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D 4.2

Report from training sessions meant to
support the creation of the guidelines



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1 Introduction

The **IcARUS training sessions** (Task 4.2) mark the beginning of the demonstration phase (WP4). The aim was to train local practitioners (end-users) on using the IcARUS tool and its various components. With a duration of 1 to 2 days, each training session was tailor-made and co-developed by the partners Efus, USAL, Idiap, Camino, York, in coordination with the IcARUS cities.

These sessions were designed for the **end-users** of each IcARUS tool, identified in Task 4.1, mostly consisting of the city's civil servants, technicians and local police officers. The goal was to equip them with the necessary skills and knowledge to ensure a smooth start of the implementation phase, once the IcARUS project ends.

The focus on **gender as a transversal aspect of public policies** is one of the European Commission's priorities and one of the cross-cutting issues in IcARUS. In addition to the training on the tool components, a gender dimension awareness session was integrated. This session aimed to support cities to promote gender mainstreaming tools and increase the awareness of their practitioners. They will both aim at integrating a **gender balance** and ensuring a **gender dimension** - that is the analysis and consideration of the possible differences between men and women (biological characteristics as well as the social and cultural features), male and female, and non-binary categories. Incorporating gender-sensitive and gender-transformative approaches into both existing and new interventions remains a challenge. In order to achieve this, Camino and University of York supported the content of these specific sessions.

The collaborative effort ensures that the training content aligns with the specific requirements of the project and the different local contexts of the IcARUS cities. This task will then facilitate the **elaboration of a training methodology per city tool** (Task 4.6).

2 Methodology

Each session was **tailor-made** and the content of these sessions has been developed with the expertise of partners Efus, USAL, Idiap, Camino, York, in close coordination with the IcARUS cities.

The material developed for each session consists of:

- Programme
- PPT support/Handout for the general training session
- PPT support/Handout for the session on gender
- Canvases for group exercises (if applicable)
- Consent form
- Pre-assessment and final self-assessment form (if applicable)
- Evaluation form

Within each training event, a **specific session on gender-inclusiveness** was conducted by Dr Natalie Higham-James, Research Fellow, School of Law, University of York. The decision to utilise a **gender-inclusive approach** enabled the training - and therefore the tools - to move beyond a focus on just gender. By adopting an approach of inclusivity, cities are encouraged to think about the different experiences of men and women, but also of *different men and women*, in addition to those who might not position themselves within these binaries (Christofferson, 2021). An inclusive approach, therefore, doesn't stop at equal participation, but moves towards inclusion, accessibility and empowerment of all, regardless of their gender, race, ethnicity, ability, social-economic status or any other identifying characteristic (ibid.; Hankivsky & Cormier, 2011; Hankivsky & Jordan-Zachary, 2019). These sessions demonstrated the value and importance of adopting an inclusive approach to delivery within each of the tools, ensuring that the city is able to engage with and respond to the needs of as many different people (and their experiences) as possible. These sessions had three key aims:

1. To understand what a gender-inclusive approach looks like
2. To apply the five gender-inclusive principles to our work
3. To feel confident in doing so.

Whilst sessions were tailored to each of the city's tools, users, needs and urban security concerns, five principles were applied across all: *Representation, Inclusion, Empowerment, Responsiveness and Breaking Down Stereotypes*. These principles provided a framework for cities to implement inclusive practices, exploring key questions they should ask of themselves and their tools, and providing tactics for navigating delivery and any challenges along the way. Critically, the sessions demonstrated **how ensuring inclusive approaches is a legal, moral and social responsibility** but also offers a vital key to successful tool deployment for the benefit of all of our citizens.

Finally, each training session was followed by the completion of an **evaluation survey** prepared by IcARUS partners, the University of York and Erasmus University. The analysis of the feedback is part of Task 4.7 and will be included in the Deliverable 4.7.

3 The Turin Tool Training

3.1 The Turin Tool - Sbocciamo Torino

The *Sbocciamo Torino* tool is a multi-stakeholder governance network model that provides an evidence-based approach to co-produce interventions around juvenile delinquency issues. It involves a committee of stakeholders working together to make evidence-based intervention suggestions, aided by a digital dashboard that visualises data relevant to the prevention of juvenile delinquency.

Tool end-users

- The project manager that will deploy, coordinate and manage the tool
- Municipal office for schools
- Professional services managing the area
- Proximity police officers
- Prisoner Guarantors office from Justice sector offices
- Municipal office for Social services
- NGOs, Youth committees and associations
- Sociologist from University of Torino
- Data Scientist

3.2 Training

Objective

The objective of the Turin training session was to equip the end-users with data and inclusion skills to effectively use the *Sbocciamo Torino* tool. It also included an overview of *Sbocciamo Torino* Committee in order to understand its composition, functioning, activities and meetings.

3.2.1 Agenda

First training session (21 November 2023)

Date	Session Objective	Targeted end-users	Obtained skills	Trainer(s)
21/12				
16h30 17h30	Training to foster collaborative data analysis	See list above	<ul style="list-style-type: none"> - Understand the functioning of the committee, its activities and meetings. - Understand the data visualisation platform 	Ravinithesh Annapureddy, Alessandro Fornaroli, Idiap

			and learn how to read data placemats	
17h30 18h20	An Inclusive approach for Sbocciamo Torino	See list above	<ul style="list-style-type: none"> - Understand what an inclusive approach means - Understand what an inclusive approach looks like - Apply an inclusive approach within the tool 	Dr. Natalie Higham-James University of York
18h20 18h30	Completion of the evaluation form	See list above	N/A	N/A

Second training session (22 January 2024)

Date 22/01	Session Objective	Targeted end-users	Obtained skills	Trainer(s)
10h00 10h05	Welcome and introduction	See list above	N/A	Eleonora Fiori, Project Manager, City of Turin
10h05 10h30	How does Sbocciamo Torino work?	See list above	- Understand the functioning of the committee, its activities and meetings.	Ravinithesh Annapureddy, Alessandro Fornaroli, Idiap
10h30 10h50	How does the dashboard work?	See list above	- Understand how the data visualisation platform works	Ravinithesh Annapureddy, Alessandro Fornaroli, Idiap
10h50 11h50	Training to foster collaborative data analysis	See list above	- Put in practice: Example group activity of committee meetings.	Ravinithesh Annapureddy, Alessandro Fornaroli, Idiap
11h50 12h20	Training on how to have a gender approach in reading data and planning interventions	See list above	<ul style="list-style-type: none"> - Understand what an inclusive approach means - Understand what an inclusive approach looks like 	Eleonora Fiori, Project Manager, City of Turin

			- Apply an inclusive approach within the tool	
12h20 12h30	Conclusion and next steps	See list above		Eleonora Fiori, Project Manager, City of Turin

3.2.2 Trainees

First training session (21 November 2023)

Organisation	Title	Role during the demonstration
Local Police	Proximity Police	Member of the committee
Local Police	Technological Investigation Dept	Member of the committee
Local Police	Technological Investigation Dept	Member of the committee
Local Police	Technological Investigation Dept	Member of the committee
Associazione Zhisong	Representative of the Association	Member of the committee
Office of the Guarantor of the Rights of persons deprived of personal liberty	Staff from the office	Member of the committee
Office of the Guarantor of the Rights of persons deprived of personal liberty	Staff from the office	Member of the committee
Office of the Guarantor of the Rights of persons deprived of personal liberty	Staff from the office	Member of the committee
City's Counselor office for Security	Staff from the office	Member of the committee
Servizio Accoglienza	Responsible for the service	Member of the committee
Gruppo Abele	Responsible for the project parents and children	Member of the committee
Associazione Arcobaleno ONLUS	Representative of the Association	Member of the committee
Associazione Forma Mentis	Representative of the Association	Member of the committee
Associazione Forma Mentis	Representative of the Association	Member of the committee

Educational Services Municipal Office	Representative for the Municipal Office	Member of the committee
Educational Services Municipal Office	Representative for the Municipal Office	Member of the committee
Youth and equal opportunities Municipal Office	Representative for the Municipal Office	Member of the committee
University of Turin	Researcher in Philosophy and Educational Science	Researcher
University of Turin	Researcher in Philosophy and Educational Science	Researcher
Fondazione Casa di Carità Arti e Mestieri	Social worker	Expert
Idiap	Doctoral Assistant	Trainer
Idiap	Doctoral Assistant	Trainer
University of York	Research Fellow, School of Law, University of York.	Trainer
Rotterdam University	Project Assistant	Support in the coordination
Efus	Senior Programme Manager	N/A
City of Turin	Project Manager	Coordinates the committee
City of Turin	Project Manager	Support in the coordination
City of Turin	Communication Manager	Support in the coordination
Local Police	Chief Commissioner	Support in the coordination

Second training session (22 January 2024)

Organisation	Title	Role during the demonstration
Office of the Guarantor of the Rights of persons deprived of personal liberty	Staff from the office	Member of the committee
Office of the Guarantor of the Rights of persons deprived of personal liberty	Staff from the office	Member of the committee
Servizio Nove 3/4	Responsible for the service	Member of the committee
Servizio Accoglienza	Responsible for the service	Member of the committee
Save the Children	Referente Regionale dei Programmi per il Piemonte	Member of the committee
ASL (Local Health Authority)	Professional Educator - Addictions Dept.	Member of the committee
ASL (Local Health Authority)	Professional Educator - Addictions Dept.	Member of the committee

Associazione Forma Mentis	Representative of the Association	Member of the committee
Associazione Forma Mentis	Representative of the Association	Member of the committee
Local Police	Representative of the Information Department on Ethnic Minorities	Member of the committee
Local Police	Representative of the Information Department on Ethnic Minorities	Member of the committee
Local Police	Representative of the Police Academy	Member of the committee
Local Police	Representative of the Police Academy	Member of the committee
Local Police	Representative of the Police Academy	Member of the committee
Local Police	Police Headquarter Circoscr 5	Member of the committee
Local Police	Responsible for Circoscr. 5	Member of the committee
Local Police	Responsible for Circoscr. 5	Member of the committee
Local Police	Responsible for Circoscr. 5	Member of the committee
Local Police	Responsible for Circoscr. 5	Member of the committee
Local Police	Responsible for Circoscr. 1	Member of the committee
Local Police	Responsible for Circoscr. 1	Member of the committee
Local Police	Proximity Police	Member of the committee
Local Police	Technological Investigation Dept	Member of the committee
Local Police	Technological Investigation Dept	
Educational Services Municipal Office	Representative for the Municipal Office	Member of the committee
Social Services	Representative of the Office dedicated to Foreign Minors	Member of the committee
City of Turin	Project Manager	Coordinates the committee
City of Turin	Project Manager	Support in the coordination
City of Turin	Impact Analyst	Support in the coordination
City of Turin	Communication Manager	Support in the coordination
City of Turin	City Consultant	Support in the coordination
Idiap	Doctoral Assistant	Trainer
Idiap	Doctoral Assistant	Trainer

3.2.3 Training delivery

First training session (21 November 2023)

The first training session took place before the IcARUS tool validation workshop, which aimed to gather feedback from local actors on the finalised version of their tool, to envisage adaptations and refinements where necessary, and eventually to validate it. Obtaining feedback and sharing different perspectives are key components for a successful stakeholder engagement.

The training was divided into two sessions led by IcARUS partners Idiap Research Institute and University of York. Firstly, Alessandro Fornaroli, Idiap Research Institute, provided an overview of *Sbocciamo Torino* Committee: its composition, functioning, activities and meetings. It then delved into a collaborative data analysis, featuring group exercises on data visualisation. The data collected, visualised in charts and uploaded to the platform will be used by the stakeholders to better understand the phenomenon of juvenile delinquency, to plan activities, and to propose possible interventions to the city's counsellors.

Secondly, Dr. Natalie Higham-James, University of York, delivered a training on how to apply a gender-inclusive approach within the tool, based on the five pillars of inclusion (see above *methodology*).

Second training session (22 January 2024)

The second session included an overview of the committee's structure, activities, and meetings. This was followed by a detailed explanation of the functionality of the data visualisation platform. Subsequently, participants engaged in a training session aimed at enhancing collaborative data analysis, using an illustrative example based on committee meetings conducted by the example group. In the final session, participants received training on incorporating a gender approach when interpreting data and planning interventions (see above *methodology*). This session proved more successful than the first one, as the City of Turin managed to mobilise more representatives from all types of committee members.

Gender inclusivity session

The gender-inclusivity sessions began by providing participants with an overview of the moral, social and legal responsibilities in line with the national and international frameworks of gender equality. Key terms such as 'gender' 'sex' 'equality' 'inclusiveness' 'mainstreaming' and 'intersectionality' were all explored to encourage participants to consider their chosen language and how this aligns to their goals of inclusivity. The five pillars of inclusivity were then introduced, before participants were asked what these pillars meant to them and their work by exploring questions which would help them consider how they were going to implement representation, inclusion, and so forth. Participants were happy to explore these questions with some guidance. Potential tactics which could be employed, specific to *Sbocciamo Torino*,

provided tangible examples of *how* to implement these pillars. Within the second training, the session was condensed due to time constraints. As a result, there were fewer opportunities for interactivity with participants, but participants could ask questions and share thoughts. Training evaluation responses (to be explored in D4.7) demonstrated across both training sessions, in conjunction with verbal feedback, that participants were receptive to the session, understood the importance of an inclusive approach and were confident in employing this within *Sbocciamo Torino*.



Image 1 - Group activities during the second training session in Turin

Main challenges

The main challenge faced during both training sessions was not related to the methodology nor the content of the training *per se*. The city of Turin encountered barriers when it came to the mobilisations of their local stakeholders, in particular the NGO sector. In the *Sbocciamo Torino* tool, engaging with NGOs and associations is critical as the tool aims to bring a bottom-up approach. However, this requires intrinsic motivation for them to be part of the process.

Especially, with policy-making processes they need to have some level of political motivation. One of the extrinsic motivations is money but it is not an element in policy-making processes. This is a recurrent question associations have asked at every meeting on the advancements of the tool. One of the few very active NGO is *Save the children*, a well-established NGO that might not encounter budget issues. This had also a direct impact on the length of the training session offered, resulting in fewer opportunities for interactive engagement with participants.

Another noteworthy aspect is the stakeholders' desire for greater involvement in the decision-making process. This was expressed during the first training session, where participants emphasised the necessity of establishing a direct communication channel with decision-makers (see also D3.4).

4 The Nice Tool Training

4.1 The Nice Tool - Demandez Angela

Demandez Angela is a scheme that allows anybody who finds themselves in a situation of harassment or who feels unsafe on the streets to find support, whatever their age, gender or condition, both during the day and at night. *Demandez Angela* in Nice is therefore not gender-specific; it is aimed at anybody who is or feels victim of harassment or unsafe in the streets or other public spaces.

Tool end-users

- Trained staff at partner establishments providing support
- Owners and operators of establishments who provide time to their staff to undertake *Demandez Angela* training
- Those in the city of Nice responsible for implementing and coordinating the *Demandez Angela* scheme (Nice's Crime Prevention department)



Image 2 - Training session and field visit in Nice

4.2 Training

Objective

The objective of the Nice training session was to equip the Nice's Crime Prevention department with the following skills: (1) establishing monitoring tools to ensure the sustainability of the scheme and the "quality" of the venues who join the scheme; and (2) identifying the strategic guidelines, practical steps and resources needed for the development of an effective communication strategy.

4.2.1 Agenda

Date 14/12	Session Objective	Targeted end-users	Obtained skills	Trainer(s)
11h30 12h30	Field visit	Nice's Crime Prevention department	<ul style="list-style-type: none"> - Understand the scheme in its environment, as well as the strengths and areas for improvement that may be useful for monitoring the project. - Understand how to use the feedback forms 	Vanina Hallab FFSU, and Marta Pellon Brussosa, Efus
14h00 14h15	Introduction & debriefing of the field visit	Nice's Crime Prevention department & a representative from the municipal police	<ul style="list-style-type: none"> - Collect feedback on the methodology 	Vanina Hallab FFSU
14h15 15h30	Communication strategy	Nice's communication team, Crime Prevention department & a representative from the municipal police		Vanina Hallab FFSU
16h00 16h45	The monitoring tools	Nice's Crime Prevention department	<ul style="list-style-type: none"> - Understand how the membership monitoring tool works - Understand how to collect feedback 	Vanina Hallab FFSU

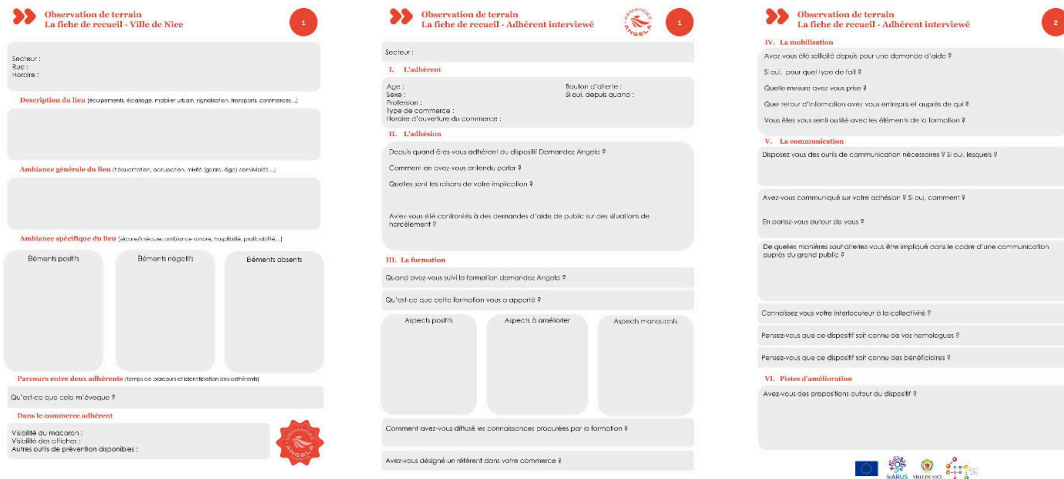
16h45 17h00	Conclusion and next steps	Nice's Crime Prevention department		Marta Pellon Brussosa, Efus
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4.2.2 Trainees

Organisation	Title	Role during the demonstration
City of Nice	Director of Communication	Oversees the communication campaign
City of Nice	Chief Engineer, European Project Manager	Contribute to the demonstration phase
City of Nice	Coordinator, Local Security and Delinquency Prevention Council	Lead the demonstration phase
City of Nice	Collaborator, Local Security and Delinquency Prevention Council	Lead the demonstration phase
FFSU	Head of local engineering department	Trainer
City of Nice	Head of mediation service - public tranquillity in the heart of the city	Deliver training to venues and collect feedback
City of Nice	Assistant, Local Security and Crime Prevention Council	Contribute to the demonstration phase
Efus	Senior Programme Manager	Trainer
City of Nice	Associate, Communication Department	Oversees the communication campaign
City of Nice	Director, Prevention Department	Oversees the demonstrations phase
Erasmus University Rotterdam	Project Assistant	Support Task 4.7
Municipal police	Head of Department	Contribute to the demonstration phase

4.2.3 Training delivery

The training session started with a field visit, providing an opportunity to comprehend the scheme within its environment. This allowed trainees to identify both its strengths and areas for improvement, which proves beneficial for monitoring and evaluating the tool. Participants were equipped with two feedback forms to gather insights from the city and venues: a self-assessment form for city representatives and a feedback form to interview venues who have joined *Demandez Angela*.



The image shows three feedback forms used for field observations. Each form is titled 'Observation de terrain - La fiche de recueil' and includes a red circular icon with a number (1, 1, and 2 respectively). The forms are structured as follows:

- Form 1 (Ville de Nice):**
 - Section 1: Informations générales (Secteur, Rue, Adresse).
 - Section 2: Description du lieu (pavement, éclairage, mobilier urbain, signalétique, transports, commerces...).
 - Section 3: Ambiance générale du lieu (propreté, sécurité, végétation, agencement...).
 - Section 4: Ambiance spécifique du lieu (sécurité, confort, accueil, visibilité...).
 - Section 5: Éléments positifs, négatifs, et positifs.
 - Section 6: Parcours entre deux adhérents (tempo, vitesse, destination, etc.).
 - Section 7: Dans le commerce adhérent (Visibilité du magasin, Visibilité des affiches, Autres outils de prévention disponibles).
- Form 2 (Adhérent interviewé):**
 - Section 1: Informations générales (Secteur, Adresse, Type de commerce, etc.).
 - Section 2: La formation (Quand avez-vous suivi la formation, comment l'avez-vous trouvée, etc.).
 - Section 3: La formation (Quand avez-vous suivi la formation, comment l'avez-vous trouvée, etc.).
 - Section 4: La formation (Quand avez-vous suivi la formation, comment l'avez-vous trouvée, etc.).
 - Section 5: La formation (Quand avez-vous suivi la formation, comment l'avez-vous trouvée, etc.).
- Form 3 (Adhérent interviewé):**
 - Section 4: La mobilisation (Avez-vous été sollicité depuis une demande d'aide? Si oui, pour quel type de fait? Quelle mesure avez-vous prise? Quel retour d'information avez-vous obtenu et depuis de qui? Vous êtes-vous senti ouïe avec les éléments de la formation?).
 - Section 5: La sensibilisation (Avez-vous communiqué sur votre cas? Si oui, comment? En parlant avec qui? De quelles personnes souhaitez-vous être impliqué dans le cadre d'une communication auprès du grand public?).
 - Section 6: Plans d'amélioration (Avez-vous des propositions autour du dispositif?).

Image 3 - Feedback forms to gather insights from the city and venues.

After the field visit, the training session began by collecting feedback on the field visit methodology. This was followed by discussions on how to elaborate a communication strategy. Participants identified strategic guidelines, practical steps and resources needed for the development of an effective communication strategy. They also discussed the key words and messages that need to be included in different tool components.

The second part of the training revolved around the monitoring tools, understanding the functionality of the 'membership' monitoring tool and appropriate methods for collecting feedback (incident report form, etc).

Gender inclusivity session

The gender-inclusivity principles were integrated within the body of the training, rather than a separate session being held, to meet the needs of the city. As the tool is aimed at *anybody* who is or feels victim of harassment or unsafe in the public space, particular attention was given to reflecting on guidelines for an inclusive communication strategy. For instance, participants discussed how to break down the different target groups: how to best reach women at serious risk of domestic violence? How to best reach the LGBTQ+ community? How to best reach non-binary teenagers?

Main challenges

The main challenge of the training in Nice was not related to the content but to the sharing of information between city council departments, namely the *DGA Sécurité, Proximité et Citoyenneté*, which includes the Crime Prevention department and the Municipal Police, and the Communication department.

However, the content of the training sessions proved very successful, especially with the field visit and materials presented. Trainees proposed to re-use and adapt the material for other activities within the city.

5 The Riga Tool Training

5.1 The Riga Tool - Par drošu Rīgu!

The *Par drošu Rīgu!* (For a safe Riga) tool provides an evidence-based approach to modifying and adapting district/neighbourhood policing tactics by analysing quantitative and qualitative data together. The tool is mainly based on four types of information:

- Pre-cleaned existing incident data collected from multiple sources (including citizen reporting, the app, police officer reports).
- Citizens' feelings of insecurity from a survey, conducted by the patrol's officers.
- Citizens' experience of harm and disorder from a survey, conducted by local coordinators.
- Cohesion among the residents and the disorder in the neighbourhood survey, conducted by NGO volunteers.

Tool end users

- Chiefs of Department
- Patrol Officers
- Local Coordinators
- NGO Volunteers
- The analyst and the IT chief at the Municipal police Headquarters will provide technical support

5.2 Training

Objective

The objective of the training was to familiarise the different groups of end-users, including local coordinators, patrol officers and the chiefs of police, with the functionality of the tool. Local coordinators and patrol officers received training on administering and delivering surveys, as well as engaging with diverse communities. The chiefs of departments were then trained on how to use the web application and how to integrate data obtained from surveys with existing datasets. Additionally, they were trained to read, interpret and use the charts produced by the application based on the collected data.

5.2.1 Agenda

04/01/24	Session Objective	Targeted end user	Obtained skills	Trainer
2pm-4pm	To learn how to install and use the web application	IT Riga Police officer	To install the web application and learn to use it	Ravinithesh Annapureddy (Idiap)
05/01/24	Session Objective	Targeted end user	Obtained skills	Trainer
9am 10:40am	To learn how to implement the citizens' survey to measure the feeling of belonging to the neighbourhood and the level of trust in institutions and go through the survey	Local coordinators & local NGO	To deliver a survey while having an inclusive approach	Dr. Natalie Higham-James (University of York), with the support of Staņislavs Œeiko (Riga Police) and Ravinithesh Annapureddy (Idiap)
11am 1pm	To learn how to implement the citizens' survey to measure the feeling of insecurity?	Patrol officers	To deliver a survey while having an inclusive approach	Staņislavs Œeiko with the support of Dr. Natalie Higham-James (University of York) and Ravinithesh Annapureddy (Idiap)
2pm 5pm	To show how the 'Par drošu RĪgu!' Tool can support evidence-based decision making	Chiefs of departments	To train the participants to use the tool (web application, surveys) and to explain to them how to read and interpret the charts based on the collected and existing data	Staņislavs Œeiko (Riga Police) with the support of Ravinithesh Annapureddy (Idiap)

5.2.2 Trainees

Organisation	Title	Role during the demonstration
Riga Police	Chief specialist, Innovative Technology group, Administrative office, Riga municipal police	Explain and use the web application
City of Riga	Local coordinator	Surveyor
City of Riga	Local coordinator	Surveyor
Riga Police	Patrol officer	Surveyor
Riga Police	Patrol officer	Surveyor
Riga Police	Chief Specialist	Interpret the data gathered on the web application
Riga Police	Chief Inspector - Central department of Riga Municipal police (RPPCP)	Interpret the data gathered on the web application
Riga Police	Head of Administration	Interpret the data gathered on the web application
Riga Police	Chief Inspector	Interpret the data gathered on the web application
Riga Police	Central Administration Chief of the head quarter (ISSN)	Interpret the data gathered on the web application

5.2.3 Training delivery

The training was divided in four different sessions, each addressed to different groups of end-users.

The first session was addressed to Emīls Ginters, Chief specialist, Innovative Technology group, Riga municipal police, who was trained by Ravinithesh Annapureddy, Idiap, to install the web application and learn its functioning and utility.

On the 5th of January, three sessions were held. In the morning, the local coordinators (2 participants) received training on delivering the survey they would use to collect data in the districts of Riga. During this session, Dr. Natalie Higham-James presented a script they could use to approach people on the street and provided advice on achieving diversity, inclusivity and representativeness in their panel (see below for further details). The second group to receive the training was the patrol officers (two participants). At the end of each session, the participants tested their specific surveys with people in the room. They received training tailored to their position and the specific survey they would use.

The day concluded with the group of chiefs of police (5 participants, 4 on-site and 1 online). The session aimed to demonstrate the advantages of the *Par drošu Rīgu!* tool, illustrating how

the tool could assist them in their daily work. Participants were then trained to read, interpret, and utilise the charts produced by the app based on the data collected.

Gender inclusivity session

Following a training needs assessment with the city of Riga, it was decided that the gender-inclusive approaches would be best built into the body of the training, as opposed to a separate session being delivered. For NGOs and Local Coordinators, and for Patrol Officers, this approach consisted of providing participants with the tools and knowledge for confident implementation, empowering a diverse range of citizens to engage in the survey during implementation, and responding to demographic needs within implementation. Drawing on the five pillars of inclusivity, the sessions encouraged participants to reflect on their own identity and that of others, considering barriers to participation and the importance of understanding varied experiences, particularly when talking about feelings of insecurity, which can be triggering. This was done through outlining the expectations of participants and the resources they have available to enable a successful implementation, bolstering their confidence. The importance of representation was illustrated through the use of local and national data on the demographics of Riga and tools provided to participants on empowering citizens engagement and adapting their implementation to ensure all citizens have the opportunity to be included in the tool (Eurofund, 2018; WHO, 2018; EIGE, 2020; Eurostat, 2022; EMCDDA, 2021; OECD, 2023). Finally, reflecting on their own safeguarding protocols, participants were given tactics for responding to participant needs, recognising where they required further support for issues which had been explored within the survey. For the Chiefs of Police, focus was placed on the importance of an inclusive approach to analysing the data, utilising publicly available statistics on crimes to illustrate the gendered and aged nature of particular crimes and feelings of insecurity. Two case studies from the Make Space For Girls campaign (The Safer Parks Consortium, 2023) were then drawn on to demonstrate how gender-inclusive approaches can both identify different feelings of insecurity, but also provide multifaceted solutions which benefit a range of citizens. Training evaluation responses (to be explored in D4.7) demonstrated that all participants understood the importance of an inclusive approach for Par drošu Rīgu.



Picture 3 - Session for the patrol officers with Staņislavs Œeiko (Riga) and Ravinithesh Annapureddy (Idiap)

Main challenges

During the Riga training, the main challenge encountered, as anticipated, was the relatively low number of participants and the logistics of extending the training to other police departments, districts, and local NGO coordinators. Specifically, there were only 2 participants in the local coordinator session, 2 in the patrol officers session, and 5 in the chiefs of police session. However, Staņislavs Šeiko from the city of Riga had already planned to organise multiple internal meetings to disseminate the training content to colleagues who could not attend the sessions.

Moreover, as the training was conducted in a hybrid format, it was decided to record all training sessions held on the 5th of January. This will allow them to share the recordings during internal meetings and distribute them to other local coordinators. These recordings have already been sent to participants who were unable to attend due to weather conditions.

6 The Stuttgart Tool Training

6.1 The Stuttgart Tool - Trick17

The Trick17 Tool is a creative art-based approach that aims to simultaneously:

- Raise young people's awareness level in relation to radicalization and increase young people's resilience in the face of radicalization;
- Inspire and support the interest in young people for democratic values and encourage them to take more active part in social activities.

Trick17 utilises the power of magic and illusion to engage and empower young people, equipping them with essential skills to resist radical influences. By harnessing the universal appeal of magic, the tool creates an interactive experience that fosters critical thinking and personal growth.

Tool end-users

- The City of Stuttgart technical staff.
- InsideOut team.
- Social and youth organisations in the city of Stuttgart.

6.2 Training

Objective

The main objective of the training sessions was to present and explain the tool's methodology and its theory of change based on the artistic approach. The first training session addressed to the City of Stuttgart team aimed to raise their knowledge on using the provocative and artistic approach in enhancing awareness of young people about democratic values and improving their critical thinking towards radical narratives. The second session, addressed to social

organisations, focused on the tool, the developed scenario that will be displayed to the public and the impact that it will have on them and on the city in general.

6.2.1 Agenda

First training session (13 December 2023) - internal

Date	Session Objective	Targeted end user	Obtained skills	Trainer
13.12	Approaching extremism in social work	Inside Out team	a) Understanding emotions; b) Understanding behaviour; c) Motivational interviews and debunking; d) Fostering tolerance for ambiguity	Tilman Weinig
	Approaching improvisation in social work	Inside Out team	a) Improvisational behaviour; b) understanding provoking borders; c) behaviour with complicated public	Alexej Boris
	Gender aspect of the social work	Inside Out team	a) Gender awareness, b) Gender in social work c) Gender in Trick17	Dr. Natalie Higham-James

Second training session (29 January 2024) - External

Date	Session Objective	Targeted end user	Obtained skills	Trainer
29.01	Last Tool changes	Stakeholders	The understanding of the Trick17 tool, its objectives and	Valeriya Vasilyeva

			methodology were acquired.	
	Demonstration in the City	Stakeholders	The understanding of the demonstration plan in the city was acquired.	Valeriya Vasilyeva
	Tool Structure	Stakeholders	The Trick17 tool structure was presented.	Valeriya Vasilyeva
	Costs and requirements	Stakeholders	The Trick17 tool costs and requirements were presented	Valeriya Vasilyeva
	Democratic values in the Tool	Stakeholders	The democratic values that will be promoted through the tool presented.	Alexej Boris
	Radicalisation Prevention in the Tool	Stakeholders	Understanding of the radicalisation prevention methodology was acquired.	Alexej Boris
	Art-approach of the Tool	Stakeholders	The participants were informed of the approach based on arts and creativity of Trick17.	Alexej Boris

6.2.2 Trainees

First training session (13 December 2023) - internal

Organisation	Title	Role during the demonstration
Inside Out	Employee	Part of the team of Trick17
Inside Out	Employee	Part of the team of Trick17
Inside Out	Employee	Part of the team of Trick17
Inside Out / City of stuttgart-Coordinator	Trick17 Coordinator	Part of the team of Trick17
Co-leader	Trick17 Co-leader	Part of the team of Trick17
Inside Out	Employee	Part of the team of Trick17

City of Stuttgart	Coordinator	Part of the team of Trick17
City of Stuttgart	Coordinator	Part of the team of Trick17
University of Salzburg	Researcher	IcARUS Partner organisation
University of York	Researcher	IcARUS Partner organisation
EFUS	Program manager	Part of the team of Trick17
Magician	Magician Trick17	Part of the team of Trick17
Magician	Magician Trick17	Part of the team of Trick17
Translator	Translator	Translator

Second training session (29 January 2024) - External

Organisation	Title	Role during the demonstration
Heilbronn Social Work	Participant	Attend the activity
Rathaus Stuttgart	Coordinator	Part of the team of Trick17
Frankfurt Social Work	Coordinator	Part of the team of Trick17
Türkische Gemeinde	Coordinator	Attend the activity
Zima	Coordinator	Attend the activity
Stadtjugendring West Stuttgart	Officer	Attend the activity
EFUS	Program manager	Attend the activity
University of Salzburg	Researcher	Evaluation
University of York	Participant	Evaluation
Inside Out e.V.	Coordinator of Trick17	Part of the team of Trick17

6.2.3 Training delivery

The training was delivered in two different sessions:

- The first session was held on 13 December 2023, in a hybrid format, for the City of Stuttgart team. The training was very well planned and served the main goal. After the training, all the participants had the same level of understanding of the tool, the gender aspect of the tool, the radicalism theory and understanding of the improvisation.
- The second session took place on 29 January 2024, online, for social organisations active in Stuttgart: Participants were interested in the tool demonstration and its impact on reducing radicalisation among young people in their city, especially with its creative approach.

Gender inclusivity session

The gender-inclusivity session within the first training consisted of two parts: 'norms and radicalisation' and 'Inclusivity and Trick17'. This format was created following a training needs

discussion with the Stuttgart team who identified that understanding inclusivity within the specific field of radicalisation was desired, given their existing expertise in more general inclusive approaches to arts-based practices. Part one began by asking participants to consider some of the norms which govern perceptions of radicalisation, considering ideologies, perpetrators and victims. This gave participants a chance to reflect on their own language and that of wider society, identifying potential barriers to participation in the tool and people's experiences of it. Existing studies and publicly available data specific to the German landscape (Hase, 2023; Koehler, 2023; Galantino, 2022; Brown, 2020; Siri & Denli Erkok, 2019; Schomerus, Stolzenburg, Bauch, Speerforck, Janowitz, & Angermeyer, 2017; Corner, Gill & Mason, 2016; Satterthwaite & Huckerby, 2013; Sjoberg & Gentry, 2009) were drawn on within these debates, in order to explore the difference between public perception and reality of radicalisation. This provided an evidence base for the second half of the session, where participants reflected on opportunities to consider how their performance - and their team - could avoid perpetuating problematic norms, ensure full participation through inclusion and empowerment of everyone, and identify opportunities to break down stereotypes within Trick17. Participants were asked to consider key questions that would facilitate their implementation of representation, inclusion, empowerment and so forth and as a group tactics were explored for breaking down barriers to these amongst young people. Whilst gender-inclusivity was not new for the Stuttgart team, the framework provided and the specificities of thinking about this within the wider social framing of radicalisation, gave them new knowledge and tools to ensure this approach is embedded within the implementation of Trick17. Training evaluation responses (to be explored in D4.7) demonstrated that participants were receptive to the session, understood the importance of an inclusive approach and were confident in employing this within Trick17.

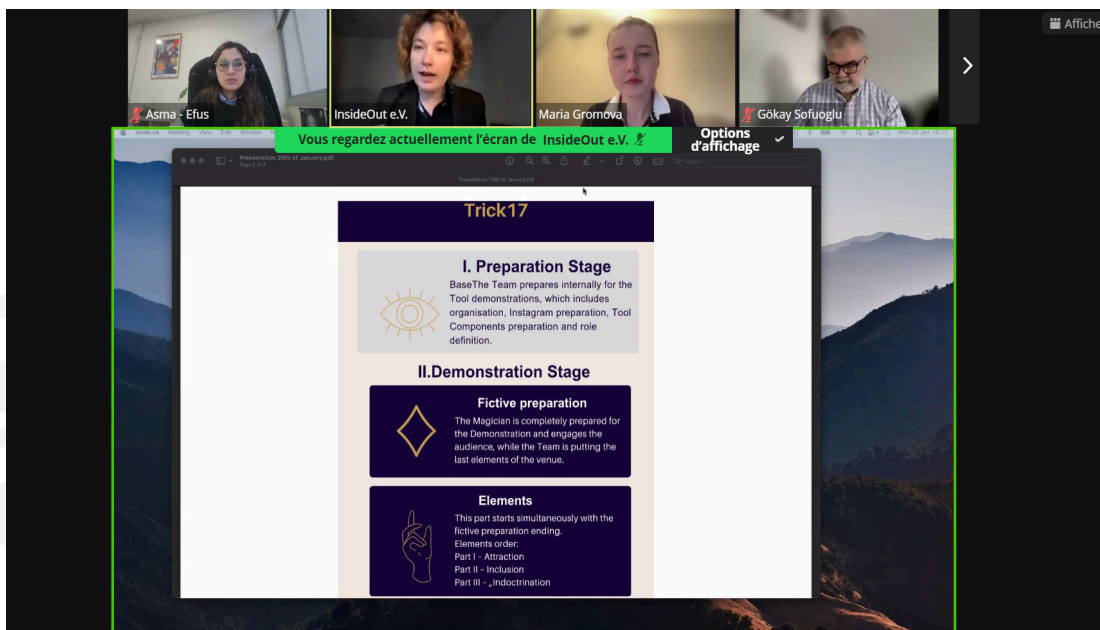


Image 3 - A caption from the online training session organised on 29th January 2024.

6.2.4 Main challenges

The main challenge encountered was mobilising the participation of social organisations, as they had prior commitments. To address this challenge, the proposed solution was to conduct the training entirely in an online format.

7 The Lisbon Tool Training

7.1 The Lisbon tool - Jovem Design Lisboa

Jovem Design Lisboa (JDL) is a design-oriented approach to engage young people in community safety. The initiative involves multiple teams of young people, each supported by a youth worker and a police officer, to undertake a 12-week programme that:

- Engages the young people in identifying and developing solutions to problems in their local community / neighbourhood.
- Improves relationships between young people, their local community and police officer(s).
- Supports young people in gaining useful knowledge and life skills (particularly those young people excluded from mainstream education).

Tool end-users

- Lisbon Municipal Police: Prevention team and police officers that work in the framework of the Lisbon Community Policing Programme, particularly community policing officers and other police officers that regularly work in the neighbourhood.
- Local partners from the Community Policing Program: Youth workers from local organisations that work with young people in the neighbourhood.

7.2 Training

Objective

The main goals of the training session are the following :

- To prepare the JDL Monitors (youth workers) and police mentors (Community policing officers and other officers) for their role in supporting the JDL teams of young people, by explaining the programme, its supporting materials and evaluation instruments;
- To generate awareness and to improve capacity building in the gender inclusivity perspective in the implementation of the programme;
- To inform local partnership about the JDL programme and how it works and how to support its implementation in the neighbourhood.

7.2.1 Agenda

Date	Session Objective	Targeted end user	Obtained skills	Trainer
23.01.2024	Welcoming, presenting the general objective of the JDL and the importance of implication of the Municipal police in it.	Municipal police	The motivation and engagement of the municipal police officers were boosted.	José Figueira, commandant leader of the Lisbon municipal police.
	Framework and methodology of the JDL tool	Municipal police Youth Workers	The understanding of participants of the JDL tool, its objectives and methodology were acquired.	Mónica Diniz, Lisbon Municipal Police
	The components of the JDL tool -The JDL Activity Book -The Mentor Police Guide	Municipal police Youth Workers	The identification of the JDL tool components was clarified.	Mónica Diniz, Lisbon Municipal Police
	The JDL Monitor Guide	Municipal police Youth Workers	The JDL monitor guide was explained and delivered.	Claudia Santa Cruz, Lisbon Municipal Police
	Assessment in the JDL Program -The JDL assessment framework	Municipal police Youth Workers	The assessment general framework of the JDL was presented.	Claudia Santa Cruz, Lisbon Municipal Police
	The JDL assessment: instruments and application schedule	Municipal police Youth Workers	The participants enhanced their understanding and knowledge of the instruments and application schedule of the assessment of the JDL.	Susana Cerdeira, Lisbon Municipal Police

	The IcARUS Project in promoting prevention strategies that promote social inclusion	Municipal police Youth Workers	The IcARUS project and its gender and inclusion strategy were presented	Asma Kaouech, Efus
	The inclusion of a gender perspective in the JDL-Jovem Design Lisboa tool	Municipal police Youth Workers	The participants enhanced their knowledge and skills in the social inclusion of vulnerable groups and young people and gender perspective that should be taken into consideration during the JDL demonstration phase.	Dr. Natalie Higham-James, University of York

7.2.2 Trainees

Organisation	Title	Role during the demonstration
Lisbon Municipal Police	Commander	Coordinator
Lisbon Municipal Police	Prevention Team	Coordinator
Lisbon Municipal Police	Prevention Team	Coordinator
Lisbon Municipal Police	Prevention Team	Future coordinator (in future JDL editions in other Community Policing neighbourhoods)
Lisbon Municipal Police	Prevention Team	Future coordinator (in future JDL editions in other Community Policing neighbourhoods)
Lisbon Municipal Police	Prevention Team	Future coordinator (in future JDL editions in other Community Policing neighbourhoods)
Lisbon Municipal Police	Prevention Team	Future coordinator (in future JDL editions in other Community Policing neighbourhoods)
Lisbon Municipal Police	Prevention Team	Future coordinator (in future JDL editions in other Community Policing neighbourhoods)
Lisbon Municipal Police	Prevention Team	Future coordinator (in future JDL editions in other Community Policing neighbourhoods)
Lisbon Municipal Police	Prevention Team	Future coordinator (in future JDL editions in other Community Policing neighbourhoods)
Lisbon Municipal Police	IcARUS Team	Working Group
Lisbon Municipal Police	Training Team	Working Group

Lisbon Municipal Police	Community Policing Officer	Police Mentor
Lisbon Municipal Police	Community Policing Officer	Police Mentor
Lisbon Municipal Police	Oversight Squad	Police Mentor
Lisbon Municipal Police	Oversight Squad	Police Mentor
Association Futebol de Rua	Youth worker Coordinator	JDL Monitor
Association Futebol de Rua	Youth worker Coordinator	JDL Monitor
Association Futebol de Rua	Youth worker	JDL Monitor
Association Futebol de Rua	Youth worker	JDL Monitor
Association Amigos da Luz	Youth worker Coordinator	JDL Monitor
Association Amigos da Luz	Youth worker	JDL Monitor
Lisbon Municipal Police	commandant leader of the Lisbon municipal police	JDL Working Group
Lisbon Municipal Police	Chief of Oversight Squad	JDL Working Group
Social Centre of Bairro Padre Cruz / Santa Casa da Misericórdia de Lisboa	Director	JDL Working Group
Social Centre of Bairro Padre Cruz / Santa Casa da Misericórdia de Lisboa	Youth worker	JDL Working Group
Residents Association of Bairro Padre Cruz	President	JDL Working Group
Residents Association of Bairro Padre Cruz	Resident in Bairro Padre Cruz	JDL Working Group
Squad 36- Bairro Padre Cruz/ PSP-Public Security National Police	Commander	JDL Working Group
Squad 36- Bairro Padre Cruz/ PSP-Public Security National Police	Proximity Police Officer	JDL Working Group
Squad 36- Bairro Padre Cruz/ PSP-Public Security National Police	Proximity Police Officer	JDL Working Group
Social Center of Musgueira	Youth Worker Coordinator	Presenter of the final Event

Lisbon Municipality/Department of Local Development	Social worker	JDL Working Group
GABIP- Support office for Priority Neighbourhoods / Department of Local Development/ Lisbon Municipality	Coordinator	JDL Working Group

7.2.3 Training delivery

The training session started with an opening speech from the commandant leader of the Lisbon municipal police, emphasising the significance of the tool for the city and the commitment of the municipal police to its demonstration. This intervention served as a motivational catalyst for the municipal police participants.

The methodology of the JDL tool was then presented by Mónica Diniz, the coordinator of the tool at the Lisbon Municipal police. This was followed by Claudia Santa Cruz from the Lisbon Municipal Police, presenting the JDL Monitor Guide Assessment in the JDL Program and the JDL assessment framework. This assessment's application schedule and instruments was explained by Ms. Susana Cerdeira from the Lisbon Municipal police.

In the second part of the training session, Asma Kaouech, project manager at Efus, introduced the IcARUS project and its strategy for promoting gender and social inclusion. Following this, Dr. Natalie Higham-James presented the incorporation of a gender perspective in the JDL tool.

The main contributions from the participants of the training session were as follows:

- *Rewards:* Some participants raised the issue of attributing relevant prizes to JDL participants, considering them too young. This sparked discussion, with the majority expressing that the most significant reward would be the opportunity for young people to be heard, take on leadership roles, and develop skills throughout the program.
- *Resilience of the IcARUS work to deliver the tool:* It was also highlighted the fact that the program began to be designed in June 2022, and that the program proposal for young people was successfully completed in accordance with the requirements defined by the partners at the beginning of the IcARUS Project, without giving up and being able to present a well designed tool proposal to be tested by the partners in the neighbourhood.
- *Design and support of JDL support materials:* Participants praised the quality of the support materials. The distributed support materials provided reassurance to the police and monitors, noting their effectiveness in facilitating program implementation.

Gender inclusivity session



The gender-inclusivity sessions began by providing participants with an overview of the moral, social and legal responsibilities in line with the national and international frameworks of gender equality. Participants were asked to reflect on terms such as ‘gender’ ‘sex’ ‘equality’ ‘inclusiveness’ ‘mainstreaming’ and ‘intersectionality’, considering how their language aligns to their goals of inclusivity. The five pillars of inclusivity were then introduced, before participants were asked to consider what these pillars meant to them and their work by exploring questions which would help them consider how they were going to implement representation, inclusion, and so forth. Participants spent time reflecting on how they could adapt these questions in light of their own experiences and anticipations of implementing JDL. As a group, we then explored potential tactics which could be employed, specific to JDL, in response to many of these questions. Participants were active in exploring how they could apply these tactics and reflected with the wider group on some of the challenges they anticipate, revealing a critical engagement with the session, in addition to providing reflections for the Lisbon team to consider in supporting their stakeholders. Training evaluation responses (to be explored in D4.7) and the verbal feedback received during and after the session, demonstrated that participants understood the importance of an inclusive approach and were committed to its employment within JDL.



Image 4 - Dr Natalie Higham-James presenting the Gender dimension for the JDL tool.

Main challenges

The main challenges faced were the following:

- Preparation and delivery of JDL materials to be delivered on time
- Scheduling conflicts and availability of police officers to participate in the training

- Securing access to a suitable training room within the neighbourhood: to ensure the presence and mobilisation of participants, with the size and conditions to accommodate all participants

Apart from that, the training was highly participatory, interactive, and successful, effectively achieving its objectives, particularly in terms of enhancing the skills and knowledge of both the municipal police participants and the youth workers. By the end of the training, all participants had gained a thorough understanding of the tool, its application, and methodology.

8 Rotterdam Tool Training

8.1 The Rotterdam Tool - Spaanse Polder Café

The *Spaanse Polder* Café aims at supporting citizens in recognising and reporting indicators/activities of organised crime by increasing social cohesion and strengthening cooperation between the different stakeholders of the area.

- The tool is designed to enable different levels of engagement by individuals — and to increase this engagement over time
- The tool provides an opportunity to share informational material on relevant subjects, via presentations or exhibitions / displays
- The tool is an inclusive and global forum gathering event held 4 times a year
- The tool is a physical event held in different places every time, during 3 hours divided in 2 parts
- Different topics will be discussed during these sessions: safety in the Spaanse Polder, organised crime, related issues...etc.

Tool end-users

Municipal Police officers that regularly work in a relevant neighbourhood, particularly those new to the neighbourhood, the entrepreneurs and employees who work in the area.

8.2 Training

Objective

The first objective of the training was to explain to the end-users how the *Spaanse Polder* Café can be organised, what its aims are, and to identify the challenges that they could face during a session in order for them to have all the necessary information and means to organise a *Spaanse Polder* Café. The second objective was to make the participants try the e World Café methodology while discussing, brainstorming and defining the relevant questions we will need to ask during the first *Spaanse Polder* Café, which will take place on the 7th of March with safety as its overall topic.

8.2.1 Agenda

Date	Session Objective	Targeted end user	Obtained skills	Trainer
9/01	To explain the functioning of the <i>Spaanse Polder Café</i> , its objectives and challenges	Municipal police officers, the entrepreneurs and employees who work in the area	- Organisation of a world café Animation of a world café session	Maurits Janmaat, City of Rotterdam Dr. Britta Hecking and Sarah Vollmer (Camino) With the support of Emile Goijvaerts
9:30 10:20	Introduction and presentation of the tool		- Presentation of the aims of the tool and the logistics of its organisation Identify the potential challenges - Discussion of challenges in implementation and how to overcome them through an inclusive approach	Dr. Britta Hecking and Sarah Vollmer (Camino)
10:30 11:30	Tool experimentation (breakout groups)		- Testing of the tool itself to define the relevant question we will need during the first <i>Spaanse Polder Café</i>	Dr. Britta Hecking and Sarah Vollmer (Camino)
10:40 12:30	Feedback session and event organisation		- Presentation of the relevance of this part	Maurits Janmaat and Emile Goijvaerts (city of Rotterdam)

8.2.2 Trainees

Organisation	Title	Role during the demonstration
City of Rotterdam	City warden Rotterdam	Participants in the Spaanse Polder Café
City of Rotterdam	City warden Rotterdam	Participants in the Spaanse Polder Café
Local police	Police officer	Participants in the Spaanse Polder Café
Local police	Police officer	Participants in the Spaanse Polder Café
Council of entrepreneurs Spaanse Polder	Member of the council of entrepreneurs Spaanse Polder	Participants in the Spaanse Polder Café
City of Rotterdam	Policy advisor safety department city of Rotterdam	Participants in the Spaanse Polder Café
Spaanse Polder Area	Area manager Spaanse Polder	Host
City of Rotterdam	City development department city of Rotterdam	Participants in the Spaanse Polder Café
City of Rotterdam	Advisor to the mayor on neighbourhood security	Moderator
City of Rotterdam	Policy advisor strategy on safety department city of Rotterdam	Project manager (coordinator of the event)
City of Rotterdam	Project manager	Project manager (coordinator of the event)

8.2.3 Training delivery

The training started with a presentation of the tool and a description of what needs to be done for the organisation of the *Spaanse Polder* which will have its first session on the 7th of March 2024. Dr. Britta Hecking and Sarah Vollmer from Camino then proposed a practical exercise based on the “tiny monster” method which aims at identifying the fears or the questions the stakeholders could have and identify the potential solution in advance. This part of the workshop highlighted different concerns such as how the feedback will be shared in an anonymous way or what if we do not have enough participants. In this section, gender was also discussed as part of an inclusive intersectional approach.

The second part of the training consisted in testing the World Café methodology. Trainees were divided into three teams and participated in two rounds of discussion. To enhance the immersive experience, they used the design tablecloth and material (see picture 4). For this experimentation, the participants had to discuss the topic and question they would like to have in the first Spaanse Polder Café. The objective of the first round was to define questions, while the second round focused on trying to answer the questions in order to understand whether

the questions were suitable. In the World Café methodology, questions are crucial to success. After the two rounds, a discussion was held collectively to share feedback on the exercise.

After the feedback session, the discussion was opened to any topics related to the *Spaanse Polder Café*, with a focus on communication and maximising participant reach.

Gender inclusivity session

The gender-inclusivity principles were integrated within the body of the training, rather than a separate session being held, to meet the needs of the city. The idea was to show the participants the importance of reaching diversity in the *Spaanse Polder Café* and what can be done to achieve this goal. Based on the “tiny monster” exercise the participants identified the fear of having too few participants which led us to have the anticipated discussion on reaching diversity. Participants reflected on the strategies they could use to reach this inclusivity. For example, the time of the event is important, the communication and invitation to the event also has to be inclusive and the way of leading a world café session is crucial for the inclusivity. For this discussion, Dr. Britta Hecking and Sarah Vollmer distributed a factsheet with general questions and examples that should encourage reflection aiming to ensure everyone is able and empowered to participate in the *Spaanse Polder Café*. Hence, the focus was particularly on three of the five principles mentioned at the beginning: representation, inclusion and empowerment. Gender was discussed here as part of an intersectional approach. The integration of the gender dimension into the discussion on the actual implementation allowed the participants to gain an understanding of the most diverse dimensions of inclusivity and was also met with understanding because a concrete benefit for the success of the *Spaanse Polder Café* became apparent.

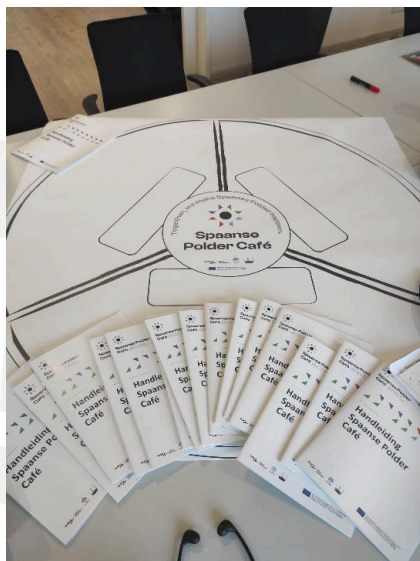


Image 4 - Training material for the tool of Rotterdam

Main challenges

In general, the training session went very well, and all stakeholders were engaged in the proposed methodology. The main challenge faced during the training was the short time available and the difficulty in adhering to the agenda timing. Several open discussions with stakeholders were held, which proved interesting and relevant for the upcoming demonstration. The decision was made not to interrupt these discussions to gain further insights. However, the downside of this approach was the need to shorten the experimentation, and having more time would have allowed for a more detailed explanation of the methodology.

9 Conclusion

The IcARUS training sessions, marking the initiation of the demonstration phase (WP4), have played a key role in equipping local practitioners with the necessary skills and knowledge to effectively use the IcARUS tools and its components. They have been developed through a collaborative effort involving various partners (Efus, USAL, Idiap, Camino, York) and the IcARUS cities. Through a comprehensive methodology, encompassing detailed programs, PowerPoint presentations, group exercises, consent forms, and assessment and evaluation mechanisms, the training content has been meticulously crafted to meet the specific requirements of the project and the diverse contexts of the IcARUS cities.

The integration of the gender-inclusivity sessions, in alignment with the European Commission's priorities, underscores the commitment of the IcARUS project to promote gender mainstreaming tools and increase practitioner awareness. Despite some challenges (for example, managing city training contexts in Riga and Rotterdam, participant levels in Turin's first training, and expanding the scope of training through individually tailored approaches beyond that which was originally envisaged) incorporating gender-inclusivity approaches was generally very well-received across all cities. Furthermore, all cities have committed to ensure inclusivity in their work, from training, to implementation, to evaluation. This is a significant achievement for the project and for each city, as we work towards ensuring the tools are implemented for the benefit of as many different people as possible.

Moving forward, the insights gained from these training sessions will pave the way for the elaboration of city-specific training methodologies, further enhancing the project's impact and sustainability.

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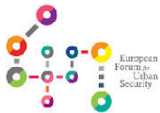
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