



FINAL EVALUATION REPORT

WORKPLACE INCLUSION CHAMPION — WIC

Ljubljana, February 2023

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DESCRIPTION OF THE PROJECT

A. Main objectives of the project

OBJECTIVES

- To design and deliver a **7-modular Workplace Inclusion Champion** training programme based on the principles of modern learning, in blended and online version.
- To develop a dynamic and **easy-to-use learning framework** for our trainees consisting of 140 minutes of short lessons, 140 pages of online concrete tools, quizzes, interaction games and 21 hours of face-to-face sessions.
- To share with **our entire network of signatories** the online version of the training programme, inspiring all types of signatory organisations to translate principles and policies into concrete actions.
- To develop a **Regional Diversity Mentorship Scheme** to design, evaluate or reinvent their D&I policies and actions and to provide a structured D&I mentorship guideline to support this effort with concrete goals and outcomes.
- To use this programme to attract future signatories and thus consolidate the role of the Charters in the region.
- To raise the level of awareness on EDI topics tackled in the training and mentorship programmes through dedicated local and international events.
- To transfer the final version of the training and mentorship scheme (in English) to all existing Diversity Charters, facilitating thus the exchange of good practices between the consortium and other countries.

C. Key results achieved and impact

The most important results of the project are the design and implementation of **7-modular Workplace Inclusion Champion** training programme and **The Regional Diversity Mentorship Scheme**, two practical and efficient tools for our signatories to translate the Diversity Charter' principles into action, offering at the same time a solid framework for further developing of the Charters activities in the region.

The Learning Perspective

Our Diversity and Mentorship Training achieved multiple learning outcomes, including the development of signatories' knowledge, skills, and attitude, enhanced self-knowledge, enhanced organizational cultures, improved skills to work with different groups. Our trainees learned to recognize that different viewpoints are a sign of a healthy organization, that both learning and relearning are central to diversity, and that organizational culture has a major role to play in shaping the behaviour of employees.

Joining a **regional mentorship scheme** had equal benefits for 3 countries, and for all participants involved - mentors and mentees. Mentees learned new skills and built their confidence in the implementation of diversity policies in their organizations.

Each mentee prepared a project – action plan on the topic addressed, which can be implemented into organization. Mentorship scheme offered collaboration between experts and leaders responsible for development of EDI from different fields and sectors (companies, institutions, and NGOs).

The learning outcomes reached 67 trainees - middle to senior managers from 53 different organizations (private, public, NGO). The WIC programme was delivered to 504 different signatory organizations. The organizations can profit from the programme or to engage in it in the future or to design training in their organizations with the help of WIC programme (to in WIC 7 modular training and also the wider community of signatories – 503 who can profit from the online training package helping them to translate principles and policies into concrete actions. In addition, all existing European Diversity Charters can use the training package produced during this project, ensuring thus the transferability of the learning outcomes on European level.

The training provided a regional certificate, a potential model for Workplace Inclusion Champions in other European DCs, since the content of the proposed 7 modules is also relevant at the European level.

The Business Case Perspective

Workplace Inclusion Champion training helped signatory organisations not only to improve skills and knowledge on D&I topics, but also improve the **awareness of the benefits of concrete practices**. Tackling EDI issues in a practical and interactive manner helped middle to senior managers becoming more active in the field of diversity, while establishing a solid framework for interactions and best practice sharing among signatory organisations.

Several dissemination activities such as local and international awareness events and editorial contributions (diversity column, Preliminary study) strengthened and debated the importance of diversity management to businesses. 853 participants in the events and a larger online audience was involved in these discussions.

The Social Justice Perspective

Both, WIC training and mentorship scheme challenged signatory organisations to address diversity in more **holistic way**, moving forward from the actual trend to focus just on a small number of diversity grounds like gender. Age, disability, sexual orientation gained more importance for signatory organisations because of the 7 modular training who offered knowledge, concrete tools, good practices and personal testimonials on the topics.

503 signatory organisations were sensibilized to include more diversity dimensions in their policies and actions. Trainers and trainees, mentors and mentees discussed about concrete ways to approach diversity and inclusion in more holistic way.

The Strategic Perspective

The programme will enable signatory organisations to embed diversity on a **more strategic level**, taking a step forward from one-off initiatives which are the norm in our countries.

Training modules equipped participants with the necessary tools, knowledge and skills to step away from improvisations and to approach D&I more strategically.

PROJECT PARTNERS

Beneficiary: ŠENTPRIMA – Institute for rehabilitation and education, SLO

Co-beneficiaries:

HR BCSD – Croatia Business Council for Sustainable development, CRO

Foundation Forum for International Communications, ROM

EVALUATION

WHAT WE MEASURED

- PROJECT PROCESSES/PROJECT ACTIVITIES AND PROJECT RESULTS
- PARTNERSHIP MEETINGS
- COUNCIL BOARD MEETINGS
- EVENTS
- TRAINING
- MENTORING PROCESS
- IMPACT

PROJECT PROCESSES/PROJECT ACTIVITIES AND PROJECT RESULTS (intermediate and final report)

- OUTPUTS OF WORKSTREAMS:

WS1 : Project management and coordination

- Transnational meetings
- Evaluation/impact report

WS2: Development and delivery of Diversity Charter Champion training programme

- Preliminary study report
- Workplace Inclusion Champion training prototype
- Learning management system
- Delivery of face-to-face training sessions
- Webinar for European Diversity Charters

WS3: REGIONAL DIVERSITY MENTORSHIP SCHEME

- Guidelines for mentorship scheme
- Kick off meeting for mentors and mentees
- Mentorship pairs
- Mentorship sessions
- Publication

WS4: DISSEMINATION

- Dissemination Plan
- Local dissemination events
- Final international event
- Press releases and media support
- Project subpage
- Diversity column
- Social media notes/ announcements
- E-newsletters

PARTNERSHIP MEETINGS (questionnaire)

- Satisfaction (preparation, agenda, content, efficiency, discussion, solutions, tasks, network, the purpose of the meeting, duration, place)

COUNCIL BOARD MEETINGS (report)

- Members, method of collaboration, facilitator, dates of meetings, documentation, themes, feedback, obstacles / barriers, ideas / innovations

EVENTS – international/national round tables (questionnaire)

- Satisfaction (registration process, materials provided, speakers/presenters, facilities, duration, usefulness, organization, staff)

TRAINING (questionnaire and focus group)

- training aims; training content and design; pedagogical materials, tools; training delivery, facilitators; improvement; value; satisfaction (trainees, trainers); self – paced delivery; ideas for improvement; impact (self – assessment of knowledge and skills).

MENTORING PROCESS (questionnaire)

- aims, improvement and satisfaction of mentors and mentees

IMPACT

For the impact of the designed new training diversity modules, we use Plymouth Development Tool framework that address training priorities identified by stakeholders, which Šentprima co - developed in international partnership in 2010-2012 (Erasmus +).

HOW WE MEASURED

- QUANTITATIVE / QUALITATIVE

GATHERING INFORMATION:

- Questionnaires (on-line) – all questionnaires' templates are in the annex
- Report templates
- Focus groups

All questionnaires are in electronic form due to facilitate better analysis.

We use <http://english.1ka.si/> - an open source application for creating, conducting and analysing online surveys.

QUANTITATIVE EVALUATION

- numbers of meetings, events, training delivery sessions, of participants of events, of training modules designed, of training material delivered, of reports, of publications, number of trainees, mentors, mentees, dissemination activities...

QUALITY EVALUATION

- Quality checks take place on a quarterly basis, throughout the project timeline. Evaluation were done after each: partnership meeting, each training delivery, after each Council Board meeting, event, mentoring process. All partners will use the same evaluation questionnaires.

IMPACT

For the impact of the designed new training diversity modules, we use Plymouth Development Tool framework that address training priorities identified by stakeholders, which Šentprima co - developed in international partnership in 2010-2012 (Erasmus +).

Tool frameworks follow next steps:

1. Address training priorities identified by stakeholders and project expert team. Priorities are translated into impact statements. We were answering to questions like, what are our training and mentorship scheme objectives, what impact will have on individuals or target groups, what would happen without intervention, how will training/mentorship have impact, what will change as a result of training/mentorship process, how will we know that change has occurred, the impacts will be immediate or longer term, etc.)

2. Impact assessment indicators were developed. We based our assumptions on the best available evidence and if possible, provide information relating to:

- a. types of behaviour change,

- b. the proposed long-term effects of training,
- c. persistence of change (individual behavioural change and/or social capital),
- d. meaning and value for beneficiaries,
- e. societal value,
- f. impact on equality,
- g. improvements in personal resilience factors, such as perceived control, self-efficacy (we will lean on diversity self-efficacy scale which was developed in our previous EU project), diversity and equality awareness, etc.
- h. improvements of knowledge and skills.

FINAL EVALUATION REPORT

Final evaluation report present gathered information to project partnership and EC. Conclusions are written in English to open access online (on web sites) and also for passing on to local decision makers for mainstreaming activities.

HOW OFTEN WE MEASURED

Evaluation:

- regular (after each activity) - that we were able to make improvements on time
- final

PROJECT PROCESSES / PROJECT ACTIVITIES AND PROJECT RESULTS

- ACTIVITIES

WS1 : Project management and coordination

- Project coordination activities
- Project monitoring
- Financial management
- Communication
- Evaluation/Impact activities

WS2: Development and delivery of Diversity Charter Champion training programme

- Preparation and planning with Council Boards
- Preliminary study

- Collection and preparation of core training materials
- Writing the programme
- Creation of video lessons
- Translation of the material
- Online platform to host online content
- Delivery of Diversity Champion training programme
- Refine and final version of the online programme
- Transfer of knowledge on EU diversity platform

WS3: REGIONAL DIVERSITY MENTORSHIP SCHEME

- Design of Mentoring Program
- Selection and matching of mentors/mentees
- Implementation and coordination of the mentoring scheme
- Reporting of the mentor/mentee activities

WS4: DISSEMINATION

- Dissemination Plan
- Raising awareness through national events
- Final international event
- Media
- Stakeholders' engagement
- Project web subpage
- Diversity column
- Social media communication activities
- E-newsletters

• OUTPUTS OF WORKSTREAMS/TARGET GROUPS

| DELIVERABLES/TARGET GROUPS | RESULTS/TARGET GROUPS EXPECTED | SLOVENIA | CROATIA | ROMANIA | RESULTS/TARGET GROUPS REACHED |
|---|---------------------------------|-----------|-----------------------------------|-----------------------------------|--|
| PROJECT MANAGEMENT AND COORDINATION | | | | | |
| Transnational meetings | 3 | 1 | 1 (online) *due Covid-19 measures | 1 (online) *due Covid-19 measures | 3 |
| Evaluation report | 1 | 1 | - | - | 1 |
| WIC EDUCATIONAL PROGRAM | | | | | |
| national Council Boards established | 3 | 1 | 1 | 1 | 3 CB |
| Numbers of members in Council Boards | 15 | 7 | 5 | 10 | 22 |
| Workplace Inclusion Champion prototype: 7 modules Workplace Inclusion Champion designed | 7 modules | 2 modules | 3 modules | 2 modules | 7 modules |
| Learning Management System | 1 | 1 - SI | 1 – CRO | 1 – ROM 1 - ENG | 1 online Learning platform with 4 subpages |
| Number of F2F sessions | F2F sessions | 7 F2F | 7 F2F | 7 online sessions | 21 sessions |
| Number of hours of F2F sessions | 21 hours/country = 63 hours | 21 hours | 21 hours | 21 hours | 63 hours |
| organizations in the WIC training | 45 organizations | 20 | 11 | 22 | 53 organizations |
| Number of participants | 45 participants – WIC champions | 24 | 21 | 22 | 67 - WIC champions |

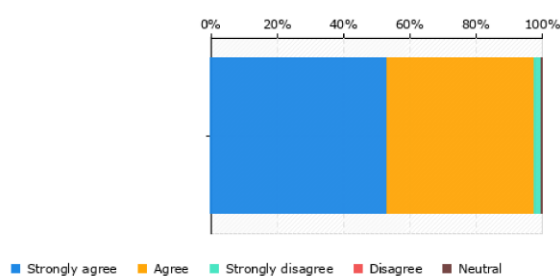
| | | | | | |
|---|--|-----------------------|--------------|---|---|
| Dissemination of the programme to signatory organizations | 320 organizations – shared online versions – WIC programme | 214 | 110 | 180 signatory organizations got the WIC program | 504 signatory organizations got the WIC programme |
| Webinar for European DCs | 1 | Šentprima coordinated | - | - | 1 |
| REGIONAL MENTORSHIP SCHEME | | | | | |
| Guidelines for mentorship scheme | 1 | Šentprima elaborated | - | - | 1 |
| Mentorship pairs | 15 | 18 | 12 | 18 pairs | 48 |
| Mentors | 15 mentors | 9 | 8 | 10 | 27 mentors |
| Mentees | 15 mentees | 20 | 21 | 18 | 59 mentees |
| Kick off meetings for mentorship pairs | 3 | 1 | 1 | 1 | 3 |
| Mentorship sessions – mentorship hours | 75 hours | 63 hours | 44,30 | 54 hours | 161,30 hours |
| Number of new signatories in the year of the project (2021, 2022) | ? | 54 | 1 | 53 | 108 new signatories |
| Publication | 1 | contribution | contribution | Coordination and contribution | 1 |
| RAISING AWARENESS | | | | | |
| Dissemination plan | 1 | - | - | 1 | 1 |
| Local dissemination events | 5 | 1 | 2 | 2 | 5 |
| Number of attendees at the local events | 250 | 65 | 90 | 90 | 245 |
| Final international event | 1 | 0 | 0 | 0 | 1 |
| Number of attendees at the international event | 50 | 104 | 0 | 0 | 104 |
| Project subpage | 3 | 1 | 1 | 1 | 3 |
| Diversity Column | 18 (6/country) | 4 | 8 | 18 | 30 |
| Social media notes/ announcements | 90 (30/country) | 162 | 42 | 50 | 254 |
| E-newsletters | 24 (4/year/country) | 6 | 5 | 8 | 19 |
| Webinar for DC coordinators | EU | 17 | 0 | 0 | 17 |

PARTNERSHIP MEETINGS

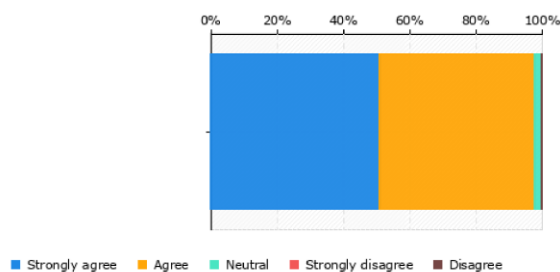
- On – line partnership meetings each month
- LJUBLJANA SI, DECEMBER 2022

Common and average results (n=47; 8 persons)

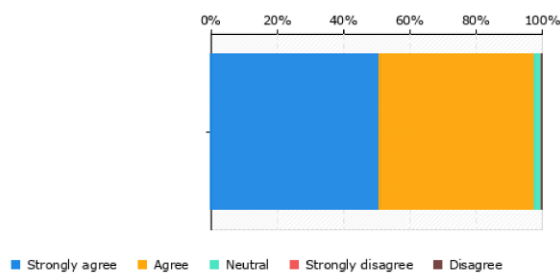
- questionnaire in the annex
- **I received on time all information I needed for my participation at the meeting.**



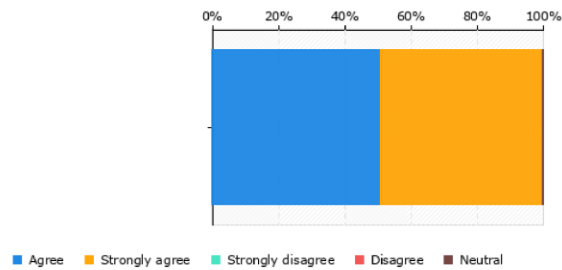
- **The meeting agenda was relevant, adequately prepared and easy to follow.**



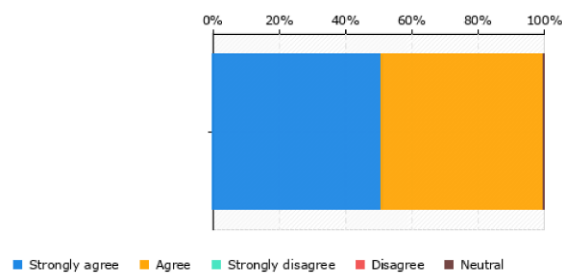
- **The meeting was realized efficiently and according to plan.**



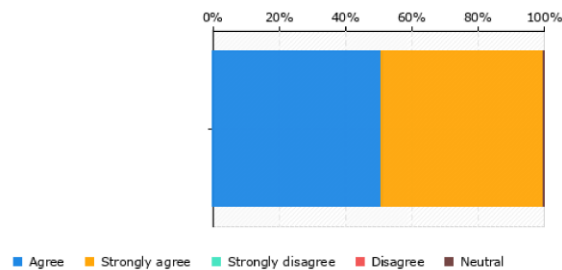
- **There was good balance of topics covered.**



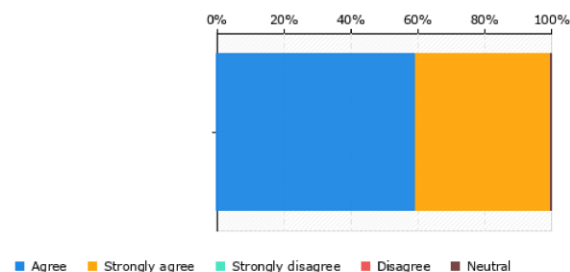
- **Partners questions were answered, problems discussed and solutions agreed.**



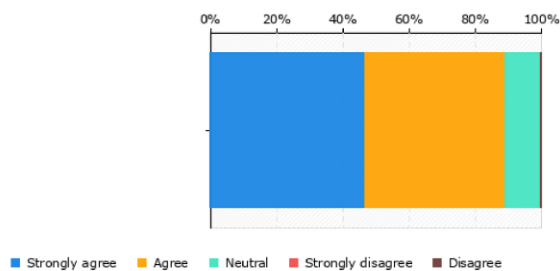
- **Upcoming tasks were clearly presented and explained.**



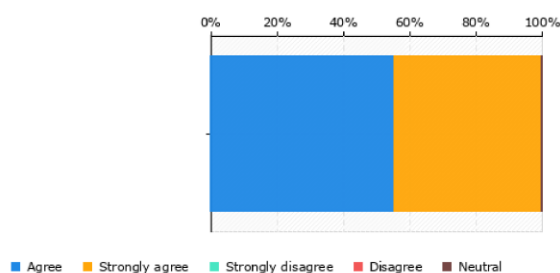
- **Partners exchanged best practices/experiences.**



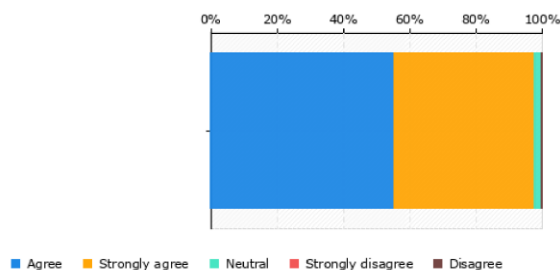
- **Partners strengthen their network.**



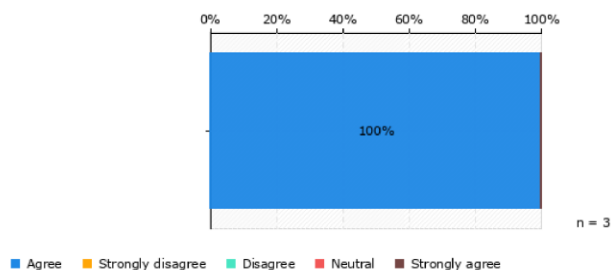
- **The purpose of the meeting was accomplished.**



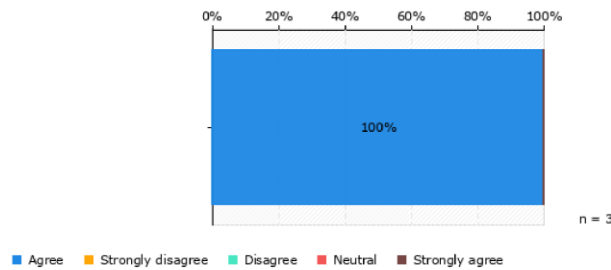
- **The meeting was the right length of time.**



- **The meeting place was easily accessible.**



- **Facilities of the meeting room were adequate.**



COMMENTS *some*

What did you like and do not like about the meeting?

- it covered all the essential information.
- great communication
- it was all satisfying.
- we persist on the timeline of the project, despite many other activities that each organization runs.
- everything was smooth and according to plan
- like – brainstorming, dislike - to be online
- sets clear objectives for holding the meeting and ensures the meeting has a concrete agenda.
- it is great, that we have open communication regarding project tasks and activities.
- the meetings touched the real problems, and partners could exchange their experiences
- very hard to work creative processes in building the educational training contents online.
- meeting was properly planned and organized.
- this period is much more easier, as the trainings are being implemented and the company for editing material is delivering the videos as promised. the platform is good structured and trainees are very satisfied with the material.
- all topics were clearly structured and discussions were always very constructive between partners
- good planning and relevant topics discussed
- the discussion were useful and the future tasks well explained
- we can all express our opinion and get an explanation if necessary.
- good discussion around the planned task
- I liked the collaborative spirit
- it was nice ending of a partnership of a two years. we did talk about the project, achievements, participants,...
- the tension, build up due to the start of the second part of the project (building the platform), but I liked, how everybody step up and did their part at the end.

What can we do to improve the project meeting next time?

- if possible to meet in person.
- project meetings are nice and according to my expectation
- I would include at the end of the meeting a short q&a session for each partner. this will give each partners the opportunity to address some local and specific topics
- to address local questions more specifically
- plan more time for administrative topics

- to give more space for questions
- to collect questions about the topics to be discussed way in advance
- plan more time for exchanges
- even more detailed agenda

Other comments, concerns or requests?

- great team work
- all is nice and good.

COUNCIL BOARD MEETINGS

COUNCIL BOARD – SLOVENIA, CROATIA, ROMANIA

The report of the council board meetings for each country is in the attachment, and the summary is in the conclusion of the evaluation report.

TRAINING

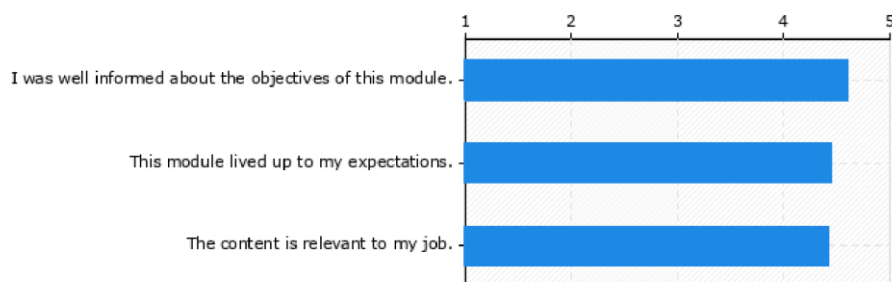
MODUL 1 SLOVENIA, CROATIA, ROMANIA

Due to technical problems, the evaluation of the 1st training module is combined for all three countries together; the other modules are evaluated for each country separately.

- March 2022 (n=38): Slovenia (15), Croatia (9), Romania (14)

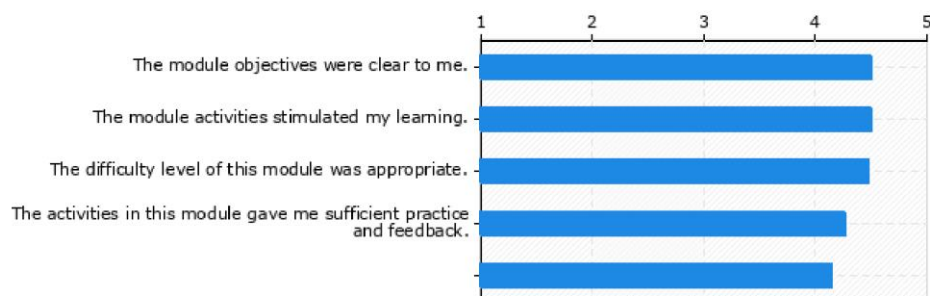
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



DESIGN OF THE MODULE – zakaj je ena vrstica viška?

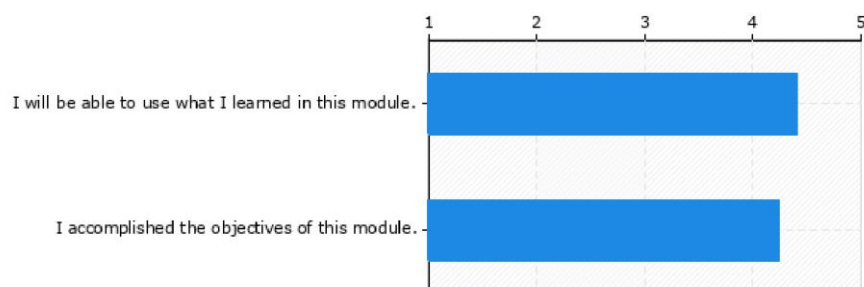
(1 strongly disagree – 5 strongly agree)

**FACILITATORS OF THE MODULE**

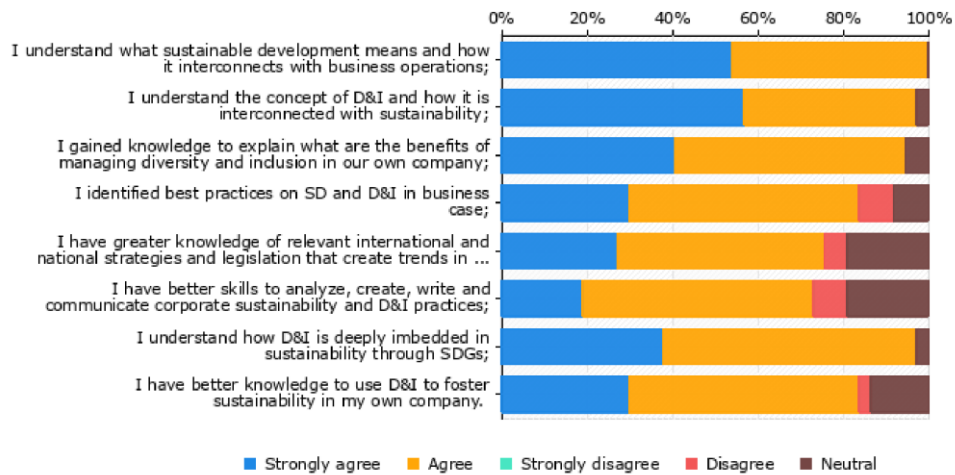
(1 strongly disagree – 5 strongly agree)

**RESULTS OF THE MODULE**

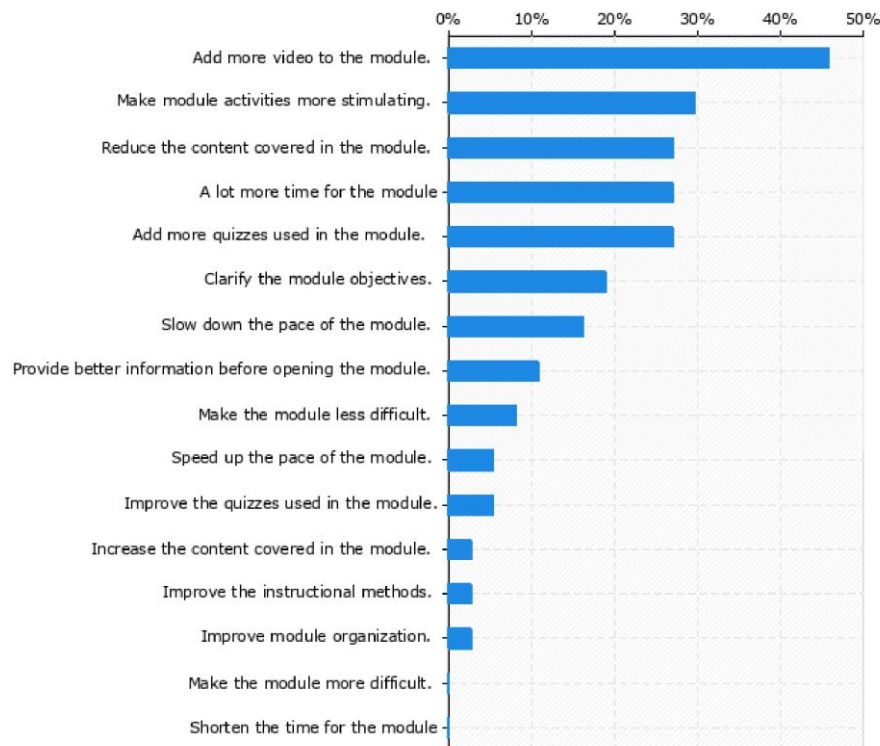
(1 strongly disagree – 5 strongly agree)



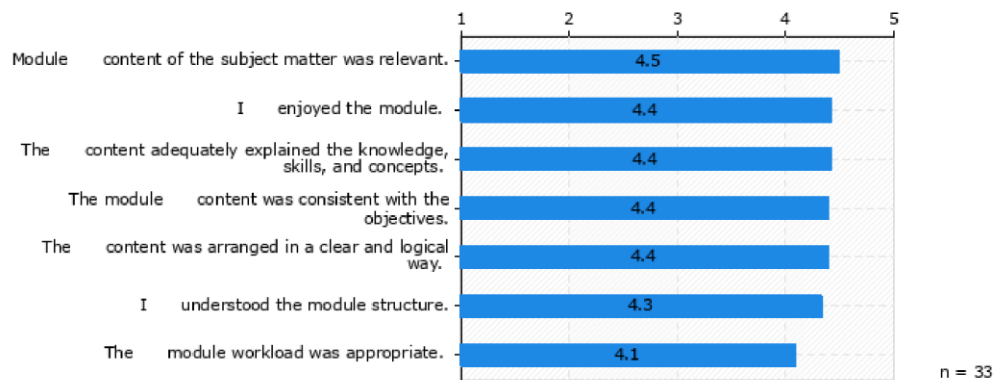
MODULE IMPACT



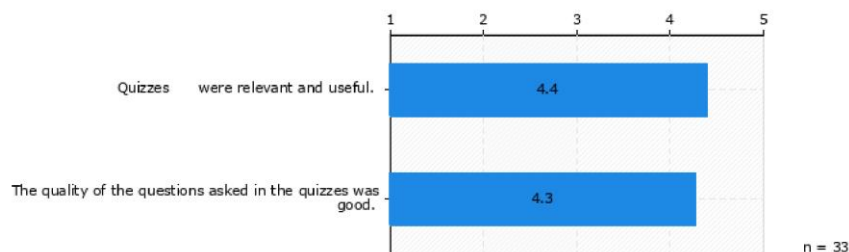
HOW WOULD YOU IMPROVE THIS MODULE?



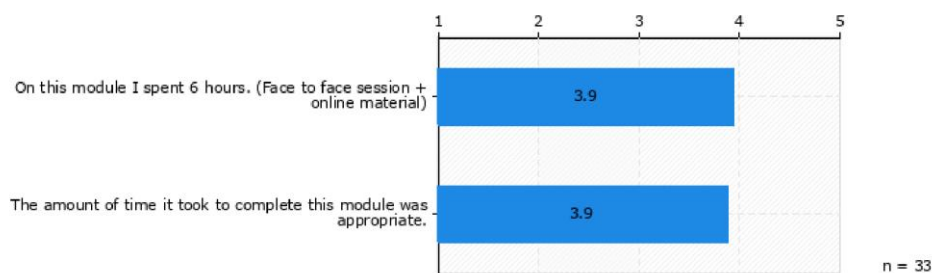
COURSE STRUCTURE AND CONTENT



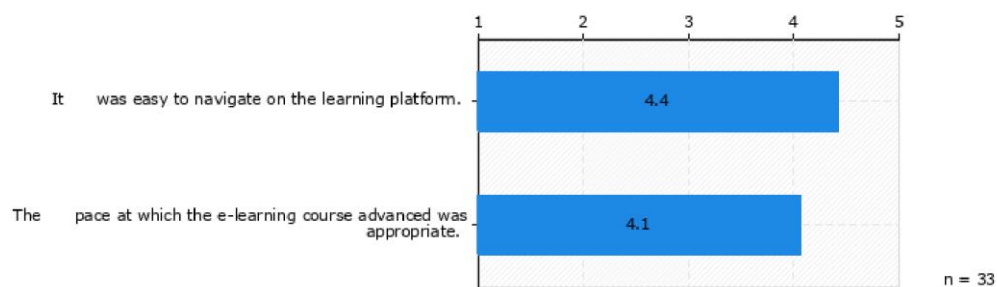
QUIZZING



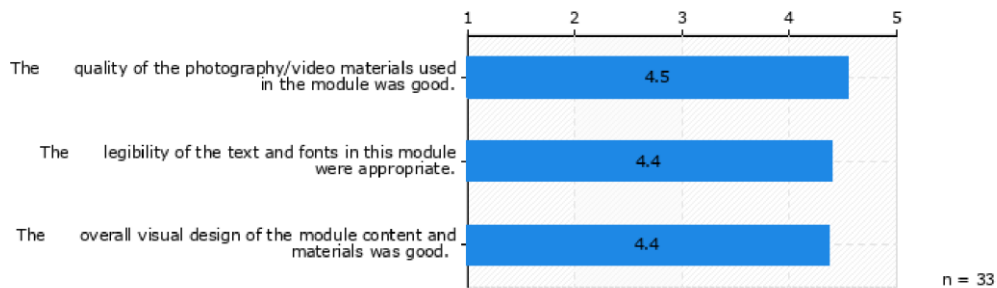
TIMING



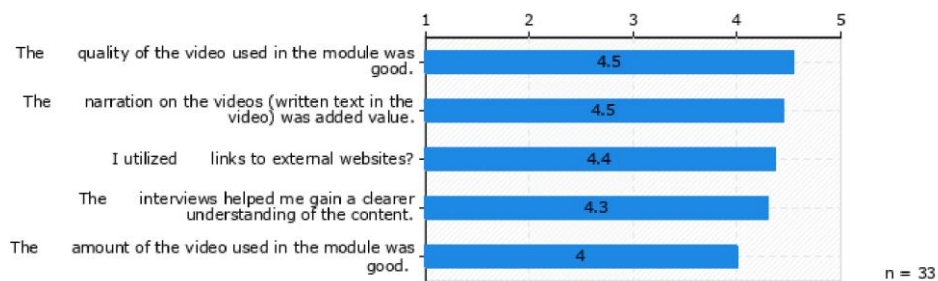
E – LEARNING



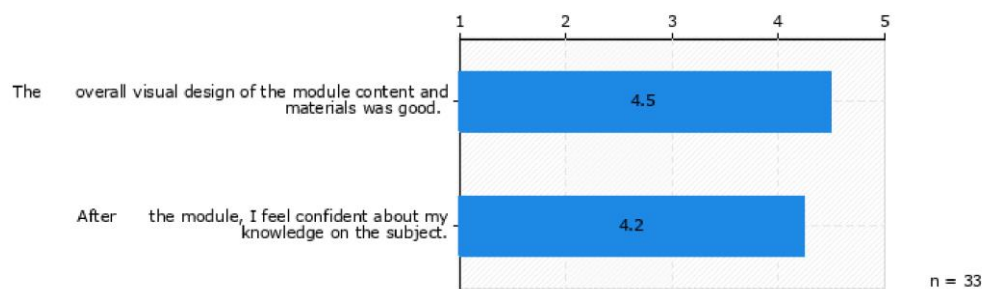
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- keep longer written materials as optional reading, utilize more shorter reading material as mandatory reading.
- materials in the national language
- based on the module itself I had greater expectations for the face-to-face debate. The module was well structured, the materials were useful and the lecturer was professional. This has nothing to do with the materials or the lecturer, but it would be good if participants were reminded of respectful behaviour and being open minded before the face to face lecture.
- that at the end of the module, before the last quiz, there should be short summaries, the essence (overview). you learned that diversity is..., inclusion is...

- follow up sessions are welcome, maybe with questions from real situations we are experiencing in the companies we are working for, so to share advises and best practices
- the pre-work was quite extensive if you count all the articles and reading recommendations. there were also duplicated pieces of information that could be removed.
- more practical exercises
- a summary of the main points of the essence of all materials related to the module.
- I think that the education had too much dry text. education would be much more interesting if it were interactive with the use of cards that turn, multimedia elements, gamified elements, info points, hotspots, etc.
- more frequent summaries or quizzes, to fix the information; the video materials summarizing the general concepts and the quizzes were very useful to me.
- the module was great. thank you.
- for the first module, when the group gets to know each other, it would be good to introduce ourselves, to see where we come from, what we do - given that we had quite a bit of material in the online classroom and had already studied it beforehand, could we have some activity within the live module more actively - work on a concrete example, that way...
- reduction and concentration of relevant literature
- more videos, less reading
- the module exceeded the expectations
- more videos and more articles that describe real situations and give examples of how companies implement the topics from each module
- everything is perfect
- add extra time to discuss about best practices// case studies
- discussions between the team is very important

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

- people in sustainability.
- how to present the advantages of diversity and inclusion for sustainable development to the employer (several different examples, psychological approach) not only the calculator, which is of course also very important. approach to different types of leaders.
- bias, equality, and non-discrimination
- not only the corrective approach (how to convince people who focus on profit) but also preventive action (e.g., with children), to teach people from the beginning that without the planet, we don't exist, without people, there can be no profit, therefore we shouldn't put profit above other things.
- the impact of employees on the sustainable development of the company.
- how to engage employees with this topic.
- relations with the activity of the current field in Romania (government, legislation, NGOs etc.)
- diversity at work - how to make the most of it.
- several examples of good practices.
- the topics for the future modules cover pretty much everything i am interested in this area
- to look for more examples of concrete actions that demonstrate sustainability, for the construction of the own action plan
- how to build and support psychological safe and trusted environments.
- specific diversity identities
- more exercises, more case study about real situation and how were they handled

STATEMENTS FOR PROMOTION

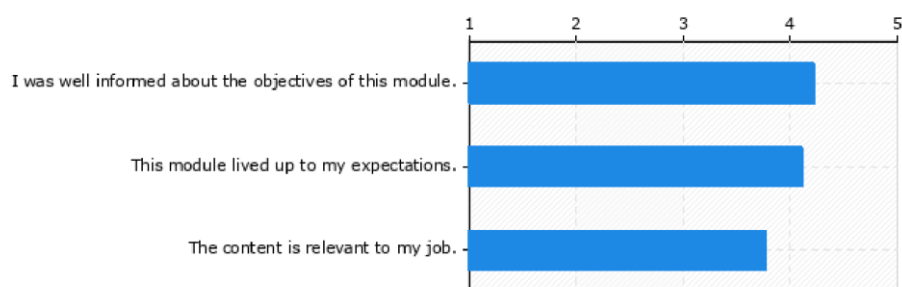
- • I love that I can learn a whole topic \ 'live\ ' ' and directly apply the knowledge in the workplace/
- enjoyable & enlightening course, relevant & creative content with exercises that reinforced the learning process
- break the bias for diversity purpose
- I have always believed that sustainable development and d&i are the only acceptable and possible ways for our society to continue. I have already gained a lot of new knowledge and I am looking forward to the other modules, which will help me make sound arguments speaking about what I believe in.
- very well covered topic, easy to follow, packed with useful information
- smart is connected be the change you want to see in the world (mahatma Gandhi)
- an interesting module supported by both theory and practice. also visually attractively designed, with a good user experience.
- I don\ 't know much about d&i or sustainability, but this seems to be a really good start for me to get to know this world.
- the best value of the training are real experiences shared among participants.
- interesting and instructive - got a lot of tools that I can include in practice.
- being part of a group of people from different organizations, hearing their perspectives and ideas was very useful and refreshing.
- I am thankful to be part of this project and to have the opportunity to learn and hear so many useful information.
- empathy and curiosity are the two main qualities in the company for d and i.
- the module is designed well, informative, and presented interestingly to the user.
- the training and the topic of the module itself were excellent. The e-learning part was a bit excessive due to the amount of text, but the face-to-face session made up for everything because we were able to share some of our good practices and feel the feelings of others.
- diversity, the key to balance in the world of templates
- when I was speaking about sustainability, I focused mainly on environment, now after this module my thinking changed, diversity and inclusion for sure will be in my mind all the time when I will hear the word sustainability
- an extremely well structured and presented material to easily understand the connection between sustainability and d&i.
- this module provided a great understanding on the relationship between i&d and sustainability. it is crucial for organizations to address i&d in context of sustainability, and not to address them as two separate agendas.

MODUL 2

- April 2022 (n=9)

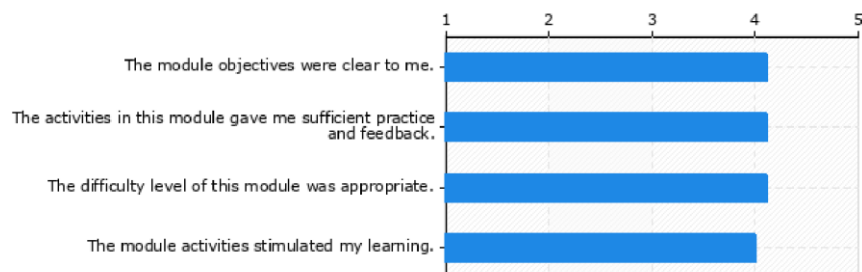
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



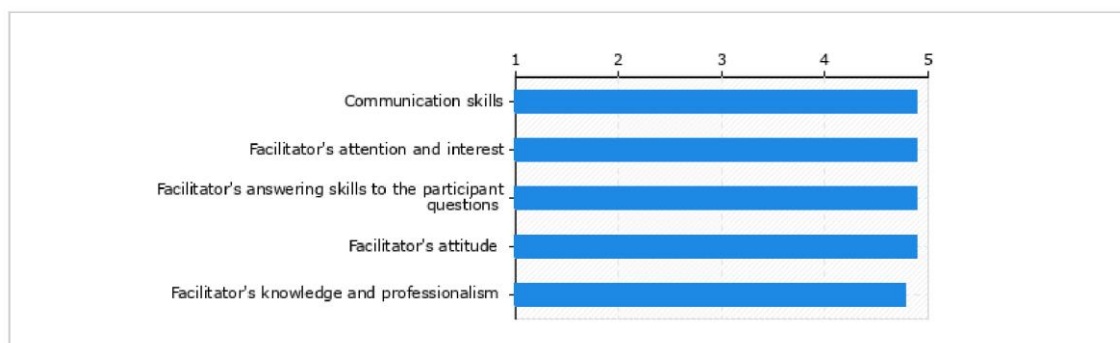
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



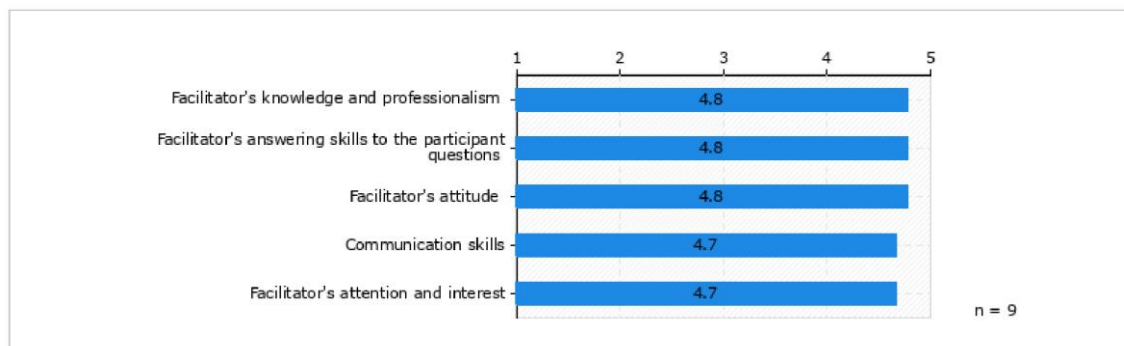
FACILITATORS OF THE MODULE: BARBARA ZUPANČIČ

(1 strongly disagree – 5 strongly agree)



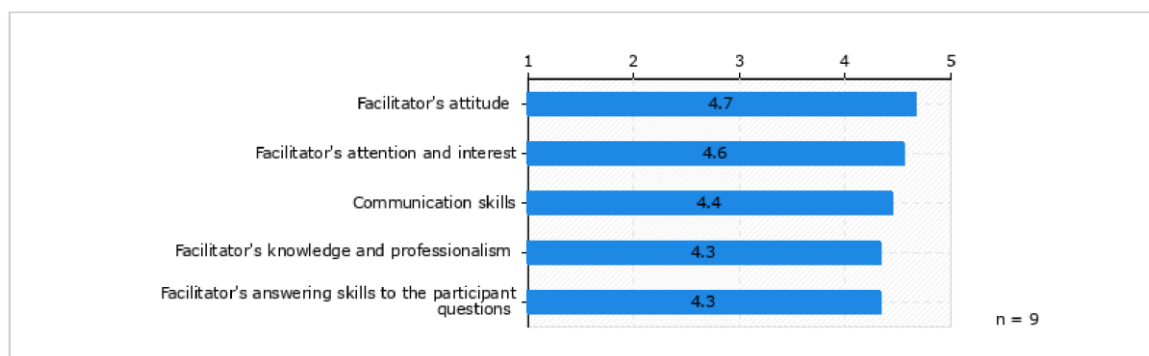
FACILITATORS OF THE MODULE: TATJANA KOLENC

(1 strongly disagree – 5 strongly agree)



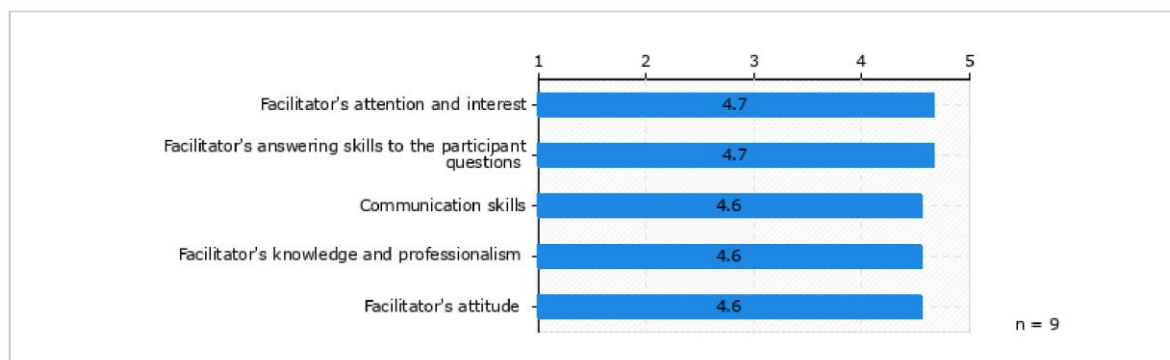
FACILITATORS OF THE MODULE: KLAUDIJA JAVORNIK

(1 strongly disagree – 5 strongly agree)



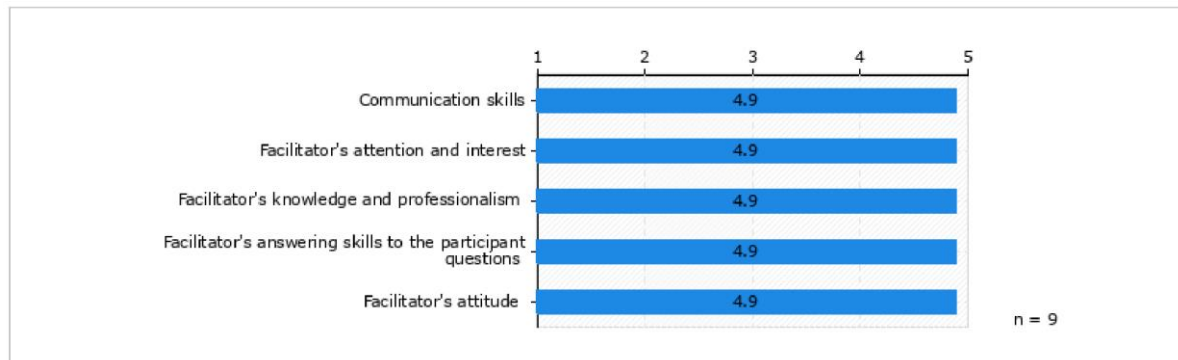
FACILITATORS OF THE MODULE: MATIJA BENSA

(1 strongly disagree – 5 strongly agree)



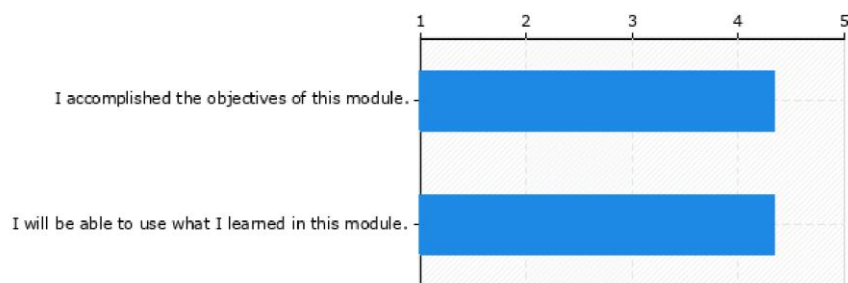
FACILITATORS OF THE MODULE: ILIJANA ŠULIGOJ JAVORNIK

(1 strongly disagree – 5 strongly agree)

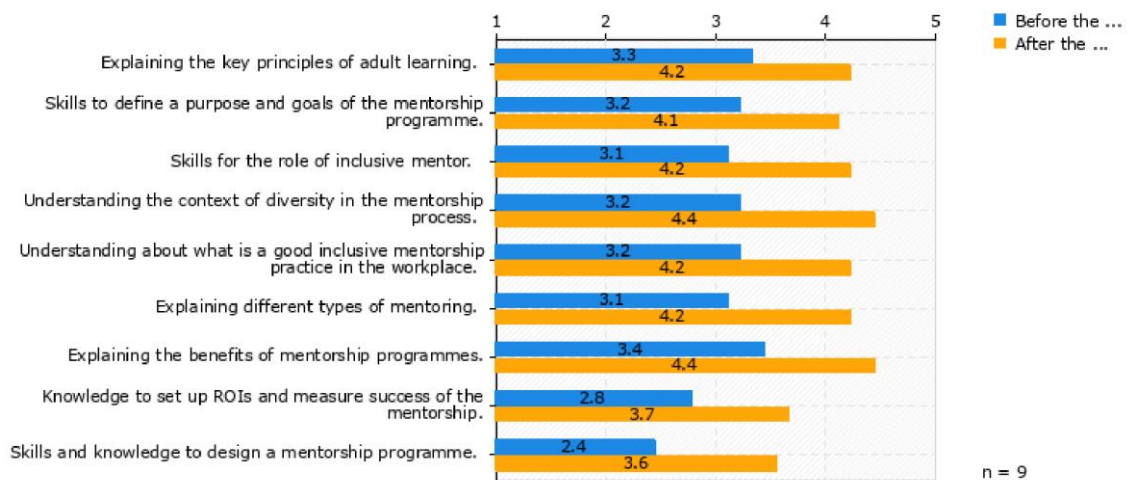


RESULTS OF THE MODULE

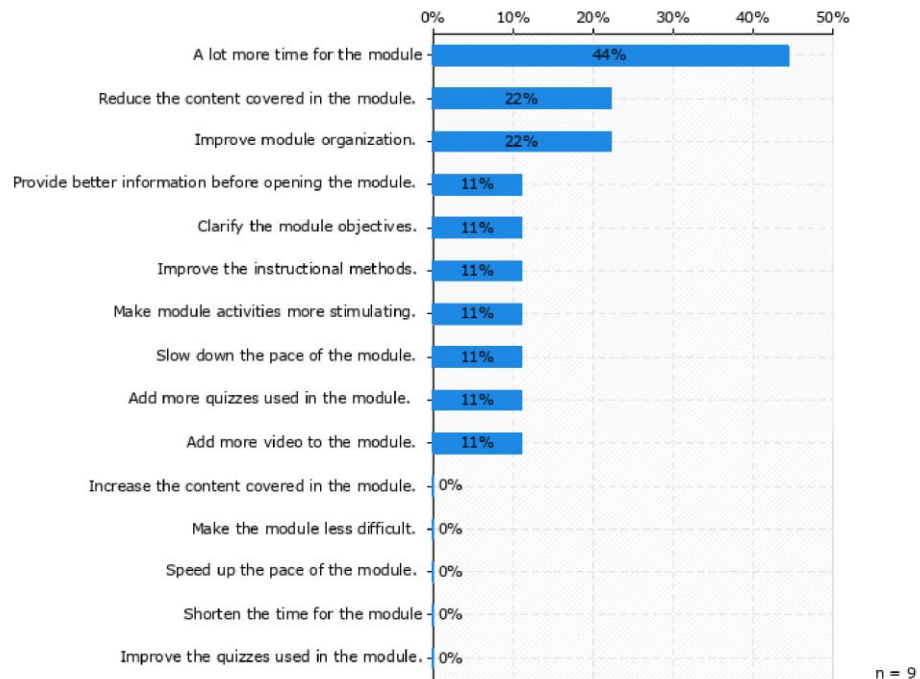
(1 strongly disagree – 5 strongly agree)



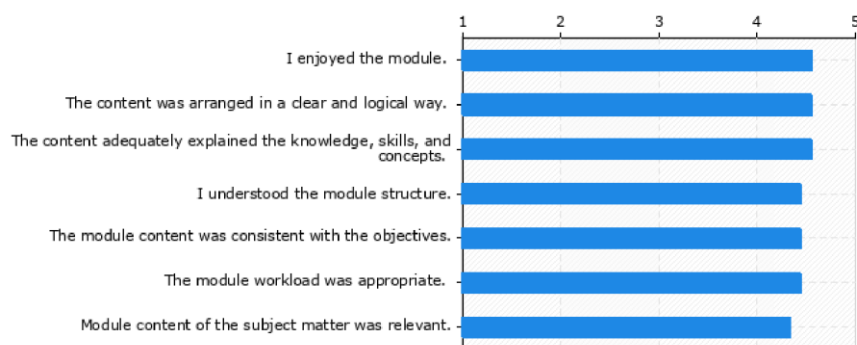
MODULE IMPACT



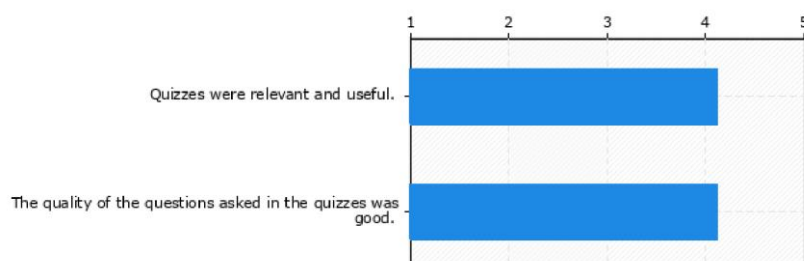
HOW WOULD YOU IMPROVE THIS MODULE?



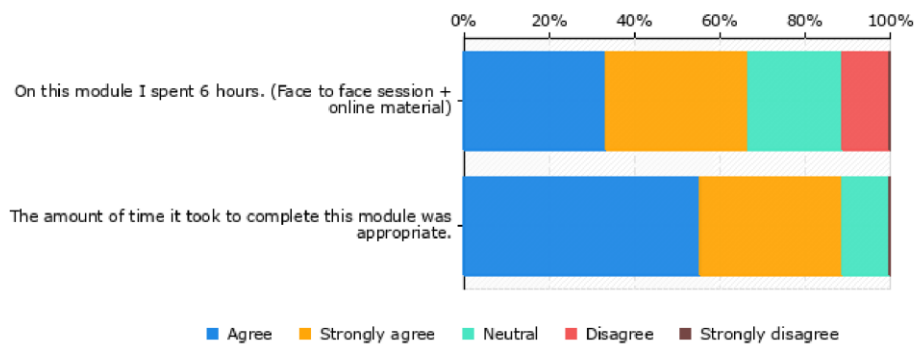
COURSE STRUCTURE AND CONTENT



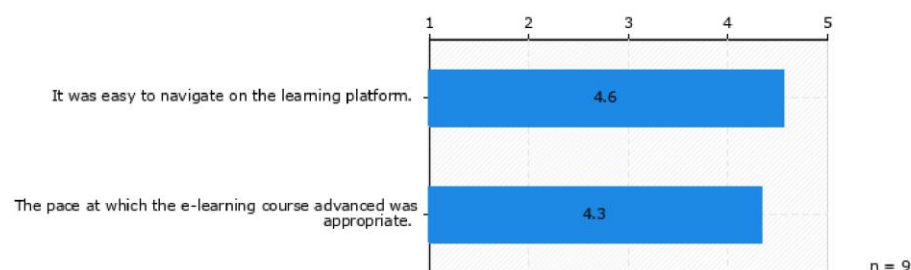
QUIZZING



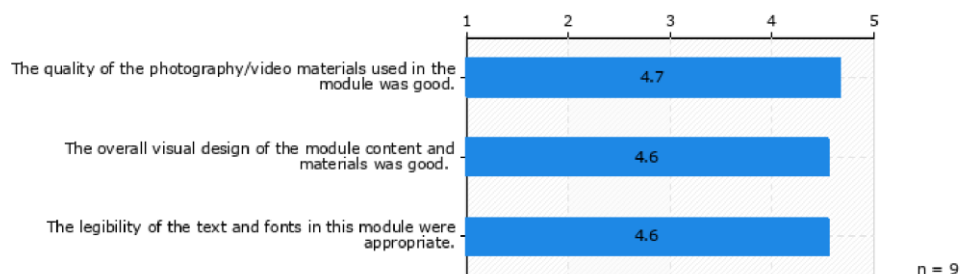
TIMING



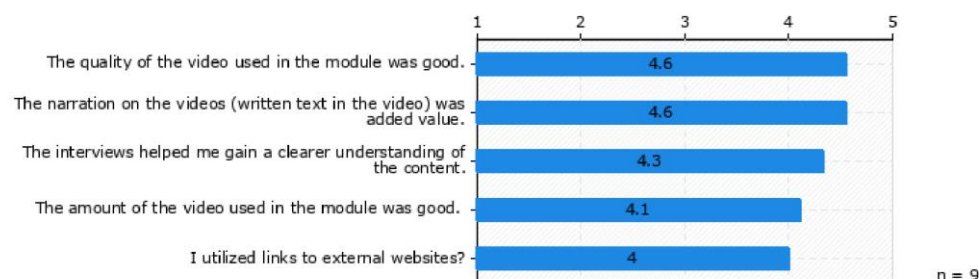
E – LEARNING



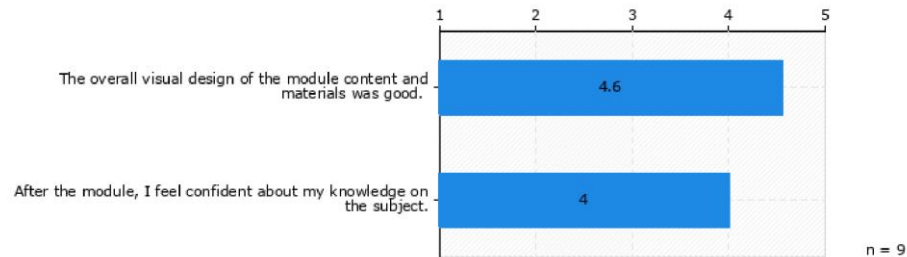
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- this module, compared to the first one, was a lot more consistent and easier to understand.
- the module is designed well, and I see no reason for major changes or additions.
- I do not have a professional background in hr and just limited experience with mentoring - within working environment and in informal education (previously youth work and civil society work). I therefore find some content less relevant for myself and my ground knowledge is low. I did advance in some of these skills thanks to the modules. perhaps I did not understand well the objectives of the ...
- example of a tool/agreement between mentor and mentee.
- I really liked the module in general; but I still don't have an exact idea of how to introduce such a concept in our company

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

- preparing a mentoring program for our organization.
- instructions on how to implement the module in practice
- mentorship - mentor and mentee - their parts in the mentorship
- gender, race/nationality, culture as diversity drivers, how to effectively establish diverse workplaces beyond pure hr policy. use of language, blind eye in many different facets of the working life, internal and external communication.
- different types of mentoring, not only for managerial and leadership positions.

STATEMENTS FOR PROMOTION

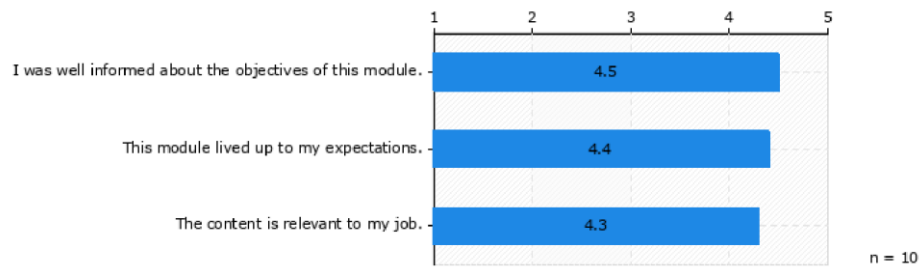
- i am enjoying every part of the project. thank you.
- useful training.
- interesting, instructive, superb.
- extremely interesting content, experienced and interesting lecturers, and guests. the time of the workshop went by in the blink of an eye, only because of the interesting content.
- the general impression is very positive; I had a great time on both the first and second modules and I'm looking forward to the next five
- mentoring connects us and puts everyone on an equal footing, because we all gain something in a mentoring relationship.

MODUL 3

- April 2022 (n=10)

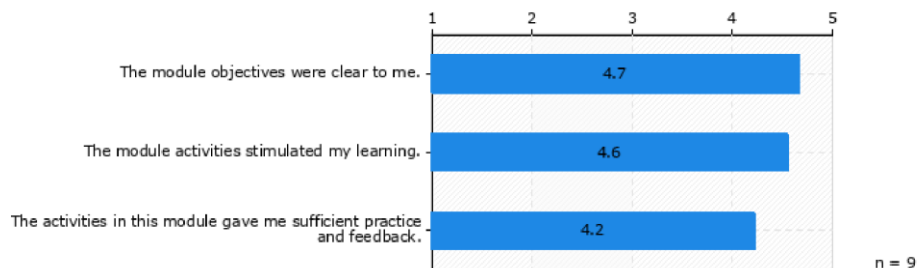
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



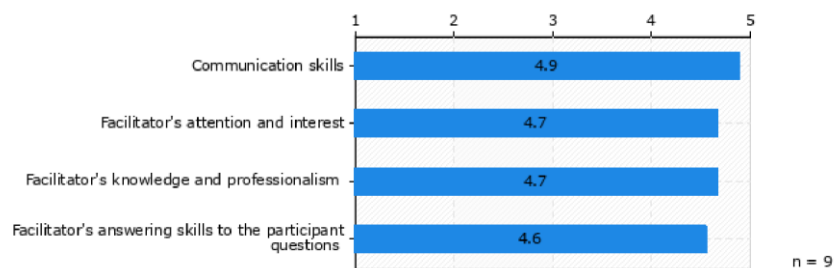
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



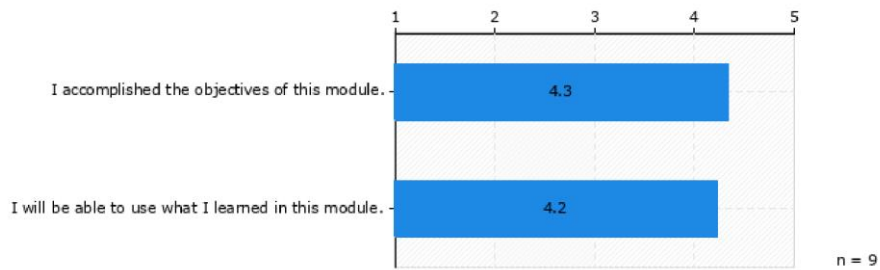
FACILITATORS OF THE MODULE: SONJA MERLIJAK ZDOVC

(1 strongly disagree – 5 strongly agree)

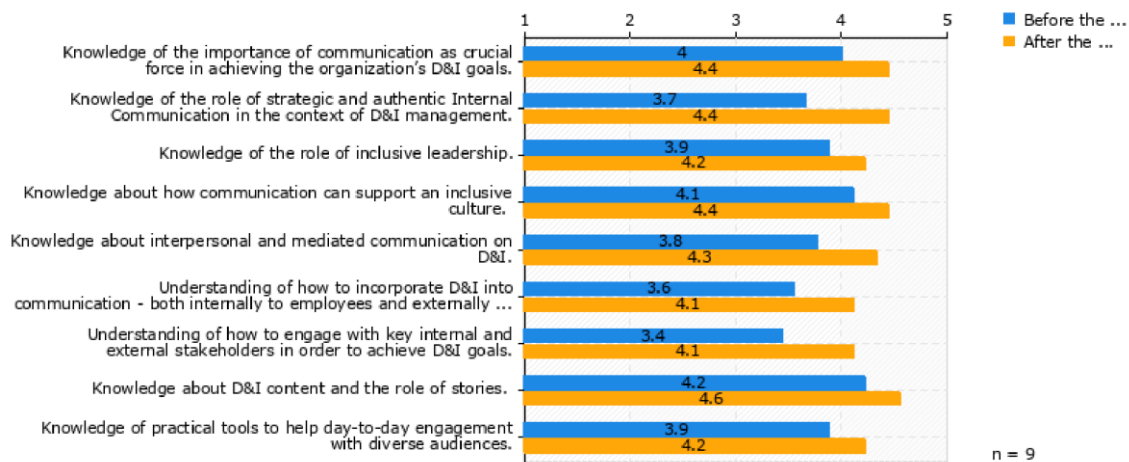


RESULTS OF THE MODULE

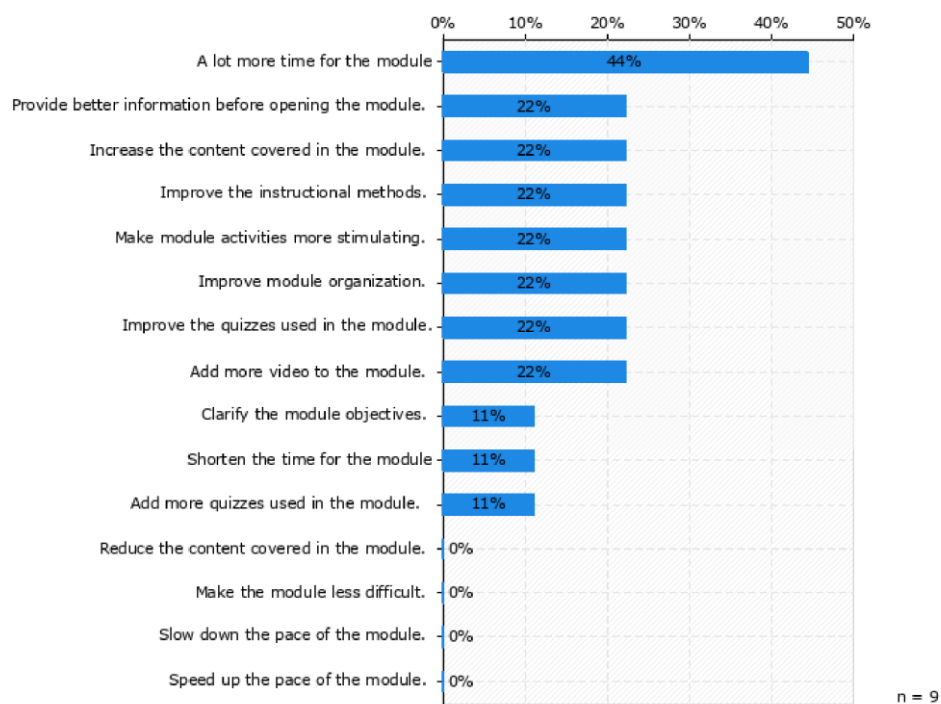
(1 strongly disagree – 5 strongly agree)



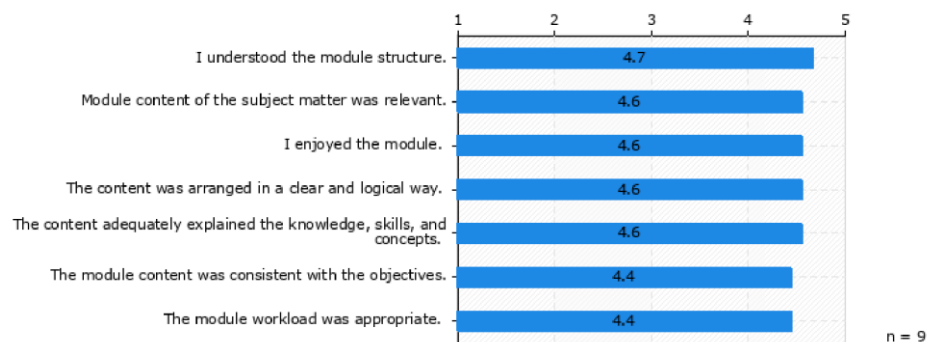
MODULE IMPACT



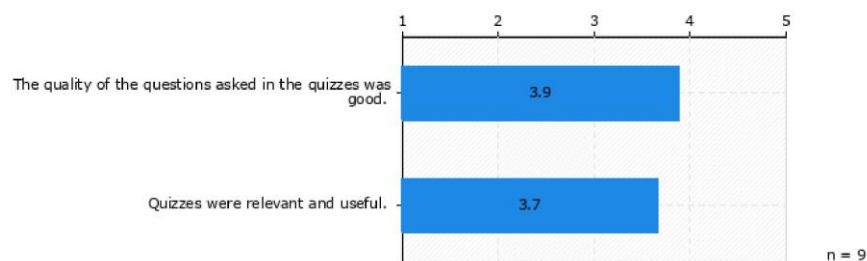
HOW WOULD YOU IMPROVE THIS MODULE?



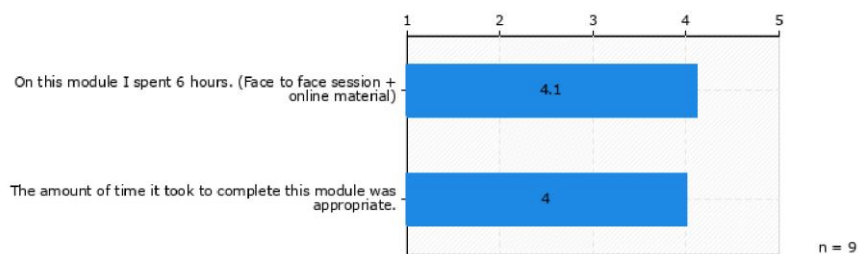
COURSE STRUCTURE AND CONTENT



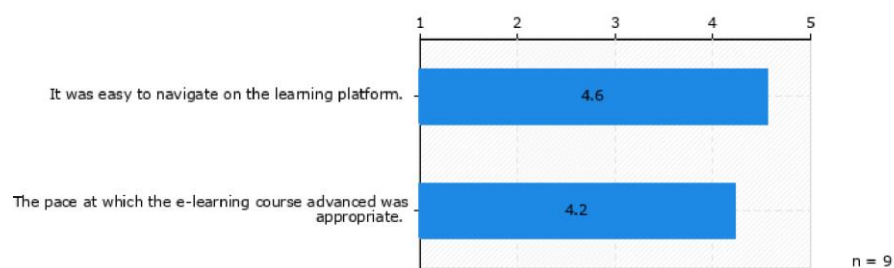
QUIZZING



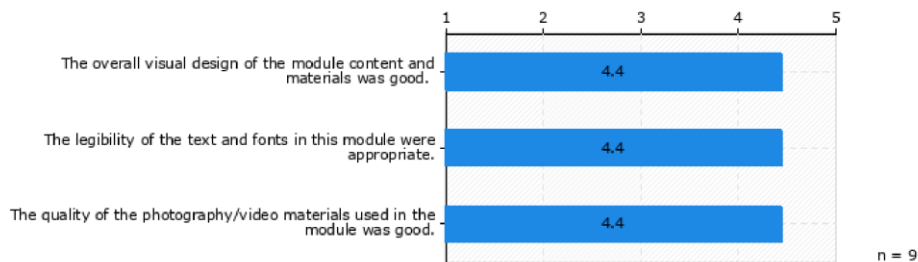
TIMING



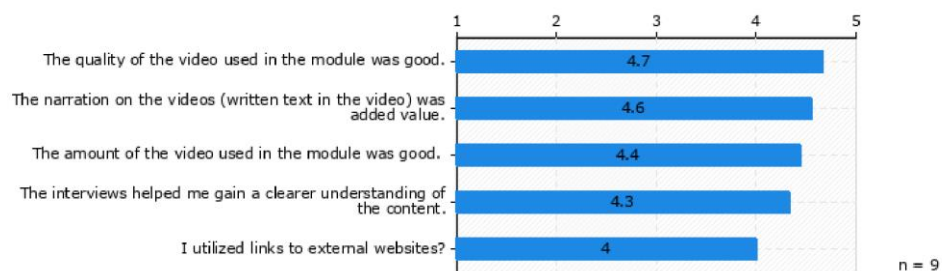
E – LEARNING



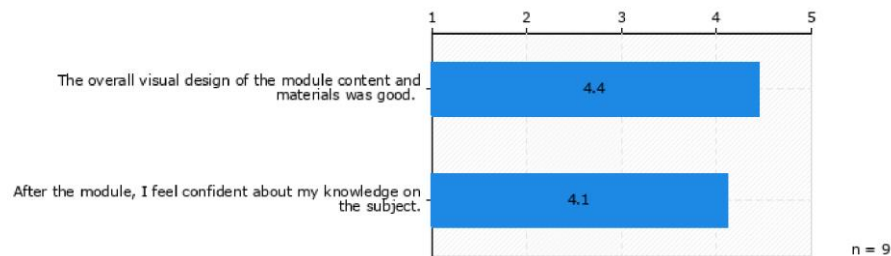
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- more practical implementation of communication in companies
- another lecturer. although the lecture was very interesting, it did not fit the topic of the module.
- more concrete examples

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

- communication plan
- communication between departments and within the organization itself, conflict resolution through positive communication

STATEMENTS FOR PROMOTION

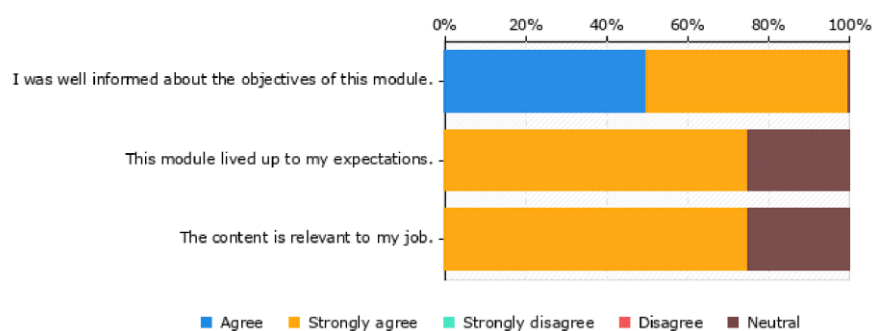
- interesting module, for well-chosen content and materials.

MODUL 4

- May 2022 (n=4)

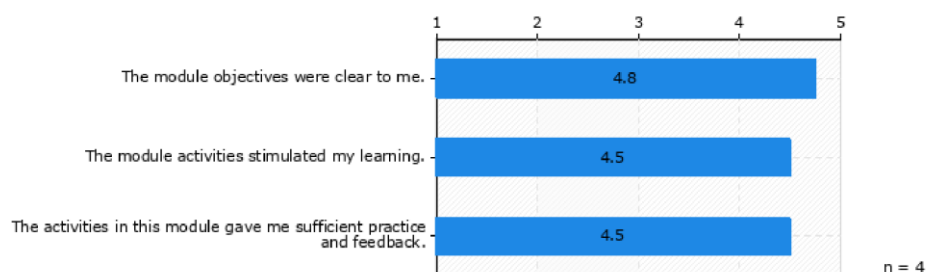
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



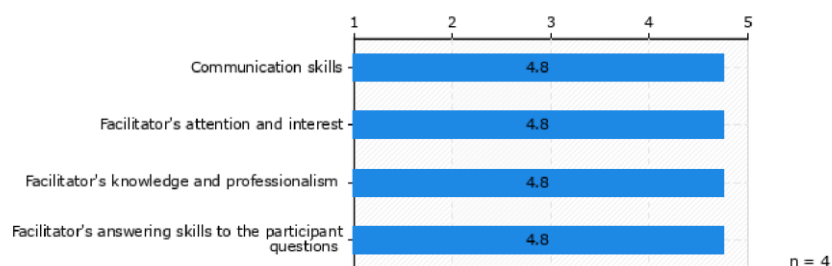
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



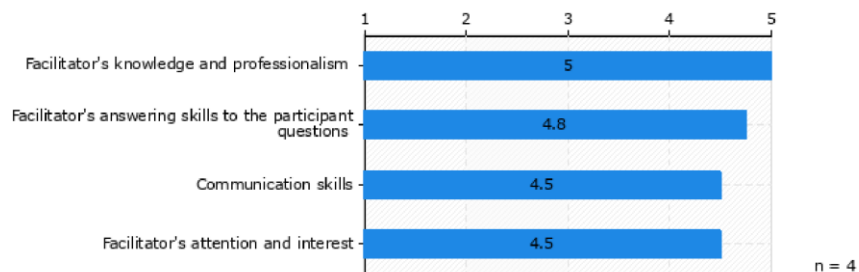
FACILITATORS OF THE MODULE: KAJA PRIMORAC

(1 strongly disagree – 5 strongly agree)



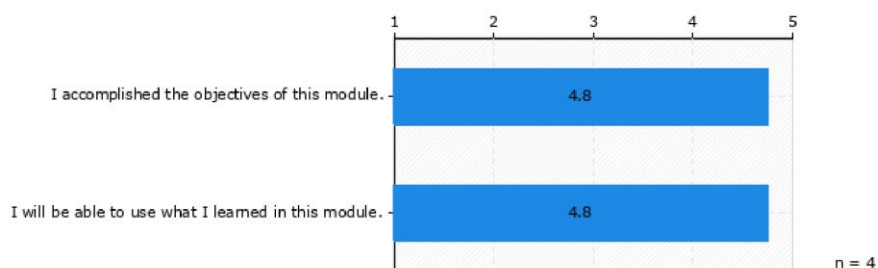
FACILITATORS OF THE MODULE: SIMONA TOPOLINJAK

(1 strongly disagree – 5 strongly agree)

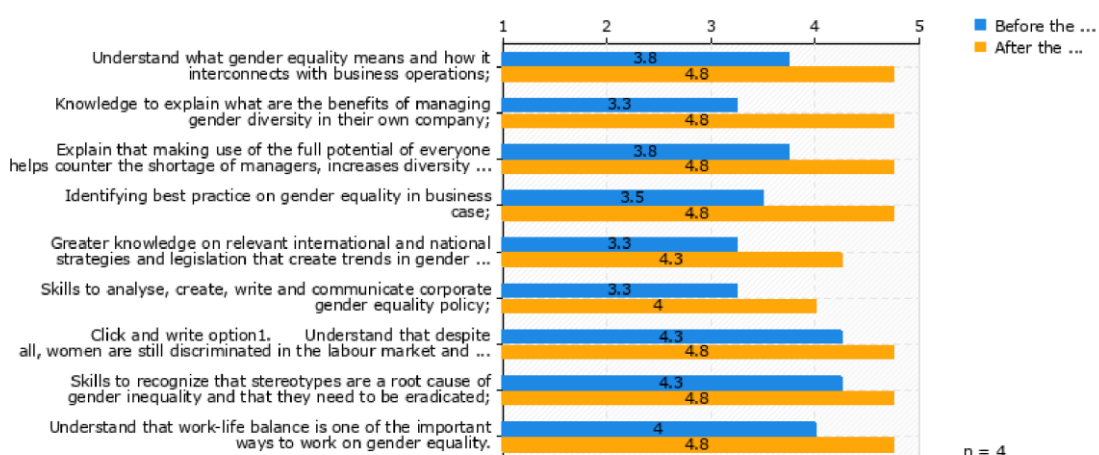


RESULTS OF THE MODULE

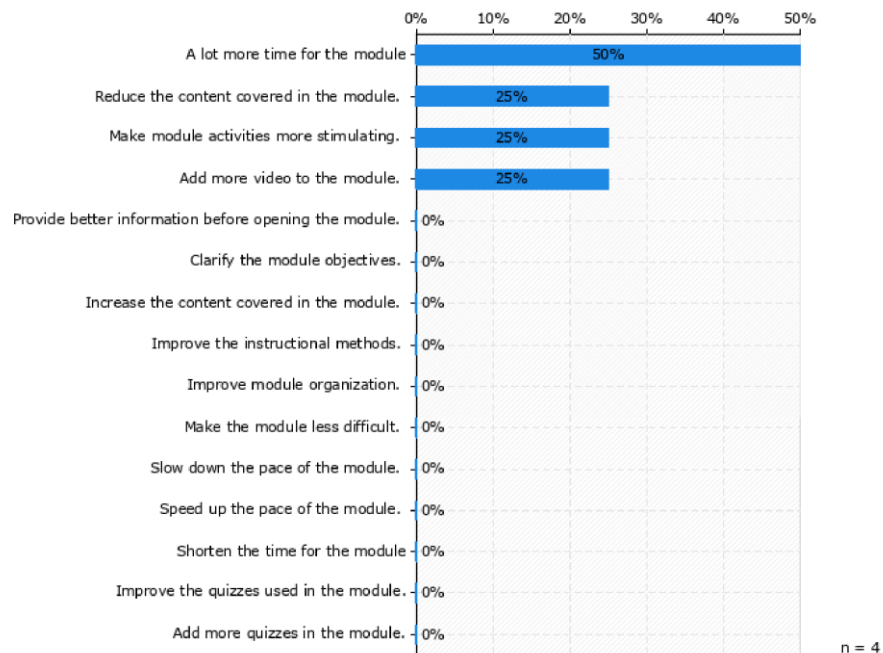
(1 strongly disagree – 5 strongly agree)



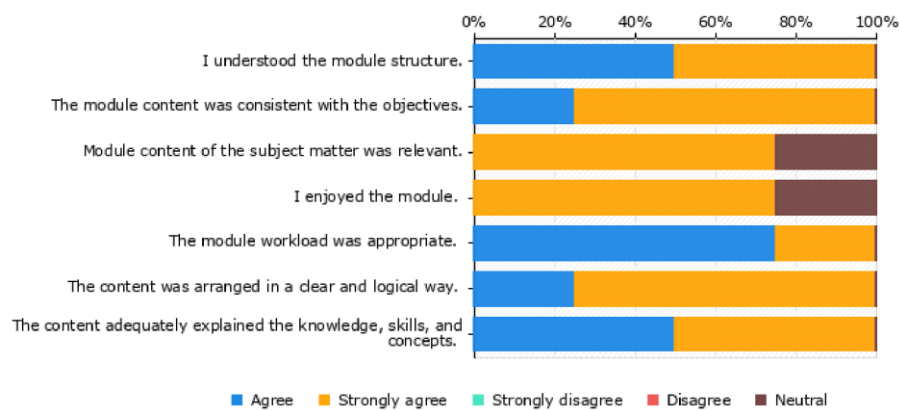
MODULE IMPACT



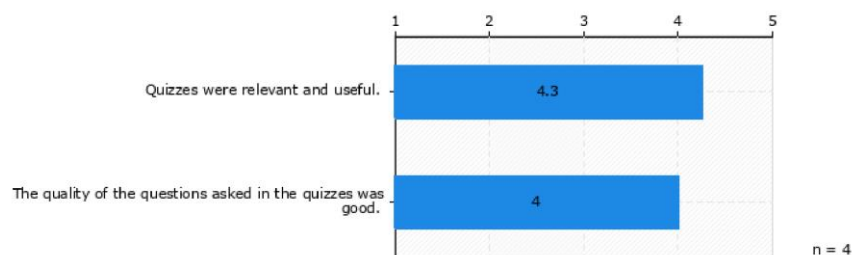
HOW WOULD YOU IMPROVE THIS MODULE?



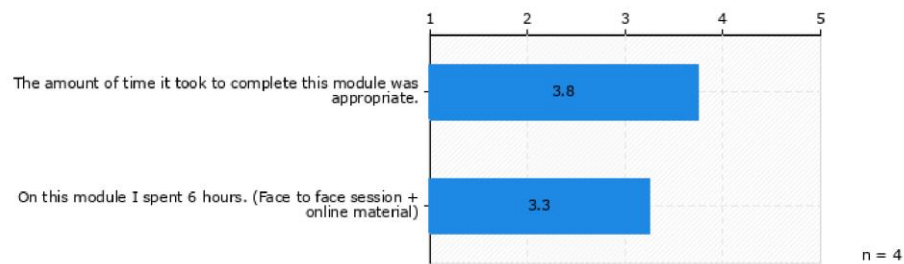
COURSE STRUCTURE AND CONTENT



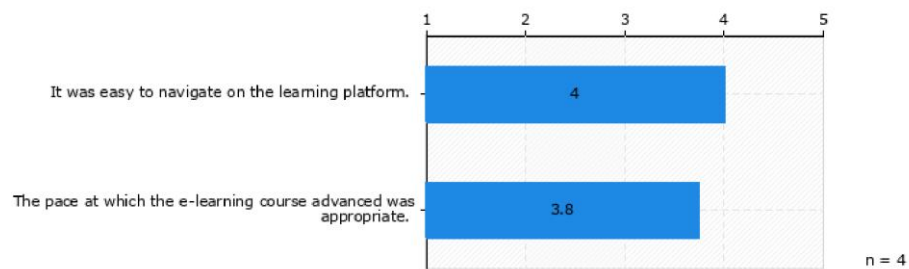
QUIZZING



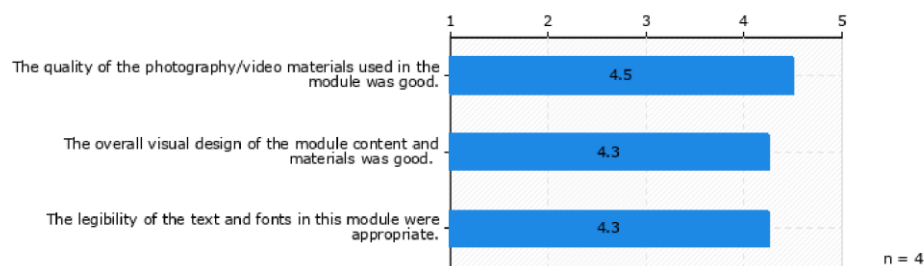
TIMING



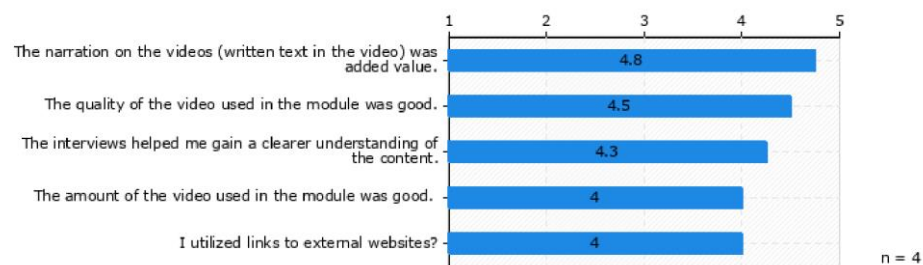
E – LEARNING



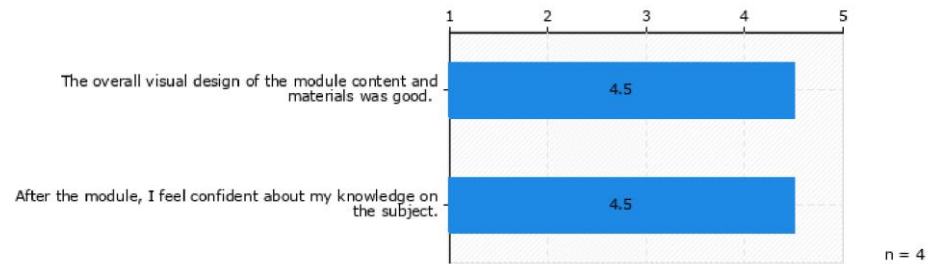
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- reduction of reading materials

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

- gender pay inequalities.
- practical solutions for companies and organizations.

STATEMENTS FOR PROMOTION

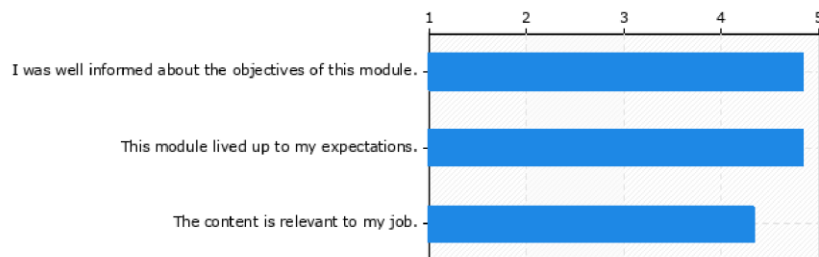
- a great topic that needs to be talked about out loud so that we can achieve gender equality in the future.
- the best module so far. extremely professional and nice lecturers. communication between the participants was relaxed and creative.

MODUL 5

- May 2022 (n=6)

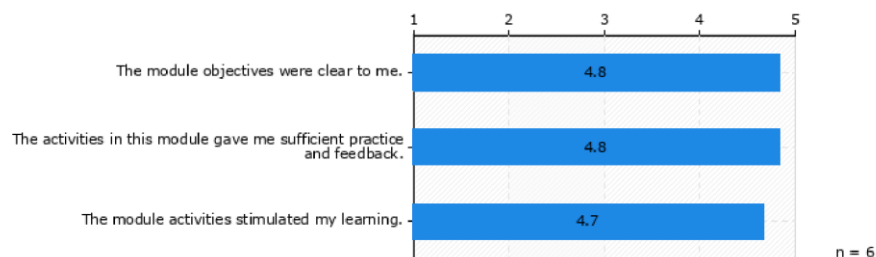
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



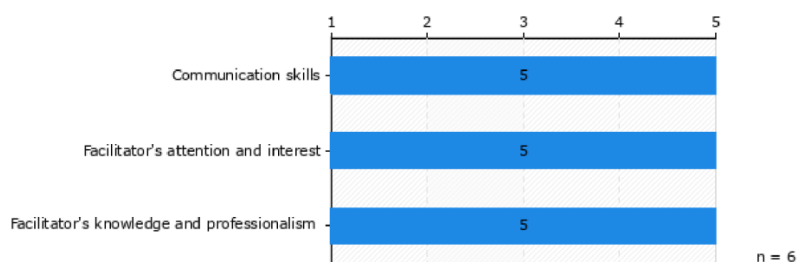
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



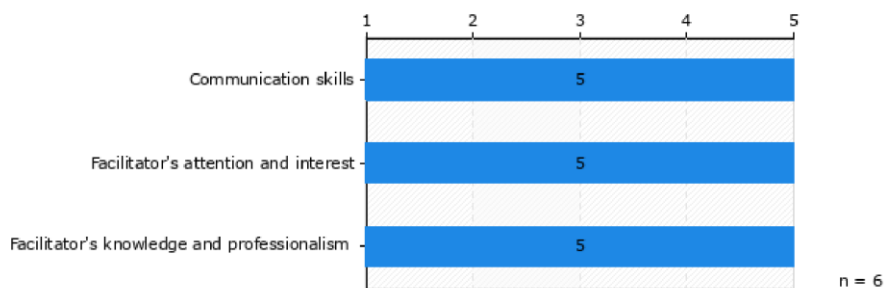
FACILITATORS OF THE MODULE: JANA PONIKVAR

(1 strongly disagree – 5 strongly agree)



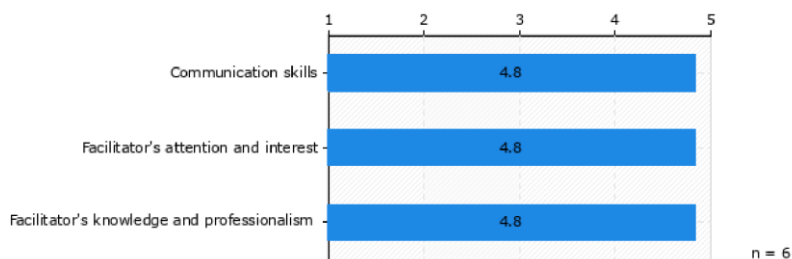
FACILITATORS OF THE MODULE: KSENIJA BRATUŠ ALBREHT

(1 strongly disagree – 5 strongly agree)



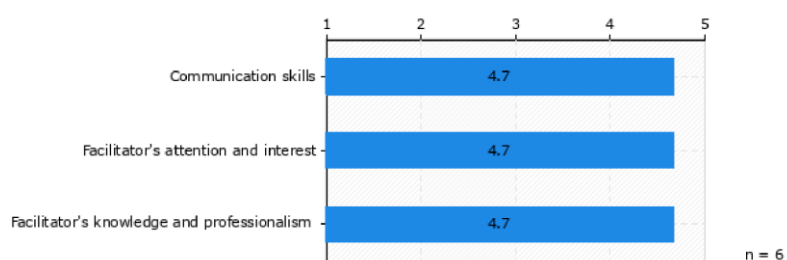
FACILITATORS OF THE MODULE: IGOR PAVEL

(1 strongly disagree – 5 strongly agree)



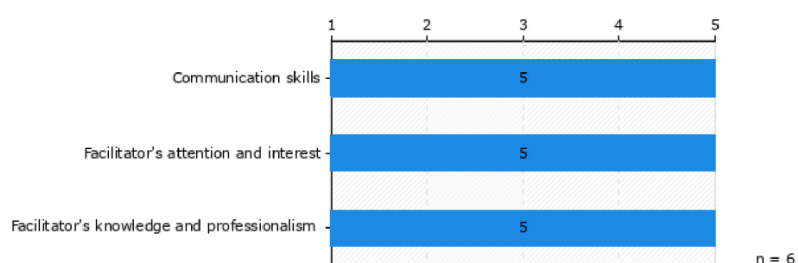
FACILITATORS OF THE MODULE: TANJA SINIGOJ

(1 strongly disagree – 5 strongly agree)



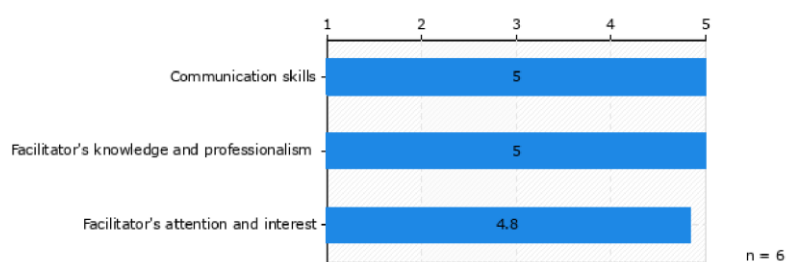
FACILITATORS OF THE MODULE: MAJA AMBROŽ

(1 strongly disagree – 5 strongly agree)



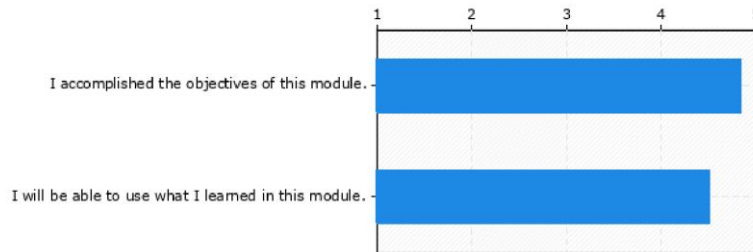
FACILITATORS OF THE MODULE: MAŠA MALOVRH

(1 strongly disagree – 5 strongly agree)

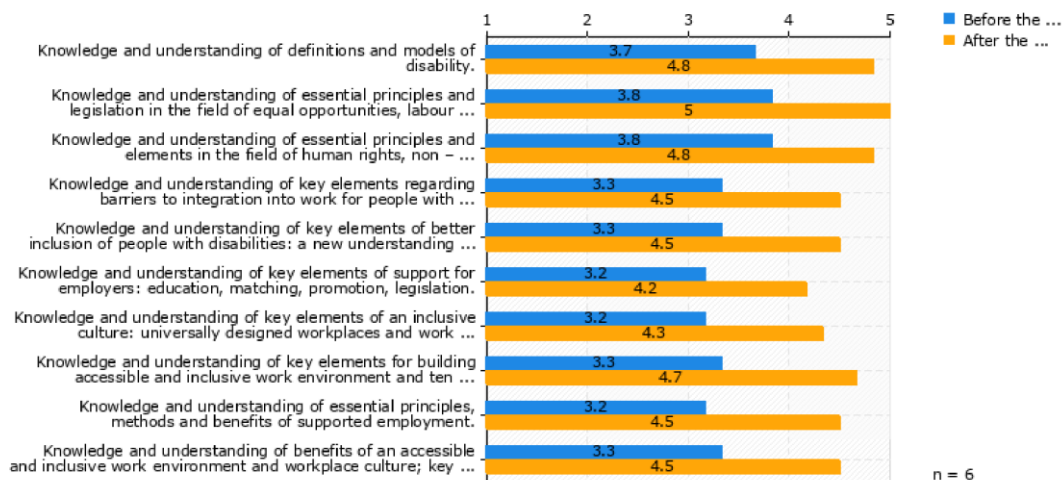


RESULTS OF THE MODULE

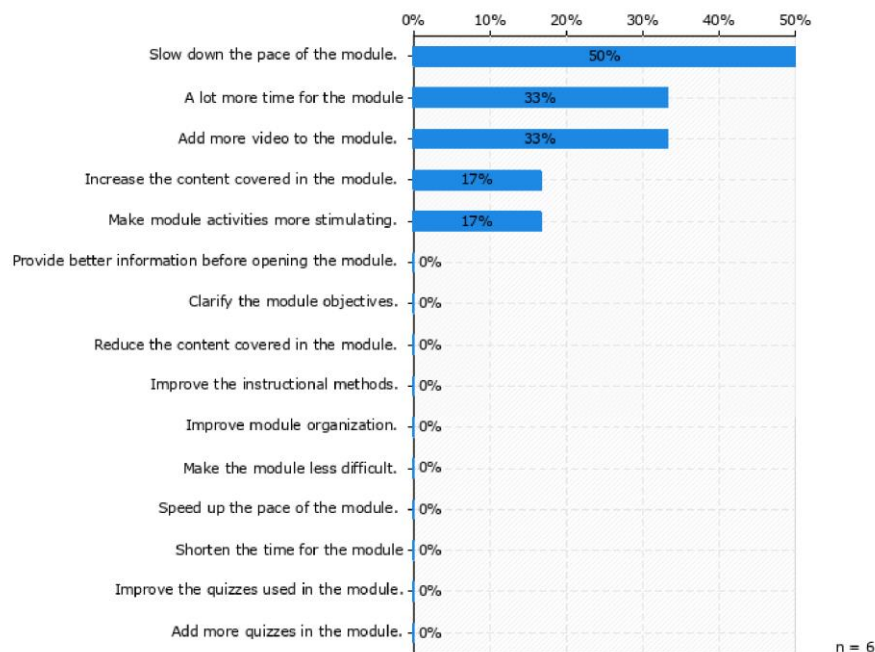
(1 strongly disagree – 5 strongly agree)



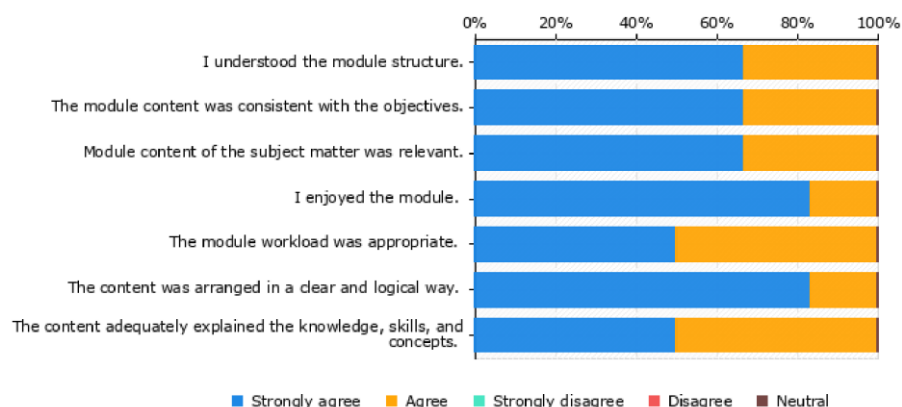
MODULE IMPACT



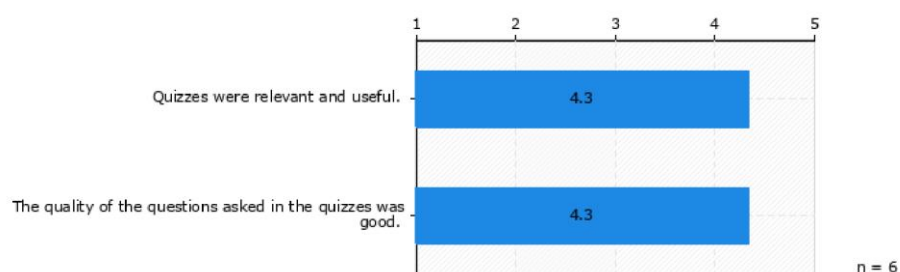
HOW WOULD YOU IMPROVE THIS MODULE?



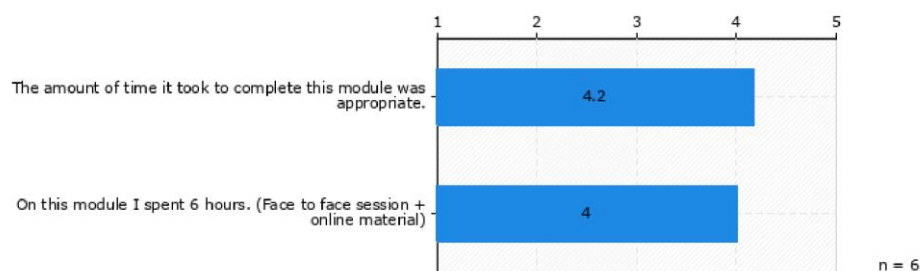
COURSE STRUCTURE AND CONTENT



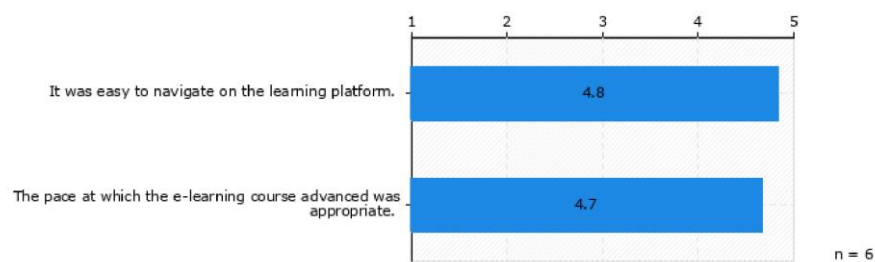
QUIZZING



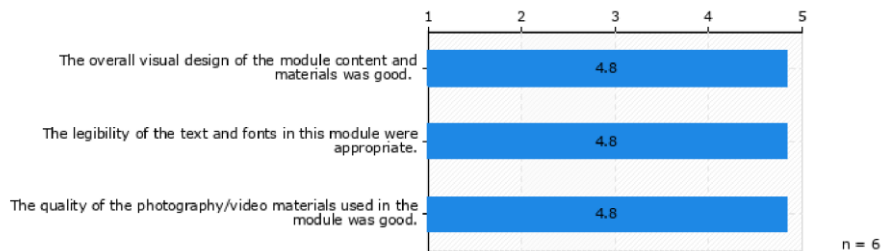
TIMING



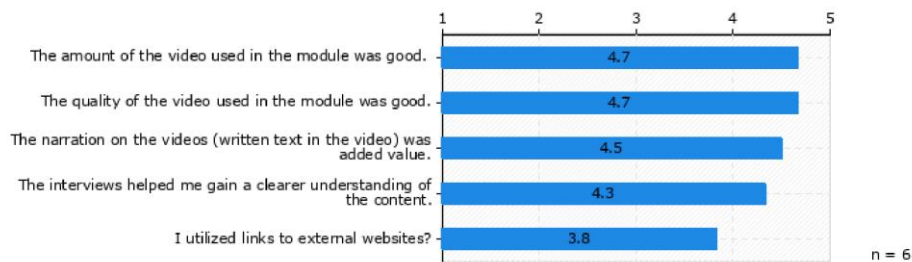
E – LEARNING



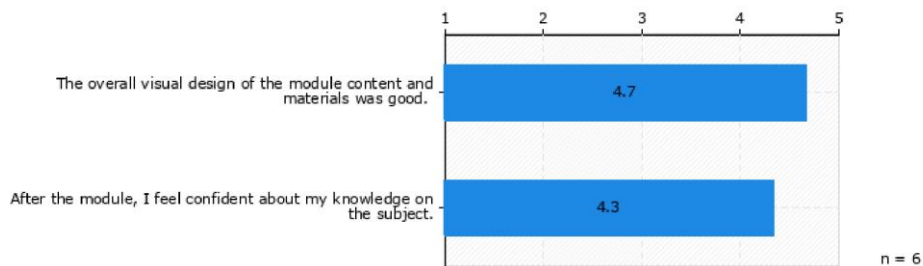
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- more legal interpretation and options for companies on a given topic
- the best module.

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

- legal definitions of employment of disabled people and benefits for companies.
- a lecturer from the employment office in order to cover all areas
- employment of people with disabilities.

STATEMENTS FOR PROMOTION

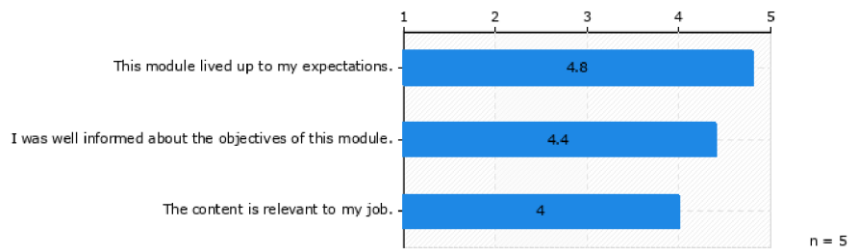
- the module and especially the meeting was extremely interesting and informative.
- very useful content, I learned a lot.

MODUL 6

- June 2022 (n=5)

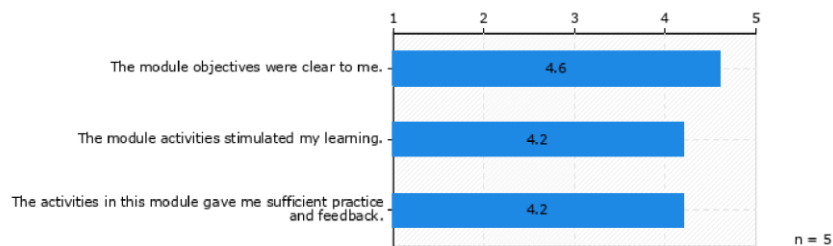
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



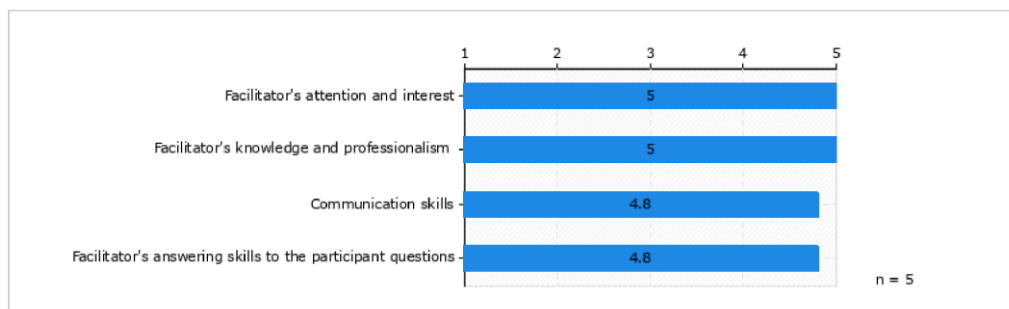
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



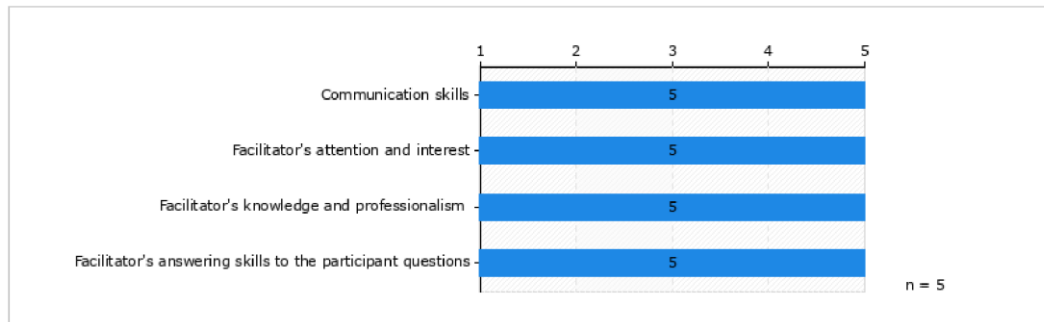
FACILITATORS OF THE MODULE: SIMONA TOPOLINJAK

(1 strongly disagree – 5 strongly agree)



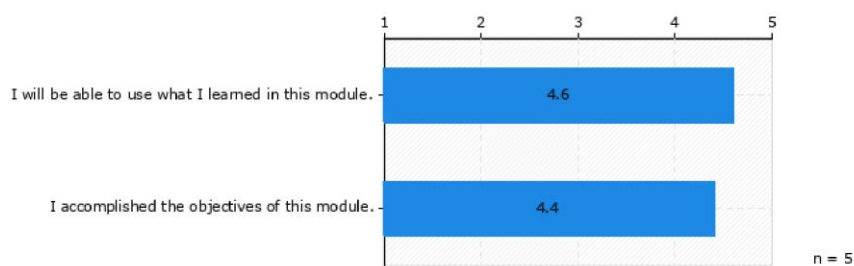
FACILITATORS OF THE MODULE: NEJC JAKA SEKULA

(1 strongly disagree – 5 strongly agree)

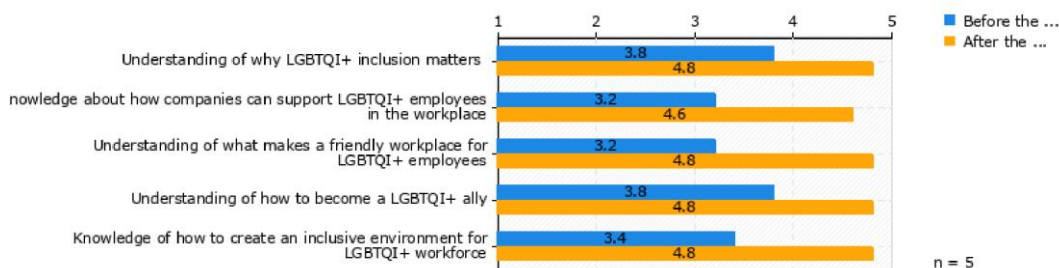


RESULTS OF THE MODULE

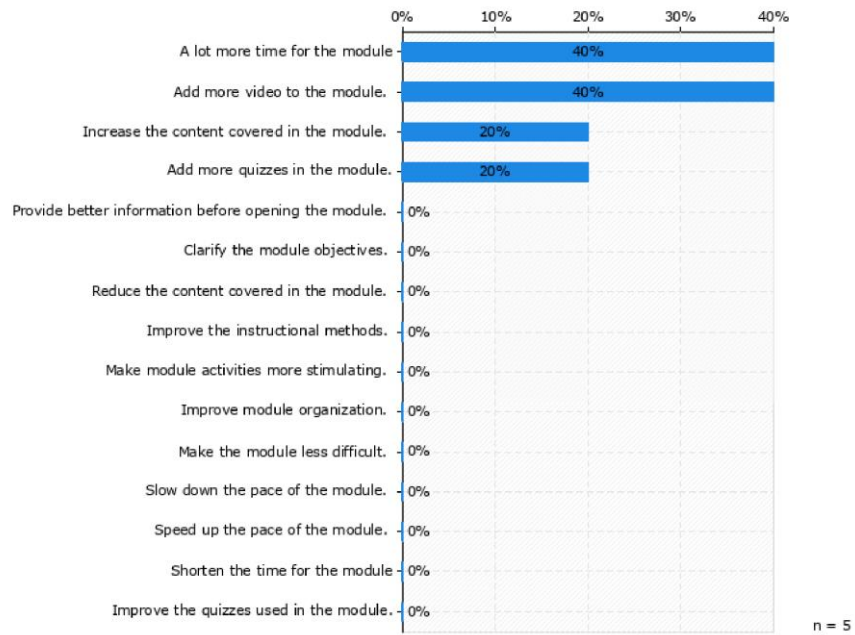
(1 strongly disagree – 5 strongly agree)



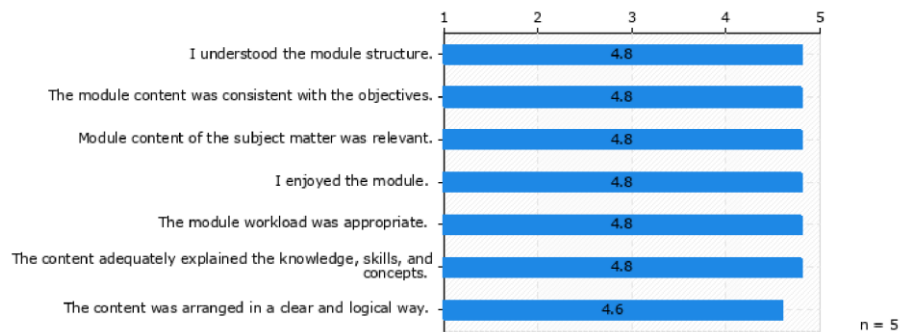
MODULE IMPACT



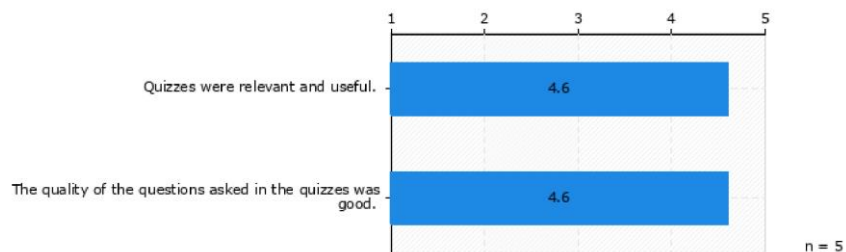
HOW WOULD YOU IMPROVE THIS MODULE?



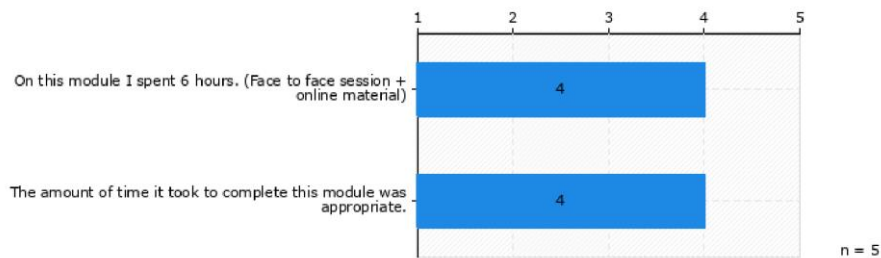
COURSE STRUCTURE AND CONTENT



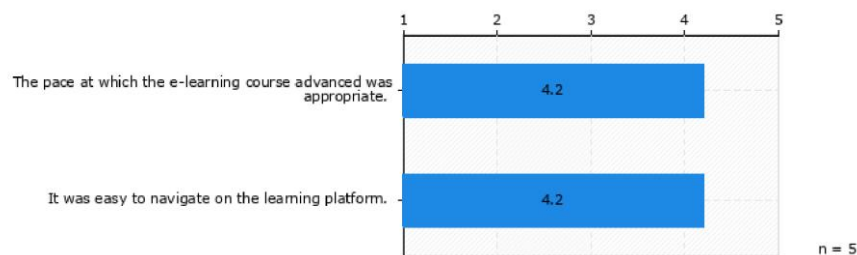
QUIZZING



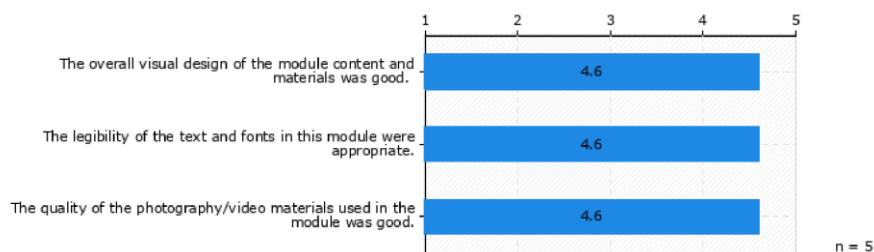
TIMING



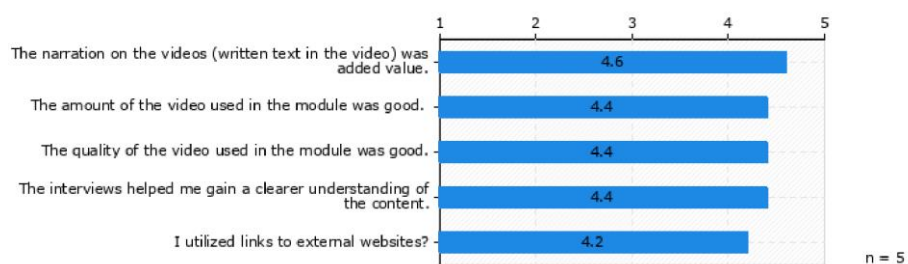
E – LEARNING



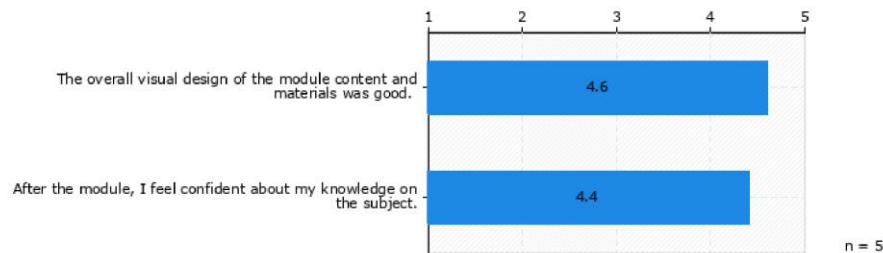
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- exchange of experiences, more conversations with group representatives and those who encountered resistance in companies (how they solved the challenges)
- everything was great, but most of all Nejc
- module was very useful.
- more video content

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

- lgbtqi* inclusion in workplace.
- activities to support the lgbtq+ community

STATEMENTS FOR PROMOTION

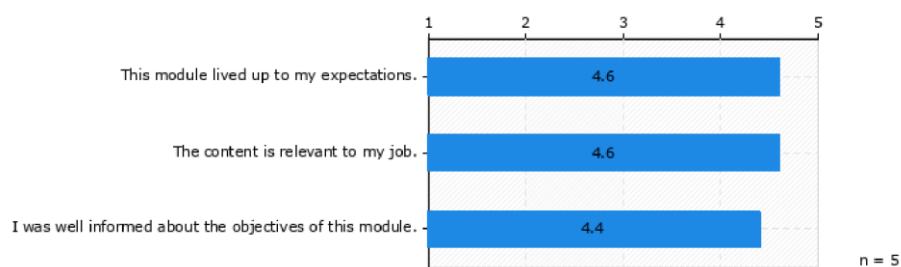
- the diversity charter education is my favorite education so far. because of me there could be 14 modules, not just 7. congratulations to the organizers!
- such a educational module. it was relaxed and open.

MODUL 7

- June 2022 (n=5)

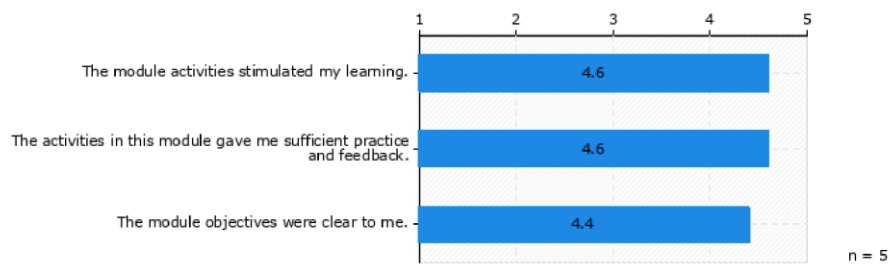
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



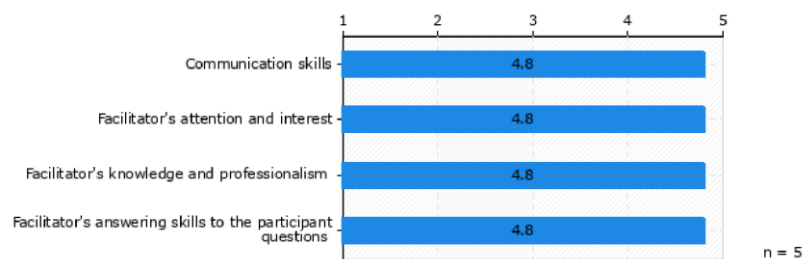
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



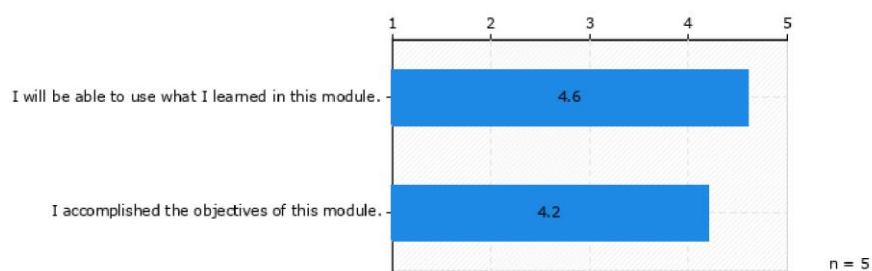
FACILITATORS OF THE MODULE: SERGEJA PLANKO

(1 strongly disagree – 5 strongly agree)

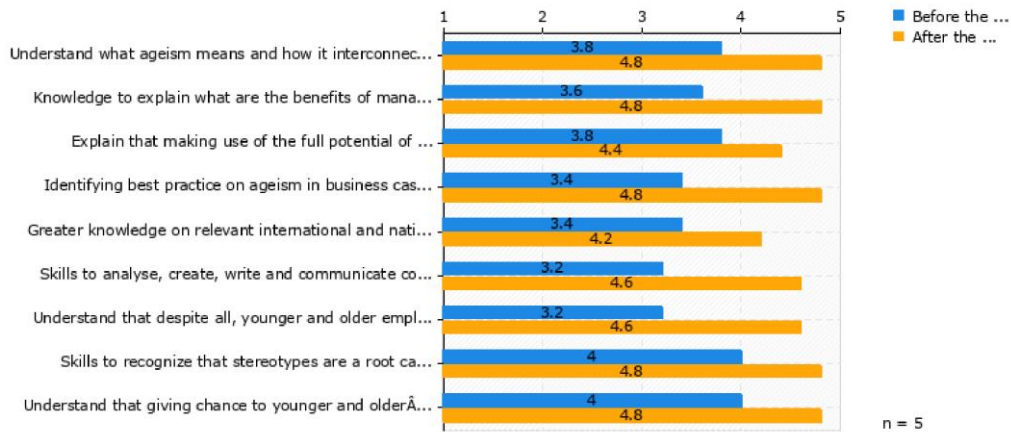


RESULTS OF THE MODULE

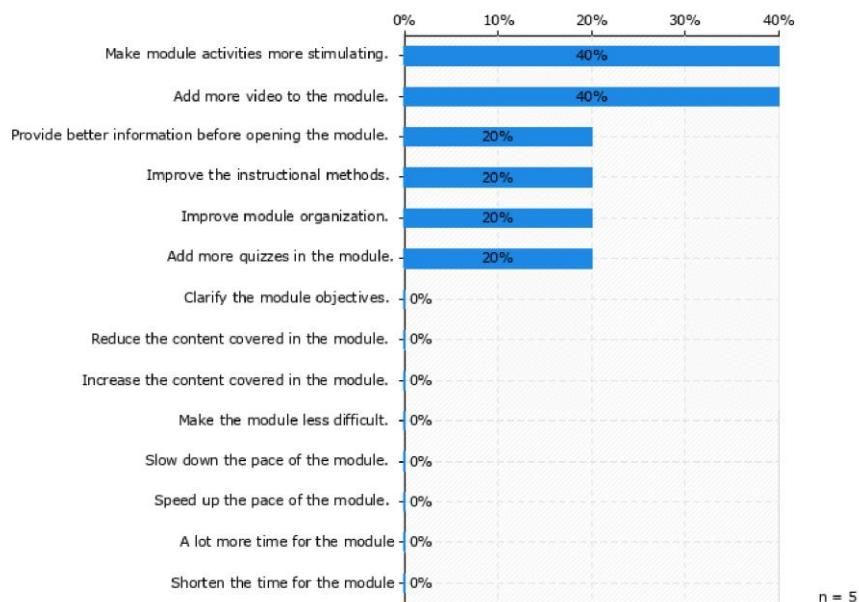
(1 strongly disagree – 5 strongly agree)



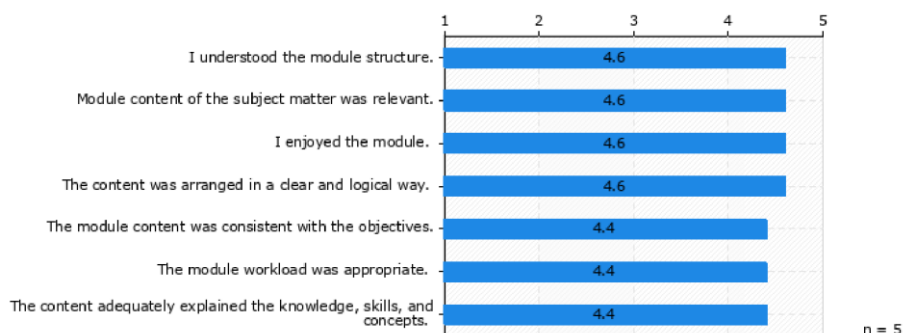
MODULE IMPACT



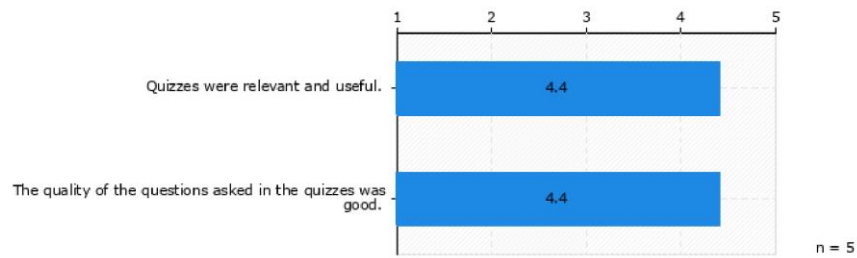
HOW WOULD YOU IMPROVE THIS MODULE?



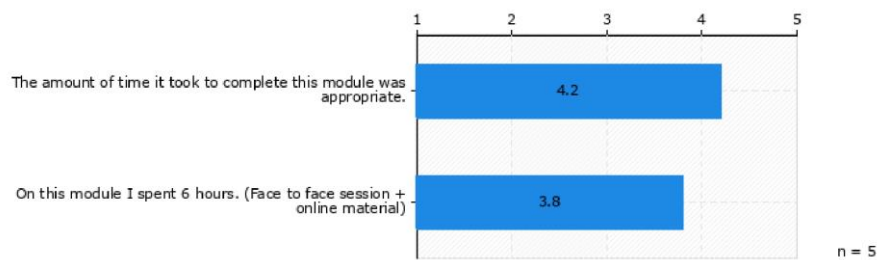
COURSE STRUCTURE AND CONTENT



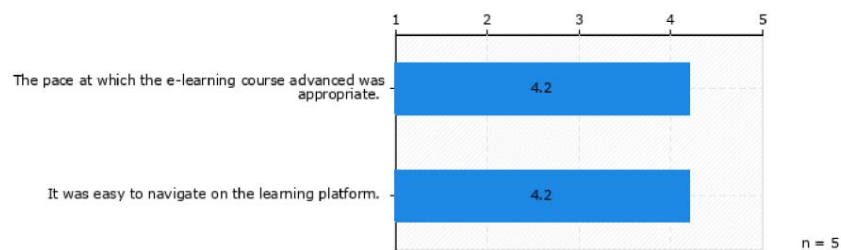
QUIZZING



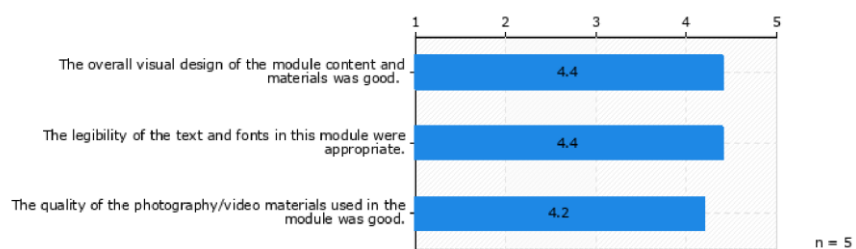
TIMING



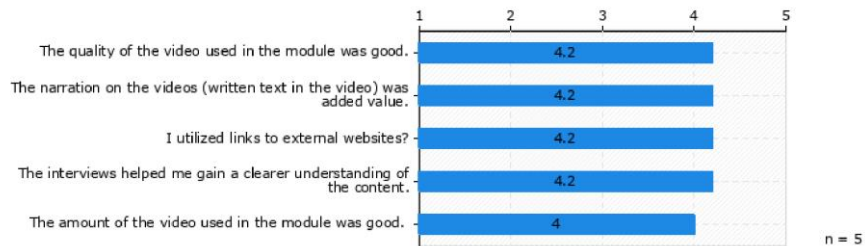
E – LEARNING



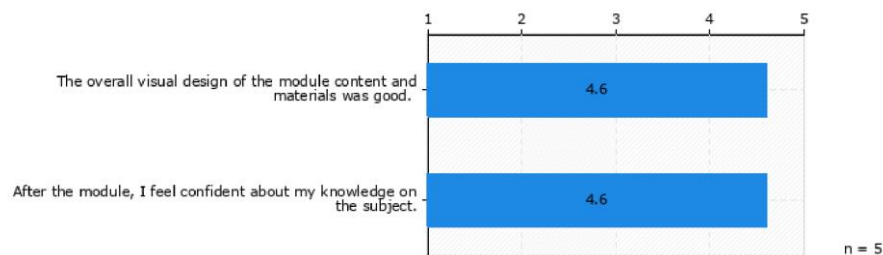
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- I expected more useful information regarding intergenerational cooperation in companies
- it was useful.

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

- why employ people, who are older.
- hiring the elderly, how to write advertisements in a targeted manner, what their credit ratings are, what this means for the employer...

STATEMENTS FOR PROMOTION

- I would like to thank all participants for a great courses and modules
- excellent lecturer and interesting topic.

FOCUS GROUP

The report of the focus group, which was carried out at the end of the training, is in the appendix and the summaries are in the conclusion of the evaluation report.

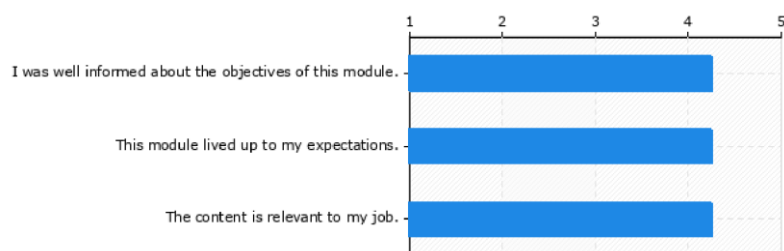
TRAINING – CROATIA

MODUL 2

- April 2022 (n=5)

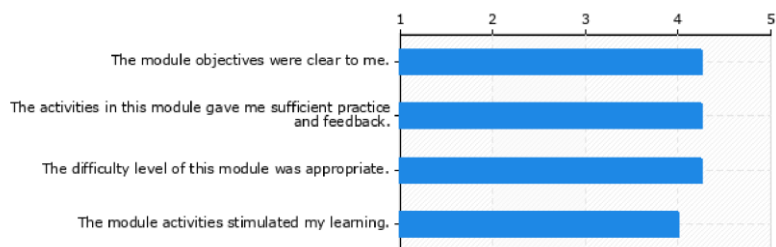
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



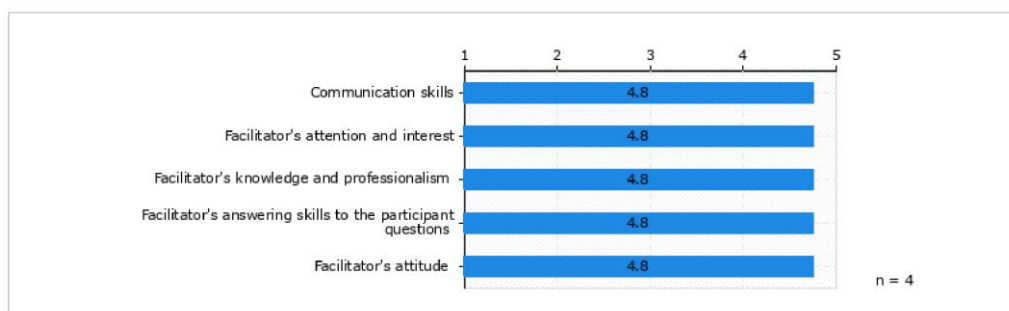
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



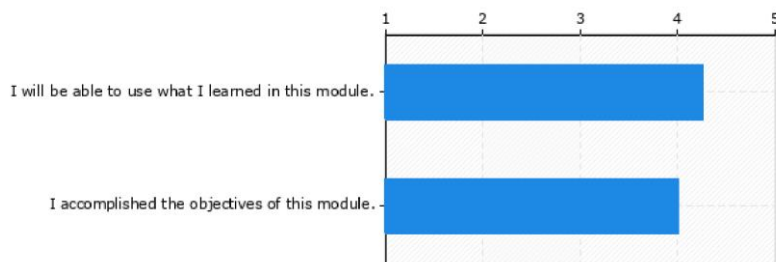
FACILITATORS OF THE MODULE: TATJANA VLAŠIĆ

(1 strongly disagree – 5 strongly agree)

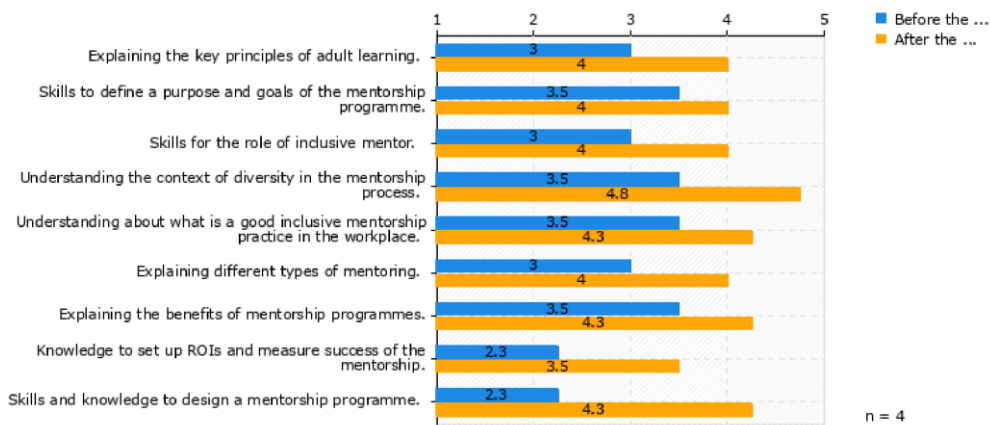


RESULTS OF THE MODULE

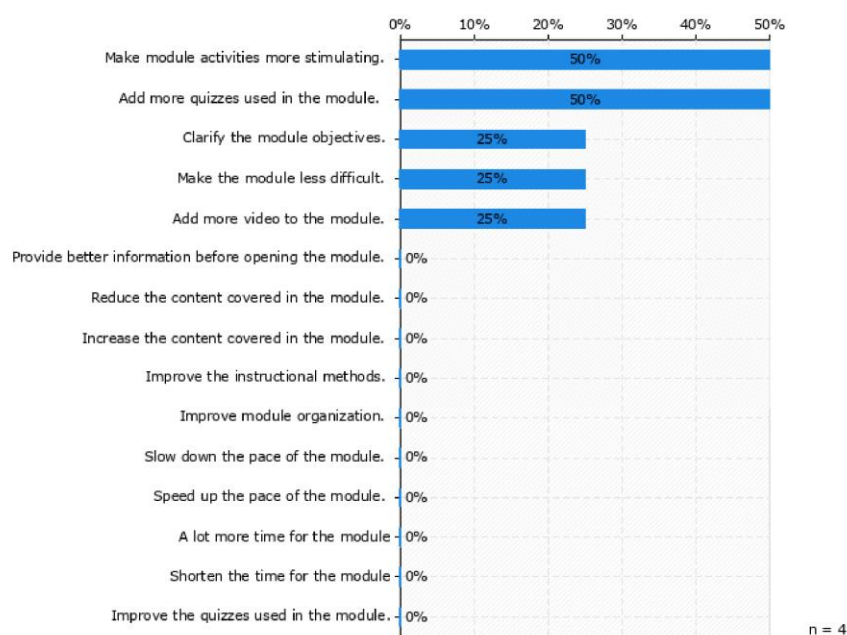
(1 strongly disagree – 5 strongly agree)



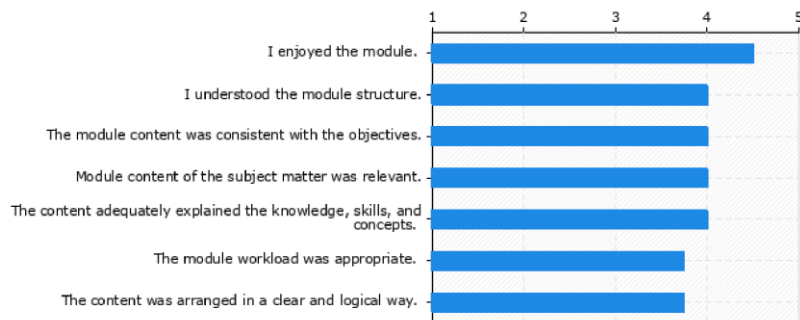
MODULE IMPACT



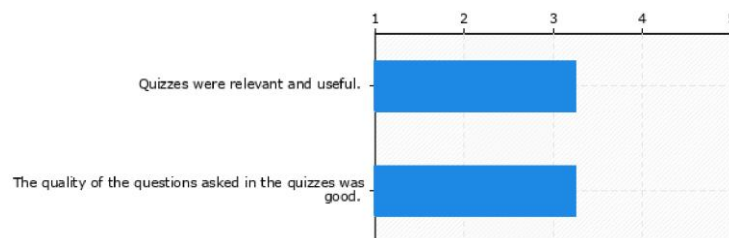
HOW WOULD YOU IMPROVE THIS MODULE?



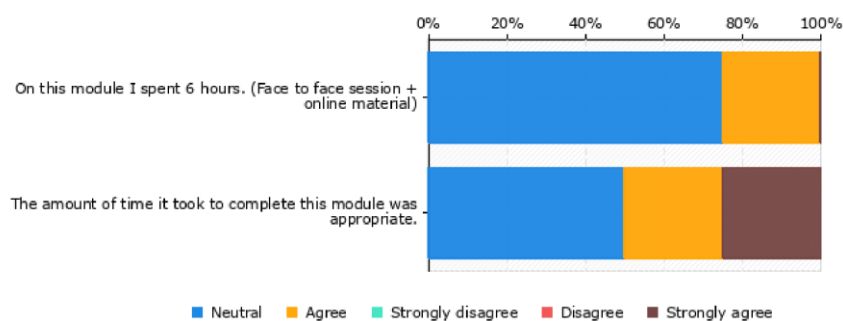
COURSE STRUCTURE AND CONTENT



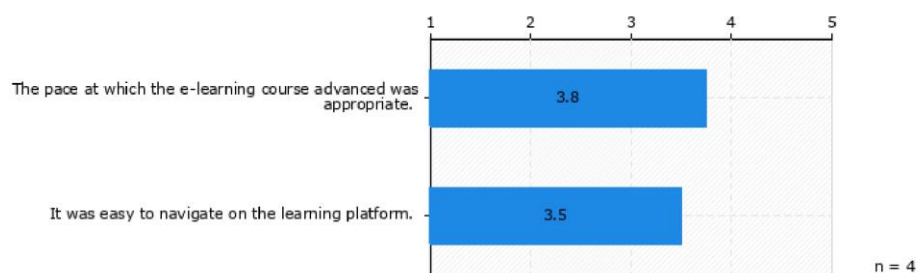
QUIZZING



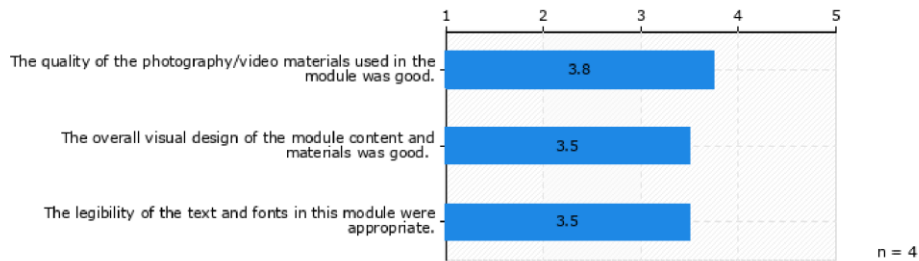
TIMING



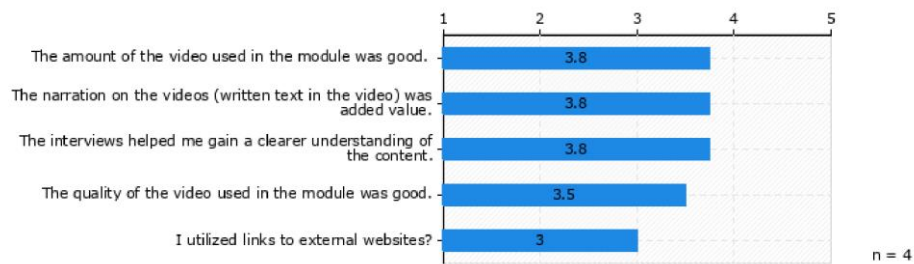
E – LEARNING



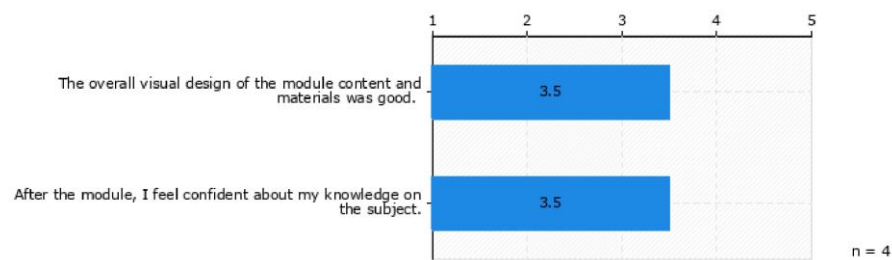
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- more quizzes for engagement after lessons (and to track personal progress)

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

- even more concrete examples and steps to design mentoring models

STATEMENTS FOR PROMOTION

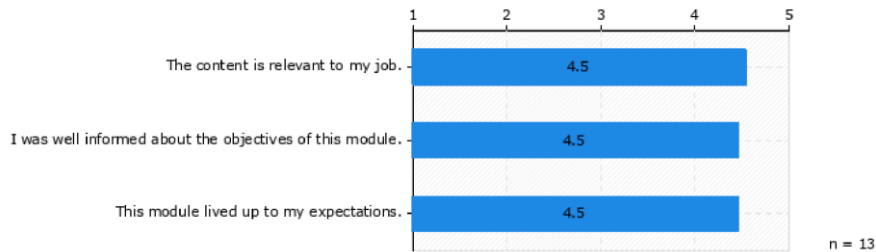
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MODUL 3

- April 2022 (n=13)

CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



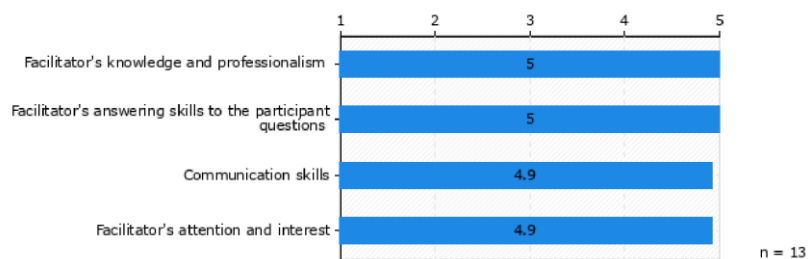
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



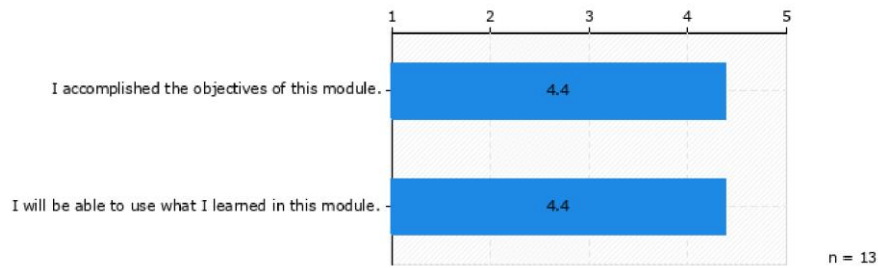
FACILITATORS OF THE MODULE: DARIA MATELIJAK

(1 strongly disagree – 5 strongly agree)

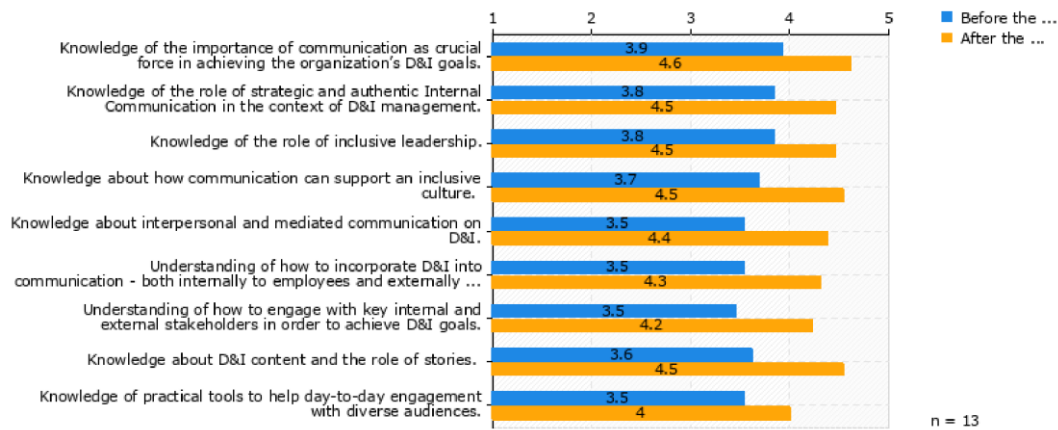


RESULTS OF THE MODULE

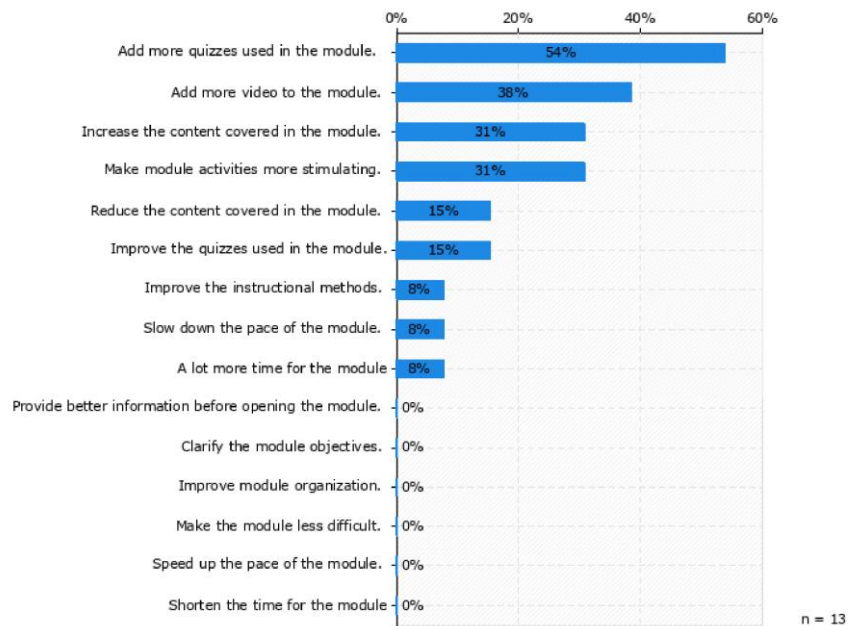
(1 strongly disagree – 5 strongly agree)



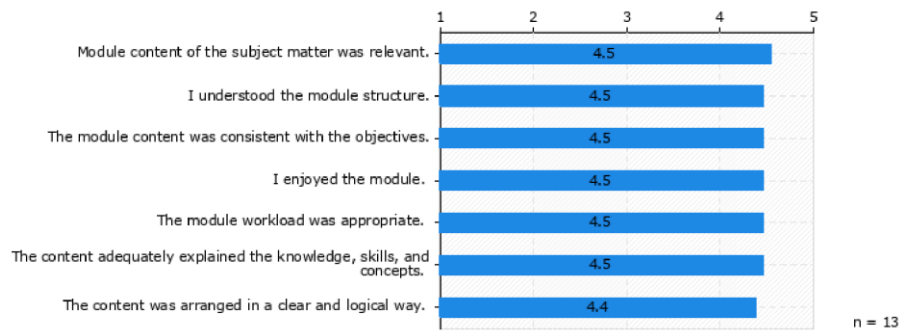
MODULE IMPACT



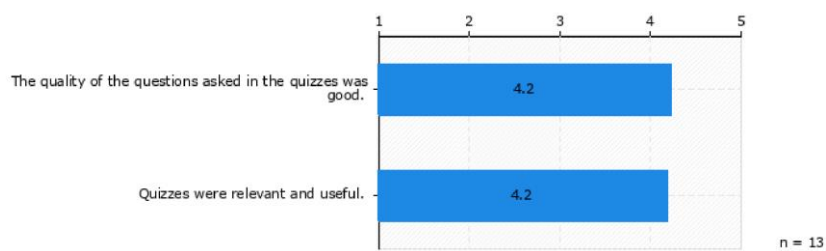
HOW WOULD YOU IMPROVE THIS MODULE?



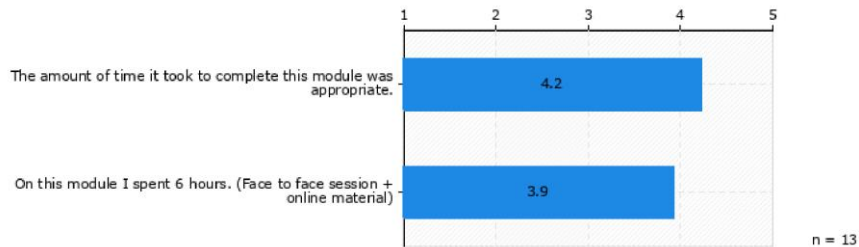
COURSE STRUCTURE AND CONTENT



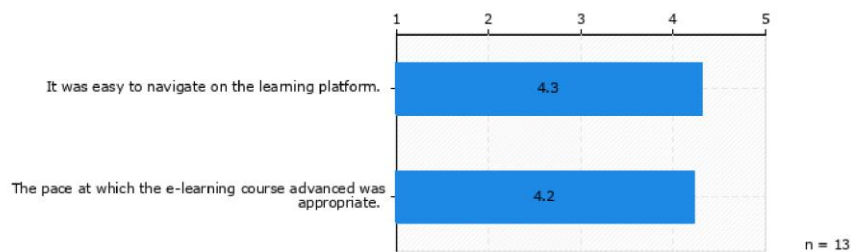
QUIZZING



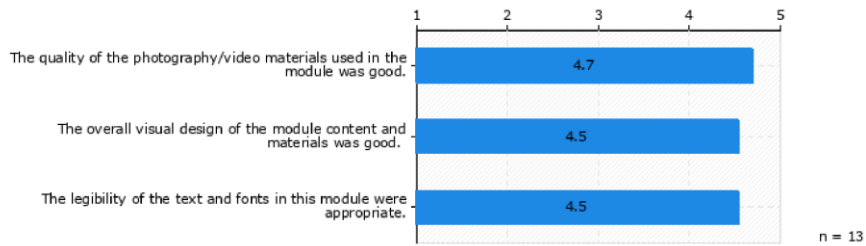
TIMING



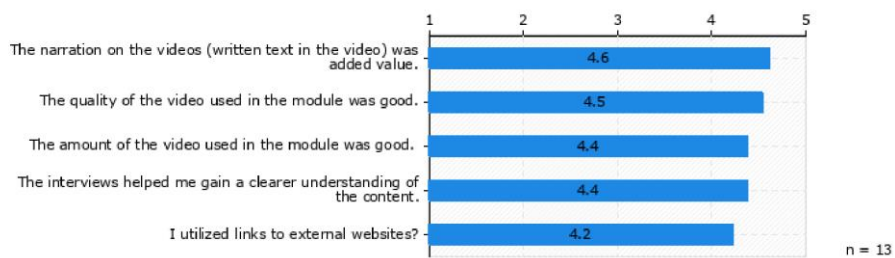
E – LEARNING



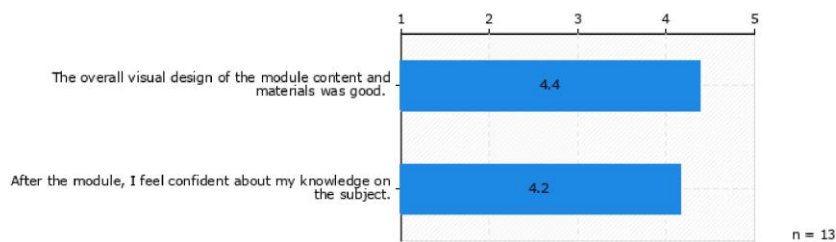
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- it was the best out of the 3 modules offered
- more practical work
- a little more video material and a quiz
- it was well structured, continue the good work

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

- working with difficult people
- benchmarks
- practical examples, tips&tricks

STATEMENTS FOR PROMOTION

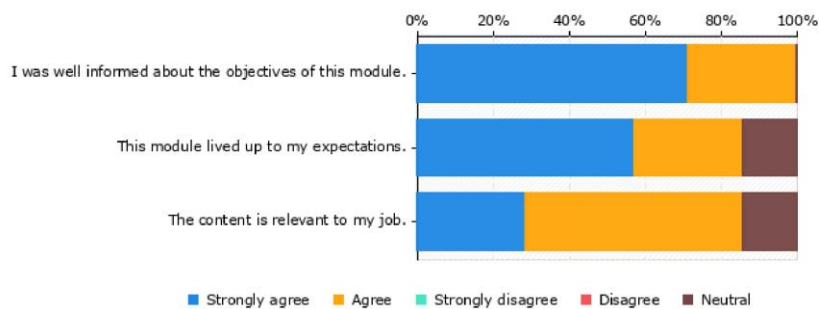
- the module was the right combination of theory, practice and interaction.
- excellent seminar and excellent trainer

MODUL 4

- May 2022 (n=7)

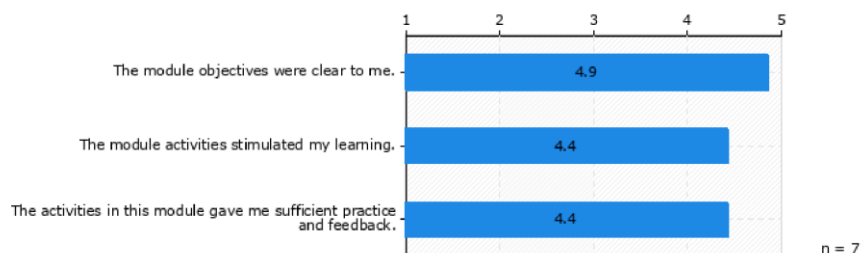
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



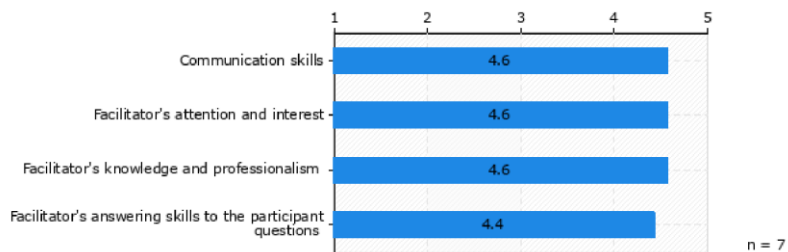
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



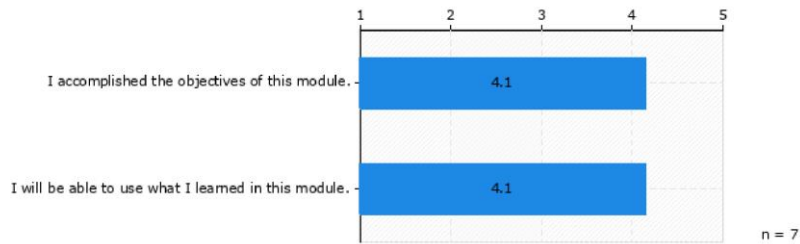
FACILITATORS OF THE MODULE: SANJA SARNAVKA

(1 strongly disagree – 5 strongly agree)

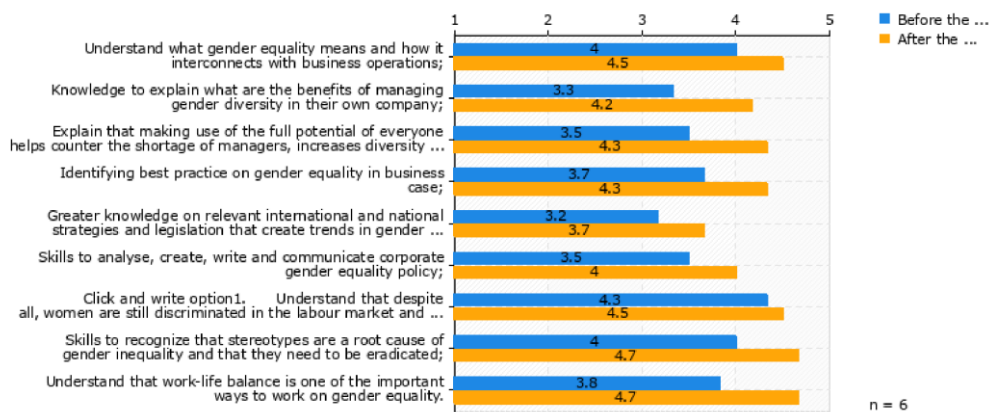


RESULTS OF THE MODULE

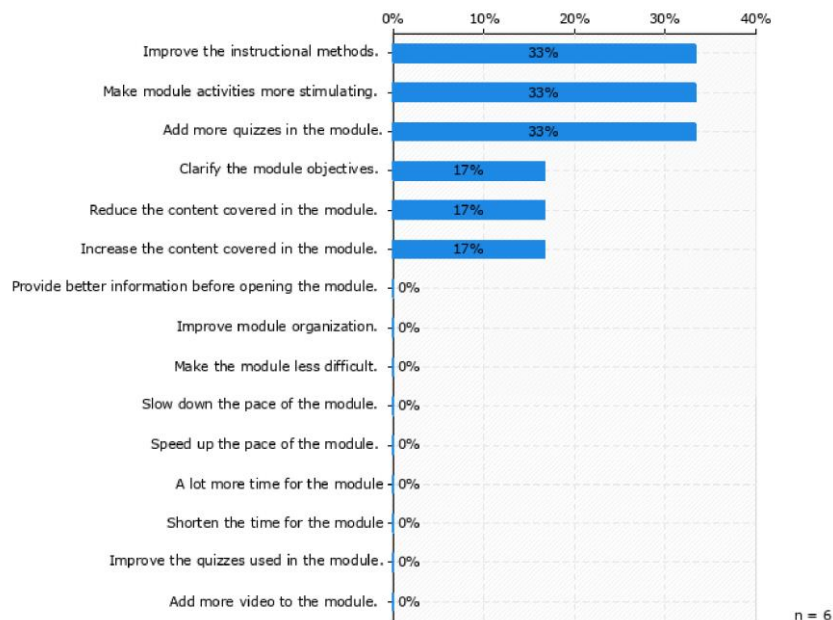
(1 strongly disagree – 5 strongly agree)



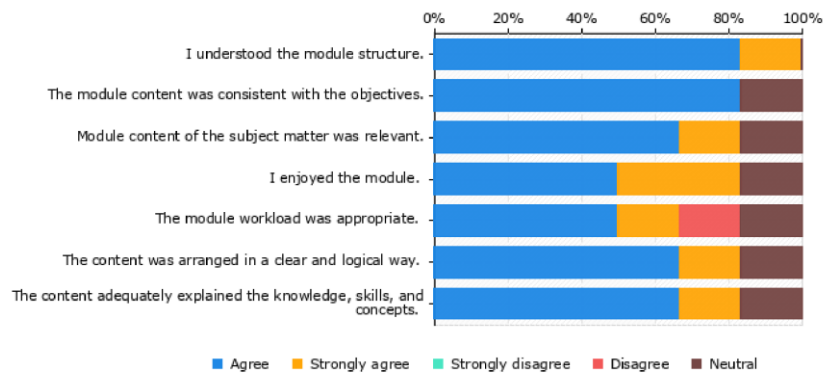
MODULE IMPACT



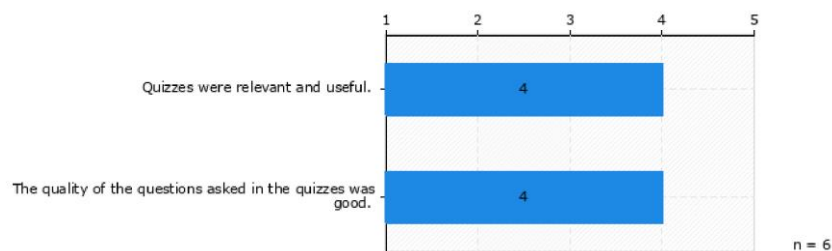
HOW WOULD YOU IMPROVE THIS MODULE?



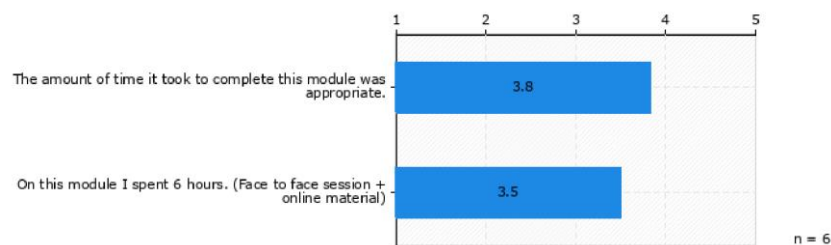
COURSE STRUCTURE AND CONTENT



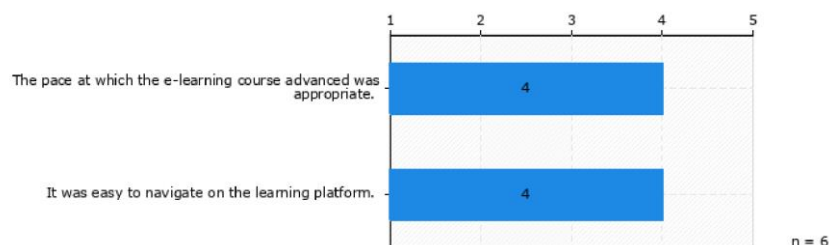
QUIZZING



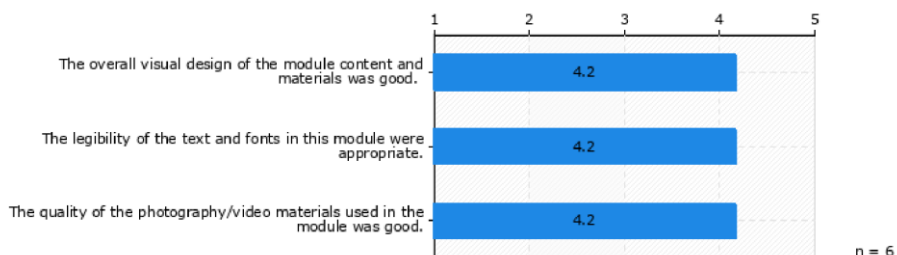
TIMING



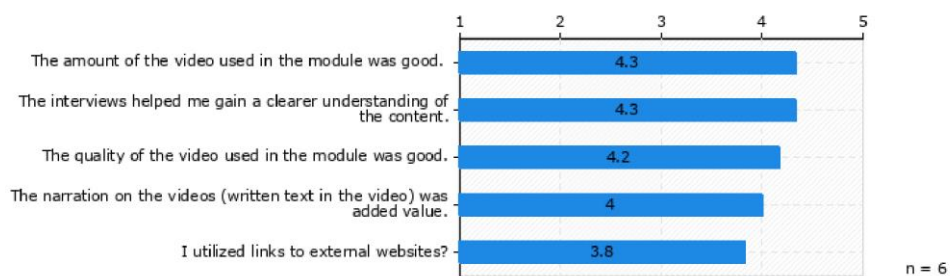
E – LEARNING



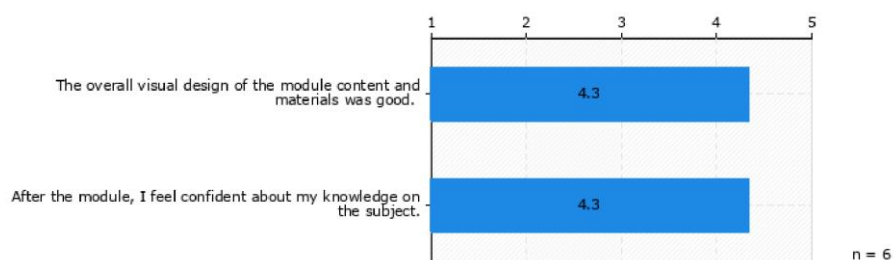
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- change the speaker - it was more about women empowerment than gender equality
- examples of concrete changes undertaken in companies around the world.

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

- good practice

STATEMENTS FOR PROMOTION

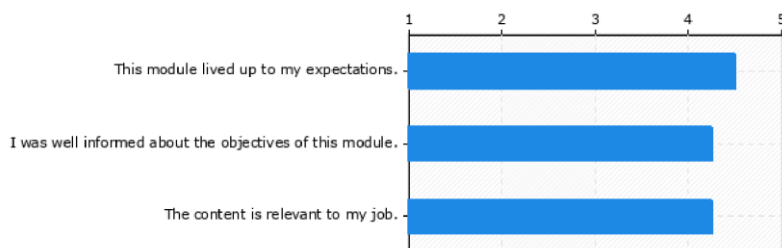
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MODUL 5

- May 2022 (n=8)

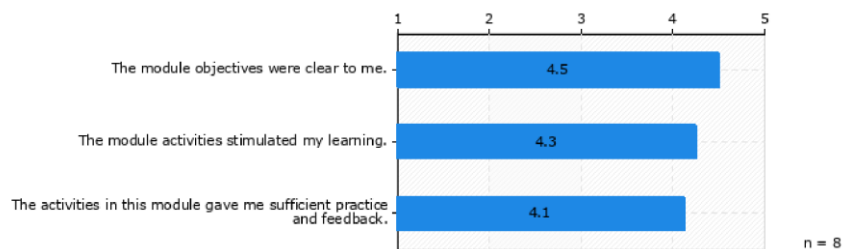
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



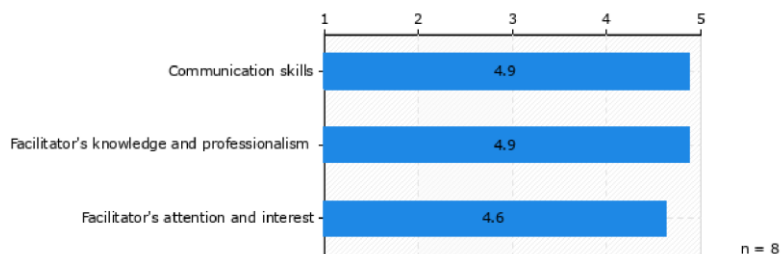
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



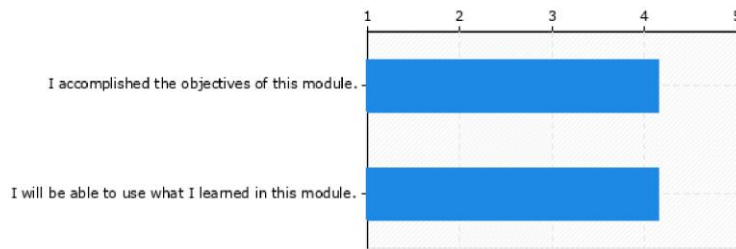
FACILITATORS OF THE MODULE: DARIO JURIŠIĆ

(1 strongly disagree – 5 strongly agree)



RESULTS OF THE MODULE

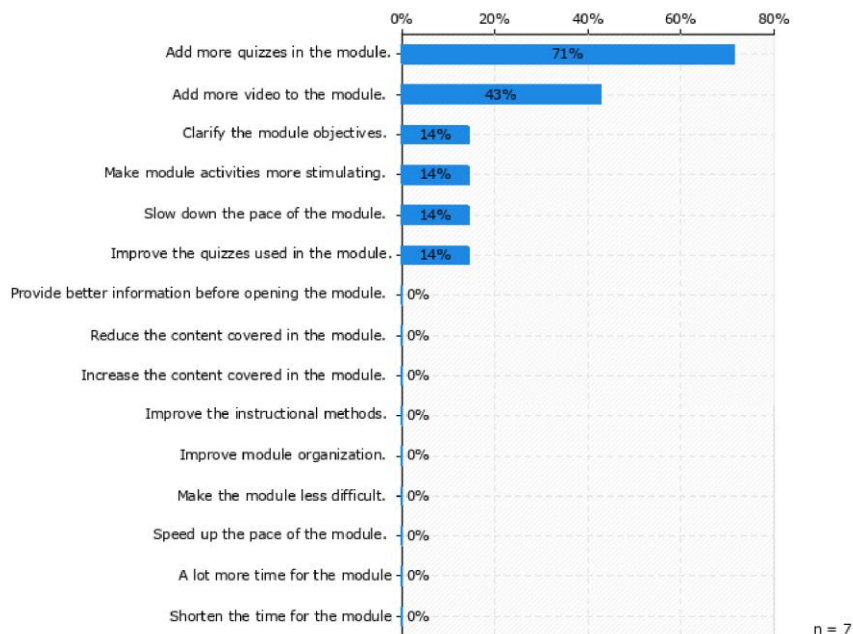
(1 strongly disagree – 5 strongly agree)



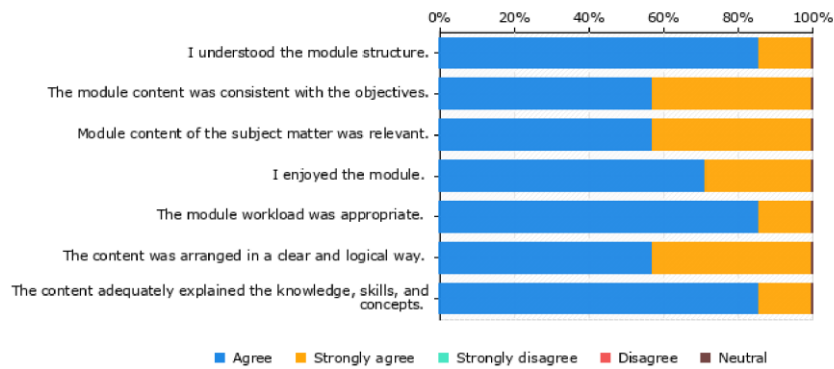
MODULE IMPACT



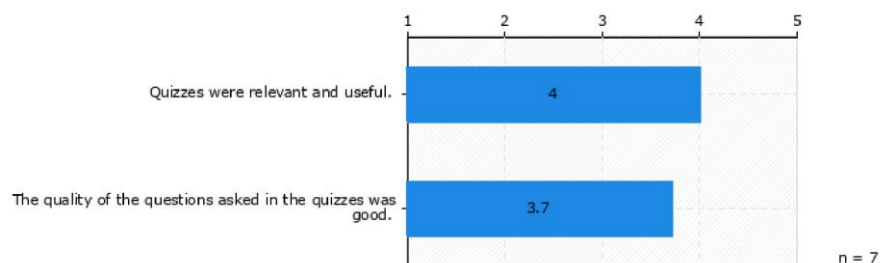
HOW WOULD YOU IMPROVE THIS MODULE?



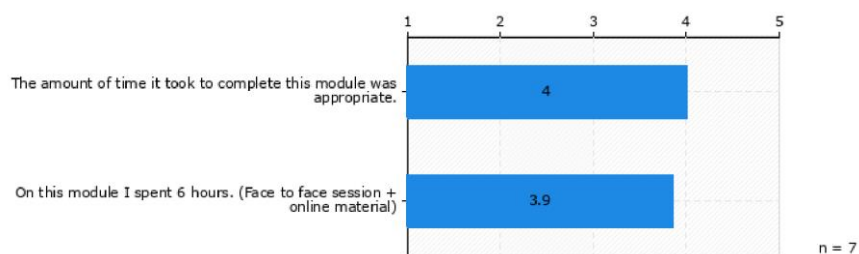
COURSE STRUCTURE AND CONTENT



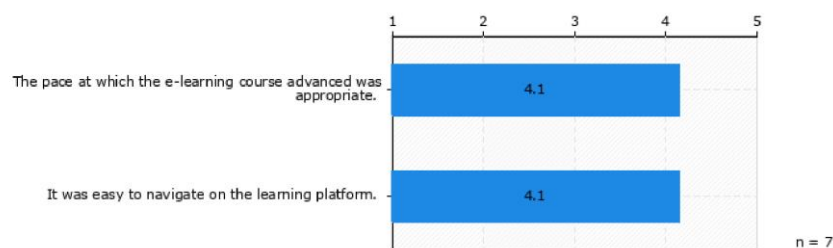
QUIZZING



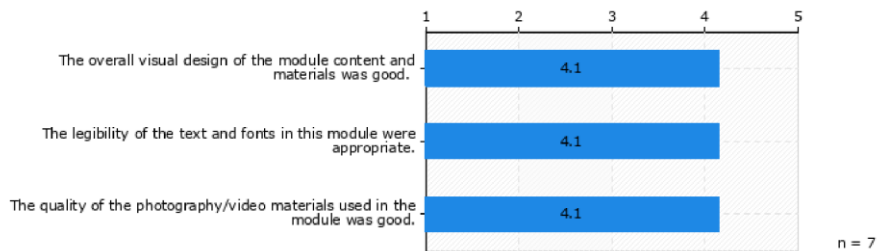
TIMING



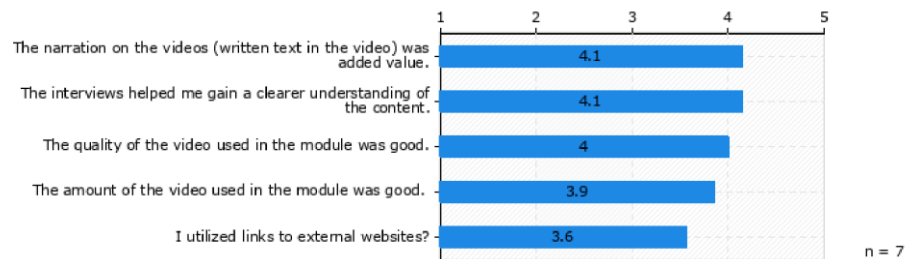
E – LEARNING



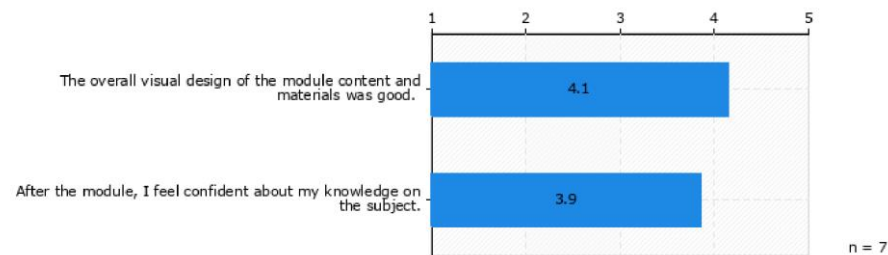
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- no improvements needed, satisfied as is
- more interaction / quizzes
- more practical work
- the module was excellent. very understandable and easy to follow

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

- sustainability
- hr topics
- the knowledge I gained in this module has been well covered with the provided documentation
- more focus on the mental disabilities

STATEMENTS FOR PROMOTION

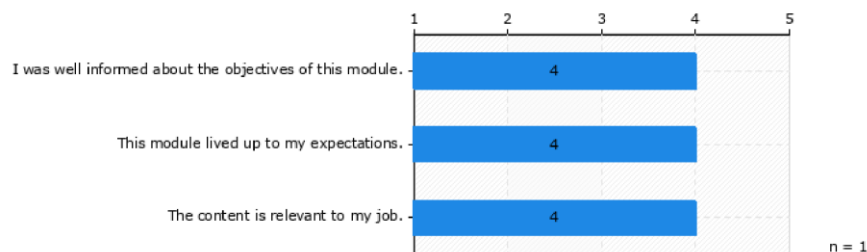
- it is important to familiarize as many as employers/public with topics that these modules are covering in order to have better understanding of needs of people with disabilities and to give them a better chance to be included in the working community
- raising awareness is the first step towards change
- great team, great learning event

MODUL 6

- June 2022 (n=1)

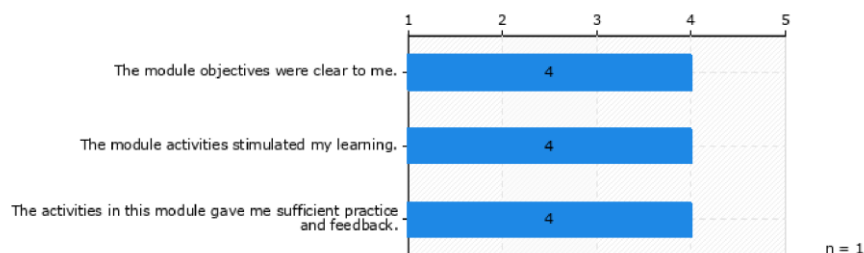
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



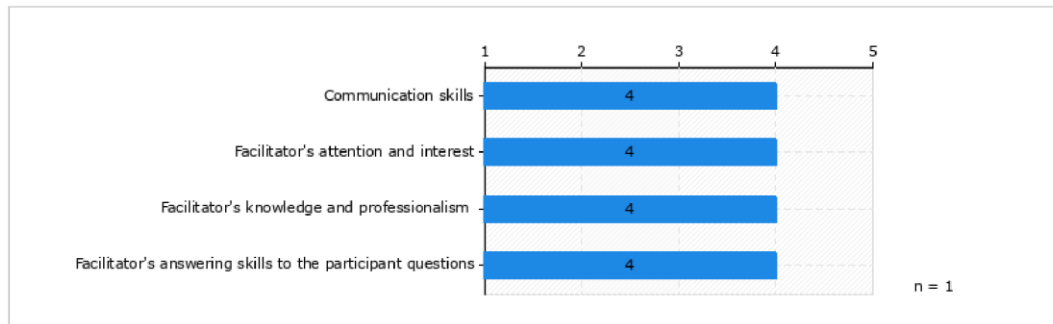
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



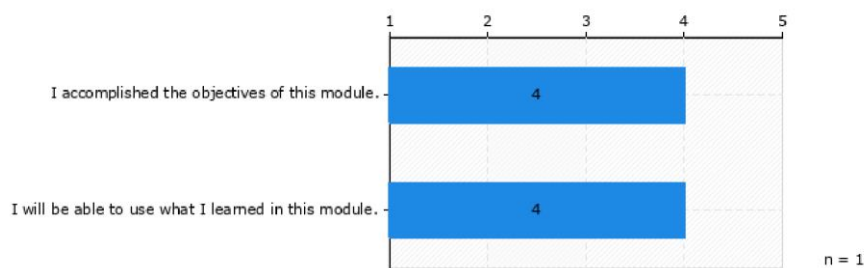
FACILITATORS OF THE MODULE: DIANA BEKAVAC

(1 strongly disagree – 5 strongly agree)

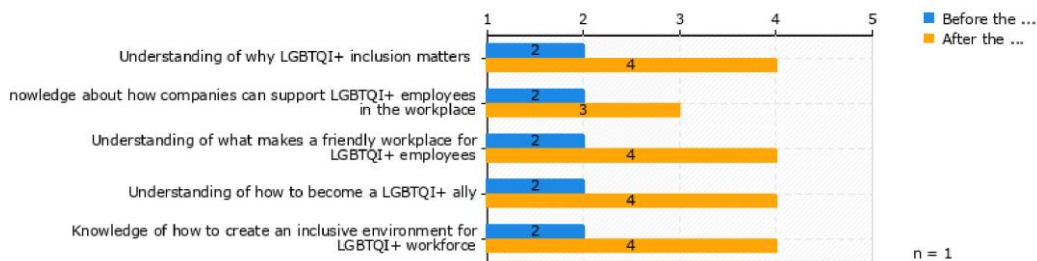


RESULTS OF THE MODULE

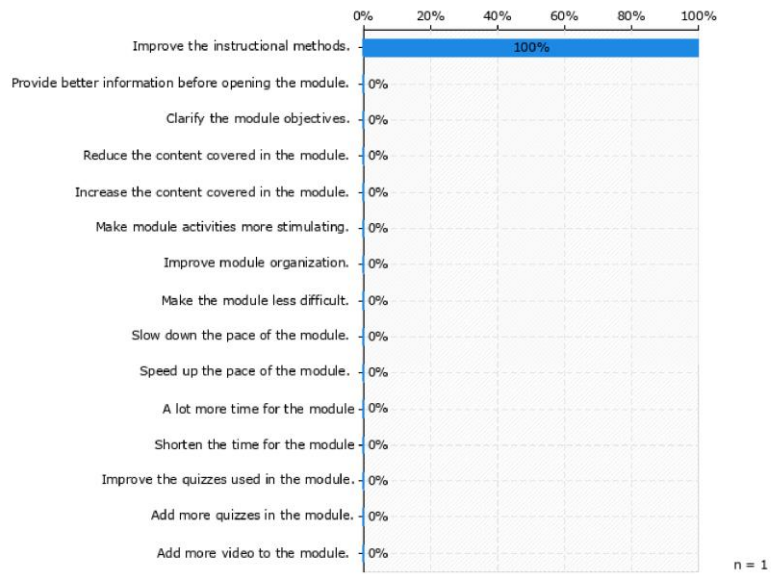
(1 strongly disagree – 5 strongly agree)



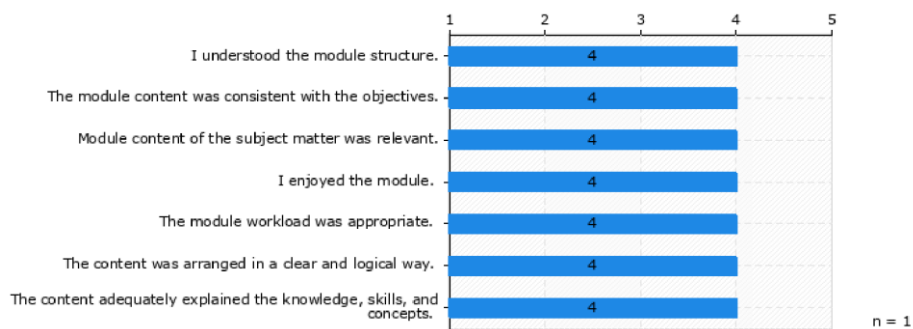
MODULE IMPACT



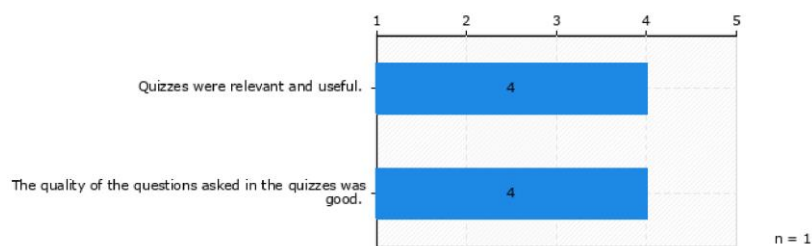
HOW WOULD YOU IMPROVE THIS MODULE?



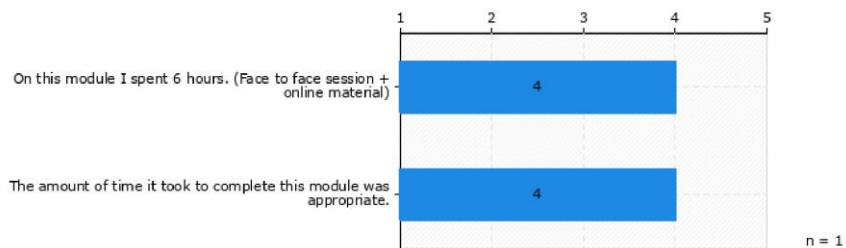
COURSE STRUCTURE AND CONTENT



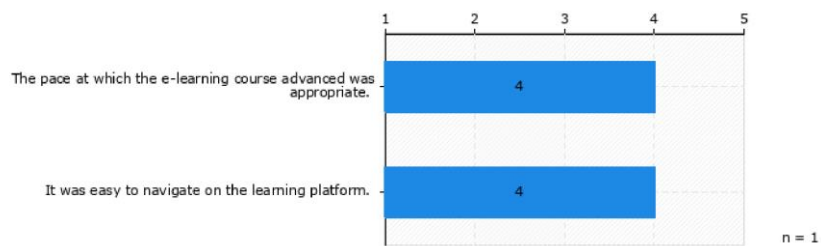
QUIZZING



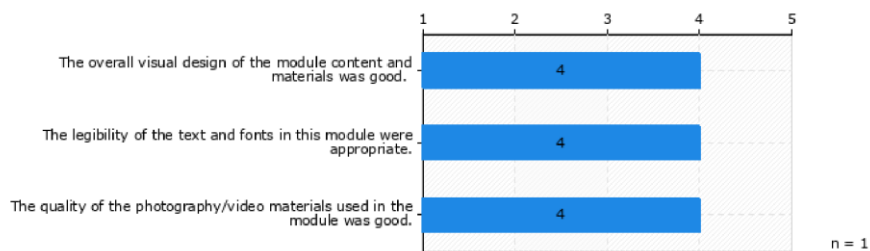
TIMING



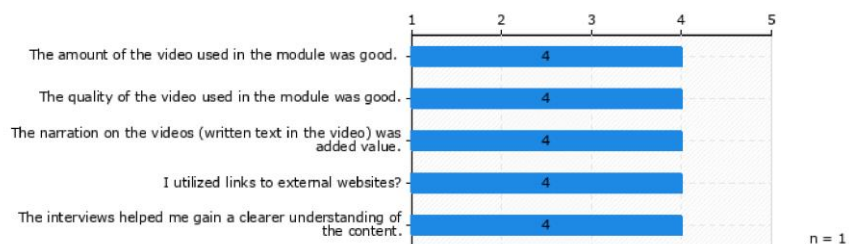
E – LEARNING



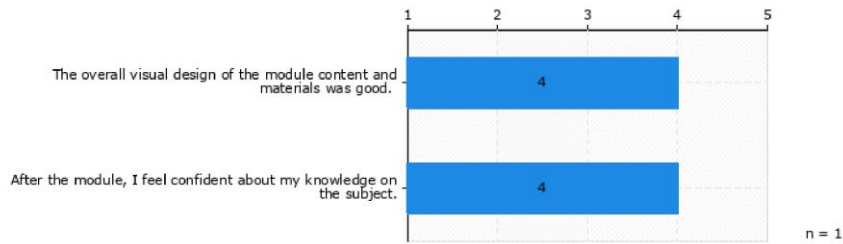
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- several examples of the inclusion of LGBTQ workers within companies

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

/

STATEMENTS FOR PROMOTION

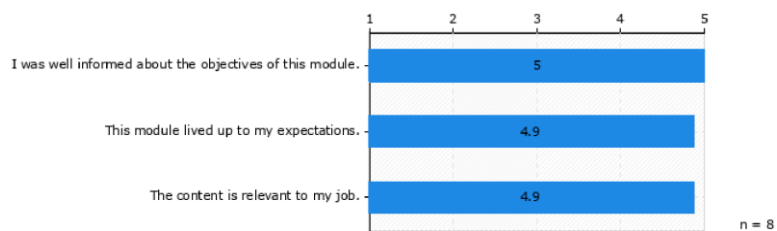
/

MODUL 7

- June 2022 (n=8)

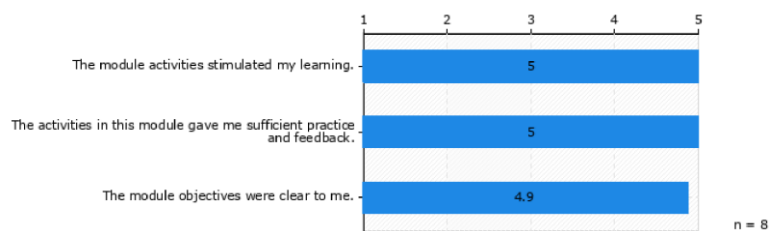
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



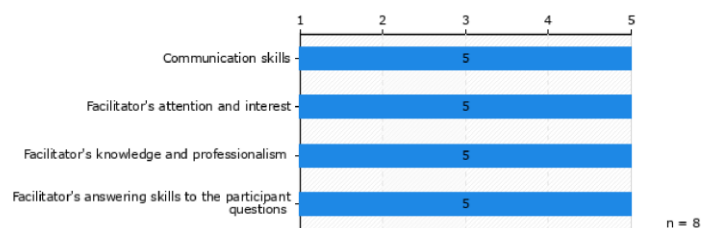
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



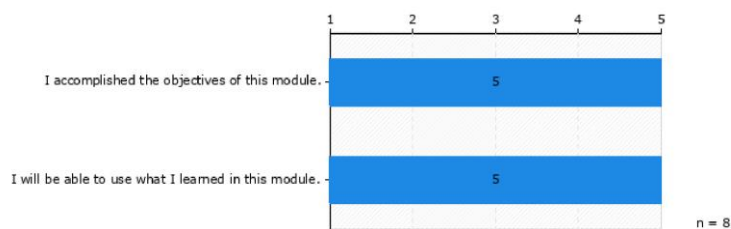
FACILITATORS OF THE MODULE: DIANA KESONJA

(1 strongly disagree – 5 strongly agree)

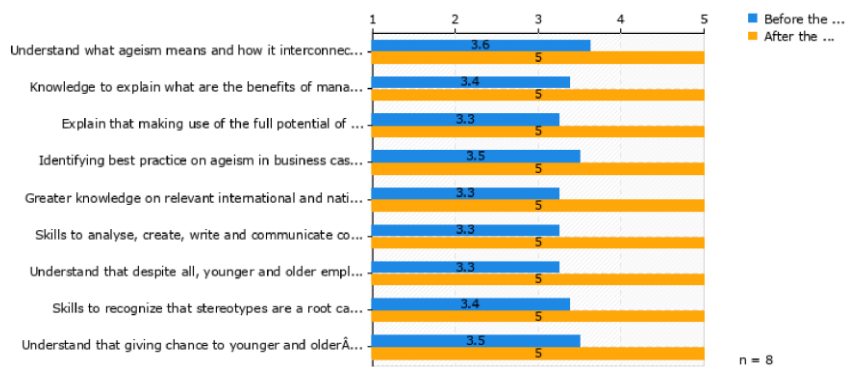


RESULTS OF THE MODULE

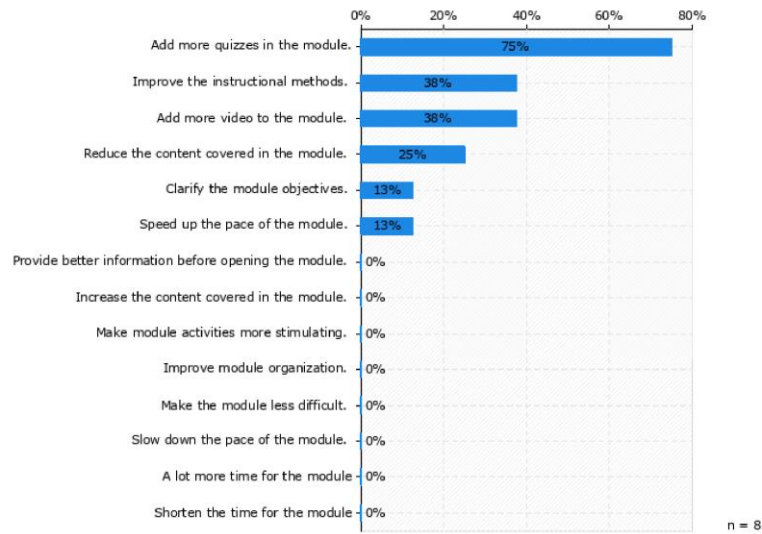
(1 strongly disagree – 5 strongly agree)



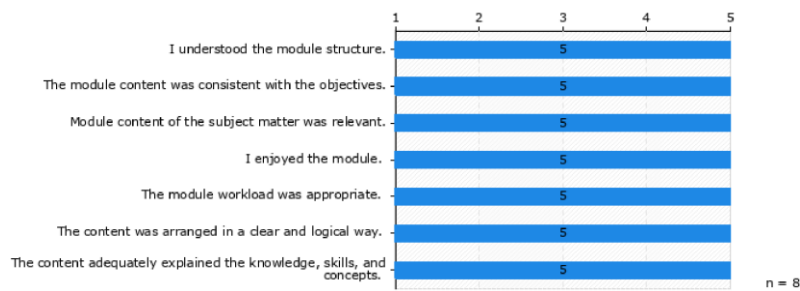
MODULE IMPACT



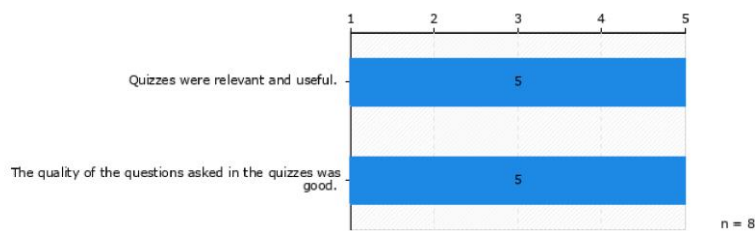
HOW WOULD YOU IMPROVE THIS MODULE?



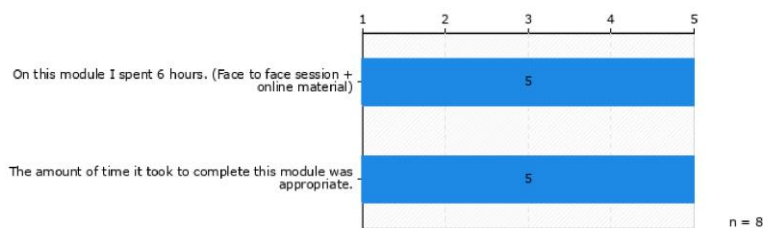
COURSE STRUCTURE AND CONTENT



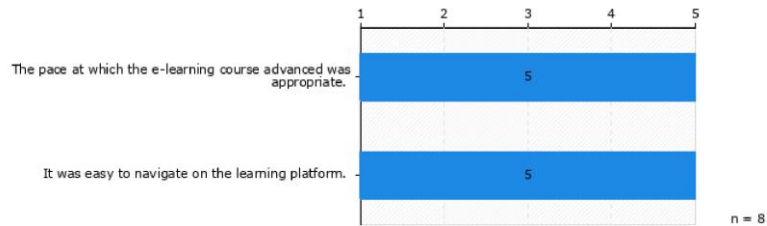
QUIZZING



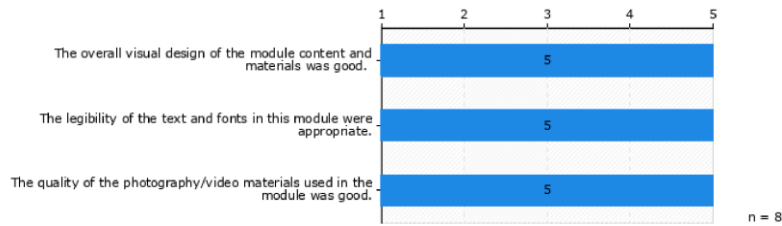
TIMING



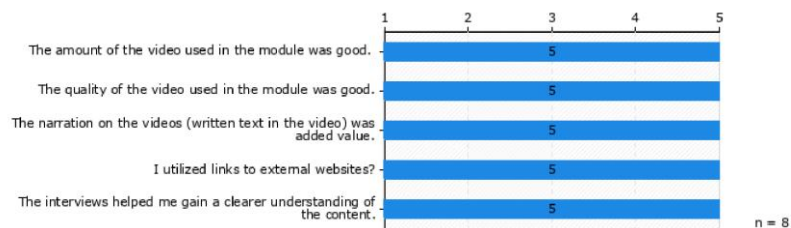
E – LEARNING



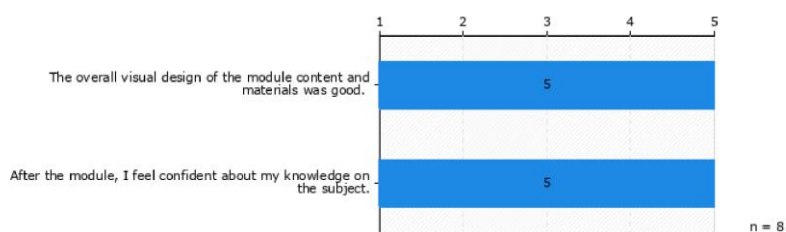
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- more info before training starts
- more practical examples
- less text
- more videos and quizzes

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

- older persons discrimination
- mentoring between young people who come to work and older people who are about to retire.

- benefits of cooperation between older and younger employees
- young discrimination
- diversity based on older persons
- lgbtiq
- young leaders

STATEMENTS FOR PROMOTION

- older persons are in minor, almost in every organization due this speed of grow technologies
- this was very good practice for me and I would like to continue
- we are not aware the benefits of age diversity at the workplace
- age diversity is very important topic, and it need to be more visible at every level of the companies and the organizations
- mentoring between older and younger employees
- the transfer of knowledge between two groups, young and older employees, is an important part of the organization's advancement.
- Age diversity is spread through all type of discrimination, and now it is time to bring this topic to the top

FOCUS GROUP

The report of the focus group, which was carried out at the end of the training, is in the appendix and the summaries are in the conclusion of the evaluation report.

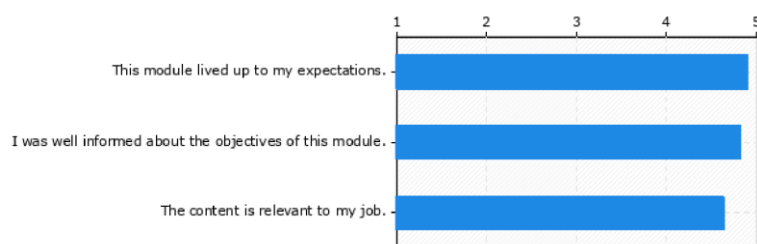
TRAINING – ROMANIA

MODUL 2

- April 2022 (n=11)

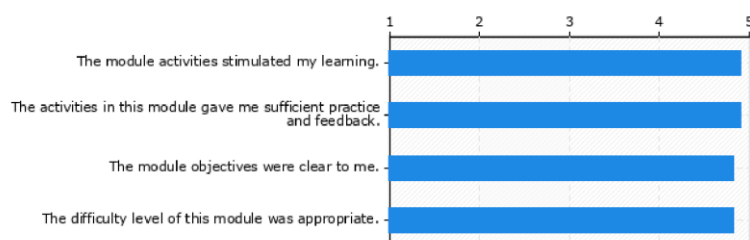
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



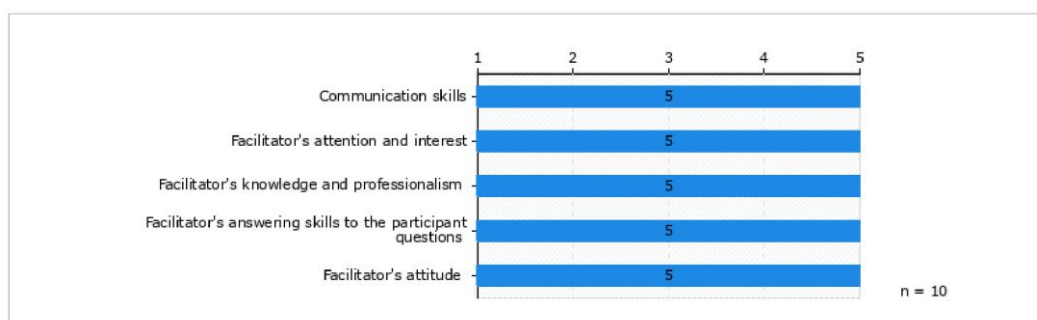
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



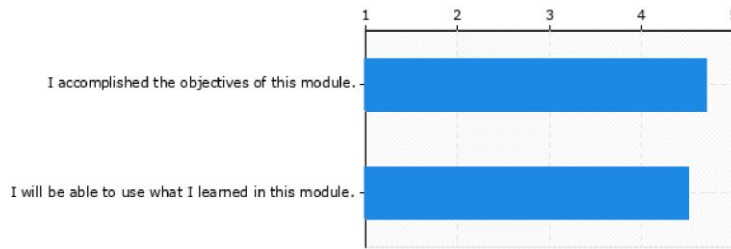
FACILITATORS OF THE MODULE: LUIZA BANYAI

(1 strongly disagree – 5 strongly agree)

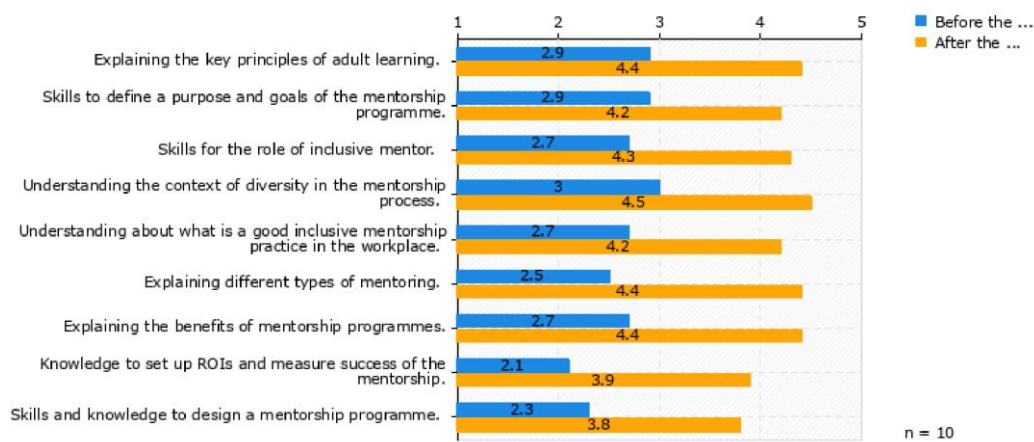


RESULTS OF THE MODULE

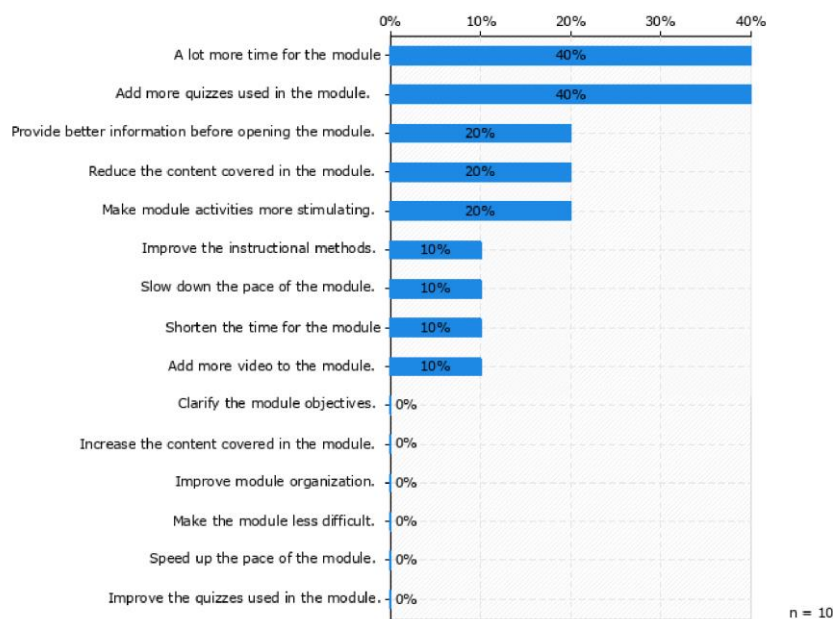
(1 strongly disagree – 5 strongly agree)



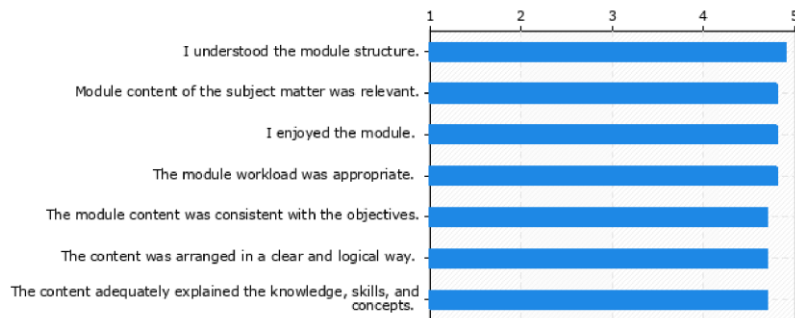
MODULE IMPACT



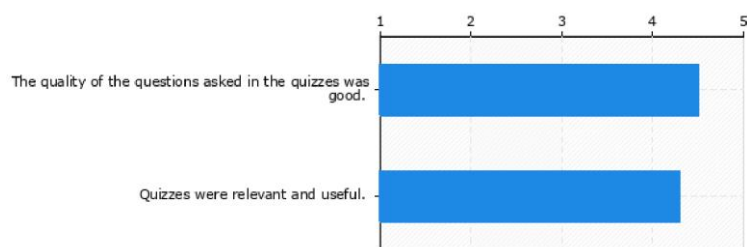
HOW WOULD YOU IMPROVE THIS MODULE?



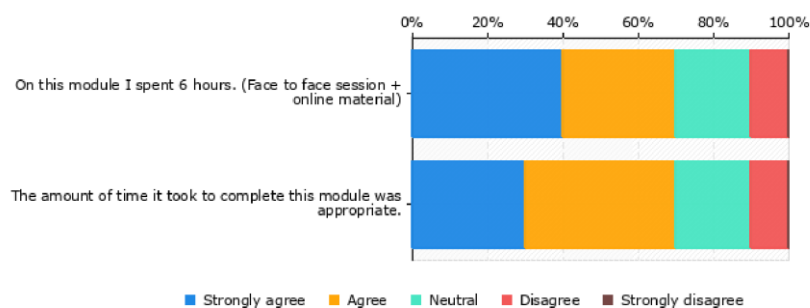
COURSE STRUCTURE AND CONTENT



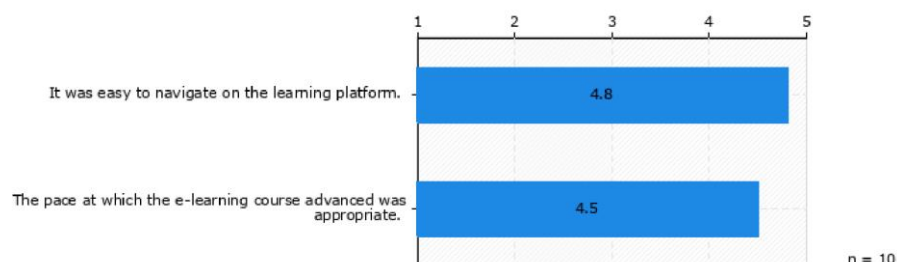
QUIZZING



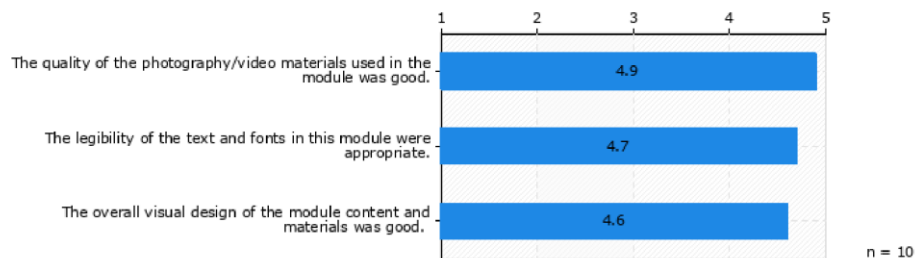
TIMING



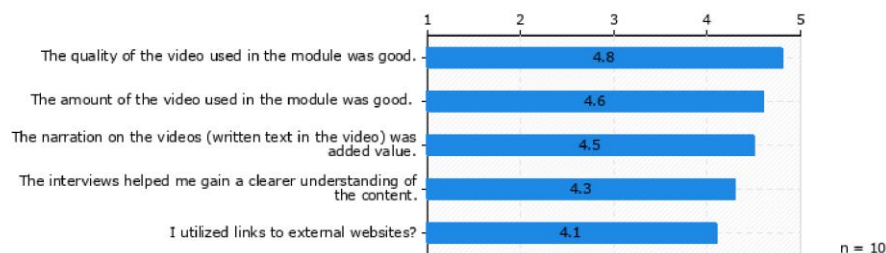
E – LEARNING



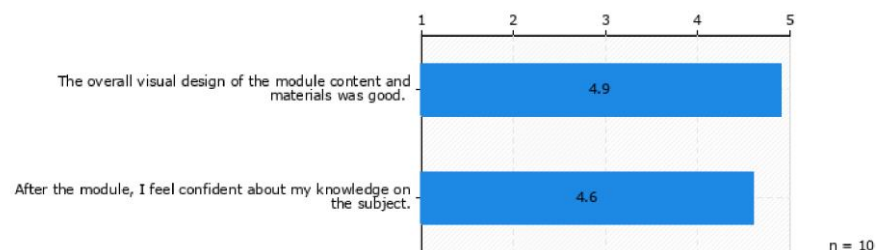
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- translation into Romanian
- add more time to the online meeting
- shorten the length of the online course
- to introduce more situations of "best practice" or global perspectives
- I think it would be useful to have a short quiz at the end of each lesson in the module, to check the information accumulated by the students.
- little bit more time allocated to the module; mentoring process is very important and need time to digest all the information overall

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

- experiences of mentors on specific subjects, real examples (not the names of the mentees)
- how to get top management support to buy in the process and communication at all levels
- how you can create a culture of inclusion, to which the majority of colleagues adhere
- share experience/ case study
- build a sense of inclusion

- practical examples

STATEMENTS FOR PROMOTION

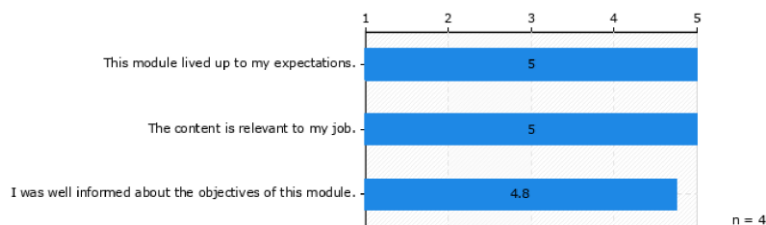
- learn to love, love to learn!
- the module is very well structured and the balance between texts and videos is efficient in learning process; explanations offered by video speakers are practical and support very well better understanding
- mentoring the soft way of hard learning
- powerful advantages of diversity & inclusion
- the mentoring for d&i module was very interesting and useful, especially for people at the beginning of the journey in terms of mentoring programs. personally, I have not participated in such a program nor have I had the opportunity to implement one in the companies where I have worked, and the knowledge gained in this module made me better understand what mentoring means, ...

MODUL 3

- April 2022 (n=4)

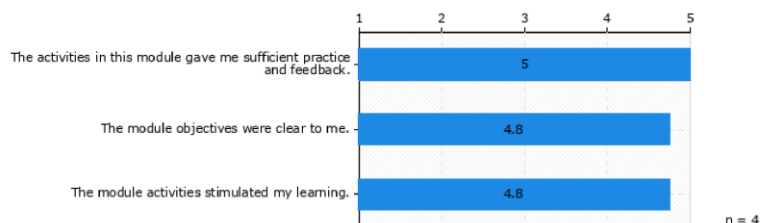
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



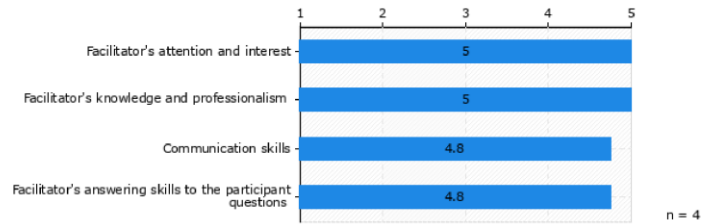
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



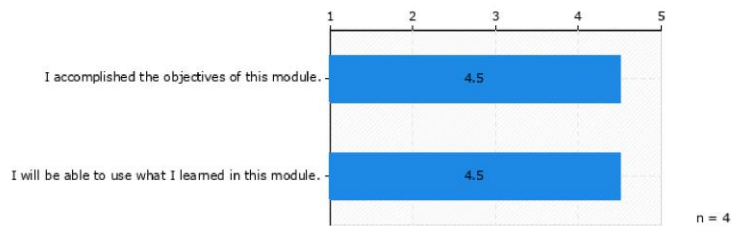
FACILITATORS OF THE MODULE: FELICIA MOGA

(1 strongly disagree – 5 strongly agree)

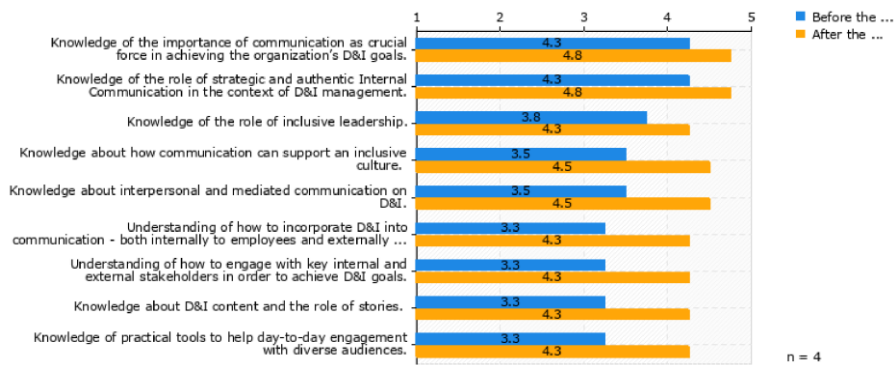


RESULTS OF THE MODULE

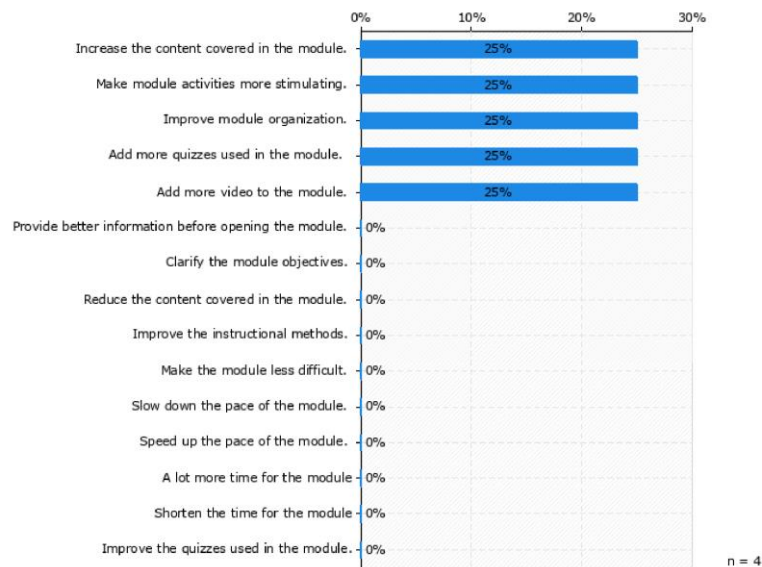
(1 strongly disagree – 5 strongly agree)



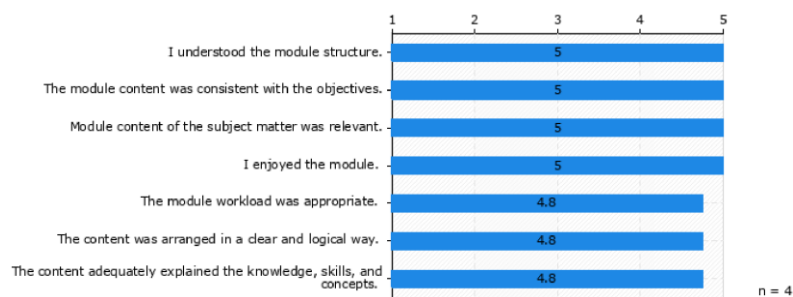
MODULE IMPACT



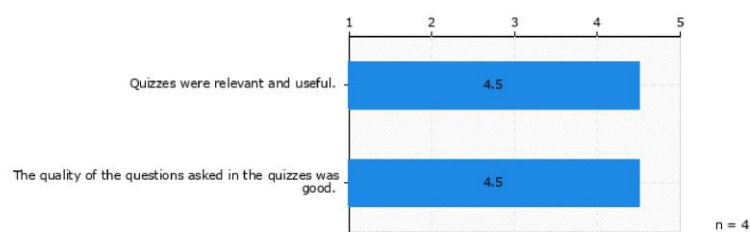
HOW WOULD YOU IMPROVE THIS MODULE?



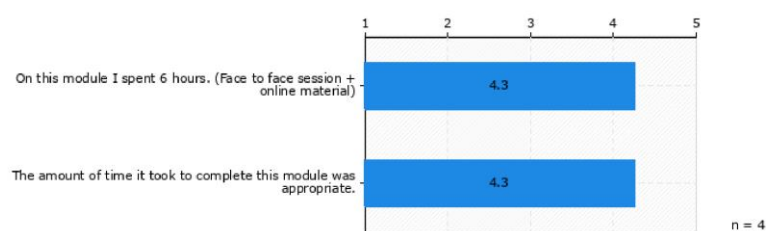
COURSE STRUCTURE AND CONTENT



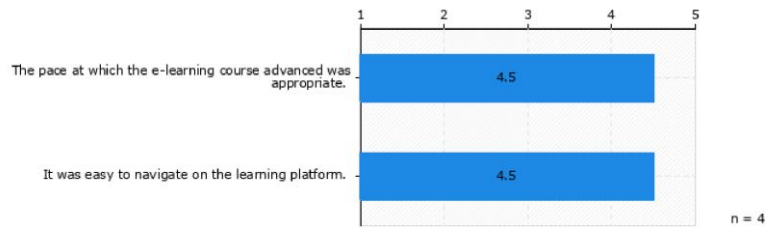
QUIZZING



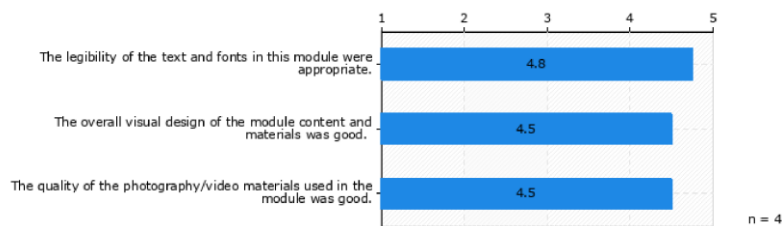
TIMING



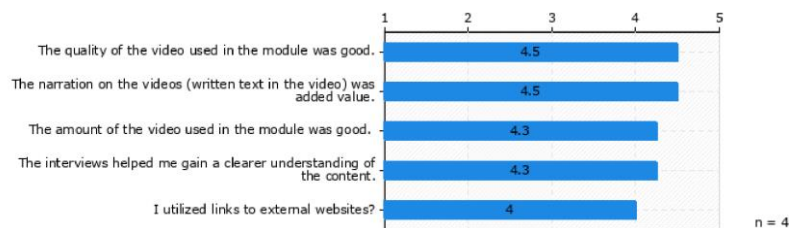
E – LEARNING



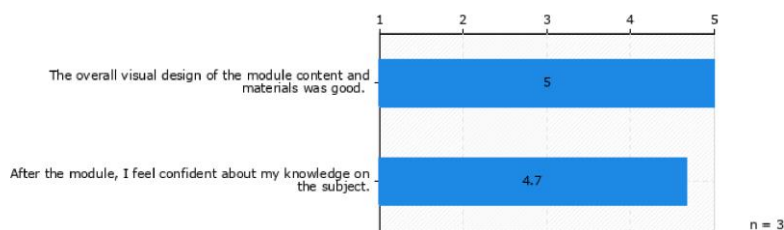
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- team meetings should be better structured...to cover the topic
- it would have been very helpful for me to see how I could make a more concrete connection between a d&i program and the annual action plan and the annual d&i communication plan

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

- how to choose (what is) the right communication method depending on the subject/action for which you want to raise awareness or inform.

STATEMENTS FOR PROMOTION

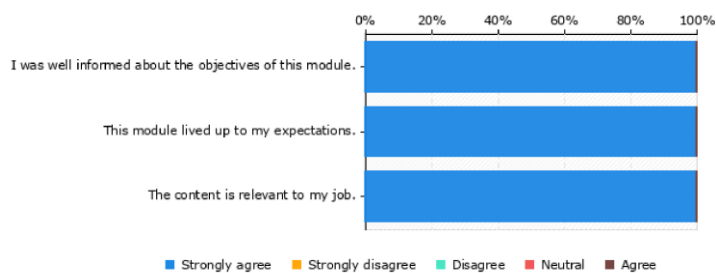
- the module contains a lot of practical ideas to help promote d&i subjects

MODUL 4

- May 2022 (n=2)

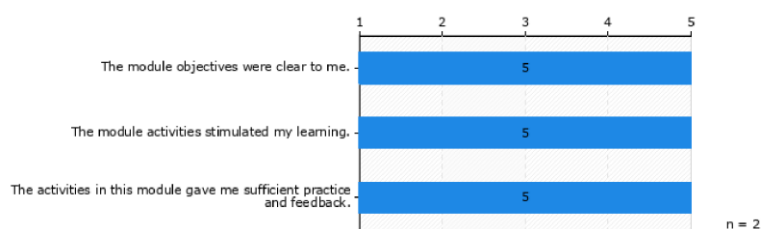
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



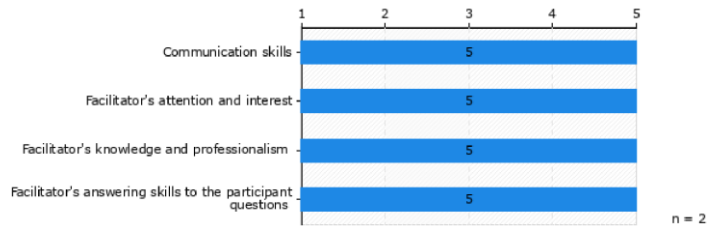
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



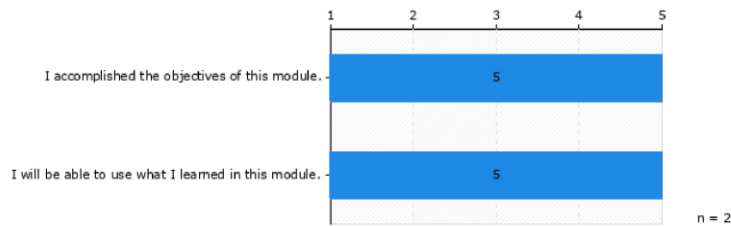
FACILITATORS OF THE MODULE: IRINA COSTACHE

(1 strongly disagree – 5 strongly agree)

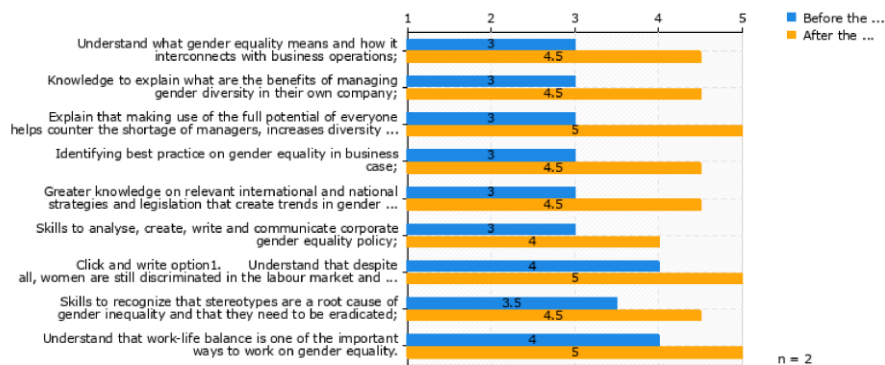


RESULTS OF THE MODULE

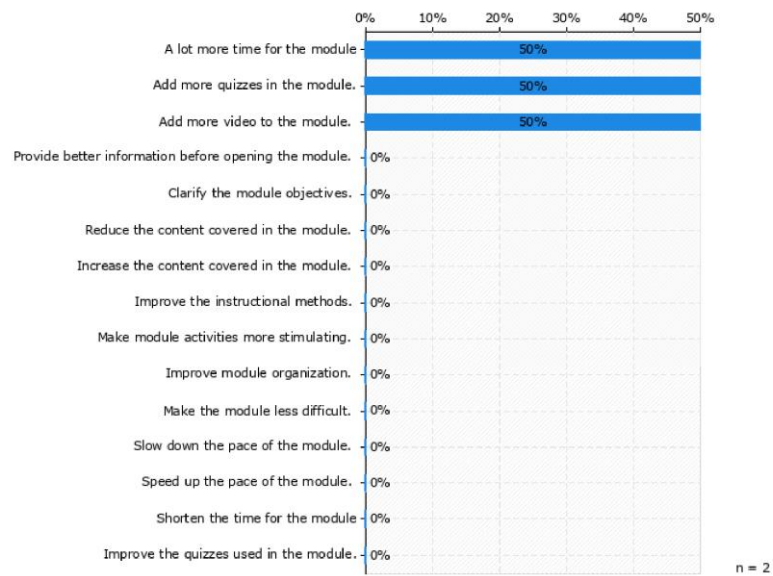
(1 strongly disagree – 5 strongly agree)



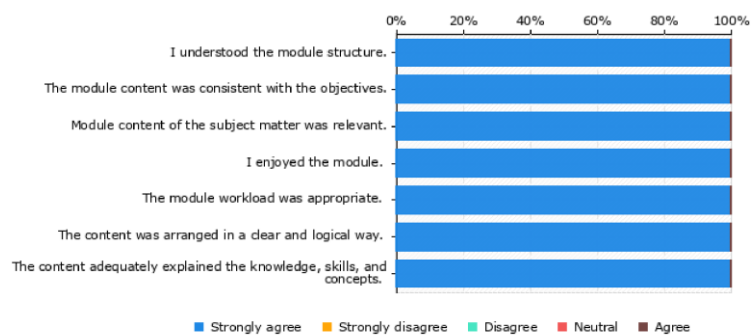
MODULE IMPACT



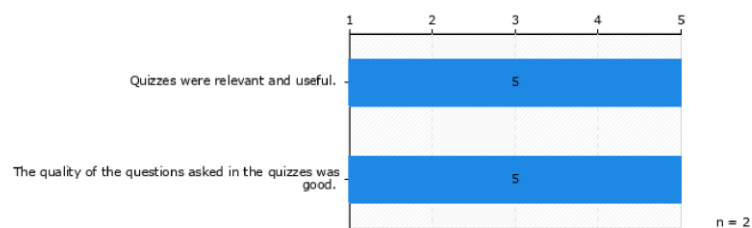
HOW WOULD YOU IMPROVE THIS MODULE?



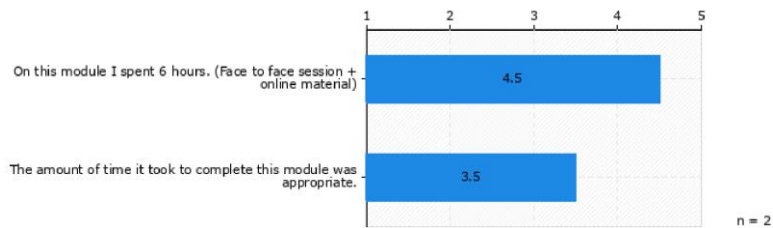
COURSE STRUCTURE AND CONTENT



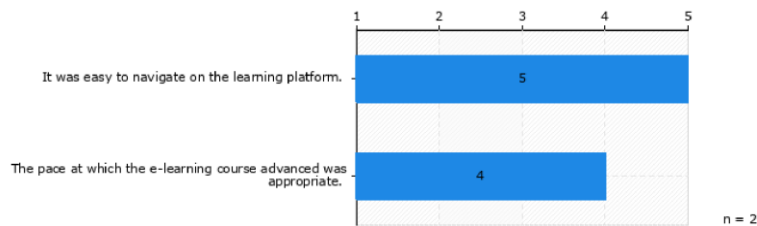
QUIZZING



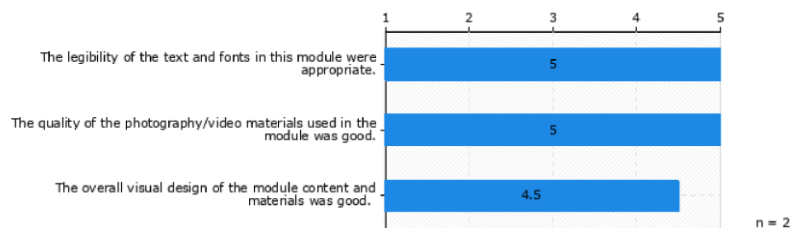
TIMING



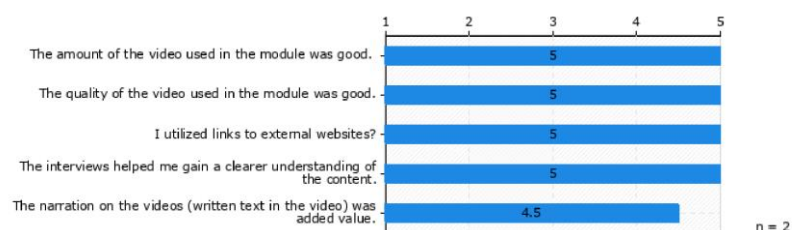
E – LEARNING



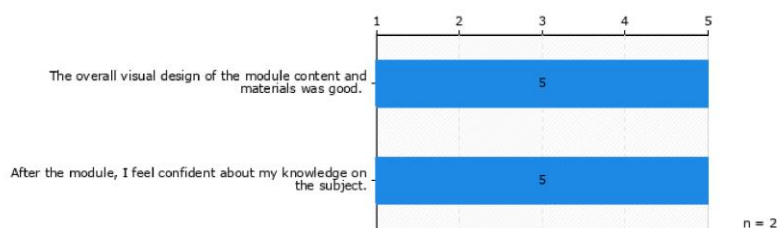
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- more time to go through the module

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

- business cases from other countries
- age diversity

STATEMENTS FOR PROMOTION

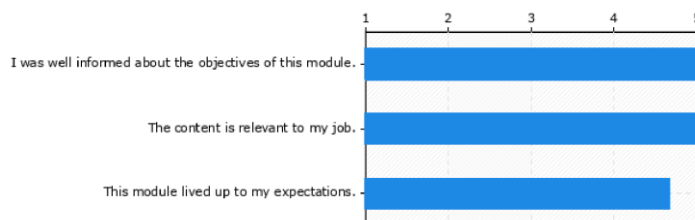
- I was happy that, following this module, I managed to develop my knowledge in terms of gender equality and equity.
- the module is very well structured, videos and quiz helpful to consolidate knowledge about this topic.

MODUL 5

- May 2022 (n=3)

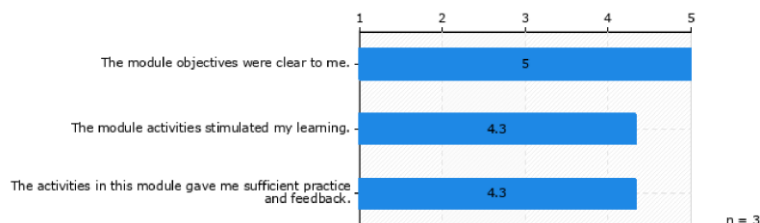
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



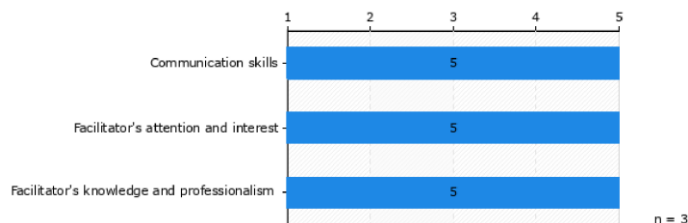
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



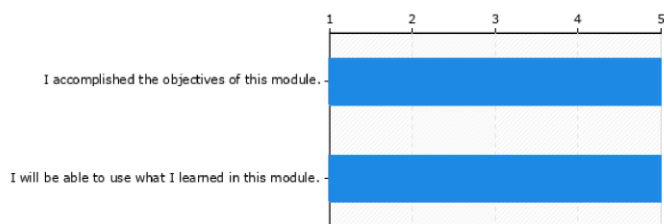
FACILITATORS OF THE MODULE: MONICA RADU

(1 strongly disagree – 5 strongly agree)



RESULTS OF THE MODULE

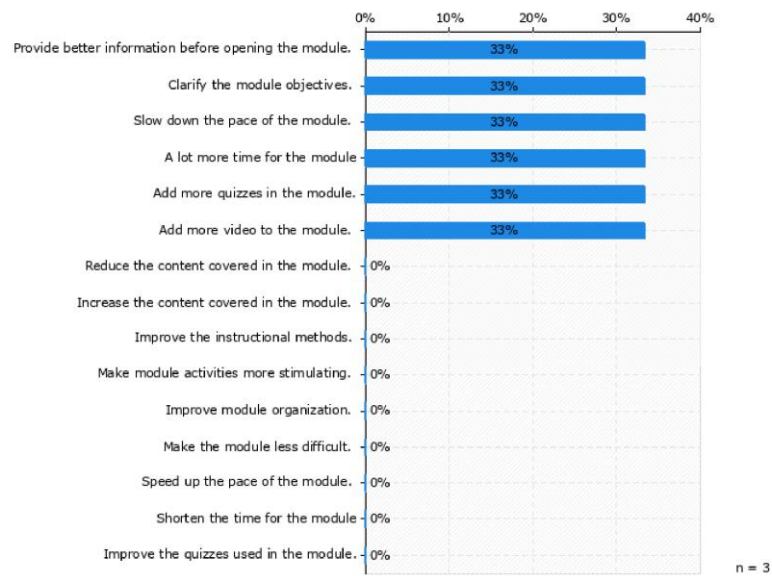
(1 strongly disagree – 5 strongly agree)



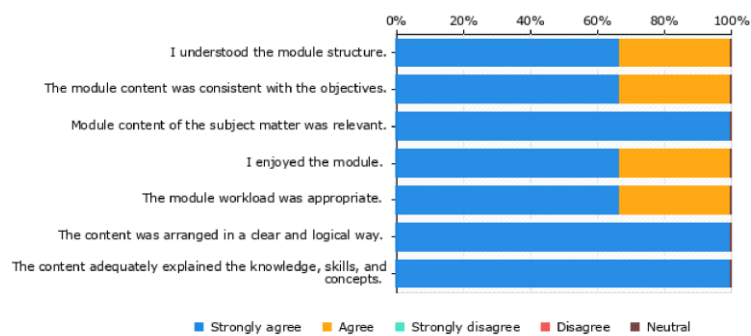
MODULE IMPACT



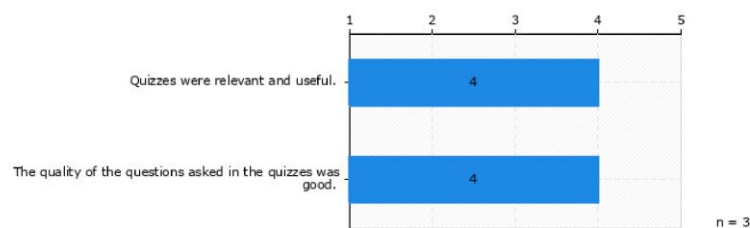
HOW WOULD YOU IMPROVE THIS MODULE?



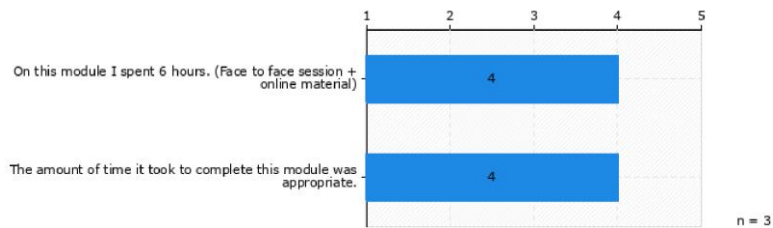
COURSE STRUCTURE AND CONTENT



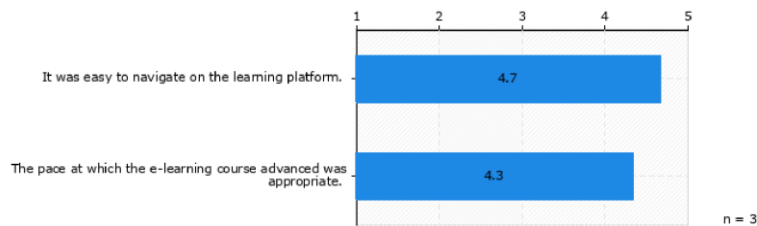
QUIZZING



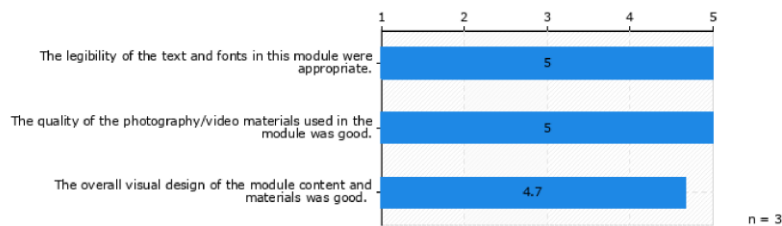
TIMING



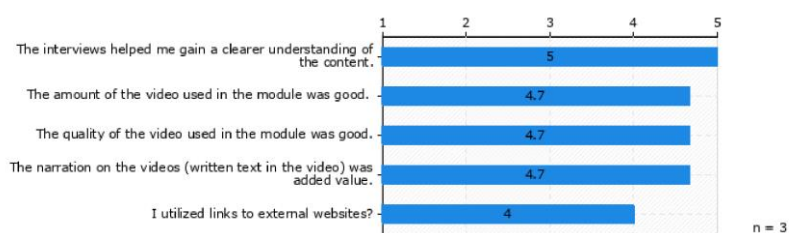
E – LEARNING



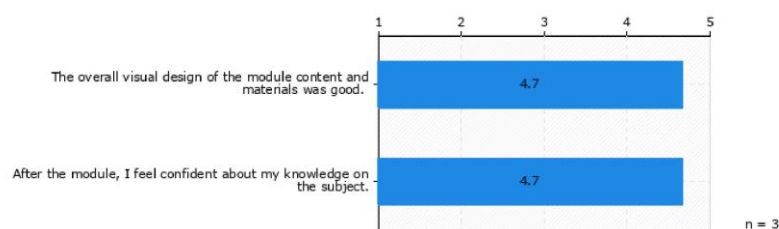
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- some extra mentorships with Monica Radu

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

- top priorities to do list for companies - for this type of inclusion
- what the local legislation already supports what is missing in our legislation for a better support what it does exist in the legislation but it is misunderstood and/ or not applied

STATEMENTS FOR PROMOTION

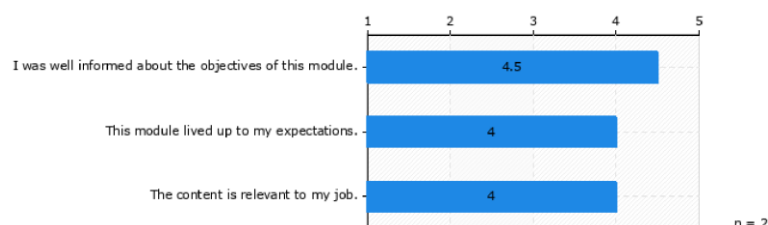
- this module helped me to better understand the difficulties faced by disabled people in their professional life and how we can transform companies into accessible places for disabled people. the interaction with the speaker in the workshop brought added value to the module and made me aware that changes are needed at the level of the entire community for ...
- a person from the community is the best teacher

MODUL 6

- June 2022 (n=2)

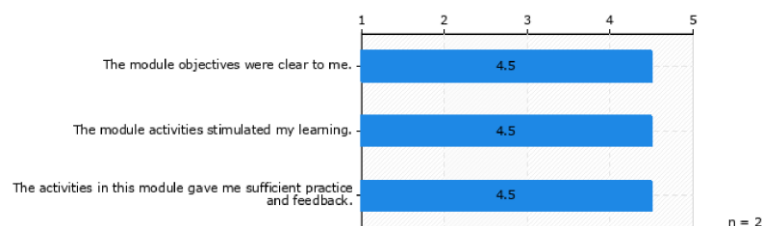
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



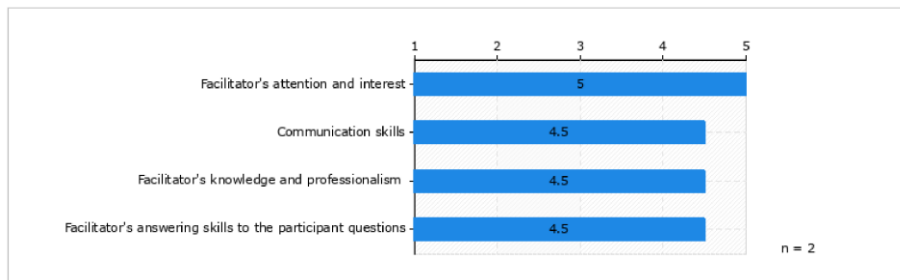
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



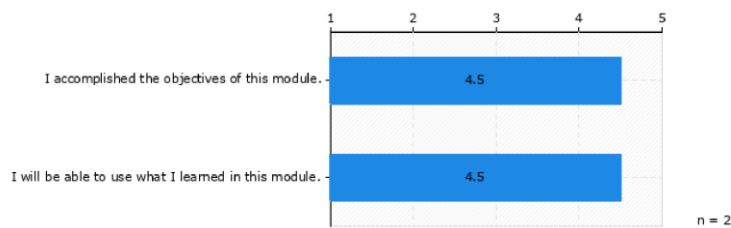
FACILITATORS OF THE MODULE: CRISTINA SARACU

(1 strongly disagree – 5 strongly agree)

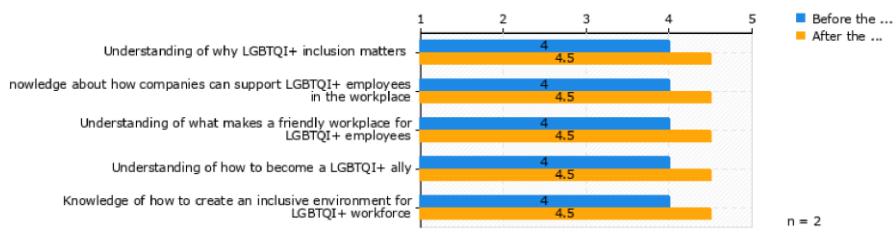


RESULTS OF THE MODULE

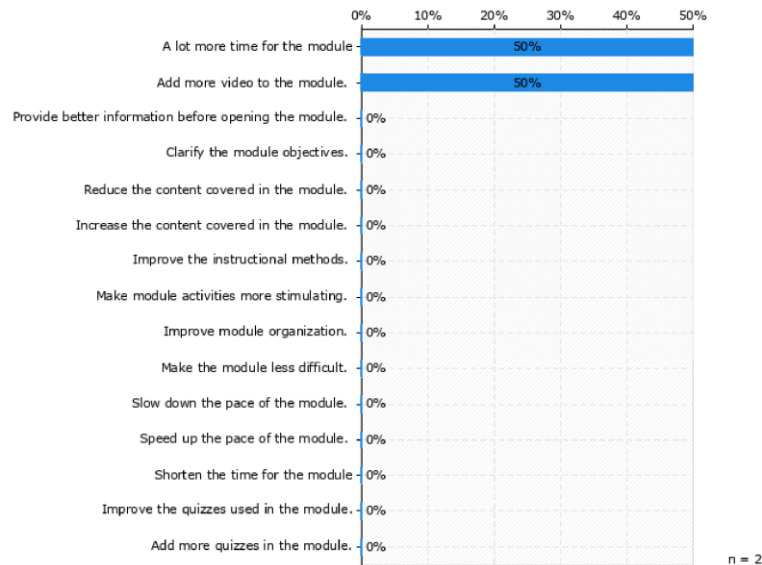
(1 strongly disagree – 5 strongly agree)



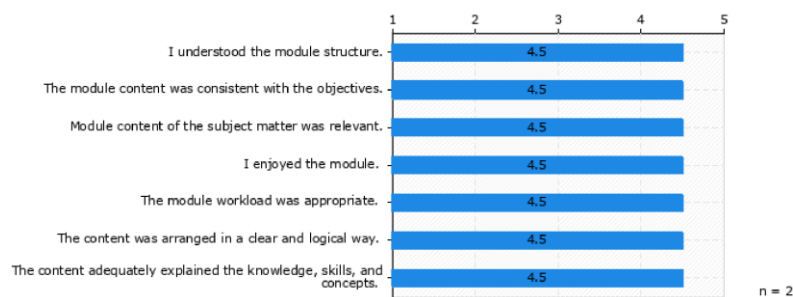
MODULE IMPACT



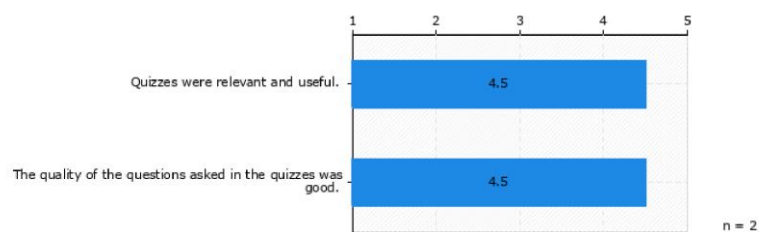
HOW WOULD YOU IMPROVE THIS MODULE?



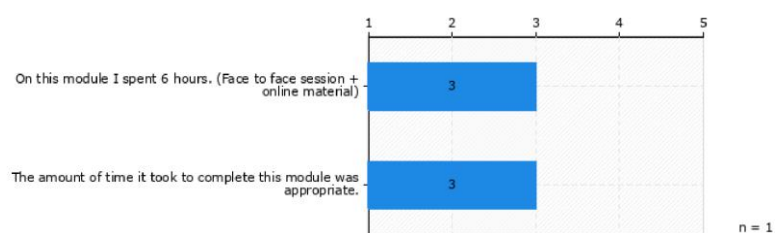
COURSE STRUCTURE AND CONTENT



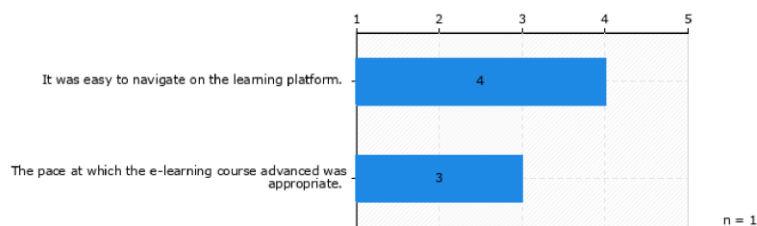
QUIZZING



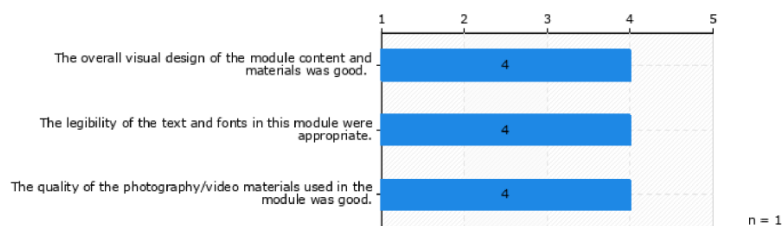
TIMING



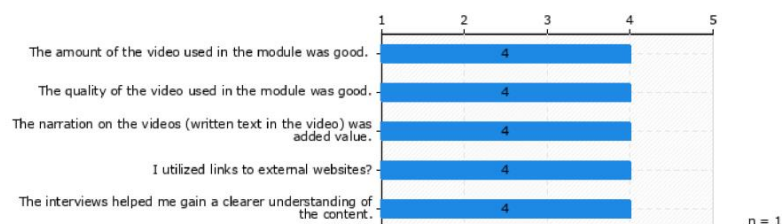
E – LEARNING



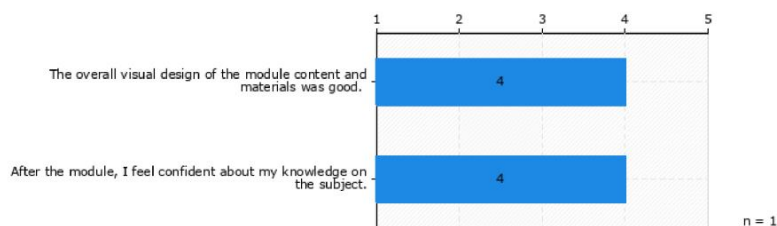
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- legislative differences

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

/

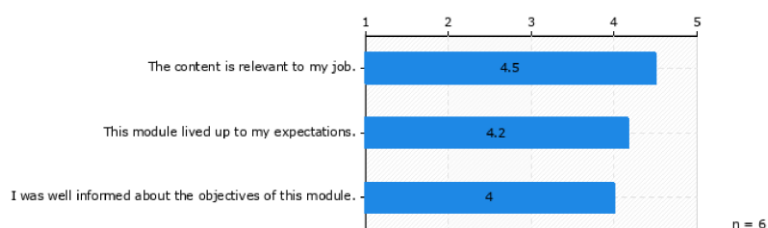
STATEMENTS FOR PROMOTION

MODUL 7

- June 2022 (n=6)

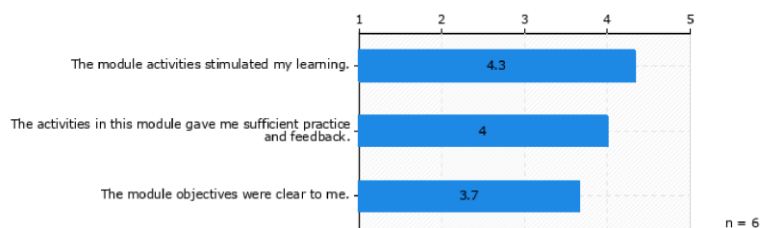
CONTENT OF THE MODULE

(1 strongly disagree – 5 strongly agree)



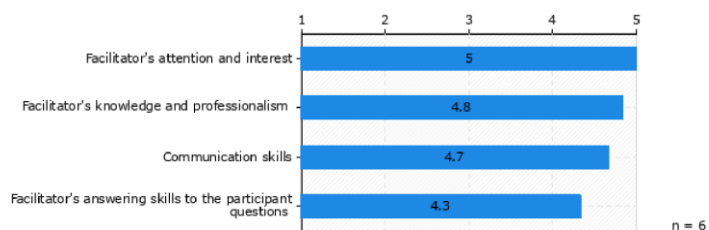
DESIGN OF THE MODULE

(1 strongly disagree – 5 strongly agree)



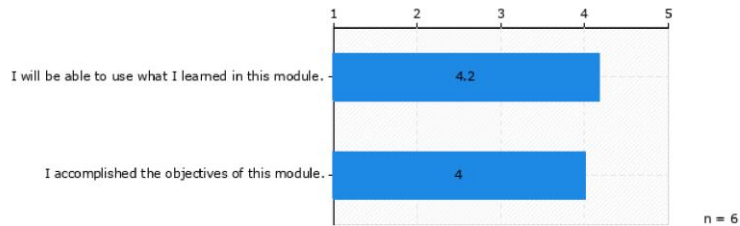
FACILITATORS OF THE MODULE: DANIELA PALADE TEODORESCU

(1 strongly disagree – 5 strongly agree)

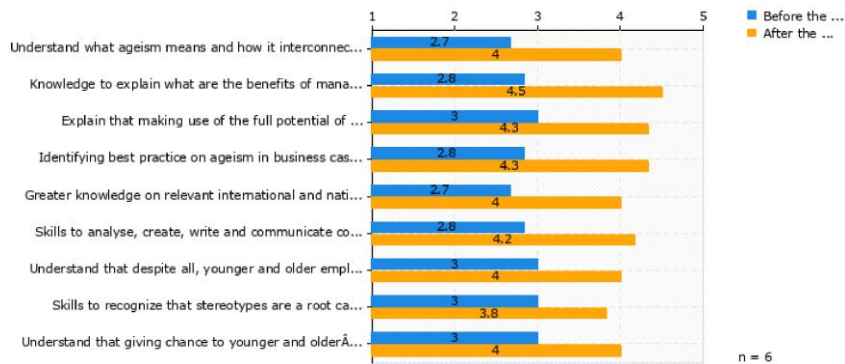


RESULTS OF THE MODULE

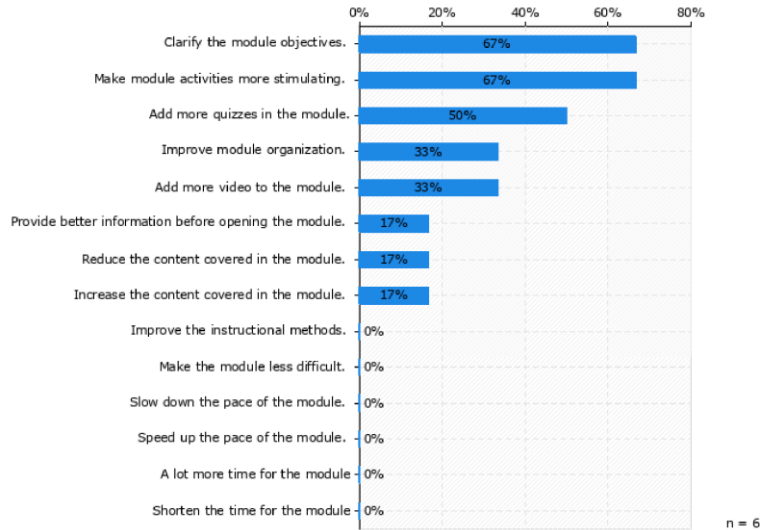
(1 strongly disagree – 5 strongly agree)



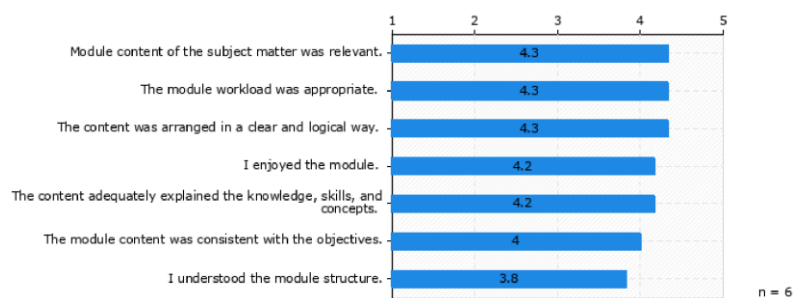
MODULE IMPACT



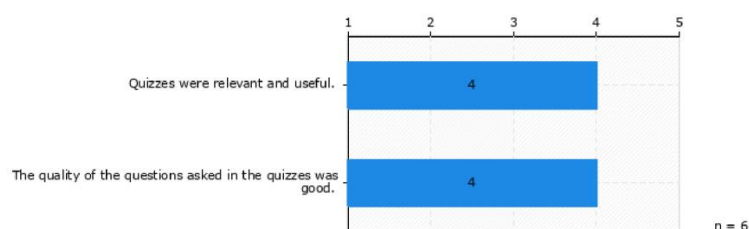
HOW WOULD YOU IMPROVE THIS MODULE?



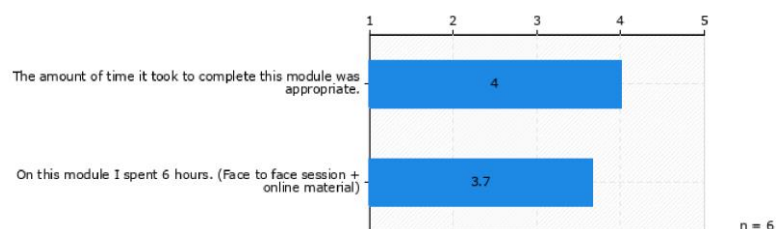
COURSE STRUCTURE AND CONTENT



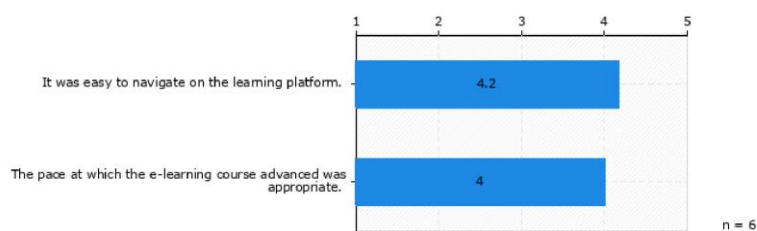
QUIZZING



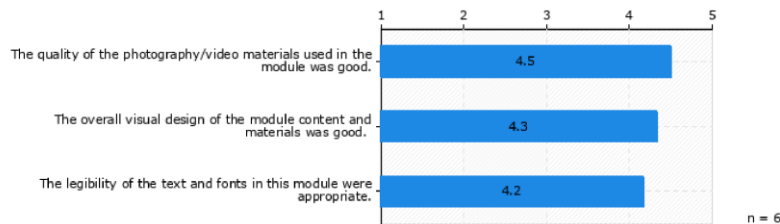
TIMING



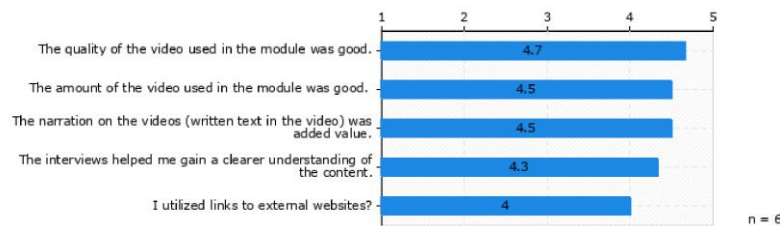
E – LEARNING



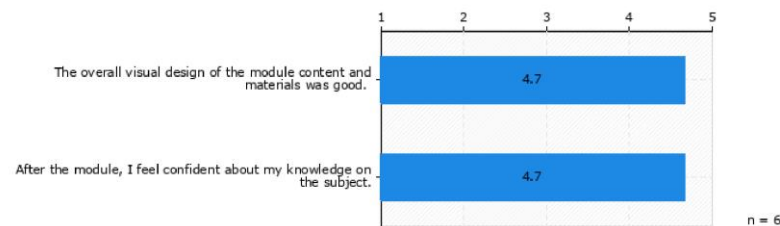
VISUAL DESIGN



MULTIMEDIA



OVERALL EXPERIENCE



WHAT OTHER IMPROVEMENTS WOULD YOU RECOMMEND IN THIS MODULE?

- to add more personal experiences like interviews
- to speak more about age diversity instead of ageism

WHICH TOPICS WOULD YOU LIKE TO DEEPEN IN THE FUTURE?

- mentoring programs to reduce age discrimination.
- how intersectionality interacts with the discrimination 45+

STATEMENTS FOR PROMOTION

- the module enabled me to look at age diversity from a more strategic perspective.
- the module helped me to understand the complexity of age diversity in the workplace.
- I enjoy the integrated format of this module.
- the module was a fluid and natural journey.
- the module brought clarity and structure.

FOCUS GROUP

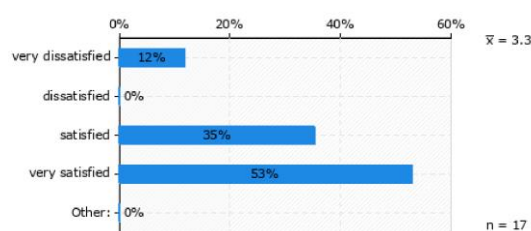
The report of the focus group, which was carried out at the end of the training, is in the appendix and the summaries are in the conclusion of the evaluation report.

EVENTS

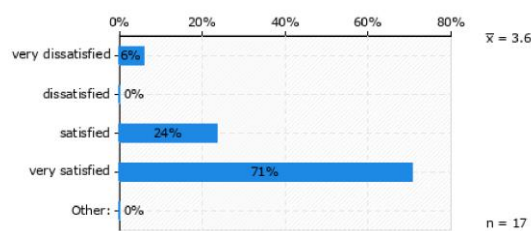
EVENT – SLOVENIA

2021 – on line; N = 17

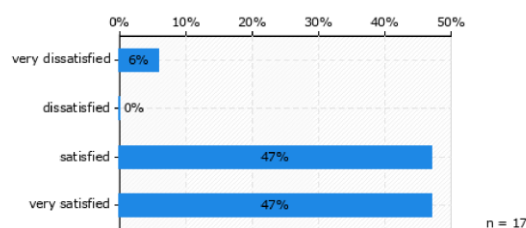
How satisfied were you with the registration process?



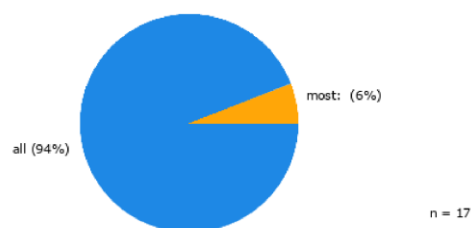
How satisfied were you with the speakers/presenters?

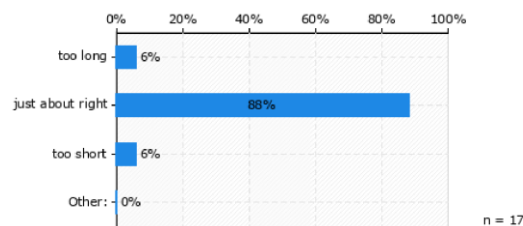
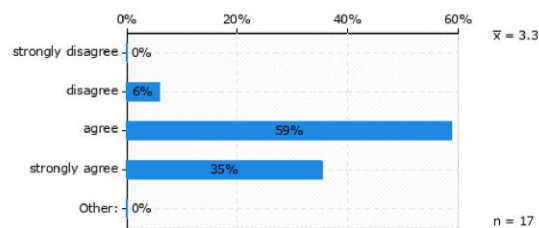
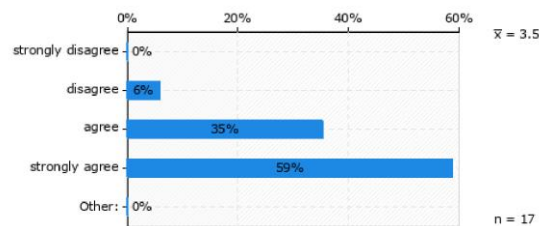
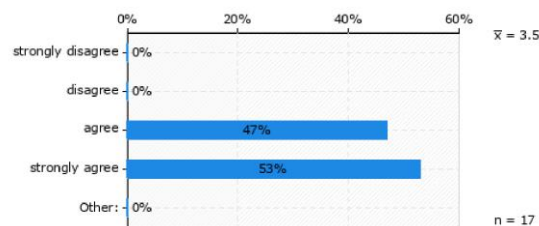


How satisfied were you with the event facilities?



How many sessions did you attend?



Did you feel length of event was too long, just about right or too short?**The content of the event sessions was appropriate, informative and useful for my work.****The event was well organized.****Event staff was helpful and courteous.****What did you like most about the event?**

- the whole event.
- very motivational
- round table and speakers
- the themes were well connected and supported with good knowledge. speaker was well spoken and entertaining.
- signing ceremony
- speakers, from different fields of expertise

- obtaining information on how other eu countries develop and promote the benefits of diversity management and what are the general benefits for companies of diversity management.

What did you like least about the event?

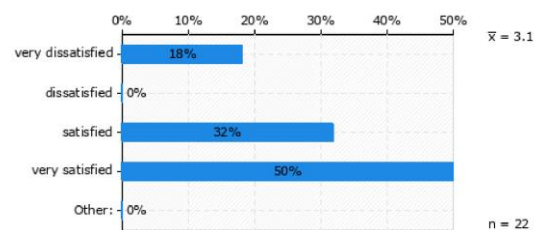
- that it was not live
- more information about what concrete diversity means for employees and what problems managers faced during implementation.

Recommendations for further event.

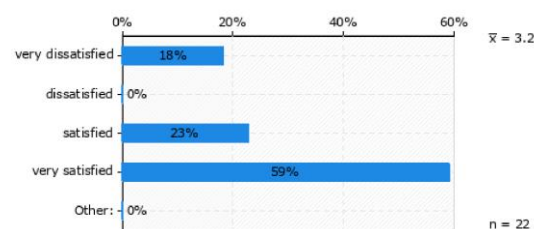
- keep up the good work
- presentation of concrete examples of how employees live diversity and build on it, what it means to them, and not just a presentation of the management.
- it is important to share thoughts between different people and find out how they cope with struggles in nowadays
- you doing the great job. I trust that you will choose a good theme.

2022 – Ljubljana; N = 23

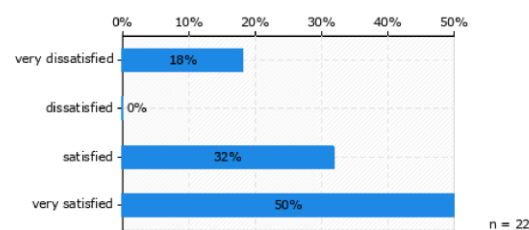
How satisfied were you with the registration process?

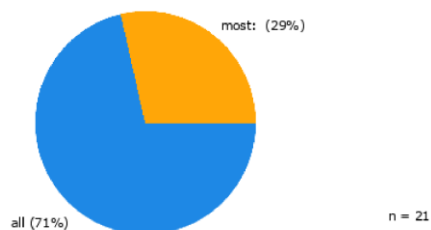
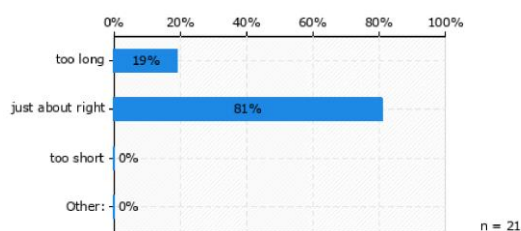
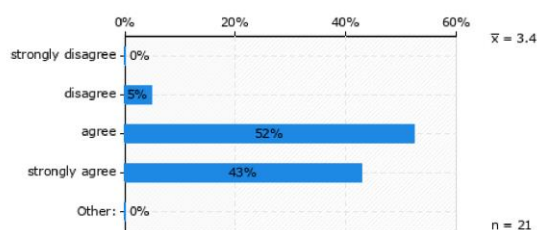
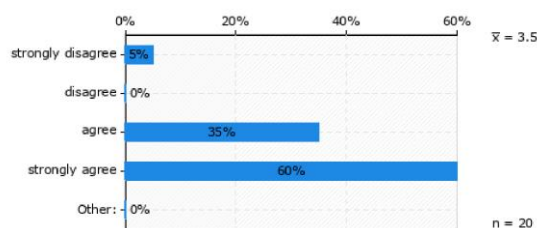


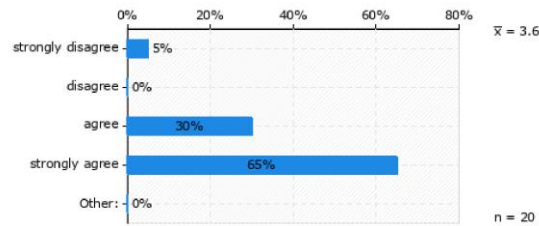
How satisfied were you with the speakers/presenters?



How satisfied were you with the event facilities?



How many sessions did you attend?**Did you feel length of event was too long, just about right or too short?****The content of the event sessions was appropriate, informative and useful for my work.****The event was well organized.****Event staff was helpful and courteous.**



What did you like most about the event?

- everything was very interesting, the content strong
- everything was well organized and planned
- the theme, the speakers, the place and the staff - everything was great. congratulations!
- what I liked most about the event was that the knowledge and experience gained can be put into practice. I got ideas for workshops in my company.
- program and speakers.
- excellent round tables, thoughts and insights of certificate recipients and charter signatories, networking opportunities
- variety of the topics; knowledge and input of mentors and speakers; length of training; bonding with other participants; interesting and very well-prepared trainings and lessons
- networking
- I liked the choice of speakers who participated at panel discussions. they were all really professional, full of knowledge and practical experience with exceptional rhetorical skills. also, the event organizer, barbara, is such a lovely person, very warm and pleasant. her welcome speech was truly an inspiration. the event as a whole was perfectly organized and the food was also delicious. ...
- diversity of panel speakers.

What did you like least about the event?

- i have no negative experience. the content and organisation was very good.
- it was a very \ "white privileged\ " point of view on the cultural performance of a person of color from burkina faso.

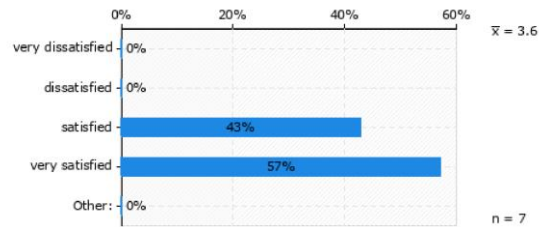
Recommendations for further event.

- keep up the good work! I am looking forward to future events under your organization.
- also attract the male population
- I would like to see some additional meetings, where we (participants) could exchange our knowledge and practical examples. maybe in form of some kind of \ "alumni\ " club. but for most - I wish more of these kinds of projects, as a society, we surely need them.
- a more inclusive approach to representing diversity among us (bigger role of persons of color in the implementing event)?

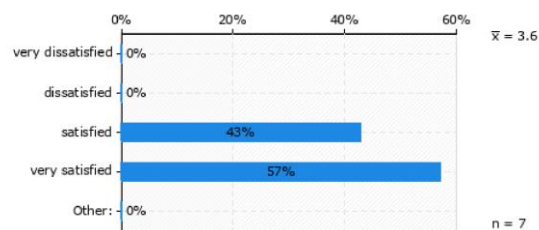
EVENT – CROATIA

2021 – on line / live; N = 7

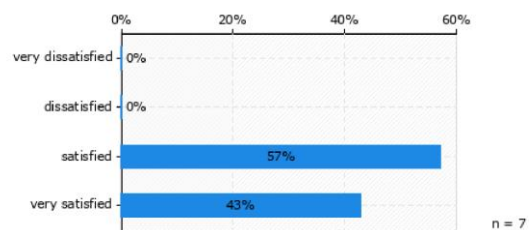
How satisfied were you with the registration process?



How satisfied were you with the speakers/presenters?



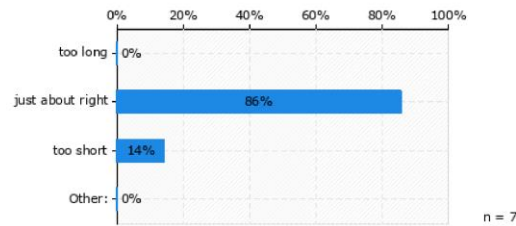
How satisfied were you with the event facilities?



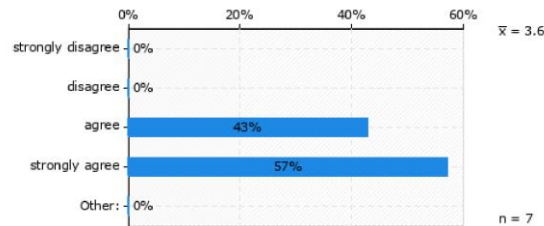
How many sessions did you attend?



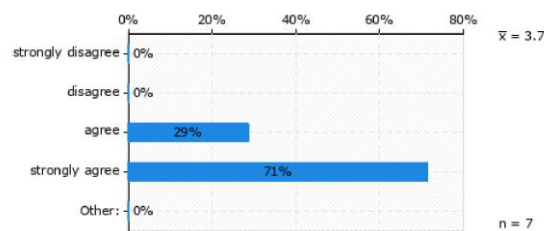
Did you feel length of event was too long, just about right or too short?



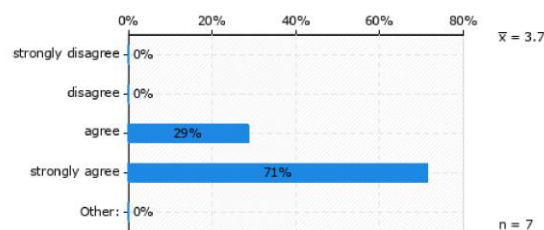
The content of the event sessions was appropriate, informative and useful for my work.



The event was well organized.



Event staff was helpful and courteous.



What did you like most about the event?

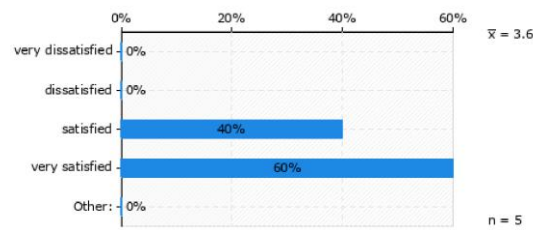
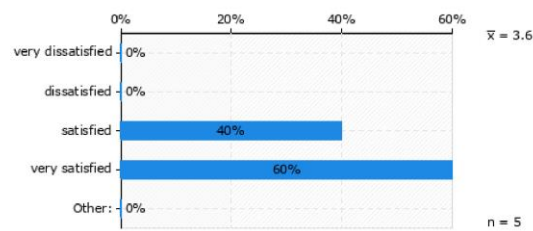
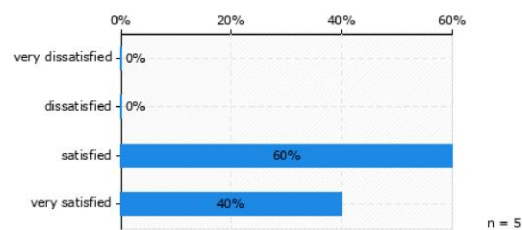
- broad perspective and different approaches were summarized. we gained useful tools to apply in work environment.
- be online
- speakers/panelists

What did you like least about the event?

- the hours, was too late
- not much time for discussion.

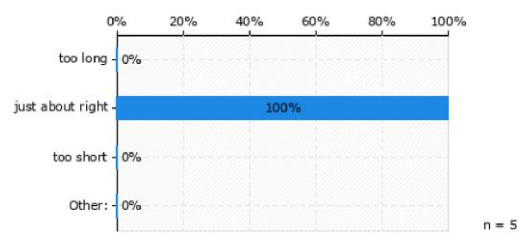
Recommendations for further event.

- to be earlier in the day
- make it every year
- keep up the good work.
- to be longer

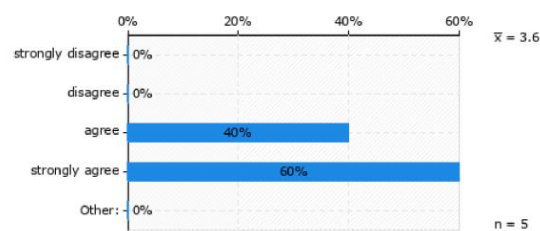
2022 – Zagreb; N = 6**How satisfied were you with the registration process?****How satisfied were you with the speakers/presenters?****How satisfied were you with the event facilities?****How many sessions did you attend?**



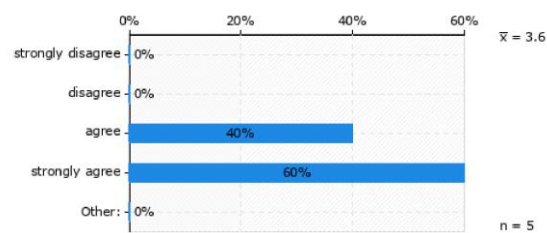
Did you feel length of event was too long, just about right or too short?



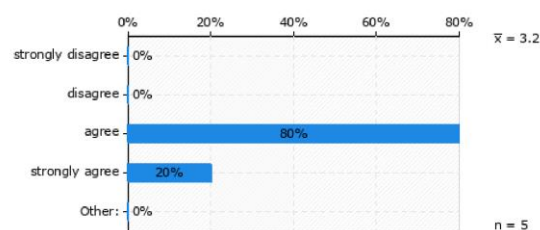
The content of the event sessions was appropriate, informative and useful for my work.



The event was well organized.



Event staff was helpful and courteous.



What did you like most about the event?

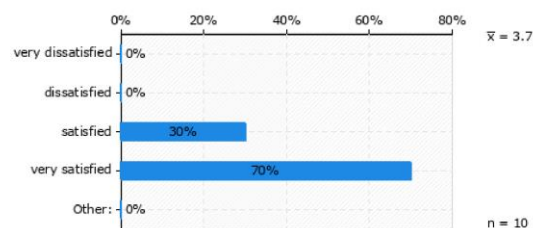
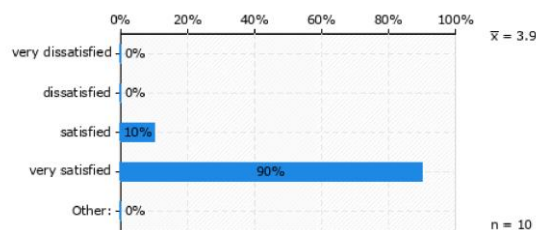
- the topic was interesting and the speakers were very informative.
- excellent speakers and event organization
- it was very informative and pleasant.

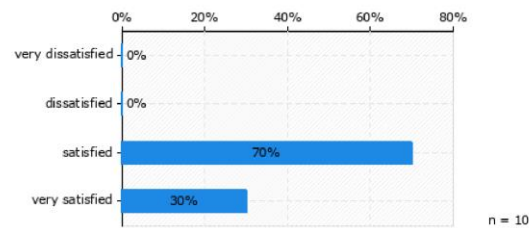
What did you like least about the event?

/

Recommendations for further event.

- include more experts in discussion.
- make discussion longer
- include more speakers

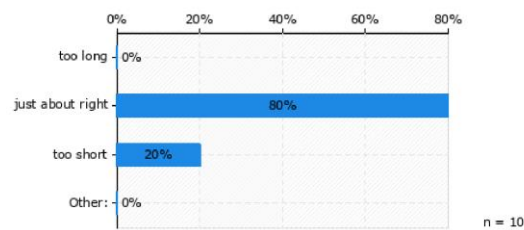
EVENT – ROMANIA**2021 – on line; N = 10****How satisfied were you with the registration process?****How satisfied were you with the speakers/presenters?****How satisfied were you with the event facilities?**



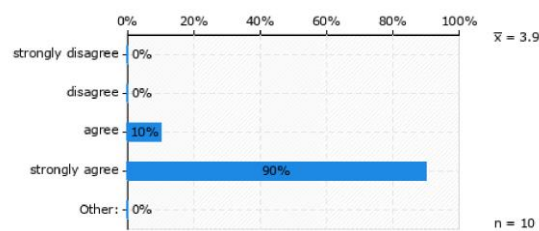
How many sessions did you attend?



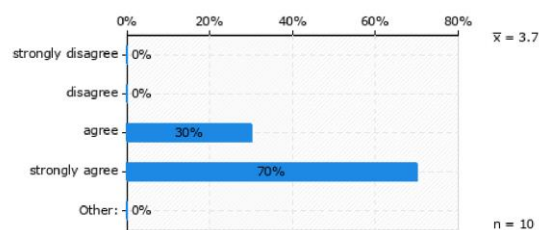
Did you feel length of event was too long, just about right or too short?

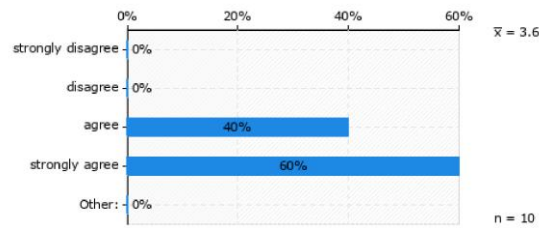


The content of the event sessions was appropriate, informative and useful for my work.



The event was well organized.



Event staff was helpful and courteous.**What did you like most about the event?**

- interesting speakers for a difficult topic
- interdisciplinary cooperation
- the panellists and the moderator
- panellists discussed openly about a difficult subject in Romania
- the openness of tackling a sensitive topic
- best practices sharing
- very good choice of speakers
- the topic tackled - lgbtiq+ in organisational culture

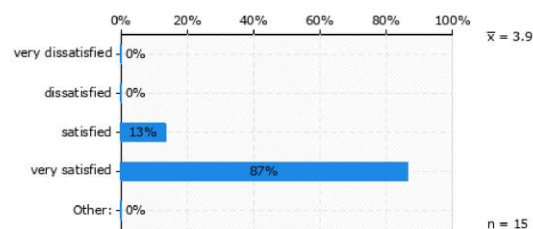
What did you like least about the event?

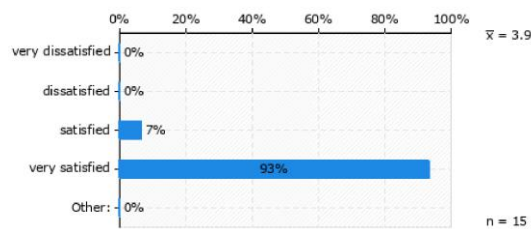
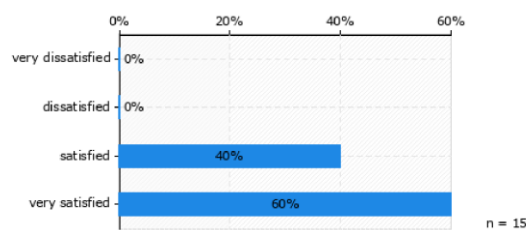
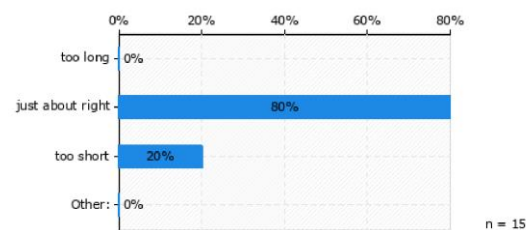
- to short to cover all aspects
- we need more sessions like this one, so this initiative should be followed by other debates.
- I would like to see more follow-up initiatives like this

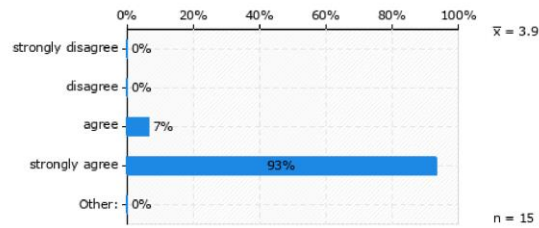
Recommendations for further event.

- a series of events like this
- more time to debate
- to include some statistical data
- to reiterate this on a bigger scale
- to organize similar events on a yearly basis
- a task force on lgbt+ inclusion
- to strengthen the intersectionality of the topic
- further workshops for concrete situations or work environments.

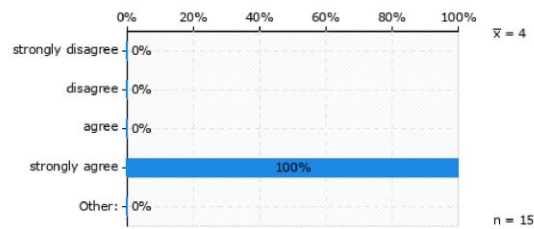
2022 – **Bucharest**; N = 15

How satisfied were you with the registration process?

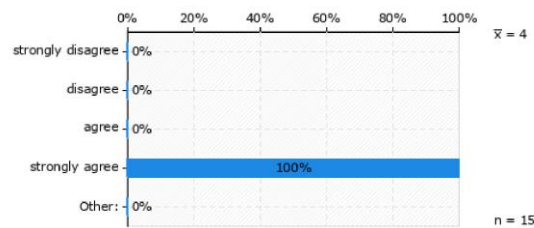
How satisfied were you with the speakers/presenters?**How satisfied were you with the event facilities?****How many sessions did you attend?****Did you feel length of event was too long, just about right or too short?****The content of the event sessions was appropriate, informative and useful for my work.**



The event was well organized.



Event staff was helpful and courteous.



What did you like most about the event?

- the d&i practices sharing
- the possibility to meet interesting d&i colleagues
- to discuss with organizations involved in the d&i field
- the quality of discussions
- the topic & the networking opportunities
- the familiar context to openly discuss d&i challenges
- the warm context and the speakers
- nice people and valuable networking

What did you like least about the event?

/

Recommendations for further event.

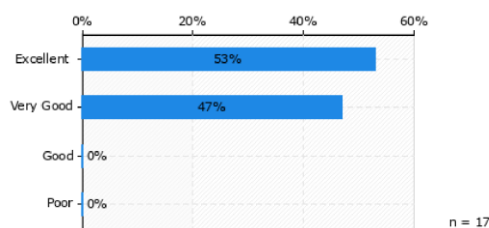
- to organize similar events in the future
- to create an alumni club for the wic participants

MENTORING PROCESS

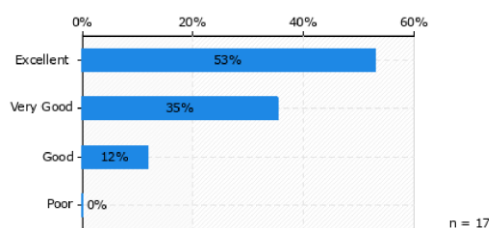
EVALUATION FOR MENTORS – SLOVENIA, CROATIA, ROMANIA

N = 18 (Slovenia 28%, Croatia 33%, Romania 39%)

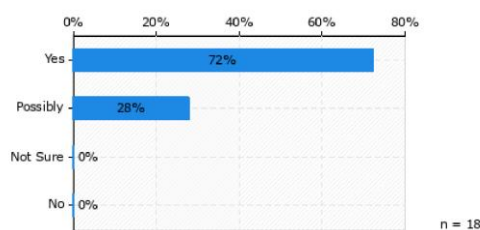
How would you rate the mentoring program?



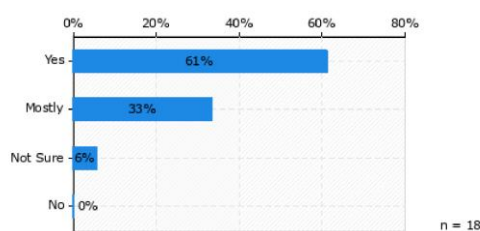
How would you describe the quality of your experience as a program participant?

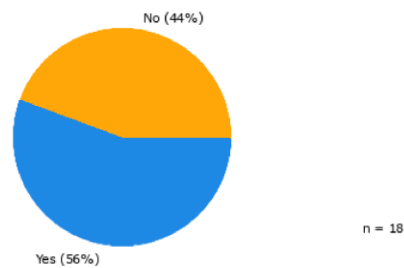
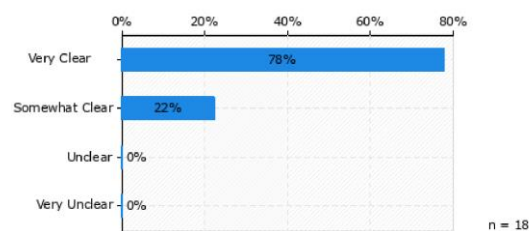
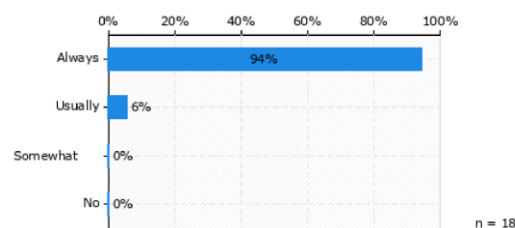
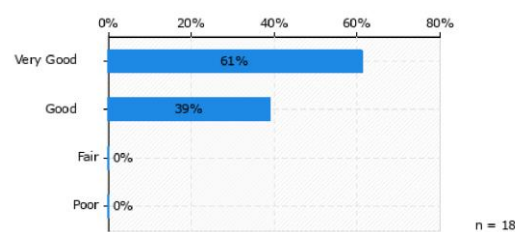


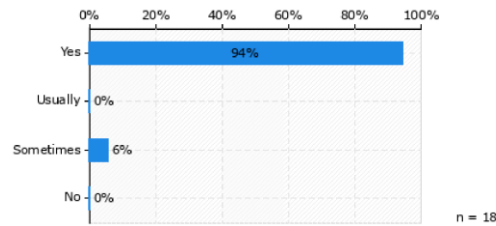
Would you participate as a mentor again?



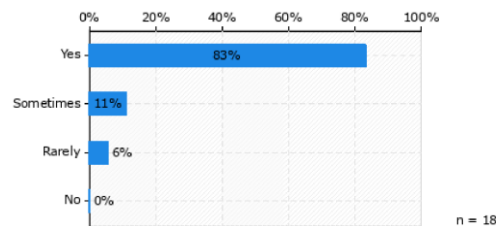
Were the materials you received enough to know how to run the mentorship sessions?



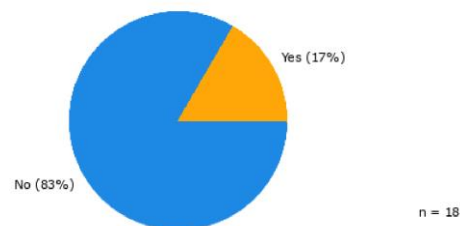
Would you need additional training for mentors?**How clearly defined were your mentor responsibilities?****Program coordinators were accessible, easy to talk to and available for advice .****How would you describe your relationship with your mentee?****Do you think the time you spent together was helpful for your mentee?**



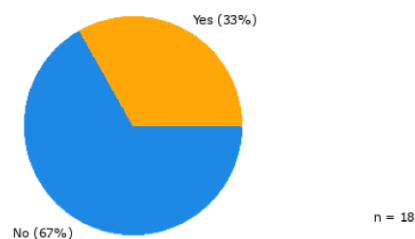
Did you gain personally from this relationship?



I would have preferred to meet less often with my mentee.



I would have preferred to meet more often with my mentee



What was most satisfying about the mentoring program?

- the great exchanges we had
- the participants were so wisely chosen so it was\ 't like just another program but as a mentor you sensed that this really is the place of change, that these highly ranked people will really make some change in their organizations.
- to learn from each other
- the development of actual business action plans of diversity management for sustainability.
- the human relationship and the opportunity to grow

- to see the interest of young colleagues in this field of d&i
- sharing of knowledge, good practices, networking
- exchange of experiences and points o views on to the same issues..
- the fruitful exchanges we had
- to see how my mentee gain skills and knowledge
- experience gained in an area of business that I did\ 't know much about until now
- invite to the company\ 's board meeting by the mentee
- opportunity to work together with ambitious young professionals who have many questions related to d&i and are passionate about the topic. sense of purpose that I can contribute to their learning, critical thinking, strategic approach and that I can add my little drop to their river of future expertise. sense of accomplishment, because the project had the potential to contribute to their company ...

What was least satisfying about the mentoring program?

- one of the mentees was quite inactive - put less effort in being proactive, asking questions, requesting meetings.
- there were initial issues about the clarity and direction of mentees\ ' chosen topic, but we resolved it. also, it would be great if mentors can participate in other workshops, but I believe that is a possibility I did not explore.
- harmonising mutual obligations in order to arrange the meetings.

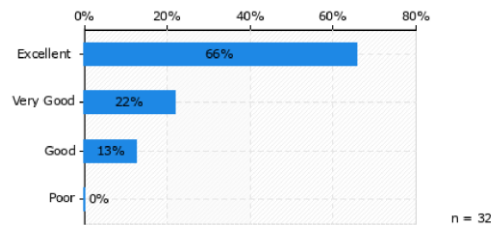
What would you suggest improving the mentoring program?

- more joint activities of mentors and mentees.
- reduce bureaucracy
- perhaps developing detailed online forms with instructions
- kick-off meeting for all mentors, workshop w. instructions and discussion about challenges and best performance.
- I really find it exceptionally good and very well organized. i\ 'm sure the organizations them self will have some lessons learned and will implement it in the follow up. from my point of view everything was very good, and I don\ 't have comments.
- to concentrate on the relationship and less formulars to complete
- more time for mentoring
- not much if the scope of learning material stays the same.
- another \ "team meeting\ " between mentees, to create a bit of peer pressure.
- to previously ask the needs of mentees

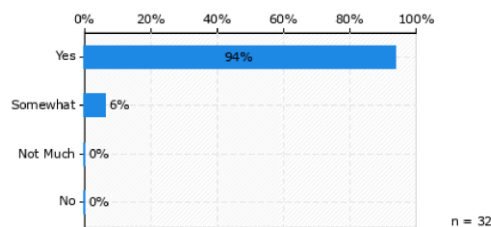
EVALUATION FOR MENTEES – SLOVENIA, CROATIA, ROMANIA

N = 33 (Slovenia 45%, Croatia 36%, Romania 18%)

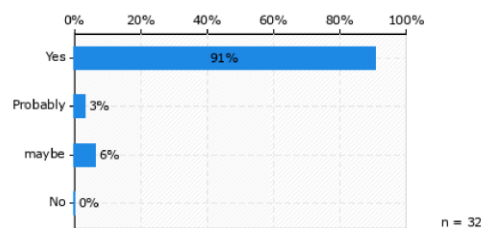
How would you rate the mentoring program?



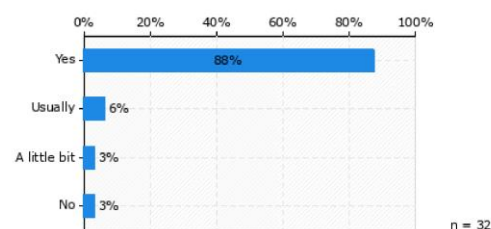
Did you enjoy being part of this program?



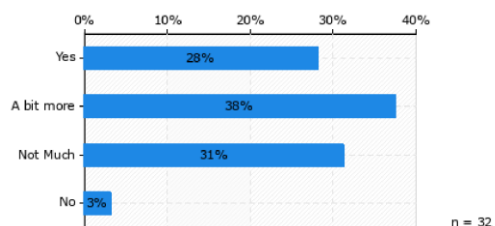
Would you recommend this program to others?



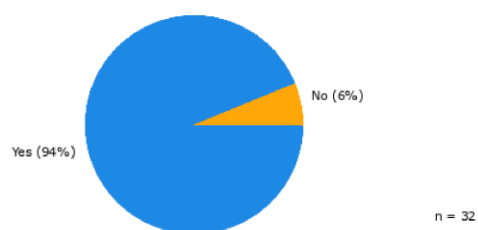
Was the mentor up to your expectations?



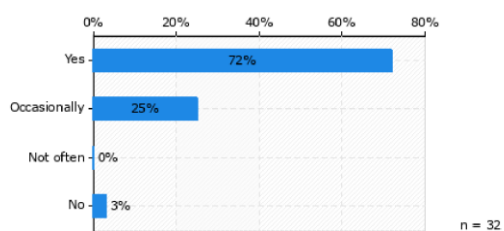
Would you have liked to meet with your mentor more often?



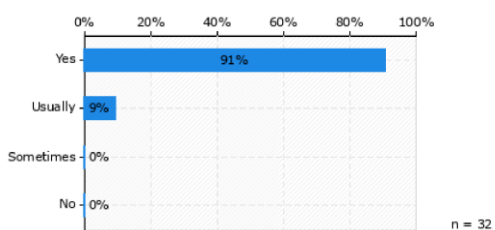
Did having a mentor increase the quality of your final project assignment?



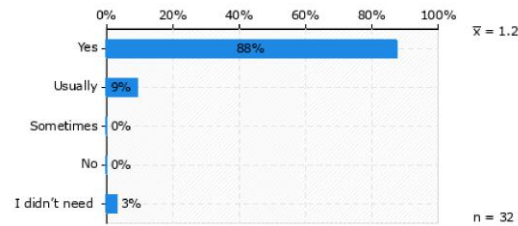
Did you learn new things from your mentor?



Did you feel comfortable talking to your mentor about things, either good or bad?



Did you feel comfortable talking to your national program coordinator about your experiences, either good or bad?



What did you like best about the mentoring program?

- to meet people more skilled than I
- it was a very good program
- the content is topical and some of the speakers are very interesting.
- the lectures were great as well as the learning material
- collaboration
- this whole idea of mentorship, I think it's great that someone more competent can share their experiences and advice with me.
- having somebody to talk and share ideas
- my mentor is such a kind and beautiful person, that I liked the discussions, guidance, exchange of ideas and support I received
- new possibilities to meet with experts
- having mentor who was relevant to the topic
- interesting courses, great mentors
- I liked the open and constructive discussion and the transfer of knowledge
- to have someone on my side to better understand the d&i field
- spreading knowledge in an interactive way, getting to know people with a similar mindset
- new perspective, ideas
- support and understanding
- live meetings, sharing experiences
- expertise of mentors, willingness to help and give advices
- knowledge dispersion
- live sessions, live discussions, diverse participants
- different perspectives, having somebody very experienced to discuss with
- having a professional that can answer questions tailored to individual needs of the company, generally the individual approach
- open relationship with mentor
- to ask sensitive questions
- gaining new knowledge and meeting interesting people
- the personal approach
- challenging and changing perspectives, broadening existing perspectives

What did you not like about the mentoring program?

- project during summer period - hard to coordinate the schedules
- my own availability was limited, I could not participate in all modules.
- the final mentoring assignment should be done in a more structured way
- it was hard to invest time, as I was busy with my job
- we had to choose the project assignment before we finished all the courses
- the programme requires a lot of commitment and time, perhaps it could be shortened and still keep the content

- that we did not have clear instructions and timely feedback from the organizers
- due to program elements and deadlines, it felt forced at times
- was too short
- too much of reading material, it was pretty exhaustive
- I liked whole mentoring program

What do you think we should change or do differently?

- make it more friendly based
- everything was perfect!
- allow for more time with mentors
- having timely and detailed communication plan for organizers.
- decrease quantity of reading material and increase number of video materials of how other companies apply policies regarding various educational themes within those companies
- it might also be useful to address the concerns raised about the approach to diversity and inclusion. some experts point out that such programmes only give declarative and paper support to organisations in this area, while they do not take the necessary steps to ensure inclusion in practice.
- a guide for this activity will be helpful
- just choose the right mentors
- it would be great if you could make us a hard copy of all courses
- more info on depth and breadth of the programme
- because of my previous experience, I didn't need much of a mentor
- to reduce the formulars to fill in like minutes of meetings
- the increase the number of sessions allocated per participant
- more control over final assignment
- applications for the project after getting familiar with all topics

CONCLUSIONS

The results of evaluations show:

PARTNERSHIP MEETINGS

High level of partners (participants of meeting) satisfaction with the partnership meetings in all evaluated areas (preparation, agenda, topics, efficiency, discussion, solutions, tasks, network, the purpose of the meeting, duration, place (only one meeting in live)).

Some proposals for improvement:

- if possible, to meet in person.
- to address local questions more specifically
- plan more time for administrative topics
- to give more space for questions
- to collect questions about the topics to be discussed way in advance
- even more detailed agenda

COUNCIL BOARD MEETINGS

Reports for Slovenia, Croatia and Romania are in the Annex.

Some ideas, innovations, proposals for improvement:

SLOVENIA

They suggest that modules should be offered separately in the future, as they are very extensive for those who have too little time and that they build a certificate gradually. In the future, modules should also be offered to educational institutions. We could develop additional modules on the topic of working with young people, an introductory module for diversity management, multiculturalism, intersectionality. They also propose to extend the mentoring scheme more internationally, i.e. to find mentors in other countries as well and to try to organise a strong international mentoring scheme for all interested in managing the viability of organisations. They agreed to join the WIC Expert Council, which will be renamed the Expert Council of the Charter of Diversity Slovenia once a year after the project is completed. It will aim to guide the development of the Diversity Charter and education programmes in the future.

CROATIA

Council Boards gave the following input:

- identify issues that need to be addressed in each module
- achieve consensus on the key issues and priorities of the training,
- rank them by urgency and importance,
- translate priorities into statements of intended impact,
- develop impact assessment indicators and translate them into statements for the Diversity Charter Champion training programme.

The main help from the Council Board was confirmation that our project makes sense and that the content proposed in the educational modules were up to the level that would be expected from the participants who take the course. We would have probably had more help from the Board if it was covered by the fee for participation.

ROMANIA

- In the gender module, to include a non-binary perspective.
- In the mentorship module, to reduce the volume of the online materials participants should go through.
- In the age diversity module, to avoid the concept of ageism which seems to be pejorative in Romania.

TRAINING

MODULE 1

SLOVENIA, CROATIA, ROMANIA

Participants from all partnership countries were very satisfied with content, design, facilitators, results, course structure and content, quizzing, e – learning, visual design, multimedia and overall experience of the module. Impact of the module is also very high, especially with the statements: “ I understand what sustainable development means and how it interconnects with business operations”; “I understand the concept of D&I and how it is interconnected with sustainability”. Participants would improve module with more videos, more stimulating activities, reducing the content, more time and with more quizzes. They also propose: more practical exercises; a summary of the main points of the essence of all materials related to the module. In the future they would like to deepen next topics: how to present the advantages of diversity and inclusion for sustainable development to the employer; not only the corrective approach (how to convince people who focus on profit) but also preventive action (e.g. with children).

MODULE 2

SLOVENIA

Participants from Slovenia were very satisfied with content, design, facilitators, results, course structure and content, quizzing, timing, e – learning, visual design, multimedia and overall experience of the module. Impact of the module is also very high, especially with the statements: “Understanding the context of diversity in the mentorship process.”; “Explaining the benefits of mentorship programmes”. Participants would improve module with a lot more time, reducing the content and better module organization. In the future they would like to deepen next topics: instructions on how to implement the module in practice; different types of mentoring, not only for managerial and leadership positions.

CROATIA

Participants from Croatia were very satisfied with content, design, facilitators, results, course structure and content. Impact of the module is also high, especially with the statement: “Understanding the context of diversity in the mentorship process.” Participants would improve module with more stimulating activities and more quizzes. In the future they would like to deepen next topics: even more concrete examples and steps to design mentoring models.

ROMANIA

Participants from Romania were very satisfied with content, design, facilitators, results, course structure and content, quizzing, e – learning, visual design, multimedia and overall experience of the module. Impact of the module is also very high, especially with the statements: “Understanding the context of diversity in the mentorship process.”; “Explaining the benefits of mentorship programmes”.; “Explaining the key principles of adult learning”; Explaining different type of mentoring”. Participants would improve module with a lot more time and more quizzes. They also propose to introduce more situations of "best practice" or global perspectives. In the future they would like to deepen next topics: experiences of mentors on specific subjects, real examples; how to get top management support; how you can create a culture of inclusion.

MODULE 3**SLOVENIA**

Participants from Slovenia were very satisfied with content, design, facilitators, results, course structure and content, e – learning, visual design, multimedia and overall experience of the module. Impact of the module is also very high, especially with the statements: “Knowledge of the importance of communication as crucial force in achieving the organization’s D&I goals”; “Knowledge of the role of strategic and authentic Internal Communication in the context of D&I management”; “Knowledge about how communication can support an inclusive culture”; “Knowledge about D&I content and the role of stories”. Participants would improve module with a lot more time, providing better information before opening the module, increasing the content, improving the instructional methods, more stimulating activities, improving organization, more video and with more quizzes. They also propose more practical examples of implementation of communication in companies. In the future they would like to deepen next topics: communication plan; communication between departments and within the organization itself, conflict resolution through positive communication.

CROATIA

Participants from Croatia were very satisfied with content, design, facilitators, results, course structure and content, e – learning, timing, quizzing, visual design, multimedia and overall experience of the module. Impact of the module is also high, especially with the statements: “Knowledge of the importance of communication as crucial force in achieving the organization’s D&I goals”; “Knowledge of the role of strategic and authentic Internal Communication in the context of D&I management”; “Knowledge about how communication can support an inclusive culture”; “Knowledge about D&I content and the role of stories”. Participants would improve module with increasing the content, more stimulating activities, more video and with more quizzes. They also propose more practical work. In the future they would like to deepen next topics: working with difficult people; benchmarks; practical examples.

ROMANIA

Participants from Romania were very satisfied with content, design, facilitators, results, course structure and content, e – learning, timing, quizzing, visual design, multimedia and overall experience of the module. Impact of the module is also very high, especially with the statements: “Knowledge of the importance of communication as crucial force in achieving the organization’s D&I goals”; “Knowledge of the role of strategic and authentic Internal Communication in the context of D&I management”; “Knowledge about how communication can support an inclusive culture”; “Knowledge about D&I content and the role of stories”. Participants would improve module with increasing the content, more stimulating activities, improving

organization, more video and with more quizzes. They also propose better structured meetings to cover the topic; to make a more concrete connection between a d&i program and the annual action plan and the annual d&i communication plan. In the future they would like to deepen next topics: how to choose (what is) the right communication method depending on the subject/action for which you want to raise awareness or inform.

MODULE 4

SLOVENIA

Participants from Slovenia were very satisfied with content, design, facilitators, results, course structure and content, quizzing, visual design, multimedia and overall experience of the module. Impact of the module is also very high, especially with the statements: “Knowledge to explain what are the benefits of managing gender diversity in their own company”; “Explain that making use of the full potential of everyone helps counter the shortage of managers, increases diversity in teams and offers companies the opportunity to portray a different image that can improve business success”; “Identifying best practice on gender equality in business case”; Understand that despite all, women are still discriminated in the labour market and have in percentage lower salaries for equal jobs than men”; “Skills to recognize that stereotypes are a root cause of gender inequality and that they need to be eradicated”; “Understand that work-life balance is one of the important ways to work on gender equality”; “Understand what gender equality means and how it interconnects with business operations”. Participants would improve module with a lot more time, reducing the content, more stimulating activities and more video. They also propose reduction of reading materials. In the future they would like to deepen next topics: gender pay inequalities; practical solutions for companies and organizations.

CROATIA

Participants from Croatia were very satisfied with content, design, facilitators, results, course structure and content, quizzing, e – learning, visual design, multimedia and overall experience of the module. Impact of the module is also high, especially with the statements: “Understand that despite all, women are still discriminated in the labour market and have in percentage lower salaries for equal jobs than men”; “Skills to recognize that stereotypes are a root cause of gender inequality and that they need to be eradicated”; “Understand that work-life balance is one of the important ways to work on gender equality”; “Understand what gender equality means and how it interconnects with business operations”. Participants would improve module with improving the instructional methods, more stimulating activities and more quizzes. They also propose examples of concrete changes undertaken in companies around the world. In the future they would like to deepen next topics: good practices.

ROMANIA

Participants from Romania were very satisfied with content, design, facilitators, results, course structure and content, quizzing, timing, e – learning, visual design, multimedia and overall experience of the module. Impact of the module is also very high with all statements. Participants would improve module with a lot more time, more video and more quizzes. In the future they would like to deepen next topics: business cases from other countries.

MODULE 5

SLOVENIA

Participants from Slovenia were very satisfied with content, design, facilitators, results, course structure and content, quizzing, timing, visual design, e – learning, multimedia and overall experience of the module. Impact of the module is also very high, especially with the statements: “Knowledge and understanding of definitions and models of disability”; Knowledge and understanding of essential principles and legislation in the field of equal opportunities, labour legislation with specific in the field of employment of people with disabilities”; “Knowledge and understanding of essential principles and elements in the field of human rights, non – discrimination, inclusion, accessibility”; “Knowledge and understanding of key elements for building accessible and inclusive work environment and ten principles of disability inclusion.” Participants would improve module with slowing down the pace, a lot more time and more video. They also propose more legal interpretation and options for companies on a given topic. In the future they would like to deepen next topics: legal definitions of employment of disabled people and benefits for companies.

CROATIA

Participants from Croatia were satisfied with content, design, facilitators, results, course structure and content, quizzing, timing, visual design, e – learning, multimedia and overall experience of the module. Impact of the module is also high, especially with the statements: “Knowledge and understanding of definitions and models of disability”; Knowledge and understanding of essential principles and legislation in the field of equal opportunities, labour legislation with specific in the field of employment of people with disabilities”; “Knowledge and understanding of essential principles and elements in the field of human rights, non – discrimination, inclusion, accessibility”; “Knowledge and understanding of key element of support for employers: education, matching, promotion, legislation.” Participants would improve module with more video and more quizzes. They also propose more interaction / quizzes; more practical work. In the future they would like to deepen next topics: sustainability; Croatian topics; more focus on the mental disabilities.

ROMANIA

Participants from Romania were very satisfied with content, design, facilitators, results, course structure and content, quizzing, timing, visual design, e – learning, multimedia and overall experience of the module. Impact of the module is also very high, especially with the statements: “Knowledge and understanding of definitions and models of disability”; Knowledge and understanding of essential principles and legislation in the field of equal opportunities, labour legislation with specific in the field of employment of people with disabilities”; “Knowledge and understanding of essential principles and elements in the field of human rights, non – discrimination, inclusion, accessibility”; “Knowledge and understanding of key elements for building accessible and inclusive work environment and ten principles of disability inclusion.” Participants would improve module with slowing down the pace, a lot more time, more video, more quizzes, clarifying the module objectives, providing better information before opening the module. In the future they would like to deepen next topics: top priorities to do list for companies - for this type of inclusion; what the local legislation already support, what is missing in our legislation for a better support, what it does exist in the legislation but it is misunderstood and/ or not applied.

MODULE 6

SLOVENIA

Participants from Slovenia were very satisfied with content, design, facilitators, results, course structure and content, quizzing, timing, visual design, e – learning, multimedia and overall experience of the module. Impact of the module is also very high for all statements. Participants would improve module with a lot more time, more video, increasing the content and more quizzes. They also propose exchange of experiences, more conversations with group representatives and those who encountered resistance in companies (how they solved the challenges). In the future they would like to deepen next topics: lgbtqi+ inclusion in workplace; activities to support the lgbtqi+ community.

CROATIA

Participants from Croatia were very satisfied with content, design, facilitators, results, course structure and content, quizzing, timing, visual design, e – learning, multimedia and overall experience of the module. Impact of the module is also high for all statements. Participants would improve module with improving instructional methods. They also propose several examples of the inclusion of LGBTQ workers within companies.

ROMANIA

Participants from Romania were very satisfied with content, design, facilitators, results, course structure and content, quizzing, visual design, e – learning, multimedia and overall experience of the module. Impact of the module is also very high for all statements. Participants would improve module with a lot more time and more videos. They also propose presentation of legislative differences.

MODULE 7

SLOVENIA

Participants from Slovenia were very satisfied with content, design, facilitators, results, course structure and content, quizzing, timing, visual design, e – learning, multimedia and overall experience of the module. Impact of the module is also very high, especially with the statements: “Understand what ageism means and how it interconnects with business operations”; “Knowledge to explain what are the benefits of managing age diversity in their own company”; “Identifying best practice on ageism in business case”; “Skills to recognize that stereotypes are a root cause of a gender inequality and that they need to be eradicated”; “Understand that giving chance to younger and older workers to be part of teams and get a chance for advancement will enrich company’s organizational culture”. Participants would improve module with more video and more stimulating activities. In the future they would like to deepen next topics: why employ people, who are older; hiring the elderly, how to write advertisements in a targeted manner, what their credit ratings are, what this means for the employer.

CROATIA

Participants from Croatia were very satisfied with content, design, facilitators, results, course structure and content, quizzing, timing, visual design, e – learning, multimedia and overall experience of the module. Impact of the module is also very high with all statements. Participants would improve module with more video, more quizzes and improving instructional methods. They also propose more info before training starts; more

practical examples; less text. In the future they would like to deepen next topics: older persons discrimination; mentoring between young people who come to work and older people who are about to retire; benefits of cooperation between older and younger employees; young discrimination; diversity based on older persons; young leaders.

ROMANIA

Participants from Romania were very satisfied with content, design, facilitators, results, course structure and content, quizzing, visual design, e – learning, multimedia and overall experience of the module. Impact of the module is also very high, especially with the statements:

“Knowledge to explain what are the benefits of managing age diversity in their own company”;

“Identifying best practice on ageism in business case”. Participants would improve module with more video, more quizzes, clarifying the module objectives, more stimulating activities and improving organization. They also propose more personal experiences like interviews; to speak more about age diversity instead of ageism. In the future they would like to deepen next topics: mentoring programs to reduce age discrimination; how intersectionality interacts with the discrimination 45+.

FOCUS GROUP

Reports for Slovenia, Croatia and Romania are in the Annex.

Some ideas, proposals for further trainings:

SLOVENIA

- the general topic on diversity management, unconscious bias training, work life balance, intersectionality, special workshops on conflict resolution, on communication with diverse employees.

CROATIA

- to form some kind of Alumni for the future

ROMANIA

- to be connected to other D&I trainings and resources
- Further topics to explore: pay gap, intersectionality and cultural diversity.

EVENTS

SLOVENIA

Participants of the events were very satisfied with the registration process, speakers, event facilities, length of the event, organization, staff. The event was appropriate and informative and useful for their work. Some recommendation for further events: presentation of concrete examples of how employees live diversity and build on it, what it means to them, and not just a presentation of the management; it is important to share thoughts between different people and find out how they cope with struggles in nowadays; also attract the male population; additional meetings, where we participants could exchange knowledge and practical examples. maybe in form of some kind of \ "alumni\ " club.

CROATIA

Participants of the events were very satisfied with the registration process, speakers, event facilities, length of the event, organization, staff. The event was appropriate and informative and useful for their work. Some recommendation for further events: to be earlier in the day; to be every year; to be longer; include more experts in discussion.

ROMANIA

Participants of the events were very satisfied with the registration process, speakers, event facilities, length of the event, organization, staff. The event was appropriate and informative and useful for their work. Some recommendation for further events: a series of events like this; more time to debate; to include some statistical data; to organize similar events on a yearly basis; a task force on lgbt+ inclusion; to strengthen the intersectionality of the topic; further workshops for concrete situations or work environments; to create an alumni club for the WIC participants.

MENTORING PROCESS

MENTORS – SLOVENIA, CROATIA, ROMANIA

Mentors from all participating countries were very satisfied with mentoring program and their experience with the program as participants. A big majority of them would participate as a mentor again. Most of the mentors were satisfied with the material for running the mentorship sessions. But they would need some additional training. 80% of the mentors were clear about their responsibilities and almost all of them (94%) think, that program coordinators were accessible, easy to talk to and available for advice. They describe their relationship with mentee as good (39%) or very good (61%). And that the time spent together was helpful for mentee and also for mentors. 33% of mentors would like to meet more often with their mentee. For improving the mentoring program mentors suggest: more joint activities of mentors and mentees; reduce bureaucracy; perhaps developing detailed online forms with instructions; kick-off meeting for all mentors, instructions and discussion about challenges and best performance; another \ "team meeting\ " between mentees, to create a bit of peer pressure; to previously ask the needs of mentees.

MENTEE - SLOVENIA, CROATIA, ROMANIA

Mentees from all participating countries were very satisfied with mentoring program, they enjoy to be part of it and would recommend it to others. Mentors met their expectations and they would like to meet with them more or just a bit more often. Mentors increased the quality of their final project assignments and they taught them new things. Mentees felt comfortable talking to their mentors and coordinators about all kind of things and experiences. For improving the mentoring program mentees suggest: having timely and detailed communication plan; a guide for this activity will be helpful; to reduce the formulars; the increase the number of sessions allocated per participant; more control over final assignment; applications for the project after get familiar with all topics.

MENTORSHIP COORDINATORS

Reports for Slovenia, Croatia and Romania are in the Annex.

Some ideas, proposals for the improvements:

SLOVENIA

We would need even more mentors with experience in the field of EDI communication for private organizations, and also with experience of the implementation of EDI in the working organisations. The mentors were overwhelmed, as two people in the same period were too much. We propose that 1 mentor takes over only one mentee in the future.

CROATIA

We have got the impression that most comments were received on the last module. It is a topic that was rather new to us and we did not quite feel comfortable developing it. This is obviously visible to the participants because it seems that comparing to other modules, it is rather dull. We will have to get back to this module and search for more content that is amusing, visual and easier to understand. This topic has nevertheless proved to be an important topic and of interest to the participants.

ROMANIA

To find suitable mentors for a specific topic takes time, so it is wishful to start with the planning more in advance.

FUTURE RECOMMENDATIONS

From the evaluations gathered for the future collaboration in the EU projects on the topic equality, diversity and inclusion we recommend:

For future development of WIC training:

- 7 modular training WIC can be offered to interested stakeholders separately by modules;
- For the future development of the topic, it would be appreciated to address multiculturalism, basic module on diversity management, intersectionality, non-binary perspective in gender module, communication plan for EDI (internal, external), gender pay inequalities, in the disability module more interpretations of the law/benefits for employers, mental health, supporting activities for LGBTIQ+ community in the workplace, intergenerational communication, unconscious bias, work life balance,
- Existing modules could be in the future updated with more video material, less reading theory, additional interactive activities, personal testimonials, more quizzes, more time for each module,

For EDI mentorship scheme:

- To include in the organization of mentorship scheme also peer/mentee meeting, in the kick of meeting more time allocation for mentors, application process of mentoring after listening to all modules, to onboard more mentors with special expertise.

LIST OF ANNEXES

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2. Annex Council Board Report Croatia
3. Annex Council Board Report Romania
4. Annex Focus Group Report Slovenia
5. Annex Focus Group Report Croatia
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7. Annex Mentorship Programme Evaluation Slovenia
8. Annex Mentorship Programme Evaluation Croatia
9. Annex Mentorship Programme Evaluation Romania
10. Annex Questionnaires:
 - a. Evaluation of Partnership Meeting
 - b. Event Evaluation 2021
 - c. Event Evaluation 2022
 - d. Training Evaluation – Module 1
 - e. Training Evaluation – Module 2
 - f. Training Evaluation – Module 3
 - g. Training Evaluation – Module 4
 - h. Training Evaluation – Module 5
 - i. Training Evaluation – Module 6
 - j. Training Evaluation – Module 7
 - k. Mentorship Programme Evaluation - Mentor
 - l. Mentorship Programme Evaluation – Mentee

1. Annex Council Board Report Slovenia

Workplace Inclusion Champion COUNCIL BOARD report

MEMBERS OF COUNCIL BOARD: 7

Tatjana Kolenc, Dr. Sonja Merljak Zdovc, Dr. Sergei Planko, Simona Topolinjak, Nejc Jaka Sekula and Igor Pavel, Janez Grašič (instead of Aleš Kranjc Kušlan). You can find a presentation of each member here: https://www.raznolikost.eu/wp-content/uploads/963319-COUNCIL-BOARD-members_SI.pdf

METHOD OF COLLABORATION WITH COUNCIL BOARD MEMBERS (meetings, e-mail...).

We collaborated with the CB members via e-mail, through organized CB online meetings and by phone.

FACILITATOR OF COUNCIL BOARD MEETINGS/ONLINE EXCHANGE:

Jana Ponikvar, Barbara Zupančič

NUMBER OF MEETINGS/EXCHANGE:

The Expert Council met 3 times, initially at the launch of CB, secondly with a review of the prepared learning materials and Online Learning Platform and at the end of the implementation of the educational programme.

Dates of meetings (if): 21.1.2021, 10.2.2022, 22.9.2022 (minutes of meetings shall be kept at the headquarters of the organisation.

The members of the Expert Council are experts in the fields offered by the WIC educational program. Some members of the expert panel also played the role of coaches or mentors in the regional scheme.

At the first meeting we presented them the WIC project, the role of the expert council, expectations for the members of the expert council. They confirmed their willingness to participate in the development of the educational programme. Some of them had references in several areas of content, which we also noted. Later, comments were sent via e-mail on the prepared Module Overview form, which contains a summary of the objectives, the purpose of education, learning objectives and a list of mandatory and additional material.

Our comments were submitted to the responsible partners for the development of each module in Croatia and Romania, who included the proposals in the development of the module. They proposed good diversity management practices to insert them in the learning material, and suggested people we interviewed later. Some of them personally participated in interviews. They also suggested some new trainers.

Once the modules were finalised, they were given access to Online Learning Platform. They provided additional suggestions, feedback on the learning materials and an impression of how education process flows. They have also made proposals to promote education in the future. They also proposed additional topics for the WICa education and helped with ideas on how to award participants with WIC certificates at the final event. They suggested that the name Workplace Inclusion Champion should remain in English because company employees are prone to collecting foreign certificates.

SOME IDEAS & INNOVATIONS:

They suggest that modules should be offered separately in the future, as they are very extensive for those who have too little time and that they build a certificate gradually. In the future, modules should also be offered to educational institutions. We could develop additional modules on the topic of working with young people, an introductory module for diversity management, multiculturalism, intersectionality. They also propose to extend the mentoring scheme more internationally, i.e. to find mentors in other countries as well and to try to organise a strong international mentoring scheme for all interested in managing the viability of organisations. They agreed to join the WIC Expert Council, which will be renamed the Expert Council of the Charter of Diversity Slovenia once a year after the project is completed. It will aim to guide the development of the Diversity Charter and education programmes in the future.

Written by (facilitator of CB): Barbara Zupančič



Workplace Inclusion Champion COUNCIL BOARD Report

MEMBERS OF COUNCIL BOARD:



Karla Alfier, EY; Daria Mateljak, Hauska&Partner; Sanja Sarnavka, Solidarna Foundation; Diana Bekavac, Fierce Women/K-zona; Diana Kesonja, Office of Ombudsman Croatia.



METHOD OF COLLABORATION WITH COUNCIL BOARD MEMBERS

Croatian Council Board, all members met 3 times in period between April 2021 and October of 2021. Other meetings with each member of Council Board were conducted separately on the specific topics for which council board member was specialized.

FACILITATOR OF COUNCIL BOARD MEETINGS/ONLINE EXCHANGE:

NUMBER OF MEETINGS/EXCHANGE

Dates of meetings:

April 22nd 2021

September 15th 2021

October 8th 2021

DOCUMENTATION

The role of the Council Board was to help project leaders identify issues that need to be addressed in each of the topical modules developed by the Croatian team and to do so by achieving consensus on the key issues and priorities of the training. This was done in the way that draft document was sent to council board and they all reviewed content and gave their comments in track changes. When inputs were received, than meeting was organize to discuss and agree on changes to be inserted.

THEMES

Each member of Council Board has different expertise for these topics and they showed good will to participate with suggestions and monitoring development of the modules. Council Board discussed main important issues, rank them by urgency and importance, translated priorities into statements of intended impacts. They suggested for example what are the key messages the modules should contain, how to attract and retain attention, what should be the most important take-aways and also how to communicate with most important stakeholders. Based on these inputs by Council Board, project leaders developed impact assessment indicators and translated them into statements for the Diversity Charter Champion training programme.

Many F2F sessions were conducted with each board member. Some topics were discussed more than others because some topics were less familiar to project leader, for example, Ageism was heavily developed with assistance of Council Board member from Ombudsman's office, who is an expert in ageism.

Finally Council Board approved those statements for each of the modules. Most of the inputs were received and accepted for the last module called Ageism, because, the project leaders had least experience in the topic, so the help of Council Board was essential. The key messages and take-away were included into educational videos and program readings.

Upon approval by the Council Board, key statements were also translated into Quiz questions:

They discuss about results of Preliminary study, below:

Upon approval by the Council Board, key statements were also translated into Quiz questions:

They discuss about results of Preliminary study, below:

- Most participants stated that (D&I) is a priority area of business
- As the primary goal of D&I policy implementation, the participants mentioned attracting and retaining talent
- The other two most important goals are to respond to differing stakeholder expectations and to strengthen the external reputation
- Human resources department has a key role in D&I policy
- In Croatia, the CSR / Sustainable Development Department has primary key role for D&I policy
- During pandemic, most of the signatories were continuing to development of D&I implementation, but part of the signatories slowed development or even stop development at this area

FEEDBACK

Council Boards gave the following input:

- identify issues that need to be addressed in each module
- achieve consensus on the key issues and priorities of the training,
- rank them by urgency and importance,
- translate priorities into statements of intended impact,
- develop impact assessment indicators and translate them into statements for the Diversity Charter Champion training programme.

OBSTACLES & BARRIERS

The main obstacle was lack of time of the members of Council Boards so it was sometime difficult to receive their feedback. It would have been easier to work with members who were awarded for their efforts, the inputs would have been easier to collect.

IDEAS & INNOVATIONS

The main help from the Council Board was confirmation that our project makes sense and that the content proposed in the educational modules were up to the level that would be expected from the participants who take the course. We would have probably have more help from the Board if it was covered by the fee for participation.

Written by Mirjana Matešić

Workplace Inclusion Champion COUNCIL BOARD report

MEMBERS OF COUNCIL BOARD: **10**

(You can insert a picture of the meeting with them):

METHOD OF COLLABORATION WITH COUNCIL BOARD MEMBERS (meetings, e-mail...). – **1 to 1 approach by email and phone**

FACILITATOR OF COUNCIL BOARD MEETINGS/ONLINE EXCHANGE: **Daniela Jumanca**

NUMBER OF MEETINGS/EXCHANGE (*at least 3 meetings: 1. at the beginning, 2. in the middle while building modules, 3. after prepared modules to give feedback on the prepared materials*) – **Council board members in Romania were involved in all phases of the project planning and implementation with particular focus in the planning phase which enable us to get expert' feedback about the materials of training, things to be improved etc.**

Dates of meetings (if):

If "online exchange"- topics discussed: **the curricula of each module, suggestions to improve the content, potential interviewers for the video materials.**

The template below is optional! You can follow the structure below or do it in your way. We need 1 page report from you. The template should essentially provide a record of the discussion relating to circulated materials, documents and reports, actions, obstacles to progress and ideas /innovations.

DOCUMENTATION (handouts, materials – here you can record their input on the provided objectives for each Module – I remember that we circulated the material to all CB members)

Information regarding the modules were sent to the council board members in the planning phase in order to check the consistency of the drafts, to collect ideas for improvements, to collect resources for further readings, to get volunteers among them for the video interviews planned, to check add new topics to the curriculum etc. As the members of the Council Boards cover a wide D&I expertise, they provided us with valuable input to further develop the topics tackled by the training modules.

THEMES (writing the text, F2F sessions, selection of the trainers, selecting the organizations for interviews, selection of the mandatory and optional reading...)

The Council Board in Romania gave feedback on drafts, sent to us some valuable internal resources to embed them in the further reading section of the modules and helped us occasionally to approach suitable candidates to be interviewed in the video materials.

FEEDBACK (on prepared draft of Overview of the modules, on the final training material...)

Their feedback were asked in the planning as well in the final stage of the project, when they checked the online platform to check the materials produced.

OBSTACLES & BARRIERS (optional)

All the members of our national Council Boards have busy agenda and sometimes it was difficult to coordinate with them. To surpass this, we adopted from the very beginning the 1 to 1 approach.

IDEAS & INNOVATIONS:

In the gender module, to include a non-binary perspective.

In the mentorship module, to reduce the volume of the online materials participants should go through.

In the age diversity module, to avoid the concept of ageism which seems to be pejorative in Romania.

Written by (facilitator of CB): Daniela Jumanca



Focus Group report

Note 1: The facilitator should make sure all participants have given permission for their personal details to be used for the purpose of this evaluation.

Note 2: Facilitator should make sure they have read the Focus Group advice in the Manual on the Use of Evaluation Instruments which covers advice such as:

- Make sure everyone participates and no-one dominates the discussion
- If the discussion drifts, bring it back to the relevant topic(s)

Details of the Focus Group:

Facilitator: BARBARA ZUPANČIČ

Note taker: Kiti Korošec Cirman

Date and location: 22.6.2022- EU house in Ljubljana

| Names of participants | Organisation | Corresponding Charter |
|-----------------------|----------------------|--------------------------|
| MAŠA CESAR | DOBROVITA D.O.O. | LISTINA RAZNOLIKOSTI SLO |
| KRISTINA LAMPIČ | NOVARTIS | LISTINA RAZNOLIKOSTI SLO |
| VESNA LEDNIK | TSINPO D.O.O. | LISTINA RAZNOLIKOSTI SLO |
| MARUŠA PAVLIN | ŽELVA D.O.O. | LISTINA RAZNOLIKOSTI SLO |
| ERNA SARAČ | ŠENTPRIMA | LISTINA RAZNOLIKOSTI SLO |
| MONISHANKAR SIGHA | ŽELVA D.O.O. | LISTINA RAZNOLIKOSTI SLO |
| LIDIJA STREMECKI | ZAVOD KROG | LISTINA RAZNOLIKOSTI SLO |
| SONJA VIDONJA | ZDRUŽENJE MANAGER | LISTINA RAZNOLIKOSTI SLO |
| ALIDA ZAGORC ŠULIGOJ | Cene Štupar | LISTINA RAZNOLIKOSTI SLO |
| SUZANA ZULA | ZAVOD RUJI | LISTINA RAZNOLIKOSTI SLO |
| NATALIJA ZUPAN | EOS KSI D.O.O. | LISTINA RAZNOLIKOSTI SLO |
| MAGDALENA FABČIČ | POGUMNA.SI | LISTINA RAZNOLIKOSTI SLO |
| LEA JAKIČ HITI | ŠENTPRIMA | LISTINA RAZNOLIKOSTI SLO |
| KATJUŠA KOPRIVNIKAR | SINCULAR S.P. | LISTINA RAZNOLIKOSTI SLO |
| BARBARA KRAVANJA | CENTROKONTURA D.O.O. | LISTINA RAZNOLIKOSTI SLO |

Welcome and introductions.

We would like to use this session to reflect further on the training Workplace Inclusion Champion, that you have all recently completed. To ensure these instruments are fit for purpose and as useful as possible it is very important for us to hear from you, the stakeholders, directly and receive your feedback.

A focus group is a method of dialogue and usually involves 6 to 8 participants. It consists of a guided group discussion that allows for progressive sharing moderated by a facilitator (who will set out the topics and ask questions). All focus group data will be reported anonymously and Kiti Korošec Cirman will take notes during the session. We recommend recording the session, in order to later collect all the inputs of all participants and clarify possible questions. In order to do so, we also permission should be asked to participants: a dedicated form is attached.

This session will last around 60 minutes and we will discuss the following topics:

- General feedback on the toolkit/training Workplace Inclusion Champion (online material and face to face sessions, project work)

Questions for discussion

Prompt: Facilitator should discuss each aspect one by one. Try to get complete answers so that each participant answers all questions. Questions can be written in a flipchart or board so that no one forgets any of the questions

1. a) Firstly, how did you find the Blended Learning (BL) course Workplace Inclusion Champion?

Prompt: Interesting or not? Easy/difficult to use/follow? Correct length? Accessible language? Relevant for your organisation?

Recommendations and feedback:

- the modules were designed in the way that we could follow them easily;
- modules could cover separately also unconscious bias, theory of stereotyping, etc.
- general module on diversity management in the company would be nice to have at the beginning – how to set up action plan, how to connect all departments, how to address the topic in the business model of the company;
- module 1 on sustainability could be the last one to open, because the content is very difficult to understand;
- good practices were of good quality, this was the added value of the training; if possible, we could use even more of good practices;
- very good part of the modules were testimonials from the people and their personal stories;
- a module about communication could have additional module on communication with diverse people (elder, people with disabilities, 50+, foreigners ...);
- some of the participants come from the organizations that try to employ people from diverse vulnerable groups – an aspect, how to work with people out of work would be nice also (counselling to diverse job seekers);
- A workshop that would focus on solutions and on concrete “issues” with employees;



- We could address more theory in video, because it is much easier to follow videos, if you don't have time, so more video content is desirable;
- examples of good practices in workshops were the most useful;
- trainers were very good, because with their experiences they could address the topic from different points of view;
- video recording from workshops could be added to the OLP, for the ones that could not come for face to face sessions;
- perhaps some data on financial benefits that come from diversity management;
- the combination of face to face session with online material was very good, also the timing, the pace of studying;
- The length of the whole education project was ok. It could set up that 1 module could be done in 1 month, so 1 face to face session each month could be better for some that have work overload; In any case, the dates must be set in advance to plan and communicate it with the managers of the company;
- For the preparation of the final project participants say that there is enough time, while others would prefer more time;

2. What is your main takeaway/what have you found most useful from the BL course?

Did anything in the content surprise you?

GENERAL:

- Some have started to think differently about the employment of people with disabilities;
- Some were surprised that there is such a big number of people with disabilities;
- New areas of the diversity topic opened during the course to participants;
- Participants report that by addressing new topics also in their organizations, their colleagues, and other employees began to talk about topics they had not discussed before.
- The idea of being some kind of platform to be all in one group, to which they can turn to when questions will arise or issues with diverse employees could pop - where people can turn when they have questions about problems with diverse employees
- We'll send the links,... all candidates)

Prompt:

Ask the participants about the BL course which covers :

1_Diversity as a key to unlocking sustainability_HR

The module sustainability could be at the end of the WIC programme, because after listening to all other modules, they could better understand and even be »motivated« for sustainability – because they learned a lot about different vulnerable groups;

2_Mentoring for diversity and inclusion_SI

Participants liked it very much, because of the personal testimonials, because of the authenticity, of the tools that can be used immediately, because of the simplicity on one spot;

3_ Communication & diversity RO

Participants liked it very much, specially personal testimonials from the people;

Perhaps more information on how to communicate when it comes to intolerance, how to approach, be smart, agree? How to get in the way of that. Maybe some manual - tips,... (maybe video...) how to empower ourselves - to deal specifically with this diversity.

4_ Gender equality

No comment.

5_ Inclusion of people with disabilities_ SI

Participants liked a lot examples of good practices, also the testimonial from the company, on how they are trying to change the organizational culture and about all the steps they are making to change the company towards more inclusivity.

6_ LGBTIQ_ RO

The trainer was very good, because he spoke very openly about the things we don't dare to ask usually. Participants liked a lot the authenticity of the trainer.

7_ Ageism and age discrimination_ HR

Very good presentation, the topic was very nice addressed from the trainer, because she addressed also intergenerational communication, issues of different generations, etc.

3. If your training session was

Face to face: were you satisfied with the experience? What were main benefits compared with studying from online material/perhaps offering online face-to-face?

Online: In what way do you think it would have been different if you were able to have a face-to-face session?

Prompt: did participants feel comfortable enough to speak and participate? Were they able to concentrate for the duration of the Face to face session?

The modules very good structured, the duration of the workshops was very good planned, according to work obligations.

4. Is the course appropriate for your organisational environment and country-specific culture?

Prompt: E.g. is there something which doesn't really fit with your professional environment/ own culture? Do you think it is adaptable enough to be used in different countries? Any language issues?

All the modules very current, and appropriate for national context.

5. Is there anything you would change or improve in the BL course? Is there anything missing which you would like to see included? Anything you did not find useful?

Online material/F2F sessions/online sessions/project work/

6. Do you still have the same opinion of the levels of diversity and inclusion in your organisation now as you did before the training? Why/why not?

Some of the participants say, that they are very confident to address and support the EDI in the companies, but they would need more support from the leaders to enforce EDI. They say, that managers, team leaders, HR leaders and everyone in the leading positions should apply for the course, if they want to lead diverse teams successfully.



Sometimes leaders are very much enthusiastic and they support EDI, but employees are not prepared for the topic. So the training could be appropriate also for other employees who work in diverse teams.

The proposal is to recommend this education to leaders, HR managers, to every head of department, because if they don't learn, they will have problems to lead diverse teams and also their businesses that demand openness.

Confidence in implementation of D&I policies

7. Do you feel you/your organisation has sufficient resources (knowledge, internal procedures etc.) related to D&I?

The course opened a lot of new topics, which now they can discover further more. They can not say that they became experts, but they know where to find information on the topics.

8. How confident would you feel in either conducting a training on D&I in your organisation or (if you don't feel confident in facilitating training) in explaining to a colleague what D&I policies are and why they are important?

If yes, how would you go about this/what issues or topics would you focus on?

Participants feel confident to pass over the gained knowledge to their colleagues. Some of them, already during the course, showed some videos on their meetings, and open up discussion on different occasions. They are very much interested that online learning platform stays opened, so they can use the material further more. They would like to connect in alumni with all participants to collaborate in the future.

9. Would you like to receive further training on D&I procedures? If yes, in which fields/ areas)

Yes, we would like the general topic on diversity management, unconscious bias training, work life balance, intersectionality, special workshops on conflict resolution, on communication with diverse employees,



šentprima



Hrvatski poslovni savjet za održivi razvoj
Croatian Business Council for Sustainable Development



**INVITATION**

Dear Sir/Madam,

we would like to invite you to:

TYPE/TITLE of event: Focus Group Meeting

date: June 29th 2022

location: HR PSOR office, Jurišičeva 12 and <https://us02web.zoom.us/j/85726375672>

timing: 1.00 pm 2.00 pm

AGENDA

1. General feedback on the toolkit/training
2. Understanding of D&I procedures
3. Confidence in implementation of D&I policies
4. Conclusions

Yours sincerely,

Name of the event organizer

Katarina Plečaš, Office Manager

MINUTES OF MEETING

TYPE/TITLE of event: Focus Group Meeting

date: June 29th 2022

location: HR PSOR office, Jurišičeva 12 and <https://us02web.zoom.us/j/85726375672>

timing: 1.00 pm - 1.30 pm

present: *look at participant list*

1. Feedback on training

Mirjana has welcomed to the Focus group meeting.

In order to improve and be sure that this learning are following expectations and can be useful for all kind of companies she asked participants to share all comments and recommendations on this toolkit, how they like it, is it too long or too short, interesting, transparent, easy following and easy learning, relevant for your company, correct terminology etc.

- There is so much materials for reading, maybe filter more relevant, for example module
- Videos are great way to learn, especially with emphasis sentences. Minutes of videos are the right length to keep attention. Language and pronouncing are very easy to follow. There is no need to make the same materials on national language. Talking head talks in right rhythm.
- Quizzes are relevant and can be learned so much from it
- Platform is user friendly
- Content covers all relevant topic for each module, the essence of each module is very clear, everything is very well written, with a lot of useful information. The platform has enough information so there is no need to look for other sources.
- Blended learning is a great form to keep attention and have benefit

2. Understanding of D&I procedures – what is most useful, was it any surprising?

- The most benefit is not just to learn how to make procedures, but also has a personal benefit.
- We need this education to make us aware of our own prejudices so that they can be of help to the company we work for. When we look in general, when we become aware of personal prejudices, we can choose the friends we hang out with, but we also choose people for work who are the best for the company. Confidence in implementation of D&I policies
- Suggestion is to make more questions/ true or false forms in quizzes at the beginning of each module.
- This education can certainly be applied to all companies in other countries

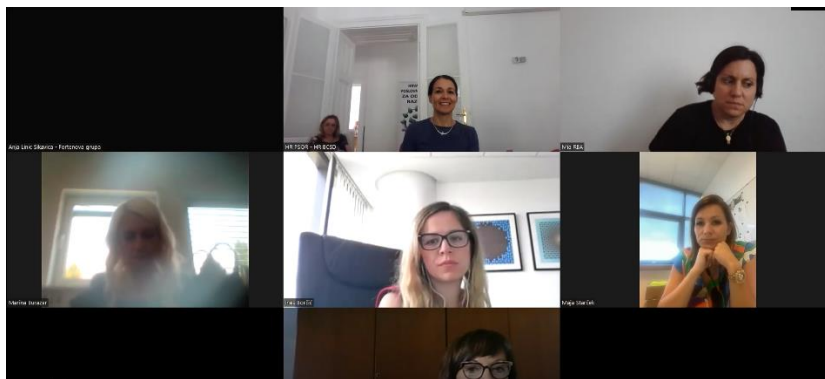
3. Implementation within companies

- Some of the participants have expressed their fear that it will not be so easy to implement such a thing in their own company. The implementation will be applied gradually.
- After the education, we notice that the degree of application of D&I in companies is low and that there is a lot of room for improvement

- The participants feel competent enough to carry out this kind of education in their companies

4. Conclusions

- Suggestion is to form some kind of Alumni for the future
- Also, participants were invited to participate in Round table/Panel as part of the Conference on Sustainable Development, where the final event of the WIC project will be organized, where the results and project assignments will be presented



Yours sincerely,

Name of the event organizer

Katarina Plečas, Office Manager




PARTICIPANT LIST

TYPE/TITLE of event: Focus group on WIC project

 date: June 29th 2022

 location: HR PSOR office, Jurišićeva 12 and <https://us02web.zoom.us/j/85726375672>

| | ORGANIZATION | NAME AND SURNAME | SIGNATURE |
|-----|----------------------|------------------------|-----------|
| 1. | HOLCIM (HRVATSKA) | MARJANA BONACA | |
| 2. | HOLCIM | VALENTINA JAKOPIČEK | |
| 3. | HuskaPartner | ANTONELA MATIJEVIĆ | |
| 4. | JAPONIA d.d. | MAZIVANT JABEVIĆ | |
| 5. | RBA d.d. | SARA FORŠEK | |
| 6. | | EMA ŽUKOVIĆ | |
| 7. | LEP d.d. | MASA TRGI | |
| 8. | HIBOR | NATA DIMITIĆ RAVIĆ | |
| 9. | HR PSOR | KATARINA PLEŠ | |
| 10. | HR PSOR | MIRJANA MATIJEVIĆ | |
| 11. | | | |
| 12. | | | |
| 13. | | | |



Focus Group Discussion Guide – project WIC

Signatory Organisations

Note 1: The facilitator should make sure all participants have given permission for their personal details to be used for the purpose of this evaluation.

Note 2: Facilitator should make sure they have read the Focus Group advice in the Manual on the Use of Evaluation Instruments which covers advice such as:

- Make sure everyone participates and no-one dominates the discussion
- If the discussion drifts, bring it back to the relevant topic(s)

Details of the Focus Group:

Facilitator: Daniela Jumanca

Note taker: Daniela Jumanca

Date and location: Shortly at the end of the last session (22.06) and mostly afterwards per email and in individual feedback conversations

| Names of participants | Organisation | Corresponding Charter |
|-----------------------|---|----------------------------|
| Adina Alionte | Societe Generale Global Solution Centre | Romanian Diversity Charter |
| Ana Maria Alecu | Philip Morris Romania | Romanian Diversity Charter |
| Corina Frincu | Orange | Romanian Diversity Charter |
| Cristina Laura Popa | Edenred | Romanian Diversity Charter |
| Cristina Rada | Steelcase | Romanian Diversity Charter |



| | | |
|---------------------------|-------------------------------|----------------------------|
| Cristina Săracu | VINCI Management & Marketing | Romanian Diversity Charter |
| Daniela Zarnescu | Mega Image Romania | Romanian Diversity Charter |
| Florentina Nitulescu | HEINEKEN Romania | Romanian Diversity Charter |
| Georgiana Flămîndu | Group Renault | Romanian Diversity Charter |
| Laura Badiu | Banca Comercială Română (BCR) | Romanian Diversity Charter |
| Livia Diana Ivanescu | Raiffeisen Bank | Romanian Diversity Charter |
| Magdalena-Irina Vrăjitoru | Deutsche Bahn Cargo Romania | Romanian Diversity Charter |
| Miruna Vrinceanu | Zentiva | Romanian Diversity Charter |
| Monica Banu | Holcim Romania SA | Romanian Diversity Charter |
| Raluca Dumitru | PwC | Romanian Diversity Charter |
| Ramona Puia | IKEA | Romanian Diversity Charter |
| Claudia Ivan | Penny | Romanian Diversity Charter |

Guide

Welcome and introductions.

We would like to use this session to reflect further on the training Workplace Inclusion Champion, that you have all recently completed. To ensure these instruments are fit for purpose and as useful as possible it is very important for us to hear from you, the stakeholders, directly and receive your feedback.

A focus group is a method of dialogue and usually involves 6 to 8 participants. It consists of a guided group discussion that allows for progressive sharing moderated by a facilitator (who will set out the topics and ask questions). All focus group data will be reported anonymously and will take notes during the session. We recommend recording the session, in order to later collect all the inputs of all participants and clarify possible questions. In order to do so, we also permission should be asked to participants: a dedicated form is attached.

This session will last around 60 minutes and we will discuss the following topics:

- General feedback on the toolkit/training
- Understanding of D&I procedures
- Confidence in implementation of D&I policies

Questions for discussion

Prompt: Facilitator should discuss each aspect one by one. Try to get complete answers so that each participant answers all questions. Questions can be written in a flipchart or board so that no one forgets any of the questions

Awareness of D&I procedures

1. a) Firstly, how did you find the Blended Learning (BL) course Workplace Inclusion Champion?

Prompt: Interesting or not? Easy/difficult to use/follow? Correct length? Accessible language? Relevant for your organisation?

Romanian participants shared that the Workplace Inclusion Champion program was very helpful, and the content and exercises used on the platform or in the facilitated online sessions helped them understand the D&I topics and their significance. Participants found the blended training materials to be very helpful and shared that the structure of the modules were very easy to follow and understand, because simple and engaging formats were used. Other feedbacks such as time length and topics covered were well-received by the Romanian participants.

2. **What is your main takeaway/what have you found most useful from the BL course?**
Did anything in the content surprise you?

The general feedback of participants about the main takeaways was very positive as majority of the participants were appreciative of the quality of materials provided in the platform and the trainers' level of knowledge, style and presentation, preparation and research about the topics. Moreover, participants also admired that trainers engaged participants in discussions and encouraged them to raise questions. While sharing their opinion, participants said that all the sessions were informative and relevant to their D&I area of interest.

When asked to provide examples of good or memorable learning experiences, the most frequently cited examples included:

- hands-on interactive activities;
- training sessions that was directly applicable to the job;
- training sessions that incorporated relevant scenarios and
- training that provided opportunities for collaboration.

Prompt:

Ask the participants about the BL course which covers :

1_Diversity as a key to unlocking sustainability_HR

2_Mentoring for diversity and inclusion_SI

3_Communication & diversity_RO

4_Gender equality_HR

5_Inclusion of people with disabilities_SI

6_LGBTIQ_RO

7_Ageism and age discrimination_HR

3. If your training session was

Face to face: were you satisfied with the experience? What were main benefits compared with studying from online material/perhaps offering online face-to-face?

Online: In what way do you think it would have been different if you were able to have a face-to-face session?

Participants in Romania were positive about the online format of the facilitated sessions, because many of them face the lack of time and the pressing activities at work. They considered this format to be a bit more inclusive, because it gave the chance to participate even to colleagues located in other major cities than Bucharest.

Prompt: did participants feel comfortable enough to speak and participate? Were they able to concentrate for the duration of the Face to face session?

4. Is the course appropriate for your organisational environment and country-specific culture?

Prompt: E.g. is there something which doesn't really fit with your professional environment/ own culture? Do you think it is adaptable enough to be used in different countries? Any language issues?

Most participants enjoyed the regional input of the online training materials. They found this exposure to other countries relevant for their organisations. No language issues were reported, only some slight "cultural" differences in building the structure of the materials in the platform. Some modules were more dense and difficult to follow.

5. Is there anything you would change or improve in the BL course? Is there anything missing which you would like to see included? Anything you did not find useful?

Online material/F2F sessions/online sessions/project work/

One participant made the suggestion to place the gender equality module outside the binary-box, including so a more equal and inclusive format.

6. Do you still have the same opinion of the levels of diversity and inclusion in your organisation now as you did before the training? Why/why not?

Most participants declared that during the program they improved the skills and knowledge on diversity topics, improved also the awareness of the benefits of concrete D&I practices in their organizations.

Confidence in implementation of D&I policies

7. Do you feel you/your organisation has sufficient resources (knowledge, internal procedures etc.) related to D&I?

Participants shared that the blended learning format included many useful tools and knowledge, helping them to plan more strategically the D&I actions in their organisations and to step away from improvisations in the field. They found that the internal procedures are now backed with the necessary skills and knowledge to move forward the D&I agenda.

8. Do you know where to go to find out more information or receive further support on this topic?
Please list some examples.

When asked about further resources and support, they mentioned the Romanian Diversity Charter as sharing platform for D&I practices and knowledge. They also mentioned the network of other peers organisations and mentors they established the contact during the program.

9. How confident would you feel in either conducting a training on D&I in your organisation or (if you don't feel confident in facilitating training) in explaining to a colleague what D&I policies are and why they are important?

- a. If yes, how would you go about this/what issues or topics would you focus on?
- b. If no, why not?

Participants shared that spreading the benefits of D&I to other business functions is a key step in keeping the D&I agenda running. In this context, they mentioned the role of mentorship activities, but also the difficulties in establishing a D&I mentorship program in organisations. The role of allies was tackled, the management buy-in and the need to have at least a dedicated D&I specialist with full time commitment. Having only D&I ambassadors with ad hoc commitments to D&I seems not to be enough to keep the D&I agenda running.

10. Follow up question to no. 8: For those who answered yes, would you have been able to do this before participating in the training?

Prompt: could simply ask for show of hands if time is short, e.g. 4 of 6 could not have done this before the training

Participants mentioned some inhouse D&I resources they could access prior the program. In the WIC program they valued most the collaborative input, the network of diverse experiences and the access to similar practices developed by other organisations.



11. Would you like to receive further training on D&I procedures? If yes, in which fields/ areas)

Participants would like to be connected to other D&I trainings and resources. Further topics to explore were mentioned – Pay gap, intersectionality and cultural diversity.

12. What effects do you think this training will have in your organisation?

Prompt: will this be shared more broadly among the organisation? Will HR conduct any similar training? Will the tools be used somehow? Will management change any policies? Will there even be buy in from management? Will work conditions change?

Participants also agreed that tackling D&I issues in a practical and interactive manner will help them in the future becoming more active in the field of diversity. They also mentioned that the program helped them to embed diversity on a more strategic level, taking a step forward from one-off initiatives.

General

13. Are there any other results or gains by taking part in this project? What are they?

A useful network of peers in the D&I field.

14. Do you have any other feedback or comments that you would like to provide?

They shared the need to expend the existing training resources.

Many thanks for your participation!



MENTORSHIP PROGRAMME EVALUATION "WORKPLACE INCLUSION CHAMPION"

THE COORDINATOR

Country: SLOVENIA

1. Did the mentoring program run as you planned? Why or why not?

The mentoring programme was well received in Slovenia. Some mentors had no problem organising meetings with mentees, some (2 mentors) expressed that they could not meet with their mentees as planned at the beginning, because of mentee's work obligations. In this cases, they agreed to exchange documentation – project tasks – and collaborate through e-mail communication. They all delivered all the necessary documentation (partnership agreements and meeting minutes) which they wished to not be obligatory. But we needed those documents to monitor progress, work and also report to EC. In the future, we could think, how to minimize administrative work for them.

2. What are the strengths of your program?

The strong side of the mentoring programme is that it is the only programme of its kind that brings together diversity management professionals and the public (persons responsible for shaping EDI plans, activities.). Also, mentors are interested for future collaboration.

3. What areas of your program need improvement?

We would need even more mentors with experience in the field of EDI communication for private organizations, and also with experience of the implementation of EDI in the working organisations. The mentors were overwhelmed, as two people in the same period were too much. We propose that 1 mentor takes over only one mentee in the future.

**4. Did you feel overwhelmed or burdened coordinating the program?
If yes, please explain why.**

Most of the challenges came when we tried to match mentors with mentees according to the expectations expressed. We have lack of mentors for specific contents due to really specific questions of the mentees. Collection of all demanded materials (partnership agreements, minutes of meetings) was kind of burden also. Otherwise, the program run smoothly, especially because of the high level of responsibility of both, mentors and mentees.



MENTORSHIP PROGRAMME EVALUATION “WORKPLACE INCLUSION CHAMPION”

COORDINATOR: Mirjana Matešić

Country: Croatia

1. Did the mentoring program run as you planned? Why or why not?

Yes, everything worked as planned. It was surprising how mentees were eager and interested to work with mentors. It was clear that they have regarded mentors as experts and were impressed by them. All together, we believe that their cooperation was successful however they should speak about themselves about it. Our impression is that the mentorship part of education was one important step further in understanding their own companies' impacts on diversity and in finding there crucial elements to improve impact management processes.

2. What are the strengths of your program?

We do not think that there is a special receipt to the success other than the fact that we chose mentors with care, so that they really are the best experts on specific topic in Croatia, plus they are charismatic and interesting as people. They were then tested because most of them performed as trainers on Face-to-face Sessions and based on their performance, they were chosen by the participants. After being able to hear about topic and to hear from mentors, the mentees had a chance to choose a topic and a mentor of their own liking. It is easy to have successful project when people chose to be part of education on their free will and then chose whom to work with and on which topic. So probably the strength of our program is the fact that it has seven modules and covers such a broad range of sub-topics that it gives many options for mentees to choose from. Nevertheless, we were lucky to have such motivated participants who were active, engaged, curious, innovative.

3. What areas of your program need improvement?

We have got the impression that most comments were received on the last module – Ageism. It is a topic that was rather new to us and we did not quite feel comfortable developing it. This is obviously visible to the participants because it seems that comparing to other modules, it is rather dull. We will have to get back to this module and search for more content that is amusing, visual and easier to understand. This topic has nevertheless proved to be an important topic and of interest to the participants.

4. Did you feel overwhelmed or burdened coordinating the program?

If yes, please explain why.

No, the program was quite interesting, most of the work was the process of learning as well. I have to admit though that it is largely thanks to my colleague who managed most of the work herself leaving me more time to engage in the content. Also, it was like always pleasure to work with our partners and project leaders who made the process easy and comfortable. We are already planning the new round of education, meaning that we plan to continue use and develop this educational program further. We quite enjoyed the process and getting to know participants who proved to be very interesting people. We look forward to another cycle to begin.



MENTORSHIP PROGRAMME EVALUATION “WORKPLACE INCLUSION CHAMPION”

COORDINATOR

Country: Romania

1. Did the mentoring program run as you planned? Why or why not?

Yes, we could involve in Romania more mentors than planned – 10 experts with a wide range of D&I expertise willing to support 18 participants in the WIC program. As the interest was big, we reduce the hours offered per participant, to offer as many as possible the possibility the access a mentor.

2. What are the strengths of your program?

We tried to cover the specific needs of our participants, so the pairs responded to their specific needs and the respective topic chosen for the final assignment.

3. What areas of your program need improvement?

To find suitable mentors for a specific topic takes time, so it is wishful to start with the planning more in advance.

4. Did you feel overwhelmed or burdened coordinating the program?

If yes, please explain why.

Sometimes yes, due to the bureaucracy attached to this program. My suggestion for the future is to reduce the formulars to filled in by the participants and to invest this time in the mentorship itself.



WIC - EVALUATION OF PARTNERSHIP MEETING

Vprašalnik

Kratko ime ankete: WIC - EVALUATION OF PARTNERSHIP
MEETING

Število vprašanj: 31

Število spremenljivk: 31

Status: Aktivna od: 01.03.2020 Aktivna do: 31.12.2022

Avtor: info@sentprima.com ,

Spreminjal: info@sentprima.com



WORKPLACE INCLUSION CHAMPION 963319 — WIC — REC-AG-2020 / REC-RDIS-DISC-AG-2020

Dear participant of partnership meeting, please take a few moments and complete this survey by clicking on Next page.



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Q1 - You are representative of the project partner:

- ☐ ŠENTPRIMA, SI
- ☐ HRBCSD, CRO
- ☐ FIC ROMANIA, ROM

Q2 - Please indicate the type of partnership meeting:

- ☐ online
- ☐ in person

IF (1) Q2 = [1]

Q3 - Please indicate partnership meeting period:

- ☐ JANUARY - MARCH, 2021
- ☐ APRIL - JUNE, 2021
- ☐ JULY - SEPTEMBER, 2021
- ☐ OCTOBER - DECEMBER, 2021
- ☐ JANUARY - MARCH, 2022
- ☐ APRIL - JUNE, 2022
- ☐ JULY - SEPTEMBER, 2022
- ☐ OCTOBER - DECEMBER, 2022

IF (2) Q2 = [2]

Q4 - Please indicate partnership meeting:

- ☐ Zagreb, March 2021
- ☐ Bucharest, December 2021
- ☐ Ljubljana, December 2022

Q5 - 1. I received on time all information I needed for my participation at the meeting.

Please indicate your agreement with the statement

Strongly
disagree

Disagree

Neutral

Agree

Strongly agree



Q6 - Comment:



Q7 - 2. The meeting agenda was relevant, adequately prepared and easy to follow.

Please indicate your agreement with the statement

Strongly
disagree

☐

Disagree

☐

Neutral

☐

Agree

☐

Strongly agree

☐

Q8 - Comment:

Q9 - 3. The meeting was realised efficiently and according to plan.

Please indicate your agreement with the statement

Strongly
disagree

☐

Disagree

☐

Neutral

☐

Agree

☐

Strongly agree

☐

Q10 - Comment:

Q11 - 4. There was good balance of topics covered.

Please indicate your agreement with the statement

Strongly
disagree

☐

Disagree

☐

Neutral

☐

Agree

☐

Strongly agree

☐

Q12 - Comment:

Q13 - 5. Partners questions were answered, problems discussed and solutions agreed.

Please indicate your agreement with the statement

Strongly
disagree

☐

Disagree

☐

Neutral

☐

Agree

☐

Strongly agree

☐

Q14 - Comment:



Q15 - 6. Upcoming tasks were clearly presented and explained.

Please indicate your agreement with the statement

Strongly
disagree
☐

Disagree
☐

Neutral
☐

Agree
☐

Strongly agree
☐

Q16 - Comment:

Q17 - 7. Partners exchanged best practises/experiences.

Please indicate your agreement with the statement

Strongly
disagree
☐

Disagree
☐

Neutral
☐

Agree
☐

Strongly agree
☐

Q18 - Comment:

Q19 - 8. Partners strengthen their network.

Please indicate your agreement with the statement

Strongly
disagree
☐

Disagree
☐

Neutral
☐

Agree
☐

Strongly agree
☐

Q20 - Comment:

Q21 - 9. The purpose of the meeting was accomplished.

Please indicate your agreement with the statement

Strongly
disagree
☐

Disagree
☐

Neutral
☐

Agree
☐

Strongly agree
☐

Q22 - Comment:



Q23 - 10. The meeting was the right length of time.

Please indicate your agreement with the statement

Strongly
disagree

☐

Disagree

☐

Neutral

☐

Agree

☐

Strongly agree

☐

Q24 - Comment:

IF (3) Q2 = [2]

Q25 - 11. The meeting place was easily accessible.

Please indicate your agreement with the statement

Strongly
disagree

☐

Disagree

☐

Neutral

☐

Agree

☐

Strongly agree

☐

IF (3) Q2 = [2]

Q26 - Comment:

IF (4) Q2 = [2]

Q27 - 12. Facilities of the meeting room were adequate.

Please indicate your agreement with the statement

Strongly
disagree

☐

Disagree

☐

Neutral

☐

Agree

☐

Strongly agree

☐

IF (4) Q2 = [2]

Q28 - Comment:

Q29 - 13. What did you like and do not like about the meeting?



Q30 - 14. What can we do to improve the project meeting next time?

Q31 - 15. Other comments, concerns or requests?

Event EVALUATION- W.I.C

Reports

| | |
|----------------------|--|
| Survey short title: | Event EVALUATION- W.I.C 2021 |
| | |
| Question number: | 13 |
| | |
| Number of variables: | 20 |
| | |
| Status: | Active from: 16.12.2021 Active until: 16.03.2022 |
| | |
| Author: | info@sentprima.com |
| | |
| Edited: | info@sentprima.com |

Dear participants.

Thank you for attending the event. Please take a few moments and complete this survey by clicking on the Next page.

The questionnaire is anonymous, the results will be used for the evaluation report of the Workplace Inclusion Champion project. Your answers will help us to better organize future events.

Thank you.

Workplace Inclusion Champion project partnership

Q1 - Event was organized in:

Slovenia, 10.12.2021

WORKPLACE INCLUSION CHAMPION

963319 — WIC — REC-AG-2020 / REC-RDIS-DISC-AG-2020

Croatia, 10.11.2021

Romania, 15.12.2021

Q2 - Event was organized:

Online

Live

Q3 - How satisfied were you with the registration process?

very dissatisfied

dissatisfied

satisfied

very satisfied

Other:

Q4 - How satisfied were you with the speakers/presenters?

very dissatisfied

dissatisfied

satisfied

very satisfied

Other:

Q5 - How satisfied were you with the event facilities?

very dissatisfied

dissatisfied

satisfied

very satisfied

Q6 - How many sessions did you attend?

all

most:

Q7 - Did you feel length of event was too long, just about right or too short?

too long

just about right

too short

Other:

WORKPLACE INCLUSION CHAMPION

963319 — WIC — REC-AG-2020 / REC-RDIS-DISC-AG-2020

Q8 - The content of the event sessions was appropriate, informative and useful for my work.

strongly disagree

disagree

agree

strongly agree

Other:

Q9 - The event was well organized.

strongly disagree

disagree

agree

strongly agree

Other:

Q10 - Event staff was helpful and courteous.

strongly disagree

disagree

agree

strongly agree

Other:

Q11 - What did you like most about the event?

Q12 - What did you like least about the event?

Q13 - Recommendations for further event.

WORKPLACE INCLUSION CHAMPION

963319 — WIC — REC-AG-2020 / REC-RDIS-DISC-AG-2020

Event EVALUATION- W.I.C 2022

Reports

Survey short title: Event EVALUATION- W.I.C 2022

Question number: 12

Number of
variables: 19

Status: Active from: 12.12.2022 Active until: 12.03.2023

Author: info@sentprima.com

Edited: info@sentprima.com

WORKPLACE INCLUSION CHAMPION

963319 — WIC — REC-AG-2020 / REC-RDIS-DISC-AG-2020



Dear participants.

Thank you for attending the event. Please take a few moments and complete this survey by clicking on the Next page.

The questionnaire is anonymous, the results will be used for the evaluation report of the Workplace Inclusion Champion project. Your answers will help us to better organize future events.

Thank you.

Workplace Inclusion Champion project partnership



Q1 - Event was organized in:

- ☐ Slovenia, 9.12.2022- Raznolikost, enakost, vključenost: Varovanje vrednot v času krize
- ☐ Croatia, 4.10.2022
- ☐ Romania, 25.11.2022

Q2 - How satisfied were you with the registration process?

- ☐ very dissatisfied
- ☐ dissatisfied
- ☐ satisfied
- ☐ very satisfied
- ☐ Other:

Q3 - How satisfied were you with the speakers/presenters?

- ☐ very dissatisfied
- ☐ dissatisfied
- ☐ satisfied
- ☐ very satisfied
- ☐ Other:

Q4 - How satisfied were you with the event facilities?

- ☐ very dissatisfied
- ☐ dissatisfied

WORKPLACE INCLUSION CHAMPION

963319 — WIC — REC-AG-2020 / REC-RDIS-DISC-AG-2020



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- ☐ satisfied
- ☐ very satisfied

Q5 - How many sessions did you attend?

- ☐ all
- ☐ most:

Q6 - Did you feel length of event was too long, just about right or too short?

- ☐ too long
- ☐ just about right
- ☐ too short
- ☐ Other:

Q7 - The content of the event sessions was appropriate, informative and useful for my work.

- ☐ strongly disagree
- ☐ disagree
- ☐ agree
- ☐ strongly agree
- ☐ Other:

Q8 - The event was well organized.

- ☐ strongly disagree
- ☐ disagree
- ☐ agree
- ☐ strongly agree
- ☐ Other:

Q9 - Event staff was helpful and courteous.

- ☐ strongly disagree
- ☐ disagree
- ☐ agree
- ☐ strongly agree

WORKPLACE INCLUSION CHAMPION

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☐ Other:

Q10 - What did you like most about the event?

Q11 - What did you like least about the event?

Q12 - Recommendations for further event.



WIC- Training evaluation questionnaire 1

Vprašalnik

Kratko ime ankete: WIC- Training evaluation questionnaire 1

Število vprašanj: 19

Število spremenljivk: 68

Status: Aktivna od: 24.03.2022 Aktivna do: 25.10.2022

Avtor: info@sentprima.com

Spreminjal: info@sentprima.com

W.I.C. - TRAINING W.I.C. – Workplace Inclusion Champion

Workplace Inclusion Champion training course is promoted by the Slovenian, Croatian and Romanian Diversity Charter with the support of the European Commission. It is Co-funded by the REC Programme of the European Union.

Dear participant.

We kindly ask you to fill in the evaluation questionnaire for the WIC educational program



Q1 - Date of Training:

Q2 - Country of Training:

Q3 - MODULE

- ☐ MODULE 1: Diversity as a Key to Unlocking Sustainability
- ☐ MODULE 2: Mentoring for Diversity and Inclusion
- ☐ MODULE 3: Fostering an Inclusive Work Environment through Communication
- ☐ MODULE 4: Gender Equality
- ☐ MODULE 5: Inclusion of People with Disabilities
- ☐ MODULE 6: LGBTIQ+ Diversity and Inclusion for Workplaces
- ☐ MODULE 7: Age Diversity as a Key to Unlocking Business Success

Q4 - CONTENT of the module

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I was well informed about the objectives of this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| This module lived up to my expectations. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



The content is relevant to my job. ☐ ☐ ☐ ☐ ☐

Q5 - DESIGN of the module

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The module objectives were clear to me. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module activities stimulated my learning. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The activities in this module gave me sufficient practice and feedback. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The difficulty level of this module was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q6 - FACILITATORS/TRAINERS

Please evaluate the presenter/ facilitator for the following areas:

| | Not Satisfied | Somewhat Satisfied | Satisfied | Very Satisfied | N/A |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills to the | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

participant
questions
Facilitator's
attitude

☐ ☐ ☐ ☐ ☐

Q7 - RESULTS of the module

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I accomplished the objectives of this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I will be able to use what I learned in this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q8 - MODULE IMPACT

Please indicate your agreement with the statement.

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|-------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I understand what sustainable | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

WORKPLACE INCLUSION CHAMPION

963319 — WIC — REC-AG-2020 / REC-RDIS-DISC-AG-2020



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development
means and how
it interconnects
with business
operations;
I understand
the concept of
D&I and how it is
interconnected
with
sustainability;
I gained
knowledge to
explain what are
the benefits of
managing
diversity and
inclusion in our
own company;
I identified best
practices on SD
and D&I in
business case;
I have greater
knowledge of
relevant
international
and national
strategies and
legislation that
create trends in
SD and D&I;
I have better
skills to analyze,
create, write and
communicate
corporate
sustainability
and D&I
practices;
I understand
how D&I is
deeply
imbedded in
sustainability
through SDGs;
I have better
knowledge to
use D&I to foster
sustainability in

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my own
company.

Q9 - How would you improve module ?

(please give us feedback on all presented materials and face to face session in this module)

Check all that apply. Multiple answers are possible.

- ☐ Provide better information before opening the module.
- ☐ Clarify the module objectives.
- ☐ Reduce the content covered in the module.
- ☐ Increase the content covered in the module.
- ☐ Improve the instructional methods.
- ☐ Make module activities more stimulating.
- ☐ Improve module organization.
- ☐ Make the module less difficult.
- ☐ Make the module more difficult.
- ☐ Slow down the pace of the module.
- ☐ Speed up the pace of the module.
- ☐ A lot more time for the module
- ☐ Shorten the time for the module
- ☐ Improve the quizzes used in the module.
- ☐ Add more quizzes used in the module.
- ☐ Add more video to the module.

Q10 - Course Structure and Content

Please indicate your agreement with the statement

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I understood the module structure. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module content was consistent with the objectives. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Module content of the subject | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



matter was
relevant.

I enjoyed the
module.

The module
workload was
appropriate.

The content was
arranged in a
clear and logical
way.

The content
adequately
explained the
knowledge,
skills, and
concepts.

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Q11 - Quizzing

Please indicate your agreement with the statement.

Strongly
disagree

Disagree

Neutral

Agree

Strongly agree

Quizzes were relevant and
useful.

☐
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The quality of
the questions
asked in the
quizzes was
good.

☐
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☐
☐
☐

Q12 - Timing



Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| On this module I spent 6 hours. (Face to face session + online material) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The amount of time it took to complete this module was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q13 - E-Learning Pace and Navigation

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The pace at which the e-learning course advanced was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| It was easy to navigate on the learning platform. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q14 - Visual Design

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The overall visual design of | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



the module
content and
materials was
good.

The legibility of
the text and
fonts in this
module were
appropriate.

The quality of
the
photography/vid
eo materials
used in the
module was
good.

☐ ☐ ☐ ☐ ☐
☐ ☐ ☐ ☐ ☐

Q15 - Multimedia

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The amount of the video used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the video used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The narration on the videos (written text in the video) was added value. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I utilized links to external websites? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The interviews helped me gain a clearer understanding of the content. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



Q16 - Overall Experience

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The overall visual design of the module content and materials was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| After the module, I feel confident about my knowledge on the subject. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q17 - What other improvements would you recommend in this module?

You can answer to this question in native language.

Q18 - Which topics would you like to deepen in the future?

You can answer to this question in native language.

Q19 - We are looking forward to your statement, which we can use for promotional purposes.

You can answer to this question in native language.



WIC- training questionnaire- module 2

Reports

Survey short title: WIC- training questionnaire- module 2

Question number: 26

Number of
variables: 102

Status: Active from: 07.04.2022 Active until: 07.07.2022

Author: info@sentprima.com

Edited: info@sentprima.com



W.I.C. - TRAINING W.I.C. – Workplace Inclusion Champion

Workplace Inclusion Champion training course is promoted by the Slovenian, Croatian and Romanian Diversity Charter with the support of the European Commission. It is Co-funded by the REC Programme of the European Union.

MODULE 2: Mentoring for Diversity and Inclusion

Dear participant.

We kindly ask you to fill in the evaluation questionnaire for the WIC educational program



Q1 - Date of Training:

Q2 - Country of Training:

- ☐ CROATIA
- ☐ SLOVENIA
- ☐ ROMANIA

Q3 - MODULE

- ☐ MODULE 1: Diversity as a Key to Unlocking Sustainability
- ☐ MODULE 2: Mentoring for Diversity and Inclusion
- ☐ MODULE 3: Fostering an Inclusive Work Environment through Communication
- ☐ MODULE 4: Gender Equality
- ☐ MODULE 5: Inclusion of People with Disabilities
- ☐ MODULE 6: LGBTIQ+ Diversity and Inclusion for Workplaces
- ☐ MODULE 7: Age Diversity as a Key to Unlocking Business Success

Q4 - CONTENT of the module

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I was well informed about the objectives of this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



| | | | | | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| This module lived up to my expectations. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The content is relevant to my job. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q5 - DESIGN of the module

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The module objectives were clear to me. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module activities stimulated my learning. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The activities in this module gave me sufficient practice and feedback. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The difficulty level of this module was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(1) Q2 = [2]

Q6 - FACILITATORS/TRAINERS - SLOVENIA- BARBARA ZUPANČIČ (LISTINA RAZNOLIKOSTI SLOVENIJA)

Please evaluate the presenter/ facilitator for the following areas:

| | Not Satisfied | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

to the
participant
questions
Facilitator's
attitude

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|

IF (2) Q2 = [2]

Q7 - FACILITATORS/TRAINERS - SLOVENIA - TATJANA KOLENC (MENTOR AND AMBASSADOR OF AEIOU)

Please evaluate the presenter/ facilitator for the following areas:

| | Not Satisfied | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills to the participant questions | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attitude | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

IF (3) Q2 = [2]

Q8 - FACILITATORS/TRAINERS - SLOVENIA - KLAUDIJA JAVORNIK- MENTEE

Please evaluate the presenter/ facilitator for the following areas:

| | Not Satisfied | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



to the
participant
questions
Facilitator's
attitude

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|

IF (4) Q2 = [2]

Q9 - FACILITATORS/TRAINERS - SLOVENIA - MATIJA BENSÄ- MENTOR

Please evaluate the presenter/ facilitator for the following areas:

| | Not Satisfied | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills to the participant questions | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attitude | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

IF (5) Q2 = [2]

Q10 - FACILITATORS/TRAINERS - SLOVENIA - ILIJANA ŠULIGOJ JAVORNIK- HR - RLS MERILNE NAPRAVE

Please evaluate the presenter/ facilitator for the following areas:

| | Not Satisfied | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

to the
participant
questions
Facilitator's
attitude

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|

IF (6) Q2 = [2]

Q11 - FACILITATORS/TRAINERS - SLOVENIA- MARUŠA OZIMEK- HR BUSINESS PARTNER - AGITAVIT SOLUTIONS

Please evaluate the presenter/ facilitator for the following areas:

| | Not Satisfied | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| to the participant questions | | | | | |
| Facilitator's attitude | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

IF (7) Q2 = [1]

Q12 - FACILITATORS/TRAINERS - CROATIA- TATJANA VLAŠIĆ

Please evaluate the presenter/ facilitator for the following areas:

| | Not Satisfied | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



to the
participant
questions
Facilitator's
attitude

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|

IF (8) Q2 = [3]

Q13 - FACILITATORS/TRAINERS - ROMANIA- LUIZA BANYAI

Please evaluate the presenter/ facilitator for the following areas:

| | Not Satisfied | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| to the participant questions | | | | | |
| Facilitator's attitude | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q14 - RESULTS of the module

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I accomplished the objectives of this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I will be able to use what I learned in this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**Q15 - SELF - ASSESSMENT OF KNOWLEDGE AND SKILLS RELATED TO:**

Please assess your knowledge before entering the module and after you finish the module and participate in the face-to-face session.

SCALE: 1-LOW: 3-MEDIUM: 5- HIGH

| | Before the module | | | | | After the module | | | | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Explaining the key principles of adult learning. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Skills to define a purpose and goals of the mentorship programme. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Skills for the role of inclusive mentor. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Understanding the context of diversity in the mentorship process. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Understanding | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



about
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Explainin
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Explainin
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benefits
of
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program
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Knowled
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up ROIs
and
measure
success
of the
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hip.

Skills
and
knowled
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design a
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Q16 - How would you improve module ?

**(please give us feedback on all presented materials and face to face session in this module)**

Možnih je več odgovorov

- ☐ Provide better information before opening the module.
- ☐ Clarify the module objectives.
- ☐ Reduce the content covered in the module.
- ☐ Increase the content covered in the module.
- ☐ Improve the instructional methods.
- ☐ Make module activities more stimulating.
- ☐ Improve module organization.
- ☐ Make the module less difficult.
- ☐ Slow down the pace of the module.
- ☐ Speed up the pace of the module.
- ☐ A lot more time for the module
- ☐ Shorten the time for the module
- ☐ Improve the quizzes used in the module.
- ☐ Add more quizzes used in the module.
- ☐ Add more video to the module.

Q17 - Course Structure and Content**Please indicate your agreement with the statement**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I understood the module structure. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module content was consistent with the objectives. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Module content of the subject matter was relevant. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I enjoyed the module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module workload was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The content was arranged in a clear and logical way. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The content adequately explained the knowledge, | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



skills, and
concepts.

Q18 - Quizzing

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Quizzes were relevant and useful. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the questions asked in the quizzes was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q19 - Timing

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| On this module I spent 6 hours. (Face to face session + online material) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The amount of time it took to complete this module was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**Q20 - E-Learning Pace and Navigation****Please indicate your agreement with the statement.**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The pace at which the e-learning course advanced was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| It was easy to navigate on the learning platform. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q21 - Visual Design**Please indicate your agreement with the statement.**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The overall visual design of the module content and materials was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The legibility of the text and fonts in this module were appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the photography/video materials used in the | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



module was
good.

Q22 - Multimedia

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The amount of the video used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the video used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The narration on the videos (written text in the video) was added value. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I utilized links to external websites? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The interviews helped me gain a clearer understanding of the content. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q23 - Overall Experience



Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The overall visual design of the module content and materials was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| After the module, I feel confident about my knowledge on the subject. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q24 - What other improvements would you recommend in this module?

You can answer to this question in native language.

Q25 - Which topics would you like to deepen in the future?

You can answer to this question in native language.

Q26 - We are looking forward to your statement, which we can use for promotional purposes.

You can answer to this question in native language.



WIC- training questionnaire- module 3

Reports

Survey short title: WIC- training questionnaire- module 3

Question number: 21

Number of
variables: 73

Status: Active from: 21.04.2022 Active until: 21.07.2022

Author: info@sentprima.com

Edited: info@sentprima.com

W.I.C. - TRAINING W.I.C. – Workplace Inclusion Champion

Workplace Inclusion Champion training course is promoted by the Slovenian, Croatian and Romanian Diversity Charter with the support of the European Commission. It is Co-funded by the REC Programme of the European Union.

MODULE 3: Fostering D&I through communication

Dear participant. We kindly ask you to fill in the evaluation questionnaire for the WIC educational program



Q1 - Date of Training:

Q2 - Country of Training:

- ☐ CROATIA
- ☐ SLOVENIA
- ☐ ROMANIA

Q3 - MODULE

- ☐ MODULE 3: Fostering an Inclusive Work Environment through Communication

Q4 - CONTENT of the module

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I was well informed about the objectives of this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| This module lived up to my expectations. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



The content is relevant to my job. ☐ ☐ ☐ ☐ ☐

Q5 - DESIGN of the module

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The module objectives were clear to me. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module activities stimulated my learning. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The activities in this module gave me sufficient practice and feedback. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

IF (1) Q2 = [2]

Q6 - FACILITATORS/TRAINERS -Sonja Merljak Zdovc- ČASORIS (SLO)

Please evaluate the presenter/ facilitator for the following areas:

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| | | | | | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills to the participant questions | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

IF (2) Q2 = [3]

Q7 - FACILITATORS/TRAINERS -Felicia Moga (RO)

Please evaluate the presenter/ facilitator for the following areas:

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills to the participant questions | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

IF (3) Q2 = [1]

Q8 - FACILITATORS/TRAINERS -Daria Mateljak (CRO)

Please evaluate the presenter/ facilitator for the following areas:

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



Facilitator's
answering skills
to the
participant
questions

☐ ☐ ☐ ☐ ☐

Q9 - RESULTS of the module

Please indicate your agreement with the statement.

Strongly disagree Disagree Neutral Agree Strongly agree

I accomplished
the objectives of
this module.

☐ ☐ ☐ ☐ ☐

I will be able to
use what I
learned in this
module.

☐ ☐ ☐ ☐ ☐

Q10 - SELF - ASSESSMENT OF KNOWLEDGE AND SKILLS RELATED TO:

Please assess your knowledge before entering the module and after you finish the module and participate in the face-to-face session.

SCALE: 1-LOW: 3-MEDIUM: 5- HIGH

Before the module

After the module

| | | | | | | | | | | | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | 1 | 2 | 3 | 4 | 5 | | 1 | 2 | 3 | 4 | 5 |
| Knowled ge of the importa nce of commu | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

WORKPLACE INCLUSION CHAMPION

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the European Union

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WORKPLACE INCLUSION CHAMPION

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the European Union

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Q11 - How would you improve module ?

(please give us feedback on all presented materials and face to face session in this module)

Možnih je več odgovorov

- ☐ Provide better information before opening the module.
- ☐ Clarify the module objectives.
- ☐ Reduce the content covered in the module.
- ☐ Increase the content covered in the module.
- ☐ Improve the instructional methods.
- ☐ Make module activities more stimulating.
- ☐ Improve module organization.
- ☐ Make the module less difficult.
- ☐ Slow down the pace of the module.
- ☐ Speed up the pace of the module.
- ☐ A lot more time for the module
- ☐ Shorten the time for the module
- ☐ Improve the quizzes used in the module.
- ☐ Add more quizzes used in the module.
- ☐ Add more video to the module.

Q12 - Course Structure and Content

Please indicate your agreement with the statement

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I understood the module structure. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module content was consistent with the objectives. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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| | | | | | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Module content of the subject matter was relevant. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I enjoyed the module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module workload was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The content was arranged in a clear and logical way. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The content adequately explained the knowledge, skills, and concepts. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q13 - Quizzing

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Quizzes were relevant and useful. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the questions asked in the quizzes was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q14 - Timing



Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| On this module I spent 6 hours. (Face to face session + online material) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The amount of time it took to complete this module was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q15 - E-Learning Pace and Navigation

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The pace at which the e-learning course advanced was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| It was easy to navigate on the learning platform. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q16 - Visual Design

Please indicate your agreement with the statement.

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| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The overall visual design of the module content and materials was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The legibility of the text and fonts in this module were appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the photography/video materials used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q17 - Multimedia**Please indicate your agreement with the statement.**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The amount of the video used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the video used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The narration on the videos (written text in the video) was added value. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I utilized links to external websites? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



The interviews
helped me gain
a clearer
understanding
of the content.

☐☐☐☐☐

Q18 - Overall Experience

Please indicate your agreement with the statement.

Strongly
disagree

Disagree

Neutral

Agree

Strongly agree

The overall
visual design of
the module
content and
materials was
good.

☐☐☐☐☐

After the
module, I feel
confident about
my knowledge
on the subject.

☐☐☐☐☐

Q19 - What other improvements would you recommend in this module?

You can answer to this question in native language.

Q20 - Which topics would you like to deepen in the future?



You can answer to this question in native language.

Q21 - We are looking forward to your statement, which we can use for promotional purposes.

You can answer to this question in native language.



WIC- training questionnaire- module 4

Reports

Survey short title: WIC- training questionnaire- module 4

Question number: 22

Number of
variables: 77

Status: Active from: 10.05.2022 Active until: 10.08.2022

Author: info@sentprima.com

Edited: info@sentprima.com



W.I.C. - TRAINING W.I.C. – Workplace Inclusion Champion

Workplace Inclusion Champion training course is promoted by the Slovenian, Croatian and Romanian Diversity Charter with the support of the European Commission. It is Co-funded by the REC Programme of the European Union.

MODULE 4: Gender Equality

Dear participant.

We kindly ask you to fill in the evaluation questionnaire for the WIC educational program,



Q1 - Date of Training

Q2 - Country of Training:

- ☐ CROATIA
☐ SLOVENIA
☐ ROMANIA

Q3 - MODULE

- ☐ MODULE 4: GENDER EQUALITY

Q4 - CONTENT of the module

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I was well informed about the objectives of this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| This module lived up to my expectations. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



The content is relevant to my job. ☐ ☐ ☐ ☐ ☐

Q5 - DESIGN of the module

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The module objectives were clear to me. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module activities stimulated my learning. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The activities in this module gave me sufficient practice and feedback. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(1) Q2 = [2]

Q6 - FACILITATORS/TRAINERS - KAJA PRIMORAC- predstavница sektorja za enake možnosti (SLO)

Please evaluate the presenter/ facilitator for the following areas:

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



Facilitator's answering skills to the participant questions

☐ ☐ ☐ ☐ ☐

IF (2) Q2 = [2]

Q7 - FACILITATORS/TRAINERS - DR. SIMONA TOPOLINJAK iz Mestne občine Ljubljana (SLO)**Please evaluate the presenter/ facilitator for the following areas:**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills to the participant questions | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

IF (3) Q2 = [1]

Q8 - FACILITATORS/TRAINERS - Sanja Sarnavka (CRO)**Please evaluate the presenter/ facilitator for the following areas:**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills to the | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



participant
questions

IF (4) Q2 = [3]

Q9 - FACILITATORS/TRAINERS - Irina Costache (ROM)

Please evaluate the presenter/ facilitator for the following areas:

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills to the participant questions | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q10 - RESULTS of the module

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I accomplished the objectives of this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I will be able to use what I learned in this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**Q11 - SELF - ASSESSMENT OF KNOWLEDGE AND SKILLS RELATED TO:**

Please assess your knowledge before entering the module and after you finish the module and participate in the face-to-face session.

SCALE: 1-LOW: 3-MEDIUM: 5- HIGH

| | Before the module | | | | | After the module | | | | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Underst and what gender equality means and how it intercon nects with business operatio ns; | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Knowled ge to explain what are the benefits of managin g gender diversity in their own compan y; | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Explain that making use of the full potential of everyone | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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importa
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to work
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gender
equality.

Q12 - How would you improve module ?

(please give us feedback on all presented materials and face to face session in this module)

Multiple answers are possible

- ☐ Provide better information before opening the module.
- ☐ Clarify the module objectives.
- ☐ Reduce the content covered in the module.
- ☐ Increase the content covered in the module.
- ☐ Improve the instructional methods.
- ☐ Make module activities more stimulating.
- ☐ Improve module organization.
- ☐ Make the module less difficult.
- ☐ Slow down the pace of the module.
- ☐ Speed up the pace of the module.
- ☐ A lot more time for the module
- ☐ Shorten the time for the module
- ☐ Improve the quizzes used in the module.
- ☐ Add more quizzes in the module.
- ☐ Add more video to the module.

Q13 - Course Structure and Content

Please indicate your agreement with the statement

Strongly
disagree

Disagree

Neutral

Agree

Strongly agree

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| | | | | | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I understood the module structure. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module content was consistent with the objectives. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Module content of the subject matter was relevant. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I enjoyed the module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module workload was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The content was arranged in a clear and logical way. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The content adequately explained the knowledge, skills, and concepts. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q14 - Quizzing

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Quizzes were relevant and useful. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the questions asked in the quizzes was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**Q15 - Timing****Please indicate your agreement with the statement.**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| On this module I spent 6 hours. (Face to face session + online material) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The amount of time it took to complete this module was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q16 - E-Learning Pace and Navigation**Please indicate your agreement with the statement.**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The pace at which the e-learning course advanced was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| It was easy to navigate on the learning platform. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**Q17 - Visual Design****Please indicate your agreement with the statement.**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The overall visual design of the module content and materials was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The legibility of the text and fonts in this module were appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the photography/video materials used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q18 - Multimedia**Please indicate your agreement with the statement.**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The amount of the video used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the video used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| | | | | | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The narration on the videos (written text in the video) was added value. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I utilized links to external websites? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The interviews helped me gain a clearer understanding of the content. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q19 - Overall Experience

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The overall visual design of the module content and materials was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| After the module, I feel confident about my knowledge on the subject. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q20 - What other improvements would you recommend in this module?



You can answer to this question in native language.

Q21 - Which topics would you like to deepen in the future?

You can answer to this question in native language.

Q22 - We are looking forward to your statement, which we can use for promotional purposes.

You can answer to this question in native language.



WIC- training questionnaire- module 5

Reports

Survey short title: WIC- training questionnaire- module 5

Question number: 26

Number of
variables: 86

Status: Active from: 26.05.2022 Active until: 26.08.2022

Author: info@sentprima.com

Edited: info@sentprima.com

WORKPLACE INCLUSION CHAMPION

963319 — WIC — REC-AG-2020 / REC-RDIS-DISC-AG-2020



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the European Union

W.I.C. - TRAINING W.I.C. – Workplace Inclusion Champion

Workplace Inclusion Champion training course is promoted by the Slovenian, Croatian and Romanian Diversity Charter with the support of the European Commission. It is Co-funded by the REC Programme of the European Union.

MODULE 5: Inclusion of people with disabilities

Dear participant.

We kindly ask you to fill in the evaluation questionnaire for the WIC educational program



Q1 - Date of Training

Q2 - Country of Training:

- ☐ CROATIA
- ☐ SLOVENIA
- ☐ ROMANIA

Q3 - MODULE

- ☐ MODULE 5: Inclusion of people with disabilities

Q4 - CONTENT of the module

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I was well informed about the objectives of this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



| | | | | | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| This module lived up to my expectations. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The content is relevant to my job. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q5 - DESIGN of the module

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The module objectives were clear to me. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module activities stimulated my learning. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The activities in this module gave me sufficient practice and feedback. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(1) Q2 = [2]

Q6 - FACILITATORS/TRAINERS - mag JANA PONIKVAR- Šentprima (SLO)

Please evaluate the presenter/ facilitator for the following areas:

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



Facilitator's knowledge and professionalism ☐ ☐ ☐ ☐ ☐

IF (2) Q2 = [2]

Q7 - FACILITATORS/TRAINERS - Ksenija Bratuš Albreht, Šentprima (SLO) Please evaluate the presenter/ facilitator for the following areas:

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

IF (3) Q2 = [2]

Q8 - FACILITATORS/TRAINERS - Igor Pavel, Dobrovita (SLO) Please evaluate the presenter/ facilitator for the following areas:

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

IF (4) Q2 = [2]

Q9 - FACILITATORS/TRAINERS - Tanja Sinigoj, Novartis (SLO) Please evaluate the presenter/ facilitator for the following areas:

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



IF (5) Q2 = [2]

Q10 - FACILITATORS/TRAINERS - Maja Ambrož, AMZS (SLO) Please evaluate the presenter/facilitator for the following areas:

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

IF (6) Q2 = [2]

Q11 - FACILITATORS/TRAINERS - Maša Malovrh, Beletrina (SLO) Please evaluate the presenter/facilitator for the following areas:

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

IF (7) Q2 = [1]

Q12 - FACILITATORS/TRAINERS - Darijo Jurišić (CRO) Please evaluate the presenter/facilitator for the following areas:

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



IF (8) Q2 = [3]

Q13 - FACILITATORS/TRAINERS - Monica Radu (ROM) Please evaluate the presenter/ facilitator for the following areas:

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q14 - RESULTS of the module**Please indicate your agreement with the statement.**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I accomplished the objectives of this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I will be able to use what I learned in this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q15 - SELF - ASSESSMENT OF KNOWLEDGE AND SKILLS RELATED TO:

Please assess your knowledge before entering the module and after you finish the module and participate in the face-to-face session.

**SCALE: 1-LOW: 3 -MEDIUM: 5- HIGH**

| | Before the module | | | | | After the module | | | | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Knowledge and understanding of definitions and models of disability. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Knowledge and understanding of essential principles and legislation in the field of equal opportunities, labour legislation with specific in the field of employment of people with disabilities. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Knowledge and understanding of essential principles and elements in the field of human rights, | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

WORKPLACE INCLUSION CHAMPION

963319 — WIC — REC-AG-2020 / REC-RDIS-DISC-AG-2020



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WORKPLACE INCLUSION CHAMPION

963319 — WIC — REC-AG-2020 / REC-RDIS-DISC-AG-2020



Co-funded by the Rights, Equality
and Citizenship Programme of
the European Union

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WORKPLACE INCLUSION CHAMPION

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Co-funded by the Rights, Equality
and Citizenship Programme of
the European Union

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Q16 - How would you improve module ?

(please give us feedback on all presented materials and face to face session in this module)

Multiple answers are possible

- ☐ Provide better information before opening the module.
- ☐ Clarify the module objectives.
- ☐ Reduce the content covered in the module.
- ☐ Increase the content covered in the module.
- ☐ Improve the instructional methods.
- ☐ Make module activities more stimulating.
- ☐ Improve module organization.
- ☐ Make the module less difficult.
- ☐ Slow down the pace of the module.
- ☐ Speed up the pace of the module.



- ☐ A lot more time for the module
- ☐ Shorten the time for the module
- ☐ Improve the quizzes used in the module.
- ☐ Add more quizzes in the module.
- ☐ Add more video to the module.

Q17 - Course Structure and Content

Please indicate your agreement with the statement

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I understood the module structure. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module content was consistent with the objectives. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Module content of the subject matter was relevant. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I enjoyed the module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module workload was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The content was arranged in a clear and logical way. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The content adequately explained the knowledge, skills, and concepts. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q18 - Quizzing



Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Quizzes were relevant and useful. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the questions asked in the quizzes was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q19 - Timing

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| On this module I spent 6 hours. (Face to face session + online material) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The amount of time it took to complete this module was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q20 - E-Learning Pace and Navigation

**Please indicate your agreement with the statement.**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The pace at which the e-learning course advanced was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| It was easy to navigate on the learning platform. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q21 - Visual Design**Please indicate your agreement with the statement.**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The overall visual design of the module content and materials was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The legibility of the text and fonts in this module were appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the photography/video materials used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**Q22 - Multimedia****Please indicate your agreement with the statement.**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The amount of the video used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the video used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The narration on the videos (written text in the video) was added value. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I utilized links to external websites? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The interviews helped me gain a clearer understanding of the content. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q23 - Overall Experience**Please indicate your agreement with the statement.**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The overall visual design of the module content and materials was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



After the
module, I feel
confident about
my knowledge
on the subject.



Q24 - What other improvements would you recommend in this module?

You can answer to this question in native language.

Q25 - Which topics would you like to deepen in the future?

You can answer to this question in native language.

Q26 - We are looking forward to your statement, which we can use for promotional purposes.

You can answer to this question in native language.



WIC- training questionnaire- module 6

Vprašalnik

Kratko ime ankete: WIC- training questionnaire- module 6

Število vprašanj: 22

Število spremenljivk: 73

Status: Aktivna od: 17.06.2022 Aktivna do: 17.09.2022

Avtor: info@sentprima.com

Spreminjal: info@sentprima.com



W.I.C. - TRAINING W.I.C. – Workplace Inclusion Champion

Workplace Inclusion Champion training course is promoted by the Slovenian, Croatian and Romanian Diversity Charter with the support of the European Commission.

It is Co-funded by the REC Programme of the European Union.

MODULE 6: LGBTIQ+

Dear participant.

We kindly ask you to fill in the evaluation questionnaire for the WIC educational program,



Q1 - Date of Training

Q2 - Country of Training:

- ☐ CROATIA
☐ SLOVENIA
☐ ROMANIA

Q3 - MODULE

- ☐ Module 6: LGBTIQ+

Q4 - CONTENT of the module Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I was well informed about the objectives of this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| This module lived up to my expectations. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The content is relevant to my job. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q5 - DESIGN of the module



Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The module objectives were clear to me. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module activities stimulated my learning. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The activities in this module gave me sufficient practice and feedback. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(1) Q2 = [2]

Q6 - FACILITATORS/TRAINERS - SIMONA TOPOLINJAK- Mestna občina Ljubljana (SLO)

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills to the participant questions | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

IF (3) Q2 = [2]



Q7 - FACILITATORS/TRAINERS - NEJC JAKA SEKULA- Novartis (SLO)

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills to the participant questions | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

IF (4) Q2 = [1]

Q8 - FACILITATORS/TRAINERS - Diana Bekavac (CRO)

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills to the participant questions | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

IF (5) Q2 = [3]

Q9 - FACILITATORS/TRAINERS - Cristina Saracu (ROM)



Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills to the participant questions | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q10 - RESULTS of the module

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I accomplished the objectives of this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I will be able to use what I learned in this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q11 - SELF - ASSESSMENT OF KNOWLEDGE AND SKILLS RELATED TO:

Please assess your knowledge before entering the module and after you finish the module and participate in the face-to-face session.



SCALE: 1-LOW: 3 -MEDIUM: 5- HIGH

| | Before the module | | | | | After the module | | | | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Understanding of why LGBTQI+ inclusion matters | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Knowledge about how companies can support LGBTQI+ employees in the workplace | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Understanding of what makes a friendly workplace for LGBTQI+ employees | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Understanding of how to become a LGBTQI+ ally | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Knowledge of how to create an inclusive environment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



ment for
LGBTQI+
workforc
e

Q12 - How would you improve module ?

(please give us feedback on all presented materials and face to face session in this module)

Možnih je več odgovorov

- ☐ Provide better information before opening the module.
- ☐ Clarify the module objectives.
- ☐ Reduce the content covered in the module.
- ☐ Increase the content covered in the module.
- ☐ Improve the instructional methods.
- ☐ Make module activities more stimulating.
- ☐ Improve module organization.
- ☐ Make the module less difficult.
- ☐ Slow down the pace of the module.
- ☐ Speed up the pace of the module.
- ☐ A lot more time for the module
- ☐ Shorten the time for the module
- ☐ Improve the quizzes used in the module.
- ☐ Add more quizzes in the module.
- ☐ Add more video to the module.

Q13 - Course Structure and Content

Please indicate your agreement with the statement

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I understood the module structure. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

WORKPLACE INCLUSION CHAMPION

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content was
consistent with
the objectives.
Module content
of the subject
matter was
relevant.
I enjoyed the
module.
The module
workload was
appropriate.
The content was
arranged in a
clear and logical
way.
The content
adequately
explained the
knowledge,
skills, and
concepts.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q14 - Quizzing

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Quizzes were relevant and useful. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the questions asked in the quizzes was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q15 - Timing



Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| On this module I spent 6 hours. (Face to face session + online material) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The amount of time it took to complete this module was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q16 - E-Learning Pace and Navigation

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The pace at which the e-learning course advanced was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| It was easy to navigate on the learning platform. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q17 - Visual Design



Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The overall visual design of the module content and materials was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The legibility of the text and fonts in this module were appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the photography/video materials used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q18 - Multimedia

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The amount of the video used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the video used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The narration on the videos (written text in the video) was added value. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I utilized links to | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



external
websites?
The interviews
helped me gain
a clearer
understanding
of the content.

☐☐☐☐☐

Q19 - Overall Experience

Please indicate your agreement with the statement.

Strongly
disagree

Disagree

Neutral

Agree

Strongly agree

The overall
visual design of
the module
content and
materials was
good.

☐☐☐☐☐

After the
module, I feel
confident about
my knowledge
on the subject.

☐☐☐☐☐

Q20 - What other improvements would you recommend in this module?

You can answer to this question in native language.



Q21 - Which topics would you like to deepen in the future?

You can answer to this question in native language.

Q22 - We are looking forward to your statement, which we can use for promotional purposes.

You can answer to this question in native language.



WIC- training questionnaire- module 7

Reports

Survey short title: WIC- training questionnaire- module 7

Question number: 21

Number of
variables: 72

Status: Active from: 02.02.2023 Active until: 02.05.2023

Author: info@sentprima.com

Edited: info@sentprima.com



W.I.C. - TRAINING W.I.C. – Workplace Inclusion Champion

Workplace Inclusion Champion training course is promoted by the Slovenian, Croatian and Romanian Diversity Charter with the support of the European Commission.

It is Co-funded by the REC Programme of the European Union.

MODULE 7: Starostna raznolikost kot ključ do poslovnega uspeha.

Dear participant.

We kindly ask you to fill in the evaluation questionnaire for the WIC educational program,



Q1 - Date of Training

Q2 - Country of Training:

- ☐ CROATIA
- ☐ SLOVENIA
- ☐ ROMANIA

Q3 - MODULE

- ☐ MODULE 7: Ageism and age discrimination

Q4 - CONTENT of the module

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I was well informed about the objectives of this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| This module lived up to my expectations. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



The content is relevant to my job. ☐ ☐ ☐ ☐ ☐

Q5 - DESIGN of the module

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The module objectives were clear to me. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module activities stimulated my learning. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The activities in this module gave me sufficient practice and feedback. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(1) Q2 = [2]

Q6 - FACILITATORS/TRAINERS - SERGEJA PLANKO- SLO

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



Facilitator's answering skills to the participant questions

☐ ☐ ☐ ☐ ☐

IF (2) Q2 = [1]

Q7 - FACILITATORS/TRAINERS - Diana Kesonja- CRO**Please indicate your agreement with the statement.**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills to the participant questions | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

IF (3) Q2 = [3]

Q8 - FACILITATORS/TRAINERS - Daniela Palade Teodorescu- ROM**Please indicate your agreement with the statement.**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's attention and interest | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's knowledge and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilitator's answering skills to the | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



participant
questions

Q9 - RESULTS of the module

Please indicate your agreement with the statement.

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I accomplished the objectives of this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I will be able to use what I learned in this module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q10 - SELF - ASSESSMENT OF KNOWLEDGE AND SKILLS RELATED TO:

Please assess your knowledge before entering the module and after you finish the module and participate in the face-to-face session.

SCALE: 1-LOW: 3-MEDIUM: 5- HIGH

| | Before the module | | | | | | After the module | | | | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | 1 | 2 | 3 | 4 | 5 | | 1 | 2 | 3 | 4 | 5 |
| Understand what ageism means and how it interconnects with business operations; | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Knowledge to explain what are the benefits of managing age diversity in their | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

WORKPLACE INCLUSION CHAMPION

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| | | | | | | | | | | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 6own co mpany; Explain that making use of th e full potential of everyone he lps counter the shortage of m anagers, increases diversity in teams a nd offers companies the opp portunity to portray a different image th at can i mprove business success; Identifyi ng best practice on ageis m in bus iness cas e; Greater knowledge on releva nt international and national strategies and legislati on that c reate tre nds in ag e diversit y manag ement; Skills to analyse, create, write and communicate corporate age diversity policy; | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
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Q11 - How would you improve module ?

(please give us feedback on all presented materials and face to face session in this module)

Multiple answers are possible

- ☐ Provide better information before opening the module.
- ☐ Clarify the module objectives.
- ☐ Reduce the content covered in the module.
- ☐ Increase the content covered in the module.
- ☐ Improve the instructional methods.
- ☐ Make module activities more stimulating.
- ☐ Improve module organization.
- ☐ Make the module less difficult.
- ☐ Slow down the pace of the module.
- ☐ Speed up the pace of the module.
- ☐ A lot more time for the module
- ☐ Shorten the time for the module



- ☐ Add more quizzes in the module.
- ☐ Add more video to the module.

Q12 - Course Structure and Content**Please indicate your agreement with the statement**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I understood the module structure. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module content was consistent with the objectives. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Module content of the subject matter was relevant. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I enjoyed the module. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The module workload was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The content was arranged in a clear and logical way. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The content adequately explained the knowledge, skills, and concepts. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q13 - Quizzing**Please indicate your agreement with the statement**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Quizzes were relevant and useful. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the questions asked in the quizzes was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q14 - Timing

Please indicate your agreement with the statement

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| On this module I spent 6 hours. (Face to face session + online material) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The amount of time it took to complete this module was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q15 - E-Learning Pace and Navigation

Please indicate your agreement with the statement

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



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|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The pace at which the e-learning course advanced was appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| It was easy to navigate on the learning platform. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q16 - Visual Design

Please indicate your agreement with the statement

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The overall visual design of the module content and materials was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The legibility of the text and fonts in this module were appropriate. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the photography/video materials used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q17 - Multimedia

**Please indicate your agreement with the statement**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The amount of the video used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The quality of the video used in the module was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The narration on the videos (written text in the video) was added value. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I utilized links to external websites? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The interviews helped me gain a clearer understanding of the content. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Q18 - Overall Experience**Please indicate your agreement with the statement**

| | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The overall visual design of the module content and materials was good. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| After the module, I feel confident about my knowledge on the subject. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



Q19 - What other improvements would you recommend in this module?

You can answer to this question in native language.

Q20 - Which topics would you like to deepen in the future?

You can answer to this question in native language.

Q21 - We are looking forward to your statement, which we can use for promotional purposes.

You can answer to this question in native language.



MENTORSHIP PROGRAM EVALUATION – MENTOR

Reports

Survey short title: MENTORSHIP PROGRAM EVALUATION –
MENTOR

Question number: 16

Number of variables: 16

Status: Active from: 06.09.2022 Active until: 31.12.2022

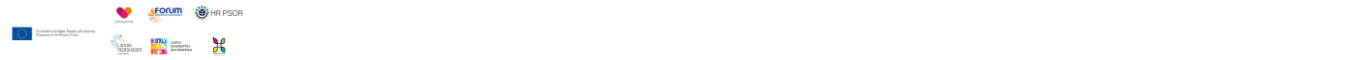
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You participated as a mentor in the Workplace Inclusion Champion training program.

We would like your opinion of the mentoring program so that we can evaluate and strengthen it.

Please complete the questions below.



Q1 - I participated in mentorship scheme in:

- ☐ Croatia
- ☐ Slovenia
- ☐ Romania

Q2 - How would you rate the mentoring program?

- ☐ Excellent
☐ Very Good
☐ Good
☐ Poor

Q3 - How would you describe the quality of your experience as a program participant?

- ☐ Excellent
☐ Very Good
☐ Good
☐ Poor

Q4 - Would you participate as a mentor again?

- ☐ Yes
☐ Possibly
☐ Not Sure
☐ No

Q5 - Were the materials you received enough to know how to run the mentorship sessions?

- ☐ Yes
☐ Mostly
☐ Not Sure
☐ No

Q6 - Would you need additional training for mentors?

- ☐ Yes
- ☐ No

Q7 - How clearly defined were your mentor responsibilities?

- ☐ Very Clear
- ☐ Somewhat Clear
- ☐ Unclear

- ☐ Very Unclear

Q8 - Program coordinators were accessible, easy to talk to and available for advice .

- ☐ Always
- ☐ Usually
- ☐ Somewhat
- ☐ No

Q9 - How would you describe your relationship with your mentee?

- ☐ Very Good
- ☐ Good
- ☐ Fair
- ☐ Poor

Q10 - Do you think the time you spent together was helpful for your mentee?

- ☐ Yes
- ☐ Usually
- ☐ Sometimes
- ☐ No

Q11 - Did you gain personally from this relationship?

- ☐ Yes
- ☐ Sometimes
- ☐ Rarely
- ☐ No

Q12 - I would have preferred to meet less often with my mentee.

- ☐ Yes
- ☐ No

Q13 - I would have preferred to meet more often with my mentee.

- ☐ Yes
- ☐ No

Q14 - What was most satisfying about the mentoring program?

Q15 - What was least satisfying about the mentoring program?

Q16 - What would you suggest improving the mentoring program?

WORKPLACE INCLUSION CHAMPION

963319 — WIC — REC-AG-2020 / REC-RDIS-DISC-AG-2020



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MENTORSHIP PROGRAM EVALUATION – MENTEE

Reports

Survey short title: MENTORSHIP PROGRAM EVALUATION –
MENTEE

Question number: 13

Number of
variables: 13

Status: Active from: 06.09.2022 Active until: 31.12.2022

Author: info@sentprima.com

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We would like to get your opinion of the mentoring program Workplace Inclusion Champion you participated, so we can evaluate and strengthen it.

Please complete the questions below.



Q1 - I participated in mentorship scheme in:

- ☐ Croatia
- ☐ Slovenia
- ☐ Romania

Q2 - How would you rate the mentoring program?

- ☐ Excellent
- ☐ Very Good
- ☐ Good
- ☐ Poor

Q3 - Did you enjoy being part of this program?

- ☐ Yes
- ☐ Somewhat
- ☐ Not Much
- ☐ No

Q4 - Would you recommend this program to others?

- ☐ Yes
- ☐ Probably
- ☐ maybe
- ☐ No

Q5 - Was the mentor up to your expectations?

- ☐ Yes
- ☐ Usually
- ☐ A little bit
- ☐ No

Q6 - Would you have liked to meet with your mentor more often?

- ☐ Yes
- ☐ A bit more
- ☐ Not Much
- ☐ No

Q7 - Did having a mentor increased the quality of your final project assignment?

- ☐ Yes
- ☐ No

Q8 - Did you learn new things from your mentor?

- ☐ Yes
- ☐ Occasionally
- ☐ Not often
- ☐ No

Q9 - Did you feel comfortable talking to your mentor about things, either good or bad?

- ☐ Yes
- ☐ Usually
- ☐ Sometimes
- ☐ No

Q10 - Did you feel comfortable talking to your national program coordinator about your experiences, either good or bad?

- ☐ Yes
- ☐ Usually
- ☐ Sometimes
- ☐ No
- ☐ I didn't need

Q11 - What did you like best about the mentoring program?

Q12 - What did you not like about the mentoring program?

Q13 - What do you think we should change or do differently?
