



GENDER AND RACE STEREOTYPES ERADICATION
GRASE
IN LABOR MARKET ACCESS

Italian COP



Valeria Impedovo

Cooperativa Lotta Contro l'Emarginazione

Since 1980, the Cooperativa Lotta Contro l'Emarginazione designs and manages social interventions and services for vulnerable groups. The Cooperative is engaged in the contrast of all the marginalization conditions and in the protection of vulnerable and discriminated people such as migrants, asylum seekers and refugees, victims of trafficking in human beings, minorities, homelessness, LGBTQI, prisoners, people with SIDA and HIV, drug and poly drug addicts.

I work in the contact team responsible to meet people in the streets or in the other places of exploitation to give them the essential information to be supported, if they want. Our team also supports the person in the development of an individual project and accompanies him/her in defining his/her own concept of autonomy while respecting personal choices. I also work in a rainbow help desk for LGBTQI people and in a community for drugs and alcohol addiction

Phone:
+39 366 7564793

Email:
valeria.impedovo@cooplotta.org



Barbara Irene Tommasi Regione Lombardia



Regione Lombardia is a local government with its own legislative and administrative functions delegated by the Constitution. The Directorate General for Training and Work has the task of planning and implementing policies that ensure governance that qualifies Lombardy's human capital, making it increasingly competitive and recognizable in terms of excellence.

I am an expert in equal opportunities and labour policies, currently referent for the General Directorate for Training and Work on the measures to support innovation in the labour market (organizational well-being, smart working...) and for the office of the Equality Councillor who intervenes against gender discrimination in the workplace.

Phone:
+39 02 67651242

Email:
barbara_irene_tommasi@regione.lombardia.it

LinkedIn:
<https://www.linkedin.com/in/barbara-tommasi-b336b62b/>



Pedro di Iorio

Servizio accoglienza immigrati Caritas Ambrosiana

Since 2002, the “Servizio Accoglienza Immigrati” offers to the territory and immigrants a reference point for facing the set of problems emerging during their migratory process. It offers helps concerning legal, housing, working and social issues. The Service supports also parish centres (“Centri di Ascolto”) as well as non-profit sector and public institutions working locally.

For 19 years, I have held the role of head of the Immigrant Reception Service. The work area of the service is mainly concerned with providing people with possible paths in the context of basic training (learning the Italian language, computer skills) and professional training. It also supports, with useful tools and resources, the active job search.

Phone:
+39 335 6323542

Email:
p.diiorio@caritasambrosiana.it



Silvia Gabbioneta AFOL Monza Brianza



AFOL Monza Brianza is a public company in the Monza e Brianza Region. It promotes continuous, life-long learning and employment. It is organized around 3 learning centres and 4 employment centres. Its service offers advice and support to those who are in search of a job as well as to the companies which want to hire them.

I have been responsible for two employment centres - one in Monza and the other in Vimercate - and 12 job centres in various locations in the region for 12 years. Within these centres, I oversee the planning and coordination of a vast array of job interventions and activities and I am in charge of establishing and maintaining work relationships with regional bodies, companies, and stakeholders.

Phone:
+39 366 6750173

Email:
s.gabbioneta@afolmonzabrianza.it

LinkedIn:
<https://www.linkedin.com/in/silviagabbioneta>



Patrizia Amenta AFOL Monza Brianza



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Job Services Operator, Psychologist and Expert in organizational and relational development processes. In AFOL Monza Brianza, I coordinate the monitoring of Network Actions, I activate extracurricular internships also for Disadvantaged People (Asylum Seekers), I provide active Policy services (Skills Assessment, Job Orientation, Continuous Accompaniment and Coaching), I deal with research of personal, DUL and Youth Guarantee.

Phone:
+39 339 6428158

Email:
p.amenta@afolmonzabrianza.it

LinkedIn:
Patrizia Amenta



Ermira Hoxha AFOL Monza Brianza



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I have been working as a cultural linguistic mediator for more than ten years, in schools, social services, family counselling and hospitals. In 2015 I started at the Employment Centre of Vimercate and Monza, as a tutor and counsellor, providing career guidance courses, coaching skills assessment and guidance counselling in support of employability for third country nationals legally residing in Italy.

Phone:
+39 338 1701710

Email:
e.hoxha@afolmonzabrianza.it

LinkedIn:
Ermira (Bekteshi)
Hoxha



Chiara Galbiati

Fondazione Adecco

The Foundation main objective is to support disadvantaged people by helping them to get closer to the labour market and contribute to achieve a more inclusive world of work, in accordance with the principles of equal opportunities, right to work, social inclusion, diversity and non-discrimination.

As Diversity & Inclusion Project Specialist, my role is to implement job orientation paths for people in disadvantaged situations (NEET, people with disabilities, refugees and asylum seekers, women victims of violence or family burden). I have been doing this job since February 2020.

Phone:

+39 388 6457008

Email:

chiara.galbiati@fondazioneadecco.it

LinkedIn:

<https://www.linkedin.com/in/chiara-galbiati-b9054310b>



Marta Mancini

Centro di Mediazione Lavoro Comune di Milano



CELAV stands for Center for Labour Inclusion. It is an office of the Social Policies Dept. of the Municipality of Milan. It implements active labour programmes for vulnerable people: people with psychiatric problems, addictions, disabilities; long lasting unemployed; homeless; detainees; asylum seekers & refugees; minors and young adults with difficult backgrounds. CELAV offers vocational guidance sessions (for 300 people/year), individual tutorship (for 1.100 people/year) and internship opportunities (1.500 internships/year). CELAV pays the work grants to the interns (no cost for the companies): Budget: 1.200.000 €/year.

I am in charge of CELAV job scouting team. The main tasks of this team are: to select workplaces for internships; to match workplaces and candidates, to support employers on legislative and bureaucratic matters.

Phone:
+39 345 7622021

Email:
marta.mancini@comune.milano.it



Angelo Paulli Fondazione Verga

Since 1980, Verga Foundation has been involved in assisting immigrants in the Milano area, in close collaboration with a network of cultural, economical and social associations. The Foundation offers services with the aim to support immigrants, refugees and unaccompanied minors in their integration path, mainly with an orientation and consultancy desk, an workplace orientation and placement desk and Italian language and cultural courses

I am teaching Italian to foreign people, mainly to asylum seekers and unaccompanied minors. I am member of a team of teachers who belief that the knowledge of the language is the main resource to promote a real and equal inclusion and integration in society

Phone: +39 02 869 3194

Email: formazione@fondazioneverga.org



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