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PREAMBLE

Moniheli Board of Directors is composed of eleven members from nine different nationalities. This diverse group of dynamic men and women have worked tirelessly in directing Moniheli's work, taking into account the changing dynamics in Finland and the world due to covid-19. The board has had to step out of the usual routines to try new ways of doing things while ensuring that the organisation's mission, vision, wishes, and aspirations of the member associations guides decision-making.

Moniheli has seen tremendous progress in its operational activities during my first year as the chairperson. This success has resulted from an effective collaboration between the board, executive director, staff, member associations, and our partners. This year, we have developed a new strategy for the organisation, an intensive and effective process that included member associations for the first time. The strategy's goals are to activate the network, strengthen equality, and invest in partnership. These goals will set the basis for the board's deliberations and decisions, activities of the staff, member associations, and partners.

The organisation has also seen an increase in the number of associations that have joined the network this year and an increase in the number of funded projects that have led to a rise in staff members. For the first time in the organisation's history, we will launch Moniheli Member Association of the Year Award-MAYA, which will become an annual event on different themes. The goal of MAYA is to recognise and appreciate the work of member associations and to motivate others to be active.

There has also been an increase in the number of applications for the Moniheli grant, which has enabled member associations to try different kinds of small-scale projects that can eventually lead to larger-scale projects in the future. In collaboration with other partners, the board has reviewed and strengthened the process of applying and receiving grants to ensure greater transparency. During this year, Moniheli has also attracted and earned the respect of prominent national and international organisations and institutions, as its role and influence on integration issues have become more apparent.

I want to thank the board members for their selfless sacrifice for the cause of a better Finland for ALL. We have done well, but the task ahead is enormous, especially given that the situation we live in now is very fluid. I am confident that the board's expertise and the dedication of board members will enable us to turn every challenge into an opportunity to develop the organisation's activities further. We will continue to explore new ideas and

funding possibilities and ensure that the welfare and rights of immigrants in Finland are protected.

I want to thank the Executive Director for his collaboration with the board and for ensuring the smooth running of the operational activities of the organisation. To Moniheli staff members, I say thank you for your diligence, steadfastness, and flexibility during these challenging times, which has not gone unnoticed.

I want to thank all the member associations who have projected the organisation's image through their activities during this year, and to encourage the others to be proactive. The growth of Moniheli is a good thing, and I believe all member associations should benefit from it. However, it will require effective communication and collaboration between member associations, the office, and the board.

You are Moniheli, I am Moniheli, we are Moniheli.

There is strength in diversity!

Warmest regards,

Emma Tamankag

Chairperson



1. INTRODUCTION

In 2021 Moniheli has seen significant changes in the organisation's routines due to its growth and the Covid-19 pandemic. Our organisation and its value to the society has been widely noticed, as can be seen from the amount of approaches and expert consultation requests from national organisations. Collaboration with ministries and the police has opened new perspectives and channels of influence for us. We are experts in our field, and we gladly share our expertise. Moniheli is considered an important collaborator, and Finland trusts us. This is exactly what we want, and we believe that we can be worthy of the trust we have been given.

Moniheli is interested in all opportunities for collaboration when it comes to working for immigrants' rights and a multicultural and equal Finland. This work cannot be done alone. We are grateful to Moniheli's member associations and our current partners because you have helped us change the Finnish society in a way that we could not have done alone. You have our heartfelt thanks for our collaboration so far, and we wish to continue with you in the future.

The Covid-19 pandemic has steered all our activities into a more digital direction. Our current projects will continue next year, and to support them, we launched the DigiUp project in 2021. This new project helps our members improve their digital civic skills. In 2021 we published our new website that fits our purposes better than the previous one. Online activities are the new normal after the pandemic, and we should be ready.

Moniheli has updated its strategy to fit our current status, but our basic mission will not disappear, even if storms have been blowing. We still provide expert support with the most essential and ordinary things like housing, health care, education, networking, and employment. Moniheli's mission is to advance the development of an increasingly multicultural Finland into a place where also new Finns can thrive. In 2022, we are going to continue supporting our multicultural member associations so that they can further their own missions as active participants in the Finnish society.

Abdirahim Hussein

Executive Director



2. STRATEGY

The Moniheli board, in cooperation with the staff and member associations, have formulated a three-year strategy for the network over the course of February–October 2021.

Three strategic priorities for 2022-2024



1. Activating the network

- by organising opportunities for collaboration within the network, and both face-to-face and online meetings
- by creating new approaches to allow the members of the network to voice their opinions on different themes
- by making sure that members are familiar with Moniheli

2. Promoting equality

- by communicating in an accessible manner to reach different target groups
- by doing long-term, methodical advocacy work in an efficient and precise manner
- by advocating change in the society on a structural level to promote integration, wellbeing, and participation of people who have immigrated to Finland

3. Investing in partnership

- by prioritising the promotion of collaborative projects with member associations and other stakeholders
- by supporting the member associations' expertise in activism and advocacy work
- by promoting cooperation between member associations, and between the member associations and other stakeholders.

3. INTERNAL STABILITY SUPPORTS OUR MISSION

Prospects for new staff and premises for Moniheli

Moniheli has applied for a raise in our funding in order to hire two more employees, a Head of Communications and a Head of Development and Finance. The new position of Head of Communications will replace the role of Communications Specialist, a position created in 2021, focusing on comprehensive planning of Moniheli's communications, coordinating different functions, and further developing our new website. The new Head of Development and Finance will develop our organisation's administration and HR processes and handle our financial management.

The new projects that Moniheli launched in 2020 have seen our activities exceed the capacity of our premises in Kalasatama, Helsinki. Shifting from the pandemic-era remote working model into a new hybrid model, along with the planned expansion of our work community, necessitate finding bigger and more suitable premises. In 2022, Moniheli will move into new premises that suit our staff's flexible needs for a work environment and provide space for our member associations' basic activities.



Developing a sustainable working culture in Moniheli

The rapid growth of our work community and the changes to work routines brought on by the Covid-19 pandemic demand great flexibility and quick adjustment from our staff.

Maintaining and enhancing wellbeing at work is an urgent matter in the hectic NGO work environment. Moniheli will continue developing our work routines in 2022. Our goal is to enable all work communities inside Moniheli to continue making an impact while managing their work in a sustainable way, in conditions that support their wellbeing. The Head of Development and Finance will finalise our HR guidelines, develop our HR and staff training processes, and participate in updating the work community protocol to support project management and organisation of work. In early 2022, Moniheli will conduct a regular survey on the staff's wellbeing at work.

Reforming the Moniheli network leadership structure

The dual nature of Moniheli as a network and an organisation demands a clear definition of the roles of the Board, the Executive Director, and the other members of staff. The growth of the organisation necessitates an ever wider range of expertise from its management. In 2022, we will look into different ways of updating the organisation's management, such as founding an election panel, revising the organisation's statutes based on the previous version, and drafting additional administrative guidelines that determine the role of the Board. This revision will be drafted by the Head of Development and Finance along with a committee that consists of the Executive Director and Board and staff members. The proposal for the revised statutes will be presented at the 2022 Spring General Assembly.



Executing Moniheli's new strategy

In the course of 2021, Moniheli has created a new strategy for 2022–2024. In 2022, Moniheli focuses on interpreting and enforcing this strategy in both the everyday work of the network and organisation and the planning of our activities. In 2022, we focus on developing communications by creating a separate communications strategy, planning advocacy work by organising a training day for the Board, and different measures for supporting intra-network interaction.

2022 will see

- 1 A new administrative structure
- 2 New premises for our activities
- 3 More employees
- 4 A communications strategy
- 5 A strategy for advocacy work
- 6 A new platform or approach for supporting interaction among member associations
- 7 Successful collaboration with a university of applied sciences to support the expertise of member associations, which is one of the Moniheli grants programme's objectives

4. PRIORITIES, OBJECTIVES AND COURSES OF ACTION

4.1. Multicultural organisations widen their expertise, networks and activities

Organisational support for multicultural associations

In 2022, Moniheli will support the development of multicultural associations' expertise in different ways. We will have counselling appointments and weekly walk-in consultations on different organisational topics, and on-demand consultations about writing organisational grant applications. Connected to the Moniheli member association grant application process, we are organising a series of workshops for member associations on project planning. We are also collaborating with the Citizen's Forum (Kansalaisfoorumi) and the Finnish Refugee Council's Järjestöhautomo. We will continue developing our data bank and our document templates that other organisations can make use of. In our search and development plans for the new premises, we will take into account our member associations' needs for spaces.

Promoting interaction and cooperation between the members of the network

Developing intra-network interaction and member communications were important themes when we formulated our new strategy. Our member-oriented objective for 2022 is to make sure that the information that Moniheli relays about opportunities for participation reaches a wide range of different actors within the member associations. We are also going to promote new ways of networking and collaborating within the network.

Our first objective will be reached by publishing our data bank on our public website, and making our existing member communication channels, like our newsletter and member pages, more accessible and easier to find. We will promote networking and collaboration by replacing the Member Clubs with Moniheli Meetups (Moniheli-treffit), and by creating a more autonomous model of collaboration for the member associations.



Networking between integration experts will be supported by organising networking events under the Integration partnership programme. The Cooperation Fair for integration will bring the Greater Helsinki area and Uusimaa actors in the field of integration face to face in March 2022, and the Integration 2022 mass event will feature a networking segment in Tampere at the end of November.

Member associations promote partnership for integration with the Moniheli Grant

Moniheli offers its member associations small grants for projects that support the wellbeing, integration and civic participation of immigrants and their communities, or promote dialogue and good inter-community relations. A total of €100,000 was applied by Moniheli from STEA for the Moniheli Grant in 2022.

Moniheli is organising a project management pilot collaboration with the Diaconia University of Applied Sciences (Diak). The pilot collaboration provides training in project planning, management, and evaluation done together with Diak students to our member associations who need the most support. The primary target group for the pilot is member associations that have not received a Moniheli grant in earlier years. The projects that are part of this collaboration are funded by the grant and must be single and/or pilot events that take place during the spring of 2022.

To clarify the purpose of the Moniheli grants and to make the evaluation process easier, Moniheli has set a theme for the 2022 grants: "Towards partnership for integration". Applicants are invited to plan projects based on doing together, combining competences or developing authentic partnership.

4.2. Active immigrant civic participation

Moniheli raises immigrants' voices in a carefully planned manner

In recent years, Moniheli has been invited to an ever-growing number of representative bodies. Our growing influence necessitates a more thorough planning of our advocacy work goals than before in order to highlight our achievements. The Moniheli Board and network members with representational duties will come together for an advocacy work training day to formulate Moniheli's advocacy work goals.

Moniheli represents immigrants in Finland and acts as an expert in different representational forums, i.e., the European Commission migrant expert group on migration and integration.

At national level in Finland, Moniheli is active in the national Advisory Board for Ethnic Relations (Etno), the Ministry of Justice Advisory Board for Civil Society Policy (KANE), the Ministry of Social Affairs and Health Advisory Board for Funding, the Ministry of Economic Affairs and Employment's Centre of Expertise in Immigrant Integration monitoring committee, and the Finnish Red Cross Safety Committee cooperation network for organisations. Moniheli is also present in representative bodies on accessibility, such as the Finnish Centre of Easy Language Advisory Committee for Easy Language and the Ministry of Finance 'Digi arkeen' Advisory Board on digitalisation.

Moniheli's municipal and regional level representation includes the Uusimaa Regional Council collaboration group (MYR), the City of Helsinki Advisory Board for Inclusivity and Interaction (osallisuuden ja vuorovaikutuksen neuvottelukunta), the City of Espoo Multicultural Advisory Board, and several networks and groups.

Immigrant voices will be heard in public discussion

The development of communications is based on Moniheli's public communications. Based on consultation and guidance by a communications specialist, we will continue creating contacts with the media, developing our web pages, and making a comprehensive communications strategy. Moniheli's communications strategy will outline our communications goals that will guide the planning of our everyday communications. In 2022, we are striving to better identify our target audiences, get to know the media and communications channels that they use, and aim our messages to the right places. Our experts will communicate our network's perspective in different matters at events targeted to other experts and actors in the field, as well as for the media.

Moniheli will also participate in public discussion more actively by writing statements and opinion pieces and taking part in online discussions. In 2022, Moniheli will once again participate in the SuomiAreena mass event in Pori. We will also celebrate the independence



of a multicultural Finland by giving our annual Multicultural Independence Day party.

Immigrants and their communities participate in the health and social services reform

The current health and social services reform changes the service system considerably, and affects everyone. It is important to take into account the non-Finnish-speaking

population and involving them in the planning processes. Moniheli brings this issue to the table in EJY's network for organisations and in the Uusimaa Regional Council collaboration group (MYR) Moniheli plans to advocate for multi- and simple-language usage in the health and social services reform communications.

Moniheli advances the inclusion of different language groups in public discussion via information campaigns and panel discussions. The first regional election will take place in 2022, and to support the participation of non-Finnish-speakers, as voters and candidates alike, Moniheli plans to use all available resources, such as the Kaikkien Vaalit – Our Election campaigns from previous years, and our position in the national Advisory Board for Ethnic Relations (Etno) working group for multi-language Finns and immigrants as civic influencers.

Immigrants participate in sustainable development objectives

Climate change and environmental questions concern everyone, but immigrants in Finland do not have an active role in public environmental discussion. In 2022, Moniheli will provide more information to immigrants on climate and environmental matters. Our primary approach is a climate action campaign that will be launched in the World Village Festival in Helsinki. The campaign will include planting a hundred trees in Helsinki with our collaborators. In addition to the campaign, we will collaborate with climate actors to increase immigrant inclusion in action against climate change and the discussion around it.

4.3. The Katto Programme

The goal of the Katto Programme is the prevention of immigrant homelessness and housing problems. In 2022, we will continue our everyday work supporting people in home hunting, spreading information on housing, and educating professionals, and our collaboration and advocacy work to make visible and dismantle the structural issues that produce immigrant homelessness. We have applied for a raise for our 2022 funding in order to hire a 60 % part-time project worker to share our casework coordinator's workload, and to offer support in many languages.

Goal 1: Prevention of immigrant housing problems and homelessness

The Katto Programme offers help with home hunting to people who have arrived in Finland recently and lack the language or digital skills needed for searching for an apartment. Also people living in too expensive or unliveable housing conditions or facing eviction are the Katto Programme's target group.

The Katto Programme's methods of preventing housing problems include casework, outreach work in libraries and educational institutes, a housing helpline, and spreading housing information in different groups. In 2022, we are planning ten outreach runs in schools, libraries, and areas where we can meet immigrants. We will visit 25–30 different groups, in-person or remote, to discuss housing.

We will post information on housing on the Katto Programme social media accounts. We will collaborate with actors in the field of housing, and with members of the Moniheli network, to further build our expertise on housing.



Goal 2: Helping experts all over Finland in the fields of homelessness, housing and integration better understand the special needs created by immigration



During 2022, we will give training on factors producing immigrant homelessness to 120–160 professionals in the fields of housing and integration all over Finland working in the municipal sector, organisations, schools, housing companies, and landlords.

Goal 3: Promoting dialogue on solutions to immigrant housing problems

We will do advocacy work and promote dialogue between organisations working with housing and integration and the public sector actors and landlords. We will promote immigrant housing questions in homelessness work, organise discussions, provide information on good methods, and build collaboration. We will also participate in FEANTSA events to build European

collaboration.

The Katto Programme objectives for 2022 in numbers

585

people participated in the housing info, 80 % of whom feel they learned something new about housing

160

professionals participated in training events, 90 % of whom feel they got new information to support their work

65

casework customers, 50 % of whom found a place to live aided by the Katto Programme

4.4. The OmaPolku Project

OmaPolku (“OwnPath”) is a three-year project (2020–2022) funded by STEA. The project promotes educational equality for youth with immigrant backgrounds. The main goal of the project is for youth of immigrant backgrounds to find secondary education that matches their own strengths and interests and get the support they need with choosing an educational path after primary education.



The main target group for the project are immigrant parents and guardians who have children in lower secondary school or at the end of their primary education, and lower secondary school guidance counsellors who work with youth with immigrant backgrounds and their families.

The goal of the project is to strengthen immigrant parents’ and guardians’ resources to support the youth, and guidance counsellors’ culture sensitivity skills in working with youth with immigrant backgrounds and their parents. The project also seeks to develop immigrant parents’ and guardians’ and guidance counsellors’ interaction and cooperation when the youth is planning and choosing their educational path after primary education.

The project includes peer activities for immigrant parents and guardians in their own language, a pilot course for guidance counsellors on culture sensitive guidance, and cooperation forums.

Goal 1: Immigrant parents get information and support in their own language

The OmaPolku project organises peer activities for immigrant parents and guardians in their own language to support the parents’ and guardians’ resources to support the youth when they are planning and choosing their educational path after primary education. The project organises peer activities in seven languages: Arabic, English, Dari, Kurdish, French, Somali, and Russian.

The peer activities allow the parents and guardians to discuss e.g. the Finnish school system, secondary education options, ways to support the youth with their educational or professional path, the interaction between the home and the school, the significance of

collaboration, and important information for parents and guardians concerning the longer compulsory education that was recently extended to 18-year-olds in Finland.

During 2022, the OmaPolku project's last year, the project's own-language peer activities will continue in Uusimaa, Turku, Tampere and Lappeenranta with a wide partner network. The project's objectives are to organise over a hundred own-language, information-based peer groups and four hundred peer counselling opportunities and reach 1250 immigrant parents and guardians in 2022. OmaPolku will also produce a model for peer activities for the Moniheli national network.



Goal 2: Culture-sensitive guidance training will be incorporated in the guidance counsellor training system

In 2021, OmaPolku piloted a culture-sensitive guidance training for guidance counsellors in collaboration with Ohjausosuuskunta Ote. The guidance counsellors gave excellent feedback on the course, and the demand for culture-sensitive guidance is great at the moment and in the future. OmaPolku will promote the course as a permanent part of guidance counsellors' continuing professional development training selection.

Goal 3: Organizing cooperation forums and creating a reproducible cooperation forum model

The OmaPolku project promotes interaction and collaboration between guidance counsellors and immigrant parents and guardians by organising cooperation forums and own-language parents' meetings as part of the project's own-language peer activities.



In 2022, OmaPolku will continue organising cooperation forums and parents' meetings. There will be four cooperation forums during the project's last year. At the end of the year, OmaPolku will also create a model for cooperation forums to

support the collaboration between the school and the home and release the model for professionals working with immigrants and education to use.

The project's objective is to reach 25 lower secondary school guidance counsellors at the cooperation forums. The forums and development work also involves immigrant parents and guardians, youth with immigrant backgrounds, representatives from multicultural associations, and other stakeholders and experts on the interaction and collaboration between the home and the school.

The OmaPolku project objectives for 2022 in numbers



4.5. The Terkku Project

The Terkku project aims to develop culturally sensitive outreach models to prevent non-communicable diseases among immigrants from African and Middle Eastern countries. Our outreach work is carried out in cooperation with Moniheli's member organisations as well as DIAK and Laurea Universities of Applied Sciences. Students of nursing, health care, and business interpretation visit member organisations to design, test, and evaluate different models of culturally sensitive outreach work. This includes encounters with the target group at various low-threshold events and occasions.

Goal 1. The health of immigrants in the target group will improve

This goal will be achieved by modelling different forms of outreach work to reach groups of immigrants and respond to the health needs of these groups. The outreach work will take place in small groups at community events in the target group as well as at project events again in



spring 2022. More concrete actions will be taken. For example, themes related to cancer screening would be particularly relevant for cancer organisations. The total number of events and their number of attendees will be continuously monitored. Feedback surveys will include both qualitative and quantitative questions to map out the results of the trials.

Goal 2. Health organisations, health professionals, and other actors in the sector will perceive themselves as more culturally sensitive

We will select the best models of outreach work, which will be developed and tested by the students together with the organisations in spring 2022. We will use these as a basis for the selection of models to be used for the final output of the Terkku project in autumn 2022, when we organise the last cooperation forum. We will then produce a culturally sensitive guide for outreach work practitioners.

Cooperation forums are one of the key activities of the Terkku project. The aim of the cooperation forums is to bring together the project's target group, immigrant organisations, organisations and professionals in the health and social care sector, and others working to promote the health of immigrants. These actors come together in the forum and become field experts by working together on ideas on how to carry out preventive work on non-communicable diseases through outreach work with immigrants.

Goal 3. The project will succeed in creating bridges between immigrant and multicultural organisations and health organisations and cooperation will also be strengthened between those working on the other project themes

Through its various events, trainings, and trials, we provide established cooperation platforms for health and immigrant organisations. These cooperation models will be described in more detail in the material produced about culturally sensitive outreach work.



As a result, the planning, implementation, and evaluation of the cooperation will be as easy as possible for the organisations after the end of the project. The results will be measured through an annual survey sent to the organisations, as well as after the cooperation forums and outreach work trials. If there are not enough responses to the

online survey, representatives from the participating organisations will be interviewed to assess the collaborations that have been established, including their effectiveness and development needs throughout the Terkku project. In order to assess which models of cooperation work best, it will also be particularly important to hear negative experiences.

Goal 4. With the help of cultural mediators' expertise, services in the social services sector will become more culturally sensitive and more prepared to encounter different immigrants in their services.

We will train health professionals and students with an immigrant background as cultural mediators. We will collect statistics on the number of participants in the cultural mediator

training. We will also collect feedback and learning self-assessments from the participants directly after the training as well as later at a follow-up meeting. The experiences of the cultural mediators between the training and the follow-up meeting will be used to develop a second cultural mediator training to better meet the needs of the communities. The cultural mediator training follow-up meeting will be organised on Thursday 12.5.2022 from 10:00 to 14:00. During the project, the trained cultural mediators do advocacy work in their own communities and work communities, participate in cooperation forums, and develop outreach work.

In 2022, the Terkku project aims to reach



4.6. The DigiUp Project

The DigiUp project promotes the digital skills of multicultural associations and develops multi- and easy-language digital support. In 2022, the project activities will be developed based on the MoniDigi survey conducted in 2021. We surveyed the digital support provided by multicultural and immigrant associations and the associations' digital skills and training needs. The project highlights the position of immigrants in the field of digital support. We



are piloting and shaping volunteer recruitment models, and training volunteers to act as digital support for associations by recognising and boosting their skills.

Goal 1: Developing digital skills for multicultural associations

We offer regular expert digital support twice per week for the employees, volunteers and board members of multicultural associations, and help them with everyday digital challenges. The support is accessible personal guidance either in person in the association's premises, on the phone, via email, or remotely.

We organise one-time workshops where associations can strengthen their digital skills and support concerning their work in an organisation.



Goal 2: Developing the digital skills support programme to better serve multicultural and immigrant individuals and their communities

We do advocacy work for actors and networks that provide and develop digital skills and support. The Monikulttuurisen digituen avaimet ("Keys to Multicultural Digital Support")

training helps service providers better take into consideration immigrants and language and cultural minorities in the planning and execution stages of their digital support.



Goal 3: Volunteers help multicultural associations develop their digital skills and provide digital support

The project makes use of and strengthens the digital skills of volunteers of multicultural associations and provides opportunities to give digital support. The volunteer program makes use of existing language skills and builds a platform for multicultural volunteering in digital

support activities. The volunteer digital support training program provides a clear path for volunteers with language skills.

The DigiUp project objectives for 2022 in numbers

- 30** representatives of multicultural associations receive digital support
- 30** representatives of multicultural associations receive training in digital skills
- 70** % of the associations that receive digital support or training applies it in their own work
- 30** digital support development actors participate in the project's training, and 70 % feels that they are better able to take immigrants into consideration in their own work
- 10** digital support trained volunteers with language skills, 80 % of whom feel they gained new networks and experience with working in organisations
- 70** % of representatives of associations who participated in the activities feel that volunteers strengthen the association's expertise