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**Promoting LGBTQIA+ Inclusion:
Educating Against
Intolerance and Discrimination**

Project ID: 2023-1-FR02-KA210-YOU-000123456

FINAL REPORT - ACTIVITY 3



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1. DESCRIPTION OF THE EVENT

2. AGENDA OF THE EVENT

First day, April 28th			
15:30 - 18:00	Arrival in Zaragoza		
Second day, April 29th			
9:30 - 11:00	Welcome session	Introduction to the Project and the partners. Ice-breaking activities.	Punto VIHsible (SOMOS's place)
11:00 - 12:00	Myths and realities	Participative session about LGBTIQ+ community. Divide the participants into groups and ask them to write in a paper 10 terms about the LGBTIQ+ community, 5 positive and 5 negative. We divide a whiteboard into two sections, so we can collect the positive and negative terms of all groups and have a discussion about stereotypes, myths and realities about the community. We will conclude with which of the terms are based on realities and which ones on myths.	Punto VIHsible (SOMOS's place)
12:00 - 12:30	Coffee break		
12:30 - 13:30	How to be a LGBTIQ+ person in each country	We will have a conversation about being a LGBTIQ+ person in France, or in Bordeaux, and in Zaragoza, Aragón and Spain. Free speech, the objective is to share and learn about rights, discrimination, difficulties, advantages, etc. in each region.	Punto VIHsible (SOMOS's place)
13:30 - 15:30	Lunch		
15:30 - 18:00	Guided tour of Zaragoza	We will visit la Catedral del Salvador, Mirador del Teatro Romano, Mercado Central, Murallas Romanas y César Augusto, Interior de la Catedral del Pilar, Interior Lonja, Puente de Piedra. The visit will end in the city centre.	Plaza Pilar



Third day, April 30th			
9:30 - 11:30	Coming out	<p>Coming Out: Stories, Support, and What We Need</p> <p>Objective: To share coming out stories and collectively reflect on how to ensure these experiences happen in safe and respectful environments.</p> <p>Structure:</p> <ul style="list-style-type: none"> • Welcome and Introduction (10 min) • Icebreaker: “One thing I wish I had heard” (15 min) • Story Circle / Experience Sharing (50 min) • Small Group Workshop: “Creating a Support Guide” (30 min) • Sharing and Discussion (15 min) 	Instituto Ikigai's place
11:40 - 12:40	Generation to generation LGBTQ+	<p>Generation to Generation: LGBTQ+ Legacy and Connection</p> <p>Objective: To explore how the stories and struggles of previous generations shape our identities and activism today, and to build bridges across LGBTQ+ generations.</p>	Instituto Ikigai's place
12:00 - 12:30	Coffee break		
12:30 - 13:30	Sexual Health and Education	<p>Basic principles on:</p> <ul style="list-style-type: none"> - Building healthy relationships - Sexual consent - STIs, prevention, and intervention 	
13:30 - 15:30	Lunch		Verdechulo
15:30 - 18:00	After PrideEDU further steps		

Fourth day, May 1st			
9:30 - 10:30	Fundamentals of social participation and activism part 1	<p>We divide the participants into groups and ask them to design a protest activity, i.e.: a protest march. They will have to design:</p> <ul style="list-style-type: none"> - Decide type of protest activity - Main slogan - Strategy for seeking support from other local entities - Call to action (dissemination) 	Punto VIHsible (SOMOS's place)



		- What will be done during the activity	
10:30 - 11:00	Coffee break		
11:00 - 12:00	Fundamentals of social participation and activism part 2	Each group will present the activities they created and give tips if needed. The session will conclude with a farewell and thanks for participating.	Punto VIHsible (SOMOS's place)
12:30 - 13:30	Conclusion, final discussion, evaluation and distribution of certificates		Punto VIHsible (SOMOS's place)
13:30 - 15:30	Free Lunch		
15:30 -	Departure from Zaragoza		

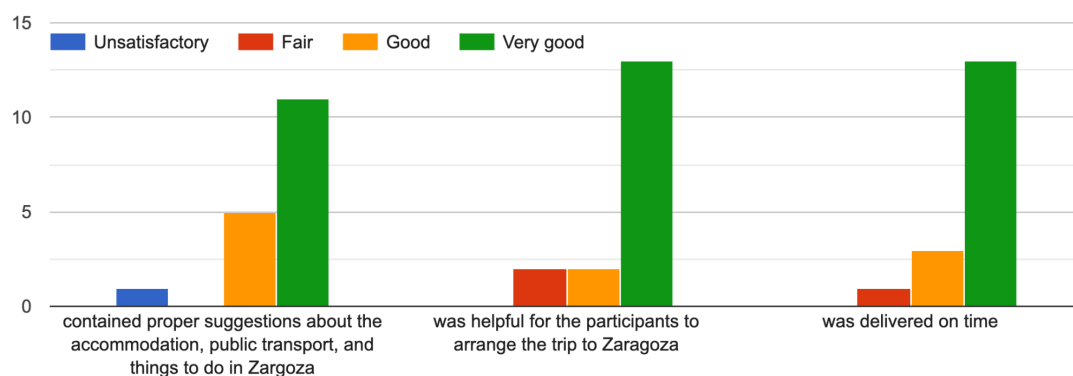
3. QUESTIONNAIRE FINDINGS

We received 17 responses from the participants and they were all taken into consideration while creating the document.

Results received from the participants:

THE INFOPACK

The infopack...



The first question regards the info pack which was distributed to the participants before the commencement of the session. It asks concerning the infopack rating on a scale from 1 through 4 on the following rated aspects: “was helpful for the participants to arrange the trip to Zaragoza, contained proper suggestions about the accommodation, public transport and things to



do in zaragoza” and if it was delivered on time”. The possible answers were “Unsatisfactory, Fair, Good, Very good”.

In the case of the infopack containing proper suggestions about the accommodation, public transport and things to do in Zaragoza, the participants voted as follows: 11 voted for 4 (very good), 5 voted for 3 (good) and 1 voted for 1 (unsatisfactory).

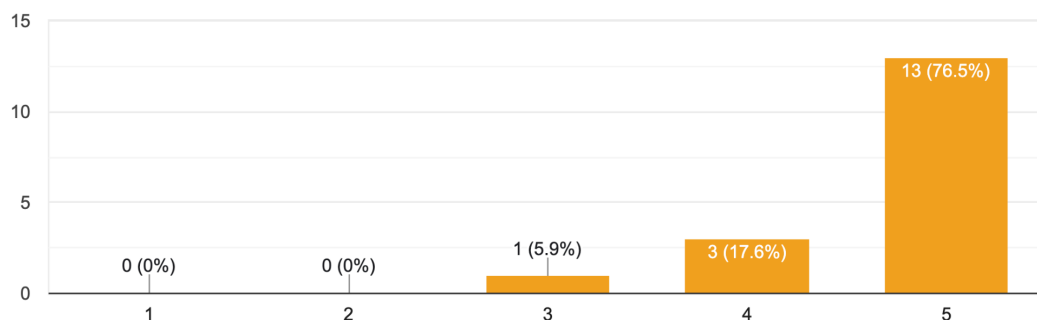
Another aspect, if the infopack was helpful for the participants to arrange the trip to Zaragoza was rated with 13 participants voting for 4, 2 voted for 3 and 2 voted for 2.

Concerning the delivery of the infopack if it was delivered on time, 13 participants voted for 4, 3 voted for 3 and 1 voted for 2.

THE COHERENCE OF THE AGENDA

The agenda of the meeting was clear and coherent.

17 responses



This question was geared towards the clarity of the program and states: “The agenda of the meeting was clear and coherent.” The possible answers to this question were a rate of 1 through 5, labeling 1 as strongly disagree, 2 as disagree, 3 as neutral, 4 as agree and 5 as strongly agree. The areas that had to be applied were the materials, case studies and communication skills to interact effectively with LGBT+ individuals and their allies that were used during the session were clear and coherent to the session’s goal.

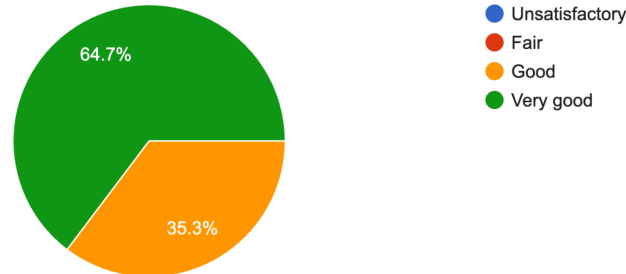
The responses for “The agenda of the meeting was clear and coherent was quite interesting. Thirteen of the participants rated the clarity of the agenda as 5, three rated it as 4 and one rated it as 3.

SOMOS LGBT+’s MEETING VENUE REMARKS



The venue decided by SOMOS LGTB+ was adequate for purpose of the meeting.

17 responses

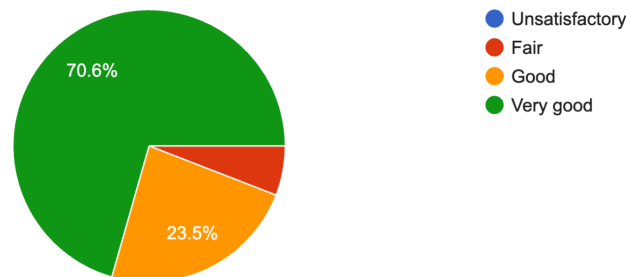


With the need of a friendly environment to hold a session for our participants, we asked if “The venue decided by SOMOS LGTB+ was adequate for the purpose of the meeting.” On a scale ranging from 1 through 4, 64.7% of the participants voted 4, indicating “very good”. However, the remaining of the participants signaling 35.3% voted 3 which indicates “good”.

INSTITUTO IKIGAI's MEETING VENUE REMARKS

The venue decided by Instituto Ikigai was adequate for purpose of the meeting.

17 responses



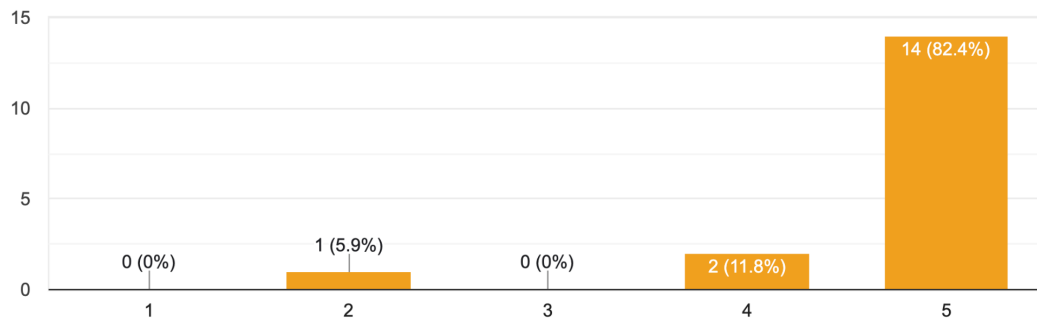
Continuing on the topic of meeting venues, we also asked if “The venue decided by Instituto Ikigai was adequate for the purpose of the meeting.” On a scale ranging from 1 to 4, the participants voted as follows. 70,6% voted for “Very good”, 23.5% voted for “Good” and one person representing 5.9% voted for “Fair”.

VENUE PROXIMITY



The meeting venue were easy to reach.

17 responses



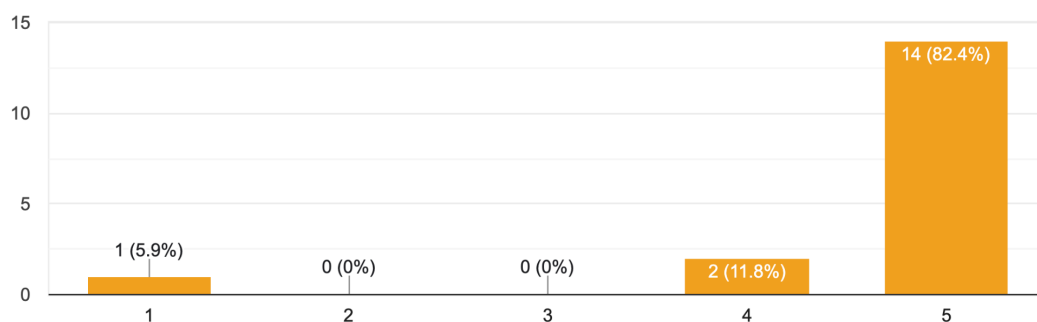
Pertaining to this question, we asked the participants if “The meeting venues were easy to reach.” In other words, we wanted to know how seamless it was for the participants to get to the address that was presented to them for the meeting. This regards all forms of transportation including public train, bus or walk.

On a scale ranging from 1 through 5, Fourteen of the participants representing 82.4% voted 5, meaning they strongly agree it to be easy to reach the designated address of the meeting. Two if the participants representing 11.8% voted 4 and one person voted 2, indicating he/she/they disagreed with the designated meeting venue being easy to reach.

VENUE ACCESSIBILITY

The meeting venue were accessible to everyone.

17 responses



The ultimate question regarding the venue was if “The meeting venue were accessible to everyone.” The provided answer was a scale ranging from 1 through 5 indicating “strongly disagree, disagree, neutral, agree and strongly agree” respectively.

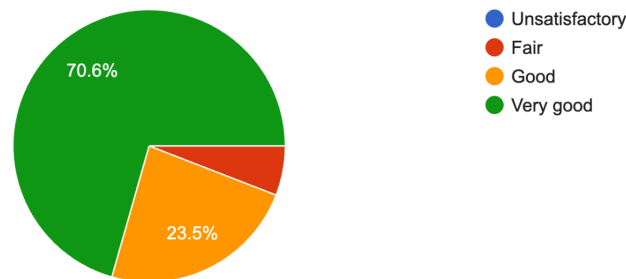


The response was divided into the following: Fourteen of the participants who represented 82.4% of the convocation voted 5, two voted 4 and one person voted 1.

IMPRESSION OF THE MEETING

General impressions of the face-to-face training was:

17 responses

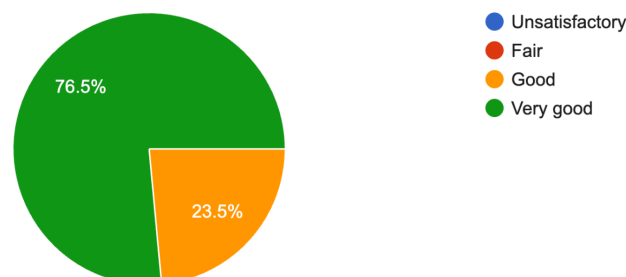


Concerning this part, we asked what “General impressions of the face-to-face training”? This was to know the view of each participant about how they view the in-person training. The provided answers were indicated as: “Unsatisfactory, Fair, Good and Very good” respectively. 70.6% denoting twelve of the participants voted “Very good”, while 23.5% voted “Good” and 5.9% voted “Fair”.

IMPRESSION OF THE TRAINING’S PLAN

The training's planning was:

17 responses



Another question concerning the meeting itself was how the impression of “The training’s planning was”? This was intended to assess participants’ reflection of the structure and timing of daily activities related to the session. The offered responses were “Unsatisfactory, Fair, Good and Very good”



respectively. Thirteen participants indicating 76.5% of the assembly voted “Very good” and four participants voted “Good”.

RELEVANCE OF THE CONTENT

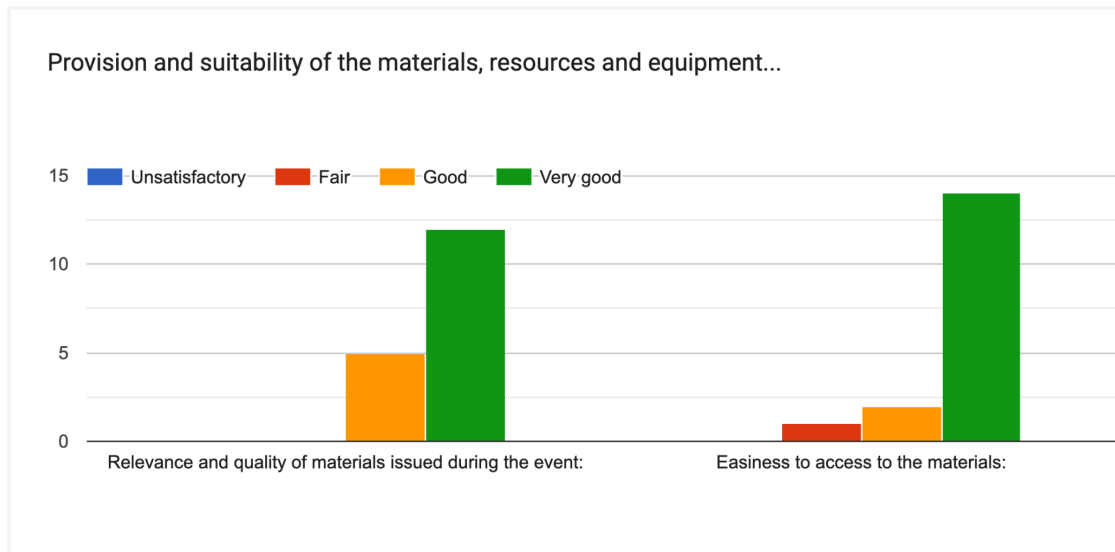
About the effectiveness of the contents...



Participants were asked if the “Appropriate content, clear relation to the objectives of the event:” and it implied how they found the proficiency of the contents or materials that were used were aligned with the purpose, ensuring relevance and effectiveness during the session. We provided the following answers: “Unsatisfactory, Fair, Good and Very good” respectively. Participants voted with twelve choosing “Very good”, four voted “Good” and one voted “Fair”.

We also asked if we made it to the “Achievement of planned objectives” which were expected of the participants. We provided the same possible answers from above: “Unsatisfactory, Fair, Good and Very good”. The results of this question were impressive because thirteen of the participants voted “Very good” and four participants voted “Good”. This implies that the outcome aligned successfully with the participants expectations.

PROVISION AND SUITABILITY OF MATERIALS, RESOURCES AND EQUIPMENT



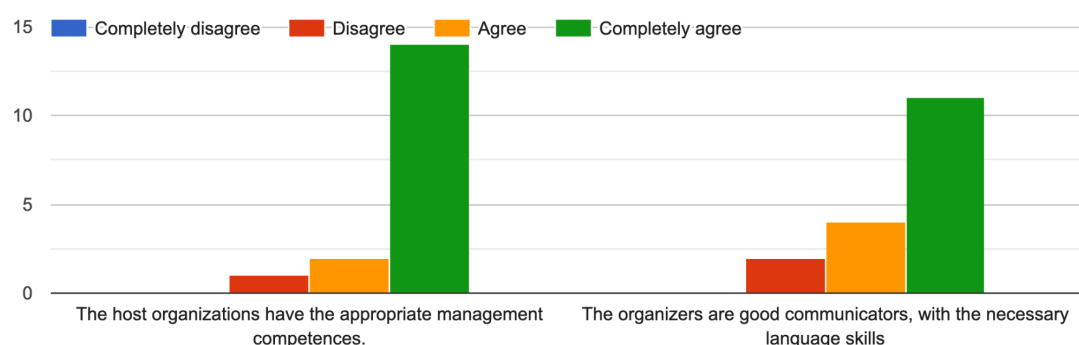
This query was about the assets that were provided during the session and the question was if the “Relevance and quality of materials issued during the event” were within the satisfactory of the participants or not. The provided answers to the question were “Very good, Good, Fair, Unsatisfactory” respectively.

The responses to the “Relevance and quality of materials issued during the event” were as follows: twelve participants voted “Very good” and 5 participants voted “Good”, which implies that our participants were satisfied with the assets we provided.

Another question about the assets was the “Easiness to access the materials”. This also had the same provided answers as above, “Very good, Good, Fair, Unsatisfactory”. The participants rated as follows: fourteen of them voted “Very good”, two of them voted “Good”, and 1 voted “Fair”.

HOST ORGANIZATIONS' COMPETENCES

Appropriateness of the host organizations' competences...





This question regarding the host organizations' competence was if "The host organizations have the appropriate management competences". This refers to how the participants rate the essential skills, knowledge, and abilities that were displayed by Instituto iKigai and SOMOS LGBT+. The possible answers that were provided were four and they stated: "Completely disagree, Disagree, Agree, Completely agree" respectively.

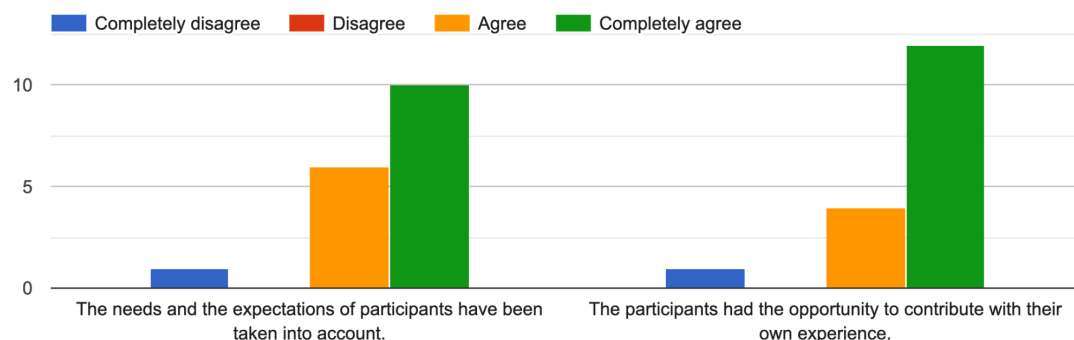
The responses from the participants regarding the question were that fourteen participants voted "Completely agree", two participants voted "Agree" and one participant voted "Disagree".

Another question under the same topic of "Appropriateness of the host organizations' competences" was that if "The organizers are good communicators, with the necessary language skills". This simply means if the organizers demonstrated strong communication skills, effectively conveying ideas and information with proficiency in the required language which was English. As well, the possible answers that were provided were "Completely disagree, Disagree, Agree, Completely agree" respectively.

The participants answered this question with eleven of them voting "Completely agree", four voted "Agree" and two voted "Disagree".

EFFECTIVENESS OF SHARED OWNERSHIP OF THE MEETING

Effectiveness of shared ownership of the meeting...



This question was toward the participants and we asked if "The needs and the expectations of participants have been taken into account" during the session. In other words we wanted to know if the participants felt their priorities were taken into account during the session. Conversely, we provided possible answers particularly "Completely disagree, Disagree, Agree, Completely agree" respectively.

The participants responded with ten of them voting "Completely agree", six voted "Agree" and one voted "Completely disagree".

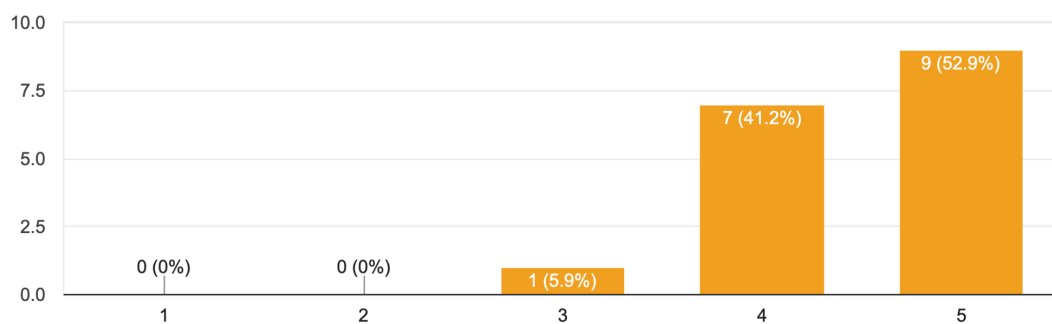


Additional question to the above topic; “Effectiveness of shared ownership of the meeting was if “The participants had the opportunity to contribute with their own experience”. The participants voted as follows: twelve of them voted that they “Completely agree”, four voted that they “Agree” and one voted “Completely disagree”.

EVALUATION OF THE ACTIVITIES PROPOSED

Rate from 1 to 5 how useful you think the activities proposed were:

17 responses



Each participant was asked to “Rate from 1 to 5 how useful you think the activities proposed were”. This pertains to the recreational and social engagements that were performed during the session. To allow them to be able to rate the activities performed we provided a scale ranging from 1 through 5 with 1 indicating least effective and 5 indicating most effective. 52.9% (9 participants) rated 5, 41,2% (7 participants) rated 4 and 5.9% (1 participant) rated 3.

CONTENT PREFERENCE

Participants were asked the open-ended question; “If you gave a low rating (between 1-3) in the previous question, would you please indicate what you consider to be the weak points of the proposed activities?”

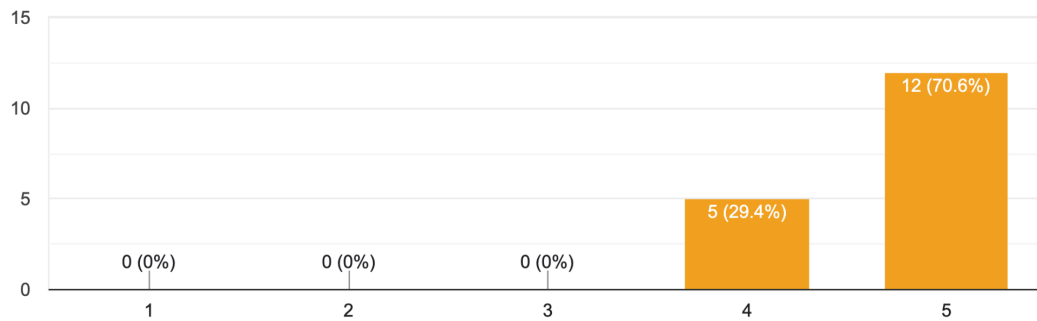
One participant answered this question stating: “Absolutely zero inclusion of disabled people. Actual content was ok but maybe for people with very little knowledge of LGBT lives. As a queer person I learned very little. The content was very focused on white gay abled cis people.”

EVALUATION OF THE TIME ADEQUACY



Rate from 1 to 5 the adequacy of the time devoted to the activity:

17 responses



Moreso, each participant was asked “Rate from 1 to 5 the adequacy of the time devoted to the activity”. Similar to the question above we provided the possible answer of a scale ranging from 1 through 5 for participants to vote. 70.6% (12 participants) rated 5 for the time adequacy devotion and 29.4% (5 participants) rated 4.

DURATION PREFERENCE

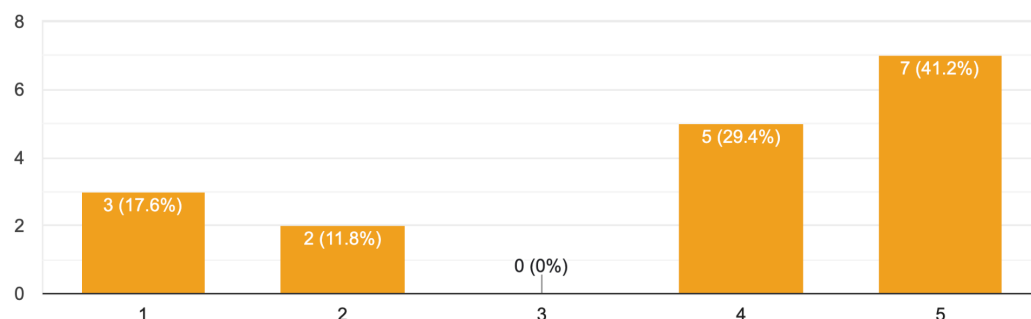
Participants were asked an open-ended question; If you gave a low rating (between 1-3) in the previous question, would you please indicate what you consider to be the best timing for the activities?”

No participant responded to this question due to the fact that all of them gave a high rate to the previous question.

EVALUATION OF THE COMPREHENSIBILITY OF THE ACTIVITIES

Rate from 1 to 5 the comprehensibility of the activities you have attended:

17 responses



With respect to understanding of the activities we performed during the session, we asked each participant to “Rate from 1 to 5 the comprehensibility



of the activities you have attended”. Participants rated their comprehensibility to the activities as follows: 41.2% (7 participants) rated 5, 29,4% (5 participants) rated 4, 11.8% (2 participants) rated 2 and 17.6% (3 participants) rated 1.

CHALLENGES AND EASE OF COMPREHENSION

With regards to the question about comprehension of the activities, we asked participants an open-ended question, “What did you find most easy/difficult to understand and/or implement? Can you also explain why?”

All the participants responded and the answers are as follow:

- “I think the communication with some Spanish people was kinda difficult because I’m not used to hear this accent, but I was always able to figure out what we were talking about”
- “Coming out activity was really practical Sexual health éducation really informative activism really concrète i like it and ice breaker really fun”
- “The first day, it was a lot of discussions, not a lot of interactions so i didn’t understand all what people said”
- “I’m fluent in english so I understood most of the things but some people have a strong accent. We also weren’t warned that English was gonna be the only language used, so non English speakers could literally understand nothing. I think it’d be good to at least warn the participants, or accommodate with translators.”
- “Everyone coming from different countries and having their own accent and their own lack with English made it a bit difficult sometimes to understand everything, but most of the time other people could translate or reformulate when something was unclear so it went pretty smoothly overall”
- “Most easy was discussions, because everybody was free to say something. Most difficult may be expressing ourselves when we don’t know a subject or we don’t dare speak about it.”
- “I enjoyed all the activities, and the best part was being able to express our opinions freely and the fact everyone contributed and listened”
- “The “artistic” activities, because I always struggle regarding creative activities”
- “Everything was very easy to understand, everyone explained things very well”
- “Maybe the communication with other Spanish people, but only relevant if you do not speak the language.”



- “Easy: experience of other participants. Difficult: instructions of some task”
- “Nothing, all was completely clear”
- “It was all really clear.”
- “I have very limited vocabulary in english”
- “I have nothing to share here, sorry”
- “The idioms”
- “None”

COMMENTS ON ACTIVITIES PROPOSED

Another open-ended question was “In your experience, what are the main weak points of the proposed activities? (time, complexity, objectives, teamwork, etc.). ” This pertains to participants sharing their views on what they found insignificant in any of our strategized activities.

All the participants gave remark and their answers are as follow:

- “Sometimes the activities were more like a ‘lecture’ so it could be a bit difficult to concentrate the whole time, and maybe a bit intimidating to interrupt to share our experiences/opinions. Wished we had more teamwork moments, to get to know each other better and to share the differences and similarities between the different countries.”
- “Maybe the one about the “time capsule” for future generations was a bit rushed and I will have change It to a two-day activity.”
- “Maybe some activities were too long, and not directly related to the subject or effective enough.”
- “At the first part there was not a lot of group activities, it was just discussions like if we were at school and i’d prefer group activities”
- “Very “mainstream” topics. No deep talk or experiences from POC or disabled queer people. No inclusion of people with difficulties of speech during the activities.”
- “Maybe not enough depth in some trainings (I was not present for the activities of the afternoon though)”
- “Globally it was very good, I just think i need more activities that involve other thing than just talking in the whole group”
- “First activity a bit descendant and the group was not link already but After really nice and participative”
- “The activities were inclusive and well explained.”
- “Teamwork because of language”
- “Honestly, I didn’t observe any weak point”
- “Excpciopnals very good and important”
- “All the stuff we’re very clear”
- “Not any weak points I think.”



- “No weak points”
- “Time”
- “None”

FEEDBACK SUGGESTIONS

Participants were finally asked to share their remarks about the session. This is related to anything they would like to share based on their own merits. The prompt states: “Please add any feedback that you feel like sharing and that you think is not covered in the questions above.”

Below are the opinions the participants gave in respect to them sharing their feedback:

- “It was very nice to have a Zaragoza visit the first day, to help us understand the city background more and to enjoy the city life. The shared lunch were also good moments to get to know everyone in a more informal way. Muchas gracias!!”
- “Debates have been really helpful in order to exchange different perspectives about the topics. The whole experience was really inspiring and interesting. Thank you.”
- “I really enjoyed these activities, they were really interesting and the people were amazing :) thank you very much!!”
- “We would love to participate again at this kind of events, it was very fulfilling”
- “It was very good. I had such a good time doing activities and eating together. Everyone was very nice and I felt well welcomed. Thanks for everything”
- “People were very welcoming, the exchanges were very interesting and the activities too. i enjoyed this project and congratulations to the organizers”
- “I would have liked more people from Zaragoza to participate, but like, there’s nothing to do about that.”
- “Everyone was nice and respectful, my critiques are not directed towards something personal”
- “I really like thé sharing of the different country point of vue and expérience”
- “The very theme of the project was essential and relevant”
- “Thanks for open space the powerent and visibility”
- “Thank you for everything!”
- “Its fine”
- “Nothing to add!”
- “Nothing to add”



4. CONCLUSION

5. PHOTOS



