



Women Together Facilitating Integration

Annual Report 2011-2012

Pearce Institute
860 Govan Road
0141 258 2535
G51 3UU

Chairperson's Foreword

It gives me pleasure to welcome you to this Annual General Meeting which is the first I am chairing in my role as Chair of the Karibu Scotland. This year has been characterised by a number of successes but also huge challenges which as the Management Committee we have worked together to overcome. I would like to take this opportunity to thank my colleagues in the Management Committee that worked so hard against all odds to keep the organisation going during the past year and I know that it has not been easy for all of us, but with the support of friends and volunteers of Karibu we managed to keep going. We want to give a special thanks to the four special women who were advisers to the Management Committee Caroline, Linda, Lesley and Diane.

We were sad to lose two Karibu women that were deported over the past year as well as many others in Glasgow. Karibu will continue to support and fight for women, men and families seeking asylum in Scotland.

In April 2012, the organisation had to move from having a paid Development Officer to working purely with volunteers to keep the office open on a number of days. Thank you to Charlotte Atta for your work for Karibu this year especially with all of our change and uncertainty!

May I thank all those volunteers that offered their valuable time to keep Karibu alive. We owe you a debt of gratitude. This year the organisation made a number of fundraising initiatives that led to raising approximately £60,000 that will also help us for the future from: Oxfam, the Volant Trust, Awards for All, the Volunteer Action Fund, the Scottish Government and the South East Integration Network. The Management Committee were able to concentrate on fundraising to develop a volunteering project which we hope will increase the number of volunteers in the organisation as well as improve the capacity in the organisation to work with our members.

Laurentine Zibi
Karibu Chairperson 2011-12

Activities

This year we organised many activities including:

- The launch of Karibu Social Enterprise Project held on 26th November 2011

- Specialised Drop Ins on training and discussion of the Equalities Duties with Oxfam together with Maryhill Integration Network and the Ivorian Women's Action Group in Glasgow and the Maryhill Integration Network Voices and funding from the European Commission as well as our regular Govanhill Drop-Ins with Integration Network funding.
- Recruitment of a fundraising student intern from Third Sector Internship Scotland
- Two employment events in partnership with employment service agencies and the Integration Network in March 2012
- The Refugee Week, Black History Month, International Women's Day events as well as a Christmas party.
- Numerous 'Taste of Africa' catering including to St Joseph's Parish Church in Clarkson on 25th June 2012 where Karibu raised £ 1278 thanks to the Justice and Peace group.
- Worked in partnership with Tea in the Pot to develop the café project. Karibu secured £15,000 for the café project with support from Oxfam GB.



The Management Committee continues to work hard in developing the membership recruitment exercise and that is why this AGM is about rebranding and re-launching our organisation, Karibu Scotland. We need all African and refugee women to continue to have a strong platform through which our voices can be heard, we wish to continue to influence service delivery to meet our needs, and above all we need all African and refugee women to share their skills, experiences and culture with our Scottish counterparts. It is my desire to continue to serve this incredible organisation and I hope that many of you will come forward in supporting us to work together for the benefit of the future African women in Scotland of tomorrow.

Introduction and Background

Karibu, a Swahili word that means welcome, was established by and for African women asylum seekers and refugees in Glasgow. Formally established in December 2004, the organisation was set up set up to provide appropriate support, information and advice to vulnerable African women

asylum seekers and refugees. The organisation was recognised as charity in 2007 and it became a company limited by guarantee in February 2009. Karibu has a membership of over 100 women from around twelve African countries, with about 40 or more children. We know there is now a generation of young people that has grown up in Scotland that the organisation needs to target and work with. Karibu's founders were mostly lone parents, survivors of torture, sexual violence, trafficking and persecution in their home countries who first came to Glasgow as part of the National Dispersal Programme of asylum seekers. Karibu Scotland is a non-profit membership organisation, with its membership mainly drawn from across Glasgow city. It is the intention of the organisation to reach out to other geographical areas and cities in future where there are pockets of African and refugee women. Since the last AGM, Karibu's range of activities has focussed on continuing to develop the sewing / textile project, Taste of Africa catering, and Employability events to support to African and refugee women to access information in their journey into employment and volunteering opportunities.

Karibu Scotland's mission

Karibu Scotland's aim is to provide a platform for African and refugee women to get together, identify their common issues and come up with options for addressing them. It is an organisation that aims to give a voice to women without a voice and an extension of our desire is to be part and parcel of the Scottish society. We see ourselves as facilitating the process of integration through self-empowerment and access to services.

Karibu strives to work towards a better Scotland where African and refugee women are less isolated, supported to re-build their lives, and integrated in all aspects of Scottish society. Karibu seeks to work with other agencies in delivering its services and making sure that the members voices are heard with a view to influence policy and practice.

Karibu in the past year

Developing a social enterprise

Integration underpins all Karibu's activities. A main feature of this is a development of the Karibu social enterprise which includes a sewing project running with support from Heritage Lottery Fund. This has benefited approximately 30 women in learning skills to make items such as: dresses and skirts, developing a Karibu Tartan, hand painted silk scarves, bags, aprons and kitchen items. The group has continued to develop its partnership with Oxfam with a number of products having been sold in the Byres Road shop. The sewing project has its own bank account, and a book has been produced sharing the history of African women's sewing and textile project and their experiences of textiles in their country of origin and in Scotland. The book also documents the development of the Karibu Tartan. The classes take place twice a week, with two trainers, to ensure that the women improve their skills in this particular field. We hope that some of the women trained will be able to earn an income and set up their own social enterprise projects. The

other activity under Karibu social enterprise initiative is the development of the Taste of Africa Café. Karibu has provided catering services to outside events organised by other organisations. During the year under review, Karibu catered for many events including to St Joseph's Parish Church, Integration Network events, Living Well in Glasgow and more.



Karibu organised a big event in November 2011 to launch the Social Enterprise Projects where the items from the sewing project were displayed and sold to the general public and there was food provided by the Taste of Africa Café. A total of over 250 people attended this launch event held at the Pearce Institute.



Employability Events

Karibu organised two employability events funded by the South East Integration Network held on March 21st and 31st 2012. A total of 30 people attended the events. On 21st March 2012 we organised an information event involving various employment service providers

holding stalls at Adelphi centre in the Gorbals. The organisations that came along included Business Gateway, Volunteer Centre, Bridges Programmes, Scottish Refugee Council and the Regeneration Agency who spoke to individual women about job search skills and the support they offer. On 31st March 2012 we organised a full day training session where women were given skills about job search, preparing for interviews and understanding the importance of appropriate dress codes when attending interviews.

Achievements

Karibu Scotland has been successful in raising funds to pay for the fundraising student intern, a grant for capacity building from the Scottish Government Equalities Fund (£5k) and Awards for All (£10k), Karibu has been able to access funding for a young person to work for us from the Community Jobs Scotland fund, and the person has just been appointed. The volunteer project has received funding from VAF (£10k) and the Volant Trust (£30k over three years) so Karibu will have volunteer coordination over the next few years. Part time Volunteer Coordinator and Volunteer Support Worker posts are currently being advertised.

Karibu has moved twice in the past year and is now based at Pearce Institute where we plan to work on our new café.

Karibu continues our partnership with Oxfam who have funded specialised training on Equalities through our Drop Ins, supporting our core and has secured funding to develop the Taste of Africa Café – in partnership with Tea in the Pot. This will help our members learn about working in a social enterprise and support our 'Taste of Africa' catering that has provided African food to many events over the years.

Karibu organised successful Black History Month and Refugee Week events and supported International Women's Day Event over the year.

The Management Committee recruited specialist advisers to the Management Committee and their support has been invaluable.

Six women attended the food preparation and hygiene course in partnership with Calabash – the African Restaurant in the City, and one of the Scottish women Lesley McCue said 'I learnt how to make chapattis and some African cuisines', it's very nice and I wish it could be included on T.V programmes'. She is now loves preparing African food. All of the women are helping with our catering.

Many Karibu members are now in college and able to speak English. It has been a big step for many of our members who previously had no English Language proficiency and many who learnt Basic English



through our partnership with WEA.

CHALLENGES

- Lack of funding for full time staff and the drop in sessions from April meant that it was harder to bring our members together to attend meetings, events and training sessions. Our members are now signposted to other drop in sessions organised by integration networks.
- Reliance on volunteers means that the organisation does not have the capacity to attend meetings organised by other agencies to keep the voices of African women heard in different forums, but we are working to improve this.
- Attendance at events is now limited as more women are now in full or part time employment.
- The location in Govan has been a hindrance as there is a limited bus service, although there is an underground station. Women are becoming more used to this location now.

FUTURE PLANS

Karibu's strategy is to continue to work and build strong partnerships with partners such as Community InfoSource, Oxfam UK Poverty Programme, the Poverty Alliance, Volunteer Centre, Saheliya, Integration Networks and a number of funding agencies for empowering Karibu women in their efforts to integrate and access to employment.

We will continue to offer support to the newly arrived African and refugee women in Glasgow to know their way around the city, and to navigating the complexities of the asylum system and access to services. Karibu will continue to develop the social enterprise as a conduit to giving women skills and work experience in setting up their own businesses. Above all, Karibu will strive to keep the voices of African women loud and heard by service providers, policy makers at different levels. We will continue to empower African and refugee women to engage in activities in their communities.

With our Oxfam partnership, we hope that the Café and our Taste of Africa catering initiatives will move to the next step in its development. The market research and related activities in the Café development will give us a clear picture of the mix of products and services that are likely to sell in the initial

stages. In the long run, we hope that the Taste of Africa Café will harness women's skills and experience for their future employment opportunities. It is good to be working with and learning from our Scottish sisters at Tea in the Pot.

Karibu's previous work relationship with Tartans for Africa helped the organisation to produce the Karibu Tartan which infuses both African and Scottish Cultural elements together. Some of the items produced from the tartan will be modelled during the events that Karibu will continue to hold in future. Karibu looks forward to being a strong voice that African and refugee women in Scotland will reckon with and be proud of.

Thank you all
Merci beaucoup

Funders

Awards For All
Oxfam GB
Voluntary Action Fund
Heritage Lotteries Fund
Scottish Government
Scottish Refugee Council
Glasgow City Council The South East Integration Network

Special thanks to our members, supporters and volunteers.

