



TENT



Training Webinar for Companies on How to Mentor Refugee Women

Supported by the



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Tent was founded by Chobani CEO Hamdi Ulukaya



Hamdi Ulukaya launched Chobani in 2007. The company became one of the fastest to reach \$1 billion USD in annual sales.

Hamdi made proactive efforts to hire refugees since launching Chobani. Refugees now account for 20–30% of the company's workforce.

Hamdi is a Kurdish-Turkish businessman & entrepreneur who immigrated to the United States. He has been named one of TIME's 100 Most Influential People in the World for his innovative approach to business and work on the refugee crisis.

Our mission

Tent mobilizes the business community to improve the lives and livelihoods of over 30 million refugees forcibly displaced from their home countries



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What is a refugee?

Refugee

A **refugee** is an individual who has been forced to flee their country because of a well-founded fear of persecution or violence.

Asylum Seeker

An **asylum seeker** is an individual who has left their country of origin and has formally applied for asylum in another country but is waiting for a determination.

Economic Migrant

An **economic migrant** is someone who deliberately chooses to move to improve their life elsewhere.

The context for refugee women in Europe

Europe experienced an unprecedented influx of refugees at the peak of the Syrian civil war in 2015. Other large refugee groups come from Afghanistan and Iraq.

- As of 2021, more than **3 million** refugees were settled across the continent.
- Future crises and conflicts are likely to force more people out of their home and in search of refuge in Europe.

Refugee women continue to have the lowest employment rates in Europe.

- The employment gap between refugee women and native-born women in Europe is at least twice as large as between refugee and native-born men.
- Even before the migration crisis, refugee women had an **employment rate of 45%** compared with 62% for refugee men.

Refugee women face a double disadvantage when finding work and advancing their careers:

1

Obstacles related to their **refugee status**

- Lower level of host-country language proficiency
- Limited access to social and professional networks
- Tough process of credential verification

2

Obstacles related to **gender identity**

- Lack of tailored support to meet the needs of refugee women employees
- Fewer years of formal educational attainment
- Traditional gender norms
- Lower wages

Tent & Catalyst launched the refugee women mentorship initiative in Europe, reaching 1,250+ refugee women

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Coca-Cola
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COSTA
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L'ORÉAL



SWAROVSKI

25 nonprofit organizations from 10 countries across Europe will help implement the refugee women mentorship program

 Accem

 Capacity

 CodeYourFuture

 Convivial

 Diaconia Valdese

 jobs4refugees

 Kiron

 KIZ

 Kodiko

 Konexio

 Mygrants

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 PLACE

 PRIME Italia

 Red Acoge

 ReDI School

 Refugee Council

 Refugee Talent Hub

 StartSteps

 TECHFUGEES

 TERN

 THRIVE

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 Women for Refugee Women

 WOW Foundations

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Guide “How Companies Can Mentor Refugee Women in Europe”

- ▲ Tent, the Refugee Talent Hub, and Catalyst have developed a guide for companies that provides them with the building blocks to develop and run a mentorship program for refugee women.
- ▲ The guide includes a curriculum for this mentorship program and can be found on Tent’s website: <https://www.tent.org/resources/refugee-women-mentorship-guide/>.



Framework and role of the mentor in the mentorship program for refugee women

The purpose of the program is to help refugee women [find access to the labour market](#).

- **Mentors & mentees meet at least six times** for 1 – 1 ½ hour(s), during a four-to-12-month program - either virtually or in person.
- **Mentors & mentees discuss the local job search process**, including tips on CVs, LinkedIn profiles, and cover letters.
- **Mentors & mentees reflect on cultural norms** in the workplace in the host country.
- **Mentors support mentees in accessing a professional network** in their field of interest.

How to be an effective mentor?

1

**Understand your
role as mentor:
a two-way
relationship**

2

**Be aware of potential
sensitivities**

3

**Manage
expectations**

Session 1: Career Goals and Self-Assessment



1

Get to know your mentee

2

Develop concrete steps for their career trajectories

3

Establish goals and expectations for mentorship

Session 2: CVs, Cover Letters and LinkedIn profiles



1

Discuss a CV's purpose and function

2

Discuss a cover letter's purpose and function

3

Discuss LinkedIn's purpose and function

4

Strengthen your mentee's CV, cover letter templates, and LinkedIn profile

Session 3: The Interview Process



1

Review interview fundamentals and skills

2

Role play a mock interview

3

Discuss how to best follow up after an interview

Session 4: Networking



1

Explain fundamentals of networking

2

Practice networking skills

3

Discuss aspects of networking that pertain to job seekers with refugee backgrounds

4

Connect/introduce your mentee to relevant people in your network or to companies with suitable open positions

Session 5 & 6: Introductions to your network and Recap Session



1

Help prepare for the (introduction) meetings and evaluate

2

Provide overall feedback to your mentee – and ask for feedback

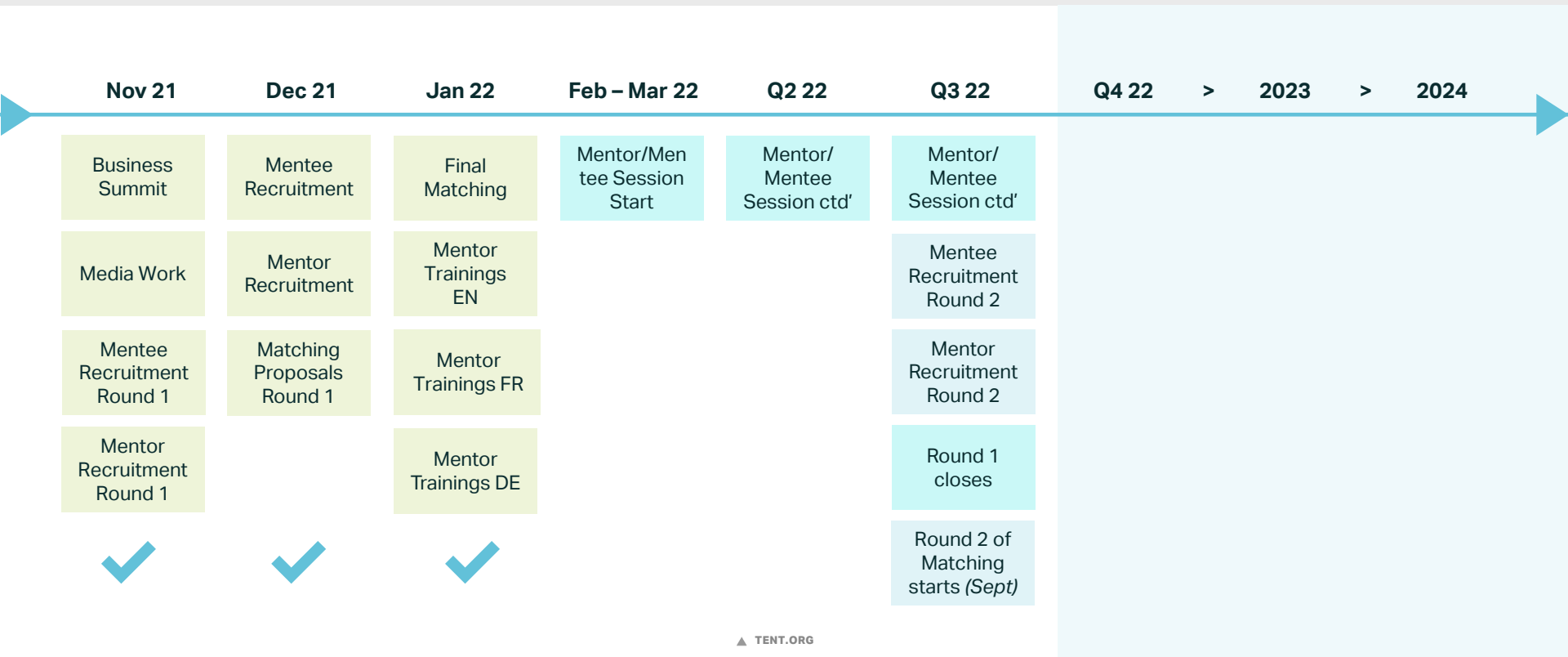
3

Do a recap of everything that's been covered throughout the year

4

Discuss expectations for your relationship after the mentorship program concludes

Timeline



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Welcome to PLACE

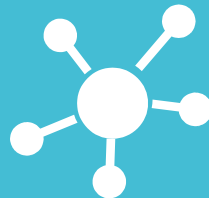
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Who we are

We believe in Catalysts,
newcomer talent

Catalysts: *Newcomers to Europe who are actively changing the migrant narrative and bringing value to host societies through their new leadership models, new voices and new solutions.*



What we do

We match them with
economic actors in the
areas of business,
entrepreneurship and
public leadership.



Our ethos

Our core value is migrant-
led innovation:
newcomers developing
themselves the value that
host societies need.

We're happy to be partnering together on this mentorship initiative!



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Mentorship is a great way to navigate the new environment and successfully demonstrate capabilities

- Role-modeling is key. PLACE mantra: "Show, don't tell"
- Reinforcing that lack of choice is not forever
- Leave space for the mentees to build their self-awareness and self-efficacy
- Focus on empathy and perspective-taking

**Possible causes for
frustration and stress in
the relation between
Mentor-Mentee**

- Different Priorities
- Motivations

Intercultural Perspective

- Communication Style | Feedback
- Hierarchy and power relations
- Motivation
- Trust Building



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#WeBelieveInNew

welcome@place.network

www.place-network.org

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Next steps



By January 31

Tent will share the mentor/mentee **matching results** for Round 1 with program coordinators.

*First week of
February*

Program coordinators will share **mentee information** with mentors that have been assigned a mentee in Round 1.

In February

Companies may organise a **kick-off session** for all mentors and mentees.

In February/March

Mentors matched are expected to reach out to their assigned mentee and schedule a **first meeting** in February.

February-July

Mentors and program coordinators should stay tuned on follow up sessions for mentors in this program across Europe!



Q&A

