

MONIHELI RY

Annual Report

2022



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INTRODUCTION

Abdirahim Hussein,
Executive Director

In 2022, we started many new things at Moniheli: we launched the Luontokoti and Mikki Sulle projects, started discussions on setting up an election committee, hired a permanent communications person, organised a journalists' meeting for the first time and held a tree planting event in Helsinki.

We all remember how last year started; the continuation of the pandemic and the start of the war in Ukraine changed the course of the year ahead and presented new challenges to be tackled. In Moniheli, we focused in particular on tackling the misinformation spreading among foreign-language speakers.

At the end of 2022, we received a positive decision from STEA to hire a Ukrainian-speaking employee for the Katto Program. Last year showed that Moniheli is trusted and its services became necessary also in receiving and supporting those who arrived from Ukraine. I am particularly pleased with this trust.

Moniheli's active participation in various working groups, its readiness to act as an expert on issues concerning foreign-language Finns, and its visibility in various channels related to multiculturalism have all contributed to the fact that Moniheli's visibility and awareness have increased significantly during 2022. An increasing number of experts and decision-makers involved in integration and inclusion are aware of our activities or are working with us.

At Moniheli, we prefer to talk about challenges rather than problems, and last year's challenges we overcame really well.

We managed to deliver not only the services we needed, but also strengthen the sense of belonging and joy around us. 80 other Helsinki residents participated in realising my long-standing dream of planting roots in Finland. We continue to be ready to tackle challenges with our partners.

2022 IN NUMBERS

147 MEMBER ASSOCIATIONS

23 NEW MEMBERS

13 EMPLOYEES

5649 ENCOUNTERS

100 000€

DISTRIBUTED GRANT

77 TRAININGS

52 EVENTS

FROM THE CHAIRPERSON

In 2022, the Moniheli Board of Directors was comprised of 11 board members and 3 deputy board members from diverse backgrounds, indicating the richness and cultural diversity of the organization. The board met monthly to deliberate and make decisions on pertinent issues concerning the organization.

The aftermath of the corona pandemic could still be felt in 2022, which was further exacerbated by the war in Ukraine, affecting lives and the Finnish economy. Despite all these challenges, the organization continued to grow exponentially in its operational activities; newly funded projects, an increase in staff members, and collaborating partners.

The ability of the organization to stand tall during this challenging year is thanks to its clear and concrete strategy, dedicated Board of directors, Executive director, staff, and collaborators. Moniheli continues to strengthen its position as one of the key players on integration issues in Finland.

To implement the action plan of the past year 2022, the organization has worked extremely very hard at different levels. The board of directors would like to thank the Executive director for his effective leadership in running the day-to-day operational activities of the organization, the entire staff, interns, partners, and the entire Moniheli network. The valuable work done daily is to bring to the lamplight, the beauty of diversity, to see it as a strength, and to ensure that immigrants feel at home in Finland.

Emma Tamankag,
Chairperson, Moniheli Board of Directors

BOARD 2022



In 2022 the board of the association formed:

- Emmaculate Tamankag, Heed Association Finland ry (chairperson)
- Shefali Arora, Suomi-Intia-Seura ry (vice-chair)
- Fatima Usman, AFAES ry (financial secretary)
- Sandra Imran Alouse, Mirsal ry (secretary)
- Simone Santo Baldi, SAMHA ry
- Liban Hassan, Tieto on Valtaa ry
- Mediatrice Nyiramugisha, LIIDF ry
- Marja Pentikäinen, Fokus ry
- Pauliina Shilongo, Suomi-Namibia-Seura ry
- Alec Thurnham, Familia ry
- Tatiana Solovieva, Globe Art Point

Deputy members:

- Josephine Atanga, Women Designed for Success ry
- Joseph Ombima, Kefiso ry
- Mohammed Laraki, SMYKY ry



WORKING COMMUNITY

In 2022, Moniheli continued to grow, increasing its staff from nine to thirteen, and offering internships to 17 students and trainees. With the growth in staff, we continued to develop processes to support work, such as job orientation, employment lifecycle management, staff handbook and a well-being at work survey in cooperation with occupational healthcare. In 2022, we moved to new modern premises in Vallila. The new premises will allow for quiet work requiring concentration, teamwork and exchange of ideas. We also have two well-equipped meeting rooms in the building, which we offer to our members.

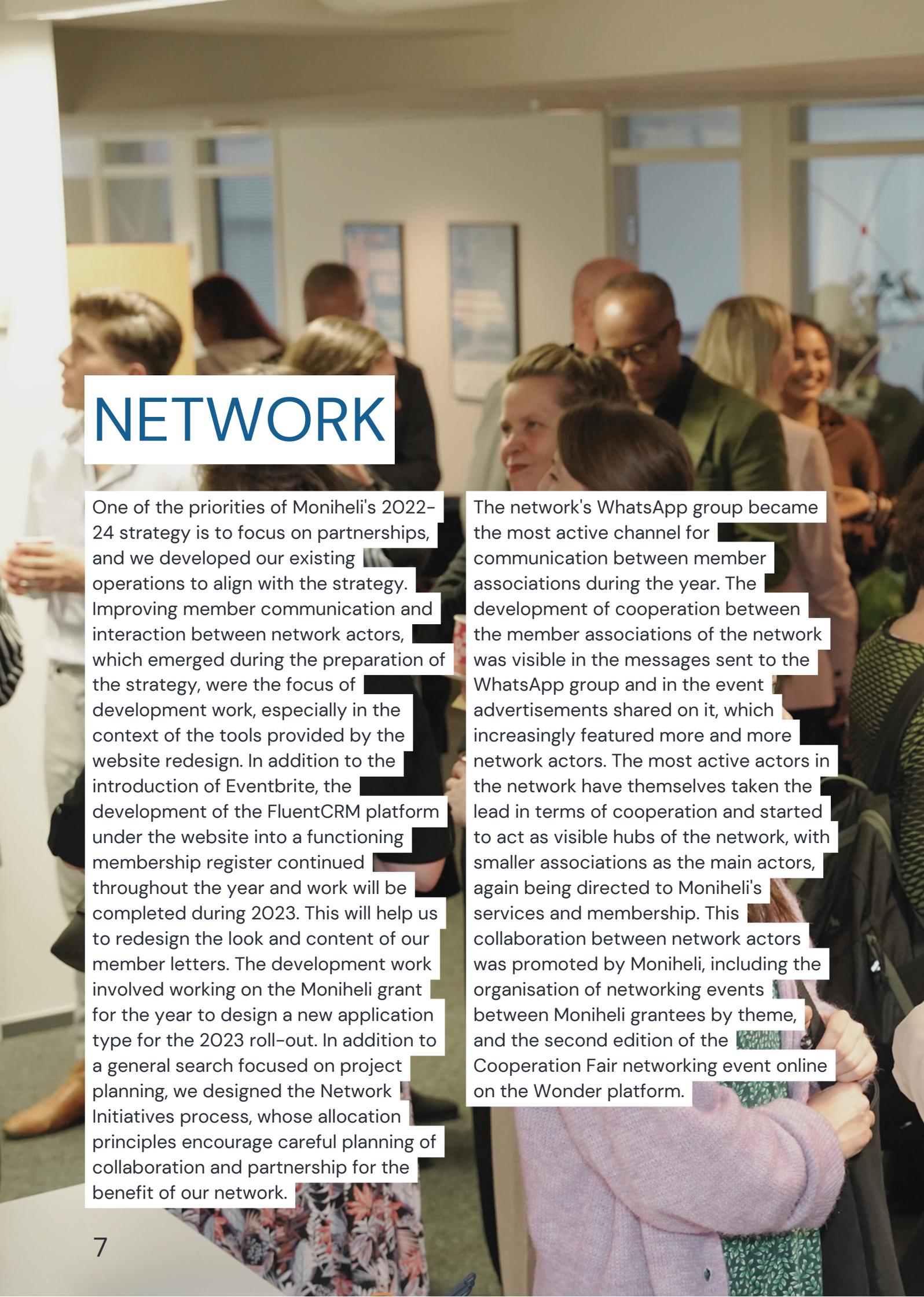
Extensive reforms were made to support services, allowing them to be provided more regularly to associations. The booking of advice hours for both DigiUp and core activities was moved to a common platform, where specific advice, such as sparring hours for grant applications to different funders, could also be booked. In addition, as part of the website redesign, the application system for the Moniheli grant was migrated to the SurveyMonkey platform, allowing applicants to work on their application online and receive more extensive guidance. Eventbrite was introduced as an event management system, allowing for a more efficient and easier marketing of events organised by Moniheli and its projects, including to member associations.



CAPACITY BUILDING

Moniheli renewed its working methods in the field of capacity building for multicultural associations. Our trainings ranged from project planning to more traditional payroll, pitching and using the Canva application. Collaboration has played a key role in increasing and expanding the range of training offered. Fingo brought new perspectives on global education donors to the funding info sessions with the Järjestöhautomo, the Timeout Foundation and Mirsal brought dialogue methods in English to the network, and the Civic Forum made it possible to offer training on both Canva and the Palkkaus.fi payroll application.

Moniheli also facilitated the activities of its member organisations by publicising the Civic Forum's grants. Moniheli became a member organisation of the Civic Forum, opening up the possibility for member associations to receive pedagogical and financial support for learning-related activities. By planning and implementing activities, Moniheli's member associations also develop themselves. Thanks to Moniheli's long-term support and other contacts and opportunities provided by the network, a record number of member associations (6) received a STEA project grant for 2023 for the first time.



NETWORK

One of the priorities of Moniheli's 2022-24 strategy is to focus on partnerships, and we developed our existing operations to align with the strategy. Improving member communication and interaction between network actors, which emerged during the preparation of the strategy, were the focus of development work, especially in the context of the tools provided by the website redesign. In addition to the introduction of Eventbrite, the development of the FluentCRM platform under the website into a functioning membership register continued throughout the year and work will be completed during 2023. This will help us to redesign the look and content of our member letters. The development work involved working on the Moniheli grant for the year to design a new application type for the 2023 roll-out. In addition to a general search focused on project planning, we designed the Network Initiatives process, whose allocation principles encourage careful planning of collaboration and partnership for the benefit of our network.

The network's WhatsApp group became the most active channel for communication between member associations during the year. The development of cooperation between the member associations of the network was visible in the messages sent to the WhatsApp group and in the event advertisements shared on it, which increasingly featured more and more network actors. The most active actors in the network have themselves taken the lead in terms of cooperation and started to act as visible hubs of the network, with smaller associations as the main actors, again being directed to Moniheli's services and membership. This collaboration between network actors was promoted by Moniheli, including the organisation of networking events between Moniheli grantees by theme, and the second edition of the Cooperation Fair networking event online on the Wonder platform.



PARTNERSHIPS

The theme of the general call for the Moniheli grant was "Towards a partnership for integration". Grant applicants are encouraged to design activities based on working together, combining skills or developing a genuine partnership. The theme was also introduced in the new grant model, where students of the Project Management and Innovation course at Diak AMK designed and implemented short projects together with member organisations. The pilot was made permanent at the end of 2022.

This cooperation was made possible in part by Moniheli's solid network of partners. In addition to the Civic Forum and Diak AMK, the key players in 2022 were the Ministry of Employment and the Economy and its Integration Partnership Programme. Moniheli was involved in the Partnership Programme at both Uusimaa and national level, and provided expertise to the programme's stakeholders in the field of event cooperation and trainings.

In addition to the Spring Cooperation Fair, Moniheli was involved in running a bilingual Networking Day as an online event on the Wonder platform at the end of the year. Moniheli's work and expertise in promoting partnership in the field of integration was rewarded with a project grant from the Ministry of Education and Culture at the end of 2022 for the development of a Partnership Programme, especially for smaller foreign language actors.

Moniheli was involved in the grand Integration event organised by TEM, ELY Centres and NGOs in a number of ways. We co-ordinated the integration-related programme track together with Diak AMK and MIELI Suomen mielenterveys ry.

Together with Nicehearts association, we organised Bingo! Networking Skills in Action session brought together hundreds of actors to get to know each other. Our pitching competition gave smaller multicultural associations the opportunity to present their ideas and activities to stakeholders and decision-makers.



COMMUNICATIONS

At the beginning of 2022, a new communications planner started at Moniheli, focusing on the unification of communication materials, strategic planning of project communication and the creation of communication principles. In addition, work on the development of the website, which started in 2021, was continued. The communication principles were approved at the spring General Assembly. They include both the division of responsibilities and tasks for communication and guidelines for Moniheli's participation in the social debate. The communication principles are based on Moniheli's 2022–24 strategy, which was created in 2021.

In 2022, external communication focused on clarifying the image of Moniheli as an actor and providing clear information about the organisation's activities and events.

Several small campaigns were carried out, highlighting for example the results of the DigiUp project's Monidigi mapping and the contents of a report on discrimination in the housing market carried out by Katto.

In 2022, we were involved in several major events. The Africa Day, organised together with our members and held in Kanneltalo, opened the event season. In the same month, we gave a keynote speech on planetary health at the World Village Festival and organised a tree planting event in Helsinki. During the summer, we also participated in Suomi Areena, where our Executive Director took part in two discussion programmes. In the autumn, we successfully presented the concept of a tree planting event at a municipal market. We were also present at the inaugural Hyvin Sanottu Speech Festival and produced a two-day programme at Integration 2022. We also organised a Multicultural Independence Day celebration with our members in the Tiivistämö.



ADVOCACY

In 2022, Moniheli's advocacy work focused in particular on making the voice of foreign language speakers heard in the social debate. Another important objective was to promote inclusion and equality of immigrants through advocacy.

Our advocacy work is multi-channel. Moniheli is involved in 14 different representative bodies and 5 cooperation networks. After the corona situation eased, we organised several events where we met political parties, journalists, other organisations and presented our activities to the Minister of Social Affairs and Health.

In addition to direct face-to-face lobbying, we wrote expert opinions on draft legislation and published position papers on topical issues.

Three of our statements were published in national media (Helsingin Sanomat, YLE) and other channels. They dealt with equal treatment of refugees, youth inclusion and the Ukrainian crisis.

As a result of our successful lobbying efforts, Moniheli is increasingly contacted by journalists who want to increase the representation of the content they produce. The results of our advocacy work can also be seen in the increase in media coverage of Moniheli itself and in the number of requests for statements and speakers.

However, we are particularly pleased that our members also feel that Moniheli's advocacy work has improved. We will continue to work with our network in the future!



Highlight of the Year:

A national webinar on discrimination in the housing market in cooperation with the Sininauha Foundation and VVA.

Katto Program

The aim of the Katto Program is to prevent homelessness and housing problems among immigrants. In 2022, we continued to work alongside people to help them find housing and solve housing-related problems, and to train professionals and home seekers alike. We worked together with other associations and advocated to highlight and address the structural barriers that create homelessness for migrants. To help people fleeing Ukraine, we worked proactively to seek additional resources for 2023 client work.

Katto support for the customer is of unique quality. Our team has particular expertise in the needs and challenges of foreign-language clients in the housing market, as well as a wide range of language skills. In addition, through years of experience, Katto has developed expertise in completing housing applications in a thorough and personalised manner, as well as networks and working methods that promote equality and rights for clients. Katto has been operating for several years and is well known and established.

Activities 2022

One of our goals for 2022 was to reach a wider customer base. In 2022, our guidance and counselling work reached a total of 1 098 times. We reached 539 people through individual work. Of these, 267 sessions were split between clients requiring more long-term client work. There were 34 of these, fewer than in the previous year. Nevertheless, of the 34 clients reached through Katto's outreach, up to 70% of them were rehoused, an increase of 30 percentage points compared to the previous year.

We reached some of our counselling and guidance clients through housing information sessions (40) and counselling workshops (12) organised in integration schools and libraries. In these sessions we provided information on how to apply for housing, practical housing issues, tenants' responsibilities and rights, and individual advice on housing and how to find housing. The languages of our advice were Finnish, English, Arabic and, for part of the year, Somali.

Katto is not just about advice and guidance, we were involved in several advocacy networks and organised several training sessions and events for professionals. In 2022, our advocacy work included 36 events where we promoted housing equality, learned new things and met other professionals.

In connection with the Night of the Homeless event, Katto, together with the Finnish Foundation for Supporting Ex-offenders, organised a photo exhibition on the diversity of homelessness at the Pasila Library. The exhibition attracted around 1500 visitors.

In 2022 we organised

40 housing infos in schools.

Number of workshops for housing application was

12.

In 2022, our guidance and counselling work reached

1098

persons.



Highlight of
the Year:



Implementing the
Multicultural
Guidance Skills
open badge with
Digital and
Population Data
Services Agency

DigiUp project

DigiUp is a three-year (2021-2023) STEA-funded project to strengthen the digital inclusion of multicultural associations and communities. One of our objectives is to influence the development of digital support so that multicultural associations and migrants are better taken into account in digitalisation. In 2022, we have identified the skills needs of those developing digital support and provided a range of coaching and training for both professionals and volunteers. In addition, digital support for associations has become a regular part of our activities.

Those developing digital support clearly need support to mainstream migrants in their work. We have been successful in supporting professionals and identifying key areas for development. During 2022, we involved stakeholders in the development of the 'Multicultural Guidance Skills' Open Badge.

"A very good, thought-provoking and eye-opening package. It would be an important topic for a very wide range of actors. Thank you!"

-Feedback on training to strengthen multicultural digital support

Activities 2022

In 2022, we will focus on developing the skills of organisations and digital support professionals. We organised five digital skills training sessions for organisations on topics such as data protection and the use of different software. The training topics were selected on the basis of the skills needs highlighted by the 2021 Monidigi mapping exercise and the issues raised by the digital support. Recordings of the trainings are available on our YouTube channel or as articles on the Moniheli website. We also created four guides, the most popular of which is "Digital tools to support organisations".

"It was very practical and good info, we got more than we expected and now have a low threshold to ask for more! Thank you both! "

-Feedback from Digital Support

To better reach those interested in becoming a digital mentor, we organised an information event and a two-day digital mentoring training in English. During the training, we covered mentoring skills, safety issues, learning styles and ethical guidelines, and practiced providing digital support in small groups.

108 association representatives encountered

We organised four training sessions for professionals. These include three "Multiculturalism in the Digital Age" trainings and the SOSTE "Accessibility in the Hybrid Age - Webinar: Multilingualism and Diversity". The requests for guest trainings have been more than we have been able to offer.

During the development of the "Multicultural Guidance Skills in Digitalisation" open badge, we actively involved networks, experts and target groups to influence the objectives and content of the label. In the future, we will be able to offer the best possible training, learning materials and content to complete the label and use it in our own work.

Total of meetings held with digital support developers:

657

We have promoted the dialogue in various networks, events and expert presentations, for example at the Ministry of Finance's Digi Arkeen Advisory Board, at the Espoo Association Days and at the Integration 2022 event.



Luontokoti project

In 2022, a three-year project (STEA 2022-2024), a joint project between Moniheli and the Martha Association, was launched. The Luontokoti project offers foreign-language participants opportunities to get to know Finnish local nature, natural products and home gardening. The aim is to strengthen the participants' sense of inclusion and community, increase well-being and raise environmental awareness. The project started in March and the actual activities started in July. Pilot courses were held in each region during the autumn, giving participants a better understanding of their local nature, new activities and the bounty of nature.

Highlight of the Year:



The cooperation between Moniheli and the Martha organization is off to a great start!

The Luontokoti project covers 5 regions: Uusimaa, Southwest Finland, Pirkanmaa, South Karelia and North Karelia. In addition to the project workers, the project is implemented by the household experts of the districts and the partner organisations.

Activities 2022

The main activities of the Luontokoti project are a series of courses and events. Courses of around 4 sessions take participants into nature, teaching new ways and skills to get out and about in nature, and to pick up the natural produce of the harvest season. The aim is to extend the participants' own habitat beyond the built environment into the local countryside and to make the benefits of nature accessible to all. The events, open to all, included fun activities in nature, crafts with natural materials, games, enjoying time together in beautiful surroundings, and environmental and integration activities by planting trees and roots in Finland.

The primary target group of the project is foreign-language participants. In 2022, 305 individual foreign-language speakers participated (400 encounters). The second target group is immigrant and multicultural associations. In 2022, 9 different associations were involved. In addition, project staff prepared training material for the following year, which will enable the associations themselves to increase the use of nature recreation in their activities.

The third target group is the volunteer Marthas in the spirit of two-way integration. 5 martins were involved in the actual activities and 16 martins were reached through training.



In 2022, events and trainings for the Luontokoti project had **430** participants.

Total number of courses: **23**
5 areas all around Finland.



OmaPolku project

OmaPolku, which ended at the beginning of 2023, is a three-year (2020–2022) STEA-funded project that promotes educational equality for young people with an immigrant background compared to native Finns, especially in the choice of educational pathways.

The main target groups are foreign-language parents with children of secondary school age or leaving primary school, and guidance counsellors in upper primary school who meet young people with a migrant background and their families in their guidance work.

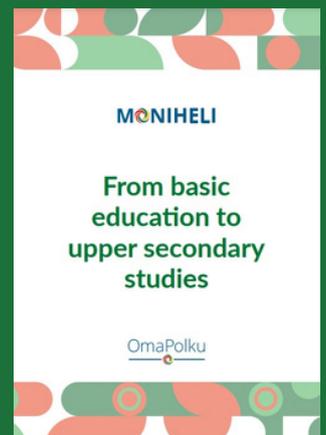
The project aims to strengthen the capacity of foreign-language parents to support the young person in their family, as well as the interaction and cooperation between parents and guidance counsellors.

The project's activities include peer-to-peer activities for immigrant parents in their own language, pilot training for guidance counsellors focusing on culturally sensitive guidance, and cooperation forums.

The OmaPolku project works closely with a range of partner associations, schools and civil servants. In 2022, the project worked with 58 different organisations.

Highlight of the Year:

Producing the "From basic education to upper secondary studies" hadbook in eight languages.



Activities 2022

In 2022, OmaPolku successfully organised peer groups in Arabic, Somali, French, Russian, English, Dari and Kurdish. Peer groups were organised in Uusimaa, Tampere, Turku, Oulu, Vaasa, Kuopio and Lappeenranta. The groups were organised in cooperation with local organisations.

The groups discussed the Finnish education system and its differences compared to other countries, secondary education options, the importance of cooperation between home and school, and how parents can support their young people, especially in terms of career choices and further education paths. For example, parents were introduced to the help offered by guidance counsellors and the situations in which they can be contacted.

OmaPolku also organised two online cooperation forums. The forums brought together stakeholders involved in developing active cooperation and communication between home and school. The forums aimed to encourage cooperation and communication between parents and guidance counsellors.

In addition to peer-to-peer activities and cooperation forums, a pilot training for student counsellors was carried out in cooperation with the Otte Guidance Cooperative. The aim of the training was to clarify the importance of cultural sensitivity as part of guidance work and cooperation between home and school. Participants were given tools to better take into account families from different backgrounds.

Based on the pilot training, a self-study material "Culture-sensitive guidance" was produced for guidance counsellors. The material includes a definition of the key concepts of cultural-sensitive guidance, reflection exercises to develop one's own work, tools and tips from various publications on the topic.

In 2022, the OmaPolku project encountered **1175** foreign-language parents.

Encounters with study counsellors: **50**

Peer groups organised: **79**

6 languages: Arabic, Somali, Russian, Dari, Sorani and English.



Terkku project

Terkku, which ended at the end of 2022, is a three-year (2020–2022) STEA-funded project that aims to prevent the development of chronic diseases among migrants from Africa and the Middle East. The project develops culture-sensitive outreach models in cooperation with Moniheli's member organisations, the Diakonia University of Applied Sciences (DIAK) and Laurea University of Applied Sciences.

The main target groups are migrants, their representative organisations and various health actors. Throughout its activities, the project has worked in close cooperation with the Finnish Red Cross and with universities of applied sciences providing training in the health sector.

Highlight of the Year

An awareness raising event on chronic diseases at the Stoa Cultural Centre, which attracted over 150 participants. The event was organised in cooperation with HEED Finland and Laurea UAS.

Terkku's activities include various cultural sensitivity experiments, trainings and health information events. In addition, the project has organised cooperation forums and participated in the Finnish Red Cross multilingual and multichannel corona communication coordination project. In addition, the project steering group brought together health authorities, health organisations and multicultural actors.

Activities 2022

The outreach work between migrant and health organisations brought clear positive changes in the target group's awareness of their own health and health services. The increase in knowledge highlighted the fact that lack of awareness has a greater impact on the target group than prejudice and lack of trust, although these do exist. The dissemination of information through community organisations and actors in their own language contributed to a positive impact on the confidence of the target group.

Although the direct impact on the target group's health status and use of health services cannot be further assessed, some participants of the events spontaneously contacted us later and reported that the correct information, and in particular their own test results, "woke them up" and led to significant lifestyle changes.

The activities for health professionals (the course on outreach work for future professionals and the cultural mediation training) developed the participants' cultural sensitivity and understanding of the target group and its needs.

The three-year development process through the collaborative forums allowed for interaction between different sectors, and a better understanding of each other's perspectives, challenges and experiences. The third and final Forum focused on pulling together the project development process based on the results of the pilot work on footsteps. The theme of the workshop was the creation of recommendations for a guide for professionals on cultural-sensitive outreach work. The content of the guide has been produced, its folding and dissemination was not done during the project due to a schedule change in the final project, but the task has been transferred to Moniheli's core activities and will be completed during 2023.

Terkku activities reached out to **631** representatives of the target group.

In 2022, the Terkku project organised **20** events to share health-related information.



Mikki Sulle project

The Mikki Sulle project, which ended at the end of 2022, is a pilot project of Moniheli, which aimed to strengthen the inclusion of young people growing up bilingual in Finnish society.

The aim of the project was to :

- Strengthening the inclusion of young people aged 13–25 growing up in two cultures,
- supporting foreign-language parents in parenting teenagers and young adults,
- strengthening the dialogue between the foreign language community and the authorities,
- strengthening the capacity of organisations; and
- bringing the results of their valuable work to the wider social debate.

Highlight of the Year:

Successful cooperation with Moniheli member associations and mosques!

Effective cooperation played an important role during the Mikki Sulle project. The Moniheli member organisations, which acted as partners, were a great asset in outreach, as they already had activities for young people and parents and marketed the events. They also organised events in cooperation with mosques and events organised by the authorities in cooperation with the Police and the City of Helsinki.

Activities 2022

The project organised a total of 23 dialogue events, 12 of which were aimed at young people and 11 at parents. These events covered current and important topics such as the importance of inclusion, resources, concerns, education and the future. The Youth Dialogue events also discussed young people's participation in society and how to improve it.

The project focused on quality events and diverse content, which was appreciated by the participants. These events gave young people and parents the opportunity to be heard and to participate in the social debate. In addition, the project produced videos to show young people the importance of being active and to encourage them to find a hobby they enjoy.

The project also carried out three communication campaigns, two aimed at young people and one at parents. The campaigns made use of the foreign language communities' social media channels, such as Facebook groups and foreign language social influencers, to reach the target groups as much as possible. The campaigns were successful and reached a large number of people.

Overall, the Mikki Sulle project succeeded in reaching a hard-to-reach target group and providing them with high-quality and varied events. The dialogue events allowed participants to be heard and contribute to the social debate, and the communication campaigns reached a large number of people.



Mikki Sulle events were attended by **263** representatives of the target group

More than 90% of the youth felt heard during the events