Monitoring progress

It is important to monitor the progress of your approach and to discuss it together. In this way you can learn what is going well and what could be better. It is also important to make clear what the progress is for accountability purposes. We will monitor progress in two ways: first, we will look at the steps taken to achieve the goals of the Theory of Change and the results these steps have yielded (part A). This involves the outputs. Second, we look at the most important changes that have taken place using stories (part B). This is about the outcome. Make sure that part A and part B of this document are completed and sent to your contact person of the municipality before every progress meeting.

Component A.

Execution of activities: steps taken to achieve the goals of the Theory of Change
During the progress meeting we will discuss what steps have been taken to achieve the goals you have set. These are activities that have been carried out by the alliance. We also discuss the results that these steps have produced (output).

	Ondernomen stap (activiteit) **Step undertaken (activity)**	**Resultaat van de stap (output)** *(bv. aantal mensen dat bereikt is, hoeveel mensen geholpen zijn, hoeveel bezoeken afgelegd, hoeveel tentoonstellingen/spreekuren/handleidingen zijn opgeleverd? Etc.)* ***Result of the step (output)*** *(e.g., number of people reached, how many people helped, how many visits made, how many exhibitions/speakers/manuals delivered? Etc.)*	**Aan welk doel uit de Theory of Change draagt de stap bij?** **To what goal from the Theory of Change does the step contribute?**
1.	Healing Practices Conference	Bezoekers aantal: 100 Aantal geholpen mensen: 100 Aantal workshops: 6 Tentoonstelling: 1 Performances: 3	Doel 1: De BIPOC LHBTQI+ gemeenschap voelt zich herkend, erkend en empowered. Doel 2: De BIPOC LHBTQI+ gemeenschap voelt zich veiliger of ervaart meer veiligheid. Doel 3: Huidige processen die gericht zijn op emancipatie en zelfacceptatie worden vanuit intersectioneel en dekoloniaal perspectief benaderd.
2.	Workshops; breaking the borders	Bezoekers aantal: 15 Aantal geholpen mensen: 15	Doel 2: De BIPOC LHBTQI+ gemeenschap voelt zich veiliger of ervaart meer veiligheid.

		Aantal workshops: 1 Film voorstelling: 1 Diner: 1	Doel 3: Huidige processen die gericht zijn op emancipatie en zelfacceptatie worden vanuit intersectioneel en dekoloniaal perspectief benaderd. Doel 4: BIPOC LHBTQI+ personen worden beter gerepresenteerd in alle lagen van de samenleving.
3.	Consent workshop	Bezoekers aantal: 20 Aantal geholpen mensen: 20 Aantal workshops: 1 Diner en borrel:: 1	Doel 2: De BIPOC LHBTQI+ gemeenschap voelt zich veiliger of ervaart meer veiligheid. Doel 3: Huidige processen die gericht zijn op emancipatie en zelfacceptatie worden vanuit intersectioneel en dekoloniaal perspectief benaderd. Doel 4: BIPOC LHBTQI+ personen worden beter gerepresenteerd in alle lagen van de samenleving.

Part B. Step-by-step plan for monitoring key changes.

Monitoring change and outcome is always complicated. We are aware that providing figures on social impacts is difficult. Therefore, we choose to measure progress with the Most Significant Change method. This is a qualitative tool that saves you work and simultaneously teaches you whether the approach is working. Stories of social change are central to this method. The method consists of five steps:

Step 1. Fill in goals and share with alliance partners: The representative of the alliance fills in two things in the format 1 'goals alliance':

1. The impact that the alliance has identified in the Theory of Change
2. The goals the alliance has set in the Theory of Change (outcome).

The representative of the alliance shares the completed format with all alliance partners.

Step 2. Collecting stories: All alliance partners collect stories using the format 2 "reporting stories. You collect these stories from two groups: 1. from volunteers or professionals who come into contact with the target group, and 2. from the target group itself, who participates in the activity or project. The volunteer, professional, or participant tells a story about the most important change that they think has taken place in the past months, and that has contributed to a goal that the approach is aimed at.

Step 3. Grading stories: The organization's representative further completes the format with the following questions:

- What is this story about?
- To what goal of the Theory of Change does this story contribute?

Step 4. Selecting the most important stories: The alliance partners present the stories to each other. For each ToC goal, one story is selected that is most important. You answer the following question together:

- Looking at all the important changes on this goal, which change is most important? And why?

All alliance partners feedback within their own organizations which stories were selected and why these stories are most important.

Step 5. Putting the most important stories next to the goals: The alliance delivers two things for the progress meeting at the municipality:

1. a collection of the most important stories per ToC goal for the progress meeting with the municipality.
2. The format 'goals of the alliance', which describes the goals of the Theory of Change.

During the progress meeting, the alliance explains these changes. It also explains why these changes are the most important. The municipality indicates which changes it believes contribute most to the administrative priority, and are therefore most important to it. Finally, the municipality poses the following question to the alliance: Do you think your ToC is still accurate, given the change you see?

Format 1. goals alliance

1. Goal administrative/municipality priority: het bevorderen van de emancipatie van de biculturele LHBTQI+;

NL: Het verhogen van emancipatie en sociale acceptatie van biculturele lhbtiq+ personen. Het doel is dat biculturele lhbtiq+'ers zich gesterkt voelen om op hun eigen manier een stap te zetten in hun emancipatieproces;

Bij biculturele lhbtiq+ denken wij aan de volgende resultaten:

- Bi-culturele lhbtiq+ers worden geaccepteerd door hun ouders en hun directe omgeving.
- De zichtbaarheid van biculturele lhbtiq+ers is vergroot, bijvoorbeeld via de inzet van rolmodellen.
- De empowerment van biculturele lhbtiq+ers is vergroot: biculturele lhbtiq+ers voelen zich gesteund (binnen en buiten de eigen gemeenschap), biculturele lhbtiq+ers voelen zich veilig en gesterkt om een stap te maken in hun emancipatieproces en biculturele lhbtiq+ers weten elkaar te vinden via ontmoetingsplaatsen.

EN: To increase emancipation and social acceptance of bicultural lhbtiq+ individuals. The goal is that bicultural lhbtiq+'ers feel empowered to take a step in their emancipation process in their own way;

When we think of bicultural lhbtiq+ we think of the following outcomes:

- Bi-cultural lhbtiq+ers are accepted by their parents and their immediate environment.
- The visibility of bicultural lhbtiq+ers is increased, for example through the use of role models.

- The empowerment of bicultural lhbtiq+ people has been increased: bicultural lhbtiq+ people feel supported (within and outside their own community), bicultural lhbtiq+ people feel safe and empowered to take a step in their emancipation process and bicultural lhbtiq+ people know how to find each other through meeting places.

2. Impact alliance: *Write here the impact you formulated in the Theory of Change*

NL: De BIPOC (Black & Indigenous, People of Colour) lhbtiq+ gemeenschap is samenmet diens strijd en uitdagingen in de samenleving, bekend en voldoende vertegenwoordigd in de stad Amsterdam en al zijn instituten. Er is een dekoloniaal en intersectioneel perspectief op queer identiteiten en de bijbehorende geschiedenis van waaruit die tot stand heeft kunnen komen, waarbij erruimte is om emancipatie en zelfacceptatie zelf in te richten. In deze samenleving is er geen homofobie, seksisme,transfobie en racisme. Eris meer begrip voor discriminatie en fysiek geweld, waardoor onze veiligheid serieuzer wordt genomen en individuen kunnen rekenen op toereikende hulpverlening en toegang tot gemeenschappelijke middelen zoals crisisopvang.

EN: The BIPOC (Black & Indigenous, People of Colour) lhbtiq+ community, together with its struggles and challenges in society, is known and sufficiently represented in the city of Amsterdam and all its institutions. There is a decolonial and intersectional perspective on queer identities and the history that goes with it, where there is room for self-organization of emancipation and self-acceptance. In this society there is no homophobia, sexism,transphobia and racism. There is more understanding of discrimination and physical violence, so that our security is taken more seriously and individuals can count on adequate assistance and access to common resources such as crisis shelter.

3. Goals (outcomes) alliance: *Write here the goals you formulated in the Theory of Change*

Doel1 / Goal 1:
NL: De BIPOC LHBTQI+ gemeenschap voelt zich herkend, erkend en empowered.
EN: The BIPOC LGBTQI+ community feels recognized, acknowledged and empowered.

Doel 2 / Goal 2:
NL: De BIPOC LHBTQI+ gemeenschap voelt zich veiliger of ervaart meer veiligheid.
EN: The BIPOC LGBTQI+ community feels safer or experiences more safety.

Doel 3 / Goal 3:

NL: Huidige processen die gericht zijn op emancipatie en zelfacceptatie worden vanuit intersectioneel en dekoloniaal perspectief benaderd.
EN: Current processes aimed at emancipation and self-acceptance are approached from intersectional and decolonial perspectives.

Doel 4 / Goal 4:
NL: BIPOC LHBTQI+ personen worden beter gerepresenteerd in alle lagen van de samenleving.
EN: BIPOC LGBTQI+ persons are better represented in all walks of life.

Doel 5 / Goal 5:
NL: Er is bredere kennis over nieuwe narratieven en processen van de BIPOC LHBTQI+ gemeenschap in Amsterdam.
EN: There is broader knowledge of new narratives and processes of the BIPOC LGBTQI+ community in Amsterdam.

Format 2. reporting stories

1. **To be completed by someone participating in the project:**

- **Hoe ben je bij dit project/deze activiteit terecht gekomen??**
- How did you get involved in this project/activity?

- Kun je een **verhaal vertellen** over wat de belangrijkste verandering is geweest die heeft plaatsgevonden door deelname aan dit project of deze activiteit?
- Can you tell a story about what has been the most important change that has occurred as a result of participating in this project or activity?

- Waarom is dit verhaal belangrijk voor jou?
- Why is this story important to you?

2. *In te vullen door de vertegenwoordiger van de organisatie:*

Waar draait dit verhaal om?

Aan welk doel van de Theory of Change draagt dit verhaal bij?

Zie hieronder een selectie van verhalen van de mensen die we verzameld hebben.

Dear Fiteglub,
What a blessing to be together on this beautiful September day! :o: The first workshop was really wonderful — totally relatable for me, easy to participate in, felt like I was both pushed to take a look in the mirror and be caring towards myself and others in exploring power dynamics. I can't wait for the rest of the festival. Very well done so far!

DEAR fite club,

I feel EMPOWERED. The workshops, the people, the safety, the sex. THANK you for organizing this A huge labor of love AND WE [redacted] AS a COMMUNITY [redacted] Appreciate it. Next time, I think it would be Nice if there are beginner/inter-mediate/expert levels of different workshops. But otherwise, im going to get off on this for the next few months. ☺

I really enjoyed the dom & kink workshop. Thank you, Nisala, for showing us that being new to something is a great time to teach & learn together. Showing us that queering life also means queering queer life. I have renewed energy to talk to my partners about our dynamics, and also talk to myself.

Dear [redacted] 5.1,2,e + Fite Club,

Thanks for facilitating this community space. It is so rare to get this community (activism, queerness, kink, emotions) together without partying being centred. So appreciated to come together and learn without restrictions of knowing the 'right' people. Have enjoyed that the boundaries (policies?) of the day are very clear. Makes it easier to adhere, for example on asking questions, claiming a place in a workshop, seating positions. So thank you.

One thing I would appreciate would be for a starting 'ice breaker' activity before the workshops → to be able to share your name, pronouns + level of experience/ comfort level. Just to help ease into the fluidity of the space.

But verrry very excited to be here and appreciate this community building / capacitating space. So thanks you!!!!

Dear Fite Club,
THANK YOU for creating this beautiful space of queerness, fun, community and learning. I am so graleful that I came across this event on my first week in the Netherlands. As a latina migrant, I was concearned about finding queer BIPOC spaces so this reassured me in a beautiful way and also gave me the unique chance to meet some amazing humans whom I hope will become part of my life here. It was my first ever BIPOC centered event and it felt so POWERFUL. So THANK YOU! I hope Fite Club gets a lot of support so this things can keep on existing. They are VERY much needed after covid times (isolation and the lack of community). GRACIAS!

We all loved this event & how open & friendly everyone is. I really appreciate how friendly everyone is & if dinner could be like this every week, what an amazing space this would be. My one suggestion would possibly be to have some sanitary products in all the bathrooms to be used in a trusting way. Apart from this thanks to all the organizers for such a welcoming & memorable event this is. Can't wait for the next one!

Hi there Fite Club !
I am writing this with the biggest smile on my face, looking at all the other happy faces from the bar. This is queer joy at its finest. I'm a Fite Club newbie but so so excited for all the future events. Thank ya for the amazing space and thanks to everyone making this possible! Much much love

2. In te vullen door vertegenwoordiger

- **Waar draait dit verhaal om?**

NL: Deze verhalen vertegenwoordigen een stukje helingsproces en proces van zelfacceptatie. Aan de hand van verschillende workshops hebben we geprobeerd om tools mee te geven aan mensen om op een veilige manier de eigen seksualiteit en identiteit te exploreren en te ontdekken. Deze ontdekkingsreis hebben we op een manier georganiseerd waarbij veiligheid op nummer 1 stond, daarnaast hebben we ervoor gezorgd dat de workshops door een diverse groep BIPOC LHBTQI+ personen werd verzorgd. Hiermee hebben we representatie gewaarborgd tijdens de activiteiten, zodat de BIPOC LHBTQI+ personen zich ook gerepresenteerd voelen.
De verhalen vertalen de liefde en compassie die wij als organisatie dragen voor de (BIPOC) LHBTQI+ gemeenschap. Het zegt dat wij als organisatie bekend zijn met ons gemeenschap en daarmee dus ook de behoeftes die er bij de gemeenschap ligt. Integendeel tot andere organisaties, focust Fite Qlub zich niet alleen op de BIPOC-gemeenschap, maar staan de thema's seksualiteit en gender identiteit vanuit een dekoloniaal perspectief centraal. En bieden wij dus open en safer spaces voor de gemeenschap om zichzelf te ontwikkelen, emanciperen, empoweren en proces naar zelfacceptatie te vergroten en vergemakkelijken. We doen dit nadrukkelijk vanuit een dekoloniaal perspectief, waarbij wij dus een nieuw wiel uitvinden en tools ontwikkelen, die we weer terug aan de gemeenschap geven. We creëren daarmee een 'learning-platform, waarbij ervaringen gedeeld worden en onderling meer samenhorigheid bestaat. Hierdoor voelen mensen zich empowered, erkend en herkend in hun proces van zelfacceptatie, maar ook in hun relatie(s) en relatie dynamiek. Daarnaast zeggen deze verhalen dat we bouwen aan een sterke gemeenschap, die meer met elkaar verbonden is vanuit liefde, compassie, zelfexpressie en zelfacceptatie. Het gaat erom dat we een 'learning', community en queer safer space hebben gecreëerd voor de LHBTQI+ gemeenschap.

EN: These stories represent a piece of the healing process and process of self-acceptance. Through different workshops we tried to give people tools to explore and discover their own sexuality and identity in a safe way. We organized this journey of discovery in a way that put safety first, and we made sure that the workshops were given by a diverse group of BIPOC LGBTQI+ people. With this we ensured representation during the activities, so that the BIPOC LHBTQI+ persons also felt represented.
The stories translate the love and compassion we as an organization carry for the (BIPOC) LHBTQI+ community. It says that we as an organization are familiar with our community and therefore also with the needs of the community. Unlike other organizations, Fite Qlub not only focuses on the BIPOC community, but the themes of sexuality and gender identity from a decolonial perspective. And thus we offer open and safer spaces for the community to develop, emancipate, empower and facilitate process towards self-acceptance. We do this explicitly from a decolonial perspective, inventing a new wheel and developing tools, which we give back to the community. We create a learning platform where experiences are shared and there is more togetherness. This makes people feel empowered, recognized, and acknowledged in their process of self-acceptance, but also in their relationship(s) and relationship dynamics.

In addition, these stories say that we are building a strong community, more connected to each other from love, compassion, self-expression and self-acceptance. The point is that we have created a learning, community and queer safer space for the LGBTqI+ community.

- **Aan welk doel van theory of change draagt dit bij?**

NL:
Doel 1: De BIPOC LHBTQI+ gemeenschap voelt zich herkend, erkend en empowered.
Doel 2: De BIPOC LHBTQI+ gemeenschap voelt zich veiliger of ervaart meer veiligheid.
Doel 3: Huidige processen die gericht zijn op emancipatie en zelfacceptatie worden vanuit intersectioneel en dekoloniaal perspectief benaderd.
Doel 5: Er is bredere kennis over nieuwe narratieven en processen van de BIPOC LHBTQI+ gemeenschap in Amsterdam.

EN:
Goal 1: The BIPOC LHBTQI+ community feels recognized, acknowledged and empowered.
Goal 2: The BIPOC LGBTQI+ community feels safer or experiences greater safety.
Goal 3: Current processes aimed at empowerment and self-acceptance are approached from an intersectional and decolonial perspective.
Goal 5: There is broader knowledge of new narratives and processes of the BIPOC LGBTQI+ community in Amsterdam.