

Women for Women

Harmony of Sisterhood

Mentorship Across Cultural Settings

- Effects of the new society on self-identity and self-esteem
- Reducing racism and prejudice towards women from new emerging communities through mentorship models
- Nadia Loncar- Women's Policy Officer at ECCWA

Topics for discussion

- Background of the Project
- Effective strategies for addressing racism and prejudice
- Project's Model
- Lessons learned

Background of the Project

- Refugee women and new society
- Old and new fears
- New identity and a sense of belonging
- Discrimination forms

Effective strategies for addressing racism and prejudice

- Change actions; change the rules and the reinforcement; change the image of victims of prejudices; change competitive encounters to cooperative ones.
- Leading examples and weaknesses
- Effectiveness of any community strategy depends on whether it is addressing structural differences.

Project's model

- Recruitment and selection of participants
- Mentorship and monitoring processes

Lessons learned

- Challenges faced during the mentorship: participants, coordinator
- How effective are we in addressing existing stereotypes: new stereotypes or existing but hidden?
- Altruism or willingness to learn

Real Life

- Cross- cultural conflicts
- Success stories

What This Means

- Psychology theories against real life
- The role of personal values, assumptions and interests

Next Steps

- The importance of clear purpose
- Being realistic about numbers
- The need for choice
- Duration of the program and intensity
- The need for training: stereotyping, cultural diversity, communication styles

Broader picture

- Positive leadership
- Long-running or continues government-sponsored campaigns
- Policies for establishing cooperative teams and working environments
- Parenting programs