

# Shaping the Future



Strategic Plan  
2019-2021

# Shaping the Future



## Strategic Plan 2019-2021

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*“AkiDwA deserves recognition for its promotion of the equality of migrant women in Irish society. Whether it is through its advocacy activities, its capacity building, or its policy work, AkiDwA has been there to provide support to those who need it and to help them participate fully in everyday life”*

Minister David Stanton, AkiDwA conference to mark 15th Anniversary

*“AkiDwA have engaged collaboratively with the Cork Migrant Centre, delivering a six week workshop on reproductive health. We have also collaborated on engagement of migrants in politics they paved the way for us to engage with the Department of Justice, they held our hand. The reproductive health workshops worked very well, they have expertise and are very experienced, many programmes are based in Dublin”*

Naomi Mashetti Cork Migrant Centre

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# Introduction

Akina Dada Wa Africa (AkiDwA) is Swahili for Sisterhood. AkiDwA was founded in 2001 and is the authoritative ethnic minority led national network of migrant women living in Ireland. AkiDwA is unique domestically and one of only a few such networks in Europe.

*For AkiDwA the term migrant women includes not only recent immigrants, asylum seekers and refugees but also spouses/migrant workers, students, trafficked and undocumented women. It also includes those who have acquired Irish citizenship but who still consider themselves to be outside the mainstream society in terms of their linguistic, racial or cultural backgrounds, and who therefore still define themselves as migrants. AkiDwA recognises that migrant women in Ireland are not a homogenous group. They come from diverse background, family status, religious and cultural identities and in most cases immigration and individual status of different category determines their ability to cope and to adapt to Irish society.*

AkiDwA CERD Submission

AkiDwA has a strong reputation amongst the migrant community as a trustworthy, valid credible, respected and highly reputable organisation. Their credibility is earned over decades of engagement and leadership that enables them to actively mobilise large numbers of hard to reach and marginalised communities of migrants, thereby providing relevant and insightful evidence based submissions to government departments.

AkiDwA has expertise and experience at International, EU and national level supporting women and raising awareness in areas such as human rights, advocacy, health, employment, education and law. AkiDwA's strategy is to input on policy and promote synergies through active participation within a number of government department policy platforms, high level advisory, steering and working groups. AkiDwA is key stakeholder in a number of government strategies and is represented at board level through the following representation mechanisms:

- Members of the Migrant Integration Strategy Monitoring and Co-ordination Committee
- Two of AkiDwA members are elected on the board of the National Women's Council of Ireland (NWCi)
- Appointed by Tánaiste to Chair the Women, Peace and Security Consultative Working group on development of Ireland's Third Action Plan for Women, Peace and Security (2019-2022)
- Members of the National Steering Committee on Violence against Women (NSCVAW)
- Represented in the Irish Human Rights and Equality Commission (IHREC)
- National Standard Advisory to Implement McMahon Report on Direct Provision

# AkiDwA Vision, Mission and Values

## AkiDwA Vision and Mission

AkiDwA's **vision** is of a just society where there is equal opportunity and equal access to resources in all aspects of society, cultural, economic, civic and political.

AkiDwA's **mission** is for equality and justice for migrant women living in Ireland.

## AkiDwA's values

AkiDwA works both externally with migrant women, stakeholders and partners and internally with staff, board and members and is guided by the following values and principles:

**Respect for personal dignity:** A non-judgmental perspective which respects the dignity of those we engage; staff, volunteers, members, partners and the general public.

**Integrity, honesty, accountability, professionalism and transparency:** Our work should be undertaken with a sense of responsibility to each other and to the people and organisations with whom we engage, with transparency in all we do.

**Openness to learning:** We believe in remaining open minded, continuing to learn from others, including diverse stakeholders, while staying passionate and enthusiastic and abreast with the changing dynamics of the constituents we serve.

**Empowerment, solidarity and partnership:** We believe in the direct representative voice of migrant women. We seek to empower people, helping those in dependence to move to independence. We believe in a partnership approach that facilitates solidarity amongst people and communities.

**Equality, justice and participation:** We believe in an equal and just society. We ground our policy advocacy work in the lived experiences of migrant women, whose participation we seek to promote across all levels of society.

# Strategic Approach to Shaping the Future

For the years 2019 to 2021 AkiDwA is focused on strengthening and consolidating its unique position as a major national network and representative organisation of migrant women in Ireland. Established in 2001 AkiDwA is widely recognised for its expertise, relevancy and credibility in supporting vulnerable migrant women in the field of human rights, equality, gender-based violence and civic and political participation. AkiDwA can now benefit from its unique positioning by continuing to meet the most relevant needs that have been identified through its working relationships and networks. AkiDwA will prioritise its work on gender-based violence, particularly female genital mutilation (FGM) and also focus and reinforce its work on domestic violence in the coming years. AkiDwA recognises that it has achieved a lot in terms of raising awareness of FGM including the development of the National Action Plan to Combat FGM (2016-19), but also recognises that more needs to be done by working with government and the National Steering Committee to develop a National Action Plan on FGM and set out an inter agency coordinating group in order to ensure full protection of women and children from FGM.

AkiDwA is also keenly aware of the need to raise awareness and support migrant women who are experiencing domestic violence and coercive partner control. AkiDwA aims to continue to sensitise women, provide training, awareness raising and information provision on women's health including women's sexual and reproductive health. AkiDwA will continue to position itself as a platform that actively and successfully campaigns against injustices for migrant women and is contributing to breaking the silence and the glass ceiling at each level of engagement by promoting and profiling the work of the organisation, and ongoing dialogue and collaborations with stakeholders.

In shaping the future AkiDwA as a migrant led women's organisation aims to deliver a consistent message to all stakeholders, clearly identifying what it has to offer migrant women and government agencies tasked with addressing their needs. AkiDwA has clarified its future strategy and operationalised its core mission to facilitate integration and interfacing between migrant women and mainstream society.

# Strategic Priorities

AkiDwA recent **evaluation and review** included a detailed examination of the relevance of the organisation from which its key priorities and strategic approach are derived. The principal starting point is that AkiDwA was, is and should continue to be the voice of migrant women and their families: its defining characteristic is that it is a

**membership women's organisation** and **migrant-led**, the authentic voice of that community, combining a mixture of self-development, voice, policy, advocacy and services. Within the NGO field, it fits into that sector concerned with migrant, women's, family and feminist work. AkiDwA's strategy is delivered through four strategic themes.

## 1 Voice

Representation, Negotiation, Lobbying, Policy, Media and Advocacy

## 2 Equality

Racism, Discrimination, Integration, FGM and other health issues, Domestic Violence, Asylum seekers

## 3 Community

Grass-roots activities, Training, Employment, Workplace integration, Business and Entrepreneurship youth, 'the new generation'

## 4 Organisational development

Efficient and effective communication, Compliance, Sustainability, Governance, Funding, Staff

# Strategic Priority

# 1

## VOICE

AkiDwA's first strategic priority is to present the voice of migrant women and their families to the political and administrative system, the media and the public. This will be done through policy documents, submissions, information campaigns, research, briefing documents, seeking places on bodies of influence and engagement with policy-makers.

AkiDwA will be pro-active in this calendar of events, presenting information, evidence, views, policies and research in a timely manner to influence these milestones. A key objective is that policy makers have a much improved understanding and awareness of the issues affecting migrant women, adjusting policies to suit their situation. AkiDwA will seek to ensure that the perspective of migrant women and their families is reflected in the Migrant Integration Strategy, the Second National Intercultural Health Strategy, Second National Strategy on Domestic, Sexual and Gender-based Violence and the third National Action Plan on Women, Peace and Security. AkiDwA will participate with other NGOs in the international human rights reporting cycle, ensuring that the experience of migrant women and their families is represented and that recommendations reflect their concerns.

AkiDwA is involved and positioned in advisory and monitoring groups overseen by various department, the organisation has been appointed by Tánaiste to Chair the Working group on development of Ireland's Third National Action Plan on Women, Peace and Security (2019-2022) with Department of Foreign Affairs, seats on the National Steering Committee on Violence Against Women (NSCVAW) overseen by Department of Justice and Equality, Commissioner members at Irish Human Rights and Equality Commission (IHREC) and advisory members of Monitoring and Coordination Committee on Migrant Integration Strategy with Department of Justice and Equality.

Direct provision has been under review by government since autumn 2014 and in 2017 AkiDwA was appointed to join and play an advisory role on the National Standards Advisory Group to build upon the recommendations contained within the McMahon Report. The working group reports to Government on improvements to the protection process, including Direct Provision and Supports to Asylum Seekers. AkiDwA will press for the implementation of the 173 recommendations for Direct Provision.

# VOICE

AkiDwA will seek representation or improved representation on:

- Temporary or long-term advisory committees to government;
- Bodies responsible for the delivery of services to, *inter alia*, migrant women and their families, be they voluntary or statutory;
- State boards, by nomination through the public appointment process;
- Other civic, economic and political structures;
- High-profile locations such as Local Councillors and Seanad Eireann.

'Voice' requires that AkiDwA adopt a communication strategy which will support its work in political representation, brand promotion and in raising funds. The aim of the strategy is to achieve a high, frequent media profile in key outlets such as broadsheets, television, radio (national and local), electronic and more specialised outlets. The communications strategy must pursue both broad issues (e.g. positive presentation of migrant women and their families) and specific issues (e.g. access to training and work).

Key elements of the communications strategy are development of the website with:

- Fresh news and stories, preferably weekly;
- Volunteer section;
- Encouragement of donations;
- Resources for journalists, activists, policy-makers, government, researchers;
- Contact details of spokespersons;
- 'Share views and ideas' space, 'suggestion box';
- Improved social media communication tabs
- Supporting use of social media, such as Facebook and Twitter;

- Regular newsletter (monthly or quarterly);
- Annual report, designed as a means of accountability, campaigning, the promotion of policies and fund-raising;
- Comprehensive mailing list, checked regularly (monthly) by staff and board;
- Work with schools;
- Media training and familiarisation for staff and board.

Traffic will be constantly monitored and the outcomes published in annual reports. Citations in the media and Oireachtas, as well as references in policy reports, will be tracked.

Accordingly, AkiDwA will:

- Be an influential voice on the political administrative system;
- Seek to effect change on the key moments expected over the period 2019-2021, while leaving resources available for other issues which may arise. It will press for specific changes on key policy areas (integration strategy, direct provision, national FGM plan) and for Ireland's adherence to the highest international standards of human rights;
- Seek representation on policy-making, advisory and related bodies;
- Convey the lived experiences of migrant women and their families;
- Develop a communications strategy to support its voice;
- Develop an improved voice capacity with new champions to speak out on these issues (see 3: Community);
- Review and develop intercultural competency guide on GBV and training for Healthcare and front line public service providers.

# Strategic Priority

# 2

## EQUALITY

The second strategic priority for AkiDwA is a set of interconnected equality issues that cover integration and social inclusion – embracing diversity, addressing racism, discrimination, FGM and other health issues, domestic violence, and the situation of asylum seekers. This is a broader one than ‘voice’, one which includes inter-agency working with a broad range of people, services, agencies and NGOs.

**Culturally-sensitive policy and practice** development is critical if migrant women are to be included as people with equal rights in Irish society. It is critical that the full range of policies and practice relevant to all women living in Ireland are also inclusive of the needs of migrant women: it cannot be assumed that gender-related policies are inclusive of women who have gone through very different experiences to Irish women. If Ireland is to be an inclusive society and migrant women are to feel they have a stake in Irish society, then policy and practice needs to be understood through the eyes of migrant women. For example, if the procedures for asylum do not take into account the actual lived experiences of migrant women, who

may be quite different to migrant men, those policies are not inclusive. Therefore cultural competency training to healthcare and front line service on GBV is crucial. AkiDwA addresses these equality issues that are critical to the long-term inclusion and advancement of migrant women in Irish society. AkiDwA, working alongside migrant women and key stakeholders, seeks demonstrable differences to and positive impact on migrant women’s lives in Ireland.

AkiDwA is in a strong position to prompt enlightened policies and practices in the area of integration, both helping migrants to integrate but also to address fears and prejudice in the indigenous population, for example through school education programmes. The aim of AkiDwA is not just to be a commentator on integration issues but on all issues affecting migrant women mainstreaming.

Although racism has thankfully not taken an overt political form, unlike other countries in the European Union, racism and discrimination remain a daily reality for migrant women and their families, from street level to a failure to recognise competences for work. Research shows that People of African

Descent (PAD) continue to be pushed at the margin of society due to racism and discrimination. Migrant women particularly from African countries suffer multiple discriminations and therefore AkiDwA will work with others to ensure the Decade (2015 - 2019) for people of African descent is launched and implemented in Ireland. Migrant women face multiple discriminations of gender, race and religion which hold back their advancement in work, education and society. Racism requires constant challenge, from the microlevel to the macro-level and across all fields, from politics to education and schools, across the media, public administration and the law.

*“AkiDwA play a dual role, standing up for women is a very important role, bringing women together to do the work themselves, these are two major roles’ it is very important work, integration, contributing to visibility, contributing to women’s policy making, that voice is important I’ have great respect and fondness for AkiDwA”*

Ailbhe Smyth

**Health issues** in general and **FGM** in particular are distinctive areas of AkiDwA’s work. AkiDwA has both provided services in the health and FGM areas and participated in policy issues arising. The organisation has devoted considerable efforts to health education with migrant women and their families and developed a unique expertise in the FGM field, and has been acknowledged as the leading national expert. AkiDwA was at the forefront of the campaign for the issue to be addressed in Ireland and led the campaign whose outcome was the Criminal Justice (FGM) Act 2012. The first FGM clinic was established after initiatives by AkiDwA with the Irish Family Planning Association and HSE funding. AkiDwA view is that FGM is a challenge which must be tackled at multiple levels: criminalisation, education, services and improved national framework policies.

AkiDwA attracted funding from the HSE for a health worker, whose work on FGM involves outreach to women in the direct provision centres; educational programmes in those communities where the prevalence of FGM is highest; support for community health ambassadors; dissemination of the information guide (e.g. to hospitals, GPs, nurses, primary healthcare centres). The health officer also contributes to educational courses or events, ranging from international conferences to GP training, community consultations, schools and universities, direct provision centres and community groups; undertakes training sessions; and provides representation on the Advisory Group on the European Refugee Funded Training Programmes on sexual violence and related issues. This work should be extended, with school work becoming a regular part of educational modules and programmes.

**Domestic, sexual and gender-based violence** remains a significant issue for migrant women. Existing services, information and knowledge about rights and protection are less likely to reach migrant women due to isolation, issues of language or lack of outreach by service providers. The distinctive experience of African and minority women in this area remains to be documented, but existing reports indicate that in reporting domestic violence, migrant women experienced levels of institutional racism and difficulties in obtaining legal protection, welfare or access to housing lists.

The challenge to reform or eliminate the current system of direct provision was addressed in *Strategic priority 1: Voice*. At a practical level, AkiDwA reached out to the asylum system, because of the general vulnerability of migrant women and their families in the system and the particular threat of domestic violence in such a stressed environment. In 2014, AkiDwA’s research led to the development of policies by the Reception and Integration Agency on sexual and gender-based violence for managers, staff and residents of all the accommodation centres for asylum-seekers.

The sustainable Development Goals (SDGs) are an important aspect of the promotion of global equality. Here, AkiDwA offers the only women’s voice from developing countries and is in a strong position to engage with the Department of Foreign Affairs and Trade, as well as Irish Aid, on the new SDGs, bringing a human rights and gendered perspective.

# EQUALITY

This *strategic priority: Equality* commits AkiDwA to a broad set of activities across a number of areas. AkiDwA will:

- Address the broad set of interconnected issues that cover integration, racism and discrimination; FGM and other health issues; gender-based violence; domestic violence; and the situation of asylum seekers;
- Work with the broad range of actors through information provision, research, representation, documentation, programmes, projects and other opportunities;
- In particular, AkiDwA will work to ensure that migrant women's rights, and access to entitlements, are supported through policy, practice and legislative reform; and that they have increased access to ever more culturally-sensitive public services;
- Challenge racism and discrimination through a range of actions, 'soft' to 'hard', from educational work to legal or semi-legal challenge, working with the appropriate agencies such as ENAR, Irish Human Rights and Equality Commission;
- Support programmes and initiatives for integration, while working to combat prejudice and stereotyping, for example through educational programmes;
- Maintain and develop its services, outreach, advice and information-giving about FGM;
- Continue its educational, documentation, assistance and support work with migrant women in situations of domestic violence, especially those in direct provision;
- Present the voice of women to the debate on SDGs, ensuring that they are refined to take their perspective into full account;
- Work in partnership with other NGOs such as the National Women's Council of Ireland, Irish County Women Association, Dochas, women from armed conflict under the Women, Peace and Security by Department of Foreign Affairs and Stamp 3 Association;
- Ensure implementation of PAD by the Department of Justice and Equality;
- Civic engagement for migrants at all levels;
- Develop a project on migrant women experiencing domestic violence, sexual violence and trafficking.

# EQUALITY

## Strategic Priority



# COMMUNITY DEVELOPMENT

The third strategic priority for AkiDwA concerns its link to the community of migrant women and their families, through capacity building, representation, grass roots activities and building social capital. It involves building the capacity of the community both in its own right and to support the process of integration. This work also involves training, employment, workplace integration, business and entrepreneurship. It includes working with families and youth. This is an important consultative, empowering and mobilising role. It aims to build the confidence and skills of migrant women and their families so that they are empowered to represent themselves both as a group and individually. This third priority involves:

- Ensuring that the AkiDwA voice is well rooted in and connected to the grass-roots: both go closely together and one cannot have one without the other. This is an important consultative, empowering, mobilising role;

- Development of confidence and skills of migrant women so that they are empowered to represent themselves both as a group and individually;
- Building the ground truth of the experience of migrant women and their families, through methods such as focus groups;
- Building the social capital of the community of migrant women and their families so as to face the challenges of integration; with special attention given to the 'new generation'.

Information provision, learning, sharing and capacity-building have therefore been key cornerstones of AkiDwA's work for the past ten years. AkiDwA has attempted to promote a spirit of independence and assisted migrant women to move from dependency to independence and self-initiation. AkiDwA has worked with other NGOs to develop structures which empower migrant women, particularly vulnerable migrant women, to identify



AkiDwA Evaluation and Review found that:

*The organisation has highly qualified board members and is embedded with resilient governance policies and compliance*

*Skillful, knowledgeable and motivated Staff, who take pride in their work*

*Member, volunteer and target group loyalty to the important work of AkiDwA*

*Highly respected, credible, relevant organisation recognised for unique expertise and longevity in the field.*

*Unique migrant led national women's representative organisation*

and address their own issues, such as the Young Migrant Women's Group and will continue to do so. The previous Strategic Plan plan committed to the development of a referral system to ensure that migrant women and their families obtained the full range of services that they needed.

Integration begins when immigrant women are able to understand and access their rights, entitlements and services. It is therefore an important starting point for the organisation. Supporting migrant women to gain a keener understanding of Irish society and their rights in the society enables them to deal better with the challenges all migrants face when living in a new cultural context as well as the specific challenges facing them as women. Empowering migrant women by providing information on their rights and creating forums where they can bring into clear prominence the issues that directly affect their lives promotes the representation of their direct voices in planning, advocacy and decision making.

An important aspect of this work is visibility. Traditionally, the direct voices of migrant women in Ireland were not effectively represented or heard at levels of policy or practice either on migration, equality or mainstream issues. The majority of those representing migrant women were either migrant men or Irish non-migrants, leaving migrant women invisible. Accordingly a priority is to ensure that migrant women are increasingly visible in public forums.

AkiDwA will build the capacity of its 'voice' across age ranges, professions and locations. Specifically, it will seek out, train and empower champions to speak out on both on issues affecting migrant women and on all issues of Irish politics and society.

Accordingly, AkiDwA will:

## Work with the grass roots

- Hold regular consultations and events with migrant women and their families to ensure that its policies are fully rooted in the communities which it represents;
- Develop a structured consultative
- Use the website for interactive communications and social networking
- Young Migrant Women Group
- Community Health Ambassadors

## Build social capital

- Promote, support and development of migrant women-led groups across the country, providing information, practical support and training that will develop confidence and skills, especially with young women and new generation.
- Build leadership in the organisation internally and externally through the leadership, empowerment and awareness programme

## Develop confidence, knowledge, skills and services

- Hold seminars and workshops to equip migrant women and their families for the challenges of integration;
- Assist migrant women in their knowledge and accessing of mainstreaming health, social, training, employment, community and other services, so as to promote their independence;
- Work with statutory and other bodies to ensure that their services are both culturally and gender sensitive;
- Seek funding for the training of migrant women in accessing employment opportunities, business and entrepreneurship;
- Build leadership in the organisation internally and externally;
- Deliver training and Training of Trainers.

## Promote visibility and champions

- Promote success stories of migrant women and their families across the range of experiences (workers, carers, trade unionists, activists, professionals, entrepreneurs), from the local to the international;
- Identify champions to speak for AkiDwA on a broad range of issues and represent the migrant community at different levels of decision-making that include government bodies, NGOs, politics, the media and other audiences;
- Provide psychosocial support and referral mechanisms.

# Strategic Priority

4

## ORGANISATIONAL DEVELOPMENT

Achieving sustainability is the key organisational task of this plan.

The routes to achieving sustainability lie in:

- Working to achieve *core funding*, this being most likely to be obtained from the Office for the Promotion of Migrant Integration (OPMI), in concert with other migrant organisations including the Scheme to Support for National Organisations (SSNO) run by the Department of Rural and Community Development
- Working to achieve **project income** from different sources
- **Diversification:** generation of new or reinforced revenue streams:
  - Social enterprise, for example shop and trading franchises, with support from the social enterprise programme; and other possibilities (e.g. room rental)
  - Consultancy and training (e.g. diversity, racism, discrimination, integration)
- Support of volunteers, interns (e.g. for research) and social employment.

Accordingly, AkiDwA will:

- Develop a policy for the broadening of human resources through the structured support of volunteers, interns and social employment;
- Make an aggressive approach to membership recruitment, suggesting three tiers: individuals, organisations and 'friends of' which will bring in revenue and add to the organisation's sense of self-belief;
- Develop the website as a fund-raising vehicle, not only the *Donate now!* section but systems for text and phone donations;
- Devote more time and attention to the research necessary to explore funding opportunities (e.g. following government budget lines, announcements);
- Continue to allocate a modest amount of funds to training, especially in connection with funding and continuing professional training and development, so as to ensure the continued upskilling and retention of the staff and board.

AkiDwA has in some cases developed a *referral agreement* and or where relevant MoU's with relevant organisations and agencies such as Cork Migrant Centre and Immigrant Council of

Ireland. Using this approach and template it could develop specific agreements in particularly with partners in the area of employment, housing services, and domestic violence services in relation to referring people through the drop in service. In this regard training for 'vulnerability assessment' will enhance psychosocial service provision and support mechanisms.

Continue to work with and strengthen relationships with groups and organisation at local, regional and national level which include Communities Cooperative, Policing Forum, Citizens Information, Migrant Cork Centre, Clare Women's Network, Community/ Family Resource Centres, Wezeshu,

*"AkiDwA plays a very influencing role, people see the migrant led women's organisation as a great opportunity, it is respected, they provide quarterly reports, they have a good reach. There is an awareness of them within HSE, social inclusion is aware of their work in FGM. They are playing a coordinating role, they represent diverse women, and there are different visions/missions" They have a political profile. They play a really important role. They are hugely valuable as the only organisation with a focus on women".*

Diane Nurse HSE

YPAR, HOPE, NCP, Dochas, Active Link, The Wheel, National Women's Council of Ireland, Irish Country Women's Association (ICA), Action Aid, Marino Institute of Education, Trinity College, Teacher Training Colleges, NASC, Maynooth University, Immigrant Council of Ireland, Cairde, Crosscare Migrant Project and ACET, Monaghan Community Development, Sligo family Resource Centre.

# Clearly defined outcomes

- Platform for migrant women
- Better outcomes for women and families in direct provision
- Enhanced opportunities for employment, self-employment and education
- Promote visibility of migrant women
- Women in crisis pregnancy helped and supported
- Health education programmes delivered
- Mainstream health care needs identified.
- Psychosocial support defined and women who are in need of psychosocial support are identified and supported.
- Working partnerships resourced to implement government strategies and influence policy
- Greater representation of migrant women in civic and democratic participation in statutory and non-statutory bodies
- Greater coalescence of mainstream migrant representation networks
- Integration defined, from a socio, economic, political and civic standpoint.
- Enhanced opportunities to integrate, alignment with government policies on integration.
- Opportunities created to build social capital of migrant women through networks, training and information.
- Monitoring and Evaluation Framework
- Needs Assessment conducted

*“We are working together in solidarity, building an integrated society, one in which all people are valued, treated with respect and dignity and enjoy equal opportunities and protections.”*

Salome Mbugua

*“Experience of working with AkiDwA has been very good, they have a clear interest and commitment to encouraging political representation of migrants. They have provided support in mobilising migrant leaders and most importantly in following through on that commitment”*

Joe O’Brien, ICI

*“AkiDwA helps migrant women to integrate, builds their confidence, provides us with training to deliver information on FGM, to Gardai and in schools, it offers us a chance to give back to society, ‘it helps us to spread awareness of FGM, to recognise the signs and to report if they suspect that children are in danger”*

Member





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