



PROGRESS
REPORT
2021-2022

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WELCOME FROM OUR MANAGING DIRECTOR

Dear Friends,

As we wrap 2022, we feel so grateful to our community and partners for trusting us, believing in our work and in our process. Over the past two years, we have allowed ourselves to be vulnerable, to be flexible and responsive to what arises around us, and have learned and grown so much because of it, both as an organization and as people. We have understood what designing WITH the community actually entails, and our work is so much richer for it. And of course, this is only possible because of all of you.

As many of you know, joining one of our programs often turns into a much more long-term commitment than what you might have anticipated. You may show up at one of our events out of curiosity, and end up as partners, participants or co-designers across a number of our projects over the years. You end up embarking on a journey with us - one that is often uncomfortable or challenging - yet always deep and meaningful. And that is because systems change is long-term work. This is not a time for quick fixes. If we want to truly create a more united, compassionate and resilient society we need to start at the root, understanding why things are the way they are, unpacking power and privilege, questioning our assumptions, and reconnecting with each other on a more authentic level. Only then can we begin to (re)build relationships that are grounded in equity, care and solidarity, and work towards a better future. This work is not easy nor safe - it is brave, and it is slow. But we are hopeful. We feel so validated by the response we have been getting from everyone, and are so excited for what is yet to come.

Sincerely,
Elisa Franceschinis



en.v

AT A GLANCE

OUR VISION

A united, compassionate and resilient society.

OUR MISSION

To promote equity, transform mindsets, build agency and strengthen solidarity through inclusive and participatory processes.



The insight and connection with and from the vast network and community that en.v has nurtured over the years is unrivaled. Their ability to get straight to the beneficiary and those most in need has been inspiring to witness, and a great honor to support. - ILO

OUR VALUES

- **Solidarity** - Foster a sense of community and belonging where everyone feels valued, respected, and supported
- **Equity** - Strive for an inclusive society where everyone has a voice
- **Community building** - Bring people together to explore biases and build bridges
- **Participatory process** - Seek to work with rather than for our community while making sure to forward their agency and autonomy
- **Learning and co-creation** - Foster a culture of knowledge sharing and collaboration across communities and sectors
- **Integrity** - Adopt a principled and holistic approach as we engage with our community and work
- **Emergence** - Ensure all of our work is responsive to changing circumstances and community input, and that we allow space for alternative paths and visions to emerge
- **Experimentation** - Create a space for wonder and possibility for processes that feel unfamiliar or uncomfortable for us in our work
- **Teamwork** - Ensure organizational values are reflected internally within the team and communicated effectively to our stakeholders

PROGRAM IMPACT IN NUMBERS

AWAKEN

YOUTH TRAININGS

277 youth trained in active listening, compassion and questioning biases and assumptions over

33 sessions across **7** schools / youth organizations

ATTENDEES

130+ AWAKEN open house

Community of Practice (COP) launch: **51**

COP focus groups / retreat: **16**

AWAKEN in the Desert: **150**

Total: **360** attendees

COLLABS with co-design partners

18 youth fellowship **14** AWAKEN in the Desert

16 COP Total: **48** collabs

COMPASSIONATE COMMUNITIES

6 community meet-ups bringing together CSOs, representatives from public and private sector, and migrant community leaders

19 migrant community storytellers

112 attendees

10+ new collaborations between meet-up participants

20 youth fellowship participants

12 training sessions

8 inclusion projects developed

4 PAR workshops conducted for migrant community leaders

20 workshop participants

900 survey responses received



PROGRAM IMPACT IN NUMBERS CONT'D

ASWATNA & COLLECTIVE IMPACT COALITION

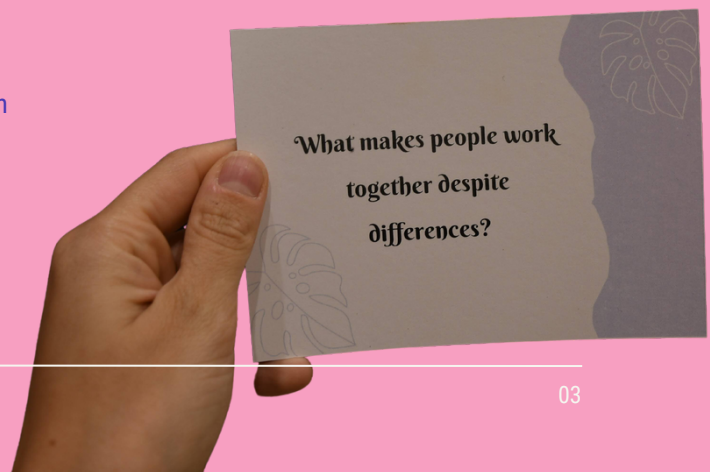
35 members from	26 formal and non-formal educational institutions engaged to collaboratively promote educational reform in Kuwait
16	working meetings held with CIC members to work on shared vision, measurements and strategy
55 students trained	9 trainers trained
14 research projects developed	Students from 16 schools participated
7 collaborative ideas developed at ideathon	3 pilot projects to promote greater inclusion in education running
82 participants from across educational systems and public/private sectors at the ideathon	13 partners (designers, academics, universities, NGOs) collaborated with

GLOBAL MIGRANT WORKERS NETWORK

18 migrant community leaders from **6** different nationalities involved in co-design of network

13 working sessions **16** coffee hours **9** capacity building workshops

6 day in-person workshop **22** new collaborations between network members



ASWATNA

Building community through shared experience

Our Aswatna program was born out of the collaborative process initiated with our partners from the Collective Impact Coalition for education reform in Kuwait. Through working sessions, focus groups and community meet-ups which engaged civil society representatives, students, teachers, administrators and consultants from formal and informal educational institutions across the public and private sectors, we identified the need for more inclusive, student-centric educational spaces that foster critical thinking skills and socio-emotional learning. The Aswatna program aims to address this need through youth-driven trainings, research and pilot initiatives, which once again bring together diverse stakeholders to explore how our schools can become places that equip all learners with the skills, opportunity and desire to actively contribute to the betterment of the community. Grounded in self-reflection and co-design processes, Aswatna has become a safe space for youth and allies from different backgrounds to encounter themselves and others in intimate and supportive ways.

14 RESEARCH PROJECTS

3 PILOT PROJECTS

82 PARTICIPANTS



“I loved being in a group of inspiring people from different fields and having the space to learn from them and discuss so many ideas. People left inspired. Anyone can sign up for any idea, which is encouraging. Lots of data and knowledge was shared for the benefit of research and learning”.

- Ideathon participant



GLOBAL MIGRANT WORKERS NETWORK (GMWN)



“It has been a great experience being part of the GMWN. To develop workers’ agency in the GCC states is very challenging and seems impossible. But the GMWN have been able to unite and organize workers from low income backgrounds whose voices and inclusion is imperative in the migration and development and possible through organizing workers. en.v has brought workers community organizers together and support them in shaping the ideas. I feel connected, empowered, safe and brave in GMWN. We have made significant progress during this year and we will continue to grow as GMWN”. Member

Building community through shared experience

The challenges faced by migrant workers globally, and particularly in our region, have been widely documented over the past few decades. Yet there has been little progress made in the development and implementation of more just, compassionate, and responsive policies and processes. While there have been several multi-stakeholder initiatives set in motion to try to address these issues, there is one voice that has been largely missing from the conversation: that of migrant workers themselves. While many people often speak for, or on behalf of, migrant workers, there needs to be a way for this community to engage directly and be able to effectively share, not only their own lived experience, but also their insights and contributions to the development of better solutions. Through the GMWN, we have been bringing together migrant community leaders from across the region, helping them build sustainable relationships with each other, develop their skills, and align their visions for change in a strategic way. We have also helped connect them to allies and partners that can support the advocacy work of the network, as well as the protection and case work they carry out on the ground. Together, we are working to promote the network’s sustainability, reach, and role in regional and international dialogues around migration.



AWAKEN

Creating opportunities for connection

AWAKEN means so much to so many people. Over the years, it has manifested in different spaces and formats, with one guiding thread: how can we create meaningful, authentic connections between people from diverse backgrounds, in a society so marked by de-facto segregation and deeply ingrained power imbalance? Whether it's nationality, gender, race, religion, ethnicity or class that divides us, we remain convinced that we can and need to come together in order to build a more united, compassionate and resilient society. In collaboration with our community - creatives, practitioners and academics who have participated in AWAKEN over the years - we have been experimenting with different approaches and tools that enable vulnerability and lead us to explore our biases, question our assumptions, and open our minds to new, more equitable ways, of being in relation to others - and ourselves.



“AWAKEN is a space to learn about belonging, about remembering that all we really have is each other. It's conceived as ground zero, nobody's space: we all enter equally. Our differences don't matter anymore”.

- Mohammed Ahmed, educator and AWAKEN Community member.

277

youth trained

31

sessions across

7

schools & youth organizations



COMPASSIONATE COMMUNITIES

Promoting intersectional approaches to labor and human rights issues in Kuwait

Migrant workers represent a majority of the population in Kuwait, yet all too often their needs, concerns and aspirations are not considered in the design of services and programs. Their role in the country is usually reduced to that of labor provision, and their rich and diverse lived experiences rendered invisible when it comes to issues such as women's empowerment, mental health or climate change. Since 2021, we have been working with partners to promote more intersectional approaches to labor and human rights in the country, and ensuring inclusion and accessibility are addressed across programs and sectors. Our focus has primarily been on promoting solidarity and strengthening collaborations between local CSOs, public and private sector actors and migrant community groups through participatory research, storytelling and co-design. We have also been exploring different methods to transform power dynamics and mindsets, so that relations between partners can take place on more equal terms.

6 COMMUNITY MEET-UPS
19 MIGRANT COMMUNITY
STORYTELLERS
112 ATTENDEES



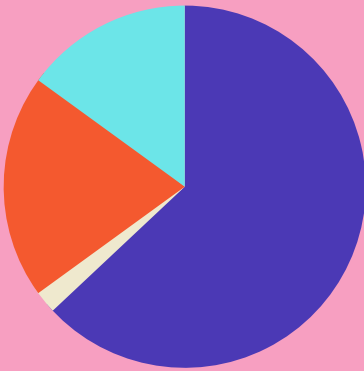
“During the community meet-ups with en.v, I felt a great relief and pleasure by the diversity of the group. Everyone was welcoming and eager to share their own experiences when it comes to migrants and other vulnerable groups living in Kuwait. The setting of the conversations always made it engaging with other peers, thus I was able to connect with a variety of amazing people. As an advocate on labor rights, I learned a lot from migrants and their experiences especially in a safe environment where they can share their stories with openness”

- Abdulrahman Al Turki,
Solidarity Center



en.v IN NUMBERS

HOW OUR WORK IS FUNDED



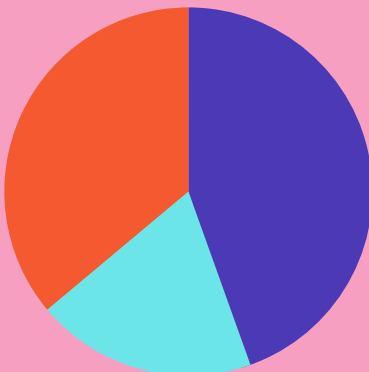
● International grant ● Local grant ● Retainer ● Contractual

WHERE THE FUNDS HAVE IMPACT



● Systems ● Organizations ● Individuals

HOW THE FUNDING HELPS



● Education ● Community-building ● Migrant empowerment

WHERE THE FUNDING GOES



● Overhead ● Programs Expenses

OUR PARTNERS

Working with the team at en.v has been a truly unique and exciting experience that has allowed both our organizations to explore new ways of collaborating and working. The Aswatna project team has been flexible, responsive and willing to change direction when necessary and above all willing to explore completely new and original processes. They are unfazed by a challenge and willing to use all necessary and available resources to get something done. It has been an absolute pleasure working with them and without questions we've definitely added new family members to the Data4Change network."

- Michael Brenner, Head of Design, DATA4CHANGE

"AWAKEN is an extraordinary community-building program that has revolutionized the way we connect, collaborate, and bridge diverse identities and perspectives. In 2021, hundreds of participants engaged in immersive experiences, fostering self-reflection, empathy, and dismantling biases. The AWAKEN Youth Fellowship in 2022 showcased the program's impact through interactive workshops, live art, and personal installations, igniting profound insights and meaningful connections. Working with the en.v team was an amazingly pleasant experience. They were not only professional, responsive, and trustworthy, but also demonstrated exceptional teamwork, organization skills, and delivered accurate and comprehensive event reports. AWAKEN is a program that deserves support from all those who embrace inclusivity."

- Dr. Mohammad Yaghi, Former Research and Programme Manager, Konrad-Adenauer-Stiftung

en.v has been an insightful partner with nuanced and practical experience of the Kuwaiti context and beyond, which allowed us to identify opportunities to support migrant groups in the region. We are delighted to continue our partnership with en.v into 2024 and learn from each other on how best to support the voices of traditionally excluded communities."

- Sonia Martins, Senior Program Manager, The Freedom Fund, London

"Our partnership with en.v has been one of the most valuable collaborations we have at the grassroots level. The insight and connection with and from the vast network and community that en.v has nurtured over the years is unrivaled. Their ability to get straight to the beneficiary and those most in need has been inspiring to witness, and a great honor to support. I hope to continue collaborating and supporting the important work en.v continues to do."

- Siham Nuseibeh, Technical Officer, International Labour Organization Kuwait



WE THANK YOU FOR YOUR SUPPORT

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