

## IGLYO

IGLYO - The International Lesbian, Gay, Bisexual, Transgender, Queer & Intersex (LGBTQI) Youth & Student Organisation - is the largest LGBTQI youth and student network in the world with over 95 member organisations in 40+ countries, with an estimated reach of over 3.000 youth activists.

As a youth development organisation, IGLYO builds the confidence, skills and experience of LGBTQI young people to become leaders within the LGBTQI and human rights sectors. Through cross-cultural exchange and peer learning, IGLYO also creates a powerful collective of youth activists across Europe and beyond, who can share strategies and visions, and foster values of international solidarity. Finally, IGLYO ensures the voices and experiences of LGBTQI young people are present and heard by decision-makers at European and international levels. IGLYO achieves these outcomes through international trainings and events, targeted capacity building programmes, inter-cultural exchanges and peer learning, online tools and resources, and digital story-telling and campaigning.

## STRATEGIC OBJECTIVES 2018 -2020

### Building young activists

- To work directly with young people to build their confidence and abilities, and equip them with lifelong skills to become leaders within the LGBTQI and wider human rights movements
- To widen young people's perspectives and build international solidarity through peer learning, cross-cultural exchange and intersectional approaches
- To provide young people with opportunities to explore and express their individuality in a safe and supportive environment;
- To grow a strong and diverse group of youth allies to support and advocate for the human rights of LGBTQI youth.

### Increasing the visibility and highlighting the diversity of LGBTQI youth identities

- To change attitudes in society and influence decision makers on all levels by ensuring LGBTQI young peoples' voices and experiences are present, heard and affirmed
- To support and promote positive youth role models within the LGBTQI population and celebrate their diversity
- To ensure youth perspectives are included within the wider LGBTQI movement and that LGBTQI perspectives are mainstreamed within the youth movement
- To embed intersectional approaches throughout our own and our members' work to ensure diversity within our movement is visible and actively recognised

### Making education safe and inclusive for all

- To ensure safe and inclusive educational environments for all LGBTQI young people by working with our members, governments, experts, teachers, parents, and learners
- To raise awareness of the issues faced by LGBTQI youth in education through innovative campaigns and resources

### Developing and sustaining an engaged and connected network of member organisations

- To support the work of IGLYO's members, especially around youth engagement and development
- To encourage international co-operation and increased partnership work across the network through international meetings and online platforms
- To support younger organisations and groups to develop through mentorship and advice



Government of the Netherlands



IGLYO is funded by the Rights Equality and Citizenship (REC) programme 2014-2020 of the European Union, the Dutch Ministry of Education Culture & Science, and the European Youth Foundation of the Council of Europe.

IGLYO aisbl is a registered charity in Belgium (No d'entreprise: 808808665)

IGLYO Chaussée de Boondael 6, Brussels 1050

## THE ACTIVIST ACADEMY

The Activist Academy is one of IGLYO's flagship projects and it directly works towards accomplishing its first strategic objective to build and empower young activists.

In 2017, following a thorough analysis, IGLYO concluded that many young people coming from IGLYO's membership often lacked practical skills and experience to affect change, so we created a very distinct capacity building format, the Activist Academy- a six-day intensive training course, aimed at young people at the very start of their activist journey. Split into three distinct stages- team building, skills acquisition and action learning, the course not only teaches young people practical skills, but gives them opportunities to put their learning into practice straight away through a series of group challenges.

There are a series of elements that make this event a unique opportunity for introspection, personal development and empowerment of young LGBTQI people at the beginning of their activist careers. IGLYO tried to replicate some of these elements in the 2020 online edition of the Activist Academy but we recognize that the impact of these elements on the motivation, self-efficacy, and personal growth of the participants has probably been reduced significantly, when compared with the physical event.

The programme consists of group building activities, a menu of skills-based workshops led by experts from the international LGBTQI, and IGLYO's own trainers (IGLYO, All Out, ILGA Europe and national experts from the hosting country organisation) and a series of group challenges to practise the skills they have learnt. Some of the significant elements that differentiate between the Academy format and other international youth conferences/trainings have included, up to 2020:

- navigating throughout the event in smaller teams
- having trained mentors to support the participant teams
- having almost half of the event focused on practising skills
- having relevant institutional partners as workshop facilitators
- having a complex multi-layered learning: specific skills from expert-led workshops, as well as people and communication skills from working within teams
- using structured learning tracking tools and strategies to help participants internalise the learning.



2020: THE FOURTH YEAR AND A GLOBAL ONLINE ACTIVIST ACADEMY

The fourth edition of the Activist Academy took place between 6-21 August 2020. Due to the coronavirus pandemic, the Academy was held online and it was entirely hosted by IGLYO.



The fourth-year format built on the feedback from the 2019 participants, but it differed significantly from the previous years due to the exceptional circumstances. The online format allowed for an extension of the Academy to two weeks. That allowed participants to have extra time to work on their challenges, build connections, and reflect on the workshops. Feedback from previous years stressed the need for more time for teams to work on their challenges, and this year allowed for a less intensive timeline of the Academy. The online format meant that more applicants than ever could be invited to take part, and this year's Academy more than doubled the number of participants.

Perhaps the most remarkable change this year was the inclusion of participants from around the world. This year's participants had the opportunity to apply through an organization as well as on their own. In addition to the online format, this allowed for a very multicultural environment, with participants from Pakistan, Nepal, Myanmar, Kyrgyzstan, Uzbekistan, Madagascar and others joining their European fellows.

Even if the online edition allowed for a certain level of networking and international connection building, this has happened to a much lower degree. The intrinsic motivation and sense of curiosity and engagement that came with international travel, meeting and interacting with new people and different cultures and life experiences could not be replaced in this edition but IGLYO has tried to add elements that would increase participants' motivation by increasing their sense of perseverance and commitment through the inclusion of participation incentives and of a prize awarded to the best Academy team.

PROMOTION & BRANDING

One of the aims of the Activist Academy project was to make it aspirational and appealing to young people. This was partly based on the professionally developed visual identity and branding from the previous edition of the Academy. Once everyone was selected, private Facebook and Whatsapp groups were set up. All communication related to the Academy, including promotional advertising for participant recruitment, as well as internal communication with the participants after the Academy started, the Academy website, had a consistent imagery and visual branding.

## THE PEOPLE: PARTICIPANTS, EXPERTS & ORGANISERS

People who become part of the Activist Academy have the opportunity to go through different layers of transformative learning experiences, through participation in skills workshops and taking part in practice challenges while working in teams, and through learning from inspiring experts. The fourth edition of the Activist Academy brought together 49 participants, three workshop experts, and four organisers.

### Participants

A call for applications to participate was launched on the Academy and IGLYO websites and on social media channels. At the same time, an email addressed to the leadership of IGLYO's member organisations was sent out, inviting them to start a process to identify key young people with potential for growth within the organisations and to ask them to apply to participate in the Academy. The participatory process of organisations identifying an activist who would apply to become a participant in the Activist Academy was an important element in the selection of participants. IGLYO wants this learning opportunity to have the maximum possible impact to the benefit of its member organisations. 53 participants were selected and invited to attend. Unfortunately, throughout the Academy some of the participants had personal issues and responsibilities that prevented them from taking an active part in the activities and decided to drop out, bringing the total number of participants down to 49.

This year, participants were encouraged to apply in teams. IGLYO did not assign them to new teams, but instead encouraged them to form teams between individuals. As a result, three people from three different countries formed a new team.

Different time zones were not an issue as they were taken into account when designing the program. The main communication channel with the participants was a Whatsapp group. Participants who were not Whatsapp users were informed personally about news and developments of the programme. The information was also sent by email.

### Workshop Experts

Normally, IGLYO designs the skills curriculum of the Academy based on direct observations during other IGLYO events, and on a thorough analysis of the applications for participation, including not just direct questions for relevant content but also looking at participants' plans for their professional future after the Academy. In the online Academy context, the skills menu and the content curricula was decided before the Academy was announced publicly.

This year, for the fourth time since the first edition, the Director of All OUT conducted the workshop on online campaigning. Roxana Marin, a Roma grassroots activist from Romania delivered the workshop on public speaking and Mina Tolu, former IGLYO Board Member and Communications consultant and former TGEU Communications Officer, facilitated the workshop on designing effective visual social media.



## 2. Story of Self

(Good stories make us think that the hero is just like us.)

**If**  
we resonate with the hero's values  
we can relate with the choice/s made based on those values

**Then**  
their decision moment is a moment which inspires admiration or empathy  
by following their values and making that choice/decision they become the creator of their own life  
they teach us how face challenges - and communicate hope and courage

### Summary

**Describe the character** (it could be you or somebody known by you, who is an inspiration)  
**Explain the values** that drive them to act, the **challenges** encountered, and the **choices** made to in order to make their life a better one.

### Application

Continue '6.12 seconds' to minute 4:00. Listen to identify the speaker's **values**, **challenge/s** and **choice/s**:  
Does this speaker make you feel like he's telling YOUR story?  
<https://www.youtube.com/watch?v=lymvc5d6qxY>



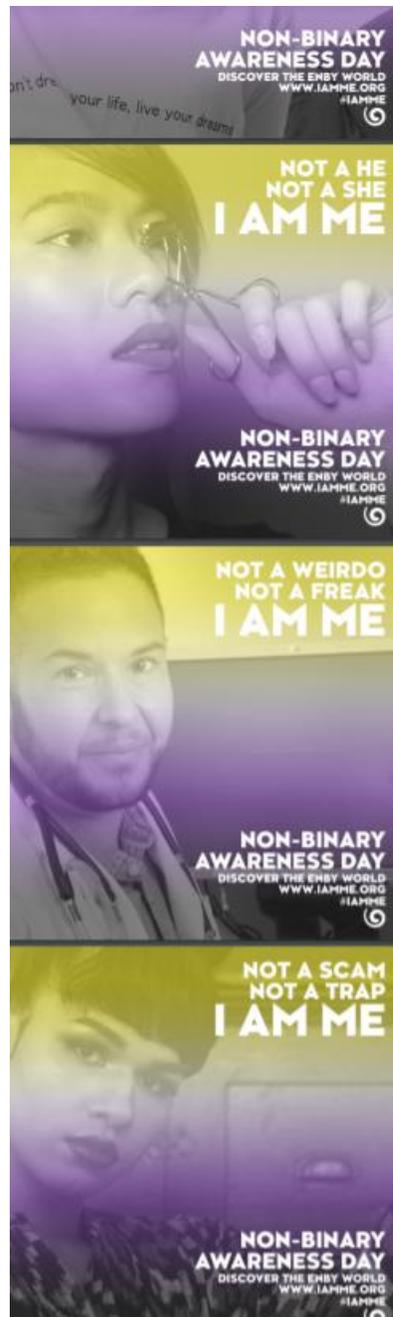
## Organisers

The organising team was made up of three people. Two IGLYO staff members took part in the organization of the event and were joined by one volunteer. As well as overseeing the logistics of the event, the organising team was responsible for devising and running the team challenges at the beginning and end of the event, and coordinating the awards ceremony. The organizers led an Introductory session and were also responsible to provide guidance and feedback to the participants. The three organizers also acted as a jury.

## THE PROGRAMME

The program was designed to ensure the following outcomes:

- Increased skills
- Improved self-confidence
- Greater experience of team working and group processes
- Experience of behaviour enhancing processes, such as competition and collaboration
- Strengthened links between organisations and personal connections across the group
- Increased motivation to be engaged in the international LGBTQI movement



## DAY ONE

### Introducing the Academy

The Academy started with the Let's meet! Introductory Session. The first exercise of the session had as an objective relaxing the mood and the participants beginning to know each other. The teams introduced themselves and shared a picture of something nice or interesting they could see from their window. Then the session introduced the Academy agenda, its aim and objectives and the group ground-rules. The participants had the opportunity to express their expectations for the event and, using techniques typical of motivational interviewing, the participants made individual commitments and expressed personal barriers which would deter them from reaching their

individual objectives, as well as identified group strategies that can help them overcome these barriers. One exercise included breakout rooms, where participants were invited to join smaller conversations with others in order to discuss their expectations and fears. This method improved the group dynamic and was appreciated by the participants whenever it was used throughout the Academy.

### DAY TWO TO FOUR

The second, third and fourth day of the Academy were dedicated to the skills workshops facilitated by guest experts. Each workshop lasted two hours, which allowed for detailed presentations, discussions and practice time, preparing the participants for the challenges they would take on during the following days. Participants received the experts' slides at the end of each presentation, which allowed them to further reflect on the content. To be able to further analyse best practices and experience shared during the presentations, participants were also sent a summary of the online sessions chats logs.

#### **Public Speaking (Roma grassroots activist)**

The workshop on public speaking meant to equip participants with techniques to deliver more effective public speeches. It was led by Roxana Marin. Participants practiced constructing persuasive messages and delivering speeches so that they would become more effective activists in their communities. The workshop included two speech formats. The story-telling format focused on personalizing an issue in order to relate it to the audience, while the classic format focused on making a strong case using persuasive argumentation. The participants were presented with excerpts from famous speeches on LGBTQI topics.

#### **Workshop Designing Social Media (IGLYO)**

Mina Tolu conducted a workshop on designing graphics for social media. Online presence is key for LGBTQI activists and this workshop allowed for participants to explore various formats of social media products. Participants were presented with specific concepts regarding visual hierarchy, colours, and content. The workshop included recommendations for specific social media such as Instagram, Facebook and TikTok. Participants had the opportunity to evaluate various LGBTQI campaign visuals and learn from each other. The presentation itself was designed in such a way that it demonstrated the creation of a poster.

#### **Online Campaigning & Fundraising (All Out)**

Matt Beard, the Executive Director of All Out, delivered a workshop on online fundraising, communications and campaigning with the goal to provide participants some practical insights into current best practices around online fundraising, communications and campaigning. The workshop focused on digital fundraising and digital advocacy and used the global All Out platform as a practical example of how attention, interest, support and funding can be crowdsourced by LGBTQI activists from around the world.

#### **Challenges**

Participants were introduced to the challenges – the main section of the Academy that provides the participants with the opportunity to directly practice the skills they were exposed to during the expert workshops, in addition to another layer of learning, made up of practising skills such as: negotiation, team work, debating, compromising, decision making, strategizing, prioritizing, conflict resolution, etc. At the end of each workshop, participants were provided with special challenge cards to choose from. As workshops only occupied half of the first days, participants received even more time to work on challenges compared to previous years. While they had more time this way, this presented a new challenge, namely managing time effectively and planning, which some of the participants struggled with, but overcame this additional challenge successfully.

### DAY FIVE TO EIGHT

#### **Team/Individual Work on Challenges**

During Day 5 to 8, the participants went on to practising the skills they learned during Day 2, 3 and 4. The practice time was framed as a competition between teams. Each team had to complete three challenges to put all their

learning into action. The challenges were designed to incorporate the application of skills into simulated real-life context. The challenges were re-designed, based on feedback received during the previous year's Academy. They were made to really resemble contextualized situations related to LGBTQI youth activism, and to incorporate intersectional situations and topics. Another aspect that the challenges were redesigned to reflect was the global dimension of the Academy. The contexts reflected by the challenges were updated to go beyond more typically European issues and got to address more global issues. After working on the challenges, each team had to upload them on a special Google Drive folder and Youtube channel in order to get feedback from the jury.

## Check-in session: sharing teams' learnings and process analysis

Day 6 included an optional Check-in session where participants had the opportunity to share their experience with the challenges, ask for advice and take part in smaller groups as an opportunity to get peer support. About half of the participants chose to attend the meeting. Many of them had a lot of questions and discussing them together was a great learning experience. In addition, everybody got to share their best practices, tips and resources and create the feeling of a real community push, complimented by mutual aid and solidarity. The self care conversations of the small groups in breakout rooms added additional value to the meeting and the day.

## DAY NINE & TEN

### Feedback from Judges

Each team had prepared a set of three challenges – a public speech, a campaign project and a series of social media visuals. After the weekend, the teams got detailed feedback on their work. The jury assessed the qualities of their products and provided guidance and suggestions on what the teams can do to improve their performance. Part of the feedback also included encouragement in order to boost the participants' sense of achievement and self confidence.



## Upload of Challenges

Day 10 was the final day when teams could make improvements to their challenges and incorporate the judges' feedback. Each team finalized the products and uploaded them. The IGLYO team then added them up to a specially created page on the Activist Academy website in order to help visualise all products and make it easy for the teams to access them in order to vote. The hidden page and unlisted videos helped to address some participants' concerns over privacy.

## DAY ELEVEN TO THIRTEEN

### Voting

The organizers decided to secure two full days for voting in order to provide enough time for participants to look at each team's challenges and share their votes. The 21 teams went over the challenges in order to determine the winners of this year's Activist Academy. Due to the high number of teams, IGLYO decided to modify the voting system: now every team had 20 points they could distribute between teams (with 7 being the maximum award points per team) by voting on a survey-like designed platform. Judges also cast their votes.

### Award ceremony

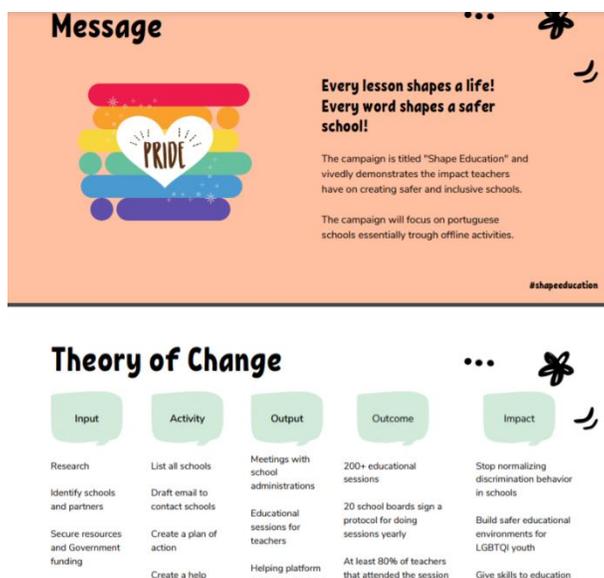
The Academy ended with the awards ceremony. Several types of evaluation methods were employed. Collection of qualitative data about the participants' experience of the Academy was done by dividing the participants into three breakout rooms, each facilitated by an organizer, where they got to reflect on their experience and share feedback. Each participant got to complete a survey after the ceremony for an extensive feedback as well. The winner and the runner-ups were festively announced. Each participant received a participation reward, and the grand trophy went to team Laya from the Philippines. The participant vote matched the jury's vote exactly, as both groups nominated team Laya as the absolute Academy best team.

## INDIVIDUAL AND GROUP EVALUATION

Participants filled in an evaluation survey and provided qualitative feedback to certain categories, such as: logistics, content, people Involved, participants, etc; In addition, they participated in a focus group with the goal to provide IGLYO a qualitative assessment on various elements of the Academy. Participants had to imagine that they would be in charge with organising the next year's edition of the Activist Academy and answered the following questions:

1. What would you keep the same?
2. What would you change?
3. What did you learn?
4. What was the most challenging element?
5. What was the role played by the participation incentives and the trophy in sustaining the motivation for participation and engagement?

An extensive evaluation report is attached.



### UNIQUENESS OF EVENT

- External workshops experts from key institutions
- Half of the total Academy time dedicated to practicing skills
- Strong emphasis on working within smaller teams, from the beginning to the end of the Academy, with the exception of skills workshops, to foster team work, being able to negotiate, strategies in groups, provide peer support, explore self-improvement with the help of team mates, etc. This means that learning takes place on multiple layers simultaneously: practising workshop skills at the same time as practising people and communication skills while working within teams to complete challenges
- Focus on collaboration (within teams) and competition (between teams) to maximize individual commitment and performance
- Learning tracking, based on group processing of learning, highlighting change triggering moments
- The element of fun competition: teams having to work on challenges and present them, scoring, panel of judges, awards

### Evaluation excerpts:

## Overall

Overall perceptions of the Academy were very positive (the learning opportunity, the connections and friendships with people, the organization, the diversity) with notes around the wish for more time in breakout rooms, the intensity and the challenges before people in non-European contexts. Participants also highlighted that their confidence was boosted, and that they feel motivated and empowered to translate their knowledge in reality. A participant shared their positive views on the fact that the Academy was done online: “I did not know why it would work online, but I was pleasantly surprised, it was a complete success, everything ran smoothly, it was facilitated really well, in an ideal day maybe we can meet, but I am glad that we did go ahead and have it online, I am glad that I was wrong and we had it as it was”.

The expectations of the participants before the Academy included the use of accessible language, team work, adherence to schedule, and respect for others. The feedback from the Academy indicates that the expectations were largely met. The support of the organizers, the quality of the workshops and the structure were among the positive experiences of the participants. One of them shared: “Right now I am feeling very happy, before I was a little afraid that it was going to be hard, because you said that you will be working hard and so many hours, it was so fun to be together, it was productive, it was perfectly organized, there was a lot of support”.

## Format

Participants noted that the online format made it comforting to talk to people. They highly appreciated the workshops. Most importantly, they highlighted the diversity, practicality and the inspiring examples set by the experts. A few of the suggestions participants had included the need for extra class hangouts before/after the workshops, the need for content warnings, and a better connection between the challenges and the content of the workshops. One participant shared: “I learned that I can actually create campaigns, that I can do public speaking, and that I can create media graphics given the chance, the drive, and the opportunity”.

The inclusion of the individual awards and the trophy served as a motivation to the participants. While some did not know about the reward before the Academy itself, participants agreed that in general the prize is very motivational and it includes the element of competition that makes participants more diligent. Another benefit of the rewards that was noted was that they made up for the time spent on the challenges and the Academy as a whole – which is specifically important for people from low socioeconomic background whose participation in the Academy meant skipping wages.



## Logistics

The participants expressed appreciation for the communications given before and during the event. The lack of technical issues was noted by a lot of the participants.

## People

Participants expressed a lot of appreciation for the organisers and the workshop experts, but also for the overall group of people present at the Academy. The organizers were very highly appreciated, particularly for being constantly available and for addressing any requests in minutes. The experts' creativity and knowledge were also held in high esteem. Many participants noted the overall welcoming and supportive environment.

The detailed individual comments, as well as the group qualitative analysis, are all available and can be accessed on request.

### CONCLUSIONS & RECOMMENDATIONS

Based on the evaluation evidence, as well as on direct observations and a qualitative assessment with the participants themselves, the organisers of the Activist Academy would like to make the following observations:

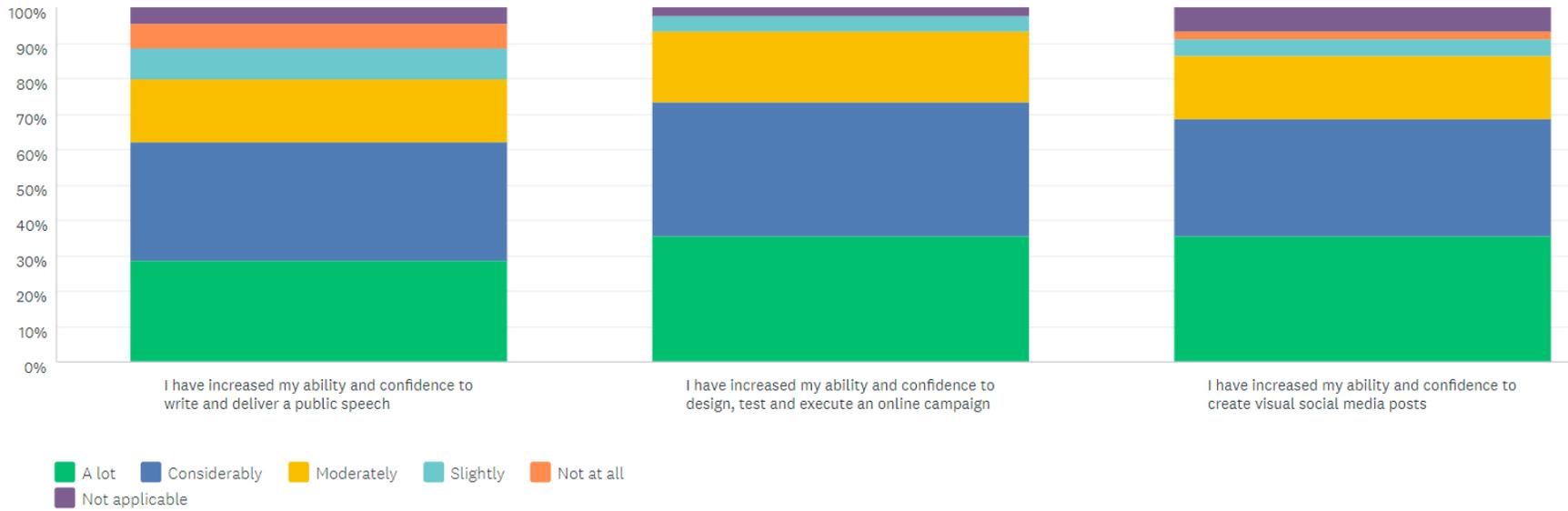
- The Academy seems to be a highly effective learning and motivational opportunity for young activists. Acquisition of skills is high, as evidenced by participants' self-assessment and the direct observation of their

performance during the challenges. The format is also impactful at the level of personal development and motivation of participants, as evidenced by their statements, level of interaction post-event and direct observations of organisations.

- The transition to an online edition brought forward many challenges, but it surely proved successful. The most important additions to the Academy made possible by the pandemic included the participation of people from all around the world, the enlarged capacity of the Academy, and the general accessibility by more versatile and socially disadvantaged groups.
- Continue to use branded elements to ensure the perception of being part of an inspirational event on the side of participants; schedules, daily presentations, promotional items, prizes, flags and others should be branded and tied into the visual identity of the event
- Approach the event rules, group processes and participants' individual commitments to making the event a successful one from a motivational perspective, rather than just something that is given. This will increase the likelihood of participants being punctual and participatory. Serious attention should be given to participants who offer their immediate feedback, particularly regarding safe space, in order to ensure they are heard and feel respected.
- Reintroduce mentors recruitment, training, support and motivation. Mentors are a key factor of success for the Academy and their role is also a significant growth opportunity for the young people who act as mentors. Training the mentors effectively is essential for them to be able to fulfil their roles.
- Continue to perform a thorough analysis of the participants needs for content and skills prior to the Academy to get to a high level of relevance of the skills workshops. Explore ways to ensure that all selected participants can function in the Academy language or that appropriate Interpretation solutions are secured before the event.

Reflect on what you have learnt during this time and say how much you agree with the following statements. For the workshops, you did not take part in, ...

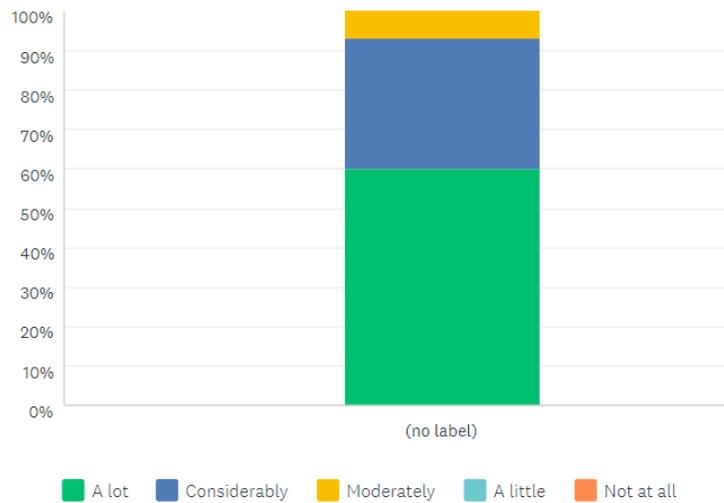
Answered: 45 Skipped: 0



Activist Academy 2020 Participant Evaluation

I intend to use and apply the skills I learnt at the Activist Academy in .

Answered: 45 Skipped: 0



### Q3 Please tell us about your experience of the following:

Answered: 45 Skipped: 0

ANSWER CHOICES	RESPONSES	
IGLYO Team (Tudor, Stoyo, Euan)	100.00%	45
Experts (Roxana, Mina, Matt) and expert workshops	100.00%	45
Communications before and during the Academy	95.56%	43
Overall programme	95.56%	43
The prizes	88.89%	40
Working in teams	95.56%	43

## Activist Academy 2020 Participant Evaluation

#	IGLYO TEAM (TUDOR, STOYO, EUAN)	DATE
1	They did a great job.	8/31/2020 4:06 PM
2	Beautiful, professional and helpful people	8/31/2020 12:39 PM
3	Amazing, all very helpful	8/30/2020 9:49 PM
4	Pleasant.	8/27/2020 4:44 PM
5	Friendly, considerate, helpful, always there to help, a pleasure to work with!	8/27/2020 1:41 AM
6	Very good, very professional approach while making sure everyone's included	8/26/2020 6:47 PM
7	Awesome! So supportive and open! Great listeners really pushing for the experience to go as nicely and smoothly as possible.	8/26/2020 6:45 PM
8	They were very helpful throughout the courses and answered all our questions promptly.	8/26/2020 2:50 PM
9	All of you were great and did a very good job in facilitating the whole Academy, providing information and taking care of us all. Thank you!	8/26/2020 11:03 AM
10	Warm, professional, considerate, always happy to help, and just very human. It was great!	8/26/2020 10:46 AM
11	Great guys, thanks for the opportunity, help and concern	8/26/2020 10:25 AM
12	Excellent	8/25/2020 10:41 AM
13	Wonderful	8/25/2020 9:15 AM
14	Three are the helpful instructors.	8/24/2020 8:19 PM
15	Three are helpful.	8/24/2020 8:09 PM
16	Three are kind .	8/24/2020 7:32 PM
17	IGLYO team organized This program very well, i really appreciated their efforts,i felt really comfortable during training sessions, no doubtTudor, Stoyo and Euan worked so hard and solved all our issues in very gentel and calm way	8/24/2020 6:04 PM
18	Amazing, such a good team of support and guidance!	8/24/2020 2:31 PM
19	This boys are very good. The conference style of this year was very difficult, a lot of people from every part of the world. There was a difficult situation and they did a great work	8/24/2020 11:58 AM
20	You all three were amazing and kind. I mean you all have been there for us whenever we have queries and that is really generous of you. Would love to help you in anyway possible	8/24/2020 10:33 AM
21	Tudor was one of the best moderators out there! I absolutely appreciated his friendliness and how he created a safe space for all of us! The same goes out to Stoyo and Euan as well, thank you so much.	8/23/2020 11:42 PM
22	They all were very professional throughout. They were cooperative and available every time when we had a query. They were quick to answer our queries.	8/23/2020 6:55 PM
23	Amazing! They were very kind, quick to reply and very approachable.	8/23/2020 1:57 PM
24	Entirely positive	8/23/2020 12:32 AM
25	It was really great.	8/22/2020 7:15 PM
26	excellent team!	8/22/2020 12:41 AM
27	u guyz are best	8/22/2020 12:30 AM
28	Understanding, helpful and caring people. Really appreciated	8/21/2020 11:32 PM
29	They have been amazing Mentors! Thanks to them :) I disturbed a lot Tudor but he helped me in all my queries so Thank you :)	8/21/2020 10:28 PM
30	Tudor, Stoyo and Euan every one was active and helped us, answered our queries even during odd hours. We are thank full to the IGLYO Team for being there for us all the time.	8/21/2020 10:13 PM
31	5/5 stars	8/21/2020 9:14 PM

## Activist Academy 2020 Participant Evaluation

32	I loved them, they were always ready to help and clarify any doubts.	8/21/2020 7:36 PM
33	The team was really supportive.	8/21/2020 7:12 PM
34	Highly communicable and comfortable	8/21/2020 6:37 PM
35	They were extremely nice and professional. It was a pleasure to work with them.	8/21/2020 4:45 PM
36	I love them - kind, helpful, funny, like cats.	8/21/2020 4:26 PM
37	They are the best, very available	8/21/2020 4:09 PM
38	Thank you for the facilitation Tudor, Euan and Stoyo, for the strength and leadership you have shown, and also the gentleness and understanding, you really hit the perfect combination. We felt so comfortable in our wee academy network.	8/21/2020 3:46 PM
39	Always there for us, clear and professional.	8/21/2020 2:23 PM
40	An excellent team of kind and knowledgeable professionals.	8/21/2020 2:09 PM
41	Tudor, He was love especially can't forget his shirt having cats on it. Stoyo., He has been great. Don't know much about Euan.	8/21/2020 2:06 PM
42	Very helpful and responsive, positive and friendly.	8/21/2020 1:54 PM
43	They were amazing and professional. Everything went right, and that may be difficult when you are only 3 people dealing with more than 40 participants.	8/21/2020 1:39 PM
44	good job	8/21/2020 1:32 PM
45	Awesome! They were great and helped in every way possible.	8/21/2020 1:30 PM

## Activist Academy 2020 Participant Evaluation

#	EXPERTS (ROXANA, MINA, MATT) AND EXPERT WORKSHOPS	DATE
1	The first one from Romania was alright but it would've been nice if she were to warn people in advance about the video she showed, the second one was amazing and gave us a lot of materials and websites that we could use as well as gave us information on how to pick colors. The last one was helpful but didn't have much time and ended up speeding through the workshop.	8/31/2020 4:06 PM
2	Interesting and some of this particulary applicable	8/31/2020 12:39 PM
3	Good, there could have been more interaction with us	8/30/2020 9:49 PM
4	Pleasant.	8/27/2020 4:44 PM
5	Roxana - a little chaotic and not considerate about people's preferences/triggers, no trigger warnings, the lecture's approach was not empathetic enough, a nice person at heart, but not sensitive enough to others, Mina and Matt - great workshops, informative, considerate, tolerant, a good approach to the topics, Matt - a little bit too much org. promoting and too little information on the topic	8/27/2020 1:41 AM
6	Very good, I loved how interactive and educative the workshops were. The experts had a very professional and friendly attitude.	8/26/2020 6:47 PM
7	Some were great, others not so. But generally all the experts we're really entertaining and helpful.	8/26/2020 6:45 PM
8	All workshops were very organized and the information was very useful.	8/26/2020 2:50 PM
9	The experts were great. I think we already discussed it in the last session about Roxana - for me her session was a bit too chaotic and at sometimes unclear. I needed more structure.	8/26/2020 11:03 AM
10	I found it interesting to see how differently the three went about the workshops, and I could see good elements in each. The most prepared and considerate for our group was Mina.	8/26/2020 10:46 AM
11	Very interesting presentation of information. I felt the expertise	8/26/2020 10:25 AM
12	Good	8/25/2020 10:41 AM
13	Great	8/25/2020 9:15 AM
14	Three are the amazing Speakers.	8/24/2020 8:19 PM
15	Three are so professional.	8/24/2020 8:09 PM
16	Three are expert and amazing .	8/24/2020 7:32 PM
17	Yeah All experts were too energetic and done great job, i really enjoyed all workshops, All experts explained things in very effective way that was easy to understand, expert worshops were amazing i learned alot.	8/24/2020 6:04 PM
18	Mina and Matt were amazing and I really enjoyed their workshops, learned a lot! I didn't like Roxanas approach to public speaking and gave feedback to Stoyo on this, I think a lot could be improved.	8/24/2020 2:31 PM
19	Excellent	8/24/2020 11:58 AM
20	All three mentors are amazing but i personally loved the session of roxana	8/24/2020 10:33 AM
21	Mina definitely deserves 5 stars on their excellent workshop, it was encouraging, relatable and VERY informative. As for Matt and Roxana, they were also very good, but I would probably recommend recruiting younger experts in the future.	8/23/2020 11:42 PM
22	All the workshops were informative. And all the experts delivered very nicely. I didn't feel bored for a second in any of the workshops.	8/23/2020 6:55 PM
23	As I have said before, I think Roxanne could and should have gone differently about content warnings, that was the worst experience I had during the academy, but apart from it I really enjoyed the workshops, espeically the one with Mina.	8/23/2020 1:57 PM
24	Roxana's workshop I found difficult to follow and engage with. Mina and Matt were both excellent and I thoroughly enjoyed their workshops	8/23/2020 12:32 AM

## Activist Academy 2020 Participant Evaluation

25	Amazing personalities with immense knowledge	8/22/2020 7:15 PM
26	very good interactive workshops	8/22/2020 12:41 AM
27	amazing	8/22/2020 12:30 AM
28	Professional despite the unfamiliar situation.	8/21/2020 11:32 PM
29	I personally loved the first and third session more , but the second one was good too no doubt! Expeerts were friendly and made everything interactive and productive :)	8/21/2020 10:28 PM
30	The Experts arranged very interactive and productive sessions.	8/21/2020 10:13 PM
31	Also 5/5 stars	8/21/2020 9:14 PM
32	I loved also them: professional, clear and kind.	8/21/2020 7:36 PM
33	I had an in-depth knowledge of the topics with the 3 experts and mostly with the workshop #3.	8/21/2020 7:12 PM
34	Clear, organized, and engaged. However, could also use further expansion or exploration of ethics, feminist orientations, and power. For example, in terms of public speaking, how ethical is it to "give voice to those who are silenced" or to share another person's experience? In campaigning/design, what lines separate sensationalism from provocation? And how do we negotiate among idealism, pragmatism, and social justice? And as always, as representation is important, more experts and veteran activist from the Global South.	8/21/2020 6:37 PM
35	The experts were so nice and well prepared.	8/21/2020 4:45 PM
36	So talented, so bright, so communicative.	8/21/2020 4:26 PM
37	They know a lot oh things, very interesting	8/21/2020 4:09 PM
38	Mina in particular gave an excellent workshop, it hit the perfect spot in being focused and detailed on a realistic amount of information. The other workshops were great too, although perhaps they were trying to do too much at once, and so particular aspects were skimmed over. Some of the powerpoint material was too long and too much, it could have been condensed down.	8/21/2020 3:46 PM
39	Well put together. I wouldn't change anything about it.. The experts conveyed all information clearly.	8/21/2020 2:23 PM
40	Mina and Matt were exceptional. Roxana was unprofessional and disorganized.	8/21/2020 2:09 PM
41	Roxana was great. I lover her ideas. She was slow and perfect. Mina and Matt were also good.	8/21/2020 2:06 PM
42	Mina was my favourite, she gave great examples, mentioned a lot of interesting stuff and was super positive in general.	8/21/2020 1:54 PM
43	They had lots of knowledge in the area and gave us so many tools to implement.	8/21/2020 1:39 PM
44	good job	8/21/2020 1:32 PM
45	Very good, well prepared, available for clarifications and nice.	8/21/2020 1:30 PM

## Activist Academy 2020 Participant Evaluation

#	COMMUNICATIONS BEFORE AND DURING THE ACADEMY	DATE
1	It was easy to communicate with everyone during the Academy.	8/31/2020 4:06 PM
2	ready and exhaustive	8/31/2020 12:39 PM
3	Amazing	8/30/2020 9:49 PM
4	Timely.	8/27/2020 4:44 PM
5	Overall good. Whatsapp can be too chaotic when it comes to important information such as workshop programme, challenges, problems - maybe have 2 separate chats and/or other media involved	8/27/2020 1:41 AM
6	Very good, the team made sure we all get all the information we needed and we got answers to our questions in due time.	8/26/2020 6:47 PM
7	Communications went very smoothly	8/26/2020 6:45 PM
8	Excellent.	8/26/2020 2:50 PM
9	It was great, everything was communicated in time and in details. I personally had no issues.	8/26/2020 11:03 AM
10	Amazing! It was a great mix of quick answers on whatsapp and long, informative emails. The emails actually delivered to explain everything they claimed, which is so good.	8/26/2020 10:46 AM
11	Excellent	8/26/2020 10:25 AM
12	I have move forward in my communication skills.	8/25/2020 10:41 AM
13	Very good	8/25/2020 9:15 AM
14	It was unclear but got easier to understand the program approach.	8/24/2020 8:19 PM
15	It had been clear.	8/24/2020 8:09 PM
16	It was hard but it was clear later .	8/24/2020 7:32 PM
17	I felt really comfortable during the academy, The management team communicated in very well manner, i dont faced any type of issue, problem during communication.	8/24/2020 6:04 PM
18	Very clear, efficient and comprehensive!	8/24/2020 2:31 PM
19	could not be more perfectly managed.	8/24/2020 10:33 AM
20	I would've appreciated if the selection results were out earlier (as well as the full schedule) as a full time employee, it was a bit difficult to re-arrange my schedule in order to fully attend the Activist Academy.	8/23/2020 11:42 PM
21	They were quick and great	8/23/2020 6:55 PM
22	No complaints. It was very clear, friendly, good timing!	8/23/2020 1:57 PM
23	Excellent	8/23/2020 12:32 AM
24	Meritorious	8/22/2020 7:15 PM
25	great	8/22/2020 12:41 AM
26	informative	8/22/2020 12:30 AM
27	Fast replies on the whatsapp group, mails too.	8/21/2020 11:32 PM
28	It was great!	8/21/2020 10:28 PM
29	Communication was up to the mark. Thank you for answering our queries and resolving our issues timely	8/21/2020 10:13 PM
30	5/5 always available	8/21/2020 9:14 PM
31	Good.	8/21/2020 7:36 PM
32	Well organised and the pre and post communications were informative, oriented and supportive	8/21/2020 7:12 PM

## Activist Academy 2020 Participant Evaluation

33	Quite good, though the timing of the sending of registrations/links for the workshops overlapped, and became rather confusing.	8/21/2020 6:37 PM
34	I really liked that we started chatting on the wapp group, it was nice sharing experiences and cat pics (especially cat pics)	8/21/2020 4:45 PM
35	On spot.	8/21/2020 4:26 PM
36	This was the only major flaw of the academy, as it was all very short notice, from selection to timetable announcements. It was very hard to swap work shifts etc to make sure I could attend everything because it was not announced with enough time to give those details. If organising an online event again I would suggest to have the timetable already available from the very beginning, with the exact times, so that it is fully accessible with enough time to plan properly. Obviously, if an event is in person, the exact times etc are not as important because everyone will be together in person anyway, but for online events it is very important to be transparent and clear about that from the very beginning.	8/21/2020 3:46 PM
37	Perfect!	8/21/2020 2:23 PM
38	Fantastic response times and clear communications.	8/21/2020 2:09 PM
39	Had faced no hurdle in this regard.	8/21/2020 2:06 PM
40	Awesome, everything was good.	8/21/2020 1:54 PM
41	It was great.	8/21/2020 1:39 PM
42	too much spam on whatsapp	8/21/2020 1:32 PM
43	Very punctual.	8/21/2020 1:30 PM

## Activist Academy 2020 Participant Evaluation

#	OVERALL PROGRAMME	DATE
1	It was nice.	8/31/2020 4:06 PM
2	very good organisation	8/31/2020 12:39 PM
3	Great	8/30/2020 9:49 PM
4	Well structured!	8/27/2020 4:44 PM
5	9/10 because of the minor communication difficulties and also the chosen platforms (youtube, google drive) with questionable safety policies..	8/27/2020 1:41 AM
6	I loved it, I had so much fun, I learned so many new things, and I made many new friends. I wish the academy would have been a little longer, but I very much appreciate the workshops we had. And I believe that we had enough time to successfully complete all the challenges.	8/26/2020 6:47 PM
7	Great!	8/26/2020 6:45 PM
8	A must do experience for emerging and experienced activists alike.	8/26/2020 2:50 PM
9	The overall programme was great, I wish there were more additional workshops, but I know that there's a huge difference when one session is live vs. when it's via Zoom.	8/26/2020 11:03 AM
10	Well thought through! I would have enjoyed more breakout sessions.	8/26/2020 10:46 AM
11	Excellent	8/26/2020 10:25 AM
12	It was the best, Sharing experience and getting to know others stories is pretty exciting.	8/25/2020 10:41 AM
13	Very Good	8/25/2020 9:15 AM
14	Fabulous.	8/24/2020 8:19 PM
15	So much supportive for the marginalized group of LGBT Youths.	8/24/2020 8:09 PM
16	Amazing Program , Supportive Program , Helpful Tips	8/24/2020 7:32 PM
17	My experience was great, I learned a lot, I had the opportunity to learn so many good skills, i had opportunity to interact with passionate young activists from all over the world The all session were interesting and meaningful and I will not limit the skills thay I have learned from these sessions to myself i will pass on to other people as well,Of course, these skills will be really useful to me in future Thankyou so much tudor, stoyo and Aa for provding such an amazing opportunity , looking forward to see you all if possible Thnku	8/24/2020 6:04 PM
18	Really enjoyed it, so glad that I signed up!	8/24/2020 2:31 PM
19	It was interactive and informative. Would love to be a part of such activities in future,	8/24/2020 10:33 AM
20	It was absolutely excellent, however I would appreciate if we had mentors just like the previous years.	8/23/2020 11:42 PM
21	The program was very well planned and executed. It didn't seem like it was online for the first time. Every bit was planned and executed perfectly.	8/23/2020 6:55 PM
22	I had a good experience and learned a lot.	8/23/2020 1:57 PM
23	Also excellent.	8/23/2020 12:32 AM
24	Fantabulous	8/22/2020 7:15 PM
25	I loved it	8/22/2020 12:41 AM
26	fabulous	8/22/2020 12:30 AM
27	Good, but I would have liked more consistent workshop sessions.	8/21/2020 11:32 PM
28	Overall program was fantastic! I'm so glad to be a part of this academy .	8/21/2020 10:28 PM
29	Overall programme was amazing	8/21/2020 10:13 PM
30	5/5	8/21/2020 9:14 PM
31	Good.	8/21/2020 7:36 PM

## Activist Academy 2020 Participant Evaluation

32	The programme is well structured. If I may suggest something, it would be on the optional session after the 3 sessions. It would be better if the group work is facilitated/supervised by the experts	8/21/2020 7:12 PM
33	Well thought out, comprehensive, and clear. It focused on skills building which it was able to carry out successfully.	8/21/2020 6:37 PM
34	10/10	8/21/2020 4:45 PM
35	Excellent.	8/21/2020 4:26 PM
36	It was great and I really enjoyed it. The missing part was stronger connections/networking with the other teams, which we miss out on because we aren't in person. Even adding one networking session next week will not really make much of a difference in this way. Inevitably, these connections can only truly be made in person. I would suggest next year having a reunion event, especially now that we see that we are a good group who have worked well and are all respectful and hardworking. It would be amazing to invest in this group rather than leaving it as just an online event. Perhaps the academy could work this way for many years to come, even when Covid19 is over, you could have a 2 year academy - the first year is an online event and the second year is the reunion in-person event! How amazing would that be! For more information on this style of event, I would suggest you look into the Women Deliver programme (I am currently a Young Leader in Women Deliver), because they take this approach of having an online programme first, and then a year later everyone meets in a conference in person. I believe it's the best method.	8/21/2020 3:46 PM
37	It was an honor to be a part of this, it's an added value. The programme is well put together.	8/21/2020 2:23 PM
38	A really great experience.	8/21/2020 2:09 PM
39	Great. But i wish it would have done offline.	8/21/2020 2:06 PM
40	Perfect, having in mind the online format.	8/21/2020 1:54 PM
41	I feel that I would like to have one more workshop on how to organize events or even how to contact and talk with external entities. I think this would be important tools for young activists.	8/21/2020 1:39 PM
42	good	8/21/2020 1:32 PM
43	Really great experience, exceeded expectations!	8/21/2020 1:30 PM

## Activist Academy 2020 Participant Evaluation

#	THE PRIZES	DATE
1	satisfactory	8/31/2020 12:39 PM
2	Excellent	8/30/2020 9:49 PM
3	Good motive and compensation for time invested.	8/27/2020 4:44 PM
4	Great	8/27/2020 1:41 AM
5	I am very satisfied with the participation prize and with the place my team an I won.	8/26/2020 6:47 PM
6	Not my interest here but I appreciate the time and work we've all devoted being recognised! Very great incentive!	8/26/2020 6:45 PM
7	Very generous.	8/26/2020 2:50 PM
8	Usually I don't expect prizes when I participate in similar activities and events, so I don't really have a specific opinion. Otherwise I think the idea is great and especially for some people, who might have some financial difficulties and might actually need the money from the prize.	8/26/2020 11:03 AM
9	For us, they were an eye catcher and a very surprising bonus. What kept us going and working on the challenges was the fun group and the quality of the organisation etc, though!	8/26/2020 10:46 AM
10	Good (Honestly, I learned about the awards only after the start of the academy)	8/26/2020 10:25 AM
11	good	8/25/2020 10:41 AM
12	....	8/24/2020 8:19 PM
13	=====	8/24/2020 8:09 PM
14	-----	8/24/2020 7:32 PM
15	Prizes enhanced the interest of participants, gave motivation to participants as we	8/24/2020 6:04 PM
16	They were good but not a motivator for me :)	8/24/2020 2:31 PM
17	definitely a motivating factor	8/24/2020 10:33 AM
18	I believe it would've been better that smaller prizes could've been awarded to the Top 3 teams.	8/23/2020 11:42 PM
19	They were fair enough.. But i think at least the first 3 teams should've gotten a prize. But it was still fair enough.	8/23/2020 6:55 PM
20	I think that adding 50 euros as a prize is a great idea.	8/23/2020 1:57 PM
21	The prizes worked because its nice to have something to compete for but the prize itself could be anything. The money was not a main motivator but definitely an enjoyable bonus	8/23/2020 12:32 AM
22	Nice	8/22/2020 7:15 PM
23	great	8/22/2020 12:41 AM
24	i am loving it	8/22/2020 12:30 AM
25	I was pleased by the fact that time was evaluated	8/21/2020 11:32 PM
26	Prize was great and the winner is really justified	8/21/2020 10:28 PM
27	The prize was justly given.	8/21/2020 10:13 PM
28	5/5	8/21/2020 9:14 PM
29	The real prize is the experience!	8/21/2020 7:36 PM
30	An additional motivator, but to be honest, negligible. It might be important however for those who had to sacrifice working hours to attend, or are socioeconomically challenged.	8/21/2020 6:37 PM
31	11/10	8/21/2020 4:45 PM
32	Very sweet.	8/21/2020 4:26 PM
33	It's great that you showed that you value in giving everyone a participation award, I would	8/21/2020 3:46 PM

## Activist Academy 2020 Participant Evaluation

definitely recommend doing that again. Perhaps instead of one prize for the best team, there could have been several smaller awards for each task, or for the top 3 teams, or for different reasons.

34	I didn't really care about the prizes, to be honest :). I did this to learn and to grow. Being able to participate was already a gift for me!	8/21/2020 2:23 PM
35	All very deserving teams.	8/21/2020 2:09 PM
36	Nice. :( but couldn't win trophy	8/21/2020 2:06 PM
37	Good to have	8/21/2020 1:54 PM
38	It wasn't my main motivator to join the academy, but certainly made it more fun to be in a competition. Also, I feel that the money would be so useful to motivate young activists that give all they have to help others, and it will be an opportunity to reward them.	8/21/2020 1:39 PM
39	not important	8/21/2020 1:32 PM
40	A pleasant plus, but not essential.	8/21/2020 1:30 PM

## Activist Academy 2020 Participant Evaluation

#	WORKING IN TEAMS	DATE
1	primary	8/31/2020 12:39 PM
2	Really helpful	8/30/2020 9:49 PM
3	A fun challenge.	8/27/2020 4:44 PM
4	Great	8/27/2020 1:41 AM
5	I had fun working in a team. I appreciated that we shared the responsibilities and contributed in taking decisions.	8/26/2020 6:47 PM
6	Very fun and worked out smoothly! Loved bonding with my teammates!	8/26/2020 6:45 PM
7	A very pleasant experience.	8/26/2020 2:50 PM
8	Great experience!	8/26/2020 11:03 AM
9	I don't think I could have completed the challenges on my own, it was really necessary to work in a team, splitting work and giving each other feedback.	8/26/2020 10:46 AM
10	Nice)	8/26/2020 10:25 AM
11	I really love the idea of connecting different people across the world in one session, it opens more and more windows to learning and opportunities.	8/25/2020 10:41 AM
12	Brilliant	8/25/2020 9:15 AM
13	Understanding and Supporting each other.	8/24/2020 8:19 PM
14	We got close and fun .	8/24/2020 8:09 PM
15	Good and warm	8/24/2020 7:32 PM
16	Working in teams gave confidence, enhance knowledge, got a number of skills etc	8/24/2020 6:04 PM
17	Really good, got to know my team so much better and develop friendships!	8/24/2020 2:31 PM
18	I like work in team.	8/24/2020 11:58 AM
19	definitely it helps us to improve our communication to work through teams	8/24/2020 10:33 AM
20	Absolutely incredible!	8/23/2020 11:42 PM
21	A great experience	8/23/2020 6:55 PM
22	I worked with my best friend, so it was really good and I think we really helped each other.	8/23/2020 1:57 PM
23	I loved working with my team. Really enjoyed that part of it.	8/23/2020 12:32 AM
24	Awesome	8/22/2020 7:15 PM
25	n/a	8/22/2020 12:41 AM
26	best experience	8/22/2020 12:30 AM
27	always useful to grow	8/21/2020 11:32 PM
28	We worked equally and shared opinions! It was a great experience working with her.	8/21/2020 10:28 PM
29	I liked my team mate and we worked equally on all our tasks. I liked the idea of having teams, individually it would have been difficult to fulfill tasks	8/21/2020 10:13 PM
30	5/5 great knowing other realities	8/21/2020 9:14 PM
31	For me it was cool to work in teams.	8/21/2020 7:36 PM
32	It has been very instructive. I had the pleasure to work with 2 people from different countries in which I learned a lot on the LGBTQI situation in their countries.	8/21/2020 7:12 PM
33	As I worked independently, by my own choosing, I think I would've also enjoyed having more interaction as well with other participants. Perhaps there could be challenges which would require teams with randomly assigned members (from different countries and SOGIESC	8/21/2020 6:37 PM

## Activist Academy 2020 Participant Evaluation

identities) to work together, despite the multiculturalism, as gender equality as a social movement can only be stronger by finding unity in differences. It's going to be challenging, as it pushes people out of their comfort zones, and conflicts may arise — but it also provides a truly global experience and an opportunity to grow leadership.

34	It was great, I really liked working in teams	8/21/2020 4:45 PM
35	10/10	8/21/2020 4:26 PM
36	It was excellent that we could choose WHO and HOW MANY people were in our team. As an introvert, I would personally not benefit from being in a large team of strangers. I would advise to keep this freedom of choice in the teams.	8/21/2020 3:46 PM
37	I was alone, that had its advantages and disadvantages. A looooooot of work, but less discussions / disagreements.	8/21/2020 2:23 PM
38	Great to be able to choose our own teams as it saved a lot of time and meant we started off on a strong foundation.	8/21/2020 2:09 PM
39	Amazing experiences	8/21/2020 2:06 PM
40	Pleasant experience. I almost didn't know one of my team mates, but during the academy I got the chance to get to know her better.	8/21/2020 1:54 PM
41	It is the basis for any volunteer work. So it was great to work in teams and try to build something together.	8/21/2020 1:39 PM
42	I had the possibility to stay at my team mate's house so it was easy	8/21/2020 1:32 PM
43	Good experience, having the chance of splitting the work was crucial.	8/21/2020 1:30 PM

Q4 Any other comments. (Your feedback helps us improve the Activist Academy and helps to demonstrate the impact of the event to our funders).

Answered: 34 Skipped: 11

## Activist Academy 2020 Participant Evaluation

#	RESPONSES	DATE
1	After the announcement of the winning team, I would've appreciated feedback on the final versions of our work so that we know what we could've improved more and apply that knowledge in the future.	8/31/2020 4:06 PM
2	An exciting and basic experience for activist work and a succesfull format in this period	8/31/2020 12:39 PM
3	It would have been great to have mentors to accompany us throughout the whole process instead of a single feedback moment.	8/30/2020 9:49 PM
4	Someone mentioned mentorship during the designing of the challenges and I second that.	8/27/2020 4:44 PM
5	1. There should be another concept when it comes to choosing a winner - the participants have different activist and professional backgrounds and thus cannot be that easily compared. Maybe make a comparison between a project the teams have to present before and after the workshops and thus vote for the team, that has most improved thought the process. 2. Having the participants take part in the voting was not that great and objective. Maybe make the projects anonymous and have everybody vote without them knowing who they are voting for. People basically already had their favourites before even beginning with the challenges. Or have more judges decide based on their professional experience. 3. Always use trigger warnings! 4. Maybe make a short training with the mentors involved, based on the rules, the group as a whole, have decided on. 5. Improve interconnectivity. 6. Double check the safety policies of the different platforms, that you choose. 7. Don't make other people's video materials ect. open to be accessed by other teams. Basically everybody could download and keep other peoples materials without asking.. Maybe create an individual access for each team on said platforms.	8/27/2020 1:41 AM
6	I would've liked the final meeting to provide feedback on challenges for every team because the first feedback was great but it would have been better to know if the changes made we're worse and if not, how it could have generally changed. The feedback was sometimes too positive and not critical enough. But it was really nice feeling this supported :)	8/26/2020 6:45 PM
7	Thank you for everything! :)	8/26/2020 2:50 PM
8	Nope, thank you!	8/26/2020 11:03 AM
9	It would be cool to be able to participate again, but offline. And also for participants from Central Asia and possibly from other countries with a similar situation, it would be possible to give slightly different topics for challenges. Since not all topics are applicable here. For example: in Kyrgyzstan, LGBT activists cannot speak openly or conduct media campaigns, as it is unsafe.	8/26/2020 10:25 AM
10	I do have one feedback, Maybe for next time when team stood 1st, Activist Academy should support them to implement the campaign in their geographic under the umbrella of Activist Academy, as it was so much inspiring to see all these campaigns and ideas but it is sad it's just for the trophy, A world would be better place to live when people with such an amazing ideas tried to implement it too.	8/25/2020 10:41 AM
11	We are eager to meet in the physical place after the outbreak.	8/24/2020 8:19 PM
12	It will be the nicest if we can get the chance to meet in the reality like a refresher class to be wilder.	8/24/2020 8:09 PM
13	It was so good to meet the young activist from all over the world but we need some refresher training and physical meet with LGBTIQ young people to exchange each other . So it will be so supportive if we all can meet in the reality after the world pandemic .	8/24/2020 7:32 PM
14	I think content warnings are definitely needed for subject that are particularly triggering for some!	8/24/2020 2:31 PM
15	I have started my own initiative and this workshop has provided me very significant and useful skills to work on my own initiative as for now i will be using social media platforms so yes this workshop is going to be a big help to me and to my own initiative.	8/24/2020 10:33 AM
16	I truly wish that the academy would also consider in-person events or reunions for the upcoming years, because as much as I enjoyed the online version, there is just something different with in-person events (especially with queer events and gatherings).	8/23/2020 11:42 PM

## Activist Academy 2020 Participant Evaluation

17	Everything was great. The planning and execution was great. There were no communication gaps and technical issues. Overall everything was perfect. The organizers and experts were professional and courteous.	8/23/2020 6:55 PM
18	I want to add, you should also address other issues like domestic violence, child labor, sexual harassment, women empowerment generation etc. Rest every thing was awesome, we really learned alot from this beautiful platform.	8/22/2020 7:15 PM
19	i am loving it	8/22/2020 12:30 AM
20	Personally speaking, I was a little bit disappointed by the final evaluation method ( I want to be clear: I'm absolutely not complaining about the result): I thought that professional's opinion would be more meaningful than the one from people who is still supposed to be learning. But that's just my opinion.	8/21/2020 11:32 PM
21	I don't think so if there is anything to say that I found average or not understandable. Everything was perfectly organized, Just that to maybe consider the idea of mentors for next years for us alumni.	8/21/2020 10:28 PM
22	The IGLYO team and participants everyone was active and created a healthy environment. I feel sad as the academy ended and the group won't be active anymore. I learnt a lot from the academy. I have also learnt alot from the incredible participants. Please do organize some other capacity building workshops so we can keep updating our knowledge. This helps in our activism.	8/21/2020 10:13 PM
23	This academy was an example to anyone who wants start creating activities of this sort. The communication, moderators and trainers were faultless and it only makes sense that this type of activities are supported. These academies will be relevant for many years, hence why we must continue to have them every year, if not more frequently than this. It was a pleasure meeting the IGLYO team. I commend and thank them for their work.	8/21/2020 9:14 PM
24	Things like this help raise generations of capable and competent activists.	8/21/2020 7:36 PM
25	I am particularly happy that the Academy went beyond the borders of Europe. Even if I was the only African in the group, I felt warmly welcomed and in a safe space where I can be truly myself. I would love to bring this Academy in Africa so we can shape a safe and peaceful place on earth.	8/21/2020 7:12 PM
26	I really loved it. I have nothing to add.	8/21/2020 4:26 PM
27	1. This is a really important point so I will repeat it from my previous answer: I would suggest next year having a reunion event, especially now that we see that we are a good group who have worked well and are all respectful and hardworking. It would be amazing to invest in this group rather than leaving it as just an online event. Perhaps the academy could work this way for many years to come, even when Covid19 is over, you could have a 2 year academy - the first year is an online event and the second year is the reunion in-person event! How amazing would that be! For more information on this style of event, I would suggest you look into the Women Deliver programme (I am currently a Young Leader in Women Deliver), because they take this approach of having an online programme first, and then a year later everyone meets at a conference in person. I believe it's the best method. 2. Also, to take some advice from the Women Deliver programme, they offer a one-off payment towards internet connection costs for those who do not have a secure Wifi connection so they will have to spend a lot of money on data in order to participate. That might be something to consider, if you have the budget for it, because it makes the event more accessible.	8/21/2020 3:46 PM
28	It would be cool to get together in real life!	8/21/2020 2:23 PM
29	Highly recommend this program to others.	8/21/2020 2:09 PM
30	Offline programs be encouraged to truly judge the potential criteria.	8/21/2020 2:06 PM
31	Maybe use some platform, where we can upload info about us, what we like, what we do, what are our interests. That way we can message people who have the same interests as us, share experience and help each other.	8/21/2020 1:54 PM
32	I think that organizing the activist academy online was great! Many people that otherwise didn't have the opportunity to participate in person, was able to learn tools to implement in their country. It went very well and I hope to see in the future other online activist academy that brings so many people from all over the world.	8/21/2020 1:39 PM

## Activist Academy 2020 Participant Evaluation

33	The judges should have had at least 70% impact on the votes.	8/21/2020 1:32 PM
34	This academy made me want to put myself out there even more and take action, volunteer and work for the community. It showed me what the power of supporting people can do for my self-confidence and it gave me even more passion to pursue my goals. I can't express my full gratitude with words.	8/21/2020 1:30 PM