



ZONTA

CLUB OF
JELGAVA



Nordplus

Through leadership towards a respectful attitude empowering women in a multinational society

Zonta club of Jelgava (Latvia)

NGO More Mosaic (Sweden)

Vilnius Gabriele Petkevicaite–Bite Adult Education Center (Lithuania)

NGO Aspāzija (Latvia)



The main goals of the project to create a network whose main task is to contribute to the promotion of women's status in society, regardless of nationality or ethnicity.

Project idea:

- Well- known women (*at least 16 - 4 from each organizations*) - *specialists, business women and managers* - will be invited to participate in the project activities to strengthen the intercultural dialogue in their team, company or community.
- These women will be invited to form a so-called initiative group, which will search for, test and recommend new approaches to building intercultural dialogue

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The expected result - at least three methods will be piloted, the total number of participants of which is planned to be 100 women, including refugees from Ukraine.

1. As part of the project, leadership training is planned for these women to acquire skills necessary for accomplishing the mission.
2. It is planned that leadership skills will be promoted by such training as art coaching, stand-up and podcasting.
3. The initiative group will use the learned methods to create intercultural dialogue in their team/community, as well as pass on their experience in using the respective method.



Schedule of activities

1. Local workshops/open or roundtable discussions (*online or face-to-face*) on respectful treatment of women in a multinational society with aim to identify the situation, how a woman feels in a multinational team, opportunities for preserving her national identity, integration in the local community, etc.

1. Initiative group training in Lithuania "Art coaching" – *January 10-11, 2024*

2. Initiative group training in Latvia "Stand-up" – *March 7, 2024*

3. Initiative group training in Sweden "Podcasting" – *May 2-4, 2024* (*May 2, Swedish Royal Opera, Chamber Concert in the Golden Foyer*)

Piloting the methods learned – *June, 2024 – June, 2025*

2. International final project conference (online) – *June, 2025*

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MAIN PROBLEMS FACED BY WOMEN IN MULTINATIONAL COMMUNITIES



**LANGUAGE
BARRIERS**



**DISCRIMINATION
AND PREJUDICE**



**ISOLATION
AND SOCIAL
EXCLUSION**



**EMPLOYMENT
CHALLENGES**

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In Latvia, the main problems faced by women in multinational communities are typically related to social integration, language barriers, economic inequality, and gender and ethnic stereotypes (I)

Access to Language and Education

- Insufficient knowledge of the Latvian language hinders access to jobs, healthcare, and public services.
- Some women from minority backgrounds struggle to integrate into the education system or support their children's learning in Latvian schools.

Discrimination in the Labour Market

- Women from minority groups often work in low-skilled jobs with lower pay and less social security.
- There is discrimination based on both gender and ethnicity, especially during job interviews or in career advancement.

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In Latvia, the main problems faced by women in multinational communities are typically related to social integration, language barriers, economic inequality, and gender and ethnic stereotypes (II)

Social Exclusion and Inequality

- Women in multinational communities may feel isolated, especially in rural areas or socially disadvantaged neighborhoods.
- There is limited access to public resources, information, and opportunities to participate in decision-making.

Stigmas and Stereotypes

- Prejudices against certain ethnic groups (e.g., Roma, immigrants) persist in society.
- Women are often perceived only in traditional roles – as mothers, wives – and their voices are frequently overlooked in the public sphere.

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In Latvia, the main problems faced by women in multinational communities are typically related to social integration, language barriers, economic inequality, and gender and ethnic stereotypes (II)

Violence and Invisibility

- Some women experience domestic or community-based violence but are afraid or unable to seek help – due to language, trust, or cultural reasons.
- There is a lack of culturally sensitive support services (psychologists, lawyers, social workers who understand the specific cultural context).

Lack of Political Representation

- Few women from minority backgrounds are involved in politics, NGOs, or local community life.

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Who is responsible for the integration of women in a multicultural society?

- The responsibility for integrating women in a multicultural society is shared and multi-level, involving:
 - *state institutions*
 - *municipalities*
 - *civil society*
 - *educational institutions*
 - *the communities*
 - *women themselves*

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Initiative group training in Lithuania "Art coaching"

January 10-11, 2024



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Découpage



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Embroidery



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Easter decoration



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UN 16 Days against Violence global campaign

Project

“Straw Cannot Be Hurt, but a Woman? Recognize Violence!”

- *Visual representation consists of the installation objects of 12 unique large-scale (above 2 m high) straw dolls located in the centre of Jelgava*
- *Each of the dolls is accompanied by a poster describing a real-life story of violence experience, thus allowing the multifaceted nature of violence to be recognized*



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State Culture Capital Foundation project No 25/3-9.5/2025: The soul of Zemgale: nature, poetry and crafts



- Painting plein air
- Yarn dyeing workshops
- Weaving
- Poetry reading

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Initiative group training in Latvia "Stand-up"

March 7, 2024



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Initiative group training in Sweden "Podcasting"

May 2-4, 2024

































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Type ▾

People ▾

Modified ▾

Source ▾

Name ↑	Owner	Last modified ▾	File size
 Podcast 1.mp3 	 actukreu	May 14, 2024 actukreu	38.7 MB
 Podcast 2.mp3 	 actukreu	May 14, 2024 actukreu	36 MB
 Podcast 3.mp3 	 actukreu	May 14, 2024 actukreu	18.9 MB
 Podcast 4.mp3 	 actukreu	May 4, 2024 actukreu	21.4 MB
 Podcast 5.mp3 	 actukreu	May 14, 2024 actukreu	16.1 MB
 Podcast 6.mp3 	 actukreu	May 14, 2024 actukreu	37.4 MB
 Podcast 7.mp3 	 actukreu	May 14, 2024 actukreu	25.7 MB
 Podcast 8.mp3 	 actukreu	May 14, 2024 actukreu	36.5 MB
 Podcast 9.mp3 	 actukreu	May 14, 2024 actukreu	31.5 MB
 Podcast 10.mp3 	 actukreu	May 14, 2024 actukreu	20.8 MB



Initiative group training in Sweden "Neurography workshop"

May 2-4, 2024



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Meeting with Zonta D21



Concert Royal Swedish Opera



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<https://www.youtube.com/@JelgavasZontaklubsJZK>

Problem solving

Kādas problēmas pieaugušajiem ir? (II)

Darbs karjērā	Ģimene
<ul style="list-style-type: none">• iekšējais darbs• darbu-ģimenes dzīves līdzsvara trūkums• ienāmu trūkums esošajam/ nākotnes darbam• bezdarbs• neapņēmuši savas ienāmas un stiprās puses	<ul style="list-style-type: none">• attiecība infrastruktūra darbiniekiem (pavairojum, kontaktpersona darbiniekiem, kā arī ziņot par ieviešanu, cietīgi darbu laiku, mentora programmas)• iegūta kvalifikācija
<ul style="list-style-type: none">• (sadalģitā) attiecības ģimenē• grūtības ar pienākumu līdzsvarotību (piemēram, saņemot darbu)• grūtības ar naudas pārvaldību / budžeta pārvaldību• viedarbība (mācību, izziņa, izmantošana)	

Sadarbība izpratnes veidošanai par viedarbību. **1:10:11**

Problēmu risināšana

Respectful communication

ACTIVĀJĒ CIENPILNA KOMUNIKĀCIJA PRAKSE

Mērķis: palīdzēt dalībniekiem saprast cieņpilnas komunikācijas nozīmi un izjust tās svaru.

1:16:00

Cieņpilna komunikācija

Public speech

RUNA

1:46:23

Publiskā runa

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The best way to build intercultural dialogue
is through various leisure activities

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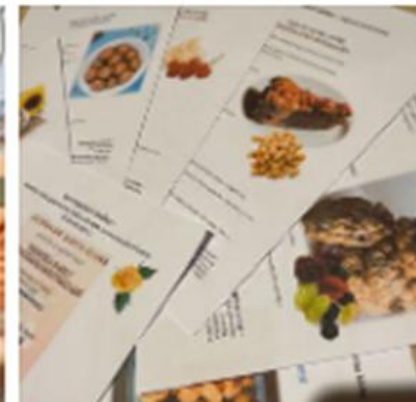
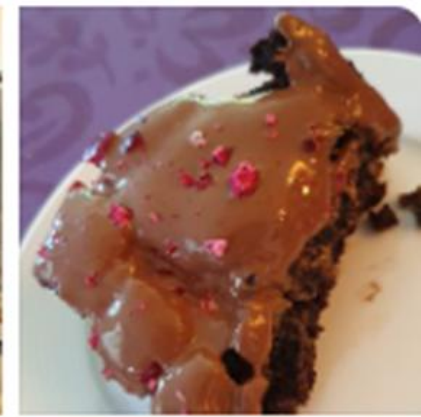
Attending an opera performance



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Cooking together and sharing recipes



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Outdoor activities (I)



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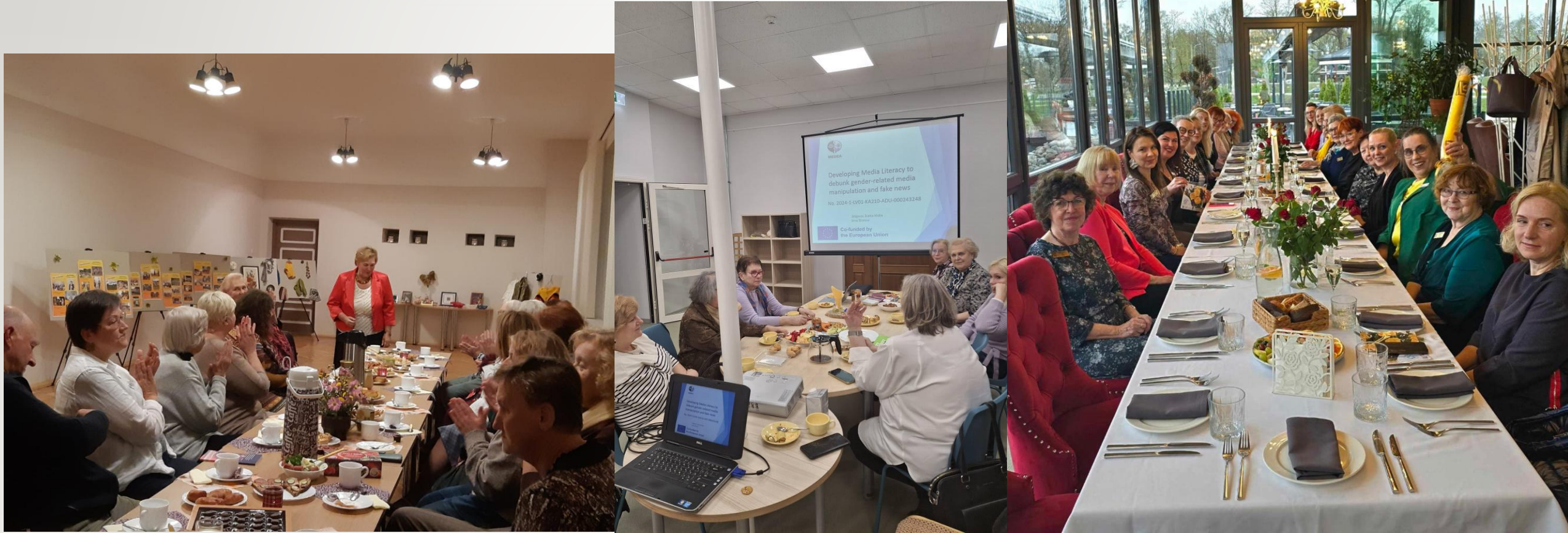
Outdoor activities (II)



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Themed coffee / informal dinner



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Participation in the City Festival parade



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Tradition - visiting the Dobele lilac garden



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Team building / strategic planning



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Celebrating holidays together

Midsummer festival



Christmas



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Latvia's "Big Cleanup"



Lielā talka



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Outcomes

- Ongoing Project: **NORDPLUS Preparatory Visit**
- Idea for Erasmus+
 - **"Voices of Diversity: Empowering Women in Multinational Communities"**

To strengthen the social inclusion, self-confidence, and civic participation of women from minority backgrounds in project countries through language support, community dialogue, empowerment workshops, and intercultural exchange.

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Thank you for cooperation!

Evaluation of project implementation:

<https://docs.google.com/forms/d/e/1FAIpQLScuDY5UeA3orR-wrDVMcgOiF4IGNCbhCJFCNNToS3OMt4Gl1Q/viewform?usp=sharing&ouid=105055730720759493134>

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