



Intermedial internal evaluation report

<http://www.in-diversity.eu/>

Lifelong Learning Program, LEONARDO DA VINCI PROJECT n° 2010-1-ES1-LEO05-21234



1. PROJECT PARTNERSHIP & WORK PACKAGES

<p>PO: Instituto Europeo para la Gestión de la Diversidad (IEGD). Spain</p> <p>Mirtha Casanova</p> <p>WP1: Coordinating and Mangment</p>	
<p>P1: Greta du Velay (GDV) France</p> <p>Pierre Carrolaggi</p> <p>WP2: Approach the cultural diversity in the participating countries</p>	<p>P2: Work Research Center (WRC) Irland</p> <p>Richard Wynne</p> <p>WP3: Analysis of the transferability of DimanT products</p>
<p>P3: Instituto de Formación Integral (IFI) Spain</p> <p>Alicia García-Madrid</p> <p>WP4: Ellaboration of IN-DIVERSITY training products</p>	<p>P4: Stiftelsen Minerva (MINERVA) Sweden</p> <p>Marianne Lundberg</p> <p>WP5: Pilot Experience</p>
<p>P5: Trainig 2000 Italy</p> <p>Kylene de Angelis</p> <p>WP6: Valorization Plan</p>	<p>P6: Fundación CEPAIM (CEPAIM) Spain</p> <p>Marta Gómez de la Vega</p> <p>WP7: Internal Evaluation of the project</p>

EVALUATION PERIOD: OCTOBER 2010-DECEMBER OF 2011

2. PROJECT OBJECTIVE

In-Diversity is a project orientated to managers of peoples. It develops awareness and tools for the management and inclusion of immigrants, persons from other nationalities, third country nationals who live and work in the European Union. The objective is to leverage the input this diverse group can give companies and what can companies do to respect and leverage their cultural differences.

The specific objectives are:

- To transfer the information wide range of policies and practices, the training products on-line about managing diversity, and the diversity management tools, from the project DimanT: Diversity Management Tools for the Workplace-DimanT.
- Train the managers of the companies and people working in the human resources management, middle managers, etc. about how to manage the cultural diversity, improving the work environment.
- Provide tools to companies, entrepreneurs associations, trade unions, training entities, NGOs in order for them to use or disseminate them to manage the cultural diversity in the companies, adapted to the socio-political and cultural reality of each country, in its language.
- Experiment and validate the training products with the final users to know at first hand the opinion about the adaptation of DimanT products, as well as the utility and the quality of them.
- Disseminate and exploit the results to achieve the higher numbers of final users and beneficiaries, and sustainable once finished the period of execution of the project.

3. ACTIONS DEVELOPED

1. About partners meeting:

Three partners meeting have been made:

- 29- 30 November 2010 in Barcelona
- 5- 6 May 2011 in Le Puy
- 12-13 September 2011 in Dublin
- 30 may 2011 in Madrid (extra meeting for tool kit training)

After the second and third meetings, the partners completed an evaluation questionnaire and there are evaluations reports about them. The meetings have been evaluated as positive enough. However, for the next meetings, **some questions can be improved:**

- The previous indications could be more detailed, providing more information about transport, schedules, hotel locations, etc.
- All the partners must be in the meeting. Every organization should be responsible for ensuring the attendance of a person who knows the project.

- Previous meeting, all partners must have the work schedule and the working methodology. This working methodology should not be only narrative, it must result in further dialogue, discussion, implementation of proposals by everyone, although they are not be the responsible for that work package.
- Those meetings would be more effective if there were more cooperation between the partners.

2. Valorization plan:

- The Virtual Platform is finished. The site is www.in-diversity.eu.
- The postcards and brochures about the project are finished. They are in all languages of each partner country. Each partner **is responsible for printing and distributing to stakeholders.**
- There have been two digital newsletters. They are published on the web and contact lists of partners.
- It has opened an account in facebook, linkend and twitter but practically there is not activity on them. **Very few partners are using it and very few people are part of our network.**
- Dissemination activities: 44 project information and 21 project presentations. Some partners do not have any dissemination activity or did not communicate it. More dissemination activities must be carried out in the coming months, when the on-line course is completed, before the pilot experience.
- The impact of the web is small. Since May, the number coming from google analytics (which is analysing the In-Diversity website) are: 160 Visits, 71 Visitors, 1.843 Pages visited 11,52 Pages/visitor, 00:10:50 visiting time. These data indicate **that few people are visiting the website and it is being used principally by the project partners.**
- In the evaluation questionnaire, Training 2000 said that **it is not always easy to follow the whole flow of communications and it will be needed more cooperation between all partners.**

3. The work of WP1 is finished:

- National reports Cultural Diversity Approach are finished. And the general report is finished too. All of them are in the website.

- In the evaluation questionnaire, Gretta du Velay explained some difficulties: the country reports did not give an equivalent focus to the same items and were difficult for the partners to detect good practices among the companies.
- The reports are being used of support for the development of training course. For these reasons, **it has recommended to the external evaluator to evaluate the quality of those. The final quality of the course may be affected.**

4. The WP3, Analysis of the transferability of DiManT Products

The work in this package work has not been done as yet. Work Research Center, the leader of this work, has not made the discussion group in Ireland, therefore he has not submitted the general report with the conclusions about the discussion groups in different countries. We can say that **the objectives in the WP3 have not been reached.**

This work was one of the fundamental phases of the Project. This report was necessary to design the training course. Finally IFI was conducted without taking into account this information.

5. The WP4, elaboration of In-Diversity training products

IFI have presented the contents of the first four modules of the training course. There were also a proposal to exercise associated with each information module. Also some exercises are proposed. **This proposal has not been formally evaluated by the quality committee. Only some members gave their opinions and made suggestions for improvement.**

4. IMPLEMENTATION OF THE BASIC PRINCIPLES

COLLABORATION

Cooperation and effective communication between partners is ensured by the regular meetings are to be made to foster a spirit of collaboration and motivation to achieve the objectives of the project. The next meetings will be held (approximate dates):

- 20-21 marzo 2012 in Sweden
- 20-21 septiembre in Italy

But the collaboration of partners outside of the meetings can still be improved. Each partner is very focused on the work package leads and the collaboration and contributions to other work, in some cases, is too small.

SUSTAINABILITY

In the last meeting the partnerships decided that the sustainability strategy would be to present a new project, or one extension, of the project to develop the tools and activities which have been identified as gaps in the project.

The first partnership meeting was a brain storming session about different strategies to be explored. However, A clear strategy was not defined, establishing objectives, responsibilities, dates, etc.

1. Google ads which pay per impact / visit of the platform
 - a. Victoria will make a report of the advantages and disadvantages and on the very sensible issue of not allowing ads which feature discrimination.
 - b. In this case Valorisation has to have as objective the creation of traffic / impacts in the platform to generate that income.
2. Training - presently we are giving the previous training and tool kit for free to visitors
 - a. We could charge for coaching or mentoring service
 - b. Charge for presence training
3. When the project In-Diversity e-training and tool kit is completed, we could charge for the use of these tools
4. Community – developing a community during these 2 years which afterward may sustain the program.
 - a. Newsletter with very specific news and content.
 - b. Training.
 - c. Trans European training exchange program.
 - d. Benchmarking session.
 - e. Researching best practice.
 - f. Collaboration with institutions specialising in this field.
 - g. Legal issues.
5. One of the partnership organisations incorporates projects to its institution

6. Establish collaboration with other institution to cover costs and guarantee promotion of In-Diversity tools

TRANSFERABILITY

At the last partnership meeting did not have enough time to talk about this again. In the evaluation questionnaire had a question regarding this matter. The partners do not have any specific proposal about the transfer.

In the first partnership meeting it was established some ideas relativistic transfer capacity of the project in other institutions and other member states

The main ideas were:

- 1- Partners inviting other institutions for their country or from other members states to participate in the projects process on a voluntary basis and hold ownership of the tools together with the project partnership at the end of the project
- 2- Search through focussed communication campaign designed by Training 2000 for candidate organisations preferably from other members states to participate in the project process and hold ownership of the tools together with the project partnership at the end of the project

Coming months will continue to move forward on this issue, for this we will create a protocol to define the profile of the candidate Organisations to transfer the project too.

5. DEVELOPMENT OF MECHANISMS FOR MONITORING, CONTROL AND EVALUATION

The Quality Committee (IFI, WRC, IEGD, Training 2000) and Technical Secretariat is named by the quality committee has not been made on the practice yet. There is not still a specific protocol for action, communication, etc. The IEGD, as coordinator, would submit a proposal but it has not done so.

The first external evaluation report is made. CEPAIM suggests to the external evaluator to conduct an initial assessment about the quality of the first products, the reports of WP2, as they are being used to develop the content of the training course.

For this report, the information was collected as follows:

- Evaluations questionnaire for the meetings
- Evaluation questionnaire for partners about different aspects of project progress
- Documents in the intranet
- Information in the website
- Partners mail