

## **Inclusion Audit Evaluation**

GA 2016 mandated the EC to start working on the Inclusion Audit process of the organisation. The process on itself was completely new to the organisation, so EC needed to review different models of Inclusion Audit (IA) and to have a clear vision on how to do it until the end of the mandate. The main goal was to investigate on how much of inclusive FYEG's structures, activities and atmosphere are. With inclusion we specifically mean the inclusion of groups that are traditionally marginalised in decision making, such as women, trans persons, minorities, persons with disabilities, migrants, and other groups.

EC representatives, Gender WG and the Structural Subgroup, worked together in order to evaluate the different projects the Federation had throughout the year and to have an internal study within our MOs based on gender perspective. To make this happen FYEG in cooperation with the prep-teams of each project, they have send an evaluation rubric after every project, since December 2016, to the participants. After taking participant's answers, the IA team summarised the results in order to provide the EC with a report.

### **Strategic Planning Meeting (SPM)**

The participants were asked to rate from 0 to 5 different aspects of the project. The Results were the following:

- Accessibility of the venue: 4.18
- Accessibility of the hostel: 4.18
- Inclusivity of the event - in general: 3.45
- Gender balance - panels: 2.18
- Gender balance - participation: 2.45
- Participant's opinions were considered: 3.55
- Regional diversity - in general: 3.09
- Regional diversity - participation: 2.45
- Inclusivity - people with lower income: 3.45
- Inclusivity - languages: 4.36
- Sensitivity - sexual minorities & gender non-binary individuals: 3.55
- Inclusivity to other ethnical groups: 3.09

Green activists during the SPM, expressed the opinion that the panels were not gender balanced and also the participation were not gender balanced as well. The Federation will continuously try to empower non-male participants to participate during discussions and workshops and also to provide them with tools to showcase their work as activists on FYEG's panels. In addition the results showed that FYEG will need to put more effort on empowering people from all regions to participate in discussions and to be able to express their opinions. This shows to the Federation that work needs to be done in all regions on participation aspect and also Member Organisations need to use the networking time during FYEG's events to exchange knowledge and tools on how to empower their members to have better representation as well.

### **Demasculinisation of Politics (DoP)**

The participants were asked to rate from 0 to 5 different aspects of the project. The Results were the following:

- Accessibility of the venue: 3.73
- Accessibility of the hostel: 2.82
- Inclusivity of the event - in general: 4.00
- Gender balance - panels: 3.18
- Gender balance - participation: 3.45
- Participant's opinions were considered: 3.91
- Regional diversity - in general: 4.18
- Regional diversity - participation: 4.00
- Inclusivity - people with lower income: 3.82
- Inclusivity - languages: 4.27
- Sensitivity - sexual minorities & gender non-binary individuals: 4.73
- Inclusivity to other ethnical groups: 3.55

DoP project was an excellent initiative from FYEG, which an ideal aim to gather non-mail participants in Turkey to discuss about politics and how to demasculinize it. In total, the results of this survey were pleasant for the team to review. This is showing that we can provide safe space to non-male activists to participate and stand for their opinions and believes. We still have a long way to go, though the message of these results is very positive that we are moving towards the target.

### **Resistance is Fertile (RiF)**

The participants were asked to rate from 0 to 5 different aspects of the project. The Results were the following:

- Accessibility of the venue: 4.50
- Accessibility of the hostel: 4.50
- Inclusivity of the event - in general: 3.83
- Gender balance - panels: 4.17
- Gender balance - participation: 3.50
- Participant's opinions were considered: 4.17
- Regional diversity - in general: 3.83
- Regional diversity - participation: 2.83
- Inclusivity - people with lower income: 3.83
- Inclusivity - languages: 4.00
- Sensitivity - sexual minorities & gender non-binary individuals: 3.83
- Inclusivity to other ethnical groups: 4.33

### **MOs gender study**

As a part of the Inclusion Audit, the EC members of FYEG decided to investigate the issues and obstacles related to non-male participation in politics inside the structures and the normal life of FYEG MO's. This investigation was done with the collaboration of the Prep Team of the *DoP* project and with the representatives of the MOs in charge to answer all of the questions.

The survey was focused on three pillars: representation, education and structures. 14 out of the 33 Member Organisations of the Federation replied to the survey and results can be found to the [following link](#).

The Federation based on its values and the principles it represents in Europe, will not stop trying for the best, in Gender and Social Inclusion, interest of its Member Organisations and the individuals who are supporting FYEG. We all all learning together and we are learning by doing, asking and interacting with each other, through activities, workshops, projects and many more.