

Inclusion & Diversity Kitchen

Staff training on inclusion & diversity

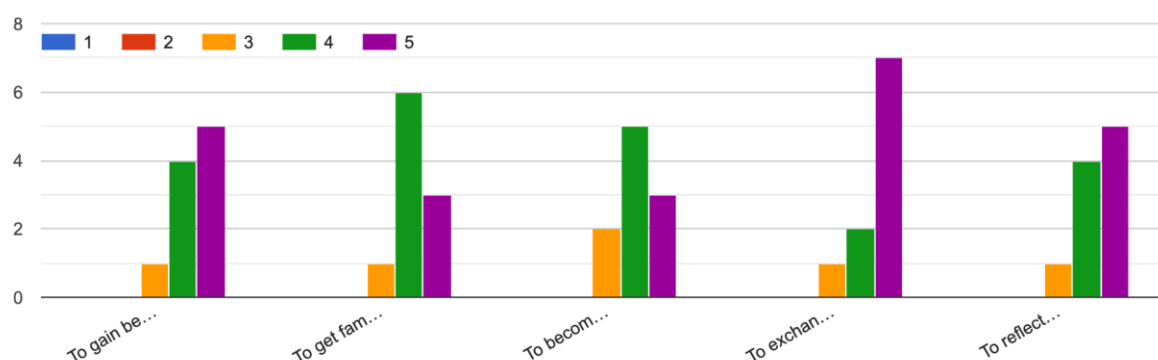
Evaluation Report

15 /17 October 2025, online

Following the 3 days of the online ID Kitchen Staff Training, an evaluation form was shared and filled in by 10 of 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 get familiar with ID concepts and the European ID policy framework** - average rate for this objective is 4.4 or 90% participants fully achieved or achieved this objective.
- **To gain better understanding of the ID issues and how to tackle those national/European level** - average rate for this objective is 4.4 or 90% participants fully achieved or achieved this objective.
- **To become better equipped to support the ID Officers colleagues, as well as the beneficiaries from our different roles in the NA** - average rate for this objective is 4.1 or 80% participants fully achieved or achieved this objective or 90% participants fully achieved or achieved this objective.
- **To exchange ideas and share practices on managing the inclusion issues and learn from each other** - average rate for this objective is 4.6/5
- **To reflect on the values and aims of the NA officer's work** - average rate for this objective is 4.5 or 90% participants fully achieved or achieved this objective.

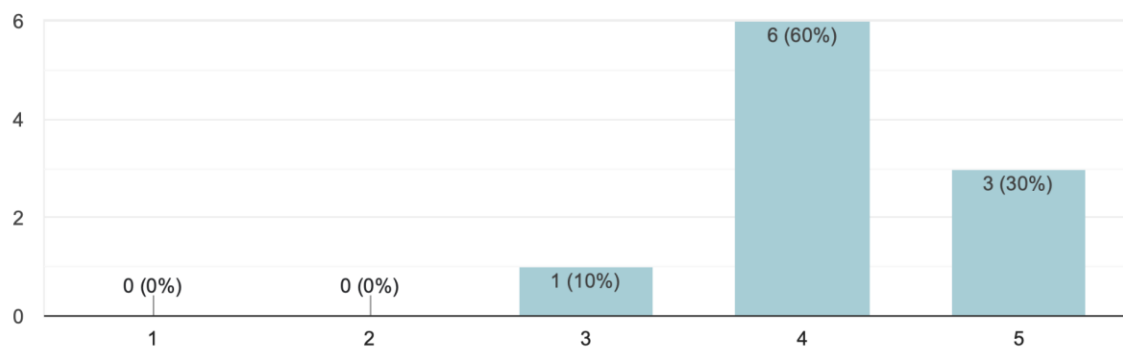
In general participants have felt exchanging ideas 4.6/5 to be the most rated objective and to become better equipped to support the ID Officers the lowest 4.1/5

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 90% (selected 4 and 5 on the scale), while only one person selected 3.

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

10 responses

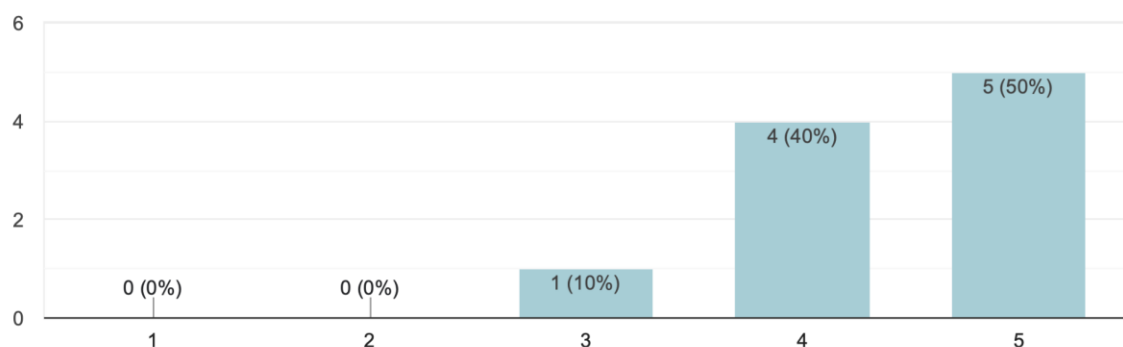


3. Overall experience

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 90% stating it was very positive (4 and 5)

Overall, your experience of the ID Kitchen was:

10 responses



4. What worked and should be kept in future trainings

What worked well and should be kept in future trainings was the clear structure and friendly atmosphere. The introduction and the resources were very good, and the training felt warm and welcoming. Participants liked the good balance between theory and practice, with time for discussions, group work, and breakout rooms. Working in smaller groups helped people share ideas and get to know each other better. The mix of presentations and group exercises made the sessions interesting and not too long. It was also very helpful to hear from several experts and to see real examples from different NAs. The tools used, especially the Inclusion Meter and the Road Map, were very practical and useful. Finally, the trainers' positive energy and enthusiasm made the training enjoyable and motivating for everyone.

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

Participants mentioned that the **breaks could be improved** in future trainings. Several people suggested having **two shorter breaks instead of just one long one**. Many suggested focusing more on **concrete and practical examples**, especially connected to their own **sector or daily work**, since some parts felt less relevant to their specific context. It would be helpful to include more **open discussions and space for questions**.

Several participants asked for **more time to explore the tools in detail** and learn how to actually use them in practice. Some participants mentioned that the content was a bit **youth-oriented** and would like to see more examples from the **education sector**. Finally, having more time to **reflect on personal actions, use the roadmap, and go deeper into the practical side of ID** would make the training even more effective.

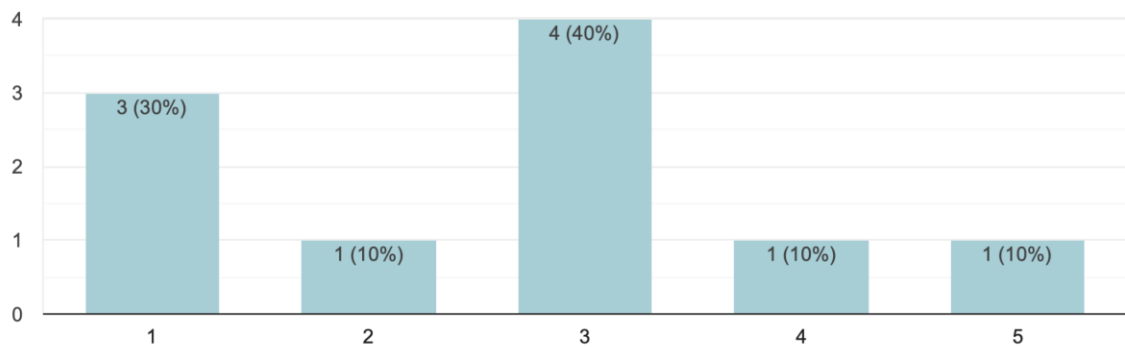
6. How equipped to work with inclusion & diversity did you feel before and after ID Kitchen

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. Most of the participants moved from the readiness 1-3, to 3-5, with most people at 4 comparing to before where only one person was at 4,, which is an increase in their felt sense of readiness.

Before:

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

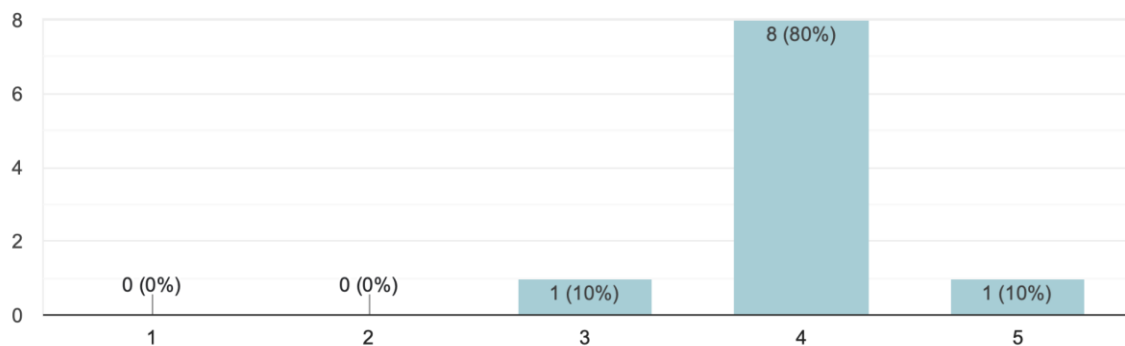
10 responses



After:

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

10 responses



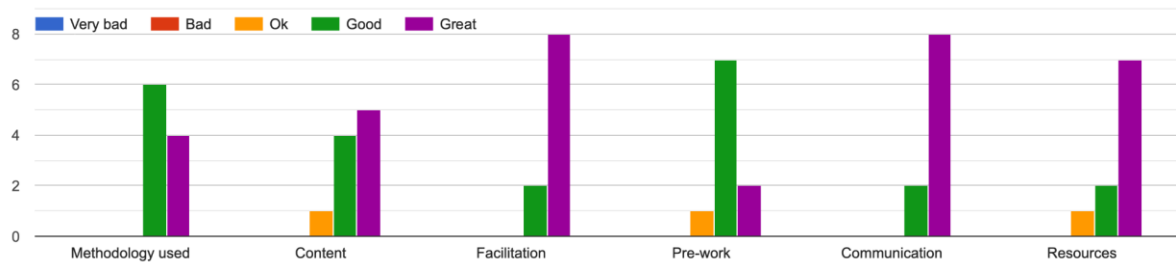
7. Support that is still needed in terms of developing understanding and practice of inclusion & diversity among participants

Participants mentioned that they still need some support to continue developing their understanding and practice of Inclusion and Diversity (ID). Many said that constantly updated tools and shared experiences from other NAs and SALTO are already very helpful and should continue. Some participants plan to join the Inclusion Working Group in their own NA to stay involved and keep learning. Others said they need more time to reflect and process what they learned before deciding on their next steps.

There was also a strong wish for regular opportunities to exchange with colleagues, both within their own NA and with those doing similar work in other NAs. These exchanges would help share experiences, challenges, and good practices in applying Inclusion and Diversity more effectively.

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

How did you find the meeting in terms of:



Methodology, facilitation, and communication were ranked most highly or 100% of participants rated these elements as good or great. For content, pre-work and resources 90% of participants rated these elements as good or great. 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.

Here are some additional comments on the above:

- As stated above, I think a little more space for open discussions would be good. Especially regarding this topic, personal/ work experiences would be valuable to share.
- Keep up the fab work!
- Thank you so much! :) Great energy, interesting and important information, valuable communication and exchange. I really enjoyed this seminar.
- I feel like there was quite a lot to do and honestly I do not have much spare time in October. I feel it would be better to have less things. But I did not mind mini homeworks.
- There were a lot of resources, sometimes it was a bit overwhelming to red through some of the things.