

## FINAL Report #SPIN WOMEN



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### Client

Vienna Institute for International Dialogue and Cooperation - VIDC  
Möllwaldplatz 5/3  
1040 Vienna / Austria  
[www.sportinclusion.net](http://www.sportinclusion.net)

### Contractor

Huis voor Beweging/Sport-Action-Education  
Papendallaan 60  
6816 VD Arnhem, Netherlands  
Willie@huisvoorbeweging.nl  
+31 6 31753735

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## INTRODUCTION AND METHODOLOGY

The object of this Evaluation Inception Report is the European Commission / Erasmus+ funded project called 'Sport Inclusion of Migrant and Minority Women - Promoting sports participation and leadership capacities' in short SPIN Women. The aim of the project is to encourage social inclusion and equal opportunities of women and girls with an migrant or ethnic minority background through increased participation in sports and recreational physical activities. The project will be implemented by seven partner organisations in seven European countries:

- VIDC-fairplay initiative, Austria (project coordinator)
- Football Association of Ireland - FAI, Ireland
- Unione Italiana Sport per tutti - UISP, Italy
- Camino, Germany
- Mahatma Gandhi Human Rights Organisation - MGHRO, Hungary
- Portuguese Players Union - SJPF, Portugal
- Liikkukaa - Sports for All ry, Finland

The project period runs from 1st January 2019 to 31st December 2020. This report covers the period of the first project year, namely 2019.

### SPIN Women in short

Looking at society at large, migrant and ethnic minority women are belonging to the most vulnerable groups in Europe. SPIN Women aims to show the different perspectives of migrant and ethnic minority women and to develop strategies to increase their involvement in sports. This includes capacity-building and empowerment components which increase the qualification and skills of female sport actors and multipliers. Furthermore, the project is conceived to raise awareness and to advocate for policy change within public authorities and sport governing bodies.

### Target groups

Issues of the following target groups will be addressed by the project measures:

- Female migrant and ethnic minority athletes/ players and coaches and migrant-led (women) sport initiatives
- Grassroots sports clubs and initiatives which engage practically with refugee and ethnic minority women and girls
- Mainstream sport stakeholders (clubs, associations, coaches and other grassroots multipliers) and sport governing bodies
- Public institutions (EC, ministries, Council of Europe/EPAS, FRA,...) and players unions
- Journalists and ethnic media, social researchers and fans

### Aims

The SPIN Women project is designed to achieve the following specific objectives:

- Enhance the participation of migrant and minority women and girls in sport and recreational physical activity
- Increase understanding of the barriers that minority women and newly-arrived migrants (asylum seekers, refugees) face to access sport
- Identify successful strategies to reach migrant and ethnic minority women and girls and to involve them actively in sports
- To capacity-build, empower and increase qualification of female sport actors and multipliers (coaches, administrators, referees,...) with migrant or minority background

- Raise awareness about the “hidden” contribution of migrant and minority women to sport and increase their visibility
- Advocacy for policy change within public authorities and sport governing bodies (e.g. regulations on wearing the hijab in sport)

### Work Programme

In brief, the SPIN Women Work Programme encompasses the following interrelated Workstreams:

- 1. Research on successful strategies and empowerment: Creating an empirical base for social inclusion through sport**
  - 1.1. Focus group research on successful strategies
  - 1.2. Empowerment action research: Migrant women and girls speaking for themselves
- 2. European training and connecting sport stakeholders**
  - 2.1. European Multiplier Training (Berlin, Sept 2019)
  - 2.2. National Stakeholder Meetings
  - 2.3. Connecting Online Tool
- 3. Transnational Networking and advocating for policy change**
  - 3.1. Event “Strengthening ethnic minority women in European football” (Lisbon, April 2020)
  - 3.2. European networking conference: Promoting participation and inclusion of migrant and ethnic minority women and girls in sport (Vienna, October 2020)
- 4. Education and Raising public awareness**
  - 4.1. Animated Educational Video
  - 4.2. Sport Inclusion Events during the European Week of Sport 2020 & 2019
  - 4.3. Exhibition - (In)Visible - Ethnic Minority Women in Sport
- 5. Communication, Dissemination and Evaluation**
  - 5.1. Internal Communication, Monitoring and Coordination
  - 5.2. Reporting and Documentation
  - 5.3. External Communication and Dissemination
  - 5.4. External Evaluation

### Monitoring, Evaluation and Learning

The approach applied for the monitoring and evaluation of the SPIN Women project consists of three elements, Monitoring, Evaluation and Learning (MEL):

- Monitoring: Monitoring refers to the routine monitoring of the SPIN Women project resources, activities and results, and analysis of the information to guide project implementation.
- Evaluation: Evaluation refers to the periodic (mid-term, final) assessment and analysis of the ongoing SPIN Women project or completed project
- Learning: Learning is the process through which information generated from M&E is reflected upon and intentionally used to continuously improve the SPIN Women projects' ability to achieve results.

Participatory forms of monitoring and evaluation are used, in which actors have an equal input so that the people involved learn together. Experiences show that these participative forms can help those involved go a step further than making

appointments without obligation and really commit themselves to an initiative or solution.

MEL offers the ability to turn M&E into a learning experience. *Learning* is the most important aspect or goal of the monitoring and evaluation process. The aim of MEL is to improve the way that we do things during the implementation of the SPIN Women project, rather than changing things radically. This will result in monitoring and evaluation being seen as less of a separate activity and a mandatory assignment, and more as adding value to the project, improving the quality of the work, judging it by the outcomes and impact the project achieves. Therefore, the project partners, and people involved on other levels, like stakeholders and different target groups, should participate actively in different steps of M&E.

### Evaluation methods

In order to stimulate participation in M&E and learning, various participatory M&E methods are applied, which can be used, apart from the more traditional methods like questionnaires and observation.

- Timeline evaluation. This is an interactive method to be used with a group of collaborating partners, to reflect on and evaluate regularly the progress of a project (once in half a year, or once in a year). The focus is on what each partner thinks about what runs well and what not in the project. While the participants evaluate the project, they identify immediately also action points for improvement.
- Most significant change method. This method collects stories from grassroots level. People are asked which most significant changes they experience since the project activities have taken place. The stories can be analysed on different aspects that have changed for them since the project took place.
- Walking scale. This is a simple physical method, whereby participants are asked to give their opinion (on a scale of 1-10) about the current situation and the desired situation and what the next steps can/should be. This could be measured after a meeting, a training course, or after participating in sport activities.
- Behind the chairs. All participants take place in a circle behind their seats. The question to be answered is: 'to what extent are you satisfied / not satisfied with the partner meeting?' The person who feels the need to give feedback steps forward and formulates a reaction. Then participants show that they agree with the given feedback by putting a step forward. Participants who disagree with the feedback remain in place. This immediately shows how many participants agree with the given feedback. An additional advantage of this method is that not everyone repeats what has already been said.
- Reporting in pictures. "A picture is worth a thousand words." Pictures or images provide another way of presenting information, and increasing understanding of project results. Images can also bridge differences in language, context and culture. Participants can create a 'storyboard' of images (drawings and/or photo's) supported with verbatim quotes, related to the evaluation, to represent the current situation or even the desired future state.
- Focus group interviews and other interactive ways to discuss progress, assessment tools and reports among project partners.

The advantage of these participatory methods is that interaction is created; partners and participants become aware of what has happened in their environment or in their situation and consequently take further action

In addition to the interactive methods above, the effective but more traditional methods of data collection are also used, such as: interviews with and online questionnaire survey among partner organisations and target groups (participants/stakeholders) around planned events like focus group interviews, training courses, EWoS activities, conferences, workshops, etc.

The various ways of collecting information and the instruments to be used in the evaluation context have previously been discussed with the partners so as to assemble their opinions and suggestions. The points to improve the MEL activities that were made at the end of the Sport Welcomes Refugees project 2017-2018 are included in this discussion. These comments concern reducing the workload of MEL activities on national level and planning sufficient time for reflection and learning during partner meetings.

### MEL activities and methods used in #Spin Women 2019

During the first project period 2019, a number of activities carried out by the SPIN Women project partners have been evaluated. In addition, the cooperation between the project partners has also been part of the monitoring, evaluation and learning (MEL) activities. Below is an overview of activities carried out in 2019 within the framework of MEL.

- Determine proposal MEL SPIN Women 2019, February 2019, used method presentation and discussion on outputs in subgroups
- Evaluation of Partner Meeting I, February 2019 in Budapest used method: behind chairs
- Evaluation of the Refugees Welcome Events in the European Week of Sports, Sep 2019 used methods: questionnaires and most significant change / reporting in pictures
- Evaluation of cooperation between network partners January 2019 - November 2019, used method: timeline evaluation
- Evaluation of Partner Meeting II, November 2019 in Berlin, used method: walking scale
- Evaluation of the SPIN Women Train the Trainers Seminar for sport coaches and sport instructors, November 2019 in Berlin, used methods: questionnaire and behind chairs
- Evaluation of the Refugees Welcome Events in the European Week of Sports, Sep 2020 used methods: questionnaires and most significant change / reporting in pictures (hindered by corona on a small scale)
- Evaluation of the National Stakeholders Meetings in 2020, used method: questionnaire
- Evaluation of the #SPINWomen Conference May/June 2021, used method: tailor-made online questionnaires and online interviews.
- Evaluation of cooperation in the workstreams, used methods: questionnaires

Furthermore use was made of minutes of the Skype conversations and of the partner meetings.

Due to the corona measures, it was not possible for the representatives of the partner organizations to meet physically in 2020 and 2021. The MEL method for monitoring and evaluation could therefore not be fully applied.



## RESULTS IN THE WORKSTREAMS

The project exists of 5 interrelated, but distinct workstreams. Each of the workstreams is designed to address specific target groups and to produce specific expected results, outputs and deliverables as well as more far reaching outcomes. This chapter describes the progress and results per workstream.

### 1. Research on successful strategies and empowerment: Creating an empirical base for social inclusion through sport

#### 1.1. Focus group research on successful strategies

Focus group interviews were conducted in 7 countries. A total of 54 representatives of sports organisations, clubs, initiatives, etc. participated in the focus groups.

Country	Nr of participants	Female	Male	Organisations Involved						
				Sports club	Sports / Coaching Association	Local Municipality	NGO	Migrant org.	School	Players Union
Austria	7	5	2	X		X	X	X		
Finland	9	4	5	X	X		X	X		
Germany	5	4	1	X	X		X			
Hungary	8	5	3	X			X	X	X	
Italy	5	4	1	X			X			
Ireland	11	4	7	X			X	X		
Portugal	9	6	3	X		X	X	X		X
<b>Total</b>	<b>54</b>	<b>32</b>	<b>22</b>							

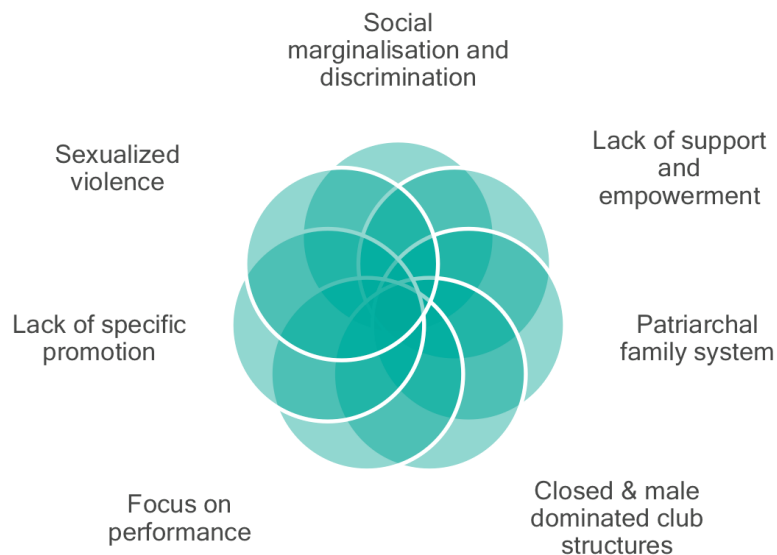
The focus of the discussions was on the target group of newly arrived migrants and on refugees. The following three questions were central to the focus group interviews.

- How is the expert view on the situation of migrant women and girls in European sports?
- What kinds of barriers are preventing migrant women and girls from participating in sports?
- What are successful strategies to include migrant women and girls in sports?

Brief results of the focus groups

Generally speaking the European sports sphere is largely shaped and dominated by men. This assessment of the experts is approved by different European surveys showing a male domination in European grassroots sport clubs, regarding different levels of involvement: as players and athletes, but also on all levels of voluntary engagement. Men largely dominate voluntary engagement in the sports sector. If women and girls are generally underrepresented in sports, this tendency is even more marked regarding migrant women and girls. National surveys on grassroots sports are proving an underrepresentation of migrants, particularly of migrant women and girls.

The picture below shows the most important barriers for migrant women and girls to participate in sports.



The participants in the focus groups identified the following successful strategies to include migrant women and girls in sports.

1. Reaching the target group
  - Role models can make success visible
  - Partnerships and networks in the social space
  - Establishing contact with parents
  - Connecting sports with crucial messages
2. Developing offers – what are successful strategies here?
  - Offering childcare
  - Choosing a social approach
  - Introducing new types of sport
  - Developing offers based on the needs of the group
3. Making clubs more accessible
  - Sports clubs must become more female
  - Establishing trustful relations
  - Changing rules to eliminate barriers
  - Taking measures to ensure a safe, discrimination-free environment.

The results were presented and explained at the Train-the-Trainer meeting (14 participants + guests) in Budapest and discussed with the attendees. The suggestions and comments are incorporated in the final publication Study report on successful strategies to reach migrant & ethnic minority women and girls ([Intellectual Output nr. 1](#)).





### Evaluation of the process

The project partners are positive about the focus group meetings. Although it was difficult to bring the experts together, constructive discussions took place that yielded a lot of knowledge. New connections have been made and new networks have been created on national levels.

Camino, the organisation responsible for this workstream, is very satisfied with the results, although the deadline has been postponed frequently and in total 2.5 months because partner organisations were unable to deliver on time. Reasons:

- more time was needed to involve experts;
- experts / volunteers have limited time available;
- experts / volunteers had to travel far to participate;
- partners also experience difficulty planning themselves.

Partners agreed on some good intentions concerning the late deliveries:

- plan more realistic in future, if possible
- adjust expectations; be satisfied when the most important organisations are on board, even if they are fewer than intended.

### Conclusion

The focus groups have been implemented and have delivered good results; both regarding new knowledge about the subject and valuable (new) networks in the participating countries.



The beautifully designed [final report 'Equal access and participation of migrant women and girls in sports'](#) was delivered in 2020. It has been distributed online as a download as well as in a physical release.

One of the conclusions is that migrant women and girls in sports are not only disadvantaged, because they are migrants, but also because they are women.

Even though there are strong barriers linked to gender inequality and migrant exclusion, the study shows that there exist successful strategies to reach migrant women and girls, to develop specific offers, to foster qualification and empowerment and to make clubs more accessible.

## 1.2. Empowerment action research: Migrant women and girls speaking for themselves

For SPIN Women, Camino has delved into the approach of action research to explore new ways of practice-oriented research and obtain new perspectives on the topic of inclusion of migrant /refugee women and girls in sports, and non-white perspectives in particular. In this context, focusing on non-white perspectives means allowing migrant and ethnic minority women and girls to express their views, choose their own focus and conduct their own research, instead of making them the subject of discussion, examining them from the perspective of the social majority. In three countries an action research is conducted by a migrant or ethnic minority woman who is involved in a sports clubs or a sports project as an active participant. The three Action Researches have been carried out in Germany, Austria and Finland. Camino offered counselling for the young female researchers and supported the research in developing a proposal on how the research could be realised in spite of corona contact restrictions. The results give an insight view on migrant female participation in sports, both inside and outside mainstream sport clubs.

The Action Research is a new methodology brought into the SPIN network as a new impulse. It is a way to bring inclusive knowledge into the network, in the sense of inclusion of migrant perspectives. It made the network reflect on knowledge production and hierarchies of research.

Due to corona restrictions, the German researcher changed the concept into one-to-one online-meetings for interviews. Whereas the researcher in Finland could realise different group meetings and gatherings. The Austrian researcher also focused on single interviews with the interviewees. The results are not affected in a negative way by this methodological change.

Due to the corona lockdown and the summer holidays, the timetable has been deviated from. Because the entire project was extended, this had no negative consequences.

### *Brief summary of the new insights*

a lot of barriers of migrant women and girls in sport have been described within the SPIN network. But in these Action Researches the barriers are described from another point of view, from a migrant/female perspective. Interesting points are:

- the importance of belonging to a team;
- the importance of the role of the coach for creating a team spirit;
- the benefits of non-mainstream sports organisations that focus not so much on performance, but also on social activities;
- the difficulties of (some) migrant girls to deliberate themselves of restrictions made by the family or the authority of the father.

Also, the great importance of sports in the process of integration has been highlighted in the three researches. On the contrary, the difficulties of black women and girls being accepted by the other athletes as "normal" team members without being treated somehow differently and sometimes in a racist way, is still a challenge. This shows the ambivalence of sports as a tool for inclusion on the one hand and a social sphere where racism or stereotypes do exist, on the other hand.

## Dissemination



The research approach and the results of the three action researches were presented during the online closing conference of SPINWomen, by Camino together with the three researchers. The results were discussed in three breakout sessions and interesting feedback was provided.

The [online publication](#) (*Intellectual Output nr. 2*) has been placed on the SPIN Inclusion website and on the Camino website, right after the closing conference.

## 2. European training and connecting sport stakeholders

### 2.1. European Multiplier Training (Berlin, Sept 2019)

From 30 November – 1 December 2019 the SPIN Women Train the Trainers Seminar organised by FAI and VIDC took place in Berlin. A group of 24 participants and 5 guest speakers attended the Training. Per country 1-2 partners (a total of 10) guided 2 invited external participants (14 in total). The group consisted of 17 women and 7 men.

The aim of the Training was:

- To gain insight into mechanisms that promote or limit participation of migrant, minority and refugee women in sport and physical activity; playing, volunteering or management roles
- To provide the participants with practical tools, information and best practices on sport promotion for migrant women and on mentoring the development of leadership skills of migrant and refugee women in sport.
- Participants of the training can, alongside their SPIN Women project partner, facilitate the running of follow-up multiplier grass roots training sessions or workshops at local level.

#### *Evaluation of the Train the Trainer Seminar*

After the training, participants were asked to complete a questionnaire. 13 people completed the questionnaire.



A scale of 1-5 was used to assess the different aspects of the training.

The training as a whole is valued with a 4.8 on a scale of 1 - 5.

Participants assessed the importance of the training with 4.9 points.

The theoretical knowledge was rated with 4.3 points. The extent, to which participants have developed their skills during the training, was scored with 4.5 points.

Assessment of the different training components in the course:

On Saturday 30 November

- Introduction	4.8
- Small interactive games, getting to know each other	4.8
- Focus group results	4.5
- Raising awareness on gender equality	4.4
- practical training methods in sports hall, part 1	4.8

On Sunday 1 December

- Warm up & Wake up	4.6
- Case studies and best practice examples in Europe	4.6
- Practical training methods in sports hall, part 2	4.5
- Mentoring Program FAI	4.6
-Planning a national training session & presentations	(not implemented due to lack of time)

12 participants answered the question how they will use the acquired knowledge and skills in their (volunteer) work. The answers consisted of use and transfer in daily work, coaching, training, management, and use of knowledge and skills in organising multiplier national workshops and stakeholder meetings.

The main reasons for people to participate in the course were:

- Because I wanted to exchange knowledge and experience with colleagues from other European countries (10x)
- Because I want to learn how to assist sports trainers and coaches in my own country in their work with migrant and minority girls and women (9x)
- Because I want to contribute to increased participation of the target group in sport and physical activities in my country (9x)
- Because I was asked/selected to participate by a representative of the SPIN Women project (9x)
- Because I want to share the knowledge and expertise gained during this Training Course in my own country (8x)
- Because I want to contribute to more gender diversity in the management of sports organisations in my country (7x)
- Because I wanted to improve my skills on coaching migrant and minority girls and women (7x)
- Because I wanted to gain more knowledge about migrant and minority girls and women (6x)
- Because I had shown interest to participate (3x)

The only negative aspect that was mentioned in the questionnaire is a lack of time (3x) to go deeper into certain aspects. One participant expressed this as follows: *"Need for a longer session to go into more detail. Imagine what could be achieved in 5 days?"*

Suggestions for subjects not covered in the training were: How to deal with trauma and more input on sexual identity and orientation.

The interactive evaluation in the group (behind the chairs) confirmed the positive assessment given by the participants in the questionnaire. In addition to all aspects included in the training program, the participants praised:

- the atmosphere in the group;
- learning from each other;
- expansion of the network;
- the practical approach of the training;
- the excellent organisation of the training.

*"A picture is worth a thousand words"*

During the Train the Trainer Seminar participants were asked about their most important experience or opinion on inclusion of newly arrived migrant women and girls in sport and about the importance of the training itself. Their photographs and statements are listed in the following part of this evaluation.



## Reporting in pictures



“

Sport gave me the opportunity to develop and build a future in this country. I hope I can give that experience to others.

”

(Selimatu, Germany)



“

Collaboration is key in moving forward and being successful. Everyone is working on a global challenge. It is best to work together and learn from each other.

”

(Khadija, Germany)

“

It was fantastic to be part of the SPIN Women trainer weekend in Berlin, coming from Dublin a diverse, intercultural and growing city. I have learned a lot of things I can bring back to my work in the FAI and Dublin City.

”

(Keith, Ireland)



“

I am here in Berlin to learn about barriers, challenges and differences between female and male game. My role in the union will be to create an academy (both genders), with a principle of equal representation.

”

(Anselmo, Portugal)



“

My motto is from Mahatma Gandhi: I can't change society. I can only set a good example.

”

(Melinda, Hungary)



“

Most important is sharing of experiences and views.

”

(Katrin, Austria)

“

The importance of this training is to get updated information about integrating women and minorities into sports and to create a system to spread awareness.

”

(John, Finland)



## Conclusion

The Train-the-Trainer Seminar took place in accordance with the schedule. The valuation score of the participants in the two-day training was very high. There was a sufficient number of female participants from the various partner countries. The network was extended. All in all the training has more than met the objectives. The knowledge, experience and materials presented form the basis for the Sport Inclusion Toolkit - Increasing opportunities for migrant and minority women ([Intellectual Output nr. 3](#)). Halfway through 2020 the participants will be asked about the applicability of the theoretical and practical knowledge, experience and instruments that have been presented and acquired during the training and collected in the Toolkit (satisfaction score). The guidelines on mentoring migrant and ethnic minority women in sport ([Intellectual Output nr. 4](#)) will also be included in the Toolkit and its use is included in the mid-2020 evaluation.

## 2.2. National Stakeholder Meetings

Each of the 7 partners has organised a National stakeholder meeting. Five partner organisations provided data via an evaluation form, two partners did this via a report.



A total of 7 National stakeholder meetings were organised. Due to the corona restrictions, three National stakeholder meetings have been organised online. It was possible to organise physical meetings in four countries. Usually the National stakeholder meeting consisted of one meeting of 2 - 3 hours. One National stakeholder meeting consisted of two meetings and one lasted a whole day.

## Attendees

A total of 184 people participated in the National stakeholder meetings. The target number of 105 participants has thus been more than achieved. Most participants (75) came from local sports clubs and sports associations. The target group of ethnic minority women and migrant women in sport was also well represented (50 persons) and 15 people represented local, regional and national public bodies dealing with sport. One National stakeholder meeting was aimed at 20 future sports teachers and players from sports clubs and informal sports initiatives also took part. The trainers trained in Berlin took an active role in all meetings, often organising the meeting themselves.

## Knowledge and information from Train-the-Trainer



The trainers all indicate that they have made use of the lessons learned in the Train-the-Trainer meeting in Berlin and the information made available. The most used topics from the Berlin training are:

- Encourage active participation of the target group (6x)
- Raising awareness on Gender Equality (5x)



- Focus group results (4x).

The most commonly used tools from the 'information pack' on Dropbox are the PowerPoint presentations and the practical methods. The available information was rated 3.6 on a scale of 1-5. In the online meetings in particular, trainers found it difficult to use the activating exercises from the training in Berlin.

### *Goals achieved*

Partner organisations indicate that they have been most successful with the objective to connect stakeholders in the field of migrant and ethnic minority women in sport (4.4 on a scale of 1-5). They are also satisfied with the building capacity of migrant and ethnic minority women and with the exchanging of good practice between women initiatives and experienced sport clubs and stakeholders (both rated with a 4 on a scale of 1-5). According to partner organisations, the objective to encourage and support migrant and ethnic minority women to join the structures of organised sport has been achieved to a lesser extent (2.8 on a scale of 1-5), usually because this objective was somewhat less intended beforehand. Organisers are also less satisfied with the extent to which the National stakeholder meetings contributed to establishing a nationwide network of ethnic minority women and migrant women in sport. The reasons for this are the organisational adjustments made due to corona restrictions and the choice for a different target group and other objectives.

Due to, among other things, good preparation, the availability of knowledge, information and materials, the new contacts with migrants and minority women and the network of relevant organisations, the partners rate the National stakeholder meetings with an average of 4.2 (scale 1-5). Partner organisations feel that a good foundation has been laid to build on.



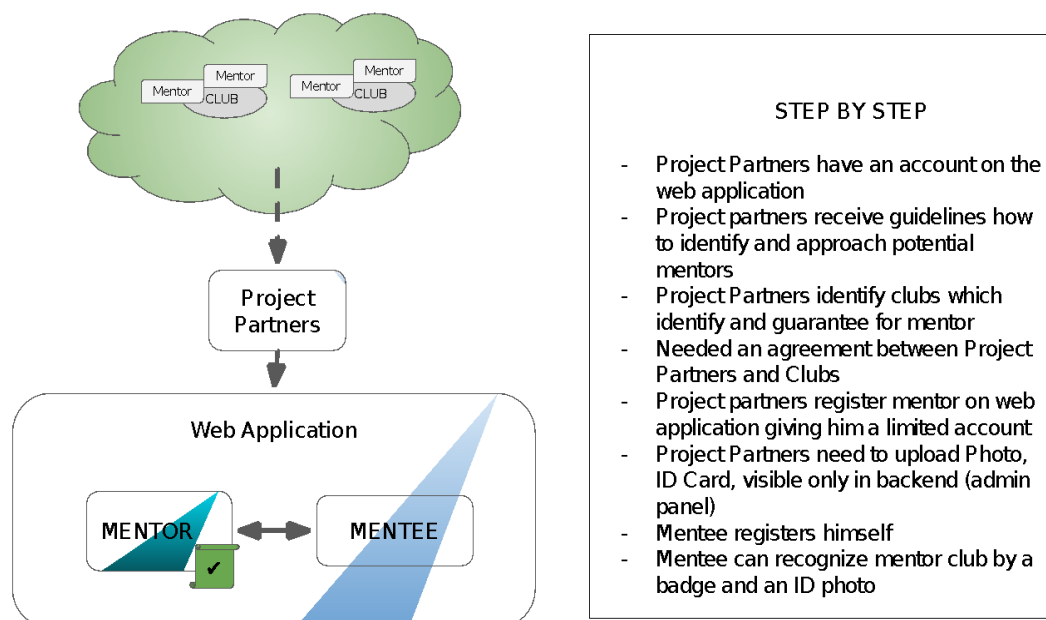
### 2.3. Connecting Online Tool

The aim of the '[Mentoring Online Tool for Sport stakeholders](#)' (Intellectual Output nr. 5) is to put in contact mentors and potential mentees. It facilitates the connection between mentors and mentees as mentoring is a powerful tool for migrants and refugees to integrate into society and encourage the participation of women and girls in sport activities.

The intended outputs have been realised. The connecting online tool, [the guidelines on mentoring](#) and the toolkit have been published online. The new mentoring tool has been integrated into the search engine for suitable sports clubs, which was realised during the Sport Welcomes Refugees project.

Partners look for enough suitable people, who register to fulfill the role of mentor, following the SPINWomen Mentorship Guidelines. At the same time, the online tool allows potential mentees to register in the program specifying their needs aiming to be matched with a suitable mentor (see picture 'Step by Step'). The tool is simple and user-friendly.

Unfortunately, the tool has been realised, but the mentoring program is not yet in operation, due to the closure of most sports clubs and sports initiatives during the corona pandemic. Literally, 'connecting' has turned out to be very difficult in this time. It is a challenge to make the connecting tool a real instrument of collaboration. However, the partnership will continue to work together after the SPINWomen project and making the tool operational remains a priority.



### 3. Transnational Networking and advocating for policy change

#### 3.1. Event "Strengthening ethnic minority women in European football" (Lisbon, April 2021)

In the framework of the ERASMUS+ project SPIN Women [a public webinar "A white girls sport? Looking for diversity in women's football"](#) was hosted by the Portuguese Players Union SJPF on March 26, 2021. The online webinar was followed by approximately 25 people. The event reached 728 viewers on SJPF Facebook. At the online event ex-football stars including Cynthia Uwak, Portuguese record national team player Carla Couto, and the former captain of the Afghanistan Women's National Football Team, Khalida Popal talked about the situation of minority and migrant women in football and shared their personal stories. The webinar also launched a special edition of the 60-page new ["W" the women's football magazine](#) in English and Portuguese (([Intellectual Output nr. 6](#))). The magazine was created for and about women, featuring powerful stories of migrant and refugee women in football. The magazine is the result of an intensive collaboration between SJPF and the partner organisations in the SPINWomen project. The Special edition of W magazine reached all the professional clubs and institutional partners of SJPF and has been distributed (online and offline) in the partner countries.

The project partners have decided to combine some portraits / good practices in the "W" magazine with the exhibition (In) Visible ([Intellectual Output nr. 8](#)).

Video presentation of magazine: [Youtube](#)

#### 3.2. European networking conference: Promoting participation and inclusion of migrant and ethnic minority women and girls in sport (planned: Vienna, October 2020)



The #SPIN Women conference "An Obstacle Course" took place at the AK Vienna Education Center, From Monday 31 May to 1 June 2021. Due to corona, the conference has been moved to a later date.

**Day one (Monday, 31 May): In-person event, venue: Bildungszentrum AK, Vienna, language German.**

The first day took place as a presence event with about 50 guests at the AK Vienna and was broadcasted live on YouTube.

- At the opening talk "Is the Inclusion of Migrant Women & Girls on sport's agenda?" Renate Anderl, Gabriele Heinisch-Hosek (President of VIDC, former Minister for Women's Affairs), Dieter Brosz (Federal Ministry of Arts, Public Service and Sports) and Mirna Jukic-Berger (former European Champion and Olympic medalist in swimming)

met at the podium. Mari Lang (journalist, ORF Sport) was responsible for the moderation.

The opening was well appreciated: 79% of the people that completed the online questionnaire thought the opening 'Excellent' and 21% thought the opening 'good'.

*"I really liked the opening talk on inclusion of migrant women and girls. I think the guests were well chosen and all gave different insights and opinions on the topic."*  
(quote participant)

- The second point on the agenda was the discussion "Sport as a Workplace: Issues of Equality?" Asiye Sel (AK Vienna, Women's Department), Liu Jia (professional table tennis player, participant Tokyo 2020 Olympic Games) and Sarah Gregorius (FIFPro, Head of Global Policy and Stakeholder Relations - Women's Football) discussed the daily challenges in the working field of sport. The moderation was done by expert Mareike Boysen (We women in sport).



This panel discussion was rated as follows: Excellent: 69%, Good: 26%, Sufficient: 5%.

- At the end of the first day, the traveling exhibition [\[in\]visible - herstories of minority and migrant women in sport](#) was opened, which tells the story(s) of women in sports who do not belong to a so-called majority society: Women with migration or refugee history, minorities, BPOC's (Black & People of Color). Some of the faces of the exhibition were present in person, which made us especially happy: Liu Jia, Vera Dumser, Sarah Anulika Nweremizu and Helia Mirzaei! ([Intellectual Output nr. 8](#)) The opening of the (In)visible Exhibition found 74% of respondents 'Excellent', 21% 'Good' and 5% 'Sufficient'.



The evaluation took place via an online questionnaire, which was completed by 19 participants (38%).

The entire conference day 1 was rated as 'excellent' by 12 respondents and as 'good' by 7 respondents. It met the expectations of all participants (53% 'Excellent' and 47% 'Good'). 100% of the people who completed the questionnaire indicated a need for a follow-up.

For many, the day yielded new insights. A selection of the reactions:

- Insight into life reactions of professional female athletes;
- Details about female migrant careers, strategies how to overcome discrimination, insight into AT government support structures and strategies;
- To involve more girls into sports regardless of the situation. This will help them follow their dreams;
- That social and cultural background plays an important role to inclusion and participation of minority and migrant women in sport. In order for barriers to be broken each of us has a certain responsibility to act on his/her own and not only to wait on the politics to take care of it;
- No matter how difficult, together we can overcome discrimination/sexism;
- Empowering women -especially with a migration background- is a very important topic, which needs to be put into the spotlight more frequently;
- How broad and versatile this theme is;
- There's lots more to do;
- That sports matters.

### **Day two (Tuesday, 1 June): Online webinar, language English, Live stream of all sessions from AK Vienna**

The second day of the conference ran entirely online in the form of Zoom webinars and an interactive workshop. This day was also additionally available live via YouTube! 12 participants filled in the online-evaluation form. The second day was also well appreciated (Excellent: 58% - Good: 42%).

- It opened with the discussion "Racism and Sexism in sport: Double exclusion of migrant women", in which Hala Ousta, Diversity & Accessibility Manager at FIFA and Elisabeth Lechner (AK Vienna, author of the book "Riot, don't diet!") talked about the confluence of racist and sexist mechanisms in sport. It was moderated by Des Tomlinson (Intercultural Programme National Coordinator, FAI).

This discussion was rated with 100% excellent!

- In the workshop "Action research for inclusion of migrant women and girls in sport: how to produce empowering knowledge" Victoria Schwenzer (Camino & SPIN Women) presented the participatory research method and overall results. Subsequently participants were sent into breakout rooms to work and discuss together! Workout facilitators\* Nuria Karimi, Lulu Sabbiti and Kayra Hohmann assisted with the implementation.

The presentation and workshop about the action research were rated by 67% of the respondents as 'excellent' and 33% as 'good'.

- The final discussion of the conference was on "Clubs as Gatekeepers: Opening grassroots sport for girls" and brought together the following experts online: Pearl



Slattery (Womens football program, Football Association of Ireland FAI), Marijke Fleuren (European Hockey Federation (EHF), President and member of the High-Level Group on Gender Equality in sport), Anna Rössmann (Vienna FA, Chairwoman of the Women's Committee), Merlina Linke (Youth Worker, Association of Vienna Youth Center) & Ayisat Yusuf (Monaliiku - Well-Being and Sports for Multicultural Women (Finland), Coach & former Nigeria International). Niki Staritz from the Fairplay team took over the moderation!

This panel discussion also scored highly with the participants: excellent: 67%, good: 25%, sufficient 8%.

- As a finale of the event, the audience was introduced by Layla Mousa (UISP) to the SPIN Women project and its results so far.

The respondents appreciated the presentation of the results of the SPINWomen project equally, with 67%, good: 25%, sufficient 8%.

*"How many interesting people do great work in this field and there are already great ideas which can be used"* (participant)

- This was followed by the launch of the international Sport Inclusion Network (SPIN). SPIN coordinator Kurt Wachter and David Hudelist (both fairplay) explained how SPIN started in 2010 as a project and evolved over the years into a key European actor on social inclusion through sport. The founding organisations underwent an in-depth discussion process and agreed to formalise the network. Finally, they drafted [statutes](#) which were presented to the potential future member organisations. The SPIN network will be registered as a Non-profit association according to Austrian law ([Intellectual Output nr. 9](#)).

In conclusion, representatives of the founding organisations explained why the network is important and why they join.

The participants rated the kick-off of the International Sport Inclusion Network with excellent: 67%, good: 25%, sufficient 8%.

*"I gained insight in the working processes of SPIN"* (participant)

*"There are wonderful people working on reaching the goal of equality in sports!"* (participant)

Day 2 of the conference also met the expectations of the participants. All participants rated the conference as excellent (50%) or good (50%).

Participants gained new insights, such as:

- I learned what barriers women/girls face in sports and some valuable strategies that could be done to improve it.
- Deeper understanding of the barriers, challenges and potential solutions. These insights were good to get from various people, levels and perspectives in sport, and from community and other actors working on inclusion.
- Different experiences of different organisations.
- To focus more on role models and changing sport culture itself.
- Insights on gender in room planning and in sexism in sports.
- Ready for next step on a world level!

## 4. Education and Raising public awareness

### 4.1. Animated Educational Video

The idea to connect the video ([Intellectual Output nr. 7](#)) with the results of the focus group research and use it as a tool for training and awareness raising for clubs has been chosen as the starting point.

The result consists of 7 cartoons with a length of approximately 2 minutes. Each video tells a different story of a migrant woman. The stories are based on the results of the focus group interviews.

1. Vezna and (broken) glory dreams: [Youtube](#)
2. Raja and the dangerous ball: [Youtube](#)
3. Paula and the time: [Youtube](#)
4. Irina and mandatory sport: [Youtube](#)
5. Nisreen who just wanted to swim: [Youtube](#)
6. Latifah and the sense of beauty: [Youtube](#)
7. Amina modesty: [Youtube](#)

The videos can be used during training sessions and conferences addressed to sport clubs/associations/mediators. They can also be used for awareness raising.

The SPIN network is very satisfied with the quality of the videos (content, drawings and use), the positive reactions from viewers and the media coverage.

The only “negative” feedback is received on the stories with a “bad” ending, because some people thought they badly represented the sport they were talking about.

The videos were disseminated through project channels, Uisp channels and partners channels. They have also been presented during Ewos events and public online conferences. Part of them have also been showed in Italian Public Television (RaiDue - RaiSport) together with a news on Spin Women project.

### 4.2. Sport Inclusion Events during the European Week of Sport 2019 & 2020

During the European Week of Sport 2019 and 2020 (EWoS 2019 and EWoS 2020) that took place from the 23rd to the 30th of September in both years, all partner organisations in seven countries organised actions and events to increase the participation and inclusion of refugee women and girls in sport. An announcement has been made on the SPIN Network website of all actions and events that would take place during the EWoS in a news item entitled ["Girl Power in the European Week of Sport"](#) (2019) and ["GIRL POWER! Sport Inclusion Events during European Week of Sport 2020"](#). All partner organisations shared this news item via social media and thus generated traffic to the #SPIN Women project on the website.

The SPIN network produced a series of “girl power” campaign material including a poster, sticker, training bibs and banners, which have been used by the partners and local groups to disseminate an inclusive message. All materials were delivered on time for use during EWoS 2019 and 2020. They were highly appreciated by the partner organisations.



The evaluation of the Refugees Welcome Events during the European Week of Sport (EWoS), consists of:

1. evaluation of the activities organised by local (sport) organisations. By means of an online format the activities have been monitored
2. monitoring of the experiences of the target groups (men and women) that took part in the activities via photo and most significant change method

## EWoS 2019

### Ad 1. Characteristics of events and experience of organisers

In total 13 different sport events took place during EWoS 2019. One round table discussion was held with the target group, the other 12 events consisted of sports activities with or without side events.

Of the total number of events, 7 were organised by partner organisations themselves, and 6 events by other organisations, such as migrant organisations and sports clubs / federations.

In the preparation and implementation of activities, there was mainly cooperation with sports organisations (7x), migrant organisations (5x), educational institutions (4x) and municipalities (3x), project organisations (2x) and reception centres (2x) and combinations of these organisations.

Role models (female top athletes) were used at two events.

### Participants

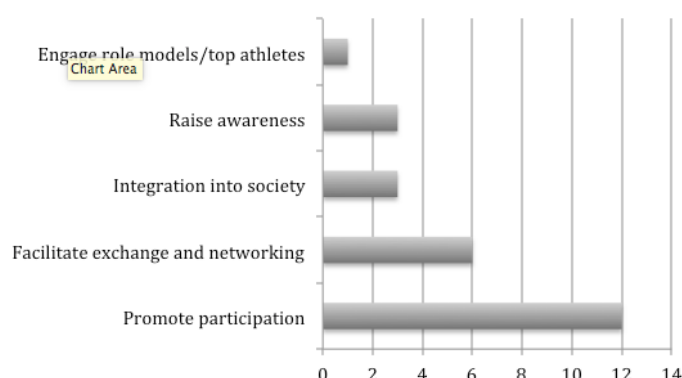
In total, around 840 participants took part in the actions and events that took place in the seven SPIN Women countries. Of this group, 33% were female and 59% belonged to the target group of migrants, refugees and minorities.



### Venues

Seven events are organised on an outdoor sports field, three in a public parc (outdoor) and three in an indoor sports hall.

### Aims of events



The EWoS events were organised with different objectives. Goals addressed to the target group, but also goals that were aimed at raising awareness of the social or sports environment. Most events were aimed at stimulating the participation of the target group in different kind of sports or sports

in general. Many activities were also aimed at meeting between different target groups or between the local population and target groups. Other objectives are listed in the chart.

#### Different sports offered

Football (games and tournaments) was offered the most (5x), followed by multi-sports festivals (3x), volleyball (2x) and running (2x). Furthermore, basketball, Nordic walking, mölkky (cone game), and rope climbing were offered.

#### Appreciation event organisers

The organisers rated their activities with a 7.9 on a scale of 1-10. Some organisers gave a lower rating because they had not succeeded in involving the desired number of participants from the target group. High marks were given because:

- maximum performance within the limited budget;
- optimum conditions for getting acquainted with groups with different backgrounds;
- good opportunity to try different sports;
- promotion of inclusive sport;
- participants had a lot of fun.

#### Ad 2. Experiences target groups

During the European Week of Sports 2019 events, also 32 participants were interviewed about their experience with sport, about the importance of sports in their lives and about their satisfaction with the event.

#### The interviewees

Of these, 30 were female and 2 were male. Their age varied between 10 and 57 years. Most were teenagers and twens (69%).

The interviewees had many different countries of origin: Turkey (4), Portugal (4), Eritrea (2), Austria (2), Ivory Coast (2), Serbia (2), and Nigeria (2). The other participants came from: Syria, Iran, Belgium, Congo, Mali, Kenya, Burkina Faso, Romania, Ireland, Spain and Italy, Somalia and Ecuador.

#### Main reasons for exercising

The reasons why interviewees think sport and physical activity are important and why they are participating in the event are listed below.



### Participation in sports

7 interviewees (22%) had never participated in sports, 21 people (66%) had gained experience with sports in the past. The other participants did not answer this question. 8 participants (25%) indicated that they are currently not involved in any sports or exercise.

### Appreciation of EWoS events 2019

The events organised by the project partners during EWoS 2019 were rated 8.6 on a scale of 1-10.

### Importance of sport

When asked whether these EWoS events or sports in general are important in their lives, 30 (94%) interviewees answered 'yes' and 2 answered 'no' (6%). One of the interviewees, who answered the question with 'no', declared her answer with "Not important, but essential for survival". So actually 97% think sport is very important.



### EWoS 2020

#### Ad 1. Characteristics of events and experience of organisers

Due to the Corona pandemic, not all planned activities took place. The partner organisations have made changes to a greater or lesser extent to organise sports activities for the target group in the context of EWoS 2020 and SPIN Women.

In total 8 different sport events took place during EWoS 2020. Events consisted of sports activities with or without side events.

A total number of 3 events were organised by partner organisations themselves, and 5 events by others such as sports clubs, refugee reception organisations and project organisations.

In the preparation and implementation of activities, there was mainly cooperation with sports clubs (10x), Sport Associations (5), migrant organisations (4x), municipalities (3x), Reception centres (3x), Trade and Students Union, Ministry of Sports and combinations of these.

Role models (female top athletes) were used at two events.

#### Different sports offered

Football (games and tournaments) was offered the most (6x). Furthermore, multi-sports festivals (1x), running (1x), table tennis (1x) and swimming (1x) were offered.

Some sports activities were framed with side events and / or presentations and debate.

#### Appreciation event organisers

Partners rated their activities with an 8.1 on a scale of 1-10. The lowest score (4) was given because *'a lot of players had competitive mindset and forgot about the spirit of respect and fair play'*. The motivation for the highest score (10) was, *'the event did exactly what it was designed to do. Get the Girls involved'*.

#### Ad 2. Experiences target groups

During the European Week of Sports 2020 events, 22 participants were interviewed about their experience with sport, about the importance of sports in their lives and about their satisfaction with the event.

#### The interviewees

This group of 22 interviewees consisted of 21 females and 1 male. Their age varied between 10 and 61 years. Most were teenagers (12) and twens (5).

The participants in the activities often consisted of a mix of original inhabitants and newcomers. This mix can also be found in the interviews. Fourteen interviewees come from SPINWomen's target groups: 6 participants from Syria, 4 participants from Afghanistan, 4 interviewees belong to the Roma community. Eight people did not have a migrant or minority background.

#### Participation in sports

6 interviewees (27%) had never participated in sports, 16 people (63%) had gained experience with sports in the past.

The interviews show that the opportunities for women to participate in sports are limited, also in the partner countries. One interviewee with a West-European background puts it this way:

Quote: *"I have always been active and did sports. However, there were not enough options to participate for women, especially in football."*

#### Appreciation of EWoS events 2020

The events organised by the project partners during EWoS 2020 were rated 9 on a scale of 1-10.

Quote: *"I was really happy that I could spend some free time in such a nice way and that someone has decided to organise this event."*

#### Importance of sport

Most participants find sport important for physical health, but mental health is also often mentioned: fun, relaxation, distraction and *'it makes you feel good'*.

Meeting/connecting with other women/girls and personal growth are also important motivations.

Quote: *"It made us feel welcome."*





#### 4.3. Exhibition - (In)Visible - Ethnic Minority Women in Sport

The exhibition - [\(In\) Visible - Ethnic minority Women in sport](#) (Intellectual Output nr. 8), the online edition and the booklet have been launched during the European networking conference 31 May/1 June 2021 in Vienna.

Partners have identified female migrant athletes and trainers, conducted interviews and took photos. Of these, 16 portraits have been placed on roll-up banners. Together with two banners with general information, they form the exhibition. A 24 pages [Booklet](#) with all portraits and general information was produced April/May 2021 in two languages (English and German). (3) Due to the fact, that conference and exhibition opening have been postponed until June 2021, also the exhibition was finalized later than expected (March 2021). The exhibition and booklet are very sustainable as they will be used after the projects end. All interviewed athletes have been very proud to support our project and be part of the exhibition, making females in sport visible and recognizing their contribution has also a strong impact on those who are portrayed. Athletes and trainers that co-operated in the exhibition and the "W" magazine ([Intellectual output no. 6](#)) have since been involved in more parts of SPINWomen, supporting and promoting the work of the SPIN network. The exhibition is displayed at the closing conference where only 50 persons could attend in person. The feedback from those was good and already 2 requests have been received from organizations that want to display the exhibition.

"I did not know that football is such a hard place for girls", recognized a 20-year-old visitor at the conference after having read some of the banners.

The touring exhibition can be used in the next years all across Europe to spread the message.

**(IN)VISIBLE**  
HERSTORIES OF MINORITY AND  
MIGRANT WOMEN IN SPORT

**TUĞBA  
TEKAL**

FOOTBALL PLAYER,  
GERMANY, BORN 1985 TO  
A KURDISH-YAZIDI FAMILY

Played with HSV and 1. FC Cologne,  
founding member of HAWAR.help,  
a human rights organisation advocating for women



## 5. Communication, Dissemination and Evaluation

In this workstream only the assessment of the satisfaction about partner meetings and the process of collaboration / progress in the project are part of the external Monitoring and Evaluation.

### 5.1 M&E session on impact Intellectual Outputs

During the first partner meeting in Budapest (14-02-2019), the MEL proposal was presented, discussed and determined. In the proposal, the recommendations from the previous Sport Welcomes Refugees project were taken into account. These consisted of:

- Reducing the workload of evaluation activities on national level
- Finding sufficient time for reflection and learning during partner meetings
- In evaluation reports focusing less on quality of collaboration and partnerships and more on results and impact of the project
- Taking into account the new European privacy legislation

In order to focus more on the results and impact of the project, during the Budapest meeting members of the #SPIN Women project group composed agreements on how they want to measure the impact of their intellectual outputs. Below is a summary of the agreements.



### 5.2 Evaluation Kick-off Partner Meeting in Budapest, 15-16 February 2019

Due to lack of space in the meeting room, the evaluation of the partner meeting made use of the 'behind the chairs' participating method.

Below is a summary of the feedback on the kick-off partner meeting in Budapest.

Comments regarding the organisation of the meeting:

- Perhaps the meetings could have been better prepared. Precious time was lost in the preparation of the meeting rooms, the required facilities and the catering. Of course, a good organisation is important, but even more important is the genuine attitude of the people in the SPIN Women project group, who believe from their heart in the usefulness and necessity of the project. "...and I love that", one participant mentioned.
- Great appreciation for the guest speakers during the first day. It gave a good insight in the lack of opportunities that the Roma minority in Hungary has to deal with.

Comments regarding the agenda:

- The speakers were not included in the agenda. It would have been better if the speakers had been scheduled in the agenda.
- The project group tends to plan the agenda items too tightly and doesn't learn from previous experiences and intentions. In European projects more time is needed for explanation and discussion, due to for example different cultural backgrounds of participants and the use of the English language. The project group needs to take that more into account when preparing the agenda in the future. On the other hand, maybe the group should also learn to accept that it is apparently the way this group works.
- Despite the above points, in the end partners have managed to discuss all the items on the agenda. Everyone is very relieved and satisfied with that result.
- In the future the SPIN Women group wants to take more time for 'social involvement' and not just work hard to discuss all points on the agenda.

Comments regarding the atmosphere in the project group:

- The newcomers in the SPIN project group praise the welcoming attitude and flexibility of the group.
- It was noted that working two days with a 'new' group composition on a new project felt very refreshing.

Comments regarding the organisation of the project:

- There is (cautious) enthusiasm about the introduction of the new Trello tool, to bring more structure to the project. More structure is needed. This requires commitment and discipline from the participants. Everyone is positive now and it is up to participants to make the tool work in the future.
- The feeling prevails that the structure of this project is clearer than in previous projects and that there is also more co-operation between the various activities that have to contribute to the achievement of the project's objective.



### 5.3 Evaluation Partner Meeting II in Berlin, 30 November 2019

At the end of the partner meeting the satisfaction of the project partners was measured using the interactive 'Walking Scale' method.

Question: To what extent did the partner meeting meet your expectations?

- Comments regarding the organisation of the meeting:

The meeting was very well prepared and organised. The meeting room and facilities were all in perfect order. Although everything was well organised, it remains difficult to start on time due to the different arrival times of the partners on the first day and the journey by public transport from the hotel to the meeting venue on the second day.

- Comments regarding the agenda:

The agenda was well structured and was followed strictly. There was no tension following the agenda. A few people found the discussions not going fast enough, while the majority were very happy that there was room for discussion in this meeting. There are some open points left.

The face-to-face contact during partner meetings contributes greatly to the effectiveness of discussions and exchange of views and experience.

A lot of topics were covered in a short time. The meeting was considered very productive. All project partners provided substantive input, which was greatly appreciated. Especially the appointment about the wider SPIN network and working groups for Lisbon is considered a huge step forward.

- Comments regarding the atmosphere in the project group:

The good atmosphere in the group was again mentioned.

- Comments from newcomers in the project group:

For people who do not regularly participate in the Skype meetings, it is sometimes difficult to follow the pace, because they are not as well up to date about ongoing developments and topics. On the second day that works a lot better.



#### 5.4 Evaluation of collaboration in the SPIN Women project

The second partner meeting in Berlin started with the first timeline evaluation in the project. The timeline brings people into the atmosphere of the project and looks back on all the activities that were undertaken in the previous period. Agreements are made about how things can be improved. The information and points for improvement can be included directly in the meeting.

##### *Key results of Timeline Evaluation*

It is remarkable that most of the notes on the board relate to positive experiences. Only a few new insights have been gained in the recent period. The vast majority of comments relate to the focus group meetings and the European Week of Sport (EWoS). Those were clearly the activities where everyone was involved in the implementation at the same time.

- The timeline starts with positive comments concerning the Budapest meeting.

- Focus groups

Despite the joint intention to provide information on time, the reports of the focus groups have been delivered late, after postponing several deadlines. It is agreed to plan more realistically from now on, although people do not have much faith in improvement. Project partners encountered difficulties in getting the right people / organisations involved within the specified period. However, the results are positive. In addition to important information for the research, the focus groups also provide a larger network at national level.

- Skype meetings/in depth communication

Everyone is positive about the discipline during the Skype meetings. But consultations via Skype are not suitable for in-depth discussions and reflection. These must take place in the face-to-face meetings. We must plan sufficient time for this, during timeline discussions about the process and during the partner meeting on substantive points for discussion.

- Evaluation EWoS

Positive comments about bibs "Girl Power", SPIN Women textile banner, stickers and posters. Packages arrived in time, but again problems with providing information on time. Many evaluation forms have been filled in by implementing parties. These do not show the effort of SPIN partners to get targets groups and organisations involved and to seek support for the events and actions. The perspectives of SPIN project partners and the people that organise the events differ sometimes. It is agreed that we will make an adjustment for this for EWoS 2020.

- Preparations for Train-the Trainer session

The organisational cooperation between VIDC and Camino went well

There are also positive comments about a successful EU grant application (SPIN Refugees project), cooperation between VIDC and Camino in preparation for partner meeting, preparations for the educational video and an idea to work more closely with the Balkan area.

