

Annual Report

2021
ASSOCIATION
FOR THE
INTEGRATION
OF WOMEN



2021 has been **a year of growth for the AIW**. Still navigating the pandemic, but more committed to our mission than ever, our team has worked tirelessly to create opportunity for migrant women in Modena to showcase their talent, increase their skillsets, and seize their potential.

Last year, in 2020, AIW was a small, grassroots idea with a clear vision for the future. The challenge of the first lockdown inspired us to launch "Cucire Insieme," (Sewing together) a campaign that employed with seamstress skills to sew face-masks for our community. Like this, our volunteer-team and supporters crowdfunded over twenty-thousand euros and employed over 800 hours of work, establishing the foundation for what would turn into a substantial impact-driven non-profit.

January was a turning point, when we were selected by the United Nations Major Group for Children and Youth to pitch our new project, Roots, at the Global Forum for Migration and Development before a panel including judges from IOM (UN Migration), UNICEF, and Microsoft. Our project was awarded the "Youth Leadership and Innovation Award" in the category "Skilling migrants for employment."

That Spring, we launched the first pilot of our new Culinary Training program with our first four trainees. By graduation, each of them had accessed over 300-hours of paid technical and non-technical skill training, and 100% of graduates we referred were offered job opportunities. All the while, with Rotary Modena and Rotary Hickory we secured global funding to finance the training of 16 women the following year in 2022.

In the fall, thanks to support from the Comune of Modena, we signed a lease for 230-square meter restaurant space in the historic Complesso San Paolo, and we were joined by Politecnica Architecture who dedicated pro-bono services to oversee renovations and prepare our future hub. In the months since, we have been graciously joined by partners including BPER, Electrolux Professional, Targetti I 3 Filippi, Del Conca, and Custerwaller to bring this one-of-a-kind project to life.

With your support, and with the dedication of our partners, we are bringing a bold and innovative model to Modena; we could not be more thankful for choosing to stand by our side.

Caroline Caporossi (Founder and President AIW)

A handwritten signature in black ink that reads "Caroline Caporossi". The signature is written in a cursive, flowing style.



Photo Gloria Soverini

Throughout the European Union, migrant women between the ages of 25-35 are considered the most disadvantaged group for economic and social integration. We believe that migrant women are assets, and **our mission is to provide them the resources to establish roots and flourish.**

The COVID-19 pandemic has effected both workforce and industry. In 2020, while our community saw disproportionate job loss and un-paid domestic work, the restaurant industry was faced with a global workforce shortage.

We decided to **pilot AIW's Culinary Training Program**, a paid opportunity for migrant women passionate about starting careers in the hospitality industry to gain both technical and nontechnical skills, community support, and access to job networks; **all the while developing Roots, a social enterprise restaurant and sustainable business model.**



Our Team

Photo Lavinia Nitu

33

Average age of members

27

*Active members 2021
(44% increase in members in
from 2020 to 2021)*

8

Nationalities represented

In 2021, the AIW **team grew to include** two part-time contractors to manage our Culinary Training Program, and four university interns who worked to manage our communications and impact measurement.

In addition, our programs were made possible thanks to our members, pro-bono consultants, and our board of advisors, who have served since our founding in 2020. In 2022, as we prepare to onboard a new board, we thank their contributions!



Photo: Lavinia Nitu

Our Trainees

30

Average age

85%

Have dependents they support

6

Nationalities represented

90%

With work experience in home countries

9

Average years living in Italy

80%

Had never worked in Italy before

Culinary Training Program

800

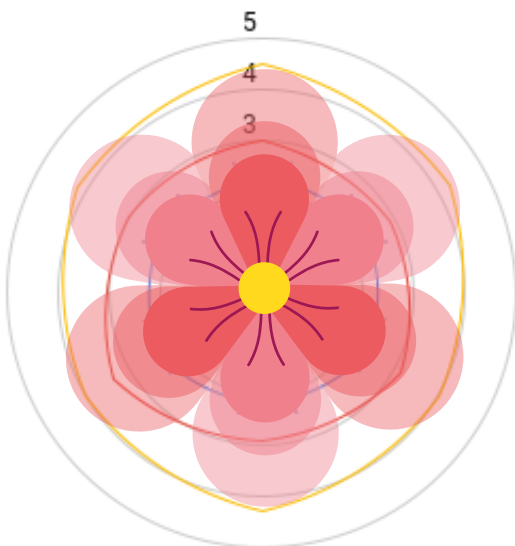
Hours in paid-professional training that our trainees accessed

100%

Of our referred graduates were offered jobs upon graduation

75%

Of our graduates remain employed 6 months after program



THROUGHOUT OUR PROGRAM, WE MEASURE THE ACQUISITION OF TECHNICAL AND NONTECHNICAL SKILLS BEFORE, MID-WAY, AND UPON GRADUATION. OUR TRAINEES SHOW AN AVERAGE GROWTH OF:

55% TECHNICAL SKILLS

61% NONTECHNICAL SKILLS



"I am so grateful to AIW for teaching me. When I am at work, cutting vegetables, I am always remembering things I learned and hearing Jessica's voice in my head. My first day, they gave me a glove so I wouldn't cut myself. After seeing my technique, they don't give me the glove anymore!"

HEAR FROM MERCY

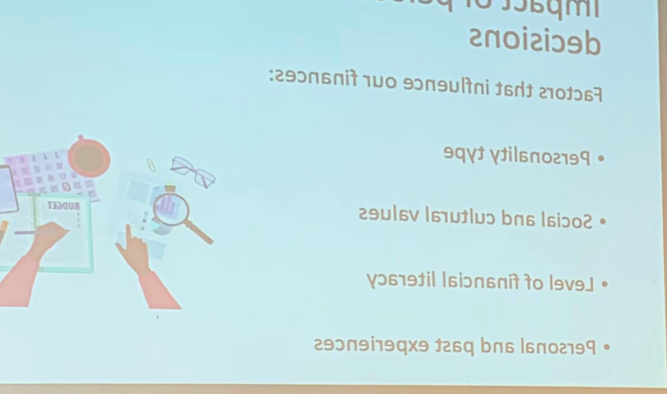


Mercy grew up in Nigeria, in her mom's kitchen. When she was little, while her dad worked construction, her mom sold food at a stall outside. Mercy grew up helping her mother in the kitchen, and watched as her small business grew, until the day her father built a physical space for her mother's restaurant.

When Mercy moved to Modena, she never forgot her love of cooking. She put her intuition in the kitchen, and her experience to use for her family and friends, cooking for over 100-person events in at home.

When Mercy first spoke with her social assistants about looking for a job, they told her about the AIW Culinary training program, and she immediately loved it "I grew up in my mom's kitchen so I knew I could do it," she said. After one month in our program Mercy stated: "Now I feel like a giant because I am confident in my abilities- I feel like I can move mountains."

Now, as Mercy completes her first four months of employment, she can proudly say that she is paid to do what she loves, to cook!



Skill Builders

In 2021 we launched the Skill Builder program, which leverages the skillsets and experience of professional women and creates opportunities for learning and leadership.
Our skill builders are...

100%

Women

83%

Migrants

THE SKILL BUILDER EXPERIENCE HELPED ME TO...

Use skills that I had not in some time

Develop new skills

Use existing skills in a new setting

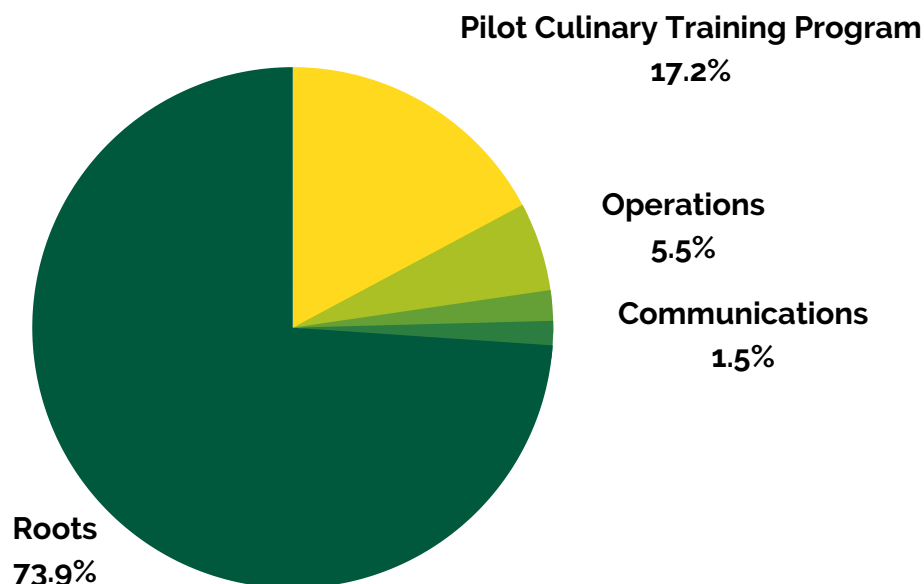
Gain ideas on how to improve future trainings

Gain awareness of social issues in Modena

Get to know a new community in Modena

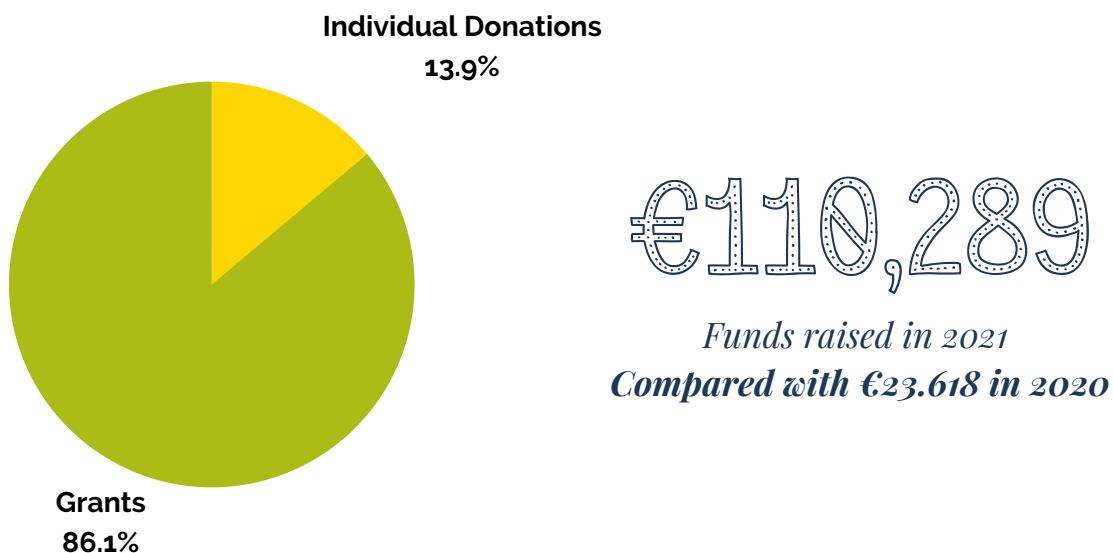
Financial

HOW WE INVESTED YOUR DONATIONS



This year, the majority of funds raised were used to invest in Roots - our sustainable business model which will offer training, skill development, and employment opportunities to more than 16 women every year.

IN 2021 OUR FUNDING CAME FROM...



Our partners

THANK YOU FOR BELIEVING IN OUR MISSION

This year, we created partnerships across the private, public, and non-profit sectors to run our programs and invest in long-term impact. Each partnership is unique and consists of technical donations, pro-bono services, grants, and financial investments.



custermwaller



“With AIW, the opportunities you deserve come knocking. When I first started I was very shy, I never would have stood up here and talked before you. During this program, you won’t just develop your cooking skills, but the personal ones as well. I found a new confidence inside me and I feel like now I can do anything.”

=CHARITY



"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, all Italian but who have plans to live abroad. "Which of you wants to go and live outside Italy?" - asks 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

"Roots presenta un modello scalabile, che si può applicare ovunque. Un'opportunità globale che deve partire da iniziative locali, come questa, per lasciare che la cucina italiana si trasformi naturalmente, integrando ricette e influenze di chi non ha qui le proprie origini, ma desidera affondare qui le proprie radici."

-LA CUCINA ITALIANA

"An inclusive Modena aimed at empowering migrant women and raising 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

Looking ahead

BOLD OBJECTIVES FOR 2022

In 2022, with your support we will:

ONE: Provide training and work opportunities to migrant women in Modena

- a. At least 16 trainees access a minimum of 300 hours of paid, technical and nontechnical skill training in 2022.
- b. Provide graduates with a database of job opportunities, edited CV's, and reference letters.

TWO: Provide post-graduation support to graduates and employers

- a. Conduct research on how COVID has impacted the local hospitality sector and what they seek in employees.
- b. Provide graduates ongoing support in reviewing contracts, buste paghe, and mediation services as necessary.

THREE: Diversify our programs to meet our beneficiaries' needs

- a. Launch a mentorship program at Roots to support trainees in identifying future goals, planning, and celebrating quick wins.

FOUR: Move towards self-sustainability through social enterprise

- a. Open Roots restaurant and host an average of 30 guests per service.
- b. Open Roots co-working space
- c. Create a private events and catering business

FIVE: Proliferate positive stories on migration locally and nationally

- a. Articles and shares in local and national press telling featuring positive stories on migration through our work and our trainees.





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?

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

RENDICONTO PER CASSA

	2021	2020		2021	2020
USCITE			ENTRATE		
A) USCITE DA ATTIVITÀ DI INTERESSE GENERALE			A) ENTRATE DA ATTIVITÀ DI INTERESSE GENERALE		
1) Materie prime, sussidiarie, di consumo e di merci	€ 1.818	€ 401	1) Entrate da quote associative e apporti dei fondatori	€ -	€ 800
2) Servizi	€ -	€ -	2) Entrate dagli associati per attività mutualistiche	€ -	€ -
3) Godimento di beni di terzi	€ 5.294	€ -	3) Entrate per prestazioni e cessioni ad associati e fondatori	€ -	€ -
4) Personale	€ 4.410	€ 12.933	4) Erogazioni liberali	€ 2.223	€ 23.294
5) USCITE DIVERSE DI GESTIONE	€ 105	€ -	5) Entrate del 5 per mille	€ -	€ -
			6) Contributi da soggetti privati	€ 12.428	€ -
			7) Entrate per prestazioni e cessioni a terzi	€ -	€ -
			8) Contributi da enti pubblici	€ 8.000	€ -
			9) Entrate da contratti con enti pubblici	€ -	€ -
			10) Altre entrate	€ -	€ 325
Totale	€ 11.627	€ 13.334	Totale	€ 22.650	€ 24.419
			Avanzo/Disavanzo attività di interesse generale (+/-)	€ 11.023	€ 11.085
B) USCITE DA ATTIVITÀ DIVERSE			B) ENTRATE DA ATTIVITÀ DIVERSE		
1) Materie prime, sussidiarie, di consumo e di merci	€ -	€ -	1) Entrate per prestazioni e cessioni ad associati e fondatori	€ -	€ -
2) Servizi	€ -	€ -	2) Contributi da soggetti privati	€ -	€ -
3) Godimento di beni di terzi	€ -	€ -	3) Entrate per prestazioni e cessioni a terzi	€ -	€ -
4) Personale	€ -	€ -	4) Contributi da enti pubblici	€ -	€ -
5) USCITE DIVERSE DI GESTIONE	€ -	€ -	5) Entrate da contratti con enti pubblici	€ -	€ -
			6) Altre entrate	€ -	€ -
Totale	€ -	€ -	Totale	€ -	€ -
			Avanzo/Disavanzo attività diverse (+/-)	€ -	€ -
C) USCITE DA ATTIVITÀ DI RACCOLTA FONDI			C) ENTRATE DA ATTIVITÀ DI RACCOLTA FONDI		
1) USCITE PER RACCOLTE FONDI ABITUALI	€ 994	€ 893	1) Entrate da raccolte fondi abituali	€ 9.164	€ -
2) USCITE PER RACCOLTE FONDI OCCASIONALI	€ -	€ -	2) Entrate da raccolte fondi occasionali	€ 52.700	€ -
3) Altre uscite	€ -	€ -	3) Altre entrate	€ -	€ -
Totale	€ 994	€ 893	Totale	€ 61.864	€ -
			Avanzo/Disavanzo attività di raccolta fondi (+/-)	€ 60.871	€ (893)
D) USCITE DA ATTIVITÀ FINANZIARIE E PATRIMONIALI			D) ENTRATE DA ATTIVITÀ FINANZIARIE E PATRIMONIALI		
1) Su rapporti bancari	€ 76	€ 112	1) Da rapporti bancari	€ 50	€ -
2) Su investimenti finanziari	€ -	€ -	2) Da altri investimenti finanziari	€ -	€ -
3) Su patrimonio edilizio	€ -	€ -	3) Da patrimonio edilizio	€ -	€ -
4) Su altri beni patrimoniali	€ -	€ -	4) Da altri beni patrimoniali	€ -	€ -
5) Altre uscite	€ -	€ -	5) Altre entrate	€ -	€ -
Totale	€ 76	€ 112	Totale	€ 50	€ -
			Avanzo/Disavanzo attività finanziarie e patrimoniali (+/-)	€ (26)	€ (112)
E) USCITE DI SUPPORTO GENERALE			E) ENTRATE DI SUPPORTO GENERALE		
1) Materie prime, sussidiarie, di consumo e di merci	€ -	€ -	1) Entrate da distacco del personale	€ -	€ -
2) Servizi	€ 5.747	€ 801	2) Altre entrate di supporto generale	€ -	€ -
3) Godimento di beni di terzi	€ -	€ -			
4) Personale	€ -	€ -			
5) Altre uscite	€ 3.905	€ 1.929			
Totale	€ 9.652	€ 2.731	Totale	€ -	€ -
Totale USCITE della gestione	€ 22.349	€ 17.070	Totale ENTRATE della gestione	€ 84.565	€ 24.419
			Avanzo/Disavanzo d'esercizio prima delle imposte (+/-)	€ 62.215	€ 7.349
			Imposte	€ -	€ -
			Avanzo/Disavanzo d'esercizio prima di investimenti e disinvestimenti patrimoniali e finanziamenti (+/-)	€ 62.215	€ 7.349
USCITE DA INVESTIMENTI IN IMMOBILIZZAZIONI O DA DEFLUSSI DI CAPITALE DI TERZI			ENTRATE DA DISINVESTIMENTI IN IMMOBILIZZAZIONI O DA FLUSSI DI CAPITALE DI TERZI		
1) Investimenti in immobilizzazioni inerenti alle attività di interesse generale	€ 29.821	€ -	1) Disinvestimenti in immobilizzazioni inerenti alle attività di interesse generale	€ -	€ -
2) Investimenti in immobilizzazioni inerenti alle attività diverse	€ -	€ -	2) Disinvestimenti in immobilizzazioni inerenti alle attività	€ -	€ -
3) Investimenti in attività finanziarie e patrimoniali	€ -	€ -	3) Disinvestimenti in attività finanziarie e patrimoniali	€ -	€ -
4) Rimborso di finanziamenti per quota capitale e di prestiti	€ 8.000	€ -	4) Ricevimento di finanziamenti e di prestiti	€ 26.000	€ -
Totale	€ 37.821	€ -	Totale	€ 26.000	€ -
			Avanzo/Disavanzo DA ENTRATE E USCITE PER INVESTIMENTI E DISINVESTIMENTI PATRIMONIALI E FINANZIAMENTI prima delle imposte (+/-)	€ (11.821)	€ -
			Imposte	€ -	€ -
			Avanzo/Disavanzo da entrate e uscite per investimenti e disinvestimenti patrimoniali e finanziamenti (+/-)	€ (11.821)	€ -
			Avanzo/Disavanzo d'esercizio prima di investimenti e disinvestimenti patrimoniali e finanziamenti	€ 62.215	€ 7.349
			Avanzo/Disavanzo da entrate e uscite per investimenti e disinvestimenti patrimoniali e finanziamenti	€ (11.821)	€ -
AVANZO/DISAVANZO COMPLESSIVO				€ 50.394	€ 7.349
Cassa				€ 54	€ 340
Depositi bancari e postali				€ 57.690	€ 7.009
CASSA E BANCA				€ 57.744	€ 7.349

RIEPILOGO

INCASSI	110.474,53 €
SPESE BANCARIE	<u>50,00 €</u>
TOTALE ENTRATE ANNO 2021	110.524,53 €
USCITE 2021	
SPESE BANCARIE	- 76,05 €
SPESE BANCARIE	- 8.000,00 €
IMPOSTE	- 2.072,53 €
DIRITTI COMUNE MODENA PER LOCAZIONE SAN PAOLO	- 4.728,00 €
AFFITTI LOCATION	- 566,00 €
UTENZE	- 105,08 €
BIGLIETTI TRASPORTO PUBBLICO	- 500,60 €
SPESE PER PRESTAZIONI OCCASIONALI	- 2.434,18 €
CONSULENZE	- 5.747,00 €
ASSICURAZIONI	- 584,57 €
SPESE RISTRUTTURAZIONI	- 29.820,86 €
SPESE PER FORMAZIONE	- 1.635,99 €
SPESE PER MATERIALE DI CONSUMO	- 1.817,96 €
SPESE PER INDUMENTI LAVORO	- 340,00 €
SPESE CANCELLERIA	- 583,87 €
SPESE PER PUBBLICITÀ	- 993,65 €
SPESE POSTALI	- 90,10 €
SPESE DI RAPPRESENTANZA	- <u>73,80 €</u>
TOTALE USCITE ANNO 2021	- 60.170,24 €