

Supplemental Materials for the
Community Events Evaluation Team



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Sponsor: Über den Tellerrand

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Appendix A: Authorship Page

INTRODUCTION		Primary Editor(s)	Secondary Editor(s)
1.1 A Look into Refugee Integration and Program Evaluation		Matt Farah, Manuel Freile	Matt Utama, Faris Shaikh
BACKGROUND		Primary Editor(s)	Secondary Editor(s)
History of German Immigration	Turkish Immigration	Faris Shaikh	Matt Farah, Matt Utama
	Bosnian Immigration	Matt Farah	Faris Shaikh, Matt Utama
	Syrian, Afghani, and Iraqi Immigration	Matt Farah	Faris Shaikh, Matt Utama
German Government Immigration Policies		Faris Shaikh	Matt Farah, Matt Utama
Moving Towards an Integration Model		Manuel Freile	Faris Shaikh, Matt Utama
The Role of Refugee Integration Programs		Matt Utama	Faris Shaikh
Racism and Discrimination		Faris Shaikh	Matt Farah, Matt Utama
Outcome-based Evaluation		Matt Utama	Matt Farah, Faris Shaikh
METHODOLOGY		Primary Editor(s)	Secondary Editor(s)
Methodology for Program Evaluation		Matt Utama	Manuel Freile
Objective 1: Clarifying the Goals of Über den Tellerrand's Community Events		Matt Utama	Matt Farah
Objective 2: Assessing Current Practices for Program Evaluation		Matt Utama	Matt Farah, Manuel Freile
Objective 3: Developing, Testing, and Implementing Program Evaluation		Matt Utama	Matt Farah, Faris Shaikh
Objective 4: Preparing Final Program Evaluation and Deliverables		Manuel Freile	Faris Shaikh, Matt Utama
ANALYSIS & RESULTS		Primary Editor(s)	Secondary Editor(s)
Developing the Results Framework		Matt Utama	Faris Shaikh
Reducing Prejudices through Sharing		Matt Farah	Matt Utama
Building a Social Network		Faris Shaikh	Matt Farah, Matt Utama
Offering Resources for Support		Manuel Freile	Matt Farah, Matt Utama
Linkage between Sharing, Socializing, and Support		Faris Shaikh	Matt Farah, Matt Utama
Assessment of Participation Composition		Matt Farah	Matt Utama
Final Project Deliverables		Matt Utama	Faris Shaikh, Manuel Freile

CONCLUSION	Primary Editor(s)	Secondary Editor(s)
Recommendations for Improvement	Matt Farah, Manuel Freile	Faris Shaikh, Matt Outama
Conclusion	Faris Shaikh	Manuel Freile, Matt Outama

Appendix B: Sponsor Description



Über den Tellerrand means “Beyond the Plate” and is a common German phrase for opened mindedness. It is a non-profit organization that was founded in Berlin, Germany in 2013 by university students who seek to improve the relationship between refugees and citizens. Their goal is to help “People on the Move”, as Über den Tellerrand defines them, find a

sense of belonging and experience care and compassion from local communities. The core of the organization is made up of nineteen members who interact with the networks of intercultural communities in thirty German cities called “Satellites.” These are the people who set up intercultural networking activities such as ethnic and native cooking workshops, beekeeping, urban gardening, football and much more.

Über den Tellerrand has the goal of aiding the integration of the refugee society in Germany. In order to achieve their goal, they require appropriate funding and team size. In 2016, the total income coming from donations, government grants, and other faculties including its sales of cooking books and cooking classes totaled about 282,000 Euros. In 2017 this number nearly doubled to almost 534,000 Euros. The increase in revenue indicates that the organization and its programs are garnering increasing support from many individuals and corporations. In fact, Über den Tellerrand has many notable sponsors including IKEA and Bosch.



Über den Tellerrand began in 2013 in Berlin after large refugee protests took place at the Oranienplatz, in Berlin. The organization began with four Berlin students who prepared and shared dishes of their countries of origin. They participated in the Funpreneur Competition of Freie Universität (FU), where the idea was to form a product or service and bring this service to market in only eight weeks. The student group won first prize in this competition and were encouraged to keep going after receiving a substantial amount of orders for their recipe collections. They realized that there remained an ample amount of potential for bringing refugees and locals together.

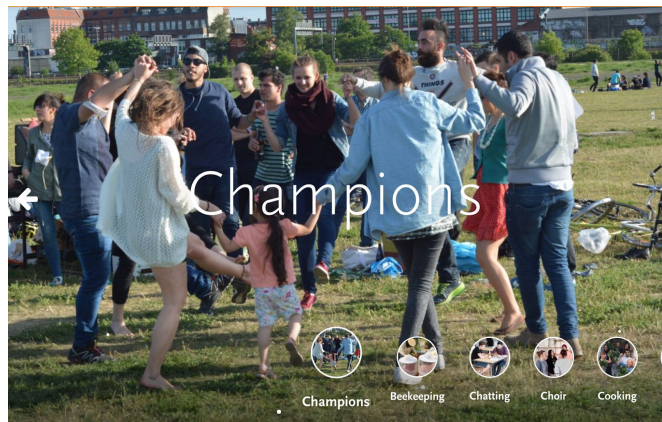
The organization was born under the concern that locals knew very little about the refugee population. They started with Cooking Events in which the refugees taught the local community how to cook their home country cuisine. The “champions” get to learn more about the culture and get a personal experience with the refugees. The final product that came of these events was a cookbook with 21 recipes and personal stories about the refugees. The book was a huge success selling over 400 printed copies and received the Funpreneur prize at the end of the same year. The following year the organization collaborated with the Social Impact Lab in Berlin. They published a second book with 36 recipes and 21 refugee stories, which was later translated into English. The concept is for refugees to present their culture through their dishes while locals gain a better understanding of the refugee situation. This allows for the local community the ability to open their mind and be more aware of different cultures.



Über den Tellerrand ignites interaction between the two groups by bringing a free and safe space to break down stereotypes and ease cultural differences over time. The organization believes that with open-mindedness and interaction, the communities can reduce the stereotypes and prejudices held against each other. The purpose of the Über den Tellerrand's project is to help asylum seekers feel a sense of belonging within the wider German society and network with other migrants who may also be struggling to integrate into Germany and if possible feel a sense of pride in being a member of German society.

There are a wide range of events available at Über den Tellerrand varying from sports, music, gastronomy, photography, language to more ambiguous events such as beekeeping or even day trips to fulfill different activities. The benefit of various event types is that locals and refugees can interact with each other and meet people with similar interest and passions with whom they can build future social and professional connections or at least help each other adapting to a new reality.

While communities might find interacting with one another intimidating, Über den Tellerrand is there to soften the shock of learning more about different peoples with their numerous community solidarity building events. It is Über den Tellerrand's goal to see that over time the different communities will begin to acknowledge each other's customs and native-born Germans participating within the program will understand that settled migrants have a right to become Germans. If these objectives come to fruition then the groups' misconceptions and fears will evaporate and a healthy society will be born. These events benefit all involved. The German volunteers, called "Champions" within Über den Tellerrand, gain the opportunity to learn from unique cultures while participating in some exciting activities. The refugees gain the opportunity to learn about German society and culture, as well, as the opportunity to make essential connections that may benefit their settlement efforts or develop into cherished friendships.



Appendix C: Interview Questions with Staff of Über den Tellerrand

Preamble: We are a team of Worcester Polytechnic Institute students working in collaboration with Über den Tellerrand to evaluate your cooking and community events program. We appreciate you taking the time to share your opinions. Your participation in this interview is completely voluntary and you may end the interview at any time or skip any questions you wish not to answer. Should we use any information from this interview in our final report, we will give you an opportunity to review the materials prior to publication. Would you prefer to remain anonymous? Do we have your permission to record the interview today? We will only use the recording to verify our notes and any quotations we might use. The interview will take less than 10 minutes. May we proceed?

Question 1 (Demographics): How long have you been working with Über den Tellerrand?

Question 2 (Demographics): Which program do you work with most closely (Job Buddy/building Bridges/Community Events, ...)?

Question 3 (Participation Rate): Do you see more people attend a certain type of event, specifically outdoor events vs. at the Über den Tellerrand hub?

Question 4 (Participation Rate): What trends have you seen in participation such as, are the same people coming, is participation increasing or declining?

Question 5 (Benefits/Mission): How have you seen the community events and/or cooking class programs influenced the locals and refugees? Positive/Negative?

- Hints: Did anyone share positive/negative takeaways?

Question 6 (Mission): In your own words, what is the mission of Über den Tellerrand?

Question 7 (Current Goals): From your perspective, what goals do you have for the participants of the cooking classes?

- Hints: More empathetic toward refugees? Learning how to cook a meal?

Question 8 (Current Goals): From your perspective, what goals do you have for the participants of the community events?

- Hints: Higher participation rate?

Question 9 (Current Goals): We know Über den Tellerrand has expanded over the years. Looking toward the future, what are the goals for Über den Tellerrand in the next 1-3 years?... Have you seen the goals shift over time?

- Hints: Do you want a larger commercial space? More workers? Work with other organizations?

Question 10 (Survey): Is there any information that you would like to know about the participants of the community events or cooking classes?

Staff Interview Question Responses

- The goals and objectives set by Über den Tellerrand include (from staff interviews):
 - The following includes responses from all 12 staff interviews
 - Useful:
 - Sharing culture, interest, and ideas
 - Influencing the politics around refugees/foreigners & using the events to undermine the barriers to immigration
 - Spread information about the people's cultures/Change the locals perspectives on and about refugees and vice versa/Locals and refugees can meet on eye level/Reduce prejudice and enhance integration of cultures and refugees into society/Building a community where labels do not matter/Introduce locals to refugees and their stories beyond what they hear in the news
 - Support "people" in the integration process & Create encounters, and go deeper (talk about the issues and problems arise when people of different cultures interact)
 - Being able to meet the same people regularly
 - Help people be more aware of their privileges / differences & help people become aware of the different layers of refugees/foreigners
 - Have fun, eat good food
 - A space where people can be themselves
 - Provide tools for participants to run their own community events
 - Reaching the point where Über den Tellerrand is not a necessity anymore/ Help new people establish a social network/Creating sustainable friendships
 - May be Useful:
 - Become a greater part of the "social gastronomy" around the world; having a global impact
 - More satellites that can run on their own
 - Strengthening the relationship between the satellites
 - Including refugees from even more different countries
 - Make more connections and receive more funding so they can expand and reach more people
- The information that Über den Tellerrand wanted to find out about their Community Events participants include:
 - For Survey:
 - Why do participants come back to events?
 - What are their motivations to attend?
 - How did they find about the organization?
 - How many people have received support from people they met in Über den Tellerrand?
 - Have they made new friends in Über den Tellerrand?
 - Participants Demographics?
 - How engaged are people with the events?
 - How often do people attend to these events?
 - For Follow-up Interview(s):
 - Opinions about refugee situation?
 - Why do participants who come more often come more and what impact do they think they have in Über den Tellerrand and its objectives?

- What have they personally gotten out of Über den Tellerrand events?
- Specifically what causes someone to volunteer for this type of events?
- Do they feel supported by people they meet in Über den Tellerrand. How? Did they need that type of help?

Identifying the common themes among the Staff Responses

Words that show up 4 times	Words that show up 3 times	Words that show up 2 times	Words that show up once
<ul style="list-style-type: none"> • Culture • Space 	<ul style="list-style-type: none"> • Encounter • Friend • Prejudices • Share 	<ul style="list-style-type: none"> • Skill • Meet • Network • Social 	<ul style="list-style-type: none"> • Tools • Story • Fun

Socializing = □ {keywords: friend, interact, social, network, fun, meet}

- Friend - 3x
- Social - 2x
- Meet - 2x
- Network - 2x
 - Connect - 1x
- Fun - 1x

Sharing = □ {keywords: share, culture, spread, information, prejudices, story}

- Culture - 4x
- Share - 3x
 - Spread (information) - 1x
- Prejudices - 3x
- Story - 1x

Support = □ {keywords: support, encounter, space, integration, improve, tools}

- Encounter - 3x
- (Creating a) Space - 4x
- Integration - 2x
- Tools - 1x
- Improve - 1x

Appendix D: Über den Tellerrand Ranking Survey

Preamble: After interviewing Über den Tellerrand staff members, our team identified a few major themes. The purpose of this form is to create a list of goals, ranked in order of importance by the staff members that would be used to support the development of our program evaluation. Additionally, we would like to get a better understanding of what successful integration should look like.

Questions:

1) In this section rank each "goal" for the community events program by its importance. The goals should be ranked independently of each other, not in comparison to one another. (1 = Not important, 5 = Most important)

Primary Goals of the Community Events Program	1	2	3	4	5
Creating encounter spaces for locals and refugees to meet without labels					
Sharing culture, interest, and ideas					
Assisting newcomers in the integration process					
Reducing prejudices					
Helping people create sustainable relationships					
Helping people become more aware of their privileges and their differences					

2) Our team would also like to get a better understanding of what constitutes successful integration (of newcomers into the local community) for Über den Tellerrand.

In your own words, define what successful integration looks like

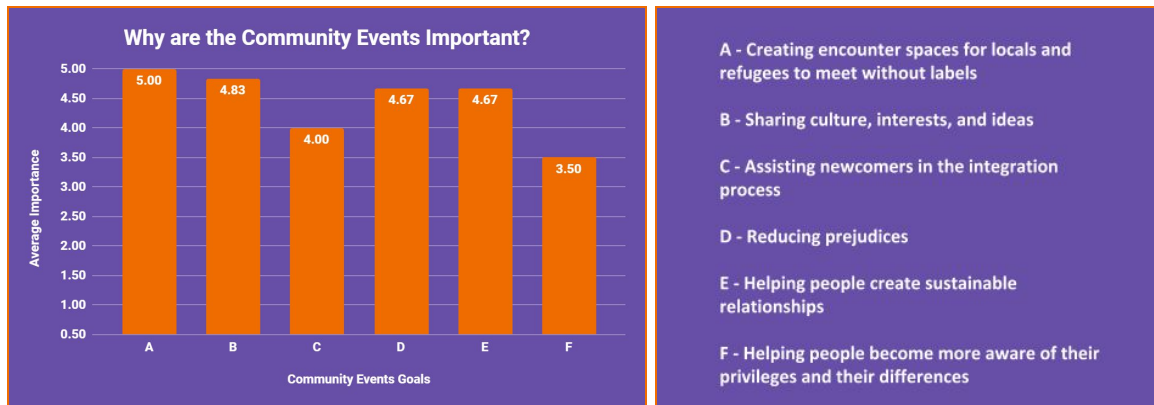
3) What factor is the most important for successful integration (i.e. employment, social interaction, learning German, etc.)?

Thank you for completing this form!

Our team greatly appreciates your time! Thank you so much for your help in our project!

Staff Ranking Survey Results

1) Ranking the goals results



2) What does successful integration look like for you?

- There is no us and them
- Newcomers have built the necessary Social Capital. They have enough friends and acquaintances to maintain a healthy social life that is important for well-being and offers a support network
- Co-existing and living together with respect for one another, solidarity and mutual responsibility. Integration for me means that equal opportunities should be facilitated and people should be able to participate in all areas - social, economic and culturally.
- Successful integration is the rise of intercultural competence among all people and constant cultural exchange. It means enjoying living in a diverse society.
- Newcomers (and everyone) feel home in, connected with and accepted by their local community. That's why they strive to contribute to the community's common life to their individual, differing extents, just like people who have lived here for longer. As many of the people as possible are motivated and capable of taking up their personal active and fulfilling role in (the local) society.

3) What factor is the most important for successful integration (i.e. employment, social interaction, learning German, etc.)?

- Learning German, having a dialogue/exchange with locals and refugees
- No one factor is more important than others. Integration is a multifaceted process
- I would explain this with the Maslow Bedürfnispyramide. Basic and psychological (breathing, food, etc.) need as well as safety (security of body, morality, family, property, resources) be fulfilled before space for social interaction, esteem and self-actualization can be released. However in my opinion a stable social network lays crosswise to the levels of the Bedürfnispyramide in my opinion, since it can feed into all elements.
- Friendships with people of other cultures
- Access to potentially reach all of the former!
- I don't like this concept of having one important factor, i rather think that all factors are of almost equal importance and that the interaction of all factors being fulfilled makes good integration.

Appendix E: Interview Questions with Linn Kaldinski

Preamble: We are a team of Worcester Polytechnic Institute students working in collaboration with Über den Tellerrand to evaluate your cooking and community events program. We appreciate you taking the time to share your opinions. Your participation in this interview is completely voluntary and you may end the interview at any time or skip any questions you wish not to answer. Should we use any information from this interview in our final report, we will give you an opportunity to review the materials prior to publication. Would you prefer to remain anonymous? Do we have your permission to record the interview today? We will only use the recording to verify our notes and any quotations we might use. The interview will take less than 10 minutes. May we proceed?

Question 1: Are you okay with a survey (questionnaire) being the form for our evaluation tool?

She is okay with a survey

Question 2: Do you think having the survey in all three (German, English, Arabic) languages is good? Should we have other languages? Stick to one language?

The three languages are fine

Question 3: Are you still interested in having an online survey? Or should we stick to paper (and should we keep the QR code)?

QR code is still a possibility

Question 4: What is the best time during the event to distribute the survey?

Suggested to do at the end of the event

Question 5: How would you like the survey to be formatted for your future use? Would you prefer the software we use, or do you have software that you are familiar with to create the surveys?

Microsoft Word

Question 6: How would you like to analyze the data? Using Google Sheets, Excel, etc.?

She said everyone at Über den Tellerrand could use Excel

Appendix F: Similar Refugee Program Interview Questions

Preamble: We are a team of Worcester Polytechnic Institute students working with Über den Tellerrand to evaluate their community events programs. My name is [insert name], and I will be leading this interview. [Insert name] will be taking notes. We appreciate you taking the time to share your opinions. Your participation in this interview is completely voluntary and you may skip any questions you wish not to answer. If at any moment you would like to end the interview, please let us know, and we will conclude the interview. Should we use any information from this interview in our final report, we will give you an opportunity to review the materials prior to the publication of the study. Do you prefer to be quoted by name, or to remain anonymous? Would it be alright if we record the interview today? We will use the recording to verify our notes and any quotations we might use. The interview will take up to 30 minutes. Do you have any questions before we begin?

Anonymous: Yes _____, No _____

Recorded: Yes _____, No _____

Note: We are not limited to the following questions. During the interview, other questions will be asked based on the participant's response. The purpose of the interview is to *gain knowledge on current evaluation practices* used by non-profit organizations in Berlin who focus on the integration of refugees. Additionally, we would like to *develop a better understanding of successful refugee integration*.

Questions

1. In your own words, what are the main goals of [insert organization name]?
2. We understand that [insert organization objective]? What is the reason for [insert organization objective]?
 - a. What programs or projects have [insert organization name] developed and/or been apart of?
 - b. How are programs like [insert organization name] changing the attitudes about refugees?
 - c. Are refugees better integrated with their local communities after working with [insert organization name]?
3. What does successful integration look like?
 - a. What can refugees do to better integrate into the Berlin community?
 - b. What can locals do to help refugees?
4. How are you measuring your success in achieving the organization's goals?
 - a. Do you have surveys or forms of evaluation? If so, could you explain them to us?
 - b. Would it be possible for you to send us examples of evaluation tools you have used?
 - c. What challenges have you faced in conducting these evaluations?

Follow up questions

1. Additionally, we would like to find out what factors (learning German, employment opportunities, social interactions, etc.) you believe define or lead to successful integration?

Be an Angel Interview Responses

Pre-notes:

- Founded in August 2015, to support refugees in arriving in Germany as well as integration into our society
- Formed by a group of people from culture, marketing, and journalism
- Started by accommodating refugees in the apartments of club members
- Operate a restaurant in collaboration with refugees

Meeting Notes:

- He can be cited
- He would like to read the report before it is published
- Q1- empowerment, taking people to private homes, arriving in Germany with nothing, thought German government is taking over after some time but it didn't, educational programs and language problems, integration is the focus
- Moving beyond integration
- Factors important for integration or empowerment, integration key is language skills, integrate into German society, language is main factor, refugees don't understand what Germany is like and how they can profit from it
- They have their own language courses, they have professional classes, one-step agency, take people in/ analyze their biographies, work through priority list that they make for them, help them find programs with experts, they are there to support for refugees even after they graduate from the program. One person being responsible for that client.
- Every area you have diff organization, even for NGOs it is hard to validate their environment, “we need more incubators”, are part with 12 other organizations, trying to launch projects, “the networking amongst the NGOs is poor”
- Other programs or projects: run the restaurant, hugely successful, surprisingly, part of their philosophy, 0.57 percent likely that a German will meet a refugee, the restaurant helps Germans see refugees as good citizens and people.
- Collaborate with trauma psychologists, they take care to guide people through bureaucracy,
- Changing perceptions: 80 customers a night, open 6 nights a week,
- They talk to migrant refugees,
- The refugees built up career with them and then move onto a regular German company, they have enormous media output,
- Media attention after the crisis shifted to right wing, who was criminal, not about the success of people arriving that is the majority, media pointed out these 10 percent at a high level, they later got media attention about successful integration, he lists a bunch of media organizations and countries that did stories about them
- Measuring success: unfortunately no, they lack manpower, funded by private donations, no government or European money, two people in an office, they have lots of data and file for people who attend for a longer term, short counseling is not included in database, 1200 people support during registration process, they went to social court to force the office to give 800 people their asylum rights, they rented 17 apartment for families, they gave homes for 400 people.

- Do you use evaluation forms or surveys: they are not capable of surveys, the Oxford and Stanford has been with them, negotiations about they did is hard to talk about.
- Closing questions: Über den Tellerrand, he asked about, they would like to see our entire file as it would help them with their work

Andreas identifies that language is the key to successful integration. He explains that local Germans talk about and know about refugees, but rarely run into them (or notice them) in public. But through something like a restaurant, locals are able to speak to the employees (who are refugees) and learn about their stories. But he also emphasizes how society can move beyond just integration, and that the idea of empowerment is more important; helping refugees build themselves to live confidently in Germany.

Media Residents Interview Responses

Meeting Notes:

- 12:46 pm. -> we told him about our project, where we come from, about our sponsor, how we found Media Residents, we talked about our objectives
- We can quote everything, we can record interview
- He has no questions before we start
- 12:50 pm. -> Question 1: the main goals of media residence, half in English, the topic of refugees, too many people talk about it, but the refugees should be talking about their experience, they are new here, Media Residents is here to provide them the co working space, the equipment and the help so they can share their experience, through podcast or radio
- Do you see here lots of refugees with media background:
 - both, guys who worked in Iraq for a newspaper, they worked with media for years, guys also come in for help to work with a camera, they have workshops for that, they do projects with them, they also send people in the right direction if need be
- They have office, coworking space, in the same building, sound production space,
- Other programs projects have done, or are a part of supporting refugee community: Media Residents is a full time job, 19 years old NGO, about rising awareness of racism
- They have refugees welcome camp, format is bar camp, people come by or pitch idea, the raise they hands, get a room to work on their project
- The programs are changing attitudes, but there is more to be done, he feels like they are making progress, they are getting pos/neg comments
- They get themselves on the airwaves through social media, word of mouth also
- Network to bring people offering help and people seeking help
- Friend project , for locals and newcomers, concerts meeting up at, refugee tandem = program
- Bring them out and help them feel the German society and city.
- He thinks successful integration looks like:
 - people having a good time and work getting done, having a good life, whatever that is to you, accepted and welcomed
- Different project people are working on, platform to publish work:
 - sometimes they have their own project and Facebook page, or twitter page, if they don't have that they can publish it on media residence websites
- Wrap things up:
 - way to measure how they achieve goals: after workshops or specific events they sue surveys, schedule, conduct data evaluations, they are very close to people working there, they see their projects,

They are willing to show us their surveys, and the data of refugee welcome camp

- **They will brainstorm and put on paper some contacts**
- **GoVolunteer**
- **Himate!**
- **AmalBerlin-> Persian online newspaper**
- **Women ride bike**
- **Insafhands**

Started at a bar drinking, and then went from there, refugees welcome camp existed before Media Residents and they helped make media residence. They have project space for us if we are interested in this place Berlin is diverse, tries to be the New York of Germany, Munich much more German.

- Goals:
 - “...the topic of refugees. Too many people talk about it, and the refugees themselves should be talking actually...”
 - “...they have stories to tell”
 - “...provide them with the network and equipment and a little coworking space so they can share their views and do work (in media)”
 - “...bring them (the refugees) into the conversation, which is really important”
- Successful integration (supporting refugee community):
 - “...the point is that there can be done so much more, and there has to be done so much more...but we have to start somewhere, and I think we are really getting somewhere”
 - “...we are getting positive comments, but we are also getting negative comments”
 - “...we see ourselves as the network to bring the people offering help together with the people seeking help” -- (HiMate! brings together locals and refugees together, tickets to Katy Perry)
 - “...bring them out into society, let them do things ... that's really important ... to feel the German society and city ... to get to know it ... don't stay a stranger” (important to not just gather them all in one space and tell them something)
 - Successful integration looks like “...people having a good time and getting their work done” / “...living and having a good life” / “...to be accepted, welcome”
- Program evaluation:
 - “...after workshops or specific events, we do surveys with them (refugees) ... use numbers to find out things”
 - “...we are really close with those people (refugees/participants) working here ... most of the times they just become friends ... speaking with them we see what we achieve...”
- Other:
 - Outreach -- social media, and word by mouth
 - Work is published either on their own sites, or on the media residents channels ... gives them more reach
- Most important factors:
 - Employment opportunities are like THE biggest point for immigrants. They want and need money, they want to be independent. No one enjoys the hassle with the government to get those few Euros to live from. With a job acquired, social interactions happen naturally. And with those interactions they start to learn German more easily. It works like a chain, everything depends on another.

Appendix G: Survey Questionnaire

Preamble:

The survey is entirely anonymous and we will collect no personal identifying information. Your participation is completely voluntary. You may skip any questions you wish not to answer. The survey will take less around 5 minutes.

- 1) How old are you?
 - A. Younger than 18
 - B. 18-27
 - C. 28-35
 - D. 36-50
 - E. Older than 50
- 2) What is your country of origin?
 - A. Germany
 - B. Syria
 - C. Iran
 - D. Turkey
 - E. Other (Specify): _____
- 3) How long have you lived in Germany? (if you are not German)
 - A. Less than 3 months
 - B. Less than a year
 - C. 1-3 years
 - D. 3-5 years
 - E. More than 5 years
- 4) For how long have you lived in Germany before hearing about Über den Tellerrand? (if not German)
 - A. Does not apply to me
 - B. Less than 3 months
 - C. Less than a year
 - D. 1-3 years
 - E. 3-5 years
- 5) How did you find out about Über den Tellerrand?
 - A. Social Media
 - B. Someone recommended it
 - C. Personal Research
 - D. Newspaper
- 6) How often do you participate in Über den Tellerrand Community Events?
 - A. This is my first time
 - B. Weekly
 - C. Monthly
 - D. Several times per year
 - E. Annually

7) Why did you decide to come back after your first Über den Tellerrand event?

- A. Build stronger relationships with participants
- B. What the events offers (Ex: Food, Music, Films)
- C. Have a fun time
- D. Keep learning about different cultures

8) How strongly do you identify the following statements to be the reason why you came to Über den Tellerrand (1=this is not a reason & 5=this is a main reason). Mark your answer with an X

	1	2	3	4	5
Meeting new people					
Helping for a good cause					
Learning about a new culture					
Practicing a Language					

9) How much do you agree with the following statements (1=strongly disagree & 5=strongly agree) Mark your answer with an X

	1	2	3	4	5
Über den Tellerrand events are generally fun					
I have made new helpful connections through Über den Tellerrand events					
Attending Über den Tellerrand events has made me feel more comfortable living in Germany					
I enjoyed this particular event					
I feel more comfortable talking to people from different ethnicities at Über den Tellerrand's events than in public					

10) How likely are you to... (1=very unlikely & 5=very likely). Mark your answer with an X

	1	2	3	4	5
... attend future events at Uber den Tellerrand					
... recommend others to attend a Über den Tellerrand Event					
... connect with people you met at the events outside of Über den Tellerrand's space?					

11) During Über den Tellerrand events, how much do you talk with people with a cultural background (similar/different) to yours? (1=didn't talk to anyone & 5=talk to a lot of people) Mark your answer with an X

	1	2	3	4	5
Similar					
Different					

12) Do you think attending Über den Tellerrand events has helped you eliminate prejudices about people from a different culture to yours?

- A. Yes
- B. Maybe
- C. I held no previous prejudices
- D. No

13) Have you ever felt discriminated against because of your cultural/ethnic background while in Germany?

- A. Yes
- B. Does not apply to me
- C. Not sure
- D. No

14) Do you feel Über den Tellerrand is a safe space where you never feel discriminated against?

- A. Yes
- B. Maybe
- C. No

15) Do you have any suggestions to improve the community events?

16) Are you willing to participate in a 5-10 minute follow up interview?

- A. Yes
- B. No

16b) If you answered yes to the previous question, please list your name and email or phone number so we can contact you for the interview. Please note that the answers to this survey remain anonymous.

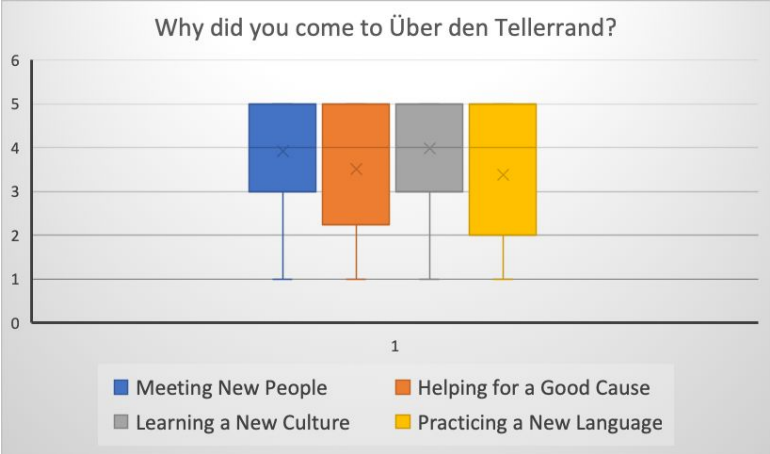
Survey Data

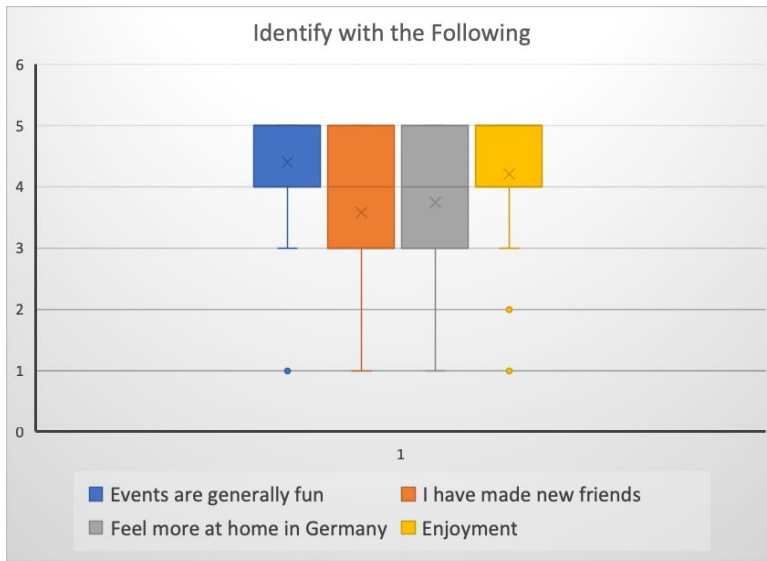
- From these 6 events: Women Cooking, Music Night, 50 Plates of Eggs, 50 Plates of Pasta, Sprach Café, Ostern bei Tellerrand

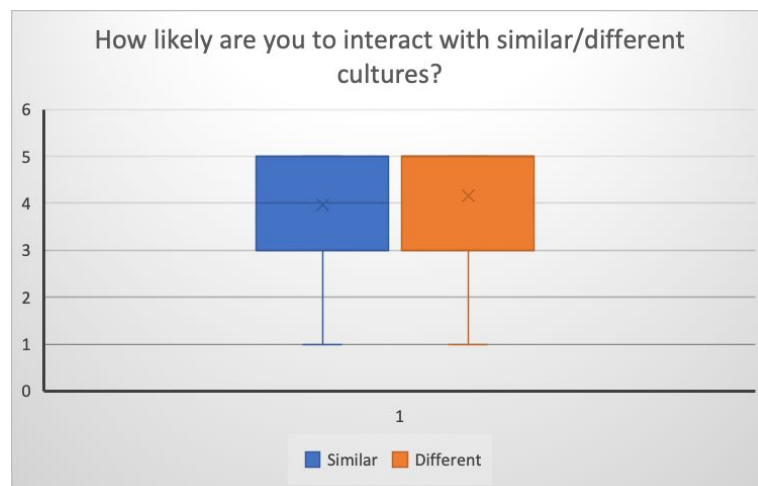
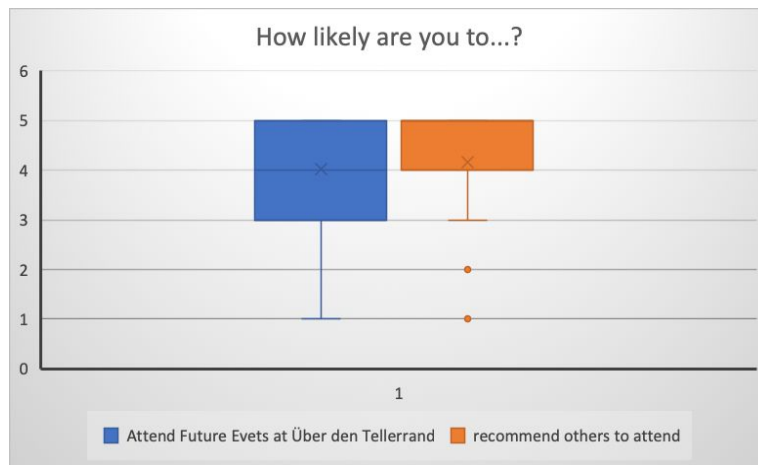
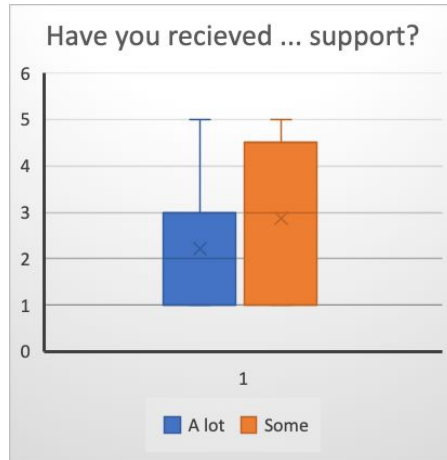
Age	Number		
<18	1		
18-25	24		
26-35	36		
36-50	21		
Older than 50	4		
Born in Germany	Not Born in Germany		
23	62		
Country of Origin			
Syria	34		
No Response			
Iran			
Afghanistan			
Yemen			
Turkey			
Australia			
Uruguay			
Brazil			
Length of Time in Germany	Number		
Less than a month	3		
Less than a year	11		
1-3 years	22		
3-5 years	15		
More than 5 years	7		
How long till hearing about Über den Tellerrand?	Number		
Less than a month	6		
Less than a year	12		
1-3 years	26		

3-5 years	11		
How often do you participate in Über den Tellerrand events?	Number		
1st time	34		
Weekly	16		
Biweekly	7		
Monthly	19		
Twice per year	5		
Annually	0		
Do u feel more comfortable talking to people w/ diff. ethn.	Number		
Yes	46	59.74%	
Maybe	19	24.68%	
No	12	15.58%	
		total	77
Attending Events has helped eliminate prejudices?	Number		
Yes	44	57.89%	
Maybe	23	30.26%	
No	9	11.84%	
		total	76
Have you felt discriminated against in Germany?	Number		
Yes	28	37.33%	
Does Not apply to me	22	29.33%	
No	25	33.33%	
		total	75
Über den Tellerrand is a safe space?	Number		
Yes	57	79.17%	
Maybe	12	16.67%	
No	3	4.17%	
		total	72
Why did you decide to cme back after your first Über den Tellerrand event?	Number		
Build stronger relationships with participants	17	32.69%	

What the events offer (example: food, music, films)	7	13.46%	
Have a fun time	14	26.92%	
Keep learning about different cultures	14	26.92%	
Other	0		
		total	52
How did you find out about Über den Tellerrand?			
Social Media	16	23.88%	
Recommendation	37	55.22%	
Personal Research	4	5.97%	
Other	10	14.93%	
		total	67







Appendix H: Participant Interview Script

Preamble: We are a team of Worcester Polytechnic Institute students working with Über den Tellerrand to evaluate their community events programs. My name is [insert name], and I will be leading this interview. [Insert name] will be taking notes. We appreciate you taking the time to share your opinions. Your participation in this interview is completely voluntary and you may skip any questions you wish not to answer. If at any moment you would like to end the interview, please let us know, and we will conclude the interview. Should we use any information from this interview in our final report, we will give you an opportunity to review the materials prior to the publication of the study. Do you prefer to be quoted by name, or to remain anonymous? Would it be alright if we record the interview today? We will only use the recording to verify our notes and any quotations we might use. The interview will take up to 10 minutes. Can we proceed?

Questions

1. How often do you participate in Über den Tellerrand events?
2. (If they come often) Why do you come so often + What impact do you think you have had in Über den Tellerrand and its objectives?
3. Do you think Über den Tellerrand has a model that can successfully help people with an immigration background grow a network in Germany? What would you change or
4. Do you feel supported by people that you have met in Über den Tellerrand. How? Did you need that type of help?
5. Specifically what made you volunteer for this type of events (if applicable)
6. What is your opinion with the current refugee situation? Did it change after participating in a Über den Tellerrand event? If so, how?
7. How do you think Über den Tellerrand can help alleviate the refugee crisis and their integration in Germany?

Participant Interview Responses

Interview 1 (German Background):

1. 1st time
3. Yes, mix different nationalities (wouldn't change anything)
4. American & French (she know them)
 - a. she never met Syrians or Libyans - very interesting to talk to these people (surprised that many of these guys speak German and are motivated to integrate themselves in German society)
6. She was visiting a friend (she has this thing)
7. Her opinion changed from refugee situation (used to work for the Parliament)
 - b. background in law - look at a very abstract perspective; she sees that not all the things that happened were ok in a legal way
 - c. very interesting to get in touch w/ refugees
 - d. met some of those guys for dinner the next day (and talked about the struggles that they have gone through - more personal setting)
8. They're doing a pretty good thing already
 - e. go to more cities (Berlin is very international, lots of young people)
 - f. there are very rural parts of the country that have never met people from another country (very skeptical about everything, come-up in small cities can really help)

Questions 2 and 5 don't apply to this participant

Interview 2 (Immigrant Background):

1. Every week, every Friday night (Film Abend). With my wife. I like to watch movies, learn the German language
2. You get learn about a lot of different people and have more contact with other
 - a. He learned about a lot of new things and a lot of new people (gave him more connections)
 - b. Get more connections
3. Yes of course, b/c a lot Syrians came with no knowledge of Germany and had to learn how to live there, and Über den Tellerrand helped to accomplish this
4. A lot of the guys/girls are good, always ready to help, and solve any issue that you may have
 - a. Got to know a lot of helpful people
5. N/A
6. He worked a lot with the German government for 2 years and they taught language (so that they can learn about a new life in Germany, politics - he heard about new things about Syrians)
 - a. Get stuck in school and money wise (getting better, it is really good, they have a lot of established programs)
7. Maybe they
 - a. He would like for us to send him our project booklet

Appendix I: List of Events We Participated In

Preliminary Events (no actual data collected, other than observations)

- 50 Plates of Lentils on Saturday, March 9th, 2019
- Persian Night on Saturday, March 16th, 2019
- 50 Plates of Desserts on Sunday, March 24th, 2019

Final Survey Distribution Events

- Women Cooking on Sunday, March 31st, 2019
- Music Night on Wednesday, April 3rd, 2019
- 50 Plates of Eggs on Saturday, April 13th, 2019
- 50 Plates of Pasta on Sunday, April 14th, 2019
- Sprach Café on Monday, April 15th, 2019
- Ostern bei Tellerrand on Saturday, April 20th, 2019

Appendix I: Data Collection Guide

GUIDE TO PERFORMING A PROGRAM

EVALUATION AT ÜBERDENTELLERRAND



AUTHORS: MATT FARAH, MANUEL FREILE, MATTHEW OUTAMA, FARIS ASIM SHAIKH

ADVISORS: KATHERINE FOO & STEPHAN STURM

SPONSOR CONTACT: LINN KALDINSKI

This guide is designed to go over the steps for future program evaluations.

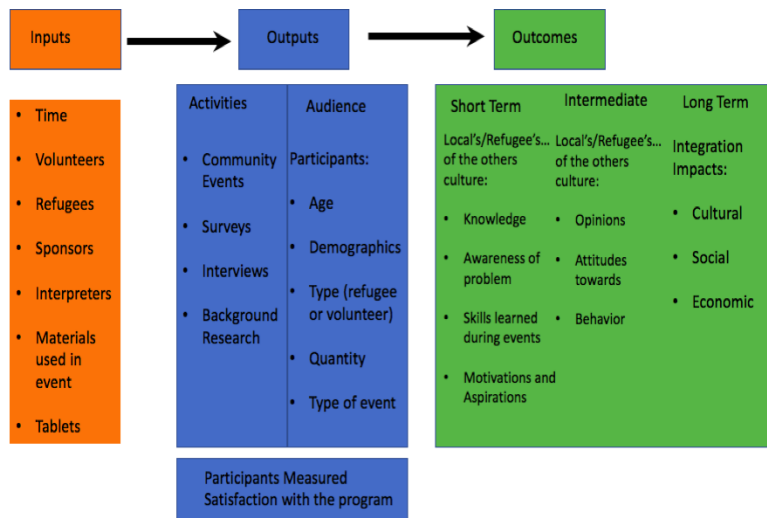
Steps in Data Collection:

1. *Microsoft Excel Data Sheet:*
 - 1.1. Included is an Excel file that currently includes all the data we collected at all the events we attended.
 - 1.2. This Excel file automate all the graphs and percentages, so you will only need to enter the data into the file..
 - 1.3. Moving forward you can either begin using our data, or start recording your own data (make sure to record for a long period of time to attain a proper evaluation)
2. *Multiple Choice Response Entries:*
 - 2.1. Organization of data is as follows (already done in file for you):
 - 2.1.1. The topic of the question (in the example below: *age, attending events...*) will be the title of the first column in the Microsoft Excel file.
 - 2.1.2. In the next column the title will be the number of responses.
 - 2.1.3. Then below the question will follow the possible response categories, and directly to the right will be the number of people that answered that question.
 - 2.1.4. The only question that will be different is that there will be an extra response category for "*how many people were born in Germany and how many were not.*" This is structured in the Excel file.
 - 2.2. Enter the number of responses for each answer to the questions.
3. *Likert Scale Response Entries:*
 - 3.1. Record each respondent's number for the category. Example: if someone said that the reason they came to meet new people as a "1" then record a 1 in Excel.
 - 3.2. Do the same for the next categories for that respondent, and repeat for all respondents. This is show in the Excel document.
 - 3.3. Repeat this process for all Likert scale responses.

OTHER NOTES:

- Continue to test the effectiveness and relevance of the survey questions based on the revision technique (outlined in objective 3 of our methodology and the final project deliverables section in our results).
- Reformat or develop new questions if there is something new that you would like to find out about the participants and your community events
 - Be aware that increasing the length of the survey may result in survey fatigue and less responses to some of the questions
- Distribute the survey on paper, as this has allowed for further participant engagement in the events (and tailors to the participant demographic better)
 - If you hope to move away from the paper format, we have provided you with a google form for both the English and German surveys and a QR code for each survey. Transferring the data from Google Sheets to Excel is a very simple process and less time consuming than manually entering all the data.
- We included a question in our survey to see if any of the responders were willing to participate in a short follow-up interview. These interviews provide insightful information on the more personal impact that the community events have.

Appendix J: Logical Model



Logical Models have been recommended by the Colorado Department of Education to help pre-organize what the program evaluation will look like in a general and clearer scope. We designed a logical model, for our own project. The **Inputs** are what is invested in the project or program, what we require and what is given by our sponsor, Über den Tellerrand, to evaluate their Community Events program. The inputs we need include; the subjects we are going to interview or survey, the materials needed to fulfill the mentioned methods and of course the time necessary to implement the program evaluation. The section **Outputs** is divided into two categories; *Activities* and *Audience*. The two categories can be thought of as what we get back from our investment, in this case, it will mostly be information. Under *Activities* we expect to find opinions on a personal level provided by the answers of the interviews. From the surveys we expect more quantitative data. Specifically, we want to measure the participant's satisfaction with the program. Under *Audience* we expect to get more numbers, such as the amount of participants that attend each of the different events, the demographics of the participants which will help further categorize the subjects of the project. The main difference between the categories is that the first one will be information which needs a lot of interpretation while the second one mainly measures and categorizes the participants of the events and subjects of our methods to help further identify who are the people involved in this program. Continuing the flow towards **Outcomes** we expect that with our evaluation Über den Tellerrand can improve their Community Events program. This third category is divided into three-time based subcategories. In the *Short Term* we expect that Über den Tellerrand can benefit its participants experience further by taking our feedback from our evaluations into account. The participants can learn from each other cultures through participating in interactive events were they can further practice and enjoy different activities. Overall, as refugee integration is a problem far too big for Über den Tellerrand to solve alone, it is important that at least they can generate awareness of what the refugees are going through. Reaching out to learn from the refugees' background rather than forcing them to adapt to your culture and eliminate theirs can be beneficial for both parts. Similarly, refugees should also seek to learn from their host country and be respectful to their ways of life. Finally, in the *Long Term*, after several program evaluations if Über den Tellerrand and other organizations meet their goals they should expect that refugees are fully integrated into the country. Fully integrated refugees should be treated as equal and considered the same as any citizen in the labor force as well as let them be free of expressing their culture, religion and beliefs.

Appendix K: Scavenger Hunt Blueprint



ÜBERDENTE LLERRAND
COMMUNITY BERLIN

SCAVENGER HUNT

A BLUEPRINT

PROPOSAL AUTHORS: MATT FARAH, MANUEL FREILE, MATTHEW OUTAMA & FARIS SHAIKH

APRIL 29TH, 2019

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2.2. CONTENT SUGGESTIONS	2
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3. PROMOTING THE EVENT	3

1. PURPOSE OF THE EVENT

Über den Tellerrand offers many of its own resources to support newcomers, however this does not result in newcomers getting support elsewhere. The organization can look to solve that issue through an event like a scavenger hunt. The main goal of the scavenger hunt is to help newcomers navigate their new home city. Helping newcomers locate and find places that can offer them support is important to the mission of refugee organizations within Berlin.

Additionally, the scavenger hunt invite can also be used to strengthen the network between the many NGOs in Berlin. Other organizations such as Be an Angel and Media Residents share similar goals to Über den Tellerrand, and creating a connection between these organizations (and others) can improve the overall integration effort within Germany.

2. EVENT STRUCTURE

Normally, a scavenger hunt requires participants to search for miscellaneous objects throughout the location where it takes place. For this particular event, the search will focus on locations of organizations and institutions that can provide support to newcomers. The final structure should be determined after the community events program manager and other Über den Tellerrand staff, or in collaboration with other organizations to provide their own inputs.

2.1. INITIAL TASKS

Before implementing the event, there are questions that need to be addressed. The following questions include:

- Who is hosting the event? Is it organized by one organization? Or is it a collaboration between multiple organizations?
- What is the content for the scavenger hunt? What should the participants search for?
- When will the event take place? How long does the event last? And how often would the event occur each year?
- What is the main location of the event? How much of the city would you like the participants to see?

2.2. CONTENT SUGGESTIONS

There are many different kinds of resources within a city for people to use, these resources are often government funded or provided by non profit organizations. Finding these resources can be difficult for some, especially those who do not speak the native language. The particular list of suggestions allows newcomers to make use of the resources, that can support in the integration process, provided by organizations or institutions other than those provided by Über den Tellerrand.

The first suggestion in the scavenger hunt is that other NGOs that focus on supporting people with different immigrant backgrounds. This is important for two main reasons. The first reason being that other NGOs in Berlin offer other types of support that differ from Über den Tellerrand. If newcomers are interested in learning how to film videos, coding, journalism, flat sharing etc., then it will be important to connect them with the appropriate NGOs. The second reason is that newcomers have a hard time knowing where the NGOs even are (or that they even exist). This issue was identified by Be an Angel, and points out the difficulties that immigrants have finding the different

organizations that support immigrants and how they can provide different types of support. There appears to be a lack of a network between all the NGOs. A scavenger hunt helps resolve that issue, especially if the event is in collaboration with other NGOs.

The second suggestion for the scavenger hunt is government agencies and organizations. Government agencies, such as the BAMF are necessary in helping newcomers settle into their new home country. Government agencies can help in the employment process, offer aid in terms of housing, and provide German language courses.

The third suggestion includes historical landmarks and famous locations in Berlin. The addition of these two ideas helps newcomers learn more about Berlin and Germany. The most famous landmarks of Berlin such as the Brandenburger Gate, the T.V. tower, the East Side Gallery and many others are included with a brief historical background of the sight. This helps newcomers enrich they historical and cultural knowledge of Berlin and Germany.

2.3. SCAVENGER HUNT HANDOUT

This is a rough example (seen in figure 1) of how the scavenger hunt handout looks like. The specific content of the handout is not final and can be changed to fit the preferences of those running the event.



Figure 1: Scavenger Hunt Handout Example

3. PROMOTING THE EVENT

The final step in successfully implementing this event will be good promotion. An example of a flyer for the event can be seen in figure 2.



Figure 2: Scavenger Hunt Flyer