

Leading Resilience



ANNUAL REPORT 2020

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MESSAGE FROM THE BOARD

This annual report of New Women Connectors is a significant one. Last year, this young organisation established in the lead up to the first Global Refugee Forum in 2019 – not only managed to launch its operations despite the dramatic limitations imposed by the spread of the COVID-19 pandemic, but also actually leveraged this unprecedented crisis to further amplify the voices of refugee and migrant women in Europe. The following pages summarise a wide variety of activities carried out in support of these women, from advocacy training to sensitisation to local groups. Gradually, we are getting a clearer picture of who these refugee and migrant women are and why they need to be at the centre of European refugee and migrant policy-making. For the most part, the women who participate in our activities have survived unimaginable hardships on their journey to Europe. They still face plenty of challenges just trying to start a new life through legal pathways. And yet, far from being resigned these women are eager to contribute to building a better Europe with determination and hope. Through their lived experience, they stand ready to provide a much-needed reality check on how European policies impact their daily lives. More importantly, they can help shape better decisions at EU level that facilitate their integration into their new communities, benefiting their hosts too. New Women Connectors' founder Anila Noor perfectly exemplifies the potential of refugee and migrant women in Europe. In addition to relying on her personal experience as a Pakistani refugee who has resettled in the Netherlands, this brave woman has developed admi-

nable expertise in national, EU and global policies on refugees and migrants, including as a former public official for the city of Amsterdam. Anila's no-nonsense approach to policy-making has turned her into a powerful advocate who knows what she is talking about and is ready to collaborate with key decision-makers. She leads a team of committed men and women who believe that a more integrated Europe starts at the neighborhood level, united by stronger ties between people, and women in particular, from different backgrounds.

I hope you too will feel inspired by the impact New Women Connectors has made so far. There are many ways to make sure it continues to do so – you can choose to either make a donation or facilitate our access to key European policy-makers or help us organise a virtual support group or just listen to the voices of refugee and migrant women trying to make a positive contribution to their new society. They live next to us. Let us work together with them to build back a better Europe.



**With my warmest wishes,
Farida Bena**



WHO WE ARE

We are a nonprofit organization led by migrant and refugee women. Our team members come from different national, cultural, linguistic, religious, racial, ethnic, educational and professional backgrounds. However we share many common experiences and strengths, including a tremendous capacity for resilience. Our platform provides refugee, migrant, undocumented Diaspora, and stateless the means to map their challenges, recommend solutions and become change-makers. As an organization, NWC believes in racial equality and justice and is dedicated to work towards creating systemic changes in policy and practice that ensure communities from migration backgrounds especially women, fully exercise their rights to protection, services, and self-sufficiency. We are actively advocating for "Gender transformative changes" in EU migration policies. We promote equal opportunities and inclusion while avoiding stigmatization.

OUR AIMS

- » To build NWC as a sustainable and inclusive network for the migrant-led organization, creating regular and consistent space for dialogue between women-led organizations to support each other in capacity-building and work together to reform EU Migration policies and programs.
- » To identify the critical issues that migrants living in different countries face, to work together to address them, and to establish NWC as a network in setting the regional agenda for women's policy, using the collective voice of lived experiences to influence the priorities of EU agencies, governments and civil society.
- » To support the development of stronger national women-led structures and assist them to influence national policy reforms.
- » To create more spaces for refugees and migrants, especially women leaders around the world, to maximize their participation and engagement in gender-responsive institutions and highlight refugee women-led best practices.

In this report, we employ a working definition of migrant as a person who moves away from their place of usual residence, whether within a country or across an international border, temporarily or permanently, and for a variety of reasons (voluntary and/or forced). The term includes a number of legal categories of persons, such as refugees, stateless and undocumented. We identify the specific legal categories when necessary and/or to amplify particular experiences.



OUR MISSION

We work to bring the voices, experience, and resilience of migrants especially women into the policy-making process in and around Europe. Centering migration in Gender-Equality Policy, we harness our collective power to make change in our local communities and at the EU level.

In so doing, we support and empower migrant, refugee and stateless people in advocating for themselves and their communities and promote their involvement in policy and decision-making processes. We are committed to ensuring that every migrant or refugee woman in Europe has the opportunity to have her voice heard.

We are committed to the idea that migrant and refugee women deserve a seat at the table. By bringing the experience and expertise of migrant, refugee and stateless women into the center of policy-making discussions in Europe, we seek to make true gender equality that is inclusive of migrant women a reality. In this backdrop, New Women Connectors (NWC) was initiated as a movement for inclusion, gender equality and social justice, by a few capable refugee and migrant women, to make things better for other women faced with the same challenges, which every woman undergoes, The policies in Europe, regarding the refugee and migrants are not gender sensitive, which is probably one of the major reasons responsible for the ineptness of the system.

OUR VISION

To mainstream the unheard voices of migrant, stateless and refugee women living across Europe and create a perspective-shift to the migration agenda that is centered around inclusion and gender equality.



For the purposes of the Annual Report, Migrant is as defined in: https://publications.iom.int/system/files/pdf/iml1_en.pdf

OUR APPROACH

“As a refugee, as a woman, I want to say this *Clearly* and *Loudly*, I am not a ‘beneficiary’ but a co-developer and co-partner.”

**Anila Noor,
Managing Director
NWC**



**#Coping2Gather
#Growing2Gather**

We work to harness the experience, wisdom, and resilience of migrant, refugee and stateless women to design creative and pragmatic public policy solutions to pressing integration challenges. By listening to the lived experience of these women and by giving them “a seat at the table,” we help make public policy more inclusive, effective and fair. In the process, we promote mutual respect and understanding and combat harmful narratives that hurt migrant and host communities alike. We work at local, regional, national, EU and international levels, to

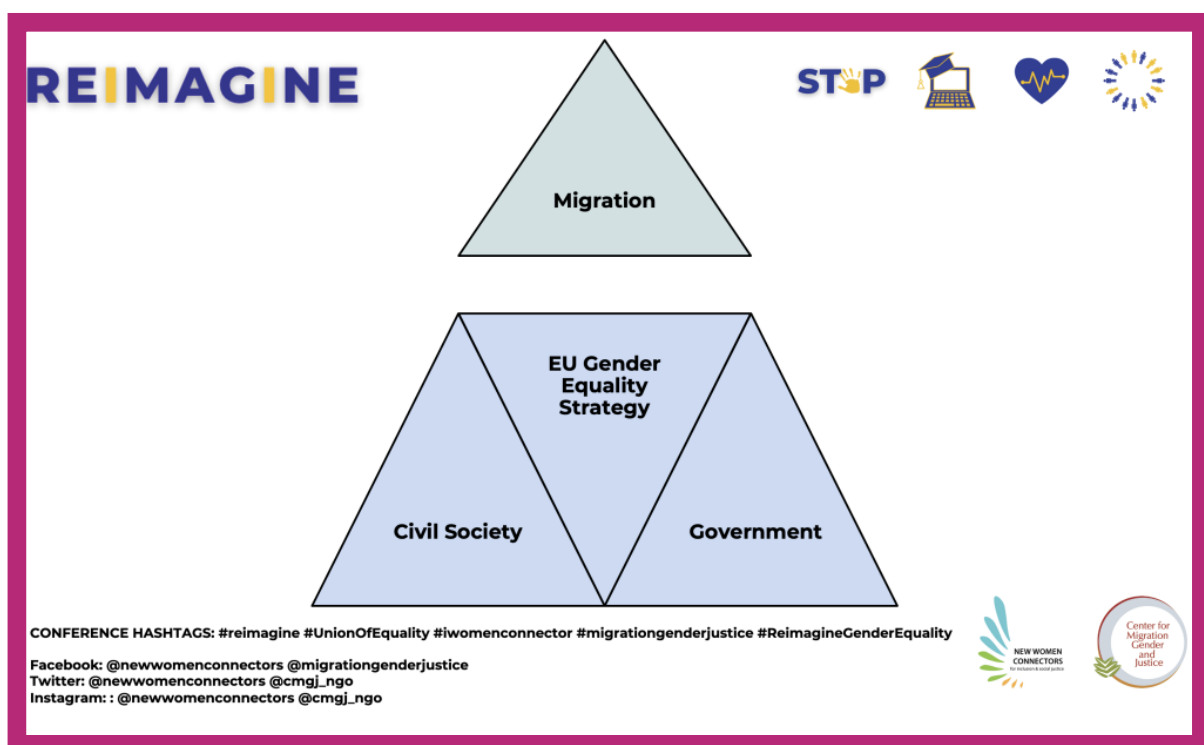
- Map the policy lens.
- Identify the challenges.
- Find solutions for integration challenges through consultation with refugees.
- Strive for Inclusion of gender lens into policy-making.

We are committed to ensuring that migrant people especially women are heard and are visible in the public sphere. We are committed to changing paradigms, so that refugee and migrant women are no longer viewed as passive recipients of European migration and integration policies, but rather as active participants in the policy-making and political process, with specific experiences, perspectives, talents, and skills to contribute.

We are confident that given the chance, migrant, refugee and stateless women can be powerful agents of change, as evidenced by our resilience in overcoming terrible challenges and our experience in rebuilding lives and communities. By addressing the migrant representation gap in local, regional and national decision-making in European member states and in EU and international institutions, and by improving migrants' capacities, knowledge, involvement and diplomatic skills, we can help make migration and integration policies more efficient, sustainable and just.

NWC amplifies these Voices, focuses on ensuring all voices are heard and responded to so that migrants/refugees can have access to meaningful participation, and believes that the exchange of dialogue and listening to one another can be facilitated. As a result, these efforts will lead to collaborative solutions. NWC aims to create policy and perspective shifts surrounding the stereotypes that refugees and migrants, especially women, face in Europe. NWC recognizes the need for social justice in Europe and sets out a vision for improving inclusion and social justice for all.

Further, we apply and advocate for UNHCR's age, gender and diversity (AGD) policy to ensure that all persons of concern (PoC) fully participate in decisions that affect them and enjoy their rights on an equal footing with others. The principle of gender equality affirms that women, men, girls and boys should enjoy rights, responsibilities and opportunities on equal terms. It implies respect for the interests, needs and priorities of each gender."



OUR TEAM



BOARD MEMBERS

Farida T. Bena
Marie-Josvan Schaik
Olga de Wit
MohammadMansoor Alam

SPECIAL CONSULTANTS

Terri Beswick
Suzzane Bakker

ADVISORY BOARD MEMBERS

Shada Islam
Alexandra Dufrense
Fioann Smyth
Dr Lara-Zuzan
Golesorkhi
Ahmed Reshad Jalali
Asif Khan
Shaza Alrihawi

VOLUNTEERS

Yafa Kasem
Reem Abbas
Esmeralda Kashari
Seyran Maryam Khalili

FOUNDER / MANAGING DIRECTOR

Anila Noor

RESEARCH TEAM

(Pro Bono)
Madeeha Majid
Umbreen Salim

CORE TEAM

Razan Ismail (Spain)
COMMUNICATION MANAGER

COMMUNITY OUTREACH CONSULTANT

Noura Bittar Sborg (Denmark)

INTERNS

Yuanfeng Liu
Sarah Williams

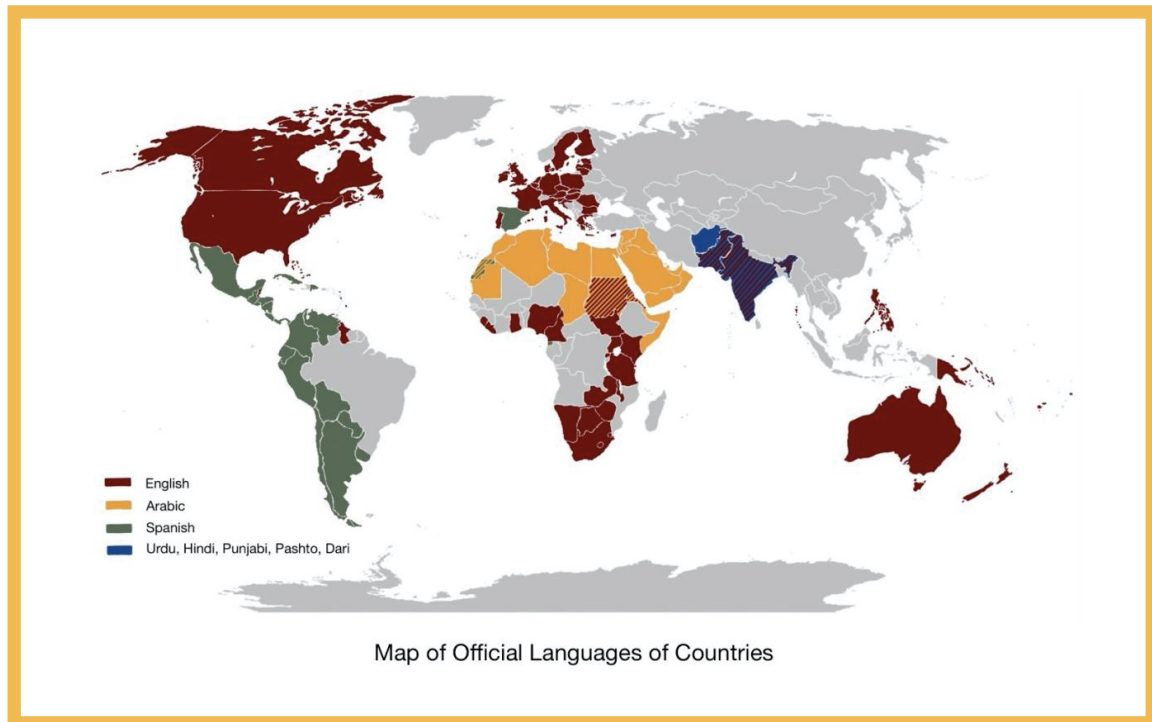
OUR WORK SO FAR



Since the establishment of New Women Connectors in 2018, it has stood firmly in line with and in close contact with refugees, stateless persons and immigrants from different backgrounds living in Europe. Even though originally from different ethnicities and cultural backgrounds, speaking various languages and having varying religious beliefs, they still have common status and common difficulties here in Europe. New Women Connectors is committed to providing a platform so that stateless women, female refugees and immigrants can have opportunities to speak up and voice their concerns. At the same time, by gathering relevant information from all parties, we are trying to provide practical and effective suggestions for the formulation and modification of related policies.

From 2018 to 2020, we have held at least 19 online and offline events, using 8 languages and have reached out to more than 1,400 people. Among them, 8 events were held independently by New Women Connectors and 11 were jointly held with other organizations and funders. 3 Events have reached to more than 100 people, and 9 have affected more than 50 people. The languages used are English, Arabic, Urdu, Hindi, Punjabi, Spanish, Pashto and Dali. In these activities, refugees, stateless persons and immigrants, especially women, came together and shared their lived experience and opinions on multiple topics such as racism, domestic violence and even the new barriers in the context of COVID-19 which is currently happening.

ANNUAL REFLECTION OF 2020 - WORK DURING COVID-19



Prioritizing Gender Equality in Response to COVID-19

From the beginning of 2020, with the outbreak of the COVID-19 pandemic, all our lives were profoundly affected. Naturally, for refugees, stateless persons and immigrants, health related risks have significantly increased. According to participants based in different countries, there has been a general lack of effective preventive measures, and as such the infection rate of refugees and immigrants is much higher than local residents, and they also are in great need of access to medical care and insurance. The lock-down under the pandemic has caused difficulties in various aspects of people's lives, such as the administrative procedures for handling profiles, access to information and news, childcare, and has also increased racism and discrimination.

2020 has been a year of unprecedented challenges due to the COVID-19 pandemic. Whilst being a health crisis, the pandemic has also brought into stark contrast the gendered inequalities that exist in our societies with women being at the front line of care at hospitals, in the home, and in communities.

For New Women Connectors, our activities were also made to move from face to face format to an online platform. This is both an opportunity and a challenge in our line of work. On one hand, contacts with undocumented, stateless persons and refugees has become more difficult, subject to conditions such as the Internet connection and possess of mobile phones, while on the other hand, online activities online spaces continually break the limitations of physical space, making it possible for people living in different places to participate in activities together.

In January, we held the only offline event in 2020, “Resisting Silence; Voices of New Women in Digital Age,” and in the context of COVID-19, the Leading Resilience series consisted of our online flagship activities, providing a platform for immigrants and refugees who speak different languages to come together and share their concerns and difficulties.

Through out the year NWC, reached out to migrant and refugee participants to connect and guide in whatever ways it could. Following are a list of events that NWC organised during these times



New Women
CoNnectors
for inclusion & social justice



Prof Halleh Ghorashi

Success stories are often used by organizations and companies, less as inspiration but rather as excuses not to change the system – arguing that if some refugee women succeeded in the present system, so should everyone else. These stories should be told by the people who live them, to avoid tokenism and make use of the stories to change the system and create new and inclusive structures

#coping2gether
#growing2gether

Leading Resilience

DATE	EVENT NAME	ORGANISER
23 Jan	Resisting Silence; Voices of New Women in Digital Age	NWC Hosted by European Committee Of Region
21 April	A webinar on the situation of the asylum seekers and refugees	French Refugee council, NWC, UREP
8 May	Leading Resilience- A Virtual Gathering of Refugee & Migrant Women	NWC Imatter
20 June	Remapping Success: Empowerment Initiatives for Migrant Women	NWC Hosted By Kiron Open Higher Education
26 June	Leading Resilience- New Vulnerabilities, New Resilience	NWC
28 June	Transphobia Understanding Plight of Immigrant Lgbtiq in Europe	NWC Overseas Progressive Pakistanis
22 July	Leading Resilience-19 (Enhancing resilience to the pandemic Covid-19)	NWC
24 July	Leading Resilience- A Virtual Gathering of Migrant women	NWC
25 July	Leading Resilience- COVID-19: Mujeres migrantes resistiendo la crisis	NWC
26 August	Leading Resilience- A virtual gathering for Pashto and Dari	NWC
4 September	Leading Resilience-Digitalisation: New Opportunity or New Barrier for Migrant women	European Coalition
16 September	Refugee Leadership: Response to Moria Camp Tragedy	NWC,
20 October	Reimagine: Centering Migration in EU Gender Equality Strategy	Center for Migration, Gender and Justice

With its Leading Resilience campaign, NWC utilised available digital spaces to build solidarity during the crisis period and worked towards carrying out a multi-stakeholder analysis of the impact of the corona virus on the lives and mental health of migrant women across Europe. The initiative was innovative in its approach towards the crisis, using the lived experiences of migrant and refugee women to cope with the impact of the pandemic. By adopting a policy of recognising the vulnerabilities of such groups as a tool of strength, NWC helped to inform, connect and amplify the voices of refugee and migrant women so as to showcase the coping-strategies, resilience and needs of refugee and migrant women through self-representation. Adding to this, NWC adopted a novel approach of designing its activities under the campaign in different languages (English, Arabic, Spanish, Urdu, Pashto, Dari, etc.) for diverse groups of migrant and refugee women at the national and European level. Using this strategy in the backdrop of digital empowerment, an attempt was made to create less barriers to communication, and better representation, so as to pave way for inclusion, growth and better opportunities for refugee and migrant women in the future in the EU.



#Coping2Gather
#Growing2Gather

NEW WOMEN CONNECTORS
for inclusion & social justice

Leading Resilience

WhatsApp Support Group
for **Refugee and Migrant Women**
to deal with **Psychological Stress**
during **COVID-19 Lockdown**

پنجابی
فارسی
العربية
کوردی
اردو
پښتو
Español

Chat & Talk
IN THESE LANGUAGE





TO JOIN CONTACT:
info@newwomenconnectors.com
nooranila@hotmail.com

 Newwomenconnectors

 #iwomenconnector



NEW WOMEN CONNECTORS - THE NETHERLANDS #INTERVIEW

New Women Connectors is a movement striving for mainstreaming the unheard voices of migrant and refugee women living across Europe. It is led by women, who are working to ensure that all voices are heard and answered so that they collectively can feel empowered. The movement supports women to reach out to decision makers for an inclusive and social justice approach giving a new perspective, new knowledge and new insights to the debate about integration and inclusion.

Anila Noor is the initiator of New Women Connectors, The Netherlands.

Anila: " When the virus hit Europe, a lot of restriction followed. In many cases it was actually a privilege to be able to follow these restrictions. Social distancing, for instance, was really not possible to pursue in many of the refugee communities. COVID-19 meant a full stop for the collective meetings and gatherings that we were organising with migrant and refugee women. By going online, we know we miss out on a lot of women who do not have access to a laptop or a mobile phone.

Still, as an alternative, we have set up large WhatsApp groups in different languages, including Arabic, Spanish, Urdu, Pashto, English and Dari. Women feel free to speak out in these groups, they really provide a safe space. Through these groups we encourage to participate in decision-making processes that affect their everyday lives and impacts them and their families daily. We are not a service provider but we are trying to engage people with the political debate and as women use our resilience to get a seat at the discussion table. During COVID-19 it became clearer that as we were not able to meet in person, solidarity, more than ever, is key. It is extremely important to show these often unheard women, that they actually can speak and stand for themselves, to give them confidence so that they feel motivated and feel that a different perspective is possible.

Many of the migrant and refugee women we are connected with, have now developed a real appetite for participation in debates. They want to join the discussions and people want to hear them. I am worried though how we will create a follow up when funding comes to an end. If we leave that space empty, now that these women are hoping for more action, we could easily ruin what we have built. I think however COVID-19 also provides an opportunity. A chance to look at structural barriers that prevent women participating in a meaningful way. The crisis offers the possibility to evaluate ourselves and rethink how everything is inter-connected and overlapping. We can't ignore anyone, especially not women."



IMPACT

The most immediate impact of the initiatives undertaken by NWC during the pandemic was seen in the support provided to the migrant refugee women through available channels (online platforms). Such support included psychological help, as well as the dissemination of information and important discussions and webinars on relevant issues such as racism, xenophobia, etc. addressed to the migrant women community. With a feminist approach to dealing with the aftereffects of the pandemic, the initiative helped build a safe environment for women online to share their stories and concerns. As surveys were conducted during discussions, an analysis of such a data is aimed to be of much pertinence to help come up with better strategies in tackling the crisis currently as well as in the future.

Being refugee women led, the campaign intended to inspire change, so as to make marginalised voices heard, and provide them a platform as well as project them as a driving force necessary for effective decision making at the local or EU level. In the long run, by involving migrant women groups in important discussions and conversations on matters that directly impact them, the initiative works to encourage more women to see themselves as occupying public stage and platform, and thus envision a better life and future for themselves as well as for EU. The project aimed to increase the visibility of the community in online and digital spaces within and outside EU. NWC endeavours to continue working in this direction so as to build a stronger and bigger women’s network to overcome any other upcoming foreseeable or unforeseeable challenges.

Leading Resilience ,






#Coping2Gather.....
 #Growing2Gather.....

My message "we need Love and care world, healing is slow but we are in this, together" (Fatima, 25 Malta)

share with us your Photo, Message










Leading Resilience

#Coping2Gather
#Growing2Gather

OUTREACH

24.7K Reached
Participants from 25 different countries

SOLIDARITY

In order to foster cross border solidarity during the COVID19 pandemic, New Women Connectors hosted virtual gatherings where refugee and migrant women across Europe discussed their experiences, challenges, coping strategies and resilience. In this unique space refugee and migrant women were able to express their concerns and needs through self-representation.

820 Event Responses
Virtual Gatherings

COMMON GOALS

The virtual gatherings brought together 436+ refugee and migrant women from 28 different nationalities and countries spanning across Europe, Asia, Latin America, Africa, USA/Canada and the Middle East. Whilst discussing the situation in Europe, refugee and migrant women had shared experiences, bringing attention to the commonality of inequalities and challenges faced across European countries. Inequalities and challenges which have been brought into stark focus during COVID19.

GAPS
Labour market access | IT skills development | Language training | Access to health care | Legal advice | Racism | Inclusion | Representation | Discrimination | Harmful Stereotypes | Integration pathways

#Coping2Gather
#Growing2Gather

In dialoguing together we were able to identify prevailing challenges and gaps around gender inequality, racism and discrimination, lack of access to the labour market, insufficient skills development programmes and barriers to influence policy decisions. Through the virtual gatherings we were able to identify our common goal and work together to come up with creative solutions and recommendations.

24/7 DIGITAL HELPDESK

Online survey; in English and Arabic for monitoring the impact of COVID-19 and WhatsApp Support Group for Refugee, Stateless & Migrant Women, to deal with Psychological Stress during COVID-19 Lockdown, post pandemic

Multilingual
English | Arabic
Spanish | Hindi | Dari
Pashto | Urdu
Punjabi

OUR VOICE

As we look together to a post-COVID19 future we ask for the inclusion refugee and migrant women's voices in policy debates at both the EU and state level. We believe that through meaningful participation and dialogue we can reimagine a gender equal Europe.

NWC gained many new followers through the various events and enjoys growing popularity on social media platforms such as LinkedIn. After the webinar, "Reimagine: Centering Migration in EU Gender Equality Strategy", which took place on October 20, 2020, NWC recorded a 267% increase in LinkedIn-followers. In addition, the most post of 29 October 2020 with 39721 "Impressions" was the most "liked" of all NWC's posts so far on LinkedIn.

NWC's rate of Twitter profile visits in October 2020 increased by 90.7% compared to the previous months. During this time, NWC posted 32 tweets and gained 387 new followers. The number of entries rose by an astonishing 82.4%.

81% of the people NWC reached on Facebook are women. Most of them are between 25 and 45 years old and speak English, French, Arabic, German and Dutch. New results show that the NGO reached many people in Switzerland, mainly in the very international cities of Zurich and Geneva. In addition, NWC' reach also included many people who live in the Netherlands, Pakistan, Germany, Belgium, Italy, Spain, the USA, United Kingdom, France, Denmark, Sweden but also in Syria and Afghanistan as a result of NWC' content, which is formulated in Arabic.

Within the last 90 days, it has posted 13 events on Facebook to which NWC has received 681 responses in total. During the same period, these events, webinars and discussions enabled the NGO to reach 18,400 people from a very diverse environment. The increase of followers of the last 12 months was 63.3%.



#iwomenconnector
INFO@NEWWOMENCONNECTORS.COM
NEWWOMENCONNECTORS

#Coping2Gather
#Growing2Gather



Digital Helpdesk

Monitoring and support
COVID-19 impact

Leading Resilience

SERIES OF MANY WEBINARS

function as a cross-border virtual space of solidarity where the needs and challenges of migrant and refugee women during COVID-19 become visible and heard, and where experts and peers will support in finding common solutions.



STAY CONNECTED 24/7

Solidarity and collaboration form the core essence of New Women Connectors, a step further and share the space to imagine and build together 'The New Normal' during and post COVID-19



LET'S CHAT & TALK

WhatsApp Support Group for Refugee and Migrant Women to deal with Psychological Stress during COVID-19 Lockdown.



MONITORING THE IMPACT

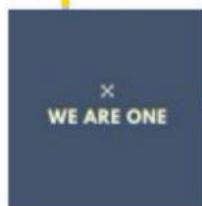
online survey; for monitoring the impact of COVID-19 on refugee and Migrant women.

We invite you to join us and share your stories of resilience



THE COVID-19 (CORONAVIRUS) NEW TRACK AND US

We understand that this pandemic will shake up the talent market, and you might be looking for a helping hand.



HELPING HAND / CAREER ADVICE

Our community members offer a wide variety of services ranging from design consultation, portfolio reviews, online courses, resume reviews or career advice in general. Just reach out, and we will connect you to the right person.

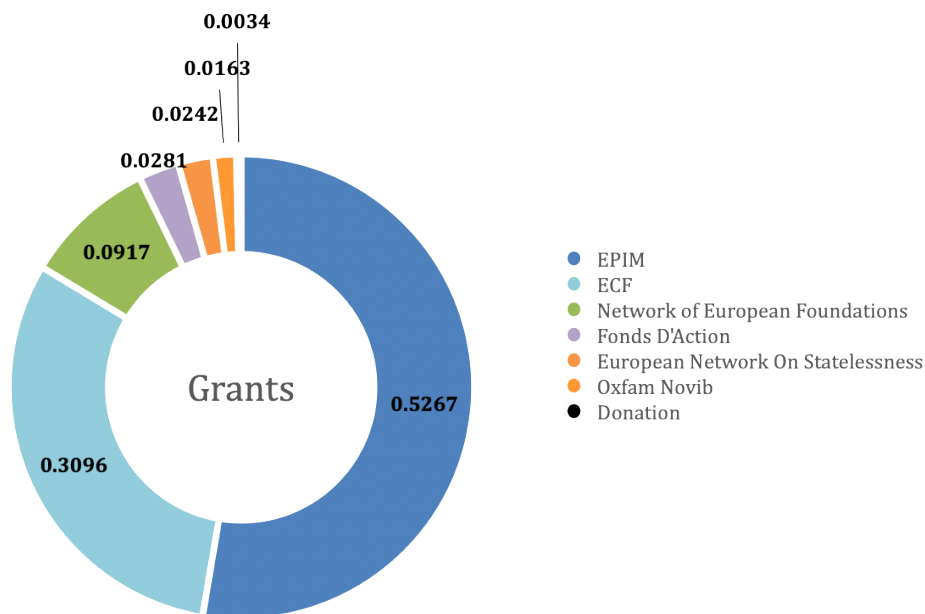


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FINANCES

The information below is an extract from our full annual financial statement, which was approved by the NWC Treasury Board Member. This underwent Independent Financial Examination and is submitted to relevant Dutch department in Netherlands and also ready for External Audit. For further information, please consult the full financial statement, the Independent Examiner’s annual report which are available from NWC on request. The information covers the period between 1 January to 31 December 2020.



EXPENSE ITEMS	SUM OF TOTAL (€)
Activities & Projects	35,812.16*
Staff	25,975.21
Admin	3,113.20
Total Funds (31 December 2020)	64,900.57



ANNEX

MANIFESTO

Leading Resilience

A New Women Connectors Manifesto

The New Women Connectors Manifesto sets out critical issues of concern for Migrants women in Europe and demands for these to be addressed. This Manifesto is the result of a series of online gatherings hosted by New Women Connectors (NWC) with a group of communities from diverse backgrounds across Europe in 2020, who find that insufficient attention is given to their rights and issues within the EU. We are women from diverse backgrounds, religions, occupations, sexualities, ages, and abilities, who have survived war, conflict, discrimination and persecution. We are not passive victims, nor helpless beneficiaries, we are strong, resilient and resourceful women who want to see a change in the way we are perceived and spoken for.

CRITICAL ISSUES

We are concerned about the erasure of the unheard voices of migrant women in the policy decision-making process which affects our lives. Far too often we are left out of the room and when we are included, our concerns are considered as mere opinions or background noise. Our lived experience and knowledge are not taken seriously at the policy level.

People from Migration background continue to face multiple forms of discrimination, violation of our rights, precarity and marginalization due to our position at the intersection of gender, migration status, and sexuality.

We find that EU health care systems are ill-equipped to deal with our health and well-being. We find there to be discriminatory practices and services which are not gender nor culturally sensitive. In particular, now during the COVID19 pandemic, we find that access to basic information and services hindered by practices put in place to counteract the virus without regard to the issues faced by refugee, migrant and stateless women. The digitalization of health processes further exacerbates this exclusion, as it does not take into account migrant women who may be digitally illiterate, lacking the language skills or not having access to digital tools. This has particular consequences for stateless women who often find no categorization on online portals, making it impossible for them to access health services. As such the COVID19 pandemic, besides being a health crisis has also heightened the numerous other crises that were already evident to us migrant, refugee and stateless women, including but limited to, lack of job security, lack of access to social security, and domestic violence.

Our Demands / Call for

These critical issues could and should be counteracted by allowing migrant women to participate in the policy-making and decision-making processes. We demand a bottom-up approach to policy-making in the EU which includes promoting the active participation of refugee, migrant and stateless especially women. This involves creating space for refugee, migrant and stateless women to advocate for their rights and in their own interests. Such a process should be inclusive, where refugee, migrant and stateless women are treated as equal partners. We also demand that migrant-led organizations be actively involved in policy-making and given the lead in the promotion of active political participation.

We demand gender mainstreaming, that is sensitive to migration issues, be made part of all EU policy debates going forward. This means including a migration lens in gender-equality policies as well as a gender-equality lens in integration and inclusion policies.

We call for increased financial resources to be made available to refugee, migrant and stateless organizations who are working towards building solidarity and creating opportunities, through research, workshops and seminars.

Alongside this, we demand that more resources are invested in the legal aid, training and dissemination of information on access to education and labor market inclusion.

We demand a review of health and care procedures in order to make health care services more accessible and free from discrimination.

We call for access to language courses and digital literacy courses to be made freely available to migrant, refugee and stateless women.

We believe that equal opportunities for migrant, refugee and stateless women is a precondition for a gender-equal Europe and as such call for more equitable access to integration services, with resources made available for childcare during the training period.

Lastly, we call for institutions, civil society organisations and policy-makers to start to practice deep listening. When we, as migrant, refugee and stateless women speak up we deserve for our expertise and lived experiences to be listened to with respect and compassion. For us, this is the first step of solidarity needed in order to tackle the issue of gender equality in Europe.

FEATURED



- Support of CSOs in times of COVID-19 - *How joint efforts in Europe build resilience. Anila Noor is the initiator of New Women Connectors, The Netherlands.*
- Kiron talks- what we have learnt during the pandemi about online learning *Some women migrants and refugess do not feel like online-learning and high-tech are for them. - Anila Noor*
- Voxeurop - Migration into Europe – a never-ending story about ourselves. *On International Migrants Day (18 December), Anila Noor and Roger Casale reflect on how migration can be seen in a long-term perspective as part of the narrative of what Europe is today, and can become in the future*
- ICMC - January 8, 2020 - Listening to Refugee and Migrant Women. *What do migrant and refugee women truly want? This is what Anila Noor set to find out. Through her initiative, New Women Connectors, she brings together refugee and migrant women in the Netherlands to discuss the issues that affect their lives.*
- Gobal Health Next Generation Network - June 20, 2020 *World refugee day – An Interview with Anila Noor*
- The Federal Trust - December 18th, 2020 *Migration into Europe – a never-ending story about ourselves*

FEATURED

- Oxfam International - 24th November 2020
EU governments must quickly follow up on EU inclusion plan to create inclusive and cohesive societies
- EURO News - 24th November 2020
- Maxamif.eu - 31st September 2020
Working Group Meeting with MAX project partners
- European Commission - November 2020
Canada-EU Migration Platform: watch closing high-level event.
- Swissinfo.ch - March 8, 2020
It's time for women refugees to have a seat at the table
- Kiron Open High Education
Anila Noor, on women's empowerment and the role edtech can play in supporting community-led initiatives.



New Women
CoNectors
for inclusion & social justice



Reem Abbas

We never choose to be refugees but we choose to be active members in our communities. It is a privilege to be part of this community and to support people socially, emotionally and psychologically.

We empower people to be independent, strong to face the new challenges and create solutions for existing problems within their integration process.



#coping2gether
#growing2gether

GIVINGTUESDAY



20

WE THANK OUR SPONSORS AND COLLABORATORS FOR HELPING US IN DOING INCREDIBLE WORK IN 2020



European Network on Statelessness

Hosted by



European Committee of the Regions



Kudwä قروا



European Coalition
A Key For Inclusion

European Cultural Foundation



OXFAM



CCBE
Empowering Youth

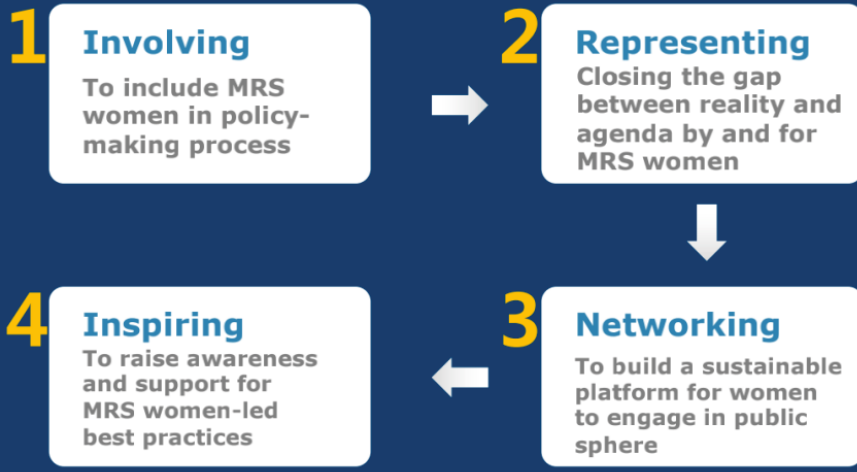
Epim

European Programme for Integration and Migration



GOALS AND STRATEGIES

What Do We Aim For



How Do We Achieve Them

EU Level

We bring MRS women's perspectives to the policy makers:

- ~Engage local voices in policy making
- ~Find gaps between agenda and reality
- ~Gender mainstreaming

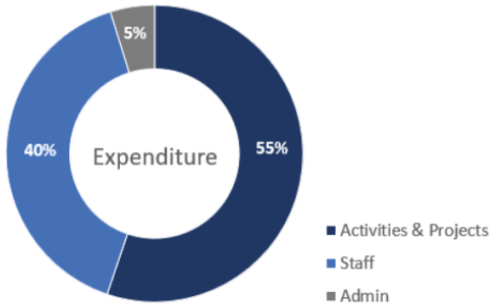


Local Level

We bring policies to MRS women:

- ~Identify the challenges
- ~Discuss solutions through consultation
- ~Inclusion of gender lens

How Do We Achieve Them



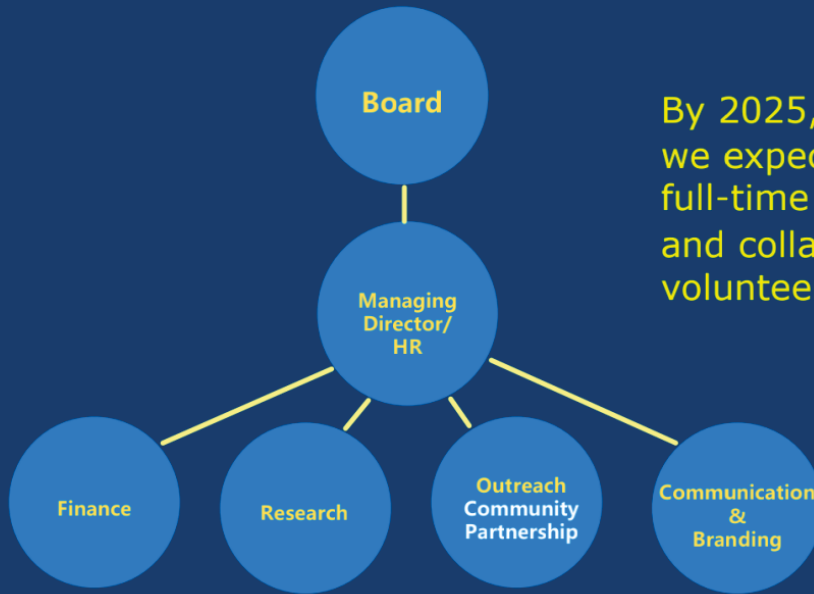
Currently more than half of our expenditure goes to activities and projects.

By 2025 we expect it to be raised up to **65%**.

How Do We Achieve Them



How Do We Achieve Them



By 2025, we expect to employ **10** full-time staff members and collaborate with **20** volunteers annually.



New Women CoNectors

for inclusion & social justice

TODAY'S VOICE - TOMORROW'S LEADERS



@BLANCHE ILLUSTRATES



<https://newwomenconnectors.com>



@newwomenconnectors



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