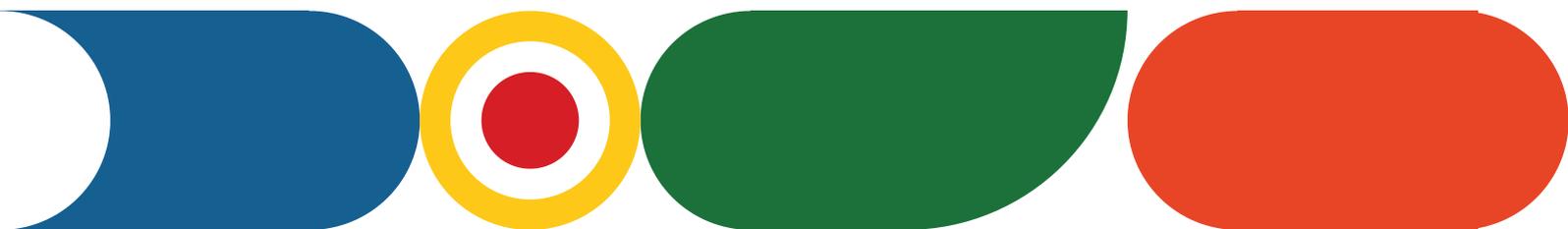


# Action Plan 2021

**Moniheli ry**

14.11.2020

Board's proposal



# **ACTION PLAN FOR MONIHელი RY, NETWORK OF MULTICULTURAL ASSOCIATIONS FOR THE YEAR 2021**

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# Preface

The Moniheli board of directors is composed of nine members, both women and men from different parts of the world. As an international and multicultural board our differences are a strength that is important in achieving the goal of the network, which is to serve the member associations of Moniheli with our expertise. As the chair of the Board, it was a pleasure to lead this group of people working together towards our common goal.

As a solution-oriented board, we have always sought for solutions to the challenges that arose, rather than dwelling on mistakes, and have used every mistake as a learning curve for future development.

Leading Moniheli during these difficult times has been very challenging but has also been a time of self-development as it required physical, emotional, and psychological endurance. As a board, we have adjusted and responded to the changing circumstances caused by COVID- 19 despite all the difficulties, thanks to the effective collaboration between the Board, Executive Director, and the staff.

The board of directors of Moniheli is aware of the economic impact that this pandemic will have on organizations in the coming years and is working extremely hard with the Executive Director to explore new funding possibilities and opportunities and to ensure that Moniheli as a network of multicultural associations will continue to protect the interest and wellbeing of immigrants in Finland.

We look forward to helping our member associations to reach their true potentials and to achieve their goals. We believe in the power of collaboration, which is an essential element needed to make Finland a place where all who live in can call it home.

We hope for a happy, healthy and culturally adaptable country Finland.



**Chairperson  
Emma Tamankag**



# 1. Introduction

Moniheli is officially ten years old this year, although our activities began already in 2008. During these years, the network has grown at a tremendous pace and consolidated its position in the multicultural field of Finland.

Our impact is concrete, direct and pragmatic. It is often very personal and there have already been over a hundred thousand people helped. Moniheli provides help for everyday life. We provide professional support for the most important, essential and also common issues, such as housing, healthcare, studying, networking and employment which we have supported with the Stea's Paikka auki support by employing young immigrants for their first job. Moniheli is interested in all models of cooperation that improve the position of immigrants and work for multicultural and equal Finland. It is not possible to do this work alone. We are grateful to the members of Moniheli's network and our current cooperation partners, because they have helped us to help Finnish society in a way that we would not have been able to do alone. We sincerely appreciate what they have done so far and look forward to working with them in the future.

The severe global pandemic that began in 2020 has revolutionized the world and affected our activities as well. Moniheli by no means has stopped but vice versa. The prevention and counseling of infections and the protection of multicultural communities have brought us new challenges. It has also given us the opportunity to step out of our traditional comfort zones and look for new ways to operate. For example, meetings are almost all virtual and we do not work face to face without any protection. In the beginning, we also had challenges, but over time and learning, we have adapted. We believe we will be able to serve our members in this “new normal” of 2021 as well.

In our second decade, Moniheli's task is to promote the development of the multicultural Finnish society so that it is a good place to live for the constantly growing population of New Finland. We intend to support and strengthen the activities of our multicultural member associations so that they can carry out their own mission as active actors in our society. In 2021, we want to promote the discussion on climate change also among multicultural organizations and find the right cooperation partners for this work.

We are the guardian and spokesman of interests of our associations and their members and communities. Our activities will benefit immigrants and multicultural people, our sponsors and the Finnish society.

## **Together towards a better future for all.**

**Executive Director  
Abdirahim Hussein**





## **2. Moniheli as a growing work community**

### **Moniheli will create a participatory strategy for 2021-2024, together with its network**

The environment around associations' activities is changing fast especially in terms of funding, and at the same time Moniheli has grown rapidly in 2020 thanks to new projects. Growth requires that the direction of the network is harmonized and in this way the most effective advocacy work becomes possible. In 2021, we will renew our strategy until 2024, together with member associations and cooperation partners by establishing a strategy working group and arranging a prior consultation and several workshops for member associations.

### **Improving the well-being of Moniheli's employees**

In 2021, we will explore opportunities to provide employees with various services that improve well-being at work such as sports or cultural vouchers or other services that promote well-being. In order to reduce the workload of permanent employees, we will continue to offer the employment opportunity

especially for young immigrant people through Stea's Paikka auki program. In addition, we will increase the organization's financial and management capabilities to recruit people with an immigrant background from different age group as supporting staffs.

## **Enhancing Moniheli's management and evaluation**

In order to meet the growing requirements for activities, Moniheli will make changes in its financial management in 2021, if necessary by purchasing additional services. As an extension of the the reform of statutes in 2020 we will enact the Code of Conduct, which will more clearly guide the work of the staff and the Board. We will also provide training for board members at the beginning of their term. In order to support activity evaluation, we will create coherent practices for Moniheli's various activities in accordance with STEA's new evaluation model.

## **Expanding Moniheli's expertise to climate work**

As in previous years, Moniheli will also explore in 2021 the possibilities of expanding its activities to new themes. In 2021, Moniheli will look for opportunities to particularly participate in climate work and to develop more environmentally friendly practices to minimize the risks posed by climate change in immigrant and multicultural communities together with its member associations. Interested partners have already been found in the member associations, and we hope to find expert organizations on climate issues and other actors as partners.

## **Moniheli's funding base will be diversified with new grant sources and fundraising**

Uncertainty particularly about the STEA's grants after 2021 will require an expansion and consolidation of the funding base. In 2021, we will identify other public funding bases and practices of service sales for Moniheli as an organization and for member associations. We found out the possibility of, for example, e-commerce of support products and services. From 2021, we will offer the opportunity to support the work of our network by opening up support membership to both individuals and companies. Fundraising with a fundraising permit will also continue in 2021 to support various activities, for example, democracy work and Multicultural Independence Day and to cover the self-financing share of possible EU grant applications.



## **3. Priorities for action – objectives ja activities**

### **3.1 Monikulttuurijärjestöjen kehittymisen ja yhteistyön tukeminen**

#### **Moniheli monitors the interests of immigrants and their communities in various representative bodies**

As in previous years, Moniheli supports associations' development through counseling and sparring by telephone and e-mail and face to face. We also work as experts in our member associations' project steering groups. We will continue collecting, producing, and translating the materials to support association work into our member service page's material bank. Moniheli's meeting room is still available to member associations free of charge outside office hours. Member associations can "learn by doing" about project planning, project management, and evaluation by applying for the Moniheli Grant for their activities. In cooperation with Järjestöhautomo, we will

organize an info session on various forms of online fundraising in February 2021. In addition, we will organize training on the role and responsibilities of the board, the financial management of organizations (in cooperation with Järjestöautomato), and project planning (as a peer learning group).

## **Member associations promote the integration, inclusion, and well-being of immigrants and their communities through the Moniheli Grant**

In spring 2021, Moniheli will grant 90 000 euros for small-scale projects and activities to be carried out by member associations from late spring 2021 to early autumn 2022. With the Moniheli Grant, member associations promote the work and operational capacity and inclusion of the target group and influence other actors to develop their integration and the services that support it. In 2021, member associations will also be able to receive additional support in various forms for activities organized with the help of Moniheli, whose target group are older people (with Käpyrinne ry's JADE program) or adult men (with the Sosped Foundation's Feeniks project).

## **Moniheli's services and activities reach more and more multicultural associations**

The diversity of our network and other activities in the field requires diverse, effective and accessible communication. We communicate our activities to our member associations in clear Finnish and English in the Member Letters and the member associations' Facebook and WhatsApp groups to ensure that the information reaches the widest possible range of members.

We are increasing the use of our services among non-member associations by creating online brochures in different languages, growing our newsletter list and approaching multicultural associations from all over Finland. We will take control of the rapid development of online services brought by the coronavirus and use it to involve actors outside the Helsinki Metropolitan area.



## Multicultural associations get to know other actors, share good practices and network

In 2021, we will regularly raise the skills and creativity of multicultural actors through blog posts on our websites and/or Facebook publications, as well as presentations and speeches by member associations in our Associations' Club (Järjestöklub), which are held more often than before (approx. 10 times during the year as online or hybrid events) in cooperation with Moniheli's projects and other actors.

As in previous years, we will promote networking through counseling (including for municipalities, other associations and actors who want to reach immigrant communities) and by maintaining Facebook and WhatsApp groups as networking platforms. In addition, we will hold an online networking event in spring 2021, with the aim of giving smaller and larger actors in the association field the opportunity to get to know each other and find partners. In autumn 2021, we will organize a seminar for multicultural umbrella associations, presenting good practices and discussing common challenges and solutions to them.

### Objective of member services in numbers for 2021



## 3.2 Making the immigrants' voices heard

### Moniheli monitors the interests of immigrants and their communities in various representative bodies

We carry out advocacy work on various issues at various levels. In terms of domestic policy, we act in the Advisory Board for Ethnic Relations (ETNO) and the Advisory Board on Civil Society Policy (KANE) set by the Ministry of Justice and in the organizational cooperation network of the Finnish Red Cross Security Committee. We promote the accessibility of public services in the Advisory Board for Easy Finnish of the Finnish Centre for Easy Language and in the Everyday Life-Advisory Board of the Ministry of Finance. At the municipal level, we participate in the City of Helsinki Advisory Board on Inclusion and Interaction and the Espoo Multicultural Advisory Board. We also work closely with stakeholder groups in ministries and beyond. In 2021, for the first time, we will have an impact on integration policy at the EU level as part of the European Commission's Integration Expert Group.

# KAIKKIEŃ VAALIT

### Multicultural associations effectively influence society

As part of the strategy work, we define main objectives, expected results and evaluation methods of our advocacy work. In regard to the strategy work, we provide training to Moniheli's board members and other members of the network who bring in the voice of immigrants and their communities in their advocacy roles. The purpose of the training is to strengthen their skills in representation tasks and to agree on cooperation in their advocacy work with Moniheli and other associations. We publish statements or join statements of other actors that promote Moniheli's mission. We participate in a public debate on diversity, immigration and integration of Finland in various discussions (World Village Festival, Suomi Arena) and we organize the Multicultural Independence Day Celebration.

## Immigrants actively participate in municipal elections

Democracy-related work to encourage immigrants to vote has been part of Moniheli since the 2012 municipal elections through the iCount project. This work will continue until the municipal elections in spring 2021. In cooperation with the Ministry of Justice or ETNO, we organize election panels open to all at a low threshold based on the concept of Democracy for All at least in Helsinki, Espoo and Vantaa, and possibly in other cities. If possible, we will also organize preparatory workshops in connection with them. We will also produce an information letter for decision-makers and candidates to raise important issues.



## Objectives of advocacy work for 2021

### A new plan for advocacy work

Representation in 8 influential committees at local, national and EU level

Raising up the participation and competence of immigrants at the World Village festival and SuomiAreena event

15 actors from multicultural associations trained for influencing and representation work

### 3.3 Katto program

The goal of Katto program is to prevent homelessness and housing problems among immigrants. In 2021, we will continue our work alongside people in housing applications, share information and train professionals. We will cooperate and advocate to shed light on, and correct, the structural barriers to the homelessness of immigrants.

#### Prevention of homelessness and housing problems

The Katto program helps newcomers in the country to find an apartment, particularly, individuals who do not have the means to find an apartment due to a lack of language skills, knowledge or digital skills. Also, people who live in excessively expensive, uninhabitable apartments or at risk of dismissal are also included in the target group of Katto program. In addition to customer work, housing problems are also prevented in Katto program by discussing housing in libraries and educational institutions, answering questions about housing through telephone counselling, as well as sharing information in different groups. In 2021, we plan to operate 10 times in educational institutions, libraries, or places where immigrants are active. We will visit on-site or remotely in groups to discuss housing. We will share housing information on social media channels of Katto program and cooperate with actors in the field of housing at events as well as with members of Moniheli's network to strengthen expertise related to housing issues.



## **Housing and integration professionals have a better understanding of the specific issues of housing for immigrant clients throughout Finland**

During 2021, we will train 120-160 housing and integration professionals working in municipalities, organizations, educational institutions, housing companies and landlords all over Finland on the ways of living in different cultures and on culturally sensitive client work and the factors behind homelessness of immigrants.

## **Promoting dialogue on solutions**

In 2021, we will work on advocacy and promote dialogue between housing and integration organizations and public sector actors. We will raise housing issues among immigrants in homelessness work and we will organize discussion events, communicate good practices and strengthen cooperation.

## **Objectives of Katto program in numbers for 2021**

Housing information shared with **560** individuals

**160** trained professionals

**40** customers,

**70%** of whom have found a new apartment

## Objectives of OmaPolku project in numbers for 2021

80

peer support groups or  
other peer support events

350

individual  
peer counseling

1250

immigrant parents participating

4

cooperation forums

1

pilot training for  
study counselors

50

study counselors to participate in pilot training  
and cooperation forums

### 3.4 OmaPolku project

OmaPolku is Moniheli's three-year (2020–2022) STEA-funded project, promoting the educational equality of young people with an immigrant background. The project's main purpose is that young people with an immigrant background would find upper secondary education after basic education, which better suits their individual strengths and interests, and they would receive the support they need in choosing the education path.

The project's main target groups are immigrant parents, who have moved to Finland as adults and who have children in the middle school age or completing basic education, and middle school study counselors, who meet young people with an immigrant background and their families in the guidance work.

The objective of the project is to strengthen immigrant parents' capacity to support the young people in the family and the interaction and cooperation between immigrant parents and study counselors at the stage when the young people plan and choose their path after the basic education.

The project's forms of activities include peer support activities for immigrant parents in their native languages, pilot training for study counselors focusing on cultural-sensitive guidance, and cooperation forums.

## Strengthening immigrant parents' capacity to support the young people in choosing their study path after basic education

In the OmaPolku project, immigrant parents' capacity to support young people is strengthened through peer support activities in their own language. Peer support activities are carried out in six different languages: English, Dari, French, Somali, Sorani and Russian. The aim of the activity is to enable immigrant parents to understand better the Finnish education system, upper secondary education options, and how young people can be supported to find an educational path that corresponds to their own strengths and interests.

In 2021, the OmaPolku project will continue peer support activities in the Uusimaa region together with an extensive network of partners. In addition, the OmaPolku project will start peer support activities in Turku, Tampere and Lappeenranta in the autumn of 2021. The project's goal is to meet a total of 1250 immigrant parents in the Uusimaa region, Turku, Tampere and Lappeenranta during 2021.



## **Developing interaction and cooperation between study counselors and immigrant parents**

In the OmaPolku project, interaction and cooperation between study counselors and immigrant parents are developed through peer support activities in their own language, pilot training focusing on cultural-sensitive guidance and cooperation forums. The aim of the activity is to enable study counselors to consider young people with different cultural backgrounds and their families in their guidance work better. Also, the activity aims that immigrant parents understand better the importance of interaction and cooperation between home and school.

During 2021, the OmaPolku project will implement pilot training for study counselors and start organizing cooperation forums together with its partners. The project aims to ensure that 50 basic school study counselors will participate in pilot training and cooperation forums. Immigrant parents involved in peer support activities in their own language, their children as well as other stakeholders and experts involved in the development of interaction and cooperation between the home and the school will also be invited to the cooperation forums.



### **3.5 Terkku project**

The main goal of the Terkku project is to collect, model and develop various culturally sensitive models of outreach work that can be used to prevent and identify non-communicable chronic lifestyle diseases in different groups of immigrants. In 2021, the main partners of the project are DIAK and Laurea university of applied sciences, the member organizations of Moniheli and various health organizations.

## **The health of immigrants improves**

To achieve the first goal in 2021, the Terkku project will implement its first pilot phase of outreach work, where students, together with health organizations, will reach out multicultural organizations to implement various culturally sensitive events and groups to promote health.

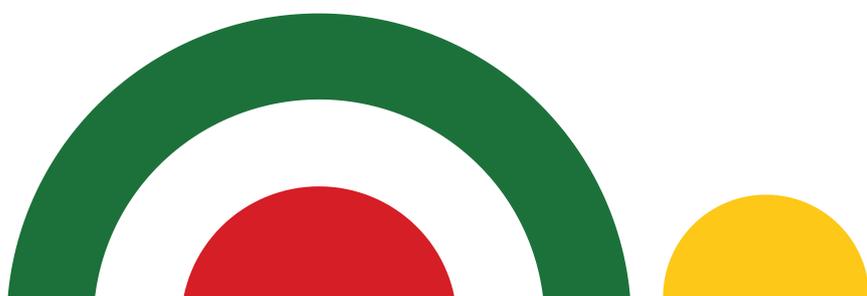
The groups cover a variety of themes related to health, health services and health promotion. Feedback about the events and groups will be gathered both from the participants and the organizers, and on the basis of them experiences will be gathered about what the best means to reach immigrants are and what kind of activities are effective and efficient.

## **Health organizations, health professionals and other actors in the field perceive themselves as more culturally sensitive actors**

**The project succeeds in creating bridges between health organizations and immigrant organizations, and cooperation between all actors who work on the project's themes will be strengthened and consolidated**

The second and third goals will be achieved in the Terkku project during 2021 by actively involving different actors in outreach work and by enabling the initiation of cooperation in a guided and supported manner between different actors. We actively increase various parties' capacity, willingness and competence to consider the needs of immigrants in the planning, implementation and evaluation of health promotion services.

In the autumn of 2021, the Terkku project will implement its second cooperation forum, where it will be decided which form of outreach work implemented in the spring of 2021 will be further developed. In the cooperation forum, the various actors will have a concrete influence on how cooperation is carried out.



## **With the help of cultural mediators' skills, services in the health and social care sector are more culturally sensitive and more willing to encounter different immigrants in their services**

In 2021, the Terkku project will continue to train cultural mediators by arranging one new training and follow-up meeting for already trained cultural mediators. Health and social care professionals with a multicultural or immigrant background will be trained as cultural mediators.

The planning of the education in 2021 will utilize the feedback received from the first education and the aim is to develop the education to be more functional and effective.

### **In 2021 the Terkku project aims to reach**

<b>600</b>	immigrants from multicultural organizations
<b>20</b>	immigrant or multicultural health professionals
<b>20</b>	other health professionals through training
<b>10</b>	different health organizations and
<b>10</b>	different immigrant or multicultural organizations



## 4. Summary

2021 will be a busy and interesting year for Moniheli. In 2021, Moniheli's strategy for the coming years will be planned. Organizational structures will be strengthened through the Code of Conduct and training, and plans will be made to expand the funding base. All this in the midst of a global pandemic and an ever-changing operating environment, a municipal election in spring and uncertainty about the future of STEA funding.

As Moniheli is growing, it hired its first employees in Turku, Tampere and Lappeenranta as the OmaPolku project expands its peer activities related to young people's educational paths. We will build an equal society through representation tasks and services for members associations as well as training to support cultural sensitivity for health and housing professionals. We also do our best to make the voice of all Finnish citizens heard in municipal elections. We are also looking for new cooperation partners to work with in environmental issues because we all need to fight against climate change. Remotely organized cooperation forums and training provide an opportunity to support multicultural associations and professionals around Finland. Now is a good time to get involved in building an equal Finland.

# **Strength in diversity**

