



PFR SIE-21537

Mentoring ethnic minority women who live in a social housing area in Odense Municipality

Project information

Structure	Odense
Contact	Lisbeth Rosenbek Minet lisbeth.minet@rsyd.dk
Project title	Mentoring ethnic minority women who live in a social housing area in Odense Municipality
Project start date	01/06/2021
Project end date	01/09/2022
Project location	Denmark
External partner (NGOs, companies, local government, etc.)	KVINFO (https://kvinfo.dk/about-kvinfo/)

Programme objectives

Economic empowerment
Education

The story of your project

Please summarise your project in some sentences:

The mentor project aims to pass on knowledge from woman to woman, to support that ethnic minority women can participate actively in Danish society based on their wishes.

Why did your club / union choose to do this project?

The vast majority of women with a minority ethnic background would like to take an active part in Danish society and have a job and earn their own money. Despite this, the employment rate among non-Western female immigrants in the 16-64 age group is only 9.8 percent. Experiences with mentoring have shown that ethnic minority women expand their networks, so that they get closer to more potential employers. The mentoring program can give women with a minority ethnic background language training and challenged them in relation to their own barriers, so that they become better at seeing opportunities and taking initiatives.

How did you implement this project? What concrete actions did you take to tackle the issue you mentioned in the previous question?

The project was implemented through three phases.

Phase 1 Introduction: 2-3 club members were included in KVINFO's mentoring scheme. The volunteer mentors from the Odense Club participate in KVINFO's information meeting regarding knowledge and tools for a good mentoring process. A professional coordinator from KVINFO's mentoring network ensured the matching of a mentor with a mentee and ensured that contact was established between the two parties.

Phase 2 The mentoring process: Mentor and mentee agreed on goals for the mentoring process. Mentor and mentee met regularly. Mentor supported according to agreed goals, which included e.g. practicing language through conversations about everyday life, looking at the job application and CV, exchanging experiences on topics such as educational opportunities, job interviews, internships or work culture.

Phase 3 Evaluation and reporting: The mentor program was evaluated through a questionnaire concerning the course of the mentoring process and reports on personal experiences with the project (narrative stories).

Did you encounter any problems in organising or running your project?

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How did you solve this problem? What did your club/union learn from solving these problems that you would like to share with others Soroptimists who might find themselves in the same situation?

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Did the members of your club/union consider this project a success?

Overall, the project was a success since it has been embraced by the ethnic minority women living in a social housing area in Odense Municipality and has also met the Club's expectations to support these women. The women experienced being recognized and had the opportunity to be supported in the challenges they experienced in their everyday lives and how they could gain access to educational institutions and employers in the Danish society. However, one out of the three mentoring courses had to be discontinued due to illness of the mentee.

Project results

Our project's main target were:

Women

Budget - Global project estimate?

0 €

How many people benefited from your project in total?

3

How much money did you raise?

0 €

This project aimed at using human resources from the Club members

How many hours have you spent to achieve this project?

50

This project aimed to utilize the human resources that the club's members could provide

Supporting material

Women's voices

Do you have a nice story or quote from a woman or girl who directly benefited from this project? If yes, please share it with us in the space below.

Case 1: A 31-year-old woman living alone with her two sons. She has no education. She came to Denmark at the age of nine together with her other siblings. Before that she lived with her grandmother in Somalia. She did not go to school in Somalia, and therefore came to Denmark illiterate. She would like to become a social and health care worker and started the education program a few years ago. But she had to stop as she could not fit it in with having to look after her sons' childcare. She was very happy to be in training as a social and health worker and would very much like to resume training. The aim of this mentoring process was to support the woman in gaining self-confidence and seeing opportunities in achieving her goals.

Case 2: This is a 41-year-old woman from Afghanistan who is married and has three children. She has lived in Denmark for eleven years. She understands and speaks a little Danish. Her dream is to work in a nursing home and be trained as a social and health worker. The mentor helped the woman to make applications to various nursing homes, unfortunately the nursing homes were looking for someone who could either ride a bike or drive a car, but since she couldn't do either, she wasn't offered a job. Mentee has therefore decided to start getting a driving license. In addition, the mentee trains Danish skills with the mentor.