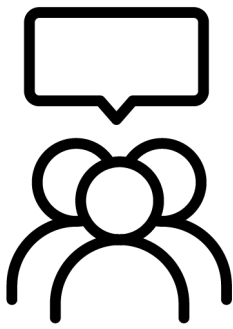


SUCCESS FACTORS OF NETWORKS FOR MIGRANT AND REFUGEE INCLUSION

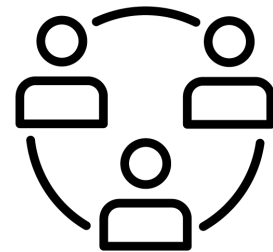
ENSURE APPROPRIATE INTERNAL AND EXTERNAL COMMUNICATION



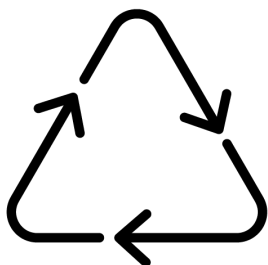
- Regular and transparent communication
- Trust and good personal relations between network members
- Sufficient space for informal exchange to foster good personal relationships
- Use of participatory facilitation techniques to connect members and foster participation and engagement
- Need for language skills when dealing with migrants and refugees
- Intercultural competence is important when dealing with migrants and refugees or network members with different cultural backgrounds

ENSURE PROFESSIONAL COORDINATION AND MANAGEMENT

- A common mission, vision, and values
- Evaluation and monitoring
- Project management skills
- Professional conflict management
- Professional knowledge management
- Being open for change and professional change management
- Ability to cope with external challenges



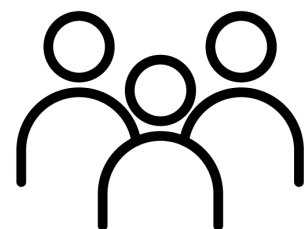
ESTABLISH MEASURES FOR SUSTAINABILITY



- Lack of funding and permanent project funding poses a significant threat to the sustainability
- Establish the network within administrative structures or transfer it to regular funding
- Encourage and empower network members to take on coordination tasks
- Embedding the network in an overarching strategy (e.g. local integration strategy) can ensure long-term support

HETEROGENEOUS COMPOSITION AND PARTICIPATORY DESIGN OF THE NETWORK

- Include a wide range of (state and non-state) actors
- Engage the network members to foster an active membership
- Involve migrants and refugees to ensure that actions are in line with the interests and needs of the target group
- Volunteers should be involved, appreciated, and supported
- Low membership barriers and resource demands on network members



MORE ANALYSES AND EXAMPLES OF GOOD PRACTICE:

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▲ Hochschule Harz



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Co-funded by the
Erasmus+ Programme
of the European Union