

Inclusion & Diversity Kitchen

Staff training on inclusion & diversity

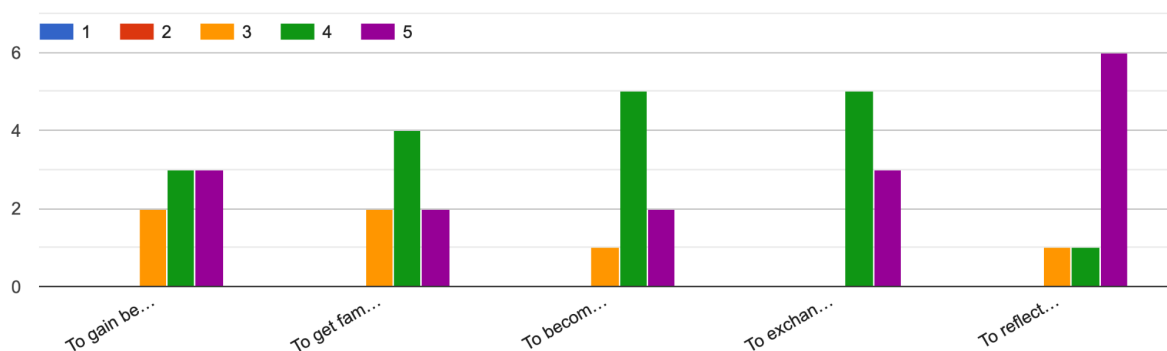
Evaluation Report

5 /7 October 2026, online

Following the 3 days of the online ID Kitchen Staff Training, an evaluation form was shared and filled in by 8 of 12 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 better understanding of the ID issues and how to tackle those national/European level - average rate for this objective is 4.1 or 82.5% participants fully achieved or achieved this objective.
- To get familiar with ID concepts and the European ID policy framework - average rate for this objective is 4 or 80% 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 82% 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 4.4 or 90% participants fully achieved or achieved this objective.

- To reflect on the values and aims of the NA officer's work - average rate for this objective is 4.7 or 95% participants fully achieved or achieved this objective.

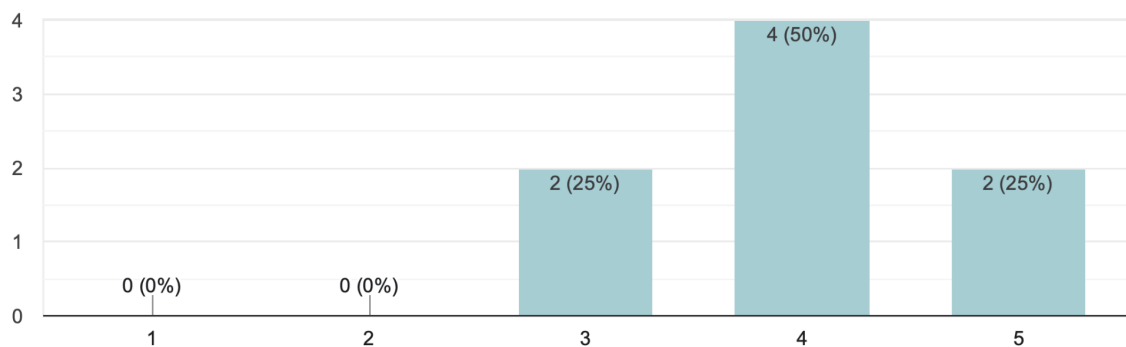
In general participants have felt to reflect on the values 4.7, and exchanging ideas 4.4/5 to be the most rated objective on the other hand to get familiar with ID concepts the lowest 4.1/5.

2. Expectations

Participants were asked to express whether they believed their expectations of the meeting were met on a scale from 1-5 or 0% to 100%. The answers showed that their expectations of the meeting were met in a proportion of average rated 4/5 which makes it 80% participants have felt their expectations were met to high demand.

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

8 responses

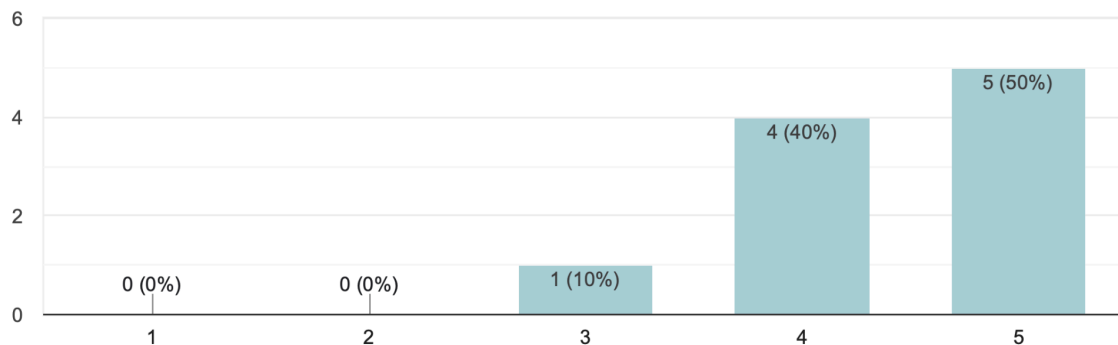


3. Overall experience

Participants were asked how their experience of the meeting was on a scale from 1-5. The answers were average of 4.5 or 90% that their overall experience was fulfilled.

Overall, your experience of the ID Kitchen was:

10 responses



4. What worked and should be kept in future trainings

The feedback highlighted the importance of peer exchange, interactive group work, and shared reflection. Participants valued sharing experiences and realities, exchanging ideas, and learning from different perspectives, particularly through small breakout sessions. They also appreciated exploring the ID Officer's role, reflecting on their own roles, discussing the wheel of power and privilege, reviewing the roadmap, and discovering useful resources. These elements should be retained in future trainings to support collaborative learning, engagement, and reflection.

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

Participants suggested making future training more practical and sector-specific, with concrete examples of how inclusion can be integrated into different areas of work, such as event planning, National Agency team activities, and application processes. Other suggestions included incorporating more short breaks, providing clearer guidance on using Padlet for participants who are less familiar with the platform, and introducing presentations with a brief explanation of their purpose and duration. One participant had no specific suggestions for improvement.

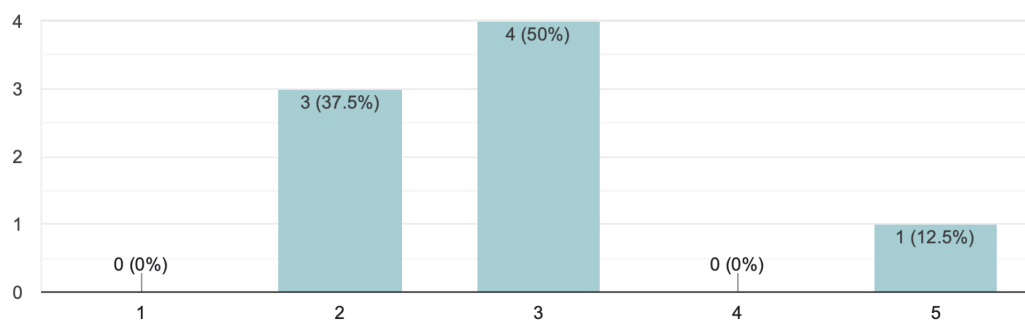
6. How equipped to work with inclusion & diversity did you feel before and after ID Kitchen

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 2-3, to 4-5, with most people at 4 which is 87.5% participants compared to before where 4 was graded by 50%, This is an increase in over 30% in their felt sense of readiness.

Before:

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

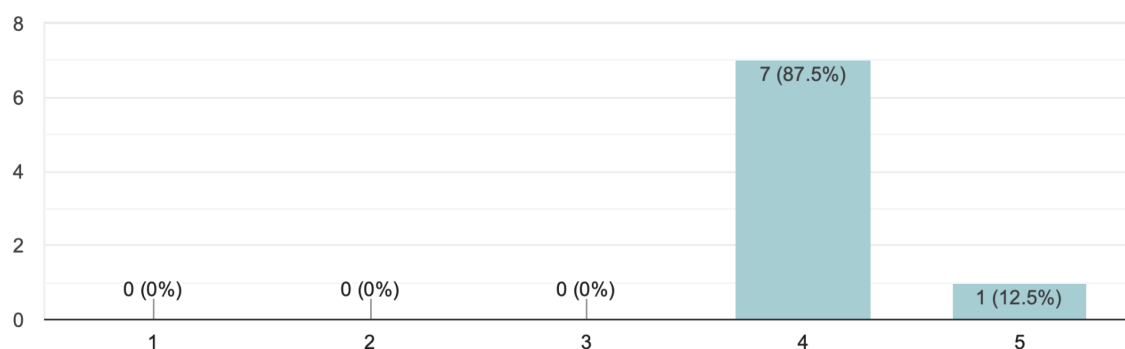
8 responses



After:

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

8 responses

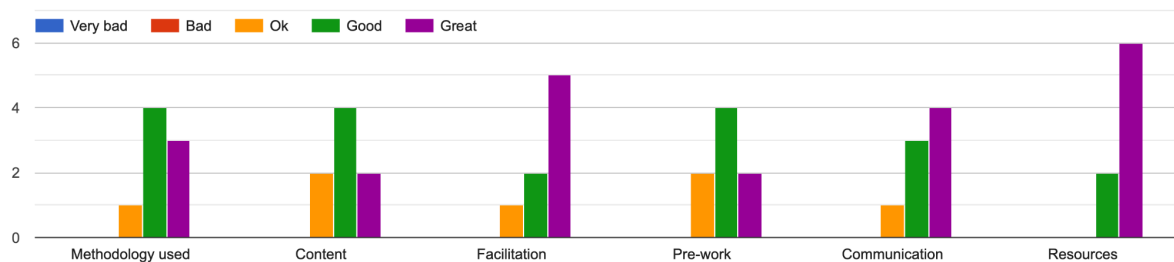


7. Support that is still needed in terms of developing understanding and practice of inclusion & diversity among participants

Participants expressed a need for continued learning and reflection to deepen their understanding of inclusion and diversity, including remaining open-minded and learning from different perspectives. They highlighted the value of bite-sized, advanced learning opportunities, clearer guidance on the National Agency's inclusion and diversity strategy, and more time and practical experience to understand how existing strategies, resources, and good practices can be applied in their specific roles.

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

How did you find the meeting in terms of:



Facilitation 4.5/5 or 90%, and resources 4.75/5 or 95% have a highest rating capacity followed by communication and methodology. For content, and pre-work 80% of participants rated these elements as 4/5. 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.

9. Here are some additional comments on the above:

- **Positive overall experience:** training was evaluated positively, with high ratings for the objectives, overall experience, facilitation, and resources. Participants reported increased confidence and readiness to work on inclusion and diversity.
- **Peer learning and reflection:** sharing experiences, learning from different perspectives, and reflecting on individual roles were among the most valued elements and should remain central to future trainings.
- **Stronger links to practice:** future activities should include more concrete, sector-specific examples, practical tools, and good practices to help participants apply inclusion and diversity principles in their daily work.

- **Continued learning and support:** developing competence in inclusion and diversity is an ongoing process. Bite-sized learning opportunities, follow-up sessions, and clearer guidance on the National Agency's strategy would support participants in consolidating their knowledge and skills.
- **Next steps:** training provided a strong foundation for further development. Future efforts should focus on sustaining the momentum, translating learning into practice, and embedding inclusion and diversity more consistently across the National Agency's work and support for colleagues and beneficiaries.