

2020 Annual Report



If there is anything that my career has taught me, it is that investing in women, truly is investing in future. I was lucky enough to begin my career in a room filled with women, mothers, and matriarchs that were often marginalized, yet always the backbone of communities—they came with their burdens and were treated not as the problem, yet as the solution to society's problems.

With this conviction, AIW was ideated in a similar room, this time with five Nigerian mothers. In 2019, I reached out to Social Services in Modena to confirm what I was seeing around me —many young migrant women with skills, dreams, and ambitions they were unable to realize. After numerous consultations within our community, we had gathered enough information to confirm what we knew to be true—there was an unique opportunity to provide resources for migrant women in Modena to establish roots and flourish.

In the spring of 2020, we developed our first culinary training program and were excited to launch the first workshop when the pandemic hit. Unable to continue in the kitchen, we went back to what we knew—the skills and potential of migrant women—and our seamstress program, Cucire Insieme, was born.

During the pandemic, migrant women were, once again, hit hard. Our partners at Caritas Modenese estimate that 75% of the families that requested food assistance were migrant families—many of those being single-mother-led households. During this time, AIW guaranteed over 800 hours of work, and together we sewed over 7000 masks. Thanks to our partnership with Caritas Modenese and Necchi, we were able to grow this program, opening a dedicated space in Centro Papa Francesco with the equipment that will allow us to employ more women in 2021.

In the fall, we were able to open our culinary training program, welcoming four amazing young women from Ghana and Nigeria who have a passion for food, a dedication to learn, and a natural, contagiously positive, group dynamic. Featured on La Cucina Italiana, we discovered their regional cuisine, provided the first 30 hours of training, and refined our program together.

We ended our first year as finalists of the Youth Leadership and Innovation Award of the United Nations Major Group for Children and Youth for its promise in innovation and replicability. And we started the new year presenting at the Global Forum for Migration and Development, where we won in the Skilling Migrants for Employment category.

If there is anything that the pandemic has taught us, it is that to survive in a changing world, we need to bring all members of society into the fold. The future will present new challenges and only with diverse perspectives that bridge generation, culture, and differences, will we turn challenges into opportunities for growth.

Let's build a more inclusive future together

Caroline Caspowski

Founder, AIW





Credits Lavinia Nitu

Throughout the European Union, migrant women between the ages of 25-35 are considered the most disadvantaged group for economic and social integration.

In 2018, almost 40% of children born in Modena were born of non-Italians. Throughout the pandemic, Caritas Diocesana Modenese estimates that 75% of families assisted are migrant families, many of which are single mother households.

In April 2020, after consulting Modena's organisations across the public, private, and civil sectors, the AIW is born.

We believe that migrant women are assets, and **our mission is to provide them the resources to establish roots and flourish.**



Our members

Credits Lavinia Nitu

YOUNG, MIGRANT, AND WOMEN-RUN

34

Average Age of board members

88%

Percentage board members who are migrants

5

Nationalities Represented on board

75%

Percentage of board members are women

11

Active volunteers in 2020

35

Average age

8

*Average years living
in Italy*

77%

*Had never worked
in Italy*

5

*Nationalities
represented*

88%

*Have dependents they
support*

6

*Single mother
households*

**Our
women**





Our impact

Credits Lucia Nitu

IN 2020, WITH YOUR HELP WE CREATED...

800

*Hours of employment
for migrant women*

250

*Hours of training
and support for
migrant women*

7.000

*Masks sewn for our
community*

20.000

*Euro in crowdfunded
donations from campaigns
launched in 2020*

7

*Multi-stakeholder
collaborations and
partnerships*

25.000

*Euros worth of free services
by our volunteers and board*

Aouatef's story

Aouatef started sewing when she was only 16 years old—her passion for fashion drove her to get her first job at a clothing factory near her house in Sfax, Tunisia. For the next 15 years she worked her way to managing a small team of women in charge of new models. During that time, she also fell in love and got married. In search of a better life for their family, her husband moved to Italy to get established and find work. When Aouatef was 30 years old, she got the news to come and join him, and she excitedly quit her career and embarked on a boat to Italy to start her family.

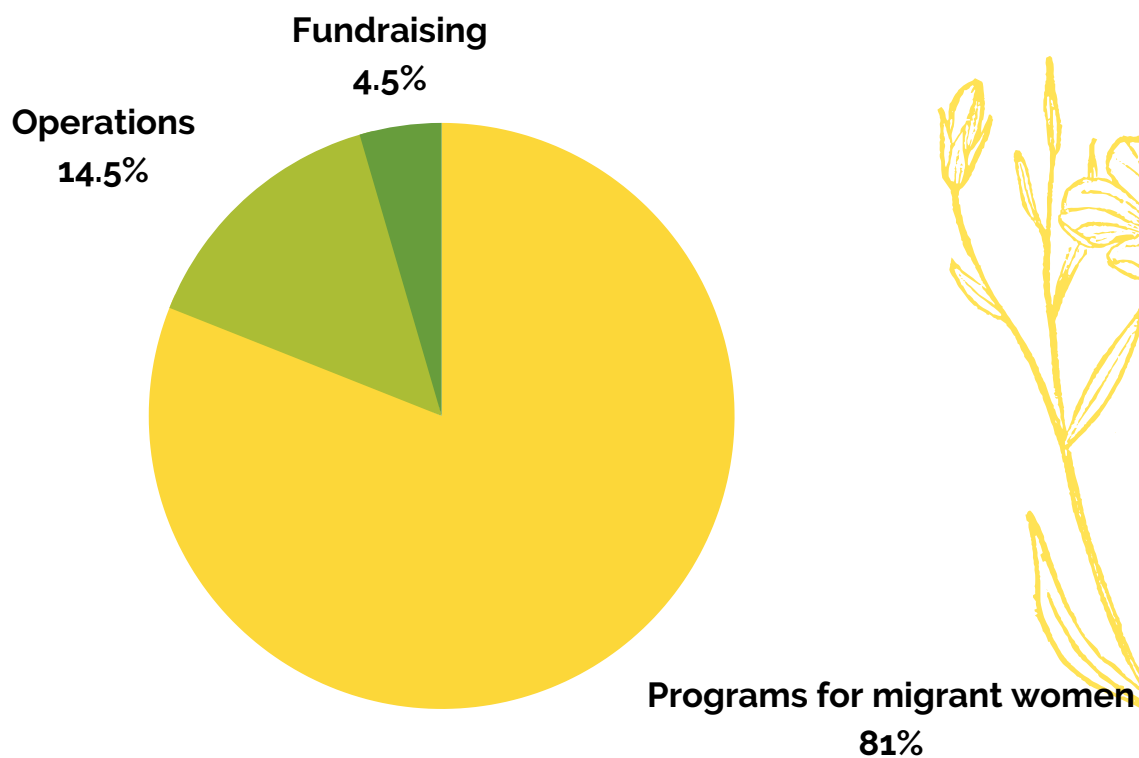


Over the next 16 years, Aouatef raised three sons, managed the home, and continued to sew. She made clothing, table cloths, cushions, and blankets for her family and friends to feed her creativity. When her youngest son was old enough to go to school, she decided it was "finally time to do something for herself" and started to look for work, yet despite her experience, she was unable to find a job.

In April 2020, Social Services put us in touch Aouatef, who would become the first woman in our sewing program. Over the course of 2020, we were able to employ Aouatef, guaranteeing her an income that she used to care for her family in Italy and Tunisia, along with a flexible environment and hours that worked with her lifestyle. With new skills gained and a new sewing machine, she can sew more advance products. Now, as she looks at evening wear and dresses for kids, teens, and adults, Aouatef, excitedly proclaims, "I want to make dresses—I have so much creativity inside me that I need to get out, when can we start?"

Financial

HOW WE INVESTED YOUR DONATIONS

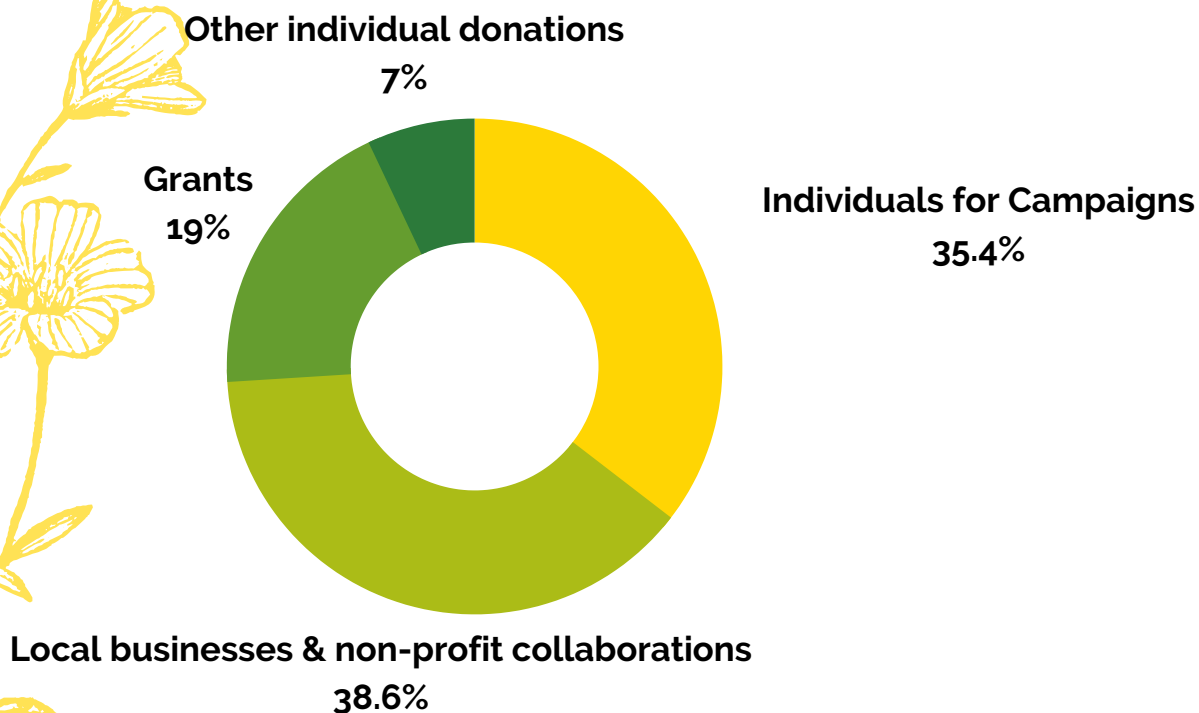


Throughout 2020, we made a commitment that 100% of our time would be on a volunteer basis. We were graciously joined by illustrators, designers, financiers, consultants, teachers, and chefs- all committed to growing our association and ensuring that the highest percentage of donations went straight to where they made the biggest impact.



Efficiency

IN 2020, OUR FUNDING CAME FROM...



€270

Average individual donation in 2020

11%

Of our donors live outside Italy

DURING THE CUCIRE INSIEME CAMPAIGN, WITH EACH **€1** DONATED, WE WERE ABLE TO GENERATE **€2.60** IN EMPLOYMENT TO MIGRANT WOMEN

*Independent efficiency study

"The first time I heard about this job, I loved it. I grew up in my mom's kitchen in Nigeria. Now I feel like a giant because I am confident in my abilities and I know I can do it... I feel like I can move mountains!"

-MERCY



"As the organization's culinary director, Rosval teaches migrant women how to cook professionally, preparing them for a future in the restaurant industry... The goal of integration is a two-way street, where you meet in the middle. Each woman takes from her native cuisine, and we find ways to make her integrate into the local culture without forgetting. We must always remain proud of our origins,"

-LA CUCINA ITALIANA

"Seventeen girls and three boys of Italian origin who have identified themselves with the potential of the new citizenship acquisitions. "I asked them: "Which of you wants to go and live outside Italy?" - ensures Caporossi - They all raised their hands. Well, I suggested them to put themselves in the shoes of the people who find themselves living in Modena after having left their countries."

-GAZZETTA DI MODENA

"An inclusive Modena aimed at raising migrant women and their awareness. The Association for the Integration of Women (AIW) has been awarded by the United Nations. The UN presented (remotely) the Youth Leadership and Innovation award"

-GAZZETTA DI MODENA

"Masks that unite the fabrics of the famous brand Jucca with a social cause, without forgetting the absolute necessity of the moment... These women are raising our future generations - their resilience is the strength of our whole community"

-IL RESTO DEL CARLINO MODENA

Looking ahead

BOLD OBJECTIVES FOR 2021

In 2021, with your support we will:

ONE: Create a network of local partners in Modena to grow the potential of the seamstress program.

- a. Create at least 5 product collaborations and employ 1000 hours of work

TWO: Open Roots, a unique sustainable business model for the economic integration of migrant women through food

- a. Graduate 8 women from culinary training program
- b. Collaborate with at least 3 for-profits in the food and hospitality sectors

THREE: Launch AIW's volunteer leadership and mentorship program

- a. Partner with local organizations to expand capacity-building opportunities for women at different stages of their journey

FOUR: Expand AIW's ecosystem of multi-stakeholder partners to support incubation, scale, and impact analysis of programs.

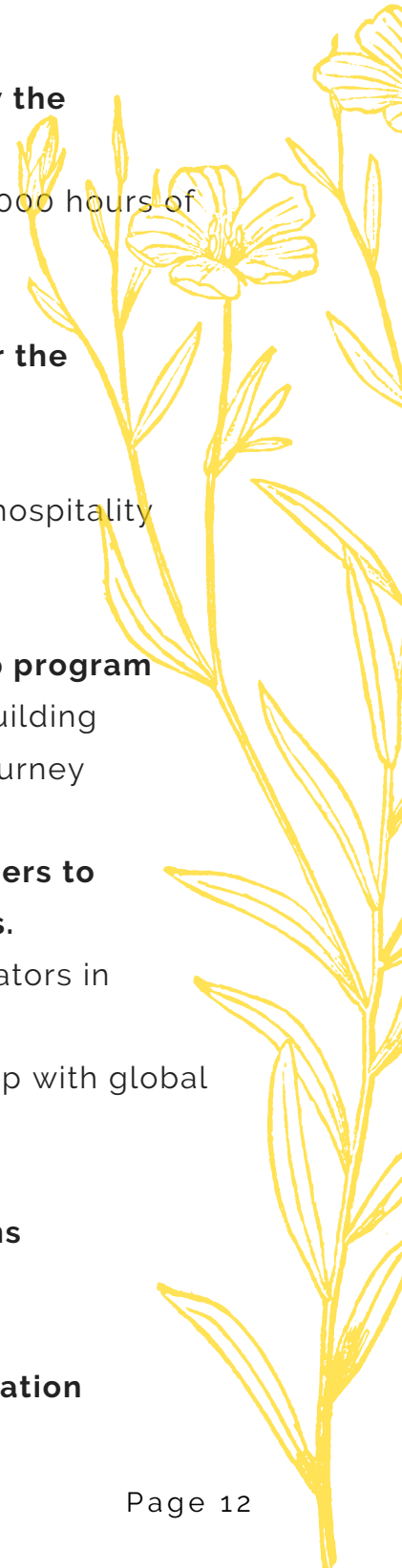
- a. Offer AIW space and know-how to young social innovators in Modena who want to test their ideas.
- b. Tap into network potential to ensure that AIW keeps up with global best practices

FIVE: Build internal capacity at the AIW to expand programs

- a. Hire first two staff-members for the AIW

SIX: Continue working locally to change narratives on migration

- a. Host at least 3 campaigns with public involvement
- b. 5 positive migration stories published in local press



Thank you for believing in us in 2020



OUR PARTNERS & COLLABORATORS

Comune di Modena
Caritas Diocesana Modenese
Tortellante
Chloe Società Cooperativa

OUR DONORS & SPONSORS

Politecnica
8XMILLE ORDINARIO 2020
CGIL
Osteria Franciscana
Gruppo Solidarietà Tetrapak
Necchi
Veronica Federiconi
Maria Vittoria Atelier
Jucca
Sercecchi Tappezzieri di Bottega
Fantasie Tricot
Ska Sikura
SlowNature
Emile Vidal Carr



Discover more!

weareaiw.org

email info@weareaiw.org

instagram [@weareaiw](https://www.instagram.com/weareaiw)

facebook [@weareaiw](https://www.facebook.com/weareaiw)

Did you know you can support the work of AIW by dedicating a small percentage of your taxes earned paid in 2020?

To find our more about 5x1000 visit: weareaiw.org/5x1000

Ditta 75	ASSOCIATION FOR THE INTEGRATION OF WOMEN A.P.S. STRADA GHERBELLA 294/B 41126 MODENA	MO	Codice attivita' Codice fiscale Partita IVA	949990 - 03914960368 03914960368
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SITUAZIONE PATRIMONIALE AL 31/12/2020

Pagina 1

ATTIVITA`

PASSIVITA`

CONTO	DESCRIZIONE CONTO	SALDO	CONTO	DESCRIZIONE CONTO	SALDO
06/15/010	ATTR.VARIE E MINUTE (<516,46 E.)	318,50	07/15/010	F/AMM ATTR. VARIE E MINUTE	17,81
06/15/***	ATTREZZATURE IND.LI E COMM.LI	318,50	07/15/***	F/AMM ATTREZ. IND.LI E COMM.LI	17,81
06/**/***	IMMOBILIZZAZIONI MATERIALI	318,50	07/**/***	F/AMM IMMOB. MATERIALI	17,81
24/05/001	CREDIT AGRICOLE C/C 40350170	6.849,76	28/05/010	FONDO DI DOTAZIONE	800,00
24/05/002	BANCA PAYPAL	159,51	28/05/***	CAPITALE	800,00
24/05/***	DEPOSITI BANCARI E POSTALI	7.009,27	28/**/***	PATRIMONIO NETTO	800,00
24/15/005	DENARO IN CASSA	339,95			
24/15/***	DENARO E VALORI IN CASSA	339,95	40/00000	DEBITI V/FORNITORI	115,20
24/**/***	DISPONIBILITA' LIQUIDE	7.349,22	41/05/005	FATTURE DA RICEVERE	1.762,95
			41/05/***	ALTRI DEBITI V/FORNITORI	1.762,95
			41/**/***	ALTRI DEBITI V/FORNITORI	1.762,95
			48/05/085	ERARIO C/RIT. LAVORO AUTONOMO	525,30
			48/05/***	DEBITI TRIBUTARI	525,30
			48/**/***	DEBITI TRIBUTARI	525,30
***	TOTALE ATTIVITA`	7.667,72	***	TOTALE PASSIVITA`	3.221,26
			****	UTILE DI ESERCIZIO	4.446,46
****	TOTALE A PAREGGIO	7.667,72	****	TOTALE A PAREGGIO	7.667,72

Ditta 75	ASSOCIATION FOR THE INTEGRATION OF WOMEN A.P.S. STRADA GHERBELLA 294/B 41126 MODENA	MO	Codice attivita' Codice fiscale Partita IVA	949990 - 03914960368 03914960368
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SITUAZIONE ECONOMICA AL 31/12/2020

Pagina 2

COSTI, SPESE E PERDITE

RICAVI E PROFITTI

CONTO	DESCRIZIONE CONTO	SALDO	CONTO	DESCRIZIONE CONTO	SALDO
66/20/005	MATERIE DI CONSUMO C/ACQUISTI	82,47	64/05/100	ABBUONI/ARROT. ATTIVI IMP.	6,00
66/20/**	MATERIE DI CONSUMO	82,47	64/05/150	OMAGGI DA FORNITORI	318,50
66/30/025	CANCELLERIA	109,47	64/05/155	PROVENTI PER LIBERALITA'	23.294,34
66/30/030	MATERIALE PUBBLICITARIO	892,52	64/05/**	ALTRI RICAVI E PROVENTI	23.618,84
66/30/491	ALTRI ACQUISTI INDEDUCIBILI	109,80	64/**/**	ALTRI RICAVI E PROVENTI	23.618,84
66/30/**	ALTRI ACQUISTI	1.111,79			
66/**/**	COSTI P/MAT.PRI,SUSS.,CON.E MER.	1.194,26			
68/05/184	COMPENSI LAV.OCCAS.ATTIN.ATTIV.	12.286,00			
68/05/222	RIMB.PIE' LISTA AMM.SOCI SPA/SRL	487,00			
68/05/265	COMP.PROF.NON DIR.AFFER.ATTIVITA	3.204,84			
68/05/330	SPESE POSTALI E DI AFFRANCATURA	265,70			
68/05/355	RICERCA,ADDESTRAM.E FORMAZIONE	160,00			
68/05/370	ONERI BANCARI	112,49			
68/05/**	COSTI PER SERVIZI	16.516,03			
68/**/**	COSTI PER SERVIZI	16.516,03			
75/15/010	AMM.TO ORD.ATTR.VAR.E MIN.	17,81			
75/15/**	AMM.TO ATTREZ. IND.LI E COMM.LI	17,81			
75/**/**	AMM.TO IMM. MAT. - ORDINARIO	17,81			
84/05/005	IMPOSTA DI BOLLO	6,00			
84/05/020	IMPOSTA DI REGISTRO	400,00			
84/05/060	IVA SU ACQ. INDETRAIBILE	560,00			
84/05/**	IMPOSTE E TASSE	966,00			
84/10/035	MULTE E AMMENDE INDEDUCIBILI	8,37			
84/10/055	SOPRAV. PASSIVE ORD.INDEDUCIBILI	444,78			
84/10/090	ABBUONI/ARROTONDAMENTI PASSIVI	0,13			
84/10/590	CONTRIBUTI ASSOCIATIVI	25,00			
84/10/**	ALTRI ONERI DIVERSI DI GESTIONE	478,28			
84/**/**	ONERI DIVERSI DI GESTIONE	1.444,28			
***	TOTALE COSTI	19.172,38	***	TOTALE RICAVI	23.618,84
****	UTILE DI ESERCIZIO	4.446,46			
*****	TOTALE A PAREGGIO	23.618,84	*****	TOTALE A PAREGGIO	23.618,84