



FENCE

*FIGHTING GENDER BIAS AND
CONTRIBUTING IN GENDER EQUITY*

102 FENCE CURRICULUM

COMPARATIVE PILOTING REPORT



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Executive Summary

The FENCE IO2 Curriculum is a collection of gender equality and gender bias modules which aims to increase knowledge and understanding on the following topics:

- 1 - Overview module
- 2 - Introduction to gender & equality
- 3 - Spotting discrimination and gender training
- 4 - Building a positive organisational culture
- 5 - Taking a stand on equality
- 6 - Stereotypes and unconscious gender bias
- 7 - Take Action - Make a change!

As part of IO2, each partner piloted the Curriculum with at least 4 participants. This comparative report is a summary of the main findings from the IO2 piloting phase in relation to the FENCE Curriculum and particularly the content of the Overview Module.

About the project

The idea of FENCE derives from the discussion around gender stereotyping which limits the development of the natural talents and abilities of women and men, as well as their educational and professional experiences and life opportunities in general. Stereotypes and bias about gender can cause unequal and unfair treatment and cause personal or social perception and reflections concerning for example personality traits, domestic behaviors, occupation and physical appearance; with all the discrimination and inequality they can cause against women, this reality demands for continuous and coordinated actions and training tools as a process to make different key-actors 'gender empowered' and 'gender sensitive'.

The project addresses empowerment and capacity building actions for individuals, primarily public staff in local authorities and public bodies, social affairs services, and NGOs and CSOs members, leaders, representatives working in the field of gender equality or human rights promotion.

Our objectives are:

- To make specific key actors (individuals of all genders) empowered in fighting gender bias through raising of awareness of gender equality issues, gender competence building, the promotion of gender equality goals
- To create and deliver innovative products and training tools- as tailored learning resources – based on differentiation methodologies and adult education approaches

- To empower them by taking advantage of the opportunities offered by ICT and digitizing the quality of learning content

The partnership

The project includes 7 partners (CAD-COMMUNITY ACTION DACORUM, DOCUMENTA, PROGRAMMA INTEGRA, XPCSA, CSI, INOVA, GRIPEN) from 6 countries (UK, Spain, Italy, Greece, Cyprus, Romania).



Community Action Dacorum



Centre For Social Innovation



DOCUMENTA



Gripen Europe



Inova Consultancy



Programma Integra



XENIOS POLIS

To find out more about the partners, visit [our website](#).

What is the FENCE Curriculum?

The FENCE Curriculum is the core output of the project: it is based on the fact that beyond any policies taken at the national or European level, it is the local people who should actively be engaged in procedures to transfer gender equality practices into local communities.

The FENCE Curriculum aims to:

- a) make participants aware of the gender equality issues,
- b) build their gender competence,
- c) enable them to promote gender bias combat in their context.

Thus, the FENCE Curriculum through a totally new methodology and structure will educate the participants on gender equality and fighting gender bias, based on their knowledge, experience, and needs.

The idea of the FENCE Curriculum is to provide a self-guided innovative learning opportunity for the target groups of the project, including managers and professionals in charities, businesses, NGOs, CSOs, migrant organisations and associations, amongst others. All the parts of the curriculum have been designed and prepared as online modules hosted on the platform of the project, where learners can access the content.

Purpose of the FENCE Curriculum Piloting

The overall goals of the piloting were for individuals to access the FENCE Curriculum on the e-learning platform and make their way through the Overview Module content and any other modules they found interesting. This piloting phase thus allowed for the FENCE project and Curriculum to be disseminated on a wider scale and create awareness of the training content developed in this project.

As a result of this piloting phase, the following goals have been achieved:

- Make participants aware of gender equality issues
- Build gender competence
- Empower people to combat gender bias in their own context (e.g. through starting initiatives/campaigns in their workplace)
- Take into consideration different learning styles
- Provide the FENCE Training Completion certificate

FENCE will support trainees to develop skills such as collaboration, engagement, information management, evaluation and interpretation, experimentation, problem solving and decision making. The piloting phase aimed to engage the following target groups to work through the Overview Module:

- Public bodies
- NGOs
- CSOs
- Immigration organisations
- 3rd sector organisations
- Local authorities
- Social services
- Trainers
- Coaches
- Managers
- Policy makers

- Other individuals interested or working in gender equality issues

Each partner engaged at least 4 participants as part of the piloting phase and collected feedback via an evaluation form. The findings are presented below.

Findings in the Partner Countries

Findings in Cyprus

Logistics

The piloting in Cyprus was conducted online by email invitation.

Participant information

Respondent number	Information (e.g. role, organisation, expertise...)
R1	Program Manager, Gender-SMART, Cyprus University of Technology / Co-Founder, Be an Ally Foundation
R2	Working with migrants and gender equality campaigner
R3	Project Manager/ teacher
R4	Project Manager and Researcher/ involved with projects around women's' and girls' empowerment/ member of a youth board in Cyprus

Evaluation results

1. What are the three things that you find useful about the FENCE Curriculum, as seen in the Overview Module 1?

R1: The plain and simple language used to describe the terms

R2: Education and Innovation in the digital sphere

R3:

1. The distinction between gender and sex
2. The statistics about the hours per week women dedicate to unpaid work
3. The SMART goal concepts

R4: The combination of both theoretical and practical examples (best practices) and exercises (case studies/scenarios, etc) that you incorporated in the module

2. Participants were asked to rate some important aspects of the FENCE Curriculum, using a scale from 1 to 5 (1- Completely disagree to 5 – Completely agree). The results from the evaluation are shown below.

	1 Completely disagree	2 Disagree	3 Neither disagree nor agree	4 Agree	5 Completely agree
The quality of the content is good.					4
The content is relevant.					4
There is a sufficient amount of detail.					4
The content is engaging.				1	3
The content is up to date.					4
The content is useful in promoting awareness of gender equality.					4
I would recommend the FENCE Curriculum to others.					4

*The number demonstrates how many out of the 4 participants have selected a particular box. For example, all participants completely agree that the content is relevant and that there is a sufficient amount of detail.

2. Are there any recommendations or gaps?

R1: No - the examples given were sufficient.

R2: I wasn't sure what was the implementation implications

R3: I found the overall content very informative and useful

R4: If I could suggest something is adding more videos/talks or graphs

3. Are you happy for your comments to be shared anonymously as marketing material?

R1: Yes

R2: Yes

R3: Yes

R4: Yes

4. Any other comments?

R1: None

R2: None

R3: None

R4: You can check the pronouns. In the Greek version you sometimes refer only to the male pronoun and not the female. I would suggest adding both or only the she/her pronoun since we are talking about the topic of gender equality (If including both make sure to add the female pronoun first).

Recommendations and conclusions

Based on the review of the Overview Module, the responses show that the content is quite good, but there still needs some improvement, and some good examples are more visual content like videos/ graphs or talks. The partners can review some of the chapters and replace text with relevant videos/ graphs. This way it is not tiring, there is less reading and keeps the user more engaged. Also, something missing from the Curriculum is a

presentation showing how a user can benefit from this Curriculum and from the involvement with the FENCE project in general. To solve this issue, we can add 1-2 slides at the end of the Curriculum showing how the Curriculum can be used and by who to achieve its objectives. Furthermore, concerning the Greek translation of the Overview which needs a final review to change the pronouns so we use both female and male.

The findings of the questionnaire analysed slightly above give a very clear indicator of how people involved with gender equality experienced the outcome of the FENCE Curriculum. The lowest score in any of the above questions did not fall below the average of 4.75, which is an outstanding measure of the Curriculum's overall success. The consortium's aim is to improve the content and make it as engaging as possible, so that users can acquire knowledge and important information on the subject of gender equality.

Findings in Greece

Logistics

The piloting in Greece was confused online.

Participant information

Respondent number	Information (e.g. role, organisation, expertise...)
R1	MSc Shipping- Financing, Danaos Corporation
R2	PhD in Educational Theory/ Methodology and Evaluation Models, Educator in the Athens College
R3	PhD in Sciences of Education, Scientific Director/ Coordinator of Xenios Polis
R4	Sociolinguist, PhD in Education Sciences, Programs Director, Xenios Polis. Culture, Science & Action

Evaluation results

What are the three things that you find useful about the FENCE Curriculum, as seen in the Overview Module 1?

R1:

1. Featuring of well-selected and organized material
2. The course line is appropriate for all the levels of the learners (beginners, intermediate and advanced)
3. Acquirement of wide knowledge of the topic

R2:

1. The objectives of the training were met
2. The presentation materials were relevant
3. The course length was appropriate

R3:

1. Scientific efficiency
2. It is user-friendly and comprehensive
3. Useful and contemporary information about the gender equality topicality

R4:

1. Comprehensive and simple content
2. User-friendly digital environment
3. Valid and well-structured information

6. Please rate the following aspects of the FENCE Curriculum (1 – Completely disagree to 5 - Completely agree)

	1 Completely disagree	2 Disagree	3 Neither disagree nor agree	4 Agree	5 Completely agree
The quality of the content is good.				2	2
The content is relevant.					4

There is a sufficient amount of detail.				4	
The content is engaging.			2	1	1
The content is up to date.				1	3
The content is useful in promoting awareness of gender equality.				1	3
I would recommend the FENCE Curriculum to others.				3	1

*The number demonstrates how many out of the 4 participants have selected a particular box. For example, all participants completely agree that the content is relevant and that there is a sufficient amount of detail.

7. Are there any recommendations or gaps?

R1: It would be constructive to include a kind of evaluation in this module, too.

R2: I think it would be really useful for the learners to be able download the overview module content in PDF format or in an interactive flipbook form after completing the whole course. Additionally, the overview module should also include some evaluation activities, in order to assess the previous knowledge of the participants.

R3: The material that is presented in the overview module needs to be more coherent, as it refers to many different dimensions of the gender equality issue and it is possible that the unfamiliar learners will probably have obstacles in totally comprehending the objectives of this module.

R4: The overview module currently facilitates the learner to shape an image regarding the content of all the curriculum. However, this module should also be used to attract the users' attention through interactive content.

8. Are you happy for your comments to be shared anonymously as marketing material?

R1: Yes

R2: Yes

R3: Yes

R4: Yes

9. Any other comments?

R1: -

R2: -

R3: No

R4: No

Recommendations and conclusions

According to participants' answers in relation to FENCE Curriculum, it is recommended the introduction of evaluation activities at the beginning or within the overview module, that are going to assess the prior knowledge of learners and prepare them for the main body of the course. Accordingly, the content of the overview module is suggested to be more cohesive and interactive (e.g. addition of more audio-visual material), as it includes many different topics regarding gender equality and an unfamiliar learner would face difficulties in completing the course. Last, a recommendation regarding the usability of the whole content material is its availability in PDF format or the creation of an interactive flipbook.

Overall, the feedback we received from the evaluation questionnaire was positive. All respondents agree that the content of the FENCE Curriculum is comprehensive, valid, useful and covers a wide range of topics. Regarding the digital environment, it is mentioned that it is user friendly and well-structured. Most of the recommendations have to do with the interactivity of the content that may affect the engagement of the learners. It is worth noting that respondents agreed to recommend the FENCE Curriculum to others.

Findings in Italy

Logistics

The piloting was conducted online via email invitations.

Participant information

Respondent number	Information (e.g. role, organisation, expertise...)
R1	President, Programma integra, social inclusion
R2	Professional in the field of job consulting, Programma integra
R3	Project manager, Programma integra
R4	Psychologist, Coordinator, Counselor, Programma integra

Evaluation results

What are the three things that you find useful about the FENCE Curriculum, as seen in the Overview Module 1?

R1:

1. The links to some interesting EU resources such as European Pact for Gender Equality (2011 – 2020), Gender Equality Strategy 2020-2025.
2. Regarding the contents: gender biases and microaggressions, gender discrimination in the workplace (direct and indirect discrimination), the steps to see any unconscious bias and stereotypes, or discriminatory practices in a HR recruitment strategy, the steps to measure the impact of gender equality actions.
3. The organization and variety of contents.

R2:

1. Definitions on gender, gender equality, feminism and resources such as the links to European and International documents on gender and gender equality issues.
2. The organization of the contents: a mix of definitions, examples and resources.
3. Module 5 and the examples of initiatives.

R3:

1. The organisations and the variety of contents (definitions, examples, case studies, resources).
2. Gender biases and microaggressions and the entire module 7 especially the Action planning - A guide for employees and the steps to measure the impact of gender equality actions.
3. Its aim is to build gender competence, something new for me but very useful to improve the gender policies inside the workplace.

R4:

1. Module 4 and the positive psychology tools
2. Gender biases and microaggressions
3. The EU and International strategies and programs on gender equality linked in the description of each module

6. Please rate the following aspects of the FENCE Curriculum (1 – Completely disagree to 5 - Completely agree)

	1 Completely disagree	2 Disagree	3 Neither disagree nor agree	4 Agree	5 Completely agree
The quality of the content is good.				4	
The content is relevant.				4	
There is a sufficient amount of detail.				3	1
The content is engaging.				2	2
The content is up to date.				1	3
The content is useful in promoting awareness of gender equality.					4

I would recommend the FENCE Curriculum to others.					4
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*The number demonstrates how many out of the 4 participants have selected a particular box. For example, all participants completely agree that the content is relevant and that there is a sufficient amount of detail.

7. Are there any recommendations or gaps?

R1: I recommend inserting inside the Overview Module the links to the related contents in the Curriculum modules so it will be easier to go directly to the contents that the student wants to deepen. In this way the usefulness of the Overview module will be increased.

R2: I recommend some video resources to make the contents of the Overview Module more dynamic. As there are many interesting video contents in the whole curriculum, I suggest linking some of them even in the Overview Module.

R3: No.

R4: I recommend paying attention to putting the links through the whole Overview Module. For example, in the presentation of Module 7 it seems that some link is missed. I suggest developing some content on gender-based violence.

8. Are you happy for your comments to be shared anonymously as marketing material?

R1: Yes

R2: Yes

R3: Yes

R4: Yes

9. Any other comments?

R1: No

R2: No

R3: No

R4: No

Recommendations and conclusions

Respondents' recommendations show that it would be helpful to insert inside the Overview Module links to the related contents in the Curriculum modules so it will be easier to go directly to the contents that the students want to deepen. In this way the usefulness of the Overview module will be increased. Additionally, some video resources to make the contents of the Overview Module more dynamic.

It is also important to pay attention in putting the links through the whole Overview Module. For example, in the presentation of Module 7 it seems that some link is missed, to develop some contents on gender-based violence.

The respondents highlighted some useful aspects of the Curriculum including the organisation and variety of contents, definitions, examples and external links to EU and other international resources.

Respondents agree with the good quality of contents, their relevance, their engagement skill and the amount of details. They totally agree with the updating of the contents and their usefulness to promote awareness of gender equality and they all would recommend the FENCE curriculum to others.

Findings in Romania

Logistics

The piloting was conducted online via email invitations.

Participant information

Respondent number	Information (e.g. role, organisation, expertise...)
R1	Researcher, Gripen Europe
R2	EU Project Manager, Gripen Europe

R3	Project Manager, Gripen Europe
R4	Graduated

Evaluation results

What are the three things that you find useful about the FENCE Curriculum, as seen in the Overview Module 1?

R1:

1. Competencies acquisition in regards with the gender equality topicality
2. Featuring of landmark personalities as case studies
3. Presentation of the gender equality currency in different European countries

R2:

1. Interesting and attractive content on a contemporary social issue
2. Easy and comprehensive for all level learners (beginners, intermediate etc.)
3. Well- structured digital platform and environment

R3:

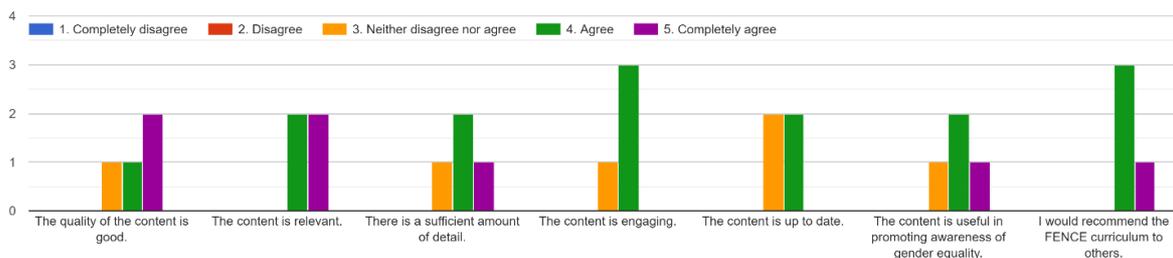
1. Competencies acquisition in regards with the gender equality topicality
2. Featuring of landmark personalities as case studies
3. Presentation of the gender equality currency in different European countries

R4:

1. Enumeration of concrete examples regarding on gender discrimination in the workplace.
2. Addressing such an important topic as fighting gender bias and contributing to gender equity in everybody's language.
3. The wide content about gender stereotyping which limits the development of the natural talents and abilities of women and men, as well as their educational and professional experiences and life opportunities in general.

6. Please rate the following aspects of the FENCE Curriculum (1 – Completely disagree to 5 - Completely agree)

Please rate the following aspects of the FENCE Curriculum (1 – Completely disagree to 5 - Completely agree)



None of the respondents completely disagreed or disagreed with any of the above statements. Their evaluation was positive overall, while there were also some neutral responses (neither disagree nor agree).

7. Are there any recommendations or gaps?

R1: The presentation of the situation in different countries is really compelling for the learners. This part should occupy more space in the overview module, as it reflects how different societies are dealing with an emerging social matter.

R2: The didactic concept of the overview module can encompass both more in-depth presentations of case studies and good practices.

R3: It would be nice to include contemporary bibliographical resources to all the modules featuring the most important latest reports and the most significant and reliable research activities that were conducted in regards with the gender equality topicality.

R4: Adding more interactive exercises. Further analysis of gender discrimination experienced by socially vulnerable groups at work.

8. Are you happy for your comments to be shared anonymously as marketing material?

R1: Yes

R2: Yes

R3: Yes

R4: Yes

9. Any other comments?

R1: -

R2: No

R3: -

R4: -

Recommendations and conclusions

Respondents recommend the content of the Overview Module to be enriched with a more in-depth presentation of the different case studies and good practices, as well as to have a more detailed description about how different societies are dealing with an emerging social matter. Regarding the whole curriculum, respondents suggest adding more interactive activities, more contemporary bibliographical resources, and the most important latest reports for each Module. Last but not least, another recommendation is a further analysis of gender discrimination experienced by socially vulnerable groups at work.

The findings from the IO2 piloting in relation to the FENCE Curriculum and particularly the content of the Overview Module were positive in general terms. According to participants' responses, the FENCE Curriculum, as seen in Overview Module, is wide, interesting, comprehensive, up to date and features the gender equality context in different European countries through the presentation of several case studies and good practices. The FENCE curriculum addresses a contemporary social problem in the workplace and its completion will lead to the empowerment of learners through the acquisition of core skills.

Findings in Spain

Logistics

The piloting was conducted online via email invitations.

Participant information

Respondent number	Information
R1	Social Educator
R2	School Teacher
R3	Social integration practitioner
R4	Project technician

Evaluation results

What are the three things that you find useful about the FENCE Curriculum, as seen in the Overview Module 1?

R1:

1. The activities and exercises to reflect on the different topics.
2. Examples of good practices, campaigns, organizations that work for Equality. It is very useful to know what is being done in other parts of Europe for putting it into practice here.
3. The topic of microaggressions. This is something new for me and not usually covered in the Equality training programs.

R2:

1. In module 2, I found the content related to the history of Gender Equality and feminism very interesting. It is very important to know history to face the present and the future.
2. The exercises, although some may be long, help to strengthen the content and create a space for reflection and analysis. They give the learners the opportunity to put themselves in different situations and to reconsider what they have read. Something essential for true learning.
3. The examples of actions, the case studies like that of Alaa Murabit, the links to the TED talks, All this contributes to making sense of the content and offering students a real perspective of what is being done and what can be done.

R3:

1. I find Module 6 (dealing with stereotypes, biases and microaggressions) very useful, especially because the training provides examples and ways to address them. The resources are very useful and complementary to the topic.
2. In my opinion, Module 7 is useful because it is related to the ways to be able to take action on Gender Equality, that is, to know ideas, guides, and ways to include the gender perspective, and so on.

- In general, all the resources of the training are useful to me, especially to know data and statistics at European level. We usually know what happens in Spain and what our policies are in this regard, but with this training, you can have a vision of what is happening in other countries of the EU.

R4:

- To be able to know the initiatives and actions that are being carried out at European level, on a larger scale than usual.
- Everything related to discrimination in the workplace: the pay gap, the employment gap, the issue of work-life balance, sexual harassment, etc.
- The guidelines included in module 7 for employees and employers.

6. Please rate the following aspects of the FENCE Curriculum (1 – Completely disagree to 5 - Completely agree)

	1 Completely disagree	2 Disagree	3 Neither disagree nor agree	4 Agree	5 Completely agree
The quality of the content is good.				4	
The content is relevant.				3	1
There is a sufficient amount of detail.			2	2	
The content is engaging.				3	1
The content is up to date.				2	2
The content is useful in promoting awareness of gender equality.			2	2	
I would recommend the FENCE Curriculum to others.				4	

*The number demonstrates how many out of the 4 participants have selected a particular box. For example, all participants completely agree that the content is relevant and that there is a sufficient amount of detail.

7. Are there any recommendations or gaps?

R1: I think it should go deeper into the different topics and offer more information and resources. Links have to be reviewed, for optimal platform navigation.

R2: The course is generally good and the contents are interesting. However, module 4 "Building a positive organisational culture" deals with topics that, in my opinion, are not sufficiently related to the general theme of the training. I think that it could focus more on the issue of Gender Equality and, although what it exposes is interesting, I do not see it with much relation with the rest of the contents.

R3: the training is adequate for a first approach to the subject, although I think that more details could be offered. I missed a module dedicated to gender violence in which this important issue was addressed. Meanwhile, it covers topics of coaching or mentoring or positive psychology that, in my opinion, really do not fit with the rest of the materials.

R4: In my opinion, the training deals with some very basic and repetitive topics (gender/sex, stereotypes, biases) that I don't think bring anything innovative to the training.

8. Are you happy for your comments to be shared anonymously as marketing material?

R1: Yes

R2: Yes

R3: Yes

R4: Yes

9. Any other comments?

R1: I believe that this is essential training for anyone, working in an organization or a company. Actions like this should be implemented as part of the training necessary to work in any field. I am happy for this initiative and I hope it is a start for its real implementation.

R2: As a teacher, I think that creating a forum would be a way of improving the training. Students might share doubts or information and perhaps come up with ideas to take action.

R3: The only thing I reiterate is the inclusion of a topic on gender violence. It would be very interesting to know the situation in other European countries or how they face this problem in other places.

R4: I think this is a very interesting initiative, as it is a basic training with simple content, so that anyone can learn about this important subject.

Recommendations and conclusions

The final comments that the participants expressed in the evaluation questionnaire show that there is interesting training material with basic content that lays the foundation to acquire knowledge in gender issues and be trained. Participants felt that the modules were an essential training for anyone, working in any type of organisation or business company. These kinds of actions should be implemented as mandatory training to work in any field. A recommendation from a participant stated that the inclusion of a topic on gender-based violence to know the situation or how they address this problem in other European countries would be useful. Furthermore, to improve the training, a forum could be included where the students can share questions, information or ways to take action.

The feedback of experts show that the curriculum is in general well valued, highlighting their quality, relevance, appealing and up-to-date content. Something important to note is that all participants agree that they would recommend the FENCE Curriculum to others. This fact confirms the positive assessment. On the other hand, it is important to mention the most interesting aspects of training noted by experts: the activities proposed as a way of personal reflection and self-knowledge; the module 7 guides and materials or the module 3 content about discrimination in the workplace.

Although the evaluation of the contents is very positive, the participants have also pointed out different areas for improvement such as: the possibility of offering more in-depth knowledge of some topics; the inclusion of a module about gender-based violence; better connection of the positive organizational culture topics with the general theme of the training, and to set up a forum to share doubts or initiatives. In general, the comments are positive and favourable, suggesting the inclusion of this type of training in all work areas and noting the necessity of this training for any job.

Findings in the United Kingdom - CAD

Logistics

The piloting was conducted online via email invitations.

Participant information

Respondent number	Information (e.g. role, organisation, expertise...)
R1	Unemployed/Volunteer at local NGO
R2	Creative Learning Manager- trainer
R3	Connect Dacorum Manager- CSR/HR
R4	Project Assistant at local NGO

Evaluation results

What are the three things that you find useful about the FENCE Curriculum, as seen in the Overview Module 1?

R1:

1. The progress tracker
2. The references on certain information
3. The lesson content section

R2:

1. The guidelines on measuring the impact of gender equality strategies
2. The section on recruitment and discrimination
3. Being able to switch between Modules easily

R3:

1. The summary of the Modules
2. Data about the gender pay gap
3. The examples of initiatives from each country

R4:

1. It was useful to learn about the strategies workplaces can implement to help with reconciliation and parenthood
2. Learning what gender mainstreaming means
3. Learning how SMART planning can help to reduce bias in the workplace

6. Please rate the following aspects of the FENCE Curriculum (1 – Completely disagree to 5 - Completely agree)

	1 Completely disagree	2 Disagree	3 Neither disagree nor agree	4 Agree	5 Completely agree
The quality of the content is good.			1	2	1
The content is relevant.			1	1	2
There is a sufficient amount of detail.			1	2	1
The content is engaging.			1	2	1
The content is up to date.			1	2	1
The content is useful in promoting awareness of gender equality.			1	2	1
I would recommend the FENCE Curriculum to others.			1		3

*The number demonstrates how many out of the 4 participants have selected a particular box. For example, all participants completely agree that the content is relevant and that there is a sufficient amount of detail.

7. Are there any recommendations or gaps?

R1: Some more video clips, to help give the information visually

R2: No

R3: No

R4: No, I think the Module includes enough pictures and external links to be engaging

8. Are you happy for your comments to be shared anonymously as marketing material?

R1: Yes

R2: Yes

R3: Yes

R4: Yes

9. Any other comments?

R1: No

R2: No

R3: No

R4: Thank you for showing me this Module

Recommendations and conclusions

Based on the feedback from the respondents in the UK, the FENCE Overview Module is effective and does not require many changes. However, the respondents have highlighted that the FENCE Curriculum could be more interactive and engaging through more video clips and less text. This would help to display the content of the FENCE Curriculum visually, which may be more accessible to more people.

Overall, the feedback DCVS has received has been positive. Each respondent listed entirely different aspects of the FENCE Curriculum as the parts that they found useful, which shows the range of strengths of the Curriculum. Similarly, the majority of respondents agree that the quality of the content is good, there is a sufficient amount of detail, the content is engaging, up to date and useful for promoting awareness of gender equality. The most significant recommendations refer to the interactivity of the Overview Module and the need for more video content. However, it remains that 75% of participants would recommend the FENCE Curriculum to others.

Findings in the United Kingdom - Inova Consultancy

Logistics

The piloting was conducted online via email invitations.

Participant information

Respondent number	Information (e.g. role, organisation, expertise...)
R1	Community Development Tutor
R2	International Project Manager
R3	Project and Marketing Assistant
R4	Student

Evaluation results

What are the three things that you find useful about the FENCE Curriculum, as seen in the Overview Module 1?

R1:

There is some new material and it is quite engaging.

R2:

It gives a good overview of all modules, it includes clear definitions, it includes short descriptions.

R3:

Very clear but detailed overview of the modules, images and videos, good layout.

R4:

The mention of unconscious gender bias, the real life examples used for good context and the different types of discrimination.

6. Please rate the following aspects of the FENCE Curriculum (1 – Completely disagree to 5 - Completely agree)

	1 Completely disagree	2 Disagree	3 Neither disagree nor agree	4 Agree	5 Completely agree
The quality of the content is good.				3	1
The content is relevant.				2	2
There is a sufficient amount of detail.				3	1
The content is engaging.			1	3	1
The content is up to date.				2	2
The content is useful in promoting awareness of gender equality.				1	3
I would recommend the FENCE Curriculum to others.				2	2

*The average rating for each aspect is 4.25, 4.5, 4.25, 4, 4.5, 4.75 and 4.5 respectively. The overall results suggest that all respondents are optimistic about the aspects as the average rating is at least a '4' (Agree). The respondents agree and feel confident that the content helps promote awareness of gender equality effectively.

7. Are there any recommendations or gaps?

R1: I think it could be more interactive. Learners may reflect for example- but who checks it. Is it mainly based on reading and self assessment?

R2: At the moment the structure redirects users to the different modules after each topic in Module 1 (after each module description). This might mean that users do not read the introduction to each module in module 1 before they move to other modules.

R3: Perhaps the use of more videos to make it more engaging.

R4: N/A

8. Are you happy for your comments to be shared anonymously as marketing material?

R1: Yes

R2: Yes

R3: Yes

R4: Yes

9. Any other comments?

R1: On the britannica.com link it takes you to a subscription page - would you still want to use that?

R2: N/A

R3: Overall really interesting and I definitely learned some new information.

R4: N/A

Recommendations and conclusions

Based on the feedback from the respondents in the UK, the FENCE Overview Module is effective and does not require many changes. However, the respondents have highlighted that the FENCE Curriculum could be more interactive and engaging through more video clips and less text. This would help to display the content of the FENCE Curriculum visually, which may be more accessible to more people.

Overall, the feedback DCVS has received has been positive. Each respondent listed entirely different aspects of the FENCE Curriculum as the parts that they found useful, which shows the range of strengths of the Curriculum. Similarly, the majority of respondents agree that the quality of the content is good, there is a sufficient amount of detail, the content is engaging, up to date and useful for promoting awareness of gender equality. The most significant recommendations refer to the interactivity of the Overview Module and the need for more video content. However, it remains that 75% of participants would recommend the FENCE Curriculum to others.

Overall Recommendations and Conclusions

The outcome of the piloting phase of IO2 has shown great results for the content of the FENCE Curriculum. It has proven to be a useful tool for the target audience of the project, and received good scores and feedback on the evaluation of the content. In general, the feedback was very positive but there were some suggestions for improvement. The recommendations proposed by the participants of the training commonly included aspects which are already present in the FENCE Curriculum, but were missed as the participants only piloted the Overview Module. For example, participants recommended the inclusion of a gender violence module, however this is already present within Module 3 of the FENCE Curriculum, which discusses the impacts of psychological, physical and sexual violence in the workplace. Additionally, the participants requested more interactive content such as videos, which is present in the other Modules of the FENCE Curriculum.

Nevertheless, there were some aspects which were recommended by the participants to update which are not present in the whole of the Curriculum. These include:

- Links in Module 7 to be fixed
- An introduction of evaluation activities at the beginning or within the overview module, that are going to assess the prior knowledge of learners and prepare them for the main body of the course
- Uploading the FENCE Curriculum in a downloadable PDF format on the online platform.

These are the recommendations which need to be taken into account by the consortium of the project and amended in the IO2 content and subsequently on the platform. As stated before, the outcome of this piloting was positive and it is very uplifting to see that the majority of the feedback suggested by the participants was already present in the FENCE Curriculum.

Thank you for reading.

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