



Evaluation of the Promotion and dissemination seminar 'The most innovative diversity practices in Europe'

1. Introduction

The European Union project, Migrascope, which started in December 2016 is coming to a close after almost 2 years. This EU-project has been implemented by 7 partners in 7 EU countries. The goal of Migrascope is to increase the access to work and foster integration at the workplace for Dutch citizens with a migrant background and migrants. On 17 October 2018, we will present the most innovative diversity practices in Europe.

On 17 October 2018, the promotion and dissemination seminar 'The most innovative diversity practices in Europe' took place at the offices of the government of the City of Utrecht. 43 individuals took part in this seminar. They represented different organisations and a couple of migrants were also present. These were national and local organisations.

The programme was the following.

9.30: Registration

10.00: Opening by Alderman Linda Voortman (Diversity)

10.15: Introduction to [Migrascope](#)

10.30: Innovative Diversity Practices for 3 Different Groups:

- Refugees with a resident permit
- Dutch with a migrant background
- Highly Skilled Migrants

12.15: Closing Remarks and Lunch.

2. Feedback

From the 43 individuals that took part in this seminar, only 24 filled in a feedback form. Not everyone filled in an answer for each question. The feedback was overwhelmingly positive. Most participants strongly agreed that the seminar met their expectations, that the introduction gave them enough background about the project for the rest of the sessions and that the workshop speakers were knowledgeable about their topic. Most participants agreed that the work in groups help them to take steps towards integrating new practices (discussed) in their organisation. The answers to questions 5 and 6 were given in written form.

The table below shows the sum of the answers for questions 1-4:

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Instructions: Please mark **X** the relevant spot in the table below, where 1= strongly disagree and 5=strongly agree.

	Please mark your answer with an X				
	Strongly disagree		Strongly agree		
	1	2	3	4	5
1. Did the seminar meet your expectations? Heeft de workshop aan uw verwachtingen voldaan?	2		6	13	3
2. Did the introduction give you enough background information for the rest of the session? Heeft de introductie uw genoeg informatie verschaft voor de rest van de seminar?	1		2	18	3
3. Were the workshop speakers knowledgeable about the topic? Hadden de workshop leiders genoeg kennis van zaken?	2		1	14	7
4. Did the work in groups help you take steps towards integrating new practices in your organisation? Heeft het werk in groepen u geholpen om de eerste stappen te zetten om een nieuw praktijk in uw organisatie te integreren?	1	3	9	9	
5. If yes, what are you planning to do? Zowel, wat gaat u hiervoor doen?					
6. If not, What could Inclusive Works have done for you to start such a process? Zo niet, wat had Inclusive Works kunnen doen om dit proces te bevorderen?					

The answers to questions 5, 6 and the open question 'would you like to add anything else' are presented below:

Answers to question 5:

- Actiever statushouders begeleiden door in contact te brengen met werkgevers en hierbij meegaan
- Use the workshop information on our own projects
- Werkgevers en statushouders met elkaar in gesprek laten komen. Gewoon op de fiets er naartoe!
- Good practices overbrengen, organisaties bij elkaar
- As a Union member, focus on terms for contracts in favour of migrants/minorities.

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- Selectie commissie beter faciliteren tav kandidaten met een migratie-achtergrond
- Praten met de werkgever over vooroordelen
- Tips toepassen

Answers to question 6:

- Repeat this kind of workshops
- Wat kunnen werkgevers praktisch doen?
- Belangrijk om te kijken hoe inzichten en tips uit de sessies verder te brengen. Wie is aan zet? Probleem-eigenaarschap. Samenwerking.
- Niet in groepen gewerkt. Ook doet mijn organisatie onderzoek i.p.v. direct met migranten te werken.

Answers to question 'Would you like to add anything else?':

- Goed georganiseerd, leuke partijen bij elkaar
- Goede ideeën en contacten opgedaan om kans op inclusiviteit weer te bevorderen
- Vond de titel 'innovatieve praktijken' niet de lading dekken. Gaar vooral om weinig vernieuwende. Leuke Good practices waarvan benieuwd of ze ook echt werken; gaat vaak om idee. Ook te weinig focus op de deelgroep; denk vooral aan vluchtelingen/nieuwkomers. Wel goed georganiseerd/gestructureerd.
- New ideas, chance to meet new people/organisations and to comment on the needs of older migrants in the Netherlands
- Het ging niet zozeer over innovatieve diversiteitspraktijken. Dat is jammer
- Interessant en leerzaam
- De uitnodiging had iets specifiekere mogen zijn. Het was mij niet duidelijk dat er workshops zouden zijn. Vond het wel een leuke/fijne werkvorm

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