

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) <i>(bv. aantal mensen dat bereikt is, hoeveel mensen geholpen zijn, hoeveel bezoeken afgelegd, hoeveel tentoonstellingen/sprekuren/handleidingen zijn opgeleverd? Etc.)</i> Result of the step (output) <i>(e.g., number of people reached, how many people helped, how many visits made, how many exhibitions/speakers/manuals delivered? Etc.)</i>	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.	12-09-2021 Community Building and Generative somatics	Number of people reached/helped/visits made: 9 people (6 members of the collective + 2 guests and 1 facilitator) Delivered: <ul style="list-style-type: none"> - A workshop on generative somatics, a practice to heal through soma/body awareness. Learning to undo tension/trauma stored in the body - A collective lunch and boat trip to strengthen the bond in the community through pleasure and fun 	Goal 1 The BIPOC LGBTQI+ community feels recognized, acknowledged and empowered. Goal 3 Current processes aimed at emancipation and self-acceptance are approached from intersectional and decolonial perspectives.

2.	24-09-2021 Kuir Kabaret 2.0	<p>Number of people reached: 400 people including social media reach out</p> <p>How many people helped: 100 directly and probably around 200 indirectly</p> <p>How many visits made: 100 people attended the Kabaret</p> <p>How many performances/djs/speakers/etc delivered: 3 performances, 1 dj set, 1 artistic hair cut, 1 mc, 1 latinx food truck</p>	<p>Goal 1 The BIPOC LGBTQI+ community feels recognized, acknowledged and empowered</p> <p>Goal 3 Current processes aimed at emancipation and self-acceptance are approached from intersectional and decolonial perspectives.</p> <p>Goal 5 There is broader knowledge of new narratives and processes of the BIPOC LGBTQI+ community in Amsterdam.</p>
3.	05-10-2021 Panel Queer City	<p>Number of people reached: 400</p> <p>Number of attendees: 90</p> <p>How many speakers: 9</p> <p>performances delivered: 4</p>	<p>Goal 1 The BIPOC LGBTQI+ community feels recognized, acknowledged and empowered</p> <p>Goal 4 BIPOC LGBTQI+ persons are better represented in all walks of life.</p> <p>Goal 5 There is broader knowledge of new narratives and processes of the BIPOC LGBTQI+ community in Amsterdam.</p>
4.	17-10-2021 Encounter of Women, Inter, Trans and non-binary people with the Zapatistas	<p>Number of people reached: 200 people including social media reach out</p> <p>How many people helped: Around 40 directly and probably up to a 140 indirectly</p> <p>How many visits made: Around 40</p> <p>How many speakers delivered: 4 speakers during the Panel</p>	<p>Goal 1 The BIPOC LGBTQI+ community feels recognized, acknowledged and empowered</p> <p>Goal 3 Current processes aimed at emancipation and self-acceptance are approached from intersectional and decolonial perspectives.</p> <p>Goal 5</p>

			There is broader knowledge of new narratives and processes of the BIPOC LGBTQI+ community in Amsterdam.
5.	17-12-2021 Community Building	Number of people reached: 6 people How many people helped: 6 in the short run and unknown number in the long run How many visits made: 6 How many manuals delivered: <ul style="list-style-type: none"> - 1 teambuilding activity - 1 collective evaluation - 1 collective dinner 	Goal 1 The BIPOC LGBTQI+ community feels recognized, acknowledged and empowered.

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 lhbtq+ personen. Het doel is dat biculturele lhbtq+'ers zich gesterkt voelen om op hun eigen manier een stap te zetten in hun emancipatieproces;

Bij biculturele lhbtq+ denken wij aan de volgende resultaten:

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

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

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

- Bi-cultural lhbtq+ers are accepted by their parents and their immediate environment.
- The visibility of bicultural lhbtq+ers is increased, for example through the use of role models.
- The empowerment of bicultural lhbtq+ people has been increased: bicultural lhbtq+ people feel supported (within and outside their own community), bicultural lhbtq+ people feel safe and empowered to take a step in their emancipation process and bicultural lhbtq+ 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) lhbtq+ 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 ruimte is om emancipatie en zelfacceptatie zelf in te richten. In deze samenleving is er geen homofobie, seksisme,transfobie en racisme. Er is 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) lhbtq+ 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*

Doel 1 / 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:

- How did you get involved in this project/activity?

NL: Ik spotte Papaya Kuir aan het begin van haar bestaan, aan het einde van 2020. Sindsdien wilde ik een van hun evenementen bijwonen, omdat het een collectief is voor Trans/Kuir Latinx in Nederland en ik al heel lang een band wilde opbouwen en meer mensen uit mijn eigen lokale gemeenschap wilde ontmoeten. Ik ken twee van de leden van het collectief en toen ik hoorde dat ze weer een Kuir Kabaret organiseerden, besloot ik om als vrijwilliger bij de toegangsdeur te gaan staan tijdens het evenement.

EN: I spotted Papaya Kuir at the beginning of its existence at the end of 2020. Since then I wanted to attend one of their events as it is a collective for Trans/Kuir Latinx in the Netherlands and for a long time I wanted to bond and meet more people from my own local community. I know two of the members of the collective and when I heard that they were organizing another Kuir Kabaret I decided to go and volunteer at the entrance door during the event.

- 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?

NL: Er was zoveel solidariteit, plezier, genezing en empowerment tijdens dit evenement. De vrolijke sfeer die ze creëerden met de locatie, de artiesten, het eten en de medeplichtigheid van vrienden gaven trans- en kuir-mensen de ruimte om zichzelf te voelen, zich op hun gemak te voelen, zich veilig te voelen en weerspiegeld te worden in de verhalen van het feest zelf. Het creëerde een gevoel van verbondenheid, een ruimte voor bevrijding, voor collectieve vreugde en hoop binnen een gemeenschap die zich vaak gedegradeerd voelt. Het gaf me een band waar ik naar verlangde en inspiratie om collectief te werken en te dromen.

EN: There was so much solidarity, fun, healing, and empowerment during this event. The joyful atmosphere that they created with the location, performers, food and friends' complicity gave trans and kuir people a space to feel themselves, feel at ease, feel secure and reflected within the narratives of the party itself. It created a sense of belonging, a space for liberation, for collective joy and hope within a community that often feels relegated. It gave me a bond I was longing for and inspiration to work and dream collectively.

- **Why is this story important to you?**

NL: Het is herstellend en helend geweest voor mijn gevoel van culturele en genderverschil. Ik ontmoette mensen, kunstenaars en organisatoren die nu deel uitmaken van mijn leven en mensen met wie ik nu tijd doorbreng. Het was een echo van mijn bestaan en gaf me kracht om me te blijven verbinden met mijn wortels en voorouderlijke kennis, me te verzetten tegen het uitwissen van mijn eigen cultuur en me te motiveren en nieuwsgierig te maken om mijn eigen volk, geschiedenis en geografie te blijven ontdekken.

EN: It has been reparative and healing to my sense of cultural and gender dissociation. I met people, artists and organisers that are now part of my life and people who I now spend time with. It echoed my existence and gave me strength to keep on connecting to my roots and ancestral knowledge, resisting the erasure of my own culture and giving me motivation and curiosity to keep on discovering my own people, history and geography.

2. **In te vullen door vertegenwoordiger**

- **Waar draait dit verhaal om?**

NL: Dit verhaal is multidisciplinair en vertaald zich op verschillende facetten van het leven en organiseren van een gemeenschap. Deze vrijwilliger vertaald exact onze ToC, omdat verschillende lagen en doelen behaald worden aan de hand van de verschillende activiteiten die we georganiseerd hebben.

Deze vrijwilliger heeft een gemeenschap gevonden, waardoor ze uit sociale isolement is gekomen. Ze voelt zich verbonden, geborgen, veilig, empowered, erkend en herkend. Door deze activiteiten heeft zij een plek gevonden waar ze zichzelf kan uiten, en tegelijkertijd voelt ze zich verbonden met haar eigen wortels, namelijk de LatinX gemeenschap. Dit verhaal draait om veilige plek creëren voor gemarginaliseerde BIPOC LHBTQI+ gemeenschap, waarbij deze vrijwilliger zich gezien en gehoord voelde. Ze zag mensen met wie ze kon spiegelen, waardoor we een gevoel van verbondenheid en geborgenheid hebben gecreëerd en daarmee dus een veilige plek (Safer space).

EN: This story is multidisciplinary and translates to different facets of living and organizing a community. This volunteer exactly translates our ToC, because different layers and goals are achieved through the different activities we organized.

This volunteer has found a community, through which she has come out of social isolation. She feels connected, secure, empowered, recognized and acknowledged. Through these activities she has found a place where she can express herself, and at the same time she feels connected to her own roots, namely the LatinX community. This story is about creating a safe place for the marginalized BIPOC LGBTQI+ community, where this volunteer felt seen and heard. She saw people with whom she could mirror, so we created a sense of connection and security and thus a safe place (Safer space).

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

NL:

Het verhaal van deze vrijwilliger vertaald verschillende doelen van de ToC:

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 4: BIPOC LHBTQI+ personen worden beter gerepresenteerd in alle lagen van de samenleving.

EN:

This volunteer's story translated several goals of the ToC:

Goal 1: The BIPOC LGBTQI+ community feels recognized, acknowledged, and empowered.

Goal 2: The BIPOC LGBTQI+ community feels safer or experiences more safety.

Goal 4: BIPOC LGBTQI+ individuals are better represented in all levels of society.