

Building an inclusive society together

**Report of closing conference,
community and dissemination
activities - Rotterdam beyond
discrimination**

**Rotterdam
voorbij discriminatie**

D5.5 EN



D5.3 EN

Building an inclusive society together Report of closing conference, community and dissemination activities - Rotterdam beyond discrimination

Colofon

The Rotterdam beyond Discrimination project is a collaboration of:

Gemeente Rotterdam



Antidiscriminatiebureau RADAR



Kenniscentrum Art.1



This project is financially supported by the Rights, Equality and Citizenship Programme (2014-2020) of the European Union.



Members of the project team are:

RADAR: Dounia Jari, Tikho Ong, Karin Oppelland, Sidris van Sauers
Gemeente Rotterdam: Hicham el Abbas, René Keijzer, Marthe Schippers, Corrie Wolfs
Art.1: Huub Beijers (author)

RADAR

Grotekerkplein 5
3011 GC, Rotterdam
010-4113911
info@radar.nl

Rotterdam, May 2023



Content

Building an inclusive society together, Closing conference Rotterdam beyond discrimination	3
Community meetings	14
Annex 1: Participants' ratings for final conference Rotterdam Beyond Discrimination	19



Building an inclusive society together Closing conference Rotterdam beyond discrimination.

ROTTERDAM, 16 May 2023

Introduction

The final conference 'Building an inclusive society together' was held on May 16, 2023 at the World Trade Center in Rotterdam, for the ambassadors who participated in the project and representatives of municipalities and institutions from cities around The Netherlands. About 80 people attended the conference.

The program was divided in three parts and aimed at sharing and discussing results concerning the experience and impact of racism and discrimination, and discussing the methodology of enhancing social capital as an instrument to combat this.



1. Experiences from the project
 - i. Tikho Ong: *Introduction to the project*
 - ii. Ambassadors talking about their experiences as participants of Rotterdam beyond discrimination, live on stage and screening of recorded testimonies
2. Results and review from a scientific viewpoint: keynote speakers
 - i. Huub Beijers: *Chances and pitfalls of the social capital approach*
 - ii. Dr. Jurriaan Omlo: *Fighting discrimination. What opportunities do investments in social capital offer?*
 - iii. Dr. Tina Rahimy: *Heroes beyond emancipation myths*
3. Four workshops
 - i. Workshop 1: Fighting discrimination together with experts by experience: what works?
 - ii. Workshop 2: Safe spaces and identity. How do you realise it?
 - iii. Workshop 3: Countering discrimination and racism: opportunities from the perspective of institutions
 - iv. Workshop 4: Increasing social capital: method to fight racism and discrimination?



In this report, we summarise the content and outcomes of the conference, complemented by the results of the participants' appreciation and the spoken word presentation of one of the ambassadors.

I. EXPERIENCES FROM THE PROJECT

Tikho Ong: *Introduction to the project*



Tikho Ong, Projectmanager

¹In his contribution, Tikho Ong, manager of the Rotterdam beyond discrimination project, describes his personal relationship with the issues of discrimination and racism dating back to the time when his parents had to flee from Indonesia. There, ethnic Chinese are often blamed and targeted during periods of social unrest or specific incidents. During the anti-communist pogroms of 1965-66 and the invasion of East Timor in 1975, they were targeted by the armed forces. In 1980, Central and East Java was engulfed in a wave of anti-Chinese violence; and Chinese-owned stores, banks and homes were targeted for mob

violence after a riot in Jakarta's Tanjung Priok neighborhood in 1984.

Ong explains that the project is an initiative of RADAR, Artikel 1 and the municipality of Rotterdam, with financial support from the European Community. It aims to combat racism and discrimination in the city by strengthening ties between the city's diverse communities and between these communities and organizations and institutions in the city: strengthening ties on the horizontal and vertical axis of urban society. In this case, members of the Black, Jewish and Muslim communities went through three phases - bonding (strengthening ties within communities), bridging (strengthening ties between communities) and linking (strengthening ties with authorities) - to strengthen their social capital.

During bridging, four agenda items for change were formulated that the ambassadors - the title the participants chose for themselves - captured in their action agenda titled: "Building Equity."

1. Recognizable and approachable government - it is felt that the government should be more recognizable and take the issue of discrimination more seriously.
2. Prevent prejudice in the media - the media confirms prejudice and needs to counter it more actively.
3. Equality in education - innovation to promote equal opportunity should be more facilitated in education.

¹ Pictures are taken by Sidris van Sauers, Karin Oppeland and Huub Beijers



4. Every identity is allowed to exist. This included how important it is to create places in the city where people can be themselves.

In the final phase of linking, the ambassadors spoke in four meetings with representatives of organizations from these four areas. And now the ambassadors face the question of how to continue this effort. They discuss this with the municipality.

This conference, according to Ong, is to share results, lessons learned and the methodology, with people interested in developing a similar approach.

Ambassadors: stories from the project

<https://radar.nl/rotterdam-voorbij-discriminatie/>

II. RESULTS AND REVIEW FROM A SCIENTIFIC VIEWPOINT: KEYNOTE SPEAKERS:

Huub Beijers: *Chances and pitfalls of the social capital approach*

Huub Beijers is medical anthropologist and psychologist and was added to the project Rotterdam beyond discrimination as a researcher based at Art.1.

In his research Beijers identified three types of experiences of racism and discrimination: (1) micro-aggressions; (2) violent discriminatory acts violating physical, psychological, social and symbolic integrity of victims, and (3) experiences of institutional racism. These are not incidents but representations of 'a world of ideas' in which members of the participating communities are treated as 'others', less entitled and unequal. In the project the ambassadors described this as 'the white wall'. Not only difficult to identify and to influence but often also impenetrable and dominant. These experiences have a very intrusive impact in four fields. They lead to:

1. Structural precariousness of existence: poverty, social exclusion, chronic stress, unemployment, illness (active marginalisation)
2. Withdrawal/strengthening: surrounding oneself, strengthening by entrenched identities. "I have influence over my personal behaviour", "Confrontation with Islamophobia caused me to study religion and wearing a headscarf." (separation)
3. Being invisible/made silent: "We are not silent, but we have to keep quiet". "You have no words for it, what happens to you, but it creeps into your head". (marginalization)
4. Getting overcharged: "working twice as hard for half the money"/ "adulthoodification". Constant vigilance, feeling paralysed, constant anticipation, chronic stress. Demoralised, loss of hope, loss of self-esteem, internalising oppression vulnerable, ill

The experiences show a layering in which 'past and present' and 'here and there (the situation in the country of origin or future, the diaspora) overlap and conflate. The approach from the standpoint of municipality or other authorities, and their focus on social capital is targeting on the outer shells of the pragmatics of human communication and lacks sensitivity and recognition of the deeper layers of experience. This this burdens and complicates the conversation about the experiences of racism and the design of an effective strategy to combat racism.

Dr. Jurriaan Omlo: *Fighting discrimination. What opportunities do investments in social capital offer?*

Jurriaan Omlo obtained his doctorate in 2011 with the thesis 'Integration and out of favour? Perspectives of Moroccan-Dutch young adults'. Recently his book 'Resist, avoid or change? Responding to discrimination and stigmatisation' was published. Together with others, he researched institutional racism at the Utrecht municipality and experiences of racism at the Dutch Ministry of Foreign Affairs.



In his contribution, Omlo focused on how people who face discrimination and racism can be empowered, what the possible role of increasing social capital can be in this and how this can be strengthened. He concludes from the figures that less than only three in 10 people in the Netherlands who experience some form of discrimination report it outside their personal lives, and only 7% turn to a local anti-discrimination body. Omlo believes the process of bonding is empowering for victims because it contributes to self-confidence, optimism, mutual recognition and exchange of coping strategies. Bonding expands the horizon of these variables by providing access to new resources, activating bystanders and enabling upward mobility. Possible responses to racial violence include: confronting; distracting; enlisting help; offering support and assistance afterwards; recording the violent acts (video); motivating offender(s) to stop based on their social or intrinsic responsibility.



Dr. Jurriaan Omlo

Social workers are important facilitators in strengthening social networks. They can do this by strengthening existing networks or creating new ones, connecting groups; promoting self-organisation and peer support; and organising meetings focused on mutual interests and concerns. Municipalities can influence this by training professionals in skills to recognise and discuss racial violence and support social capital building; by investing in safer public spaces; by encouraging bystanders to break the silence; by demonstrating exemplary behaviour and identifying/supporting good practices; and by supporting dialogue with experts by experience.

Dr. Tina Rahimy: *Heroes beyond emancipation myths*

Tina Rahimy is a political philosopher, researcher, trainer, speaker and writer. Her work focuses on socio-political processes and mechanisms of exclusion. Her research areas are education, the social domain, arts and culture. Among others, she is author of the book "Hidden stories".

In her contribution Tina Rahimy reflects on emancipation and the paradoxes who come with an emancipation praxis. Emancipating is simple, she argues. Breaking free from control, ownership and oppression is not just about being a human being alongside another human being. She widens her view and also sees the ecological disaster we live in and wishes for a world where every living being is equal alongside another living being.

Rahimy explains she is seen as a pessimist who steadily sees the downside of success and consequently points out how stubbornly oppression disguises itself and resists change. She is tempted to describe herself also as such. She praises the stepping forward of Rishi Sunak the first prime minister of colour in Great Britain, vilifying him at the same time because of the way he tries to drive migrants away from the borders of his country. Or the Dutch royals, granting Dutch antiracism activist, Mitchel Esajas, a royal distinction, only to see him being racially tyrannised since then on social media. According to Rahimy emancipation is not a characteristic or an attribute of people:

“Emancipation is always an in-between gesture. In a freedom that is shared. In a right to exist that includes everyone. In a hope that belongs to us all. A life that transcends our importance.”

She denounces emancipation in the guise of identity: "A we that is framed. (...) emancipation that stands for nothing more than 'my liberation', my right to speak, (...) and perhaps also the liberation



of those who resemble this 'I.'" And there Rahimy criticises complicating emancipation as a mission in complex methodologies and the fencing of groups and communities. For what? She holds out to her audience:

"And the system, the majority that is in power and stays in it, will then know exactly how to categorise and exploit you for the sake of the common good. We make you a bridge builder, an example to your community and voila: a press release with a beautiful picture of you and then the euphoria, the pride you feel for the social recognition you get!"



Dr. Tina Rahimy

Rahimy may be called a pessimist, but she refuses to capitulate or radicalize, because:

"(...) beauty is also here, in this room, between us. Here among these different communities, who for two years, sometimes with tears, sometimes with despair, bewilderment and like me, with pessimism, sometimes with anger, sometimes with incomprehension, still one more time and one more time have continued to greet each other. You have spoken. Spoken of the injustice. Against institutional exclusion. Against the norms that define us. Norms that pretend that there is a gap between us that we supposedly need to build a bridge across. You have spoken. Not out of vulnerability. Vulnerability is the system that allows no other perspective. Not you. You are not fragile, you are heroes. Heroes of the in-between space. You are an oil slick, an oil slick that does not stay in one place but goes out into the world. (...) There in that space I salute you. In the in-between space where the recognition is that my

oppression can only end when THE oppression of all ends. Here we stand as friends and secretly I taste a hint of optimism."

III. FOUR WORKSHOPS

Workshop 1: Fighting discrimination together with experts by experience: what works?

Contributors: Benji de Levie and Leila Cabell, ambassadors project Rotterdam beyond discrimination; Tina Rahimy, expert by experience, political philosopher, researcher, trainer, speaker and writer; Liesbeth van den Nieuwenhuizen, MEE Rotterdam Foundation, for people with disabilities; Karin Oppelland, RADAR (moderator).

In Rotterdam Beyond Discrimination, the experiences of those involved were the starting point for the conversation. By forming a learning community together, experiential knowledge was built up. This served as input for the dialogue with institutions and the development of new policy.



How to work with experts by experience and where are the pitfalls when one's own experiences are set as the norm? After an introduction on the necessities and pitfalls of experience experts, a Jewish ambassador explained how complicated it is to be Jewish if you are a non-believer (religion) and yet all your parents and ancestors are Jewish. As an expert by experience, he was able to point out very well the difference between believing and being part of a population group. The group was very interested in his contribution and also his relationship with present-day Israel.

After this contribution the representative of MEE-foundation spoke about the added value of people



Interview by Ali al Jaberi with four ambassadors: Benji de Levie, Shirley Cicilson, Eduard Huisman and Mical Ghereab



Presenting the antidiscrimination agenda for Rotterdam by Leila Cabell and Eduard Huisman

with disabilities providing education as experts by experience. She gave several examples where decision-making changed thanks to the education of an expert by experience. Concluding hilariously, "A blind person can't condone anything". The participants in the workshop gave examples of self-experienced discrimination and how it is dealt with, especially if it is not visible. It was also pointed out, that it was a pity, that the alderman was not present in the conference and therefore could not hear the ambassadors.

The scientist explained that it is very important to take experts by experience seriously in science and to involve them not as examples but as equals in research. Currently, this is not yet daily practice and experts by experience are mostly used as examples to confirm certain theories. The group very much agreed, that authentic experiences are not valued and listened to enough. Everyone is connected by experiences and expert of personal experiences and this can be very valuable to share them and take them as a starting point to address problems. Only when people feel ownership, they are willing to change and be a part of this themselves.

Finally one of the ambassadors concluded that without sharing experiences, however painful it was at times, it would not have been possible to get this project off the ground and bring it to an end. The ambassadors expressed their wish to continue their work and create a platform for exchanging experiences around discrimination and exclusion.

Workshop 2: Safe spaces and identity. How do you realise it?

Contributors: Joana Cavaco, Shirley Cicilson, Jeroen Fabrikant ambassador project Rotterdam beyond discrimination; Erfan Pourmohammadi: sociologist, lecturer, researcher Hogeschool Rotterdam; Mahmoud Chavoushi, Me and Society; Dounia Jari, RADAR (moderator).

The importance of a safe space to express yourself is increasingly emphasised. It can make for more openness, more communication and therefore more connection. But how do you ensure that something becomes a safe space? And how do you stay inclusive, even though such a space is sometimes not for everyone?



Goal of this workshop was to inform participants about the methodology used in the project and share experiences with creating and working in safe spaces in other contexts (college-environment, NGO). In this workshop participants tried to create such a safe space together, by drawing up rules for interaction that ensure safety. Contributors shared theoretical knowledge about safe spaces and how they work with/at a safe space in their professional context and together they identified tools to enhance safety.

The ambassadors explained how they experienced this phenomenon during the project. Building a safe space requires flexibility in time and space and is not always obvious (confrontation is sometimes subtly fought out). In the bridging phase of the project, the ambassadors missed solid space to talk about each other's prejudices. There is a need to prioritise the process rather than focusing only on the project's deliverables and to pay attention to the emotional impact of sharing experiences of violence. During the workshop, when a latecomer wanted to attend the workshop, this was first discussed as an interruption to the process. He was allowed to participate but was held responsible for the interruption. It was an example of a disruptive and confusing stressor.

Workshop 3: Countering discrimination and racism: opportunities from the perspective of institutions

Contributors: Hicham el Abbas, policy advisor Diversity & Living Together, Department of Social Development, Rotterdam municipality; Sherida Moniz-Buyne, Eduard Huisman,

ambassadors project Rotterdam beyond discrimination; Kishan Somai, policy officer, discrimination portfolio, Rotterdam Police; Dr Isabel Awad Cherit, associate professor, Department of Media and Communication, Erasmus University; Tikho Ong, RADAR (moderator)



Huub Beijers, researcher

In this workshop, we will discuss how institutions can effectively combat discrimination and racism in society. What strategies and approaches can be used to address these issues. What are the experiences of Rotterdam Beyond Discrimination and what are the main obstacles that institutions need to overcome to be able to fight discrimination and racism.

Tikho Ong emphasizes that the intention is to have an open dialogue. in the workshop. Sherida Moniz-Buyne and Eduard Huisman, ambassadors of the projects share their experiences from discussions with organizations and institutions. They discuss the role of the police and would like to hear more from the police about policies to combat discrimination in the organization.

Kishan Somai talks about the "Police for All" program. The national and regional police try to make discrimination discussable within the organization. He also indicates that the police cannot do this without external partners. They try to create awareness and change behavior by organizing trainings; for example, the intake & service staff have been trained with the aim that reports of discrimination are better registered. They are also setting up an internal hotline so that discrimination can be reported within the organization. When asked by one of the ambassadors whether discrimination really leads to dismissal, Somai indicated that this is indeed the case.

Regarding the municipality. Hicham el Abbas of the municipality of Rotterdam explains that his department is working on an action plan for the next four years. That plan incorporates input from Rotterdam's action agenda beyond discrimination. Among other things, the municipality wants to invest in a recognizable administration and is taking a critical look at the organization's HR policy and



practices. Until recently, recruitment and selection procedures still involved so-called "matching" interviews, choosing candidates with whom current employees feel a "match." This leads to more of the same, which is obviously not desirable. Also, the responsibility of issues such as diversity, inclusion and discrimination lies with a small team of officers. The desire is to give the entire organization and all areas/departments responsibility to work on diversity and inclusion. The municipality wants to further invest in awareness and wants officials to become more knowledgeable about relevant topics such as "the history of slavery." The goal is to bring about a culture change in the organization.

A participant calls attention to the lack of democracy and diversity in neighborhood councils in Rotterdam. As a refugee who recently moved to the Netherlands, she does not feel welcome in the council in which she has a representative seat.

Workshop participants from secondary and higher education recognize much of what is said by the police and the municipality. Nationally, the MBO Council has developed an outreach program around diversity, inclusion and discrimination. Zadkine College, one of the MBO schools in Rotterdam, has picked this up and linked it to the theme of poverty. They want to increase knowledge and awareness among staff by organizing thematic meetings about it and addressing questions about how to deal with diversity in the classroom. In addition, the school has created a glossary so that everyone knows what they are talking about when it comes to diversity and inclusion. Finally, Isabel Awad Cherit of Erasmus University Rotterdam is critical of the university's attitude. Until recently, she says, it was assumed too easily that the arrival of international students is good for the diversity of a city, when you could also ask whether this does not lead to a loss of accessibility for local students from diverse backgrounds and less contact with local communities. These international students do not find out much about what is going on locally. She advocates an integration program for international students.



Workshop 1

Workshop 4: Increasing social capital: method to fight racism and discrimination?

Contributors: Coco van Beveren, ambassador Rotterdam beyond discrimination, religion scholar, podcast maker, and secretary of the national Advisory Committee on Diverse and Inclusive Higher Education and Research; Huub Beijers, medical anthropologist / psychologist, researcherArt1; Dr Liesbeth Levy, philosopher, received her PhD in 2020 on the relevance of a philosophical understanding of dialogue for Rotterdam practice and is director of KCR (Expertise centre for cultural education Rotterdam) (moderator)

Social Capital represents the degree of social cohesion and cooperation within and between communities. From this one can derive influence, get discrimination and racism better on the municipal agenda and gain more trust in (Rotterdam) institutions. In this workshop, we will take a



closer look at the methodology that was used, what it brought and what other municipalities can learn from the Rotterdam approach.

Beijers builds on the argument in his keynote and asks what is needed in the process of building social capital to take into account the structural nature of racist and discriminatory violence and do justice to the multi-layered character of the experience that results from it. He refers to the Méndez-principles, adopted by the United Nations (Méndez et al., 2021), for working with people who experienced major negative life-events and trauma, basically aimed at ensuring safety of the setting. Secondly he refers to the elements of normative professionalism (Kunneman, 2013) in which the ability to work in the in-between space, an open eye for the implicit power relations and corresponding patterns of communication and finally sufficient reflexive competences and opportunities, are building blocks.

Van Beveren, one of the ambassadors, tells she missed time in the bridging phase to get to know each other better. Levy, referring to her PhD-thesis on dialogues in Rotterdam, agrees and explains that a dialogue not just builds on dialogue-skills and rules, but also on knowing each other (Levy, 2020). She argues that "In a good public conversation, you are disrupted by the other person. The latter confronts you with the fact that you are not alone, but that you have to relate to the other, whatever he says. (...) Levinas' dialogue is opposed to the political instrument of dialogue as pacification, of 'we must all agree'. In dialogue, difference should not be smoothed over, but rather difference should be made productive"



Coco van Beveren, ambassador of Rotterdam Beyond discrimination

(Jorritsma, 2020). Abstracting the Other, without knowing each other, is a form of violence.

Finally one of the participants indicates that it is important to be explicit about the dominant paradigm in which the social capital approach is embedded. He argues that the dominant paradigm in public administration in Rotterdam is 'integration'. The three communities take a different position in this, it explains the municipality's indifference to effectively address discrimination, and it requires to take up challenging the hegemony of the white perspective.

IV. CLOSING CEREMONY

Angela Mahtat-Borkent: That will be the day

Angela Mahtat-Borkent is ambassador of the project Rotterdam beyond discrimination.

That will be the day

That will be the day

The day you see me the way I am,

No longer judging what you don't see or what I don't know,

That will be the day,

That we will teach our children values and not have to instill that they should just accept certain comments for the sake of peace,



That will be the day,
That it doesn't matter whether you understand me or not,
But that you will stand up for me when you see me being a victim of injustice,

That will be the day,
That we dare to say that this many-headed monster really exists,
Discrimination, racism, hatred,

That will be the day,
That we no longer trivialize or suppress each other's pain,

That will be the day,
That you take my hand in this life and truly listen to my pain,
That will be the day,
That we no longer dwell on the problem but dare to be the solution together

V. EVALUATION

At the end, participants were asked to rate the quality of the conference on a scale of 1-10. Overall appreciation for the meeting(s) (meeting expectations and objectives, relevance to personal situation, matching prior knowledge and participation value) was rated as good (7,83/10). Individual keynote speakers received a rating of 7,97/10 on average (good). Rating for the workshops was very good (9,31/10). Quality of the conference center and catering was rated as good (7,57/10) (see annex).

References

- Jorritsma, E. (2020, 25 juni 2020). Het ongemakkelijke racisme-gesprek. *NRC*. Retrieved from <https://www.nrc.nl/nieuws/2020/06/25/het-ongemakkelijke-racisme-gesprek-a4003953?t=1645949546>
- Kunneman, H. (2013). *Kleine waarden en grote waarden. Normatieve professionalisering als politiek perspectief*. Amsterdam: SWP.
- Levy, L. (2020). *Dialoog, meer dan een Pacificatie-instrument - Lessen uit Rotterdam*. Rotterdam: Trichis.
- Méndez, J. E., Thomson, M., Bull, R., Fallon, M., Hinstroza Arenas, V., Namoradze, Z., . . . Tait, S. (2021). *Principles on effective interviewing for investigations and information*. Retrieved from www.interviewingprinciples.com



Community/ dissemination meetings

Goal

Originally the goal for these meetings was to disseminate the results of the project within the three communities. A minimum of 500 persons in an (in)formal leading position (members of the board, executives, staff) through key figures' networks within the three communities participate in awareness events. Also promised that 75% is satisfied with information shared.

Strategy

Due to the delay of the project and the fact that the methodology description was not ready until April and therefore there was less time to disseminate the project, it was decided to change the approach slightly.

Instead of organizing meetings aimed at the communities themselves, it was decided to join a diversity of network meetings such as conferences, lectures and workshops of others and to give a short presentation during these meetings about the results and working method of the project Rotterdam beyond discrimination. The majority of these meetings were aimed at professionals such as civil servants, policy officers, community workers, health workers, police officers and so on. In total, RADAR and Art.1 employees gave presentations about the project during 12 meetings. In a small number of these activities also ambassadors were present. Because we often visited meetings of third parties, it was not always possible to distribute lists of signatures and it was also not possible to do an evaluation afterwards. Depending on the character of the meeting a presentation was given about the project followed by answering questions or a discussion in reaction of comments by the participants. For the following types of people/organisations a presentation was given:

Date	Organization/ meeting	Number of participants
26-jan-23	SOL network meeting in the district IJsselmonde	60
9-feb-23	meeting with policy officials from the Ministry of Health, Welfare and Sport	12
21-feb-23	meeting with community workers of the organization Opzoomer Mee	10
23-feb-23	meeting of the Network platform of Keti Koti Rotterdam	36
23-feb-23	Expert meeting organized by IDEM on discrimination in education	16
23-feb-23	Avant Sanare - network meeting on the theme of 'mentally healthy youth at neighbourhood level'	46
9-mrt-23	Meeting of the 'Brede Raad 010/ Broad Council Rotterdam	23
21-mrt-23	Webinar organised by Movisie on the International Day against Racism and Discrimination, tackling racism by municipalities	95
21-mrt-23	Mini conference organized by IDEM 'How the break the invisible chains of the slavery history of Rotterdam?'	70
29-mrt-23	Workshop during the spring conference of the NVvP 'Discrimination, diversity and inclusiveness in mental health care? Experiences from the professional field in and outside the consulting room'	77
5-apr-23	presentation to the police officers of the team center of the Rotterdam police	40
11-apr-23	Civil servants, policy officers of social domain department of Rotterdam municipality	20



1. 26 January 2023: SOL network meeting in the district IJsselmonde

SOL is a social work organisation in several neighbourhoods in Rotterdam. On 26 January RADAR visited a network meeting organised by SOL in the district IJsselmonde. IJsselmonde is a district in the southeast corner of the municipality of Rotterdam. The district has more than 60,000 inhabitants. Present at the meeting were a diversity of social workers, community workers, health and social care workers who are active in this district. RADAR gave a short presentation about the project and answered a few questions.

2. 9 February 2023: meeting with policy officials from the Ministry of Health, Welfare and Sport

In the Dutch government's national approach to discrimination and racism, the Ministry of Health, Welfare and Sport has been identified as one of six departments with special responsibility in policy and implementation in recognising and addressing discrimination. A project team from this ministry therefore focuses on coordinating a broad approach to Discrimination & Equal Opportunities. Policy officers regularly visit organisations and projects to gain insight into how people are working on this issue. Policy officers of this department visited RADAR in February.

During this meeting, several projects were presented including a presentation on the Rotterdam voorbij discriminatie project. Those present were interested in the project's working methods and the fact that it worked closely with citizens.

3. 21 February : meeting with community workers of the organization Opzoomer Mee

The organisation Opzoomer Mee is a collaborative project of the Rotterdam Institute for Neighbourhood Support (RIO) and the Municipal Services Department that supports projects for and by neighbourhood residents at neighbourhood level. The aim of Opzoomer Mee is to encourage Rotterdammers to take their own initiatives in mutual cooperation to make their street/neighbourhood/city cleaner, safer and more social. The organisation strives to promote that the government welcomes residents' initiatives with open arms and facilitates these initiatives carefully, properly and quickly with resources, information, service and appreciation, and that the government builds on these initiatives to make Rotterdam a liveable city. And to promote a democratic urban culture in Rotterdam.

RADAR visited the organisation and spoke at length about the project and what it had achieved. The social workers present were very interested in the chosen working method and since the organisation is active in several neighbourhoods in the city, it was discussed how a similar project could be shaped at neighbourhood level and what role Opzoomer Mee could possibly play in this.

4. 23 February : meeting of the Network platform of Ketj Koti Rotterdam

During Ketj Koti, the abolition of slavery in the Netherlands and Suriname is remembered and celebrated every year. On 30 June is the commemoration. On 1 July, the abolition is celebrated. On that day in 1863, the Emancipation Act came into force and slavery was abolished in Suriname and the Netherlands Antilles. Ketj Koti, pronounced: [kittie'kottie], literally means Chains Broken. In Rotterdam, the monument commemorating slavery stands on the Lloydkade, on the spot where ships of the Rotterdam slave trading company Coopstad and Rochussen left for Africa. Employees of vocational education.



The platform meetings bring together a diversity of people ranging from social and cultural, community and human rights organisations to give substance to the annual Keti Koti celebration. RADAR gave a presentation of the project and answered questions.

5. 23 February 2023: Expert meeting organised by IDEM on discrimination in education

IDEM is the Rotterdam Urban Expertise Center for inclusion, discrimination and (LHBTIQ+) emancipation. IDEM regularly organizes workshops for professionals from various social domains. On February 23, RADAR gave a presentation about the project Rotterdam beyond discrimination during a workshop on discrimination in education.

Attendees included education professionals. RADAR gave a short presentation on the project and, among other things, it addressed the fact that the project participants felt it was very important that more should be done in education to combat discrimination.

6. 23 February 2023: Avant Sanare - network meeting on the theme of 'mentally healthy youth at neighbourhood level'

Avant Sanare is the Rotterdam expertise centre for personal growth and mental health. Under the motto 'Prevention is better than cure', psychologists and pedagogues ensure that small requests for help do not grow into major problems. The psychologists and pedagogues provide courses, training and information on all kinds of themes at schools and in the neighbourhoods.

During a network meeting of Avant Sanare for health and social care workers RADAR presented the project. There was interest in the methodology to create connections between different communities in the city.

7. 9 March 2023: Meeting of the 'Brede Raad 010/ Broad Council Rotterdam

The Brede Raad 010 aims to contribute to making everyone, young and old, and people from 170 different cultural backgrounds feel at home in Rotterdam. And live, work, go to school and play sports in a pleasant way. This requires direction and policy. To make this possible, adjustment of the municipality's social policy is sometimes required. As an independent advisory council of the municipal executive, Brede Raad 010 does everything in its power to create policy that works. Asked and unasked, the Brede Raad 010 advises the Municipal Executive on everything that happens in the social domain. For their advice, the members of the Brede Raad 010 use the stories told by Rotterdammers from their networks. With its advice, the Broad Council 010 can make the difference in giving every Rotterdammer an equal starting position.

The people present were interested in the methodology to create connections between different communities in the city. Questions were raised about the fact that we had focused on only three communities. Other communities like the 'white' Dutch or the Asian communities were missed.



8. 21 March 2023: Webinar organised by Movisie on the International Day against Racism and Discrimination, tackling racism by municipalities

Movisie is the national knowledge institute for a coherent approach to social issues. 21 March is the International Day against Racism and Discrimination. For this webinar meeting, the organisations had invited local authorities and anti-discrimination organisations from the Netherlands to present best practice examples of anti-discrimination projects. RADAR had been asked to come and give the Rotterdam Beyond Discrimination project. The meeting was kicked off by Minister Hanke Bruins Slot of the Ministry of the Interior and Kingdom Relations.

Policy officers from several municipalities and other interested parties attended. After the presentations, questions from the group could be discussed in breakout rooms.

9. 21 March 2023 : Mini conference organised by IDEM 'How the break the invisible chains of the slavery history of Rotterdam?'

During this March 21 meeting, attention was paid to the colonial history of Rotterdam and its impact. The main topic was the question what is needed to break the invisible chains of this history. The excuses for the slavery past have been made, but what needs to be done now to combat discrimination and racism? The meeting took place in the Maritime Museum. During the meeting there was a dialogue and afterwards there was the opportunity to network with other participants.

The project was shortly presented as an opportunity to work in a practical way with residents of the city to move past the painful history of slavery that still plagues the black community.

10. 29 March 2023 : Workshop during the spring conference of the NVvP 'Discrimination, diversity and inclusiveness in mental health care? Experiences from the professional field in and outside the consulting room'

The Dutch Association for Psychiatry (NVvP) is a member association of, for and by psychiatrists. In recent years, more attention has been paid to discrimination and racism in the Netherlands, including in mental health care. In the consultation room, questions arise from both the practitioner and the patient: 'How do I make discrimination a subject of discussion?', 'What blind spots do I have as a care provider?', 'How does my own color and sexual orientation affect the doctor-patient relationship?', 'Does the team and organization reflect on their own diversity and difference in backgrounds?', 'Does institutional racism play a (direct) role within our field?'. This symposium highlights the theme of discrimination, racism, diversity and inclusiveness in mental health care from different and complementary angles. The results of the qualitative research of Rotterdam voorbij discrimination was presented. <https://www.nvvp.net/voorjaarscongres/programma>.

During one workshop a short presentation of the project was presented. Questions that were asked focused on how social capital and racism can methodically combined.

11. 5 April 2023: presentation to the police officers of the team centre of the Rotterdam police

Together, two ambassadors (participants) of the project paid a visit to the Rotterdam police on 5 April. During two briefing meetings, a short presentation was given about the project and why it is interesting for police officers to gain knowledge about the project and the impact that discrimination has on these communities.



12. 11 April 2023 : Policy officers of social domain department of Rotterdam municipality

RADAR and art.1 presented the project to a team of civil servants and policy officers from the municipality of Rotterdam who are responsible for various social policy areas in the field of inclusive city and anti-discrimination. After a brief presentation there questions asked. Mainly it focused on which sustainable options RADAR sees for continuing the project after completion of the project.



Annex 1: Participants' ratings for final conference Rotterdam Beyond Discrimination

n=19

dated 20230516

<3 = poor; 6-7 = adequate; 7-8.5 = good; >8.5 = very good

	item	rating	Average per block
1	Did the programme meet your expectations?	Almost completely	
2	Did the programme meet the stated objectives?	Almost completely	
3	Was the content relevant to your situation?	Almost completely	
4	Was there enough room for questions or your own input?	Good	
5	Did the content match your previous knowledge?	Good	
6	Did your knowledge increase as a result of participating in this conference?	Almost completely	7,83
7	Opening Sjaak van der Linde	Sufficient	
8	Contribution Rinaldo Lopes-Brekelmans	Sufficient	
9	Introduction by Tikho Ong	Good	
10	Conversations with the ambassadors	Very Good	
11	Contribution Huub Beijers	Good	
12	Contribution Jurriaan Omlo	Good	
13	Contribution Tina Rahimy	Very good	
14	Offering of the agenda to the alderman	Bad	
15	Moderation by Ali al-Jaberi	Good	7,13
16	Venue	Good	
17	catering	Good	7,57
18	workshop 1 Karin Oppelland	Very good	
19	workshop 2 Dounia Jari	Very good	
20	workshop 3 Tikho Ong / Hicham el Abbas	Good	
21	workshop 4 Liesbeth Levy	Not scored	9,31
22	Spoken Word by Angela Mahtat-Borkent	Very good	
23	Music by Reza Sardari	Very good	8,46

Rating overall for the conference: 7.83; Rating specific contributions: 8.00

Conclusion: ratings range from good to very good. Positively, appreciation for Tina Rahimy's contribution stands out as does appreciation for the workshops. Negatively rated is the absence of the alderman who could not be there to accept the anti-discrimination agenda.

Without the negative ratings for opening and absence of the alderman, the speakers received a rating of 7.97.



Remarks:

Meeting venue not wheelchair accessible
Conversation with ambassadors messy
Inaccessible room
Long queue at coffee and disturbing noises
No concrete agreements for the future
I did not consider it positive that the alderman was not there
Location not easily accessible later driveway installed, but should have been there already.
WC signs (missing)
When eating not clear what was vegetarian/halal
Geen handouts ppt
gemeente beleidsmedewerkers werden gemist
ik wil graag op de hoogte gehouden worden van vervolgprogramma mjverveda@telfort.nl