



*empathy*

**How to EMPATHY?**





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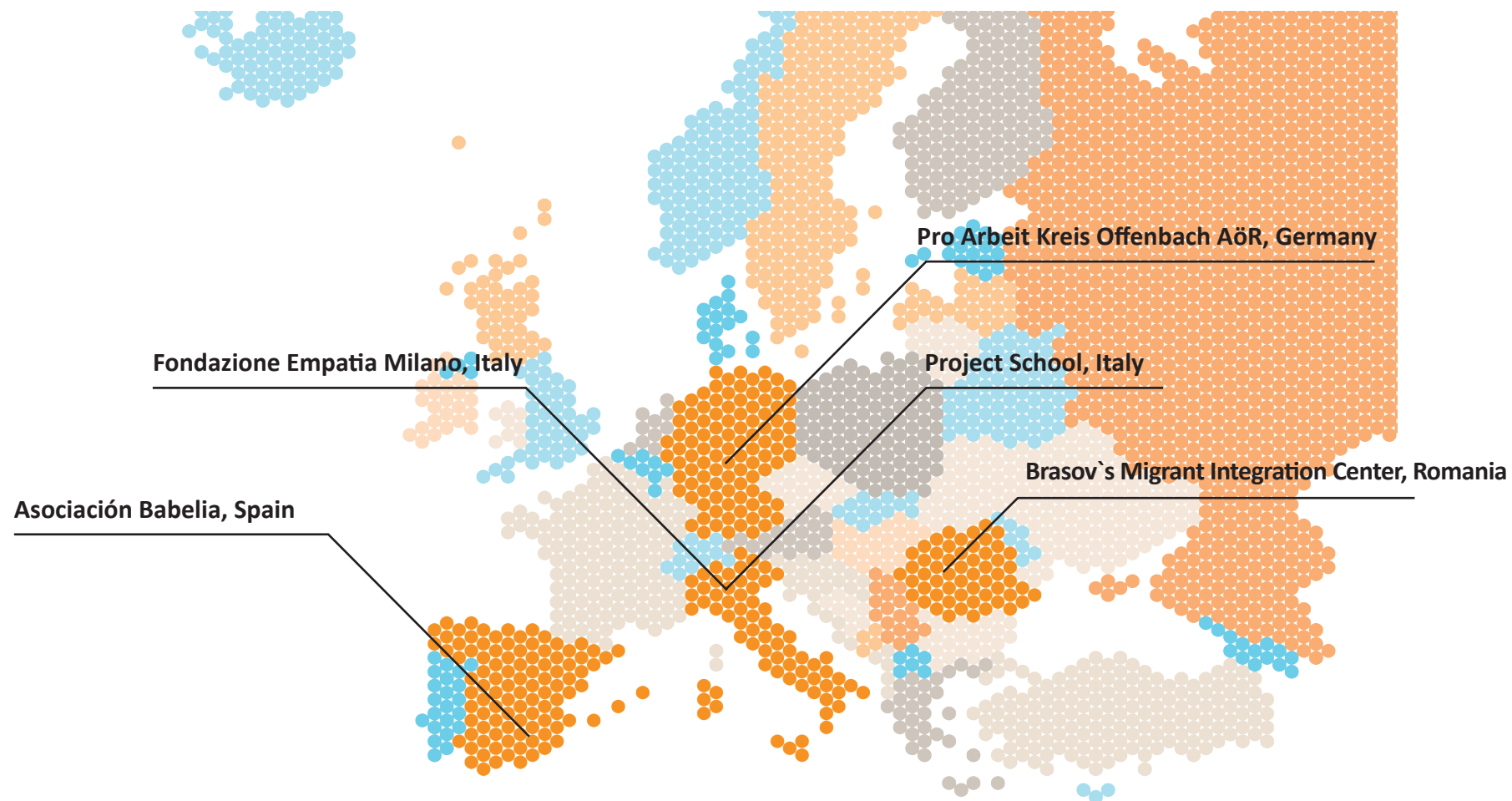


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# Partners



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# Partners



## **PROJECT SCHOOL (PS)** [www.projectschooleu](http://www.projectschooleu)

aims to increase the quality of initiatives and projects with a social impact by working on everyone's skills. PS will lead the design and implementation of WP4: Inclusion. In particular, it will use its methodology for supporting agents of change and local stakeholders in the design and implementation of engagement strategies which can bring a real added value and impact in the communities they are tested. Further to WP4, PS will support the partners in the design and delivery of all project activities.



## **FEM FONDAZIONE EMPATIA MILANO** [www.fondazioneempatiamilano.com](http://www.fondazioneempatiamilano.com)

gathers various expertise/members in the areas of social and cultural affairs (i.e. psychologists, social researchers, media experts, artists). FEM develops and undertakes innovative cultural activities that encourage dialogue and attention towards people with fragilities such as mental disease, immigration, etc. Within the EMPATHY project FEM will coordinate WP 3 on Integration, and will participate in and develop various project activities in the local context of Milano.



## **PRO ARBEIT - KREIS OFFENBACH - (AÖR)** <https://www.proarbeit-kreis-of.de/>

is a public institution and acting as a job centre in the County of Offenbach (Hesse, Germany) since 2005. Their legal mandate is to support people in social need. Pro Arbeit main tasks are to grant benefits to secure the livelihood of the beneficiaries and to accompany their integration into the labour market so that they can permanently support themselves from their own resources. As a project coordinator, Pro Arbeit will be mainly responsible for project management, will promote the project's EU added value and will ensure the overall project's progress and implementation.





## Partners



### **BRASOV'S MIGRANT INTEGRATION CENTER** [www.migrantbrasov.ro](http://www.migrantbrasov.ro)

has become a model for other NGOs in Romania acting in the field of migrant integration through its tradition in teaching Romanian language to migrants, offering innovative cultural accommodation sessions, multicultural festivals, educational and recreational activities and information and counselling services.

In this project Brasov contribute with Brasov experience in delivering orientation and integration services to people with migration background. The novelty of this project is that Brasov Center will create an integration program for migrant youth designed together with young migrants and young Romanians altogether.



### **ASOCIACIÓN BABELIA** [www.asociacionbabelia.org](http://www.asociacionbabelia.org)

is a non-profit organization with an expertise in the field of immigration and interculturality. Its vision is to contribute to the enrichment of our multicultural society by promoting intercultural coexistence, social cohesion and equal opportunities.

Babelia's commitment to multiculturalism and social justice will be put at EMPATHY's disposal by developing activities focused on capacity building in order to support the inclusion of newly arrived migrants in good quality education.







# Background Information

According to the shadow report [Racism and Discrimination in employment in Europe](#), by the European Network against Racism (2017, pp4-5), there are various aspects of discrimination still prevalent throughout Europe. In their key findings they highlight, that:

- “Ethnic minorities have fewer chances of getting through recruitment processes.”
- “Migrant people and ethnic minorities have a much higher unemployment rate and are overrepresented in certain job positions or sectors, which may be a result of structural discriminatory inequalities.”
- “Migrants and ethnic minorities tend to have jobs further down the hierarchy and lower wages.”
- “Racial prejudice and discrimination in the workplace has led to difficult and violent experiences for migrants and ethnic minorities”
- “Legislative frameworks have discriminatory effects on newcomers.”
- “Women of colour in Europe face multiple obstacles in the labour market as a result of the intersection of race, gender and class. They are particularly vulnerable to discrimination, exploitation and sexual harassment, experience high rates of overqualification, as well as segregation in specific sectors, in particular domestic work.”



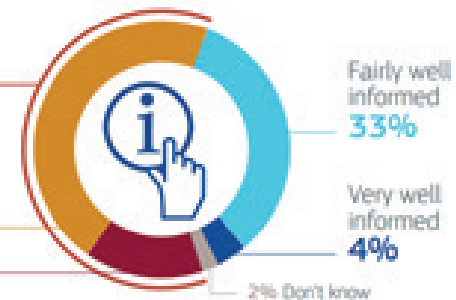
# Background Information

Data from the special [Eurobarometer 469 on Integration of immigrants in the European Union](#) of October 2017 shows that:



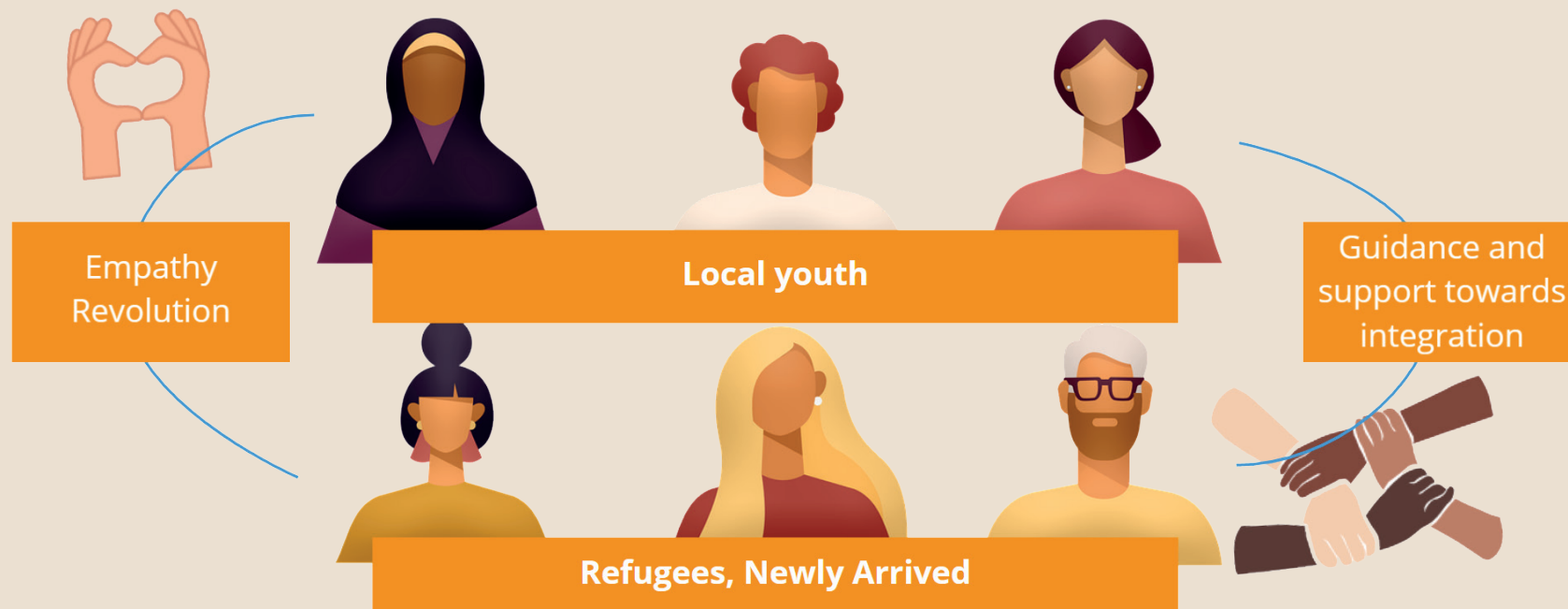
6 IN 10 EUROPEANS  
**DO NOT FEEL WELL  
INFORMED ABOUT  
IMMIGRATION & INTEGRATION**

Not very well informed **46%**  
Not at all informed **15%**





# Empathy Project





# Empathy Project

## OUR VISION

The Empathy project aims to foster a society free of racism, xenophobia, and discrimination.

EMPATHY aims to support the prevention of instances and attitudes of racism, xenophobia and intolerance through a full package of orientation, integration and inclusion measures based on non-formal education methods, leading to empathic attitudes of EU citizens towards diversity in general.

**EMPATHY** will spread the “Empathy Revolution”, through a series of offline and online activities focused on stimulating creative, culture and social innovation approaches to foster an environment for intercultural dialogue and mutual understanding.

## THE EMPATHY ACRONYM

stands for “Empowering Migrants Promoting Inclusion via Capacity Building and Communities Engagement”, and it suggests the main activities foreseen by the project: the creation and delivery of capacity building programs for young people (local and newly arrived migrants) and several stakeholders working on intercultural dialogue, with the objective of lowering and even eradicating prejudices, intolerance and discrimination in the EU, and contributing to better inclusion in economy and society.





# Target Groups



## TARGET GROUP 1

Youth, are recruited and motivated to participate and become “**EMPATHY Agents of Change**”.

This encompasses both the **newly arrived migrants** and the **hosting communities**:

**Newly arrived migrants characteristics:**

- Aged 16-30
- e.g. residents in Europe no longer than 2 years

## TARGET GROUP 2

The **local youngsters** receive hands-on information and guidance on the real conditions of migrants:

**The local youngsters characteristics:**

- Aged 16-30



# Overview of project phases

The project is implemented along three main phases:

ORIENTATION (JAN - SEPT 21)	INTEGRATION (OCT 21 – JUN 22)	INCLUSION (JUL - DEC 22)
<p>Local young people will help design and deliver a basic orientation programme for young newly arrived migrants.</p> <p>This will allow for a first transfer of knowledge and network building between local and newly arrived young people.</p>	<p>The project's participants will co-design and co-deliver a training programme focused on the words "debate, engage, connect".</p> <p>Network creation between all project's participants, through the organisation of one International Academy.</p>	<p>The participants become "agents of change" and will organize citizens' engagement activities aimed to spread an EMPATHY revolution at local level.</p> <p>Supported by partners, the agents of change will develop action plans and implement engagement strategies at local level.</p>





# Orientation

In this phase, an orientation programme for newly arrived migrants (40 hours) will be designed and offered as a first pillar of the project's capacity building actions.

The orientation programme will include the following features:

INNOVATIVE APPROACH TO BASIC INFORMATION	MUTUAL LEARNING WORKSHOPS	NON-FORMAL ACTIVITIES	STUDY VISITS
<ul style="list-style-type: none"><li>• Innovative role games.</li><li>• Direct involvement of local people for delivering language lessons.</li><li>• Workshops on the legal status of young people.</li><li>• Support by experts coming from NGOs and local/national authorities.</li></ul>	Participants will share their experiences in the learning sectors and will be supported to develop concrete ideas to improve their social and economic inclusion.	Organisation of “world cafes”, through which the participants will share their opinions about a general topic (i.e. migration or social inclusion).	Visits to premises of NGOs, associations, schools, entrepreneurs, CSOs, etc. that are working in the migration area.



# Integration

The project will deliver a capacity building programme as a series of Workshops, with a total of 60 hours, addressing all local agents of change. Workshops will be supported by external experts such as for example journalists and social media. The capacity building programme revolves around three keywords and will include the following features:

DEBATE	ENGAGE	CONNECT
<p>Participants will be prepared to debate controversial topics.</p> <ul style="list-style-type: none"><li>• Participants will select topics for specific debate simulations, tailored to the needs and feelings of young people</li><li>• Increasing the participants' digital skills for detecting and counter-acting the increase in hate speech, discrimination and intolerance, online and offline</li><li>• Increasing the participants' skills for detecting and counter-acting fake news and misinformation</li></ul>	<p>Participants will be trained how to design and manage creative and cultural activities aimed at fighting prejudices and promoting social inclusion.</p> <p>Main themes include:</p> <ul style="list-style-type: none"><li>• Art and social consciousness, social design and the concept of empathy</li><li>• Migration, interculturality, integration and social cohesion</li><li>• Human library training on specific stereotypes and prejudice</li></ul>	<p>Participants connect with local communities and other citizens willing to get involved in the social and civic lives of their communities.</p> <ul style="list-style-type: none"><li>• Local agents of change will reflect on the possibility to create and activate a collective system of 'physical spaces and skills' sharing with the aim of activating and/or re-organizing the social and cultural life of a street/quarter/corner in their communities</li><li>• "Temporary Residencies" will be organized to understand the needs of local inhabitants with the aim of designing services that can be run and kept active by local inhabitants in the long term</li></ul>







# Inclusion

In this phase, the project's participants become „agents of change” and deploy citizens' engagement activities aimed to spread an EMPATHY revolution at local level.

Activities under each key word may include:

DEBATE	ENGAGE	CONNECT
Organisation of local debates competition on specific controversial topics.	Creation of local activists' schools which will aggregate people interested in combating hate speech and incubate new ideas for fighting against it.	Art and creative exhibitions in the main spaces of museums to be held for 1-2 months.
Debates with local and national policy-makers.	Production of an educational resource for school groups and families to be presented during schools' workshops, stimulating experiences of inclusion and reflection on “the other”.	Social and innovative art events on the promotion of values such as tolerance, empathy and respect for diversity.
Human Libraries ( <a href="https://human-library.org/">https://human-library.org/</a> ).	An art and/or social and theatre performance on the theme of fighting prejudices and promoting social inclusion.	Launching actions of EMPATHY Festivals that are suited to engage citizens and record their opinions for further communication activities.



# Timeline

## ORIENTATION

Design and Implementation  
Orientation Programme

M1 - M9

January - September 2021

## INTEGRATION

Co-Design and Implementation  
Capacity Building Programme

M10 - M17

October 2021 - May 2022

International  
Academy

## INCLUSION

Design local  
engagement Plans

M18 - M19

June - July 2022

Engagement  
Strategies Delivery

M20 - M24

August - December 2022



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# Imprint

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