so multiple levels. The most important one is with respect to organisation and active participation of citizens to shape their own destiny. The Creation of this platform is the initial phase for a more organised Afro/German engagement in the German society, in policies that may concern them and other young people, social engagement/ social inclusion of marginalised young people, building friendship among themselves and others, networking, partnership, mobilising resources to shape their destiny.

Democratic participation of citizens is another common link the project has with the Council of Europe. The project also aims to engage more young people and contribute to youth employment. We hope the Council of Europe will continue to support our platform in Germany and work with us to realise our European, African and Global dreams.

## Follow-up

- The follow up to this workshop are - Officially registering the platform in Germany- Setting up the internet portal for the platform- To link the Afro/German youth platform to youth institutions in Germany, Europe, Africa and globally. This institutions include the German Federal Youth Council, the European Youth Forum, The African Diaspora Youth Network in Europe, the Pan-African Youth Union and many others.- Organize follow up workshops and training seminars for African Diaspora youth in Germany (We have a plan to apply for a follow up pilot training project soon to sustain the momentum of the African Diaspora youth engagement in Germany. - Set up the office for the platform in NRW region in Germany.- Increase the visibility of the African Diaspora youth Platform and attract many African

diaspora Youth and students to the new organization. Here is the facebook page of the organization:  
<https://www.facebook.com/AfricanDiasporaEV> - We hope the Council of Europe and the European Youth Foundation will continue to support us in this great journey for all African Diaspora Youth in Germany.

## Project team

First name	Surname	Age	Gender	Nationality	Country of residence
Amanuel	Amare	30	Male	German	Germany
<b>Role</b>	Project coordinator				
Ludgero	Teixeira	0	Male	Cape Verde	Portugal
<b>Role</b>	Facilitator				
Ahmid	Daccarett	30	Male	German	Germany
<b>Role</b>	Project assistant				
Magdolin	Harmina	21	Female	Egyptian	Germany
<b>Role</b>	Project assistant				
Simone	Arendt	30	Female	German	Germany
<b>Role</b>	Facilitator				

## Process

Our partners in this project were the European Youth Foundation, The City administration of Köln, Allerwelhaus (NGO), Elevison GmbH, Station Hostel. We can say we didn't face a big challenge when it comes to managing our cooperation with all of these organisations and institutions. Their response was timely and positive. We especially would like to thank Ms. Eva Lehmann of the European Youth Foundation for her kind and proactive engagement. The workshop team included Amanuel Amare, Ludgero Teixeira, Ahmid Daccaratt, Magdolin Harmina and Simone Arendt. Three men and two women. Amanuel Amare was responsible for overall coordination of the project. Simone Arendt and Ludgero were facilitators and Magdolin and Ahmid assisted in logistics and organisation. The team in total has worked for 400 hrs in the three months of project period of which during the workshop week (22. 03. 2015 Sunday till 30. 03. 2015 Monday) worked 12 hours each day. Apart from the payment to facilitators in an amount of 250 Euros per day for the workshop days, all work contributions of the team were purely on a volunteer basis and will add to the contribution of our organisation Migrafrica to the project.

## Participants

### Information on participants

Participants by country

Country	Nb
Germany	20
<b>Total</b>	<b>20</b>

### **Other Countries :**

Age range

### **Less than 15 years**

0

### **Between 15 and 30 years**

15

### **Over 30 years**

5

### **Total participants :**

20

### Participants profile

The profile of participants was as anticipated in the original planning. We have received quite a number of applicants from around Germany and the project team has selected participants using the following selection criteria. Participants were selected from members of the African Diaspora youth organizations in Germany. Organization leaders and members with high motivation in engaging in Diaspora African youth issues from our main target groups. Selection is undertaken by our organization taking in consideration the following selection criteria;

1. A completed application form with the required information about the participant
2. Motivation to participate in the project supported by a recommendation letter from the sending organization.
3. Previous experience and qualification in similar projects and active community engagement.
4. Gender, geographical, racial diversity is considered. In this respect equal gender distribution is given due emphasis.
5. Participants should be aged between 25 and 35 years old.
6. The willingness for prolonged engagement and commitment for establishing a common platform for the Diaspora youth.

7. Communication competencies in English and German is a requirement. Gender balance in participation to this project was given high emphasis. There were 9 female and 11 male participants. We could not have 10 male and 10 female participants because one female participant could not manage to come to the workshop due to accident just one day before the seminar and we could only replace her by another male participant.