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Follow-up activities Training course “Gender equality as a space of growth”

Spain

On the 5th of June 2024, in the Hall of ClasiJazz from Almeria, one of the participants from the TC organized an activity for **9 people, team members and international volunteers**. She shared her experience in the project and highlighted the importance of having a gender equality policy within organizations. She recreated an activity from the project by presenting a scenario involving a young person (for example, Maria, who has a girlfriend but is afraid that her parents will not accept her; what should she do?). Participants were asked to move around according to four options (a, b, c, d). Afterward, they discussed the reasons behind their choices and explored the differences between making decisions as the young person versus being in a position of authority.

The group engaged actively, sharing their opinions and thoughts throughout the session.

Portugal

On May 25th 2024, **15 young people** aged 10 to 18 from the Ukrainian community in Lisbon took part in a workshop focused on including teenagers from diverse backgrounds and exploring gender equality topics. Through various games, they informally discovered shared values and common ground among different gender groups.

Latvia

During a meeting held on the 27th of May with the assistance of staff and executive members (**7 persons** - 5 in person and 2 online) of NGOs from Romania, Bulgaria, France, Italy and Latvia, the TC participant presented the project and opened the discussion about gender equality in participating NGOs and ways to promote it. All the group was open minded of the idea and expressed their commitment to start developing policies in their organizations to promote gender equality.



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Turkey

On May 17th, 2024, **14 civil society experts aged 27 to 35**, representing a network of various organizations, participated in an online event. During the activity aimed at strengthening and improving the organizational capacity of civil society organizations in Turkey, the Turkish participant from the TC discussed topics included in the “Gender equality as a space of growth” training modules, such as the development of organizational democracy, enhancement of decision-making mechanisms, and the implementation of the participatory beneficiary principle in institutional projects. The event facilitated discussions on the needs, strategies, and methodologies for developing the organizational capacity of civil society in Turkey.

Participants expressed a willingness to conduct a needs analysis of their institutions by having individuals complete a self-assessment matrix independently and develop a new roadmap based on the results.

The event raised awareness of the necessity to revise institutional strategy, mission, and vision documents to incorporate gender equality, along with the importance of exploring new methods for participatory approaches in institutional decision-making processes.

Romania

13 employees aged between 27-54, from the Save the Children Iasi office participated in an activity on the 13th of May 2024 organized by the participant in the TC. Its purpose was to convey how the TC went (acquired knowledge) and what are we going to do as a follow up. Considering that the most important need of the organization is to have a DE&I Policy, the conclusions of the discussion were to create and write this policy.

It was decided that during the months of May-June a draft of the policy according to the model discussed in the TC would be created.

In July, there will be the next discussion meeting on this topic to present the document. This consultation discussion will define the final document which will be sent to the decisional board of the organization for approval. After this stage, the DE&I Policy will be brought to the attention of all Save the Children Iasi employees and it will be made public on the website www.salvaticopiii-iasi.ro



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Croatia

On 20th of May 2024, in Osijek, **20 interested students** to learn more about what Erasmus+ is and what does gender equality means participated in an workshop. The activity was designed in two parts: (1) to introduce the youth to the umbrella of Erasmus+ mobilities and the importance of active community involvement, and (2) to empower gender equality. In Croatia, the youth are not informed about their mobility opportunities, which is why a short informal presentation was made to introduce Erasmus+. Furthermore, the whole workshop was very active, and the participants were encouraged to ask questions throughout the workshop. After the short introduction, non-formal education was presented using Dixit cards where participants took a card that they feel they identify with. Since most of the participants were high school and university students, we were talking about the different identities they present in school, university, home, work, and relationships, and mentioned their gender and sexual identities. Participants were invited to think of their identities as a whole and which parts are more dominant... after that there was discussion and reflection...

Czech Republic

On the 13th of May 2024, the topic of gender was incorporated into regular prevention activities conducted in schools by the TC's participant, where **30 students** participated in group discussions to enhance their understanding and awareness of gender issues. Emphasis was placed on recognizing and overcoming gender stereotypes and supporting the diversity of gender identities.

Part of the activities included presenting the Erasmus+ project and sharing the experiences and methods gained during the training week.

The feedback from both students and educational staff was very positive. Students exhibited increased interest in the topic and demonstrated openness in discussions, contributing to a better mutual understanding and respect for diverse perspectives. Educators appreciated the new methods and approaches that could be utilized not only in prevention programs but also in everyday teaching.

The integration of gender topics into school activities had several positive impacts. Firstly, it led to heightened awareness of gender equality among young people, which is vital for fostering a more open and inclusive society. Furthermore, it allowed students to develop critical thinking and empathy—essential competencies for their personal and professional lives. Additionally, it helped strengthen the schools' capacities regarding gender-sensitive approaches to teaching and education.



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North Macedonia

On 21th May 2024, the participant from North Macedonia organized a dissemination activity at the Center for Innovation and Development INOS to share the knowledge and insights gained from the "Gender Equality as a Space of Growth" training course. The session aimed to inform **the president of the organization and one member** about the importance of gender equality and inclusivity, and to initiate the development of a Diversity, Equity, and Inclusion (DEI) policy for our organization.

During the presentation, she highlighted the key learnings from the training, including the importance of self-awareness, intersectional approaches, and the creation of safe and brave spaces. She also provided an overview of practical strategies and non-formal education methods that can be integrated into our programs.

Following the presentation, she facilitated a discussion on the benefits of adopting a DEI policy and how it could be implemented within the organization. The dissemination activity was met with great enthusiasm and interest from the president of the organization. The president of INOS expressed strong support for the initiative and emphasized the importance of integrating gender equality and inclusivity into the core values and practices of the organization.

The immediate impact of the dissemination activity was highly positive, leading to several important developments. The president agreed to prioritize the development and implementation of a comprehensive DEI policy. This policy will outline the organization's commitment to fostering an inclusive and equitable environment for all staff, volunteers, and program participants. At the dissemination we also discussed that we need to engage some expert who will be in charge for the preparation of the DEI policy, since we are very small organization and we do not have enough experience and knowledge.

The dissemination activity was a successful and impactful step towards promoting gender equality and inclusivity at the Center for Innovation and Development INOS. The strong support and commitment from the president are promising indicators of the positive changes to come. We look forward to the continued development and implementation of our DEI policy, and to embedding these values more deeply into our organizational practices and culture.