

Creating Ground

Impact Report 2021/2022



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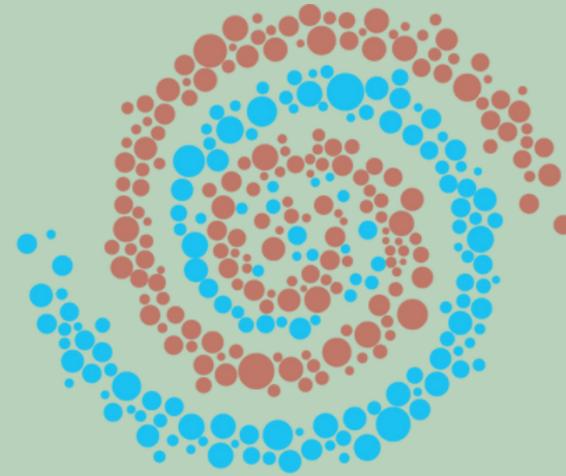
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Creating Ground

Creating Ground CIC is a not-for-profit organisation that works with women from migrant backgrounds to promote cross-cultural awareness, learning and sharing across different communities in South East London through collaborative arts and educational projects.

Founder's Words

So much to be proud of this year as you will see from this report. If I had to choose only a few words to describe and summarise our work in 2021-2022, I would definitely choose: We are Stronger Together.

We have seen this is true in so many different ways and in all our projects, especially in our organising work with Citizens UK and University of Greenwich.

We have joined forces with other organisations and have created important alliances to improve wellbeing, welcome, and temporary accommodation in South East London (mainly Greenwich).

We have started dialogue and conversations with key decision makers and professionals bringing together people from different walks of life to find commonalities, solutions and solidarity.

The women who come to our sessions have found respite, nourishment and strength by being together, learning, sharing and supporting each other. By being stronger together they have realised they are actually stronger as individuals and that they can be whatever they want to be.

I hope that we can continue to create the ground for many more opportunities and collaborations and most importantly, that the women we work with continue to find strength in each other and with each other to continue to grow and flourish.



Non-Executive Directors

This year three wonderful women joined our new board as Non-Executive Directors to support our Director with a 3 year strategy to develop and grow Creating Ground. Their appointments came very organically as all three women have been hugely instrumental, impactful and inspirational for the organisation.

Yewande, who first set up the office with Laura, and Khadidja are both original members who have been volunteers and key members since the very beginning of Creating Ground. Paulina coming on board as our former Community Organiser has been transformational in helping to develop leadership and community organising skills amongst our members.

Together we hope to nurture and grow Creating Ground.



Highlights: April - September 2021



We celebrated Creating Ground's 5th year!

We played an active part in the South London Listens Campaign

We formed our own wellbeing action team in Greenwich



We started to work on the co-production of an online performance with practitioner Rachel Griffiths as part of our #NoticeUs campaign



We launched our merchandise - two mugs designed by our members



We resumed meeting in person for our Parents' Forum at AFRIL

Highlights: October 2021 - March 2022



Our Leaders started to facilitate workshops, courses and events



We showcased our first two online performances of The Shoe Shop



Three wonderful women joined our new board as Non-Executive Directors



Six of our members trained as Mental Health Champions



We were voted top priority campaign at Greenwich Citizens Delegates Assembly



Our Diversity course got a mention in a local Italian newspaper!

Core Values

- Empathy
- Strength in unity
- Trust
- Uplifting
- Connection

This was a very exciting year for us as, collectively with our newly formed Advisory Board and Non-Executive Directors, we defined the core values of the organisation.

This year's Impact Report will look at how our work, with the community and professional development training, has created positive change in relation to our five core values.

Our Projects

90% of new members to **My Creative Skills** have also joined another one of our groups, including our Wellbeing Team and our Notice Us campaign

We welcomed **6** new members to our **Stronger Together** group

We held **8** events to showcase our performance of **The Shoe Shop** as part of our **#NoticeUs** campaign reaching over **500** people

Our **Stronger Together Trainers** delivered community training for over **90** people, including GPs, teachers, academics, researchers and decision makers

Our **Forum Theatre Project** with The Open University saw the co-creation of a multi-layered piece of theatre that can be adapted to reach a **multitude** of different audiences

Empathy

We endeavour to be empathetic in all our work
We do it with our hearts

50

hours of listening as part of our South London Listens campaign to better understand the needs of the people in our communities

"[To] have someone to share the worries, everyday worries with other mums, who are migrants, I think that's important, other people are mostly migrant women or they have some, that background."



The focus of our work shifts from project to project, depending on the groups' needs and the societal and economic climate that we are working in.

One thing remains the same, we primarily reach out to migrant women, women who have experienced the difficulties of migrating to a new country, women who can empathise with each other.

Empathy is what gives strength to our focus.

Strength in Unity

The members of our Stronger Together group have joined from many different avenues. Some heard about us through My Creative Skills sessions, some attended Community Organising training courses, and some were referred through others.

Each member's journey is unique, but we are all unified in our determination to make positive change in our communities, and to support each other along the way.

Stronger Together is a group that finds strength in unity.

We are in this together
We are stronger when we work together

"Creating Ground has changed my life. Since I joined the group, they are very friendly with me. My English is not perfect, but they always encourage me. We are like a big family. I have improved my English a lot and also I have learned many new skills. I have joined a few of the training courses: Well-being Action team, Notice Us Stronger Together team, and Forum Theatre project. Now, I am not fearing going out, I have more social life and I feel more valuable than before."

100%

of new members said they feel less isolated since joining Creating Ground





Trust

We create spaces of trust to give each other agency to change things for ourselves

In our Forum Theatre Project we explored various issues we face as mothers, particularly in communicating with our children's schools.

We created a scene that we will take to different audiences, including schools, to create change collaboratively.

80%

of participants were able to address issues regarding their children at school after the project

"I remembered this scene very much, we pretend to bully her, after that I felt guilty and uncomfortable.

Everyone encouraged and taught me how used my body languages and show different people's characters. I appreciate it for everyone, I like this group and I grow up with it."

"It helped understanding other people's perspectives, especially the parts when we 'read the thinking' and did the 'turning around' exercise."

"After the project it help me to be more active in any challenge I face"



100%

of our Leaders have said they have gained confidence and new skills that have opened up opportunities for them outside of Creating Ground

Uplifting

We raise each other up to keep growing together and as individuals

"Even when we correct each other it's in love. And we try to see how we can help each other, how we can bring each other up."

Over the last 2 years we have been working closely with our Stronger Together Leaders, encouraging each other to go beyond our comfort zones. The Leaders have achieved so much this year, including:

- Training other community members in Community Organising
- Co-designing and co-delivering workshops, seminars and events for different groups - GPs, teachers, academics and partner organisations
- Training to be Mental Health Champions



Connection

We see the richness in sharing and learning cross-culturally

45 more education professionals trained

Countless students reaping the rewards!

One of our most popular Professional Development Courses is our course on Diversity, Cultural Awareness and Inclusion, which creates a space for education professionals to exchange good practices and experiences cross-culturally.

In all our projects, trainings and professional development courses, we take pride and joy in celebrating different cultures. Everything we do is informed by the knowledge that we learn more and grow more if we can share and understand the beliefs, customs and traditions of others.



"I have never been in a school with a similar mix of languages (60 languages!!) and it was so interesting to learn what teachers do in order to involve families and parents in many activities and what they try to do to include all the students both in the activity and in the learning process."

Thanks to the support of University of Greenwich and the wider Greenwich Citizens Alliance, we've made incredible progress with our #NoticeUs campaign to improve Temporary Accommodation in Greenwich.

We have worked with theatre practitioner, Rachel Griffiths, to co-create a piece of theatre to support our campaign, "The Shoe Shop", which we have already shown to over 500 people.



14

#NoticeUs Campaign

14 members of our group have been trained in Community Organising

Over **500** people reached with The Shoe Shop

98 supporters gained through different events

In February 2022 at the Greenwich Citizens Delegates Assembly our campaign was voted top priority campaign to present at the Accountability Assembly.

Comments from The Shoe Shop audience members:

"Energising and enraging in equal amounts. We are with you!"

"This piece was incredible to watch, the power in the women's voices to tell this issue is a certain strength from within."

"You have encouraged me reflect on the policies we create in our practice. We make the policies because our resources are horribly stretched and we are trying to make best use of them - which requires criteria for access. Your performance provides a very powerful reminder of the profound personal impact of these constraints on the people affected by them."

Leadership Pathways: Growing Together at Creating Ground

Participants

As participants we are the heart of Creating Ground. We share our creativity, stories and energy to build community, protect our wellbeing and flourish as individuals through our many creative projects.

MY CREATIVE SKILLS

CREATIVE FAMILIES

AFRIL PARENTS FORUM

FORUM THEATRE



We know everyone has incredible gifts and we believe we all have the potential to grow and shine.

Working across cultures, with women playing one or many of these roles we are stronger!

We believe in the talents and leadership of our women

Creating Ground is a collaborative space for women from all walks of life to come together, grow and flourish.

Stronger together Leaders

All our participants can become leaders. As leaders we come together in solidarity to learn and create change. We believe we can improve our lives, our organisation, and our communities.

WELLBEING ACTION TEAM

BOROUGH OF SANCTUARY

NOTICE US CAMPAIGN

TRAINING TEAM

Leaders are trained in community organising, we stand stronger together and spread hope through stories and the arts. We can become trainers to share experience, and create dialogue and awareness across sectors.

The Advisory Group

Participants and friends of Creating Ground can join the Advisory Group. The group ensures our work remains collaborative and rooted in the community. It guides and supports the directors in making key decisions, coming up with ideas for Creating Ground and building relationships that strengthen the organisation.



The Board

The board is formed by members and friends of Creating Ground. They are elected every 3 years and support Creating Ground's director in setting the vision and direction for the organisation.



To our key partners and supporters ...

... thank you for being an essential part of our journey so far.

You help us grow and flourish day after day!



"When I came here...I didn't know any person in this country, only one but I wasn't very close to her. And when I start like feeling, I can say depressed and I had enough of this lowness, and I had so many things going on at this time, I found My Creative Skills, a session first, it was my first session with them. And from the second that I step in, I felt that I found something. That I found something that I was looking for."

My Creative Skills
2021

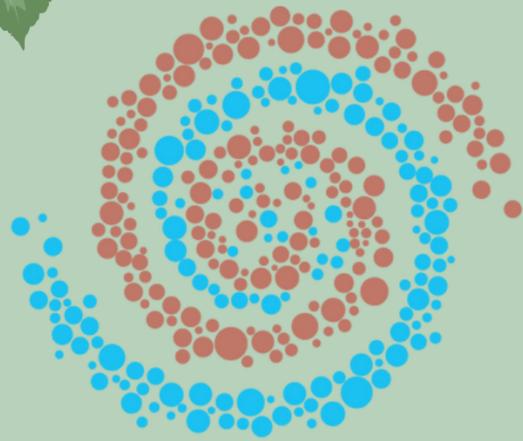
"Happy anniversary Creating Ground, creating happiness, creating motivation, creating change ...thank you for creating this space of togetherness and positivity and thank you to all the members who contributed to its flourishing

♥ ♥ ♥ "

Stronger Together
2022

"I find myself talking about something deep in me, or something very personal. And it makes me happy at the same time, and relief by the end of the session."

Stronger Together
2021



Creating Ground



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