

# *COLLECTIVE* REPORTER.

**"A new legislation in the Netherlands will push companies to adhere to benchmarks set by the government regarding gender diversity in the workplace."**

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# Editors Note

**W**elcome to the first edition of the *Collective Reporter*, our journalistic magazine. I am beyond excited to introduce this edition and our new style. We hope to capture more student voices through a journalist lens, to provide you, our readers, with a student perspective on the issues and events which are happening in the world around us. Within this edition, we explore several issues, from women in the workforce to the political participation of young people.

We are currently living within a time of grave change and development, from the COVID-19 crisis to climate change, there seems to be a pressing issue around every corner. Here in The Netherlands things seem to be becoming more polarized, we are experiencing riots and deep political divisions making coalition formations seemingly impossible. Not only this, but within day-to-day conversation, political discourse seems to have dissolved. It is as if we are walking on eggshells, afraid to shatter the thin line. The simple act of listening seems to have disappeared and has been replaced with a sense of tension. But how do we progress towards open conversation when we seem to be more dedicated to our sides? I believe that this can only come from a movement towards open-minded discourse. This does not mean that we should lose our own sense of opinion, and some topics are not debatable, yet to be open-minded means that we can listen to and attempt to understand *where* someone's opinion is coming from. By doing this we open the door to open discussion, free of fear, and open to debate. The aim should not be to convince someone otherwise, but to state opinions and discuss them. Writing and reading is the first step towards this. This is what we hope to do within *Collective Thoughts*, we don't expect every reader to agree with what our authors have written, yet we hope we are creating a space for this open discourse.

I would like to extend a big thank you to the entire team for their unwavering support and hard work to produce this edition. A special thank you to the writers and editors in this *Collective Reporter* edition. I hope that you enjoy reading and that you, like me, learn something new.

Fenna Milbauer

# Another Stepping Stone In The Feminist Movement

by Ju Laclau Massaglia

**A** new legislation expected to be enforced on January 22 in the Netherlands will push companies to adhere to benchmarks set by the government regarding gender diversity in the workplace.

The purpose of the law introduced by Ministers Sander Dekker and Ingrid van Engelshoven has been divided into two parts. Firstly, it imposes a quota of at least one third of each—males and females—in every company’s supervisory board. Furthermore, it mandates that large private and public liability companies must determine objectives regarding the ratios in both their boards and senior management staff that are reasonable yet ambitious. To ensure the success of the bill, authorities will monitor the progress of each organization annually throughout the eight-year period during which the rule will be enforced, as well as reevaluate the need for any further steps three years prior to the deadline of January 22, 2030.

## **A new legislation in the Netherlands will push companies to adhere to benchmarks set by the government regarding gender diversity in the workplace.**

Minister Dekker has stated that this bill “should not have been necessary.” Even though this is true in an ideal world, it is largely because of measures and the efforts of brave and notable women such as Anna Barbara van Meerten-Schilperoort. Who was a pioneer in the Dutch feminist movement and was attributed the creation of the first women’s organization in



*Herna Verhagen, CEO of PostNL, and Nancy McKinstry, CEO of WoltersKluwer, now support gender quotas as a faster path to gender equality. (Source: De Beeld Unie).*

the country. Is it because of her efforts that the rights of females have slowly started becoming more similar to those of their male counterparts.

Still, a long way is left ahead, not only to achieve equality in society, but also to reach a point where there is an agreement of what equality means. Throughout the different groups affected by the approval of the law, there are great disagreements regarding its impact and effectiveness.

On one end of the discussion, opponents to gender quotas in the Netherlands have been systematically arguing against policies similar to this one in contexts such as universities and workplaces, since they consider it a diminishment of individual freedom. They claim that women have less interest in certain fields, which gives men a predominant role in them, and that jobs should be accessed by the most deserving and qualified people, found through a gender-neutral recruitment process. However, by approving this measure, the

Dutch Senate seems to acknowledge that this type of headhunting is not enough to counterbalance the many times women are put in a position of unfairness due to the stigmatising biases that surround them in professional and personal fields.

On the other hand, supporters of gender quotas point out that a bill addressing this issue has been a long time coming, since many other European countries have already imposed such measures to try to create gender balance in companies. Many people adhere to this view, such as Herna Verhagen, chief executive of PostNL, and Nancy McKinstry, chief executive of Wolters Kluwers. “I always strongly believed in meritocracy and that women would find their own way to these leadership positions over time. But I realized about two or three years ago how little progress we had made,” said McKinstry, who changed from supporting a meritocracy-based system to a quotas system, and added, “I believe that a quota will speed up the process.” She also argued that she “continued to hear people mention in the boardrooms that there just weren't enough qualified women, and that's simply not true.” Like her, many people believe that it is not due to a lack of qualifications and interest that women are not in leadership roles as often as men, but rather due to sexism in the workplace.

**“The problem is not the glass ceiling, but a sticky workflow tiled with little part-time jobs.”**

However, many of the supporters of quotas find the approved text mild and improvable—especially in areas such as the diversity at the executive level, the assessment of this diversity in company policy and the way in which the quota would be enforced in case of non-compliance—due to its similarities to other unsuccessful measures that have been in force since 2013, after which the vast majority

of the boards (roughly 80%) has not yet achieved the expected 30% of female representation.



*Dr. Barbara Baarsma, CEO of Rabobank Amsterdam, believes changes should focus in helping women join the full-time workforce. (Source: Het Parool).*

Others would even take it further, arguing that making a difference only at the highest levels of the hierarchy chain of listed companies is not enough. Some political parties, such as the Socialist Party, have made concerns regarding this matter public. Similarly, Dr. Barbara Baarsma, CEO of Rabobank Amsterdam and an Economics professor at the University of Amsterdam, believes that “full-time jobs should lead women to the top” and that “the problem is not the glass ceiling, but a sticky work floor tiled with little part-time jobs.” According to the European Parliament, in 2021 the Full-time Equivalent Employment Rate shows only 39% of women employed compared to 58% of their male counterparts. This system of measurement was created to compare the employment rate of men and women while it also “takes into account the higher incidence of part-time employment among women.”

This has been a fight as any other—with casualties, setbacks, and small victories that some consider worthy—ever since the beginning of the 19th century, when only a handful of women took part in it. These women earned descriptions such as the one given to van Meerten-Schilperoort by University of Groningen professor Mineke van Essen, who referred to her as “exceptional for an early 19th century woman”. Through the decades,



*Meeting at the Dutch Council of Women, which helps women's organizations to connect and lobby collectively. (Source: Nederlandse Vrouwenraad).*

the cause became more widespread and gathered masses that engaged supporters in different ways to provide the movement with further victories. Such is the case, for instance, of the Dutch Council of Women, which has gathered members of several women's organizations since 1898 with the purpose of connecting them to lobby for legislation like the aforementioned one.

It can be argued that the most important win regarding equal gender rights is that women, like those mentioned throughout the article, have gained a voice to express their opinions. The bill passed on September 29 appears to be the next necessary step for the Dutch Senate towards a society in which the broad scope of opportunities which the Netherlands is known to offer is made available to everyone equally, regardless of gender.

**Ju likes to describe herself as a work in progress. Being a person who gets bored easily, she learnt at a young age that the best way to stay entertained is to look for the next adventure, but one thing never changes: she can't imagine her life without writing. Her interest in meeting amazing people, such as the ones she found in Collective, is only surpassed by her desire to hear their stories over a cup of tea, coffee or hot chocolate.**



# Netflix vs. Dave Chappelle vs. Transgender People and the Wasted Potential of Public Outrage

by Gary Izquier



*Netflix CEO Ted Sarandos, comedian Dave Chappelle, and transgender activist Ashlee Marie Preston were caught in a trifecta of controversy over jokes made about transgender people. (Source: Getty).*

Stand-up comedian Dave Chappelle has once again picked a cultural fight with the LGBTQ community. His latest comedy special—the third in a series of specials released on Netflix—features a familiar repertoire of jokes about transgender and non-binary people which among some members of these communities (and their purported allies) has stirred outrage and accusations of transphobia against the comedian.

Public backlash against Chappelle from various transgender and non-binary communities—including some of Netflix’s own transgender and non-binary employees—culminated in public petitions for the special to be removed from Netflix’s streaming platform, as well as organized demonstrations held outside the company’s headquarters. Demonstrators claimed that Chappelle’s humor is linked to violent hate crimes committed against transgender people, and called for Netflix to suspend promotion of the special and add hate speech disclaimers (among others on a “list of asks”).

Following the fallout, Netflix CEO Ted Sarandos

continued to maintain that Chappelle’s special “doesn’t cross the line” of hateful or violent speech, and that his type of comedy, however offensive, “doesn’t directly translate to real-world harm.” Sarandos also justified the decision to keep Chappelle’s special by citing Netflix’s aim to continue providing diverse content for various demographics, including some content specifically made for (and with the intention to promote) LGBTQ communities.

Ashlee Marie Preston, the transgender activist who organized the recent demonstration against Netflix and Chappelle, called Sarandos’ comments “out of touch,” and referred to Netflix’s support of Chappelle’s comedy as being part of what she called a “hate economy.”

“There is this manipulation of algorithmic science that distorts the way that we perceive ourselves and others,” Preston explained during the Netflix demonstration. “I think that companies like Netflix... play into it and they monetize it.”

Meanwhile, Chappelle’s fame (or infamy) has

only continued to rise. “If this is what being is cancelled is like, I love it,” the comedian said over the controversy. It would truly seem that “cancelled”—a term generally applied to celebrities who have fallen from the public’s favor after outrage over their words or actions—doesn’t seem to apply to Dave Chappelle, in this case.

## Who Can Cancel Chappelle?

Chappelle’s jokes were decidedly transphobic, by definition, since they discriminatorily mock transgender people. They were also, by that same definition, misogynistic, racist, homophobic, and classist. His sketch comedy show, “Chappelle’s Show,” made a name for itself during the early 2000’s by featuring cartoonish depictions of various offensive stereotypes, a style which became his signature over the years. Chappelle knows this, and he knows his audiences (both those who like *and* dislike him) also know it. Netflix *definitely* knows it, given the three specials they’ve released, all featuring his equally offensive and controversial style of humor.

So, would Netflix remove Chappelle’s special?

It’s likely that considering the company’s scope and resources, Netflix has already conducted a stakeholder prioritization model to determine which demographics within their audience they should cater to the most. Netflix has consistently positioned itself as a content provider free from the influence of advertisers or special interest.

Therefore, it’s safe to assume that they count on a decent portion of their viewership to value freedom of expression over outrage for a particular cause (however noble such a cause might be), especially when it comes to a medium such as stand-up. This portion of the viewership seems to be, as per Netflix’s estimation, larger than those who oppose Chappelle’s humor enough to unsubscribe from their Netflix membership—or, worse yet,

threaten demonstrations.

So, since Netflix has no financial incentive to cancel Chappelle, should Chappelle himself be the one to bow out from the public?

When “cancelling” a celebrity, the public generally has an expectation of irreparable harm upon the celebrity’s image, even affecting the financial viability of their celebrity status. However, Chappelle’s specials continue to be among Netflix’s most popular. After this most recent controversy, the comedian performed six shows in London (all of which sold out) and said that if his special is removed from Netflix, he would launch a 10-city comedy tour in the U.S. This would indicate that Chappelle, like Netflix, also feels little pressure from the public and is, in fact, largely benefitting from this latest outcry.

**"Besides slightly inconveniencing the entertainment industry, do social media campaigns achieve any actual progress for transgender rights?"**

Chappelle also received support from the family of Daphne Dorman, a transgender stand-up comedian who became his friend and defended his previous transgender jokes. Dorman, who received public backlash for supporting Chappelle, committed suicide shortly after her friendship with him became known. Her family has since supported Chappelle’s stand-up and called him an ally of the LGBTQ community, even disagreeing with the notion that he was transphobic.

Chappelle mentions this during an anecdote about Dorman in the latest comedy special (this bit also brought Chappelle further backlash for seemingly using Dorman’s name



*Dave Chappelle defiantly jokes about the transgender community. (Source: Netflix)*

to bolster his act). He finished the anecdote by vowing to quit making jokes about the LGBTQ community.

“I’m telling you, it’s done,” Chappelle said in the special. “I’m done talking about it.”

Whether Chappelle is right or wrong, he certainly seems to have gotten away with saying his part, and profiting from it. And Netflix, who knows very well who its stakeholders are, will continue to play his material, despite the public outrage.

Since both Chappelle and Netflix seem to both be (at least financially, if not apparently) benefitting from this latest publicity, the question is: Are transgender people also benefitting?

Besides slightly inconveniencing the entertainment industry, do social media campaigns achieve any actual progress for transgender rights?

## Is Chappelle a worthy target for LGBTQ progress?

The consistently cited cause for controversy and criticism over Chappelle’s latest comedy special, both by public opinion and by various media outlets, is that it features jokes about transgender people during what has been the deadliest year for them on record.

But correlation, as Netflix’s CEO pointed out, is not causation. Netflix maintains that there is no true link between Chappelle’s humor and hate-related violence. Research on the subject has usually shown that Netflix is right.

After almost every shooting in America, similar claims get made about the influence of video games on gun violence. Such claims remain equally difficult to prove. Similarly, the effects on violence which can be directly or exclusively attributed to certain graphic or explicit verbal content from media such as

television remains inconclusive. While there is an indication of socially-based imitation derived from watching television (perhaps somebody might quote Chappelle's jokes about transgender people at a party), this is a long way away from linking it to violence.

This lack of any truly definitive link between Chappelle's jokes and violence against transgender people is exactly the basis for Netflix's justification in keeping the special. Netflix's CEO made precisely the same comparison to video game research mentioned earlier, in a clear yet justifiable attempt to distance the company from hate-based violence.

For the LGBTQ community, the argument that Dave Chappelle is somehow influencing transgender murders might not only be a dangerous one to make but definitely one that is almost impossible to prove. Additionally, it places an undue burden on entertainment to answer for violent crimes that might very well stem from factors unrelated to exposure to comedic content, such as socioeconomic status, education, political affiliation, and other cultural influences besides, for instance, the contents of stand-up comedy.

This is the dilemma that lies at the heart of this conflict: Do we sacrifice certain freedoms within entertainment for the sake of comfort for certain disenfranchised groups, simply in the hope that doing so somehow solves the other many causes of violence?

From this dilemma stems a possible conclusion: Chappelle's jokes are not the biggest enemies for transgender progress.

For example, Vladimir Putin said transgender tolerance is a crime against humanity; that was not a joke. In Texas (and other states in the Southern U.S.), transgender student-athletes must compete in sports under their legally assigned gender instead of their actual gender; these laws are not jokes. In most parts of the world, even within parts of what we might consider modernized society, transgender people don't even have recognition on their legal identification. These are not jokes.

Indeed, during this most violent year for transgender people, social media has done its part to show its support with united acts of outrage against perceived slights against the community, such as Chappelle's humor. However, considering the currently unproven relation between jokes and violence, and the progress still to be made in more essential aspects of quality-of-life improvements for members of the LGBTQ communities (I.D. laws, bathroom laws, police-protection laws, employment laws, marriage laws, etc.) it's easy to wonder: How truly effective are these kinds of demonstrations? Are these efforts wasted?

Could such outrage perhaps be focused toward more fruitful efforts for LGTBQ progress? This latest event seems to indicate that neither Chappelle, Netflix, nor the LGBTQ community agree on how to answer these questions.



**Gary is a Venezuelan-American student of International Communications at THUAS. As a Millennial in a class full of Gen-Z students, he hopes to learn but also express whatever wisdom he can give to a younger, international community. When he isn't studying, working, or discussing controversial issues, he can be found either gaming, debating people online, or pretending to be Bob Dylan on the guitar.**

# A Gap Between Youth and Politics: Youth Empowerment and Participation in Politics

by Emma Berndt

**Y**outh all over the world are seemingly less involved in politics. I wondered and asked myself why this could be. According to Melinda Dooly, a language professor at the autonomous University of Barcelona, a large percentage of today's youth fears for the future. Think about it: climate anxiety, unemployment, equality, health care, all while being ignored by politicians. Young people often find it hard to navigate among these topics. It can be difficult to let the right people hear your voice. As a student of European Studies concerned with seeking ways to influence European politics, I often ask myself: How difficult can it be?

Last October, I was invited to join the European Youth Event (EYE) in Strasbourg, France. EYE is a two-day event that happens every two years. It is a unique opportunity for young people to inspire not just each other but also members of parliament, activists, influencers, and other experts. The event is always held in the heart of European democracy, either at the parliament in Brussels or Strasbourg. I was invited to stay for four days. The costs for young people who are invited are covered by Parliament, making it more appealing and accessible for interested students. Every year, around 10.000 young people are invited by Parliament. The event organizes more than 100 activities where young people get to discuss their ideas, initiatives, and solutions, all of which are all carefully registered for Parliament and the European Commission. This year, many ideas were sent to the Conference of the Future of Europe, a joint initiative by Parliament, The Commission, and The Council.



Members of the European Youth Event in Strasbourg. (Source: Emma Berndt)

I was invited through my work as a volunteer for the Liaison Office in The Hague and other extracurricular activities, such as partaking in debates by MeetEU. The parliament invited the group of MeetEU. During the event, we hosted a workshop where the participants were asked to give solutions to the little youth participation in politics. The number one solution suggested by these young participants was to make the discussions less political and focused on power games. Instead, they want more approachable language being used, and to see the debates being accessible in multiple online platforms where conversations with citizens can be held.

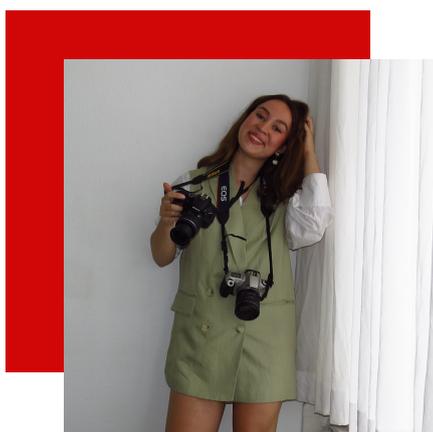
**"We have so much to say, and right now many of us feel silenced"**

During the event, I also photographed and interviewed various people involved such as, the people involved in workshops or youth organizations and members of parliament. I would ask questions about the topics they found most important, what topics deserve more answers, and what problems they face that they hope the EU could solve. The people I had asked were mostly very open about their reason for coming to the event. Some people were facing difficult problems back in their hometowns, such as discrimination or no chance of finding an affordable home or a job. One girl had the chance to speak to a member of parliament during a workshop. She spoke publicly in front of more than 50 people and several members of the parliament about her painful situation at home. She found that discrimination in Europe remained present but under-reported. She argues that her and her fellow students of colour were more likely to be in unpaid internships than her white peers. It was difficult for her to speak about this matter to her school. When interns work for free there is an injustice in the system, these people still have costs to pay for such as rent, transport, food alongside many other costs. The girl sparked a lively debate in during the workshop, and the members of parliament promised to stay in touch with the girl to discuss the matter. Every day after the event, I wandered through the international streets of the city, filled with beautiful French and German architecture. I would gather all my thoughts from that day. It was interesting to see so many young people gather from all over Europe, each of us facing different realities, having different interests and fighting for solutions.



*Members of Parliament deliberating during a policy session. (Source: Emma Berndt)*

Today's youth (those between the ages of 15 and 25) constitutes a fifth of the world's population. They are the future of this planet, and deserve a seat at the table. Therefore, it is important that groups like MeetEU, youth wings of political parties, and other youth organizations are widely promoted among youth in all regions. We have so much to say, and right now many of us feel silenced by a high information threshold in politics. This threshold can be jargon in debates or policy documents or the fear of being ignored by politicians. However, in my journey I have felt that often enough Members of parliament or other political institutions are happy to discuss politics with young people. Youth participation is a topic that is well discussed among politicians. Participating in politics is not difficult, you just need to find the right places and network to let your voice be heard. Keep asking yourself critical questions about the system and the world of today. When given an opportunity to share your opinions and partake in the decision-making process, young people consistently prove their eagerness and ability to foster positive, lasting change.



**Emma is constantly curious about the world around her. She likes to ask questions and start debates with people from all over the world. Often enough she finds herself participating in debates with fellow younger Europeans through her network with the European Parliament. But most joy she finds in being creative, she enjoys photography and the art of fashion.**

# 2021's German Elections and its Effects on the EU

by Sarah Sofie Richter

After a widely followed election, Germany voted for a new government in September earlier this year. The outcome of those elections continues to be of special interest for the European Union, as the new chancellor will represent one of Europe's biggest economic forces and financiers of the EU. However, based on recent political developments, this year's elections will not bring about major change for fellow members of the European Union.

Within the political system of Germany, the chancellor's opinions are not of primary importance, as any decision made for the country or regarding the European Union is made by the winning party and the coalition parties. Therefore, the chancellor's personal opinions are only crucial in the case of a crisis, where the European Council may have to make emergency decisions. Contrary to other large member countries of the EU, Germany has no strong Eurosceptic party or tendencies within the country. Moreover, the outcome of the elections in September indicates that Germany will have a three-party coalition, decreasing the chancellor's and his party's influence even more. Furthermore, all parties that are likely to govern agree that the country must remain pro-Europe.

The new chancellor, Olaf Scholz, belongs to the centre-left party SPD (Sozial Demokratische Partei Deutschlands or "Social Democratic Party for Germany"). The SPD has been part of the German government for the past sixteen years alongside Angela Merkel's CDU, with Scholz being Merkel's vice chancellor. The party is known for its focus on social and economic equality by attempting to stop the increasingly growing bracket between rich and poor. When it comes to EU politics, the SPD stands behind the further unification of its member countries, supporting ideas such as a European army, and a unified integration policy, in order to take a stand against the current trend of right-wing EU separatism.



*Germany's new chancellor: Olaf Scholz (SPD).*  
(Source: Bundesfinanzministerium).

In addition to supporting a more extensive European Foreign Policy, the SPD advocates for Qualified Majority Voting (QMV) in the European Council for foreign affairs and security matters, which could help achieve better EU military capabilities. However, Scholz has been Germany's Minister of Finance since March 2018, and his intention to protect German taxpayers when making decisions for the European Union has been well documented. He might be more sympathetic toward European integration, but the EU Projects must be in Germany's interest for him to grant the country's financial support. It is safe to say that his attitudes are aligned with those of his predecessor.

As coalition negotiations between the different German parties continue to be narrowed down—a process that will decide which other parties will govern Germany alongside the SPD—it becomes more and more clear that the most likely coalition is between the SPD, the Grünen, and the FDP. This combination might also prove favourable for the European Union, as both possible coalition partners are also pro-Europe and want a united EU.



Baerbock (Die Grünen); Scholz (SPD); Lindner (FDP). (Source: T-Online).

The Grünen (German for “The Green”) focuses on climate change and tries to implicate policies that will reduce the man-made contribution to the destruction of our ecosystem. They would make the second strongest party within the trio. With this “green” transition in the German government, the country’s position regarding measures needed to achieve the European Union’s ambitious climate agenda should become more solid. In addition to its ecological aims, the Grünen is also known for its advocacy for a foreign and security policy that focuses on democracy, human rights and justice, especially in regard to current events in Russia, Belarus, and China.

Meanwhile, the FDP (Freie Demokratische Partei or “Free Democratic Party”)—the third ruling party—is built on its belief in the foundations of liberalism and social market economy and sees those policies as ways of economic growth and wealth amongst society.

This agenda proves particularly relevant during the economic aftermath of the worldwide COVID-19 pandemic and the higher inflation within Europe. Moreover, the FDP takes a strong stand against autocratic striving for power and the trend of right-wing separatism within the EU. Their goal is to form a European Union that is strong in foreign policy, speaking with one voice to the outside world. Therefore, the FDP, just as the SPD, wants the unanimity vote in the EU Council of Ministers to be converted to a qualified majority vote (QMV), so that the EU can act faster internationally regarding issues such as war and terrorism.

Overall, the ideological differences between the three parties are minimal. It can be expected that the next German government will be more leftist than before and some minor changes in Germany's political position and tone may occur regarding EU climate policies. However, the new government remains pro-Europe, whilst focusing on social, environmental, and economical issues within Germany and the European Union.



**Sarah is a 2nd year student of the International Communications programme at THUAS. She grew up in Germany but likes to explore new cultures by moving around as much as possible. In her freetime she likes to explore different styles of art but her favourites are photography and surrealism.**

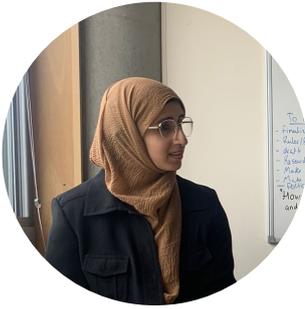
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# What is YOUR point of view?

Once you feel ready to share it with the world, reach out to us and send us what you wrote (anonymous or not).

## Impressum

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