



SHAPING INCLUSIVE SOCIETIES

Shaping Inclusive Societies is a joint program by
SINGA Deutschland and the **Robert Bosch Foundation**.

Shaping Inclusive Societies is an opportunity for leaders that are passionate about migration and creating truly inclusive societies in which all people can realise their full potential and talents, to reflect, connect and learn collectively. By joining this program, you will be part of a global network of leaders from Canada, Germany and Morocco that are curious and committed to addressing local challenges with a global perspective in mind.



The program aims to strengthen local cross-sectoral teams in Germany, Morocco and Canada that are working to address challenges related to inclusion, equality and connection among newcomers and locals in their regional context. What makes this program stand out is the focus we place on awareness building. Over 14 months, teams will be guided in a process to reflect on and question their mindset and approach towards migration and inclusion-related topics from a personal as well as a professional standpoint. Building on this awareness, the program will weave in capacity building skills related to social [impact design](#), co-creation methods and inclusive language, as well as team and cohort coaching in order to build a community of conscious and impactful leaders in inclusion. In order to reflect the diversity of experiences and perspectives that are intrinsic to migration itself, we are piloting this program on three different continents and in countries that have vastly different experiences and expertise in the field. By selecting two teams per country, our aim is to enable teams to not only exchange and share, but to truly inspire, influence and shape each other's solutions within and across countries and continents.

What's unique about this program is that you will apply as a team of three people from your city or local region. The three people must come from different sectors, such as non-profit, business, media, education or public administration. One partner must be from a non-profit structure, able to receive a charitable donation. We are looking for teams that have identified a challenge related to inclusion, equality and/or connection among newcomers and locals in their local city or region and are either already working on a solution or have an idea for a project they would like to start this year. This project can address any challenge, but it will need to include a strong emphasis on creating meaningful encounters among newcomers and locals, both online and offline.

Example:

Say, you identified a shortage of adequate housing for newcomers as a pressing challenge in your community ("the challenge" can be anything related to inclusion, housing is only an example). You will describe this challenge to us in the application form. To address this challenge, you have set up a platform to connect landlords and potential renters (an example of the "project"). Again, tell us about it in the application form. Within the project, you create connections (landlord and renters) but you want to intensify these encounters, so people meet on equal and meaningful terms. Describe what you have already done or plan to do and where you want to get better.



Together - over 14 months, starting in October 2021 - you will develop awareness, connections and skills to support you in making your local project more conscious, more impactful and more sustainable. You will also receive a grant of 15.000 Euros to advance your project.

A series of monthly online workshops, team coaching, personal meetings in your country and a five-day retreat in spring of 2022 will focus on the following three main areas:



Mindset and awareness: In order to become conscious of our mindsets and impact goals, we have to actually train the skill of awareness. Through a series of contemplative practices, like meditation, journaling and movement, we will practice becoming more conscious and present in a safe space, free from judgement. Here we also confront our own assumptions and unconscious bias around the topics and people we work with. We will reflect on how we interact with and label our target groups and deep-dive into inclusive language and communication.



Skills: Learning new tools and methods around [impact design](#), social innovation and co-creation will ensure that you leave the program with tangible ways in which to create sustainable impact in the future. We will also look at how to tackle the challenges working across sectors and countries.



Network and collective impact: The issues we work on are complex. In order to address their root causes sustainably, we need the perspectives, support and buy-in of leaders across sectors and regions. By identifying common impact goals and leveraging individual strengths, this pilot will put collective impact theories to the test.

What is expected from you as a participant?

In Shaping Inclusive Societies, we want you to get the most out of the training content, the networking and co-creation sessions. Therefore, it is crucial that you apply only if you are confident that you will be able to strongly commit to the activities that are offered.

Necessary time commitment:

- Around 6 hours per months (most months) in the core program: including pre-scheduled workshops and coaching sessions
- The work done on your own time: however much you decide and need, depending on the vision/idea and its implementation
- Intensive onboarding in October 2021 of 16 hours over 4 days. The days are set as follows: **18, 20, 26, 28 October 2021**. Timing is 3-6pm CET. Please only apply if you can make those dates: it's crucial that we all start this journey together.
- One 5-day retreat in spring of 2022 in one of the three countries plus the travel time to reach the destination
- One intensive training session of 2 days in your own country (the SINGA team will travel to you during the program duration, date to be determined). You may need to travel to the city in which the other team is located.
- At least one visit (more if you like) to the other team from your country
- Reporting: Our intention is to keep your reporting as simple as possible. To learn from the experience, we will gather feedback from you in the form of brief surveys and interviews on 3 occasions and envision a 5-page report at the end. Details on the exact scope and templates will follow after a successful application.
- Videos/Photos from some team meetings and activities with your participants
- Willingness to travel domestically and internationally

Who are we?

[The Robert Bosch Stiftung GmbH](#) is one of Europe's largest foundations associated with a private company. It works in the areas of health, education, and global issues. With its charitable activities, it contributes to the development of viable solutions to social challenges. For this purpose, the Foundation implements its own projects, enters alliances with partners, and supports third-party initiatives.

Within the Global Issues support area it focuses among other things on building strong immigration societies taking into account the different needs and potentials of people and fostering the participation of all members of society on equal terms.

[SINGA Deutschland](#) was founded in Berlin, in 2016. We are passionate about creating meaningful connections among newcomers and locals as equals and supporting other organisations to do the same. Our portfolio includes **Business Lab, Professional Mentoring, Perspektive neuStart, Integration neu denken and Entrepreneuriat Inclusif.**

The first SINGA organization was founded in 2012 in Paris. The name was inspired by some of its first community members from central sub-Saharan Africa who shared that in Lingala, SINGA means 'connection'. Since then, **SINGA France** has successfully established an international network of engaged people and communities. Today local SINGA organizations can be found in **France, Germany, Belgium, Canada, Luxembourg and Switzerland.** All local organizations share common values but are tailoring their work according to local needs.

