

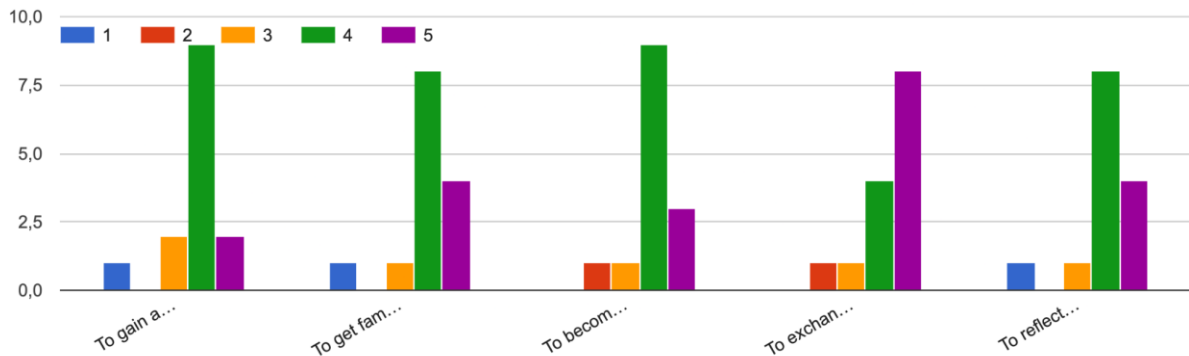
Inclusion & Diversity Kitchen - Staff training on inclusion & diversity Evaluation Report

5-7 February 2024, online

Following the 3 days of the online ID Kitchen Staff Training, an evaluation form was shared and filled in by 14 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:

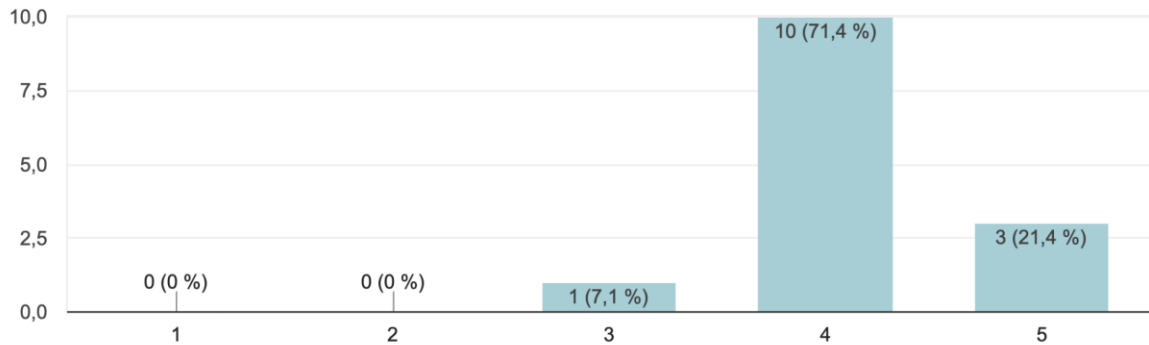
- **To gain a better understanding of the ID issues and how to tackle those national/European level**- the majority of participants selected 4 and 5 (78,57%).
- **To get familiar with ID concepts and the European ID policy framework**- the majority of participants selected 4 and 5 (85,71%)
- **To become better equipped to support the ID Officers' colleagues, as well as the beneficiaries from our different roles in the NA**- the majority of participants selected 4 and 5 (85,71%)
- **To exchange ideas and share practices on managing the inclusion issues and learn from each other**- the majority of participants selected 4 and 5 (85,71%)
- **To reflect on the values and aims of the NA officer's work**- the majority of participants selected 4 and 5 (85,71%)

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 a proportion of 92.8 % (selected 4 and 5 on the scale).

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

14 răspunsuri

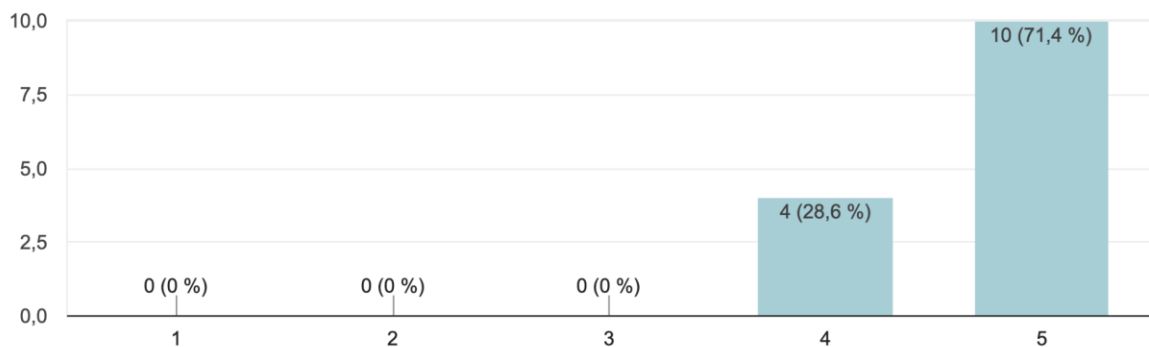


3. Overall experience

Participants were asked how their experience of the meeting was on a scale from 'very negative' to 'very positive'. The answers were 100% positive, with 28,6% stating it was good/positive and 71,4% very positive.

Overall, your experience of the ID Kitchen was:

14 răspunsuri



4. What worked and should be kept in future trainings

Participants expressed a positive feeling around the balance of working in groups and in plenary, theory and the way it was illustrated, as well as the study cases that made space for reflection. The resources collected in the Padlet, and shared throughout the training were found to be very useful. They also appreciated the cross-sectoral aspect of the training, and that they could learn from each other's experiences. ID officers were named as having a useful contribution to participants' learning.

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

While resources were good, some folks also felt overwhelmed with their multitude and suggested that part of them be sent after the training. More practical examples are needed, as well as space and time to dive deeper into certain topics. Action plans were welcome, but there was a suggestion that perhaps it makes more sense that they are done with colleagues from their NA rather

than by themselves. Slides/PPT were mentioned as a possible way to support visual learners and to support all to follow the content with more ease.

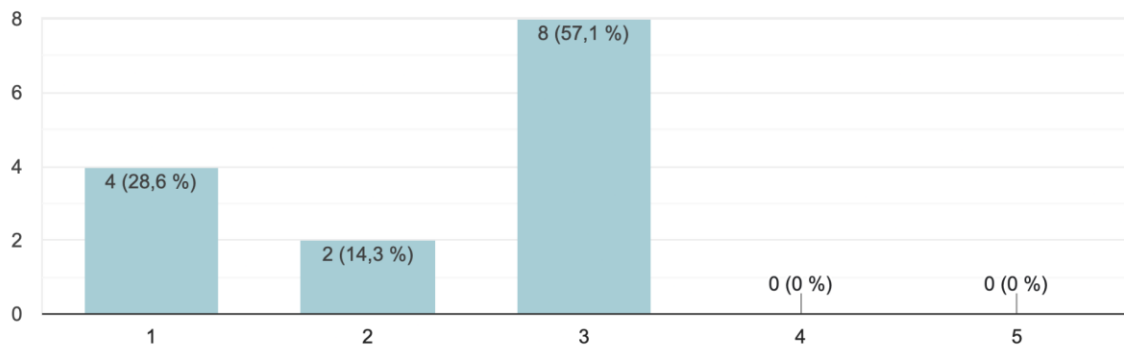
6. How equipped to work with inclusion & diversity did you feel before and after ID Kitchen

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?

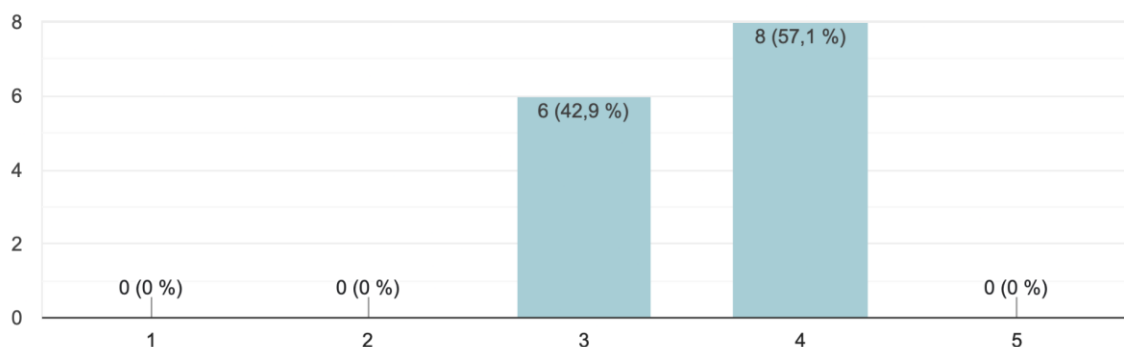
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After:

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

14 răspunsuri



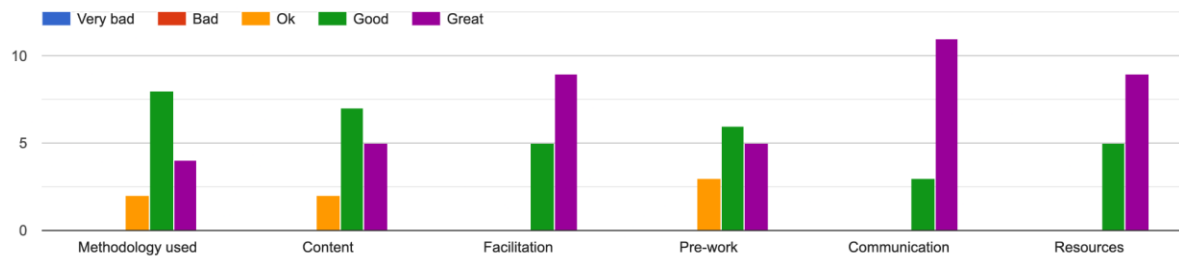
7. Support that is still needed in terms of developing understanding and practice of inclusion & diversity among participants

More practical examples and good practices were requested by people. Some mentioned that further learning in more specific topics (such as gender, religions, etc.) is needed, while others named the need for internal workshops in their NA on ID topics. With this being said a couple of people mentioned that the resources that were already provided were a great start, they just need to get started and find ways to get their colleagues on board.

A participant mentioned: *“in order to be inclusive and also promote i&d, we need resources (both time and budget). So, it is important that decisions are made at management level. Erasmus+ should first of all provide trainings to our management and ID officers, to understand the importance of being inclusive.”*

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

How did you find the meeting in terms of:



Communication, facilitation, and resources were ranked most highly. Most participants felt positive about the training and said they enjoyed it was interactive and interesting, fruitful, with valuable speakers and resources. People felt inspired at the end of the training and ready to bring it back.

- **Methodology used:** 14,2% said it was ok, 57,1% said it was good, and 28,5% said it was great
- **Content:** 14,2% said it was ok, 50% said it was good, and 35,7% said it was great
- **Facilitation:** 35,7% said it was good, and 64,2% said it was great
- **Pre-work:** 21,4% said it was ok, 42,8% said it was good, and 35,7% said it was great
- **Communication:** 21,4% said it was good, and 78,5% said it was great
- **Resources:** 35,7% said it was good, and 64,2% said it was great