

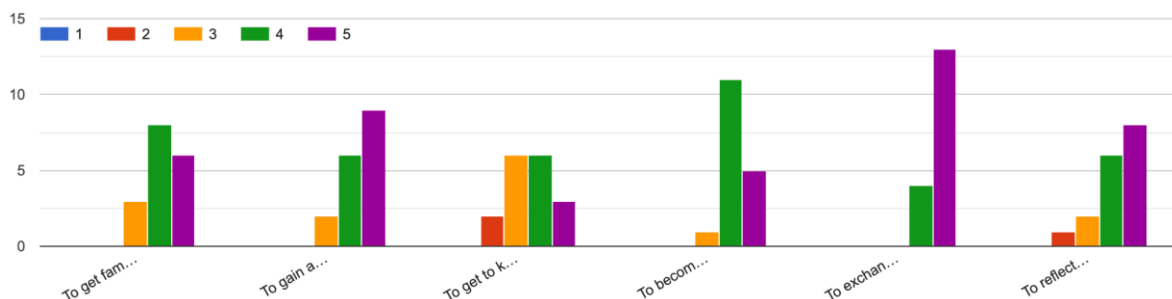
## Inclusion & Diversity Kitchen - Staff training on inclusion & diversity Evaluation Report

16/18 October 2023, online

Following the 3 days of the online ID Kitchen Staff Training, an evaluation form was shared and filled in by 17 participants. This evaluation aimed to monitor the expectations and needs fulfillment and to take stock of suggestions and ideas for future meetings and support in participants' development. Here is a summary of the results.

### 1. Objectives of the training

In your opinion, were the objectives of this training achieved? (1=not achieved at all, 5=fully achieved)



The objectives were:

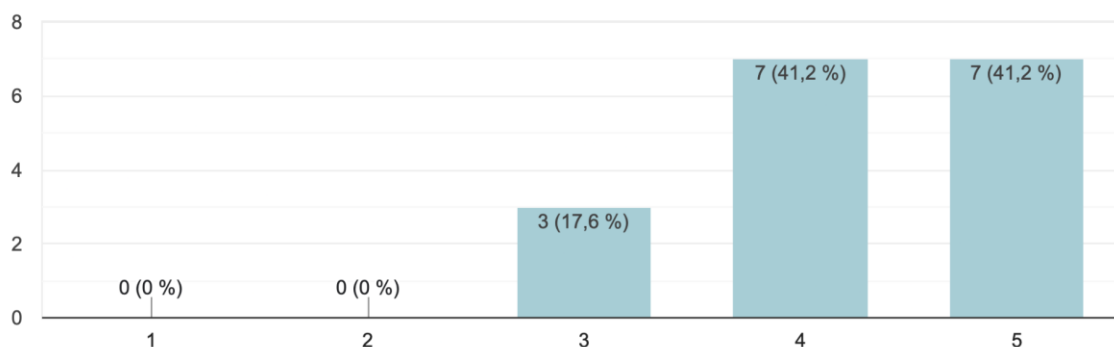
- **To get familiar with ID concepts and the European ID policy framework:** The majority of participants rated 4 & 5 (82.35%).
- **To gain better understanding of the ID issues and how to tackle those national/European level:** The majority of participants rated 4 & 5 (88.24%).
- **To become better equipped to support the ID Officers colleagues, as well as the beneficiaries from our different roles in the NA:** The majority of participants rated 3 & 4 (70.59%).
- **To get to know better specificities of the ID Strategy of the National Agency of the country of origin:** The majority of participants rated 4 & 5 (94.12%).
- **To exchange ideas and share practices on managing the inclusion issues and learn from each other:** The majority of participants rated 4 & 5 (100%).
- **To reflect on the values and aims of the NA officer's work:** The majority of participants rated 4 & 5 (82.35%).

### 2. Expectations

Participants were asked to express whether they believed their expectations of the meeting were met on a scale from 0% to 100%. The answers showed that their expectations of the meeting were met in proportion of 82.4 %.

How much would you say that your expectations of the ID Kitchen were met?

17 răspunsuri

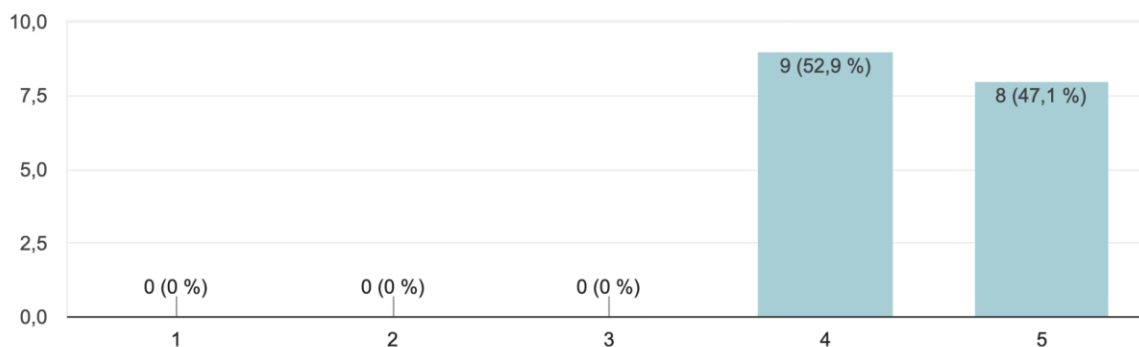


### 3. Overall experience

Participants were asked how their experience of the meeting was on a scale from 'very negative' to 'very positive'. The answers were mostly positive, with 52,9% stating it was good/positive and 47,1% very positive.

Overall, your experience of the ID Kitchen was:

17 răspunsuri



### 4. What worked and should be keep in future trainings

Participants expressed appreciation for the collaboration aspect of the training, and being able to learn with colleagues. They also named the importance of having practical tools, challenges, and examples that can spark new ideas for how they can respond in "real life". The framework of 3 mornings of training was also positive, as well as the Padlet and the complementarity of facilitators.

### 5. What should be improved, changed or add in future trainings

Some participants expressed the desire to meet face to face or have more meetings and bring in more examples they face in their daily work. The cases we used need a bit more refining so they can be even more realistic, as well as adjusted to the specificity of each participant's work. There is a need for more space for reflection in the agenda, which will allow participants to digest what they learn and

how they can apply it., as well as more space to share with folks that do a similar job, for example a conversation amongst communication officers.

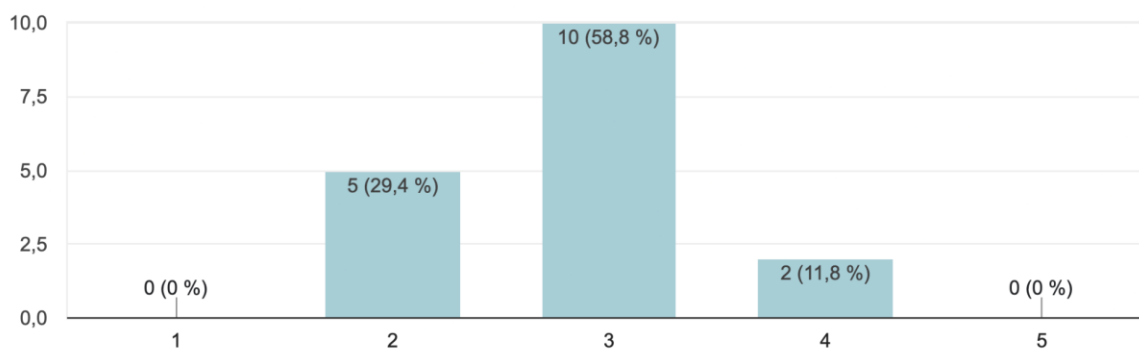
**6. How equipped to work with inclusion & diversity did you feel before and after ID Kitchen**

As we can see from the graphs, we can observe that following the training there is a change in terms of people's readiness to work on ID issues, and feeling of being equipped when doing so.

**Before:**

How equipped to work with inclusion & diversity did you feel before ID Kitchen?

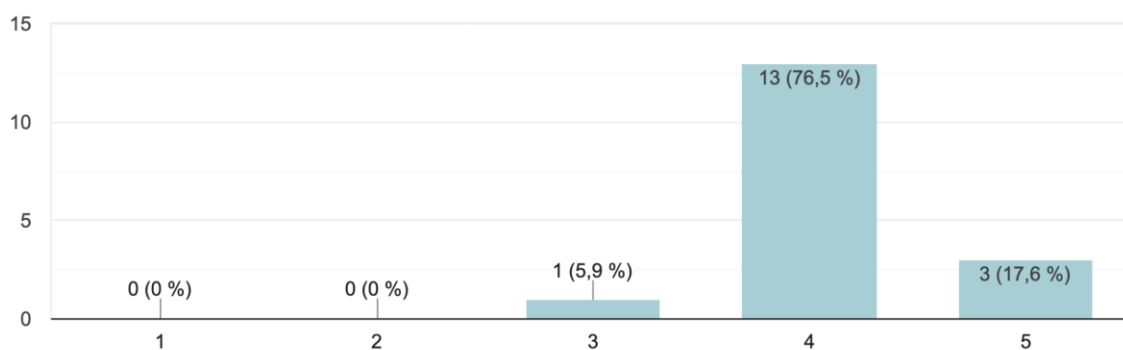
17 răspunsuri



**After:**

How equipped to work with inclusion & diversity do you feel now, after ID Kitchen?

17 răspunsuri

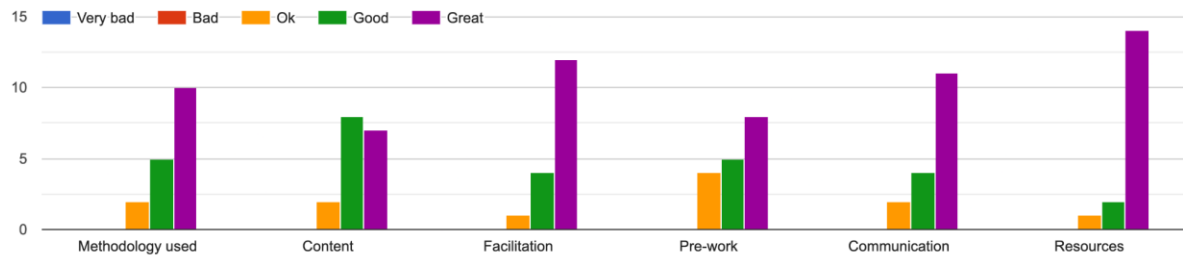


**7. Support that is still needed in terms of developing understanding and practice of inclusion & diversity among participants**

Most of the participants requested further learning spaces in the topic, practice, and access to the tools of SALTO.

**8. Evaluation of the meeting in terms of (from very bad to great):**

How did you find the meeting in terms of:



Participants found the topic interesting and the environment supportive for their process. Homeworks/pre-work were mentioned as tricky due to the lack of time in people’s busy worklife. Even more clarity in facilitation is welcome to be able to support everybody, although overall facilitation was interactive, welcoming and appreciated.

All in all, folks expressed they were happy and thankful to be part of the training, and especially to have a cross sectoral space, as it made everything broader.