

# 2019



## TWO YEAR REPORT



hello@uidnl.org



Anna van Hannoverstraat 4, 2595 BJ, The Hague,  
The Netherlands.



+31(0)702147966



Wilhelmina van Pruisenweg 55, 2595 AN,  
The Hague, The Netherlands.

# Letter from the Founder and Board Chairperson

I sat in curiosity at the Wood Quay venue at the Dublin city council on 9th September 2016, listening to excellent speakers, including experts on refugee protection and awesome refugees, as they shared their experiences in the field. It was a one day UNHCR National Conference on Refugee Sponsorship Programs. I didn't think a new foundation will be born out of this event.

Humanitarian work has been dear to me, mainly because as a Christian, I have been taught to love and cherish people, and to care for those in need, it is now my life's mission. There were a range of topics such as protection pathways, labor market integration, family reunion programs and so on. In Europe especially, most of these have uniform practices, rules and laws that shape and guide them. But one thing kept bothering me; how about socio-cultural integration? Perhaps because of its importance in the community.

This raised even more questions about how involved members of the host communities are with refugees' resettlement and integration? What happens after they arrive in the host community? How does the community adjust to the constantly changing cultural dynamics that foreigners bring with them? Is the burden to integrate only on refugees? Is there a uniform practice on socio-cultural integration?

Suffice to say that the answers to each question revealed the gap in socio-cultural integration of refugees and their host communities. My perception was that it was an opportunity to make a difference and to lend a hand to the incredible work done by civil society.

I took up the challenge first as a project to conduct field research into the socio-cultural integration of refugees, and how it is affected by the level of community preparation and involvement.

Following months of research conducted from September 2016 to December 2016, which culminated in a Symposium on 11th January 2017 at Leiden University, Campus Den Haag, the foundation became an entity on 10th February 2017. One that will grow beyond catering for the socio-cultural integration of refugees and host communities, into tackling issues of migration at its roots. I remain ever grateful to my best friend-Jesus Christ, for entrusting me with such task of caring for our communities, with the help of incredible volunteers, sponsors and supporters.



Two years on, we have contributed to the process of rebuilding lives, accomplishing dreams, and raising hopes through our socio-cultural and humanitarian relief projects.

We have stayed open to welcome all kinds of people from all kinds of background with all kinds of experiences. We have also stayed true to exploring the vibrant culture of diversity that makes a society unique. Our motto remains that within diversity, we can always find unifying elements.

All we had when we began this work was our desire to make a difference, and our willingness to lend a hand. It wasn't about finances, or qualifications, or the feeling of superiority to those who needed what we had. It was first our empathy, our listening ear, our curiosity to know their story, their culture, their abilities and what they can contribute to our society.

My hope is that as you read through this report of the work done by incredible volunteers who teamed up with equally incredible asylum seekers and refugees, that you will be inspired by what drives us and begin to make a difference within your own environment, no matter how little.

Miracle Chinwenmeri Uche  
Founder and Board Chairperson



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# INTRODUCTION

## Who We Are

Stichting Unity in Diversity is a registered foundation in The Hague. We work in the field of community integration and development.

Over the years, we have combined with multi-level integration practices that bring together foreigners, including refugees, and all other levels of society to form one whole community through integration activities, dialogue, culture sharing, awareness projects, skills training.

## Our Vision

Our vision is to become the international body that pioneers sustainable local integration in communities around the world. Increasing the awareness of its importance, developing projects, and leading research in this field. We also hope to be among the top foundations, providing other forms of humanitarian and development assistance in the world, all aimed at building a closer and more integrated community where everyone feels at home.

## Our Mission

We are a humanitarian foundation existing to contribute to a complete and sustainable community, through developmental and integration projects. We work with all members of the community including locals, refugees and asylum seekers to achieve this purpose.

Our projects are actualized through integration activities, raising awareness about related topics, education support, research and empowerment projects.

## Beneficiaries

Presently we are active in two Continents-Europe and Africa.

In Africa we reach out to less privileged people of all ages, within several communities.

They include those in dire need of education, skills acquisition and health relief. In addition, we conduct development programs to benefit such communities as a whole.

In Europe we continue to work in the area of community integration with asylum seekers and refugees, fostering a healthier community.

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## Purpose

Our purpose is to be the international body that pioneers sustainable local integration and development in communities around the world. Increasing the awareness of its importance, creating projects, and leading research in this field.

We also hope to be among the top organizations providing other forms of humanitarian and development assistance especially in Africa. Our efforts will be aimed at building a closer and more integrated community where everyone feels at home.

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## Core Values

We respect everyone and their culture, we embrace members of our society and welcome newcomers from all backgrounds to our societies. We recognize potentials and fan them to flames. We unite in our diversity.



## SHORT TERM MISSION AND OBJECTIVES 2019-2021

*At the moment in European communities where we work, there is need for more socio-cultural contact between humanitarian migrants, other types of migrants and locals. This is crucial to foster community integration.*

*There is also need for more awareness and developmental projects in African communities where we work, to tackle illegal and humanitarian migration at their roots. What we aim to do in the short term is to;*

- Increase contact through our integration activities and projects,
- Spread our understanding of integration as a two-way and all-inclusive process,
- Strengthen our existing awareness and developmental projects for children and young adults in Africa, as well creating new ones
- For this reason, we have tagged 2019 as our mobile year. This means that we will take our projects to classrooms across educational institutions, to businesses, and to other social spaces, to increase awareness, raise support, and ultimately make a difference.

# FINANCE / BUDGET

Our foundation has mainly thrived through material and in-kind donations. The balance sheets do not provide a complete economic value of what we have received or invested as a foundation, due to the in-kind donations received; for that, we are thankful to all our sponsors, supporters and partners.

	<b>Receipt and payments accounts</b>	
	<i>For the period: February 10, 2018 to February 10, 2019</i>	
<b>RECEIPTS</b>		
Donations		7.360,01
<i>Total receipts</i>		7.360,01
<b>PAYMENTS</b>		
Administration		2.681,15
Anniversary		170,45
Rent		1.591,85
Projects		2.916,05
<i>Total payments</i>		7.359,50
<i>Net receipts</i>		0,51

# UID WORK CULTURE AND TEAM MEMBERS

Our founding board is made up of five individuals who have contributed both financially, materially and by assisting on the ground. All 5 board members remain active in overseeing and managing the foundation.



*Miracle Uche.C*  
Chairperson

Miracle is a rising international lawyer, possessing a master's degree in Public International Law from Leiden University, The Netherlands. A foundation she birthed out of her passion for contributing to lasting solutions to the refugee challenge facing the international community.



*Sophia Ugwu*  
Secretary

Sophia is the Founder of Centre for African Justice Peace and Human Rights(Foundation). She has volunteered for national and international NGO's promoting Peace, Justice, Corporate responsibility to respect Human Rights, Economic development in Africa, and the protection of rights of women and children in the world.



*George Didel*  
Advisory Member

George is a professional Immigration Officer and Head of Consular at The Nigeria Embassy in The Hague, The Netherlands. He is an ardent supporter of integration of refugees and other displaced persons in Africa, Europe and across the world.



*Olayinka Salako*  
Treasurer

Olayinka is an Accounting professional who currently works with one of the top organizations in the Shipping and Logistics Industry. UID serves as one of the platforms on which she believes will have an impactful contribution to the society at large.



*Adewale Adeniyi*  
Advisory Member

Adewale is an Engineer by profession; he has worked in this field and in the business field for nearly 2 decades, with several top players in the oil industry. His passion for true human development and progress continues to inspire him to support projects and foundations such as Unity In Diversity.

## VOLUNTEERS AND INTERNS; THE VISIBLE POWERHOUSE OF UID

Our team of incredible volunteers and interns have been the powerhouse of the foundation. I often say that we wouldn't accomplish much without them. One quality present in all of them is 'passion to make a difference'. We have had nationals of over 40 countries in six continents of the world, as volunteers. At the moment of publishing this report, we have 2 interns, 7 regular part time volunteers, and over 20 regular ad-hoc volunteers.

### WHY WE ATTRACT YOUNG PEOPLE TO UID

Although we have attracted older people, our team has been dominated by young people ranging from 16-38 years old. Some of the reasons are;

- Sense of belonging and purpose
- A space to explore and discover their abilities, through trying on diverse assignments
- Not just admin work, but freedom and autonomy to create and execute various projects
- Field experience; traveling within and outside The Netherlands on work-related trips
- Our team is always multicultural and they see the world differently each day

### WORK CULTURE

Our volunteers' uniqueness, their selflessness and kindness, including giving their time and money.

We are thankful to God that through our selection process, we have landed such unique volunteers. While we encourage people to work independently, the team spirit has also been a unique feature, where we help each other out with tasks. We ensure professionalism, and also encourage friendship and community within the work environment. For us, this sense of community which we want to spread, has to begin from the workplace. So don't be surprised when you try food from seven different countries in less than one month of working with us.



# PARTNERS, SPONSORS AND SUPPORTERS



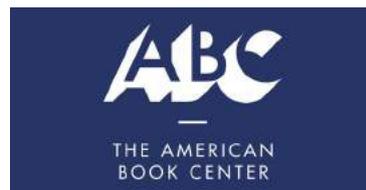
**Erasmus  
University  
Rotterdam**



WIJDOENMEE.NU

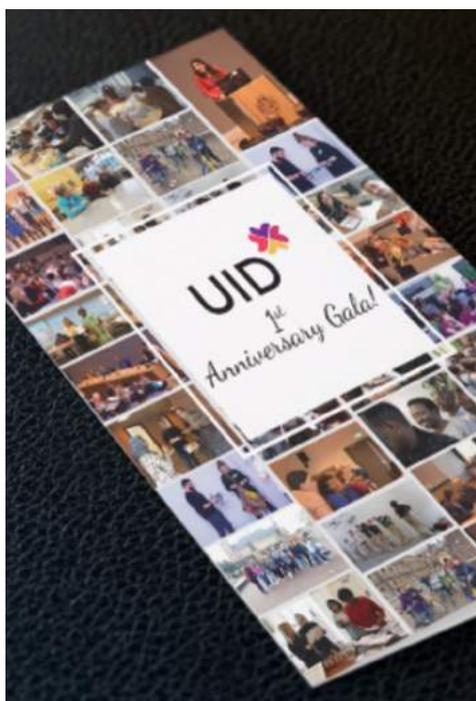


Empowering women refugee and migrants in the Netherlands



## CELEBRATING OUR ONE YEAR ANNIVERSARY:

On 10th February 2017, at Diamanthorst 187 in Den Haag, we celebrated the one year existence of the foundation. We also used this event as a formal way of raising funds which were beneficial to support our projects. In our second year therefore, we maintained the projects we created in our first year, while launching two more projects- My University Cares Too (MUCT) in April 2018, and Basic ICT Skills Project in October 2018.



# OUR PROJECTS

## MY UNIVERSITY CARES TOO

MUCT is not simply an online platform, but it is a community of educators, diversity officers, admissions officers, student groups and associations, cultural groups, language schools, and nonprofits combining their efforts to assist, promote inclusion, and inspire colleagues to do the same on their respective campuses.



MUCT was born from a gap identified in the needs of refugee university level students; such needs include difficulties in connecting with the campus community. This in turn, is likely to affect their success rate in school as well increase the drop-out rate. MUCT aims to provide online access to find connecting points and beneficial projects in the student communities. Giving them a better opportunity to start and finish their studies in Dutch institutions of higher education, thereby reducing the dropout rate, and helping to build their social network for support and sustainable integration into the Dutch society.

The programme is proving to be successful in that it has encouraged tertiary education providers to cooperate, collaborate and communicate so as to enhance the inclusion and integration of refugee students on campus. It has reached over 200 users. For more information, check out [www.muctoo.org](http://www.muctoo.org)

## GAMES FROM AROUND THE WORLD (GAW)

Games from around the World is a recurring event, primarily aimed at connecting individuals of different backgrounds through games and sporting activities played in various parts of the globe, as well as exposing them to fun traditional games and sports native to particular cultures.

This includes, but is not limited to, arm wrestling, football, volleyball, basketball, table tennis, Sjoelbak, Spijkerpoepen and more!

These games have proved to be a medium not only to increase contact of refugees with the community, but also enhance exposure to various cultures wherein language will not be a barrier.

This event is also used to assist refugees, (especially children) who are finding it difficult to adjust to their new society, to better integrate by playing common games with others from similar or different backgrounds. GAW is very family friendly, and has welcomed over 150 participants.



## INTEGRATION CHAT ROOM (ICR)

The Integration Chat Room project is a space for integration, aimed to address the socio-cultural differences and similarities that people have in a community. It provides the possibility to discuss different aspects of life such as food, work, school, family, health, relationships, politics, environment, hobbies, and many other daily activities.

It was created in 2017 as a space for people to share their experiences and learn from each other in a safe, collaborative and interactive environment.

The target group does not distinguish gender, religions, nationalities or status in the country. However, for ease of conversations, there have sometimes had specialized sessions for different languages and cultural groups, while having simultaneous English translation to encourage diversity in the group. ICR has afforded over 100 participants an opportunity to increase their cultural exposure and to develop on their people and intercultural communication skills.



## LANGUAGE LESSONS

This is a free English language lesson we provide twice a week through our volunteers, who use a wide variety of resources to assist participants in language learning either in a group or in one-to-one sessions.

It is an interactive classroom environment wherein students learn and are tested on their reading, writing, listening and speaking ability.

The English lessons started with the intention of helping those who wanted to gain knowledge for their university entry exams and for personal use.

The lessons also included one IELTS mock exam for about 25 students in 2017.

Some of them went on to write the real IELTS exam and passed! The language lessons have been the longest project to be running in Unity in Diversity. Since its inception, this project has served more than 70 refugees and asylum seekers.



# LANGUAGE BOOK CLUB

The English and Dutch language Book Clubs are designed to accelerate the participants' process of language learning; improving especially their speaking skills, through reading short novels. This project compliments our Language Lessons.

The Book Clubs are held twice a week and is primarily targeted towards refugees and other types of foreigners. They must possess some language skills (at least A1 level), in order to participate in the discussions.

Through the book club, participants gain confidence in their speaking and listening skills, and practice their conversational skills in a group discussion. It has served about 20 participants since its inception.



## CREATIVE WRITING CLASS PROJECTS



This project was initiated to enable newcomers who wish to write about their stories or those who simply want to use their passion for creative writing to make their contribution to society.

We hosted two versions. A one-to-one version, assisting an asylum seeker with writing the story of her trafficking experience, and a university workshop collaboration with The Hague University of Applied Sciences (THAUS).



The THAUS project was divided into two sessions focused on news article writing, where refugees and students can work together. They presented the outcome of their work in the second session.

# DONATIONS DAY



Donations Day provides newcomers and everyone in need with free or cheaper second-hand items such as clothes, toys, and household appliances.

This event is usually conducted once a month. The items donated have benefited several refugees and their families making them feel equipped and empowered to start their new life in The Netherlands.

We have also used the donated items as a way to raise funds for our other projects. It has benefited nearly 100 people since it began on 1st September 2017.

## BIKE TOUR

The Bike Tour was our way of acquainting participants to one the cherished means of transportation in The Netherlands.

We do this while discovering historical, cultural and recreational parts of the city. Bike Tour brings together everyone, locals and foreigners alike, to socialize, network and share information and the love for our community. As with our other projects, the bike tour ends with trying out a selection of traditional food and drinks.



# ICT

Some refugees and other types of migrants, lack the basic computer skills required to acquire opportunities in the job market or even for personal use.

The ICT programme organized and initiated by Unity in Diversity aims to provide basic computer skills to empower these individuals.

It was successfully launched in October 2018. Upon completion, the pioneer students received a certificate as proof of their improved understanding of computers. We are planning the second edition of this course in Spring of 2019.



# COMMUNITY PREPARATION AND REFUGEES' INTEGRATION SYMPOSIUM

The Community Preparation and Refugees' Integration Symposium was held in The Hague on 11th January 2017, and it welcomed over 150 participants of diverse nationalities and profession (including refugees).

It was a symposium held to address low community involvement in the process of refugees' acceptance and resettlement in communities. It was also used as a platform to analyse the fears, assumptions, and stereotypes that usually underly refugee hosting communities.

Solutions it explored included ways to create more meaningful contact between refugees and their host communities.

It was preceded by a field research into same issues, using questionnaires, surveys and interviews to obtain information on public opinion on the existing level of public contribution to government's policies and actions surrounding refugees in the Netherlands. It was supported by Bachelors of International Studies Program (BAIS) of Leiden University.



## FOOD AND FOLKTALES

Food and Folktales is another socio-cultural integration programme that brings together individuals of various walks of life by providing them with a platform to share their traditional recipes, stories, and other aspects of their cultures and tradition from their country of origin.

The aim of this event is to break preconceived notions of one another and encouraging dialogue all the while indulging in various cuisines in order to enhance understanding of self and others. 35 participants took part in this activity. We plan to host a second edition in 2019.



# THE CORRESPONDENCE PROJECT

Initiated by a Japanese student artist, Yukari Nakamichi, the central aim of her project which she carried out in collaboration with UID was to break the stereotypical outlook towards countries that have undergone or are still undergoing armed conflicts, by sharing happy memories of their culture and daily life, prior to the commencement of the armed conflict.





## OUR BENEFICIARIES

Those who have participated in our projects have represented our target beneficiaries.

Generally, just about any member of the community, locals or foreigners; but mainly-refugees. Given the variety of projects we run, our beneficiaries have been spread across all age groups, including toddlers.

Beyond our activities in Netherlands and the European region, our board members and volunteers have given assistance in different locations where we are present. Beneficiaries include orphaned and less privileged population in Africa who have education and health related challenges.

Through this medium, we have supported over 100 children by providing them with access to education, books, stationeries, school uniforms, clothing and accessories.

We have empowered women to set up businesses to support their families. We are now in the process of raising funds to support more awareness and development projects in Nigeria and other parts of Africa. Stay in touch with us, to learn more.

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### Looking Ahead; Projects we would like to do in the future:

- At the time of this report, our first illegal migration/volunteer impact awareness and educational project in Nigeria was underway. This will be reflected in our third year report. You can also contact [hello@uidnl.org](mailto:hello@uidnl.org) to request a copy of this project.
- Art and Amity - Integration Through Folklore (a part of the discovering local and foreign cultures)
- Commencing our skills acquisition and enhancement programs for former stay-at-home spouses with refugee status
- Commencing educational support programs for children and women in Africa
- MUCT Europe (Taking our #myunicarestoo Campaign global, across all institutions of higher education in Europe)

# WHERE WE HAVE BEEN

## UID ONLINE

In this part of the 2-year report, UID’s social media accounts, Facebook, Instagram and Twitter, will be reviewed in detail based on the insights provided by the respective platforms. Both the Unity in Diversity (UID) page and My University Cares Too (MUCT) page of Facebook will be dealt with, followed by UID’s Instagram and Twitter account. Based on the review, a conclusion will be made for future action.



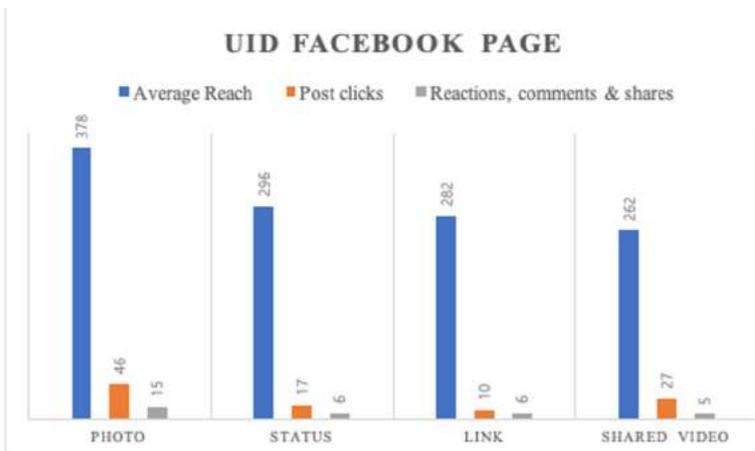
### FACEBOOK

#### UID page

Total page followers as of 7th February 2019 : 1412 followers

Total page likes as of 7th February 2019 : 1368 likes

Average reach and engagement by types of posts :



Average engagement ratio of 20 recent posts : 7.15%

- Lowest engagement ratio= 2%
- Highest engagement ratio=16%

Post reach (10thJan 2019 – 6thFeb 2019) : 1462 reaches

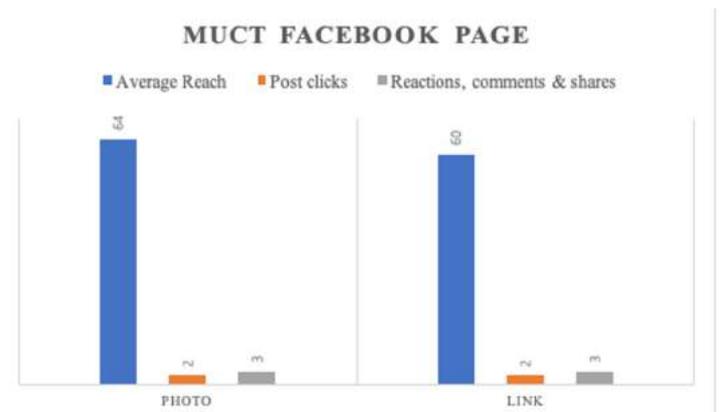
Post engagements (10thJan 2019 – 6thFeb 2019) : 799 engagements

#### MUCT page

Total page followers as of 7th February 2019 : 178 followers

Total page likes as of 7th February 2019 : 173 likes

Average reach and engagement by types of posts :



Average engagement ratio of 20 recent posts : 8.55%

- Lowest engagement ratio= 0%
- Highest engagement ratio=31%

Post reach (10thJan 2019 – 6thFeb 2019) : 166 reaches

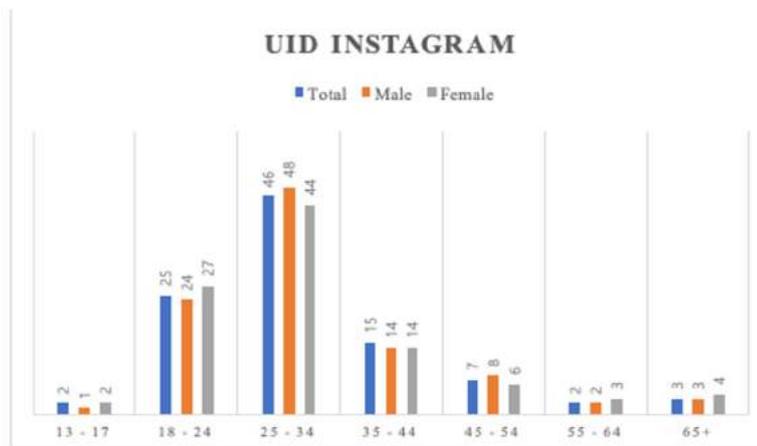
Post engagements (10thJan 2019 – 6thFeb 2019) : 17 engagements



## INSTAGRAM

Total followers as of 7th February 2019 : 523 followers  
 Profile visits (24th Jan 2019 – 30th Jan 2019) : 16 times  
 Accounts reached from 31st Jan 2019 – 6th February 2019 : 172 accounts  
 Total number of times UID content was shown to users : 703 times

Age distribution of followers by percentage:



Gender of followers by percentage : 50% male, 50% female



## TWITTER

Total followers as of 7th February 2019 : 146 followers  
 Profile visits (9thJan 2019 – 6thFeb 2019) : 92 times  
 Tweet impressions (9thJan 2019 – 6thFeb 2019) : 3,254 times

### Conclusion

In every social media platform UID is using, visual aid increases the chance for a post to be engaged with its followers. We keep this in mind as we continue to make posts on our different platforms to reach more audiences and beneficiaries.

# UID OFFLINE

Part of what we do is network with a range of stakeholders in the humanitarian sector, as well as other sectors in the communities where we work, in order to spread the word and foster partnerships. Some of such networking was done mainly in Europe, and one in USA, this past two years. They include;

- Feel at Home Fair in The Hague
- Volunteer The Hague Volunteer fairs The Hague
- Umbrella of Hope networking event for volunteers The Hague
- EASO consultative meetings in Brussels
- Progressive Connexions Global Conference on Migration and Diasporas, Vienna
- Join together Conference at UN HQ, New York
- The Hague Summit for Accountability and Internet Democracy
- Migration Policy Institute Events in Brussels
- Field research and stakeholder meetings in Finland, Denmark and Sweden
- Local symposiums and conferences on the topic of Refugee protection and Integration
- Regular networking meetings with the municipality of The Hague and other civil society organizations
- A visit to two high schools and a women empowerment hosting center in Nigeria

## UID'S REFLECTIONS (FOR THE LAST TWO YEARS)

### CHALLENGES TO OVERCOME IN THE NEW YEAR:

- Increase the awareness of our existence to communities where we are located
- Attracting more refugee women
- Attracting more Dutch people
- Taking our projects to 2 new cities where there is the need for integration projects
- Generating more funds to sustain our projects
- Overcoming staff turnover due to a volunteer based model, by hiring at least two paid staff members, and compensating volunteers and interns.

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### VALUABLE LESSONS LEARNT:

What we call our volunteer model is the most important lesson we learnt these past two years. It simply means that instead of treating refugees as those who are always in need of our help, we work with them as a team.

Understanding that they possess skills, abilities and for many of them-expertise. We try to find out how we can better serve their needs, and how they can serve ours. With this, we work together to create need-based projects.

This has made our volunteers (even those with the refugee status) feel valued, as indeed they are! Our success is as much theirs as it is ours.

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### OTHER LESSONS LEARNT INCLUDE;

- Not all projects require participants to understand each other's spoken language -so we didn't let that stop our projects
- Focusing on serving people produces the highest results and fulfilment
- Paying attention to the advise of the beneficiaries of our projects, helps to make subsequent projects successful
- Not all projects require a large amount of finances to achieve. An idea, willing and like-minded volunteers and with God's grace, you can make a difference

## YOU TOO CAN MAKE A DIFFERENCE:

This year, UID needs your support to continue our work.

We aim to conduct projects in at least five educational institutions, two business outlets, other community spaces, to facilitate socio-cultural integration, raise awareness about related topics and empower volunteers to impact their communities.

We also aim to continue all our existing projects as well launch new awareness and education projects in Nigeria.

Our projects have benefited individuals, families and communities.

We hope you can help us continue. Support a project today. Not sure of which project to choose, you can simply send your gift as a general support. Remember, your financial gifts are tax deductible.

Account name	Stichting Unity in Diversity
Bank name	ING
Account number	NL22 INGB 0007 7241 22
Swift code	INGBNL2A
Address	Waldorpstraat 834, 2521 CW. The Hague, The Netherlands.

Stg. Unity in Diversity is a tax exempt entity, we have obtained an ANBI status.

or make your donations securely on our website:

<https://www.uidnl.org/uid-get-involved>

## WHAT OUR VOLUNTEERS HAD TO SAY:

A chance to not only share my knowledge and passion but to also learn alongside my students and improve my teaching skills.

– English teacher and Language Project Assistant, Juliana

Helped me grow as a person and develop future organizational skills and meet interesting people from all kinds of backgrounds.

– Volunteer, Lina

Made an impact on the lives of newcomers along with a team with diverse backgrounds who share the same passion.

– Volunteer, Khatra

A meaningful role as I have been able to spread the work of UID to empower those unable to make their voices heard.

– Communications team member, Filipe

Becoming a part of a community where nationality, ethnicity, language or religion does not matter.

– English Teacher and Book Club Coordinator, Lucy

Watching relationships that would have been limited by language or state borders, grow.

– Language Project Coordinator, Tove

It was fun and I appreciate my experience working with this tea.

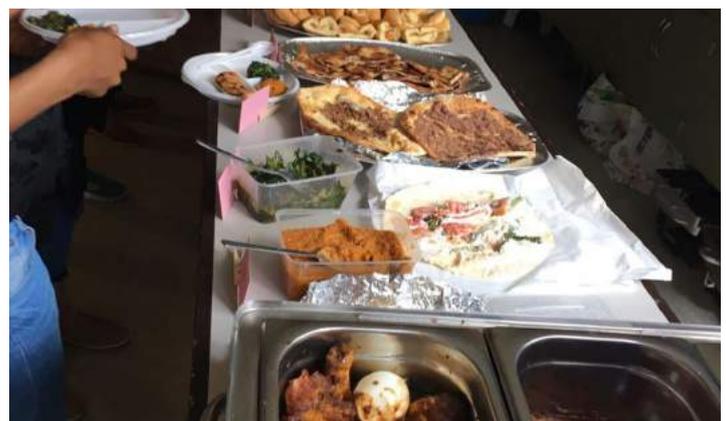
-Volunteer, Nasra

# WHAT MAKES US UNIQUE?

We design projects with the aim of making lasting impacts

We work with an incredibly diverse set of volunteers

We love to explore culture-especially having multicultural food as a constant our projects.



**UID**   
UNITY IN DIVERSITY  
*Respect, Embrace, Unite...*