

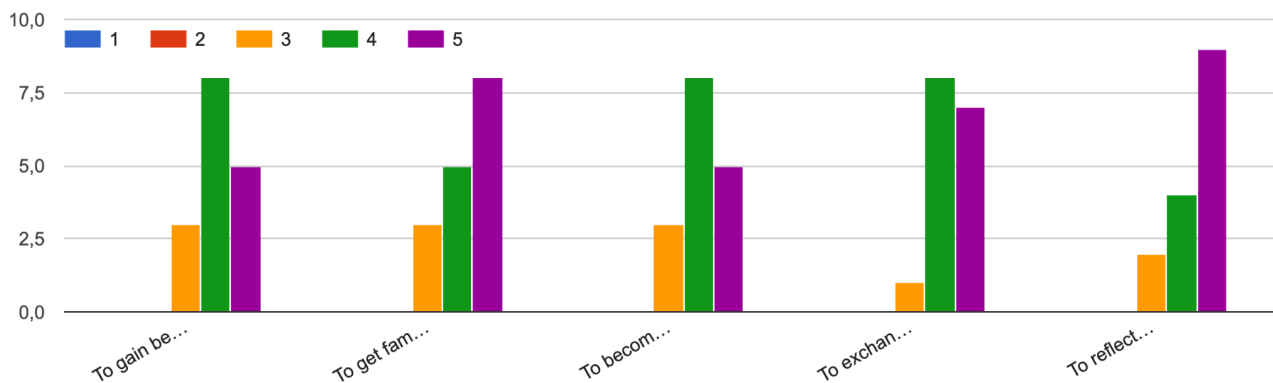
Inclusion & Diversity Kitchen - Staff training on inclusion & diversity Evaluation Report

17/19 October 2022, online

Following the 3 day of the online ID Kitchen Staff Training, an evaluation form was shared and filled in by 16 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 (1=not achieved at all, 5=fully achieved)

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



The objectives were:

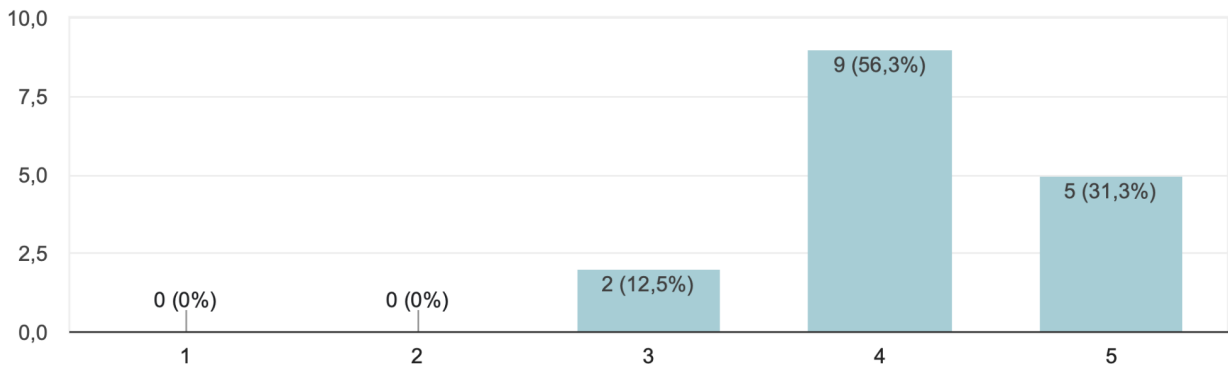
- **To get familiar with ID concepts and the European ID policy framework:** The majority of participants rated 4 & 5 (81.25%).
- **To gain better understanding of the ID issues and how to tackle those national/European level:** The majority of participants rated 4 & 5 (81.25%).
- **To become better equipped to support the ID Officers colleagues, as well as the beneficiaries from our different roles in the NA:** The majority of participants rated 4 & 5 (81.25%).
- **To exchange ideas and share practices on managing the inclusion issues and learn from each other:** The majority of participants rated 4 & 5 (93,75%).
- **To reflect on the values and aims of the NA officer's work:** The majority of participants rated 4 & 5 (81,25%).

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 87.50 %.

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

16 risposte

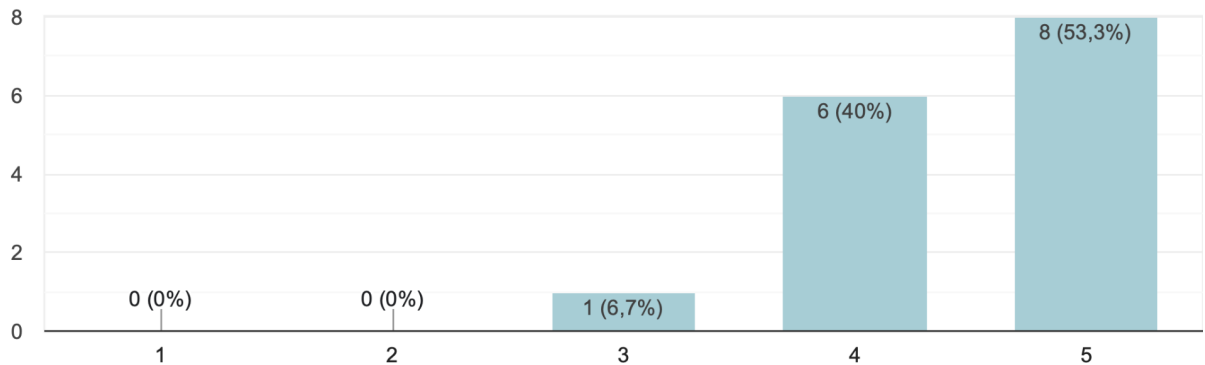


3. Overall experience

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 37,50% stating it was good/positive and 50% very positive

Overall, your experience of the ID Kitchen was:

15 risposte



4. What worked and should be keep in future trainings

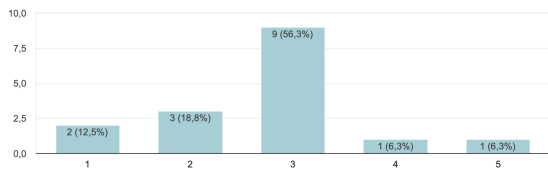
Participants appreciated the most being in community with each other, sharing, and learning through smaller group discussions as well as the interactive exercises. They liked the structure and the fact that it was concise, as well as the many examples provided.

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

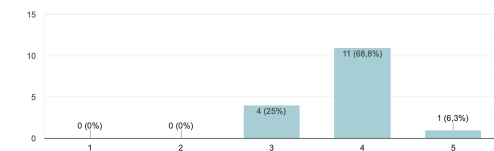
Participants needed more space for exchanging ideas, debating, as well as connecting to the importance and values behind diversity. More concrete examples would be welcome, as well as adding more info around dealing with discrimination.

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

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



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



Comparing how equipped participants felt before and after the ID Kitchen, it is notable that the training course contributed to a relevant increase on the equipment and readiness to work on ID strategy.

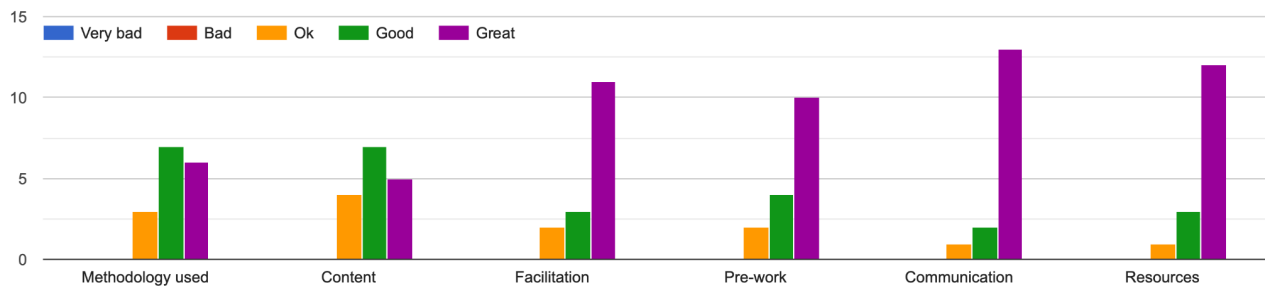
7. Support that is still needed in terms of developing understanding and practice of inclusion & diversity among participants

There is a need for more training for certain practical aspects of the work such as outreach activities, supporting project leaders and participants with fewer opportunities, implementing inclusion actions/projects, developing national strategies, evaluating the implementation of inclusion measures within the programmes, inclusive language. There is also a desire to connect more with ID officers, share and learn with and from them good practices. Practical examples remain a big need that needs to be covered through future learning spaces.

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

- methodologies: OK: 18,75 %; good: 43.75%%; great: 37.50% %
- content: OK: 25 %; good: 43.75% %; great: 31.25%
- facilitation: OK: 12.50%; good: 18.75%; great: 68.75%
- pre-work: OK 12.50%: good: 25 %; great: 62.50%
- communication: OK: 6.25%; good: 12.5% great: 81.25%
- resources: OK: 6.25%; good 18.75%: great: 75%

How did you find the meeting in terms of:



Participants commented positively on the training course; they were thankful for good preparation, the resources shared and the commitment of the team to the topic, especially because it was connected to concrete experience in the youth field.

One officer said that :“The biggest hindrance in the job of an inclusion officer in our NA is: Insufficient time, insufficient financial resources, insufficient number of staff available. Lack of support from national agencies, lack of support from the national government, lack of engagement (among stakeholders) and lack of knowledge (about the reality, actual situations, ways of working, strategies, etc.)”