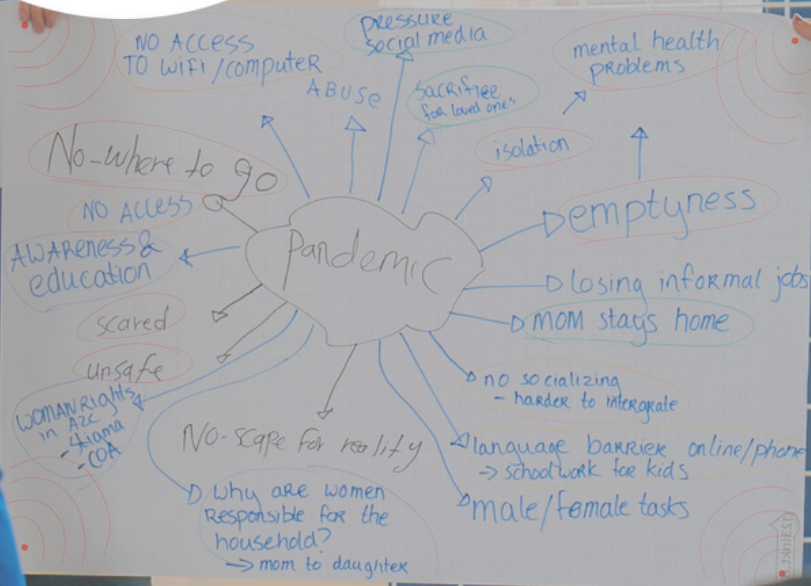




New Women
CoNnectors



2021 ANNUAL REPORT

A MESSAGE FROM THE BOARD

In 2021, the COVID 19 pandemic continued to massively affect global health, economies, transport, supply chains and practically all sectors of life. It left countries with no options other than prolonged lockdowns and stringent health and social distancing protocols. Despite the pandemic and its induced limitations, the New Women Connectors (NWC) soared and was able to successfully pivot, innovate and use creativity to deliver on its mandate in support of women refugees and migrants across Europe. NWC shifted most of its activities online and was able to hold more than 30 events that attracted an extraordinary number of participants from across Europe and beyond. This Annual Report encapsulates and highlights the results of the timely webinars, campaigns, training, and a few in-person gatherings that impacted lives of hundreds of women refugees, migrants, and many others.

Led by refugee and migrant women, NWC has prioritized activities that empower its target community, mainstreamed their lived experiences, connected them with stakeholders, and amplified their voices in local, regional, and global fora. Core to its DNA, NWC continues to position refugees and migrants' issues in policy while creating spaces for dialogue, learning and exchange. In 2021, the demand to build the resilience of refugees and migrant communities through the pandemic and recovery became a top priority. Drawing from their own ingenuity, resilience, and journeys, NWC delivered quality training that met the needs of its constituents with cascading impact on communities across Europe and afar.

These transformational activities would not have been possible without the unwavering support of partners who came alongside us financially, in-kind and by opening doors where women refugees and migrants were not present. We say thank you all! Through your support NWC was also able to co-create and host training to empower, equip refugees and migrants with tools for social entrepreneurship, cultural diversity, and intersectional conversations and effectively participate in key strategic global events outlined in this Report.

MEET THE TEAM



ANILA NOOR
Founder/ Managing Director



RAZAN ISMAIL
Project Manager



MARIE-JOSE VAN SCHAIK
Project Manager



SEYRAN MARYAM KHALILI
Project Manager



ANGELINE GREEN
Intern/ Social Media

If 2021 taught us anything, it was innovation, flexibility, commitment, and the power of partnerships! As you read through the incredible initiatives and achievements in this Annual Report, we invite you to consider partnering with us either by donating, connecting us to key European policymakers, helping organize virtual or in-person support groups/events, or by listening and amplifying the voices of these courageous refugee women and migrants trying to make a positive contribution in their new society. Together let us build an equitable, inclusive, and integrated Europe.

Warmest Greetings, Lily

MISSION STATEMENT

"The mission of NWC is to achieve inclusive and fair policies for new women."

When we speak about "policy" we focus on governments, politicians, policy makers, policy implementers and professionals working with and for migrants and refugees on the European level.

When we speak about "new women" we focus on people categorized as refugees, migrants, undocumented and stateless persons and their diaspora, from different background living in Europe and more specifically in the Netherlands.

LEADING PRINCIPLES

INTERSECTIONAL FEMINISM

We take a feminist approach that includes women's rights, but is not limited to women alone

ANTI-RACISM

We always stand in solidarity with racialized groups which face parallel exclusions, discrimination and barriers inside of Europe

HUMAN RIGHTS

We highlight the discussion of human rights from the lived experience of people who've migrated

MIGRATION

We promote the inclusion and recognition of diverse life experiences in policymaking and provide analysis of the structures that disempower us

DEMOCRATIC GOVERNANCE

We promote civic participation, representation and self-led advocacy by people with lived experiences of migration



OUR FEMINIST METHODOLOGY

We realize that our inclusive participatory approach also means that NWC itself has to ensure that our focus population has the possibility to determine our planning, decision making and the design, implementation and evaluation of our activities. NWC's core team is composed almost exclusively of individuals drawn from our focus population. The Board and the Advisory Board positions are also mainly occupied by refugee and migrant women. In this way, the meaningful participation of refugee and migrant women is the baseline for our work, and -besides the input we get from the contacts with new women during our events - it is possible for NWC to speak on behalf of migrant women and to give input on the policy level when strategic decisions are made about diversity, inclusion, gender and so on.

We believe that feminism goes beyond just representation, but also is a part of our methodology. The creation of spaces which are sensitive to lived experiences and storytelling as a method of sharing expertise are central to a feminist approach, women are given the opportunity to be reflexive about their experiences and recognize the validity of their knowledge as expertise. Additionally, with this subversive form of expertise alongside the events featuring migrant and refugee women speakers, participants are encouraged to see themselves as agents, change-makers, and autonomous. This can help counteract the internalized victimization which can often cause a lack of self confidence both on the individual level and the organizational level in the case of RLOs. Concurrently, the events serve not only to empower the participants on a personal level, but also to connect them with those with similar experiences, to create a web of people and experiences through which friendships and bonds can be created.

KEY CHALLENGES

INSTITUTIONALIZED RACISM

The role of institutionalized racism and a lack of recognition of migrants' experience as expertise results in a perceived lack of legitimacy of migrant's knowledge and organizations. Exclusion on the grounds of not being white or native to the host country is something experienced on both an individual and organizational level. Migrants' knowledge and position are seen to frequently be belittled as there is an inherent assumption that migrants or refugees are less educated, and- again- that their experiences are either not valid expertise, or are not representative of the migrant community as a whole. There is a commonly-seen need to prove oneself. Similarly on the organizational level, there is bias towards native organizations, and organizations with migrants in higher positions, which is primarily embodied by a lack of funding to these organizations. We believe that not including the people who are influenced by decisions in the decision-making process only serves to further neocolonial processes of exclusion, which is why we devote so much energy towards pushing for real active participation of disadvantaged groups.

INTERNALIZED VICTIMIZATION

The negative stereotypes about migrant and refugee women contribute to their internalized victimization, making them feel further excluded from society and policy. Internalized victimization or internalized helplessness is a side effect of the negative stereotypes and portrayal of migrants as passive receivers as opposed to active contributors to their communities. This can occur through the perpetuation of refugees and migrants as victims of their culture or circumstance as opposed to as individuals with agency. This internalized victimization can manifest itself in a continued lack of involvement in policy reform as a result of distrust for governing bodies. These negative stereotypes about the culture of a migrant woman, specifically ideas of women in foreign cultures as oppressed and lacking agency can result in the pressure to not criticize one's own culture, lest they provide validity to these generalizations. This inability to speak freely and have reflexivity over one's own culture and experience is another reason safe spaces for communication with other migrants is so important.

EVENTS 2021

DATE	NAME	PARTNERS
March 26	(In)visible Women Role Models: Today's Voices Tomorrow's Leaders Hackathon	Kudwa, IMatter
March 28	Sexual Harassment: Unpacking the Bitter Truth:	Mahnaz Rahman, Tahira Abdulla, Dr. Tahira Kazmi, Natasha Noreen
May 22	NWC x ALF: Cultural Diversity for Dialogue (in Arabic)	Anna Lindh Foundation
May 24	Community Building Expert Webinar:	Monica Moldovan
May 26	Vaccine 4 All Launch	European Coalition, Doctors of the World
June 2	Cultural Diversity for Dialogue: Social Entrepreneurship (in French)	Kristina Vayda, Charlotte Hochman, Aurora Ballesteros
June 4	Cultural Diversity for Dialogue: Social Entrepreneurship (in French & English)	Habiba Chafai

EVENTS 2021

DATE	NAME	PARTNERS
June 8	Capacity Building as an Impactful Tool During the COVID-19 Crisis	Center for Capacity Building & Empowerment
June 10	Reimagining Communication Beyond COVID-Partnership Today: Healing to Recovery	Anna Lindh Foundation
June 11	Intercultural Dialogue as an Impactful Tool During the COVID-19 Crisis	Anna Lindh Foundation
June 12	Lecture: Introduction to Capacity Building During the COVID-19 Crisis	Anna Lindh Foundation
June 20	Re-Connecting Youth & SDG's: Our Work and the Importance of Young Connectors	Anna Lindh Foundation
June 20	Refugee Leadership is Meaningful Participation	European Coalition, Global Refugee Led Network
June 21	Day 2: What's the difference between "Refugee Leadership" & "Meaningful Participation"?:	Anna Lindh Foundation

EVENTS 2021

REFUGEE WEEK 2021

DATE	NAME	PARTNERS
June 22	Launch of European Coalition of Migrants and Refugees	European Coalition, Global Refugee Led Network
June 22	Progress and Challenges in the Meaningful Participation of Refugees in Latin America (in Spanish)	European Coalition, Global Refugee Led Network
June 23	خروج جامعه بين المللى از افغانستان و آينده پناهندگان افغان در اروپا (In Arabic)	European Coalition, Global Refugee Led Network
June 24	Refugee SkillUp: Basics of Diplomacy, Public & Political Leadership	European Coalition, Global Refugee Led Network
June 25	(بالعربي) "المشاركة الهادفة" بين الماضي والحاضر (In Arabic)	European Coalition, Global Refugee Led Network
June 26	Conclusion of Part One: Closing a Way Forward	European Coalition, Global Refugee Led Network

EVENTS 2021

DATE	NAME	PARTNERS
July 7	Women Reconnecting: Let's Talk About our Experience of Gender Inequalities in Pandemic Times	BOOST Amsterdam
August 26	Freedom Talks	SEEK Feminist Research Network, UNIRE, Global Refugee Led Network, European Coalition
August 27	We Stand With Afghanistan	
October 4-5	Planning and shaping inclusive post-COVID-19 recovery	
October 7	We Stand With Afghanistan II: Connecting & Counseling: Ensuring Safe Pathways for Women at Risk	
October 8	Refugee Protection: Share not Shift Responsibility	

EVENTS 2021

DATE	NAME	PARTNERS
October 17-25	Women's Peace and Security Week: Women's Human Rights Defenders:	European Coalition, SEEK Feminist Research Network, IMatter
December 17	16 Days of Activism: Awareness to Accountability (For & By Refugee Women):	World Refugee & Migration Council, GIRWL



ONGOING/ UPCOMING EVENTS

ADVOC-ACT



"ADVOC-ACT: Enabling newcomer citizens of Europe for direct participation" is a project led by New Women Connectors in partnership with Unire, two refugee-led organizations in Italy and the Netherlands, to enhance good practices and new educational approaches for adult migrant & refugee inclusion. With personal experience in situations of displacement, refugees and migrants are best placed to offer practical and sustainable solutions to gaps in services and assistance as well as policy formation. The project aims to strengthen migrants and refugees' competences to deliver self-advocacy, becoming agents of change and playing a catalyst role in their communities. Moreover, we aim to create inclusive (online) spaces for new narratives in migration debates.

MILE



MILE is about empowering the local community as a whole, including migrant communities. The aim is to provide municipalities and migrant-led associations with sustainable and inclusive mechanisms for exchange that can act as a springboard for deeper social, economic, and political inclusion.

MILE is a two-year project that aims to create a sustainable ecosystem of exchange between municipalities and migrant communities to promote the engagement of migrants and refugees in local policy-making, including in areas such as housing, education, health, and entrepreneurship. MILE will equip municipalities and migrant communities with tools to establish consultation mechanisms and exchange networks and will offer management and leadership trainings to help raise migrants' voices in local decision-making.

UNITES



UNITEE
New European Business Confederation



"UNITES: Urban InTEgration Strategies through co-design", led by Eurocities, trains and accompanies local authorities to co-design integration strategies with other stakeholders and migrants.

The training serves to prepare the city practitioners to design effective stakeholder coordination mechanisms and citizen engagement to develop integration strategies, which will be translated into an online training and a comprehensive multi-media How-to-Guide on co-design in a more compact and accessible format.

R.E.A.L. PROJECT



R.E.A.L.- Refugee Exchange, Advocacy and Leadership- is a project that aims to virtually bring together refugees, asylum seekers and stateless advocates across the Europe region to exchange knowledge and experiences and work on enhancing self-advocacy and leadership skills.

In spite of a multitude of positive practices at national and local level, most refugee-led organizations, volunteers, outreach workers and personnel have limited opportunities for exchange and capacity building, or to share experiences, network and ensure learning across different contexts. Therefore, the impact and effectiveness of refugee-led initiatives in Europe can be strengthened through enhanced collaboration across contexts and through the more systematic sharing of lessons learned. This project aims to reach this objective.

**FOR INFORMATION ON THESE EVENTS AND
MORE, PLEASE REFER TO OUR WEBSITE:**

newwomenconnectors.com