RAD 2 Citizen
PREVENTING RADICALIZATION

Extremism, Radicalisation, Citizenship

Project N°:871092

D5.4. Evaluation of the impact of proposed training

Deliverable N°: 5.4

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Content

D.5.4 Evaluation of the impact of the proposed training

Based on activities A5.3. Training Plan and A5.4. Training of the actors, identified by each partner, assessment was carried out to evaluate the impact of delivered training actions. The evaluation was based on two methodologies.

First methodology was carried out by CIIFAL Malaga, within United Nations Institute for Training and Research (UNITAR) evaluation system, which required standard minimum 8 hours of training, to award UNITAR certificates of attendance to the participants.

Since partners chose to deliver shorted versions of the training, general evaluation method was applied, though also based on UNITAR evaluation methodology.

Overall, 60 participants participated in the project and 53 in its evaluation, resulting in 86,6% of participants evaluating the training.

CIFAL Malaga: 35 participants/30 evaluations
KEMEA: 16 participants/14 evaluations
FHS: 9 participants/8 evaluations

Participants, who represented various sectors and organizations working with migrant communities in Spain, Greece and Austria found the training:
- useful, with the knowledge obtained applicable,
- not so new, as they already work in the topics,
- short in the case of Greece and Austria and
- overall useful as a networking and knowledge exchange tool.

General conclusions of all 3 organizations are satisfactory, with both the content of the training, trainers, and delivery form.

CIFAL Malaga

Training:

16th-17th June 2022

TRAINING AWARENESS WORKSHOP "SAFE, ORDERLY AND REGULAR MIGRATION IN SPAIN"

Objectives:

- Raise awareness in Spanish society about safe, orderly and regular migration and on the importance of coexistence and tolerance as the most effective for the development of a community. - Provide a greater understanding of the phenomenon of immigration from a greater knowledge of concepts, narratives and psychosocial factors that affect the processes of associated identity conflicts.
- Characterize strategies to prevent radicalization and the role they can play in international cooperation for development.
- Present some concrete experiences on the integration of immigrants.

LEVEL I EVALUATION (Participants Reaction - Learning Outcome): REPORTING TOOL

CIFAL:	CIFAL MALAGA
Staff Completing Form:	Fabian Garcia Lagos
Event Title:	Awareness-raising workshop: Safe, orderly and regular migration in Spain
Date:	2022/06/16 - 2022/06/17

INSTRUCTIONS:

1. Fill in total number of respondents per value

2. Fill in number of respondents per rating

EVENT REACTION	Overall	Job relevance	New info	Intent Use	Overall usefulness
# of respondents	31	31	31	31	31
# of 4-5 rankings	97%	94%	58%	97%	97%

Detailed Evaluation Questionnaire can be seen under Annex 2.

Evaluations and Conclusions:

Number of participants: 35 UNITAR Certification 8 hours training

Out of 35 participants, 30 participated in the Evaluation process, with the following results:

- Training job relevance: 94%
- Training containing new information: 58%
- Intent of use of received information: 97%
- Overall usefulness of the training: 97%

CIFAL Participants indicated the need for similar training and initiatives, as well unified approach on such practices. The workshops were welcomed by the participants not just as a possibility to update/upgrade the knowledge on the topic, but also as a forum to exchange the knowledge and ideas. It is recommended to have regular encounters to continue discussions on the subject of migration, radicalization prevention, and conviviality methods.

Some of the proposed opinions/ recommendations (translated from Spanish):

- *" …more activities be carried out such as workshops, so that the Workshop is more participatory".*
- *""They should implement a format that also includes the Latin American Migrant collective (VENEZUELA, COLOMBIA ETC) and exposes those social, legal and economic realities of those nations so that they are not forgotten. I think they should give more scope to those topics of countries in America."*
- *""The workshop was very interactive and a lot of fun. Different perspectives were presented which made it very informative and educational."*
- *"It would be interesting to have at least one more morning to share doubts, conclusions and propose solutions.*
- *"A longer course with more theoretical content to develop"*
- *"It has been a great opportunity to learn first-hand about the reality of migrants and better understand the problem."*
- *"I liked the combined format of virtual and face-to-face training. Thank you very much for the organization"*
- *""Overall, I loved the workshop. Improve telematic means. Boost online participation""*

Note on relations of CIFAL Malaga to UNITAR*: CIFAL Málaga, International Training Center for Authorities and Leaders, is a center dependent on the United Nations Institute for Professional Training and Research (UNITAR).*

Note on UNITAR Evaluation System: *The United Nations Evaluation Group (UNEG) identifies evaluation as a key tool towards providing the necessary evidence for managing for results, informing institutional performance and accountability and enhancing organizational learning. The utility of evaluations for knowledge building and organizational improvement lies in the formulation and implementation of sound follow-up mechanisms, which allow for evaluation use, i.e., integration of evaluation findings, conclusions, recommendations and lessons learned into programmes and project planning.*

The UNEG Norms and Standards for Evaluation (2016a) emphasize the importance of the utility and use of evaluation, as well as the mechanisms to promote them.

Evaluation recommendations are at the core of advancing evaluation use. They are intended to inform decision making, quality improvement and encourage learning opportunities. Evaluation recommendations are defined as "proposals aimed at enhancing the effectiveness, efficiency, impact, relevance, sustainability, coherence, added value or coverage of the operation, portfolio, strategy or policy under evaluation." (UNEG, 2018, p.3).

The UNITAR Evaluation Policy requires a Management Response (MR) for all independent evaluations to record acceptance and the actions (to be) taken.

The generation of lessons learned and recommendations that are derived from evaluation findings and conclusions does not necessarily mean that they will be implemented. Recommendations from evaluations may experience slow rates of implementation and sometimes are left unimplemented. Detailed evaluation approach can be seen under Annex 1.

Annexes:

Annex 1. UNITAR Evaluation Standards

Annex 2. CIFAL Malaga Quality Assessment Form

Annex 3. CIFAL Malaga Training Evaluations

KEMEA

Training:

Date: 18/07/2022
Training Title: **Workshop against Hate Speech**
Speakers: a professor in Criminology, the General Secretary of Religious Affairs and a Post Doc Researcher, specialized in security affairs
Number of participants: 16 → 9 LEAs, 6 Researchers, 1 NGO representative
Objectives:
- Better understanding of the term “hate speech”
- Differences between hate speech and hate crimes
- Examples of narratives and counter-narratives on hate speech
- The role of propaganda
- Ways to deal with hate speech

In this workshop, the following sections were presented:
1. Hate speech - Theoretical Approaches
2. Hate speech – Practical Aspects
3. Hate speech as a driver of Radicalization that leads to Violent Extremism.

Evaluations and Conclusions:

14 participants participated in individual evaluation of the training with high satisfaction of the training

- Training job relevance: 94%
- Training containing new information: 90%
- Intent of use of received information: 86%
- Overall usefulness of the training: 97%

Participants expressed overall high satisfaction with the training, its organization, content, and tools to use to counteract the effects of hate speech, with some however requesting for more practical cases to be introduced into such training.
Some of the proposed opinions/ recommendations:
-“ The workshop was useful but of a more sociological and theoretical point of view. I would suggest more practical guidance on how to face the phenomenon.”
- “Very useful topic, with new knowledge to me… Longer duration (I know it is difficult in online format though)”
-” More real cases and practical advice for practitioner”
-“ The seminar was useful for general knowledge but need also more practical examples”
-“ The speakers were well-aware of the phenomenon of hate speech, providing useful practical examples for a better understanding”
-“ The presentations were well-structured and easy to follow”
-“ The speakers analyzed the phenomenon of hate speech in international, European and national level. I will take into consideration the practical aspects presented in this workshop”

-“ I will take into consideration the practical aspects presented in this workshop”
-“ What I like most was the different approaches of hate speech phenomenon (theoretical and practical approaches), explained by the presenters. I will recognize indicators of hate speech more easily”
-“ I have understood the roots of this phenomenon, so I will be able deal with it more efficiently.”
-“ The discussion between the speakers and the organizers was very interesting. I have understood the roots of this phenomenon, so I will be able deal with it more efficiently, with thoughtful conclusions.

Annexes:

Annex 4. KEMEA Evaluations

FHS

Training:

Date: 15th June 2022
Topic: Hate and Discrimination
Training Title: Workshop „Macht – Diskriminierung – Reflexion“ / „Power – Discrimination – Reflection“
Participants: Social workers of the outreaching youth work offering „Streusalz“, City of Salzburg
Trainers: Nedžad Moćević, Heiko Berner
Objectives:
• Knowledge about the difference between racism and discrimination, between intended and unintended forms of (every day) racism
• Awareness of racism/discrimination in the everyday work
• Reflection of own stereotypes (method: centre-periphery)
• Reflection of own experiences and cases
• Development of tools and measures to improve the offering

During the training the participants had the opportunity to develop ideas that allow them to improve the offering “Streusalz” in terms of the issues discussed: power relationships, racism and discrimination. They developed four tools:

1. They called the first one “umbrella”: it is a 24/7 offering for young people that is accessible all day long. The participants had the idea for this offering because they often experience, that young people have the spontaneous need to talk about a problem, a situation or whatever and that they would like to address somebody in whom they trust.
2. The second idea is the so-called “rewind escape room”: this is an impro-theater that helps to better understand a situation of conflict. The idea is to help young people to repeat a difficult situation, but not in a serious way, but by re-acting, in a kind of playful way.
3. Third, the workshop participants elaborated an idea they called “triangle”, which means that the “Streusalz” team, schools in the neighbourhoods and school social workers should communicate more often and even realize common projects.
4. Finally, they proposed to install a centre for the Streusalz team. This seems necessary, because the social/youth workers have their offices in the youth centres all over the town and they lack of a common space.

In the following weeks they will meet in their team and discuss if they may realize one – or more – of these project ideas

Evaluation of the training – delay

The concept of the evaluation was not completed, when the training took place, so we had to send the sheets to the participants after the training. Unfortunately, the leader of the Youth Department of the City of Salzburg dropped out for a longer period and had not been available until the end of RAD2Citizen by the end of September. He is in the same time responsible for the Streusalz programme and the programme’s youth workers. At the beginning of October, the City of Salzburg decided about a substitution who immediately collected the evaluation sheets of the participants. We

received eight out of nine evaluation sheets. The missing evaluation is from the leader of the department himself who attended the training.
The response rate is 88,9 % (eight out of nine participants).

Evaluation – results

FHS used the same evaluation as the other partners, CIFAL and KEMEA. It was not possible to apply the UNITAR certification as CIFAL did in Malaga, so we focussed on questions about content and satisfaction with the training. The original English version of the evaluation was translated into German by CIFAL and FHS. For the representation of the results we use the original English language questions. They are structured in five parts:

1. Sector of employment
2. Gender
3. Three questions about the content of the training
4. Two questions about satisfaction with the training
5. Comments

Ad. 1
All of the participants are employed by non-governmental organisations. They belong to the third sector.

Ad. 2
7 of the respondents are male, 1 is female

Ad. 3
The following questions could be answered using a five-value scale from “fully agree” (5) to “strongly disagree” (1)

Question	Average score
The information presented in this Workshop was new to me	3,75 (between “agree” and “neutral”)
The content of the workshop was relevant to my job	4,63 (between “fully agree” and “agree”(
It is likely that I will use the information acquired.	4,5 (between “fully agree” and “agree”)

Ad. 4

Question	Average score
Overall, the workshop was very useful	4,5 (between “fully agree” and “agree”)
I will recommend this workshop to a colleague.	4,75 (between “fully agree” and “agree”)

Ad. 5: We received three comments

Comm1:
“Very interesting. Time a bit short. Exchange: super.”
Comm2:
“Too short”
Comm3:
“I would appreciate a follow-up. Super workshop. Great experience.”

Conclusion

All in all the training was perceived as very useful. The participants were satisfied with the content and they will recommend the training. The first question of section 3 received the lowest average score (3,75). We interpret this in a positive way: the youth workers from Streusalz already have a certain knowledge of and awareness about topics like racism, sexism and discrimination.
For the trainers – Nedžad Moćević and Heiko Berner from the FHS team – this means, that we will stay in close contact with the “Team Diversity” and the Youth Department of the City of Salzburg in order to accompany and support them in the future.

Annexes:

Annex 5. FHS Evaluations

Annex 1. UNITAR Evaluation Standards

UNITAR TRAINING QUALITY STANDARDS **- CIFAL**

QUALITY CRITERIA	REQUIREMENTS
TRAINING NEEDS	They should be fixed according to: The profile of the recipients Your level of training, aptitudes and skills The training objective, skills and abilities that are deemed necessary to achieve The objective to be achieved must be adequately justified based on the information obtained from consultations with relevant people, interviews, focus groups, etc ...
TARGET AUDIENCE	Specify the general requirements to be met by the attendees (e.g. level of training, own skills, personal or professional characteristics, etc...) Identify the specific requirements that are considered necessary to attend the event (e.g. computer skills at the user level) Other considerations, e.g. possibility of attending as a listener
NOMENCLATURE AND NAMING OF THE EVENT	The type of event must be defined according to the different typologies established by UNITAR The title of the event: It must be concise, understandable and free of unnecessary information You must effectively communicate the knowledge and skills or overall goal you want to achieve It should provide brief and objective information, using keywords associated with skills, content, and/or the overall goal.
TRAINING OBJECTIVES	The training objectives must: Be relevant to the training needs of attendees Set the expected result of the training activity Determine the knowledge and skills that attendees will acquire Establish an estimated number of hours, realistic for the fulfillment of the objectives The objectives must be aligned with the definition of UNITAR's training objectives

QUALITY CRITERIA	REQUIREMENTS
CONTENTS AND STRUCTURE	Information about the content and structure of the event should be presented in a clear and logical sequence Learning units must progressively present from the simplest and most basic concepts to the most complex Each unit must be based on the above For information sessions, workshops or face-to-face seminars, include a schedule with the sequence of contents and activities For the courses, provide curriculum
METHODOLOGY	The training strategy or format of the event (methods, tools, techniques and approaches) should be described The training strategy should allow: Meet the overall objective of the event Achieve the intended results The development of skills and competencies envisaged The training strategy should consider: The level of the attendees Assessing knowledge and measuring learning outcomes
SUPPORT MATERIAL	It should be indicated which training support material will be distributed As far as possible, the use of various formats (texts, graphics, multimedia...) should be sought. Supporting material should: Comply with UNITAR Brand Standards Be properly organized, respecting the structure of the course Be easily accessible In e-learning, participants should be able to easily print any learning/training material Both learning materials and additional resources, as well as external web links must be properly referenced
EXPERIENCE AND QUALIFICATION OF TRAINERS	It should be evident that trainers have the required experience in the subject and the appropriate skills as trainers to effectively facilitate the learning process Trainers' curricula must be communicated to students Cannot exceed a student/trainer ratio of 30:1 Online trainers/tutors must have the necessary skills for such training
INFORMATION ABOUT THE ANNOUNCEMENT OF THE EVENT (Sole responsibility of CIFAL)	Event announcements uploaded to the Event Management System (EMS/EMS) and/or provided through other means must include sufficient information to allow selected beneficiaries to make an informed decision Event information should be structured under the following headings: Background; Objectives of the event; Learning objectives; Content and structure; Methodology; Target audience, and in accordance with UNITAR specifications Event information must be complete and clearly presented; is relevant to the respective title; avoids duplication of information provided elsewhere in the advertisement; and is absent of spelling, grammatical, and syntax errors Event nomenclature is used consistently in event announcement information

QUALITY CRITERIA	REQUIREMENTS
	Information on estimated number of hours, necessary technical requirements and e-learning, minimum bandwidth should be included
EVALUATION AND MONITORING (Sole responsibility of CIFAL)	A comprehensive evaluation should be planned at the end of the event to evaluate the results, expressly describing the methodology and informing participants Participants should be informed that the evaluation will be carried out with the purpose of contributing to the improvement of UNITAR-CIFAL's training services The results of the evaluation must: Group and summarize Be the subject of an evaluation report indicating the recommendation for actions Help systematically consider recommendations to improve subsequent sessions A document will be prepared describing how the program is continuously reviewed and updated after each delivery, based on the feedback received.

Annex 2. CIFAL Malaga Quality Assessment Forms

CIFAL Malaga : QUALITY ASSESSMENT (QA) FORM

CIFAL	Malaga
Title of event	WORKSHOP ON SAFE, ORDERLY AND REGULAR MIGRATION IN SPAIN
Event type	Workshop
Is this a Learning or Non-Learning event *(Yes or No)*	No
Date of event *From (Y/M/D) to (Y/M/D)*	2022/06/16 - 2022/06/17
Duration of event (Number of Official Event Days)	The course has a total of 8 teaching hours
Partners	Toulouse métropole, KeMeA, FH Salzburg, Ayuntamiento de Málaga
Mode of delivery	The workshop will be held on 16th and 17th June 2022. Hours: 8 hours. 4 per day (mínimum 8 per QA of UNITAR) Mode: expert presentations and exchange of practices, projects, ideas with assistants. The total number will be 2 sessions, 8 hours in total. **Needs:** classroom, system elements and internet connection
Location	Plaza del Gral. Torrijos 2.
Main language(s) of event	English
Registration/enrollment	Public
Deadline for registration (Y/M/D)	2022/06/15

Fee (in USD)	No fee
Background	Understanding the migratory phenomenon and concepts is key nowadays. Knowing the processes and the social and psychological factors can provide better knowledge in order to put in place better strategies to secure stable migration. The 2030 Agenda and the 17 SDGs will bring a new perspective to migration policies and strategies.
Event objectives	Raise awareness in Spanish society about Migratory Flows in Spain and Associated Identity Conflicts and about the importance of coexistence and tolerance as the most effective strategy for peaceful coexistence. Provide a greater understanding of the phenomenon of immigration to starting from a greater knowledge of concepts, narratives and psychosocial factors that affect the processes of the associated identity conflicts. Characterise radicalization prevention strategies and the role they can play carry out international cooperation for development. Present some concrete experiences on the integration of immigrants.
Learning objectives *(Only for training-related events where learning is central)*	The participants will be able to: understand the dynamics of current migration processes focused on the reality of Spain
Content and structure	The migratory question The migratory reality Contemporary migrations The international discourse on immigration and cultural diversity Identity conflicts Coexistence and tolerance Peace and Security Agenda 2030. MODULE 1. Understanding migratory procedures The aim is to explain the phenomenon of migration from a wider point of view with an explanation of the concepts and social factors of migration

	MODULE 2. Migratory strategies' features This second module will deal with strategies of a secure, organised and regulated migration, explaining the national multisectorial and multilevel workframe MODULE 3. Migration witnesses This module will focus mainly on the role played by international entities when coming up with migration strategies. The aim is to analyse the correlation with the 2030 Agenda and the SDGs to enhance the practicality in the field. MODULE 4. Case study This final module will present real cases of migratory experiences in different scopes (EU, Morocco, Málaga)
Methodology	Theoretical: expert presentations and exchange of practices Seminar/workshops: discussions held with the invited stakeholders Practical: Participants use the opportunity to present their practices and projects relevant to the field/subject. **Bibliography:** Migratory Flows at the borders of our world. Mateos, Duran, Villaseñor, Martinez, Instituto Universitario sobre migraciones Comillas. International Migration 2020 Highlights. UN. Department of Economic and Social affairs. European Commision. Statistics on migration to Europe. **Evaluation:** UNITAR: 75% attendance Min. 8 hours Attempts to re-sit exam: 3 Mark obtained: 8/10
Target audience	Government, NGOs & Social Associations working in the social, emergencies and assistance field, social workers, social assistants, psychologist, doctors, university students of related areas.
Activity's focal point *(Email and Website)*	https://www.cifalmalaga.org/web/
Additional Information	

Annex 3. CIFAL Malaga Training Evaluations

CIFAL Malaga Training Evaluations: LEVEL I EVALUATION (Participants Reaction - Learning Outcome): REPORTING TOOL (Extract from the UNITAR/CIFAL Malaga online tool)

LEVEL I EVALUATION (Participants Reaction - Learning Outcome): REPORTING TOOL

CIFAL:	CIFAL MALAGA
Staff Completing Form:	Fabian Garcia Lagos
Event Title:	Awareness-raising workshop: Safe, orderly and regular migration in Spain
Date:	2022/06/16 - 2022/06/17

INSTRUCTIONS:

1. Fill in total number of respondents per value

2. Fill in number of respondents per rating

EVENT REACTION	Overall	Job relevance	New info	Intent Use	Overall usefulness
# of respondents	31	31	31	31	31
# of 4-5 rankings	97%	94%	58%	97%	97%

CIFAL Malaga Training Evaluations: LEVEL I EVALUATION (Participants Reaction - Learning Outcome): REPORTING TOOL (Extract from the UNITAR/ CIFAL Malaga online tool)

Respuesta número	Por favor seleccione el sector en el que trabaja	Género	información presentada en este evento (p.ej. conocimientos, concept	contenido de este evento es relevante para mi trabaj	probable que utilice la información adquirida en este evento.	Me encuentro satisfecho con el evento	Recomendaría este evento a otras personas.	¿Qué cambiaría para mejorar este curso?
1	Sector privado	Masculino	4	4	4	4	4	en mejorar mi opinion y centrarme a ejecutar proyectos en mejoras para las persona de mi pais
2	Sociedad civil u ONG	Masculino	3	3	3	3	3	
3	Otro	Masculino	3	4	4	4	4	
4	Gobierno nacional	Femenino	5	5	5	5	5	
5	Otro	Femenino	3	5	5	5	5	
6	Sector educativo	Masculino	4	4	4	5	5	
7	Sector educativo	Masculino	3	5	5	5	5	Que se hagan mas actividades como talleres, para que sea mas participativo el Workshop.

8	Sociedad civil u ONG	Masculino	5	5	5	5	5	Deberían implementar un formato que también incluya al colectivo Migrante Latinoamericano (VENEZUELA, COLOMBIA ETC) y se expongan esas realidades sociales, jurídicas y económicas de esas naciones para que no queden en el olvido. Creo deben dar mas amplitud a esos tópicos de países en américa.
9	Sociedad civil u ONG	Masculino	5	5	5	5	5	
10	Sociedad civil u ONG	Masculino	4	4	5	5	5	
11	Otro	Femenino	3	5	5	5	5	
12	Otro	Femenino	3	5	5	5	5	
13	Sector educativo	Masculino	5	5	5	5	5	El taller fue muy interactivo y muy divertido. Se presentaron diferentes perspectivas, lo que lo hizo muy informativo y educativo.
14	Gobierno municipal o provincial	Femenino	4	5	4	4	5	
15	Sociedad civil u ONG	Masculino	5	5	5	5	5	

16	Sector privado	Femenino	3	4	4	5	5	
17	Otro	Masculino	5	5	5	5	5	
18	Sector privado	Femenino	2	4	5	5	5	Sería interesante disponer al menos de una mañana más compartir dudas, conclusiones y proponer soluciones.
19	Sociedad civil u ONG	Femenino	1	5	4	5	5	
20	Sociedad civil u ONG	Masculino	4	4	4	4	4	Un curso más largo y con más contenido teórico a desarrollar.
21	Otro	Femenino	1	5	5	5	5	Ha sido una gran oportunidad de conocer de primera mano la realidad de migrantes y entender mejor la problemática.
22	Sociedad civil u ONG	Femenino	2	5	5	5	5	Me ha gustado el formato combinado de formación virtual y presencial. Muchas gracias por la organización
23	Gobierno nacional	Femenino	5	5	5	5	5	
24	Sociedad civil u ONG	Femenino	3	5	5	5	5	
25	Sociedad civil u ONG	Femenino	2	4	5	4	4	Hacer grupos de trabajo durante la sesión

26	Otro	Masculino	4	5	5	5	5	Lo veo muy bien. La línea del curso está bien dirigida. Muchas gracias.
27	Sociedad civil u ONG	Masculino	4	5	5	5	5	En general, me ha encantado el taller. Mejorar los medios telematicos. Dinamizar la participación online
28	Sociedad civil u ONG	Femenino	5	5	4	5	4	Nada
29	Sociedad civil u ONG	Femenino	5	3	4	5	5	
30	Otro	Femenino	4	4	4	4	4	nada

Annex 4. KEMEA Evaluations

KEMEA Evaluations (PDF extracts, Filled forms were uploaded on TEAMs Tool/WP5)

TRAINING EVALUATION FORM

Title and location of training: Workshop Against Hate speech, held online
Date: 18/07/2022
Trainer: KEMEA

RAD2Citizen Project values your feedback. Please answer the following questions and add comments at the end to elaborate or suggest ways for improvement. If a question does not apply, please tick "not applicable". If you have any questions or need clarity, please ask the project representative. This questionnaire is anonymous; please do not include your name. Thank you!

1. Please tick the sector in which you work:

Central/national government		Non-governmental organization	
State/provincial government		Private sector	
Local government/authorities		Academia	
International/regional organization		Other (specify) Police	x

2. Please state how you got to know about this workshop

I was invited by KEMEA

3. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
The information presented in this Workshop was new to me		x				
The content of the Workshop was relevant to my job	x					
It is likely that I will use the information acquired.	x					
The content was organized and easy to follow.	x					
The trainer was knowledgeable.	x					
The training objectives for each topic were identified and followed.	x					
The quality of instruction was good.	x					
Adequate time was provided for questions and discussion.	x					
I wish the training had a bit different format (you can elaborate in more details under No 8)					x	

4. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
There should be more workshops and other activities done in relation to migration	x					
There should be more workshops and other activities done in relation to radicalization	x					
The topics discussed are of high importance to our city		x				
There are already similar training done by other organizations and I participated in them			x			

5. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
Overall, the Workshop was very useful	x					
I will recommend this Workshop to a colleague.	x					
Our organization has to participate in similar workshops more often	x					

6. What did you like most about this training?

Trainers had deep knowledge on the topic

7. How do you hope to change your practice as a result of this training?

8. Comments / suggestions on improving the event for future audiences:

TRAINING EVALUATION FORM

Title and location of training: "Workshop against Hate Speech", held online.
Date: 18/07/2022
Trainer: KEMEA

RAD2Citizen Project values your feedback. Please answer the following questions and add comments at the end to elaborate or suggest ways for improvement. If a question does not apply, please tick "not applicable". If you have any questions or need clarity, please ask the project representative. This questionnaire is anonymous; please do not include your name. Thank you!

1. Please tick the sector in which you work:

Central/national government	X	Non-governmental organization	
State/provincial government		Private sector	
Local government/authorities		Academia	
International/regional organization		Other (specify)	

2. Please state how you got to know about this workshop

I was invited be KEMEA.

3. Please rate the following statements using the numerical scale from strongly agree (5 strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
The information presented in this Workshop was new to me	X					
The content of the Workshop was relevant to my job		X				
It is likely that I will use the information acquired.	X					
The content was organized and easy to follow.		X				
The trainer was knowledgeable.	X					
The training objectives for each topic were identified and followed.	X					
The quality of instruction was good.	X					
Adequate time was provided for questions and discussion.	X					
I wish the training had a bit different format (you can elaborate in more details under No 8)					X	

4. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
There should be more workshops and other activities done in relation to migration	X					
There should be more workshops and other activities done in relation to radicalization	X					
The topics discussed are of high importance to our city	X					
There are already similar training done by other organizations and I participated in them				X		

5. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
Overall, the Workshop was very useful	X					
I will recommend this Workshop to a colleague.	X					
Our organization has to participate in similar workshops more often	X					

6. What did you like most about this training?

The speakers analyzed the phenomenon of hate speech in international, European and national level.

7. How do you hope to change your practice as a result of this training?

I will take into consideration the practical aspects presented in this workshop.

8. Comments / suggestions on improving the event for future audiences:

TRAINING EVALUATION FORM

Title and location of training: "Workshop against Hate Speech", held online.
Date: 18/07/2022
Trainer: KEMEA

RAD2Citizen Project values your feedback. Please answer the following questions and add comments at the end to elaborate or suggest ways for improvement. If a question does not apply, please tick "not applicable". If you have any questions or need clarity, please ask the project representative. This questionnaire is anonymous; please do not include your name. Thank you!

1. Please tick the sector in which you work:

Central/national government		Non-governmental organization	
State/provincial government		Private sector	
Local government/authorities		Academia	X
International/regional organization		Other (specify)	

2. Please state how you got to know about this workshop

I was invited be KEMEA.

3. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
The information presented in this Workshop was new to me			X			
The content of the Workshop was relevant to my job		X				
It is likely that I will use the information acquired.		X				
The content was organized and easy to follow.	X					
The trainer was knowledgeable.	X					
The training objectives for each topic were identified and followed.	X					
The quality of instruction was good.	X					
Adequate time was provided for questions and discussion.	X					
I wish the training had a bit different format (you can elaborate in more details under No 8)						X

4. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
There should be more workshops and other activities done in relation to migration	X					
There should be more workshops and other activities done in relation to radicalization		X				
The topics discussed are of high importance to our city	X					
There are already similar training done by other organizations and I participated in them			X			

5. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
Overall, the Workshop was very useful	X					
I will recommend this Workshop to a colleague.	X					
Our organization has to participate in similar workshops more often	X					

6. What did you like most about this training?

7. How do you hope to change your practice as a result of this training?

I will take into consideration the practical aspects presented in this workshop.

8. Comments / suggestions on improving the event for future audiences:

TRAINING EVALUATION FORM

Title and location of training: "Workshop against Hate Speech", held online.
Date: 18/07/2022
Trainer: KEMEA

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Central/national government		Non-governmental organization	
State/provincial government		Private sector	
Local government/authorities		Academia	X
International/regional organization		Other (specify)	

2. Please state how you got to know about this workshop

I was invited be KEMEA.

3. Please rate the following statements using the numerical scale from strongly agree (5) strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
The information presented in this Workshop was new to me		X				
The content of the Workshop was relevant to my job	X					
It is likely that I will use the information acquired.		X				
The content was organized and easy to follow.	X					
The trainer was knowledgeable.	X					
The training objectives for each topic were identified and followed.	X					
The quality of instruction was good.	X					
Adequate time was provided for questions and discussion.	X					
I wish the training had a bit different format (you can elaborate in more details under No 8)			X			

4. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
There should be more workshops and other activities done in relation to migration		X				
There should be more workshops and other activities done in relation to radicalization		X				
The topics discussed are of high importance to our city		X				
There are already similar training done by other organizations and I participated in them		X				

5. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
Overall, the Workshop was very useful	X					
I will recommend this Workshop to a colleague.	X					
Our organization has to participate in similar workshops more often		X				

6. What did you like most about this training?

What I like most was the different approaches of hate speech phenomenon (theoretical and practical approaches), explained by the presenters.

7. How do you hope to change your practice as a result of this training?

I will recognize indicators of hate speech more easily.

8. Comments / suggestions on improving the event for future audiences:

TRAINING EVALUATION FORM

Title and location of training: "Workshop against Hate Speech", held online.
Date: 18/07/2022
Trainer: KEMEA

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1. Please tick the sector in which you work:

Central/national government		Non-governmental organization	
State/provincial government		Private sector	
Local government/authorities		Academia	X
International/regional organization		Other (specify)	

2. Please state how you got to know about this workshop

I was invited be KEMEA.

3. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
The information presented in this Workshop was new to me			X			
The content of the Workshop was relevant to my job		X				
It is likely that I will use the information acquired.		X				
The content was organized and easy to follow.	X					
The trainer was knowledgeable.	X					
The training objectives for each topic were identified and followed.	X					
The quality of instruction was good.	X					
Adequate time was provided for questions and discussion.	X					
I wish the training had a bit different format (you can elaborate in more details under No 8)						X

4. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
There should be more workshops and other activities done in relation to migration		X				
There should be more workshops and other activities done in relation to radicalization		X				
The topics discussed are of high importance to our city		X				
There are already similar training done by other organizations and I participated in them		X				

5. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
Overall, the Workshop was very useful	X					
I will recommend this Workshop to a colleague.	X					
Our organization has to participate in similar workshops more often		X				

6. What did you like most about this training?

The discussion between the speakers and the organizers was very interesting

7. How do you hope to change your practice as a result of this training?

I have understood the roots of this phenomenon, so I will be able deal with it more efficiently, with thoughtful conclusions.

8. Comments / suggestions on improving the event for future audiences:

TRAINING EVALUATION FORM

Title and location of training: Workshop Against Hate speech, held online
Date: 18/07/2022
Trainer: KEMEA

RAD2Citizen Project values your feedback. Please answer the following questions and add comments at the end to elaborate or suggest ways for improvement. If a question does not apply, please tick "not applicable". If you have any questions or need clarity, please ask the project representative. This questionnaire is anonymous; please do not include your name. Thank you!

1. Please tick the sector in which you work:

Central/national government		Non-governmental organization	
State/provincial government		Private sector	
Local government/authorities		Academia	
International/regional organization		Other (specify) Police	x

2. Please state how you got to know about this workshop

I was invited by KEMEA

3. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
The information presented in this Workshop was new to me		x				
The content of the Workshop was relevant to my job		x				
It is likely that I will use the information acquired.			x			
The content was organized and easy to follow.	x					
The trainer was knowledgeable.	x					
The training objectives for each topic were identified and followed.	x					
The quality of instruction was good.		x				
Adequate time was provided for questions and discussion.	x					
I wish the training had a bit different format (you can elaborate in more details under No 8)		x				

4. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
There should be more workshops and other activities done in relation to migration	x					
There should be more workshops and other activities done in relation to radicalization	x					
The topics discussed are of high importance to our city	x					
There are already similar training done by other organizations and I participated in them		x				

5. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
Overall, the Workshop was very useful		x				
I will recommend this Workshop to a colleague.		x				
Our organization has to participate in similar workshops more often		x				

6. What did you like most about this training?

It was very well-organized.

7. How do you hope to change your practice as a result of this training?

It is unlikely to change my daily practice as the training was more focus on theory than practice.

8. Comments / suggestions on improving the event for future audiences:

The workshop was useful but of a more sociological and theoretical point of view. I would suggest more practical guidance on how to face the phenomenon.

TRAINING EVALUATION FORM

Title and location of training: Workshop Against Hate speech, held online
Date: 18/07/2022
Trainer: KEMEA

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1. Please tick the sector in which you work:

Central/national government		Non-governmental organization	
State/provincial government		Private sector	
Local government/authorities		Academia	
International/regional organization		Other (specify) Police	x

2. Please state how you got to know about this workshop

I was invited by KEMEA

3. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
The information presented in this Workshop was new to me	x					
The content of the Workshop was relevant to my job		x				
It is likely that I will use the information acquired.		x				
The content was organized and easy to follow.	x					
The trainer was knowledgeable.	x					
The training objectives for each topic were identified and followed.	x					
The quality of instruction was good.	x					
Adequate time was provided for questions and discussion.		x				
I wish the training had a bit different format (you can elaborate in more details under No 8)		x				

4. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
There should be more workshops and other activities done in relation to migration	x					
There should be more workshops and other activities done in relation to radicalization	x					
The topics discussed are of high importance to our city	x					
There are already similar training done by other organizations and I participated in them		x				

5. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
Overall, the Workshop was very useful	x					
I will recommend this Workshop to a colleague.	x					
Our organization has to participate in similar workshops more often	x					

6. What did you like most about this training?

Very useful topic, with new knowledge to me

7. How do you hope to change your practice as a result of this training?

8. Comments / suggestions on improving the event for future audiences:

Longer duration (I know it is difficult in online format though)

TRAINING EVALUATION FORM

Title and location of training: Workshop Against Hate speech, held online
Date: 18/07/2022
Trainer: KEMEA

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1. Please tick the sector in which you work:

Central/national government		Non-governmental organization	
State/provincial government		Private sector	
Local government/authorities		Academia	
International/regional organization		Other (specify) Police	x

2. Please state how you got to know about this workshop

I was invited by KEMEA

3. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
The information presented in this Workshop was new to me			x			
The content of the Workshop was relevant to my job		x				
It is likely that I will use the information acquired.		x				
The content was organized and easy to follow.		x				
The trainer was knowledgeable.		x				
The training objectives for each topic were identified and followed.		x				
The quality of instruction was good.		x				
Adequate time was provided for questions and discussion.	x					
I wish the training had a bit different format (you can elaborate in more details under No 8)		x				

4. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
There should be more workshops and other activities done in relation to migration		x				
There should be more workshops and other activities done in relation to radicalization		x				
The topics discussed are of high importance to our city		x				
There are already similar training done by other organizations and I participated in them		x				

5. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
Overall, the Workshop was very useful		x				
I will recommend this Workshop to a colleague.		x				
Our organization has to participate in similar workshops more often		x				

6. What did you like most about this training?

7. How do you hope to change your practice as a result of this training?

8. Comments / suggestions on improving the event for future audiences:

More real cases and practical advice for practitioners

TRAINING EVALUATION FORM

Title and location of training: Workshop Against Hate speech, held online
Date: 18/07/2022
Trainer: KEMEA

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1. Please tick the sector in which you work:

Central/national government		Non-governmental organization	
State/provincial government		Private sector	
Local government/authorities		Academia	
International/regional organization		Other (specify) Police	x

2. Please state how you got to know about this workshop

I was invited by KEMEA

3. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
The information presented in this Workshop was new to me		x				
The content of the Workshop was relevant to my job		x				
It is likely that I will use the information acquired.			x			
The content was organized and easy to follow.	x					
The trainer was knowledgeable.	x					
The training objectives for each topic were identified and followed.	x					
The quality of instruction was good.			x			
Adequate time was provided for questions and discussion.	x					
I wish the training had a bit different format (you can elaborate in more details under No 8)		x				

4. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
There should be more workshops and other activities done in relation to migration	x					
There should be more workshops and other activities done in relation to radicalization	x					
The topics discussed are of high importance to our city	x					
There are already similar training done by other organizations and I participated in them	x					

5. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
Overall, the Workshop was very useful		x				
I will recommend this Workshop to a colleague.		x				
Our organization has to participate in similar workshops more often	x					

6. What did you like most about this training?

7. How do you hope to change your practice as a result of this training?

8. Comments / suggestions on improving the event for future audiences:

The seminar was useful for general knowledge but need also more practical examples

TRAINING EVALUATION FORM

Title and location of training: Workshop Against Hate speech, held online
Date: 18/07/2022
Trainer: KEMEA

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State/provincial government		Private sector	
Local government/authorities		Academia	
International/regional organization		Other (specify) Police	x

2. Please state how you got to know about this workshop

I was invited by KEMEA

3. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
The information presented in this Workshop was new to me	x					
The content of the Workshop was relevant to my job			x			
It is likely that I will use the information acquired.			x			
The content was organized and easy to follow.	x					
The trainer was knowledgeable.	x					
The training objectives for each topic were identified and followed.	x					
The quality of instruction was good.	x					
Adequate time was provided for questions and discussion.	x					
I wish the training had a bit different format (you can elaborate in more details under No 8)				x		

4. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
There should be more workshops and other activities done in relation to migration	x					
There should be more workshops and other activities done in relation to radicalization	x					
The topics discussed are of high importance to our city	x					
There are already similar training done by other organizations and I participated in them	x					

5. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
Overall, the Workshop was very useful	x					
I will recommend this Workshop to a colleague.		x				
Our organization has to participate in similar workshops more often	x					

6. What did you like most about this training?

Good overview of the topic and good trainers

7. How do you hope to change your practice as a result of this training?

8. Comments / suggestions on improving the event for future audiences:

TRAINING EVALUATION FORM

Title and location of training: Workshop Against Hate speech, held online
Date: 18/07/2022
Trainer: KEMEA

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State/provincial government		Private sector	
Local government/authorities		Academia	
International/regional organization		Other (specify) Police	x

2. Please state how you got to know about this workshop

I was invited by KEMEA

3. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
The information presented in this Workshop was new to me	x					
The content of the Workshop was relevant to my job		x				
It is likely that I will use the information acquired.		x				
The content was organized and easy to follow.	x					
The trainer was knowledgeable.	x					
The training objectives for each topic were identified and followed.	x					
The quality of instruction was good.	x					
Adequate time was provided for questions and discussion.	x					
I wish the training had a bit different format (you can elaborate in more details under No 8)					x	

4. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
There should be more workshops and other activities done in relation to migration	x					
There should be more workshops and other activities done in relation to radicalization	x					
The topics discussed are of high importance to our city	x					
There are already similar training done by other organizations and I participated in them	x					

5. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
Overall, the Workshop was very useful	x					
I will recommend this Workshop to a colleague.	x					
Our organization has to participate in similar workshops more often	x					

6. What did you like most about this training?

7. How do you hope to change your practice as a result of this training?

8. Comments / suggestions on improving the event for future audiences:

TRAINING EVALUATION FORM

Title and location of training: "Workshop against Hate Speech", held online.
Date: 18/07/2022
Trainer: KEMEA

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1. Please tick the sector in which you work:

Central/national government		Non-governmental organization	X
State/provincial government		Private sector	
Local government/authorities		Academia	
International/regional organization		Other (specify)	

2. Please state how you got to know about this workshop

I was invited be KEMEA.

3. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
The information presented in this Workshop was new to me		X				
The content of the Workshop was relevant to my job	X					
It is likely that I will use the information acquired.	X					
The content was organized and easy to follow.	X					
The trainer was knowledgeable.	X					
The training objectives for each topic were identified and followed.		X				
The quality of instruction was good.	X					
Adequate time was provided for questions and discussion.	X					
I wish the training had a bit different format (you can elaborate in more details under No 8)			X			

4. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
There should be more workshops and other activities done in relation to migration	X					
There should be more workshops and other activities done in relation to radicalization	X					
The topics discussed are of high importance to our city		X				
There are already similar training done by other organizations and I participated in them		X				

5. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
Overall, the Workshop was very useful	X					
I will recommend this Workshop to a colleague.	X					
Our organization has to participate in similar workshops more often	X					

6. What did you like most about this training?

The speakers were well-aware of the phenomenon of hate speech, providing useful practical examples for a better understanding.

7. How do you hope to change your practice as a result of this training?

8. Comments / suggestions on improving the event for future audiences:

TRAINING EVALUATION FORM

Title and location of training: "Workshop against Hate Speech", held online.
Date: 18/07/2022
Trainer: KEMEA

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1. Please tick the sector in which you work:

Central/national government	X	Non-governmental organization	
State/provincial government		Private sector	
Local government/authorities		Academia	
International/regional organization		Other (specify)	

2. Please state how you got to know about this workshop

I was invited be KEMEA.

3. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
The information presented in this Workshop was new to me		X				
The content of the Workshop was relevant to my job		X				
It is likely that I will use the information acquired.		X				
The content was organized and easy to follow.	X					
The trainer was knowledgeable.	X					
The training objectives for each topic were identified and followed.	X					
The quality of instruction was good.	X					
Adequate time was provided for questions and discussion.	X					
I wish the training had a bit different format (you can elaborate in more details under No 8)				X		

4. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
There should be more workshops and other activities done in relation to migration	X					
There should be more workshops and other activities done in relation to radicalization	X					
The topics discussed are of high importance to our city	X					
There are already similar training done by other organizations and I participated in them			X			

5. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
Overall, the Workshop was very useful	X					
I will recommend this Workshop to a colleague.	X					
Our organization has to participate in similar workshops more often		X				

6. What did you like most about this training?

The presentations were well-structured and easy to follow.

7. How do you hope to change your practice as a result of this training?

8. Comments / suggestions on improving the event for future audiences:

TRAINING EVALUATION FORM

Title and location of training: "Workshop against Hate Speech", held online.
Date: 18/07/2022
Trainer: KEMEA

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1. Please tick the sector in which you work:

Central/national government		Non-governmental organization	
State/provincial government	X	Private sector	
Local government/authorities		Academia	
International/regional organization		Other (specify)	

2. Please state how you got to know about this workshop

I was invited be KEMEA.

3. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
The information presented in this Workshop was new to me		X				
The content of the Workshop was relevant to my job		X				
It is likely that I will use the information acquired.		X				
The content was organized and easy to follow.	X					
The trainer was knowledgeable.	X					
The training objectives for each topic were identified and followed.		X				
The quality of instruction was good.	X					
Adequate time was provided for questions and discussion.	X					
I wish the training had a bit different format (you can elaborate in more details under No 8)				X		

4. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
There should be more workshops and other activities done in relation to migration		X				
There should be more workshops and other activities done in relation to radicalization		X				
The topics discussed are of high importance to our city	X					
There are already similar training done by other organizations and I participated in them			X			

5. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
Overall, the Workshop was very useful	X					
I will recommend this Workshop to a colleague.	X					
Our organization has to participate in similar workshops more often		X				

6. What did you like most about this training?

The seminar was very-well organized, with notable speakers.

7. How do you hope to change your practice as a result of this training?

I have understood the roots of this phenomenon, so I will be able deal with it more efficiently.

8. Comments / suggestions on improving the event for future audiences:

Annex 5. FHS Evaluations

EVALUATION

Workshop **Power-Diskriminierung-Reflexion**
Datum: **15. Juni 2022**

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Landes-/Landesregierung		Privater Sektor	
Lokale Regierung/Behörden		Akademie	
Internationale/regionale Organisation		Sonstiges (bitte angeben)	

2. Geschlecht

Männlich	X	Weiblich		Divers	

3. Bitte bewerten Sie die folgenden Aussagen anhand der numerischen Skala von „stimme voll und ganz zu" (5) bis „stimme überhaupt nicht zu" (1).

	stimme voll und ganz zu 5	stimme zu 4	Neutral 3	stimme nicht zu 2	stimme überhaupt nicht zu 1	nicht zutreffend
Die in diesem Workshop präsentierten Informationen waren neu für mich				X		
Der Inhalt des Workshops war für meine Arbeit relevant		X				
Es ist wahrscheinlich, dass ich die gewonnenen Informationen verwenden werde.		X				

4. Bitte bewerten Sie die folgenden Aussagen anhand der numerischen Skala von stimme voll und ganz zu (5) bis stimme überhaupt nicht zu (1).

	Stimme voll und ganz zu 5	stimme zu 4	Neutral 3	stimme nicht zu 2	stimme überhaupt nicht zu 1	nicht zutreffend
Insgesamt war der Workshop sehr hilfreich		X				
Ich werde diesen Workshop einem Kollegen weiterempfehlen.	X					

5. Kommentare / Vorschläge zur Verbesserung der Veranstaltung für zukünftige Zielgruppen:

EVALUATION

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Männlich	X	Weiblich		Divers	

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Die in diesem Workshop präsentierten Informationen waren neu für mich		X				
Der Inhalt des Workshops war für meine Arbeit relevant	X					
Es ist wahrscheinlich, dass ich die gewonnenen Informationen verwenden werde.		X				

4. Bitte bewerten Sie die folgenden Aussagen anhand der numerischen Skala von stimme voll und ganz zu (5) bis stimme überhaupt nicht zu (1).

	Stimme voll und ganz zu 5	stimme zu 4	Neutral 3	stimme nicht zu 2	stimme überhaupt nicht zu 1	nicht zutreffend
Insgesamt war der Workshop sehr hilfreich	X					
Ich werde diesen Workshop einem Kollegen weiterempfehlen.	X					

5. Kommentare / Vorschläge zur Verbesserung der Veranstaltung für zukünftige Zielgruppen:

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Internationale/regionale Organisation		Sonstiges (bitte angeben)	

2. Geschlecht

Männlich	X	Weiblich		Divers	

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	stimme voll und ganz zu 5	stimme zu 4	Neutral 3	stimme nicht zu 2	stimme überhaupt nicht zu 1	nicht zutreffend
Die in diesem Workshop präsentierten Informationen waren neu für mich			X			
Der Inhalt des Workshops war für meine Arbeit relevant		X				
Es ist wahrscheinlich, dass ich die gewonnenen Informationen verwenden werde.		X				

4. Bitte bewerten Sie die folgenden Aussagen anhand der numerischen Skala von stimme voll und ganz zu (5) bis stimme überhaupt nicht zu (1).

	Stimme voll und ganz zu 5	stimme zu 4	Neutral 3	stimme nicht zu 2	stimme überhaupt nicht zu 1	nicht zutreffend
Insgesamt war der Workshop sehr hilfreich			X			
Ich werde diesen Workshop einem Kollegen weiterempfehlen.		X				

5. Kommentare / Vorschläge zur Verbesserung der Veranstaltung für zukünftige Zielgruppen:

EVALUATION

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Lokale Regierung/Behörden		Akademie	
Internationale/regionale Organisation		Sonstiges (bitte angeben)	

2. Geschlecht

Männlich	X	Weiblich		Divers	

3. Bitte bewerten Sie die folgenden Aussagen anhand der numerischen Skala von „stimme voll und ganz zu" (5) bis „stimme überhaupt nicht zu" (1).

	stimme voll und ganz zu 5	stimme zu 4	Neutral 3	stimme nicht zu 2	stimme überhaupt nicht zu 1	nicht zutreffend
Die in diesem Workshop präsentierten Informationen waren neu für mich		X				
Der Inhalt des Workshops war für meine Arbeit relevant		X				
Es ist wahrscheinlich, dass ich die gewonnenen Informationen verwenden werde.	X					

4. Bitte bewerten Sie die folgenden Aussagen anhand der numerischen Skala von stimme voll und ganz zu (5) bis stimme überhaupt nicht zu (1).

	Stimme voll und ganz zu 5	stimme zu 4	Neutral 3	stimme nicht zu 2	stimme überhaupt nicht zu 1	nicht zutreffend
Insgesamt war der Workshop sehr hilfreich	X					
Ich werde diesen Workshop einem Kollegen weiterempfehlen.	X					

5. Kommentare / Vorschläge zur Verbesserung der Veranstaltung für zukünftige Zielgruppen:

EVALUATION

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Landes-/Landesregierung		Privater Sektor	
Lokale Regierung/Behörden		Akademie	
Internationale/regionale Organisation		Sonstiges (bitte angeben)	

2. Geschlecht

Männlich	X	Weiblich		Divers	

3. Bitte bewerten Sie die folgenden Aussagen anhand der numerischen Skala von „stimme voll und ganz zu" (5) bis „stimme überhaupt nicht zu" (1).

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Die in diesem Workshop präsentierten Informationen waren neu für mich		X				
Der Inhalt des Workshops war für meine Arbeit relevant	X					
Es ist wahrscheinlich, dass ich die gewonnenen Informationen verwenden werde.		X				

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	Stimme voll und ganz zu 5	stimme zu 4	Neutral 3	stimme nicht zu 2	stimme überhaupt nicht zu 1	nicht zutreffend
Insgesamt war der Workshop sehr hilfreich		X				
Ich werde diesen Workshop einem Kollegen weiterempfehlen.		X				

5. Kommentare / Vorschläge zur Verbesserung der Veranstaltung für zukünftige Zielgruppen:

EVALUATION

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Datum: **15. Juni 2022**

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Lokale Regierung/Behörden		Akademie	
Internationale/regionale Organisation		Sonstiges (bitte angeben) Verein (Skadi Sag)	X

2. Geschlecht

Männlich		Weiblich	X	Divers	

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Die in diesem Workshop präsentierten Informationen waren neu für mich		X				
Der Inhalt des Workshops war für meine Arbeit relevant	X					
Es ist wahrscheinlich, dass ich die gewonnenen Informationen verwenden werde.	X					

4. Bitte bewerten Sie die folgenden Aussagen anhand der numerischen Skala von stimme voll und ganz zu (5) bis stimme überhaupt nicht zu (1).

	Stimme voll und ganz zu 5	stimme zu 4	Neutral 3	stimme nicht zu 2	stimme überhaupt nicht zu 1	nicht zutreffend
Insgesamt war der Workshop sehr hilfreich	X					
Ich werde diesen Workshop einem Kollegen weiterempfehlen.	X					

5. Kommentare / Vorschläge zur Verbesserung der Veranstaltung für zukünftige Zielgruppen:

sehr interessant ; teilweise Zeit etwas knapp;
Austausch super

EVALUATION

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2. Geschlecht

Männlich	X	Weiblich		Divers	

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Die in diesem Workshop präsentierten Informationen waren neu für mich	X					
Der Inhalt des Workshops war für meine Arbeit relevant	X					
Es ist wahrscheinlich, dass ich die gewonnenen Informationen verwenden werde.	X					

4. Bitte bewerten Sie die folgenden Aussagen anhand der numerischen Skala von stimme voll und ganz zu (5) bis stimme überhaupt nicht zu (1).

	Stimme voll und ganz zu 5	stimme zu 4	Neutral 3	stimme nicht zu 2	stimme überhaupt nicht zu 1	nicht zutreffend
Insgesamt war der Workshop sehr hilfreich	X					
Ich werde diesen Workshop einem Kollegen weiterempfehlen.	X					

5. Kommentare / Vorschläge zur Verbesserung der Veranstaltung für zukünftige Zielgruppen:

ZU KURZ :(

EVALUATION

Workshop **Power-Diskriminierung-Reflexion**
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Lokale Regierung/Behörden		Akademie	
Internationale/regionale Organisation	X	Sonstiges (bitte angeben)	

2. Geschlecht

Männlich		Weiblich	X	Divers	

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	stimme voll und ganz zu 5	stimme zu 4	Neutral 3	stimme nicht zu 2	stimme überhaupt nicht zu 1	nicht zutreffend
Die in diesem Workshop präsentierten Informationen waren neu für mich		X				
Der Inhalt des Workshops war für meine Arbeit relevant	X					
Es ist wahrscheinlich, dass ich die gewonnenen Informationen verwenden werde.	X					

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	Stimme voll und ganz zu 5	stimme zu 4	Neutral 3	stimme nicht zu 2	stimme überhaupt nicht zu 1	nicht zutreffend
Insgesamt war der Workshop sehr hilfreich	X					
Ich werde diesen Workshop einem Kollegen weiterempfehlen.	X					

5. Kommentare / Vorschläge zur Verbesserung der Veranstaltung für zukünftige Zielgruppen:

Ich würde mich freuen wenn es eine Folgeveranstaltung gibt, es war ein super Workshop, tolle Erfahrung!