



Qualitative evaluation

Seminars for lawyers and practitioners

In Italy the two seminars for lawyers have been organised in collaboration with ASGI – Association for Juridical Studies on Immigration, a membership-based association focusing on all legal aspects of immigrations, with a pool of lawyers, academics, consultants and civil society representatives.

Preliminary activities:

In the months preceding the seminars, Cospe and Asgi had several meetings vis-à-vis and through skype and telephone, in order to share the contents and the format of the training modules and to identify the trainers of the seminars. The length of each seminar was established of 12 hours.

In particular, the choice of the trainers has been done in order to cover all the topics pointed out during the previous work with the partners and during the transnational meetings.

The trainers identified were:

Udo C. Enwereuzor – expert in training methodology and participatory issues and expert on the contents of the trainings such as identifying and combating stereotypes and prejudices.

Chiara Favilli – associate professor of European Union Law - University of Florence and member of the European Network of Independent Experts on non-discrimination.

Massimo Pastore – lawyer, member of ASGI, expert on antidiscrimination issues.

This team has been used in both the seminars realised in Firenze and in Napoli. The venues of the trainings have been chosen in order to widespread the contents in different places of Italy and to reach, also indirectly, the highest number of people.

The contents of the seminar have been developed in three modules (1- *Comprendere i crimini da odio (Understanding Hate Crimes)*; 2 – *Strumenti legali a livello nazionale, europeo ed internazionale per contrastare i crimini da odio (European and international legal tools for addressing hate crimes)*; 3 – *Affrontare i crimini da odio nel contesto nazionale (Addressing hate crimes in a national context)*). Each module has been kept by a single trainer, with the continuous support and coordination of the main trainer, Udo C. Enwereuzor.



The call for the seminars has been diffused through the website of COSPE and ASGI and the related facebook pages. Probably the promotion has been a weak point at this stage, because we couldn't reach all the expected participants. In order to promote participation, we had also obtained, from the Bar Association, the training credits. Probably, we trusted too much in the possibility to reach lawyers and practitioners through the on line and through the Asgi channels.

First seminar – Firenze

The first seminar was held on January 22nd and 23rd in Florence. Lawyers and practitioners enrolled were 11, but for different reasons only **8 could participate**. The three modules were realised in a very participatory way and with an active participation of the presents, experimenting role playing and work group.

Coffee breaks and lunch have been offered to the participants. Part of the material has been distributed at the end of the seminar and part has been sent by e-mail. At the end of the course an attendance certificate has been given to each participant.

8 evaluation questionnaires have been distributed and we had **6 restitutions**. The general evaluation of the seminars is positive, most of the answers are in the columns 4 and 5. In the part “General questions” the only critical responses are related to the duration of the course and in the part “Training methodology” the quality of the practical exercises. In fact the reduced number of participants made it difficult to realise all the foreseen role plays.

The “Training modules” have had all a very positive judgment, in particular the module on the national and European legislations.

We presented and distributed to all the participants the expression of interest and we received back one.

Second seminar - Napoli

The second seminar was held in Naples on February 5th and 6th.

The team of the trainers was always the same, as well as the structure and the length of the seminar. The enrolled people were 12 but **the number of participants was 9**. The group was particularly active during the training, sharing a very participative attitude. All of them were lawyers very active on migrants rights issues and most of them were members of Asgi.

As in the previous occasion, materials and a certificate of presence have been distributed and coffee breaks and lunch have been offered.

Regarding the evaluation, we had back all the questionnaires distributed and the results were really good. Regarding the first part “General questions” the critical part is related to the length of the seminars (2 answers had the score 2) and 1 person used the score 2 for the question 11 related to networking. A part from this all the answers are in the score 4 and 5 and in a few cases 3. The most positive answers (from 6 to 9) have been reached in the questions n. 4, 5, 14, 18, 19. Regarding the “Training methodology” and the “Training modules” the answers reach the score 4 and 5 for the majority.

We presented and distributed to all the participants the expression of interest and we received back one.



Change agent

After the two seminars two participants gave us back two expressions of interest in order to participate to the change agent meetings of Rotterdam. Unfortunately, most of the lawyers couldn't speak English and for this reason we had just two requests. In any case we could make a selection and we find the right person.



Seminars for law enforcements

Preliminary activities:

In this case the two seminars addressed to law enforcements have been organised and realised in collaboration with OSCAD – the Observatory for security against acts of discrimination, established in 2006 to protect the victims of hate crimes, to help individuals who belong to minorities enjoy their right to equality before the law and guarantee protection against any form of discrimination.

Also in this case we had several meetings in Rome and skypecalls with the representatives of Oscad in order to present and share the format and the contents of the training. In this case their participation and cooperation was particularly important because their involvement made concretely possible to realise the seminars. Otherwise, it would be impossible to have the necessary authorizations.

Regarding the level of the law enforcement representatives, we decided to address the training to the middle rank agents, who may face very often hate crime situations and who have the possibility to transfer the acquired knowledge to colleagues and other agents.

In December 2015 we had the confirmation that the seminars could be held and we fixed the dates. Furthermore, it has been decided to have, for the whole length of the training, the involvement of two trainers, who could cover all the expected topics and also interact during the different modules.

The trainers identified were:

Udo C. Enwereuzor – expert in training methodology and participatory issues and expert on the contents of the trainings such as identifying and combating stereotypes and prejudices.

Stefano Chirico – the deputy prefect of police, who is also the person in charge for the OSCAD - Observatory for security against acts of discrimination. He covered both the part on national and European legislation and the cases study and the coordination of the work groups.

The contents of the seminar have been developed in three modules, titled slightly different (1- *Riconoscere i crimini da odio* (Understanding Hate Crimes) 2 – *La normative e l'Oscad* (Legal framework and Oscad); 3 – *Casi operativi* (Case studies)), with the continuous exchange and coordination of the two main trainers. The third module has seen the participation of three experts who presented and introduced three cases on hate crime where the role of law enforcement had been particularly important.

The foreseen participants were 20 for each seminars (10 of them belonging to Polizia and 10 belonging to Carabinieri). The participants have been selected by the law enforcement authority and they have been chosen on the basis of their location on the territory (different area, different tasks, etc.).

The participative training methodology and experiential learning technique, was something new also for this target group. The reduced number of participants, in comparison with the usual training they do, allowed to really involve most of them in a positive training experience.



First seminar – Rome – 24/25 February 2016

The first seminar has been held at the Department of Public Security - Central Directorate of Criminal Police, in Rome. The **participants** were **20**. The first module, as in the previous trainings addressed to lawyers, has been conducted by Udo C. Enwereuzor, with ice-breaking exercises and activities aimed at identify and recognize stereotype, prejudice and hate crimes. The second module, conducted by Stefano Chirico, gave to the participants the national and international legislative framework. The third, always coordinated by Enwereuzor and Chirico, introduced three experts presenting three case studies of hate crimes (on homophobia and on the ground of nationality and ethnicity) which have been analysed in small groups and then reported in plenary session.

At the end of the seminar the evaluation questionnaires have been distributed to all the presents (participants and experts who presented the case studies and who participated to the whole session), for this reason we received back **23 questionnaires**.

The evaluation was on the whole very positive. Before analysing the single answers it's important to specify that the evaluation questionnaires have been slightly changed, on request of our Italian partner Oscad and some questions have been put together.

Second seminar – Florence – 16/17 March 2016

The second seminar has been held at the Robert F. Kennedy International House of Human Rights, in Florence. The **participants** were **20**, also in this case. The formulation of this seminar was identical to the first one, both for the contents and for the organisation. There were just two remarkable differences:

- the first one is related to the cases studies, which were not the same one presented in Rome – except for one case;
- the second is related to the fact that during the second module Oscad introduced the concept and some related examples of “ethnic profiling”. The topic has been received in a very positive way, and it shows that it is possible to face this delicate issue in the right way.

At the end of the seminar the evaluation questionnaires have been distributed to all the presents, we received back **17 questionnaires**, in total very positive.

Certificates of attendance have been consigned and after a few days after the seminars, the power point presentations and the materials used have been sent to all the participants.

After the end of the two seminars, a network between all the participants has been created in order to exchange cases and experiences.

Change agent

Regarding the change agent, we couldn't distribute the expression of interest among the participants to the seminars. The decision on who could/should participate to the change agent meeting of Rotterdam has been taken at a higher level and the deputy prefect of police, who is also the person in charge for the OSCAD - Observatory for security against acts of discrimination and one of the main trainer of the seminars, has been chosen as participant to the change agent meeting.

A part from the high level of knowledge and experience on related topics, his presence can be a guarantee also in terms of fallout of the contents of the training.



Seminars for judges

Preliminary activities:

The two seminars for judges have been realised the **27th of October** and the **10th of November**.

As pointed out in the narrative report, the organisation of the seminars requested a big effort, more than expected. The National Training School for Judges and Prosecutors, that we contacted and met in March 2015 and in the following months, couldn't carry out the joint project because of the change of the Board, which occurred in September 2015. The new Board installed definitely only on January 2016 but it was impossible to recall the previous agreement and also to recreate a new one. At the beginning of 2016 Cospe began a positive relationship with the Local Body/Structure of the National Training School which show a big interest in our proposal. With them we could organise the two seminars addressed to judges, in delay compared with the timeline of the project but fortunately before its end. During these months we had meetings, skype-calls and phone-calls in order share the in order to present and share the format and the contents of the training. A dropbox folder has been created where Cospe, the School and the single trainers uploaded documents, judgements and sentences. The link has been shared with all the participants.

The callof the two seminars has been launched in the training judiciary system and the enrolled participants were both judges and prosecutors.

The agenda, developed through 2 modules, required, for the whole length of the training, the involvement of two trainers, who could cover all the expected topics and also interact during the different modules.

The trainers identified were:

Udo C. Enwereuzor – expert in training methodology and participatory issues and expert on the contents of the trainings such as identifying and combating stereotypes and prejudices.

Chiara Maina – deputy public prosecutor of Torino, who covered both the part on national and European legislation and the cases study.

The contents of the seminars have been developed in two modules, (1- *Comprendere e riconoscere il pregiudizio, la diversità e i crimini da odio* (Understanding and recognising prejudice, diversity and Hate Crimes) 2 – *La normativa e i casi studio* (Legal framework and case studies).

In the second seminar we invited the representatives of Oscad to present the office and its tasks.

The participative training methodology and experiential learning was only partly applied, but the participation was nevertheless important and active.

Certificates of attendance have been consigned after each course.

First seminar – Florence – 27 October 2016

The first seminar has been held at Palazzo di Giustizia (Justice Palace) in Florence. The **participants** were **17**. The first module, as in the previous trainings, has been conducted by



Udo C. Enwereuzor, with a presentation aimed at identify and recognize stereotype, prejudice and hate crimes. The second module, conducted by Chiara Maina, in the first part provided the participants with the national and international legislative framework and in the second part, helped by prosecutor Aldo Natalini, introduced 2 case studies of hate crimes (a hate crime case and a case related to negationism).

At the end of the seminar the evaluation questionnaires have been distributed to all the presents, but just **10** have been returned.

Second seminar – Florence – 10 November 2016

The premises and the form of the second seminar were the same of the first one, both for the contents and for the organisation. There were just two differences in the composition of the training team:

- Oscad has been included in the programme in order to present activities and aims of the Office. This produced an innovative connection among Oscad and the Training School for Judges which will probably have an effect after the end of the project.

The **participants** were **27** (the list of participants contains also the signatures of part of the trainers). At the end of the seminar the evaluation questionnaires have been distributed to all the presents, we received back **17 questionnaires**. This second course was more friendly and participatory.

See Annex 3 for statistical charts.

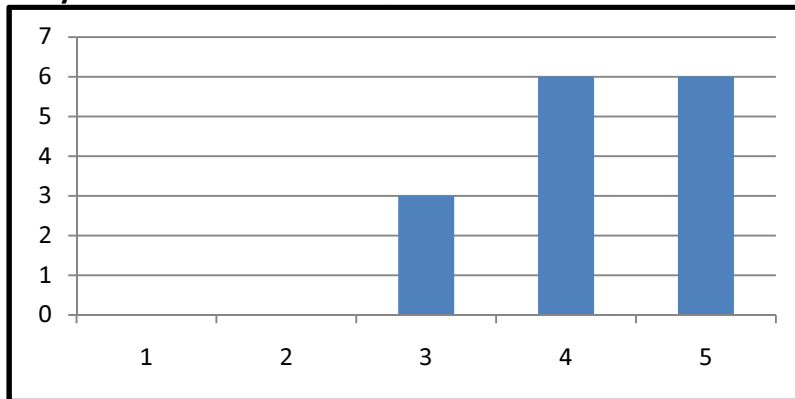


Statistical Charts

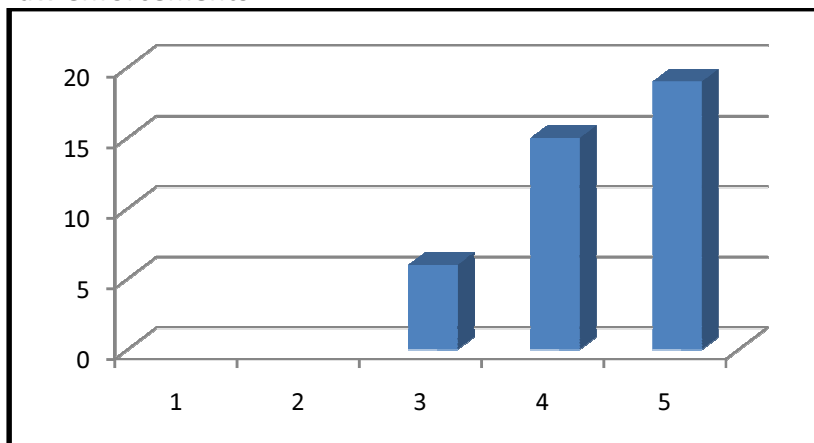
Here you can find some statistical charts related to the most relevant issues, detailed for each target group.

3 - Was the seminar relevant for your job?

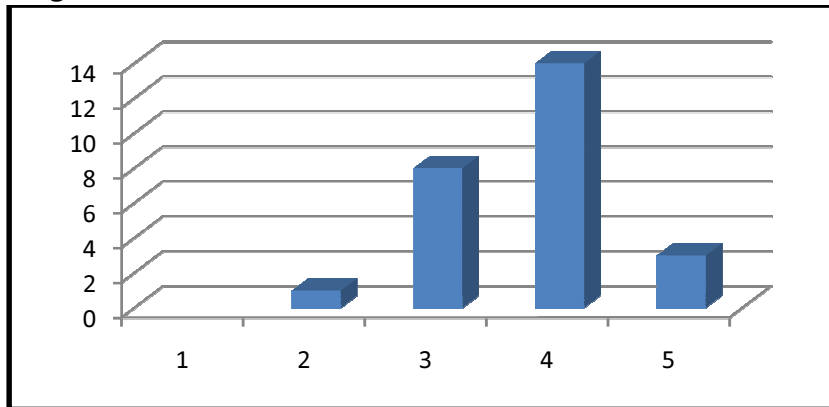
Lawyers



Law enforcements

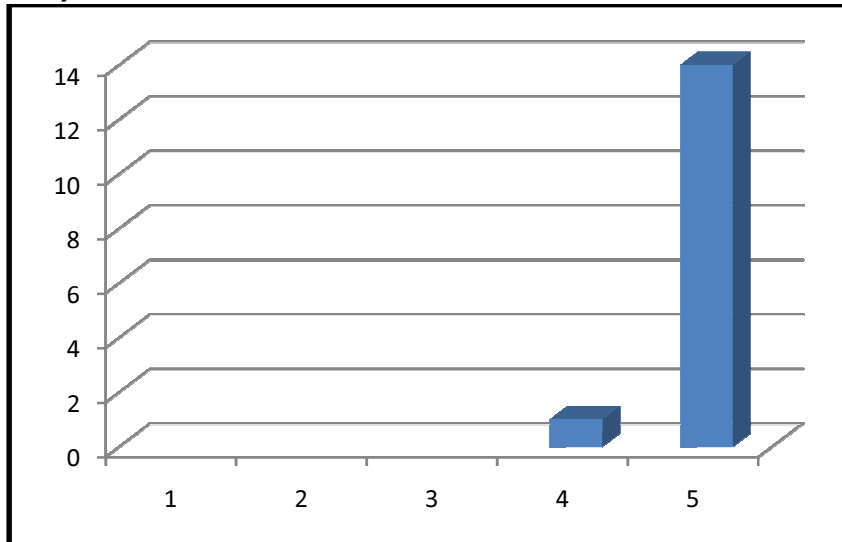


Judges

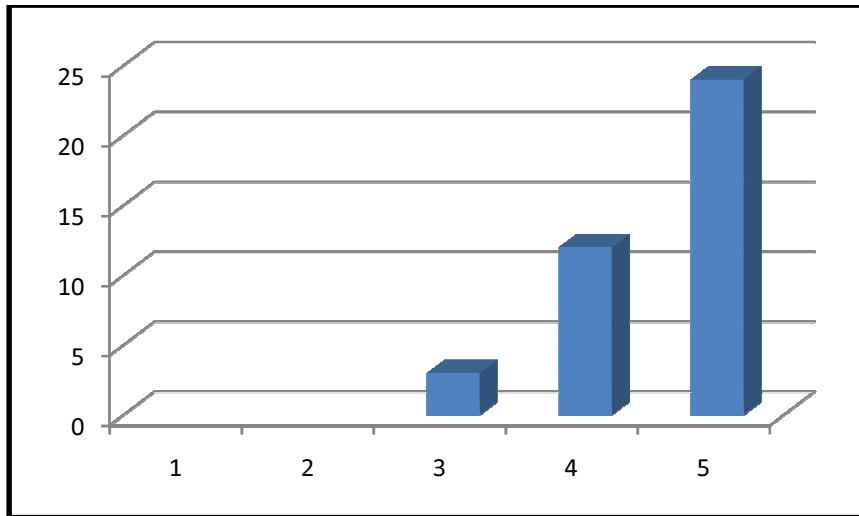


4 - Did the seminar assist in better understanding hate crimes?

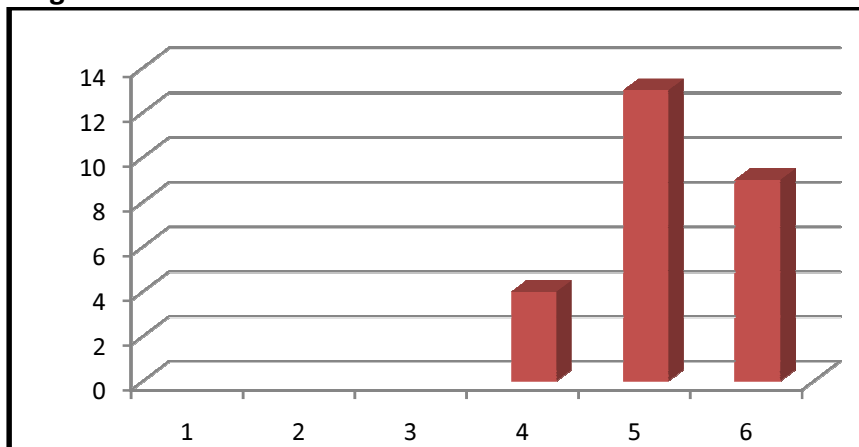
Lawyers



Law enforcement

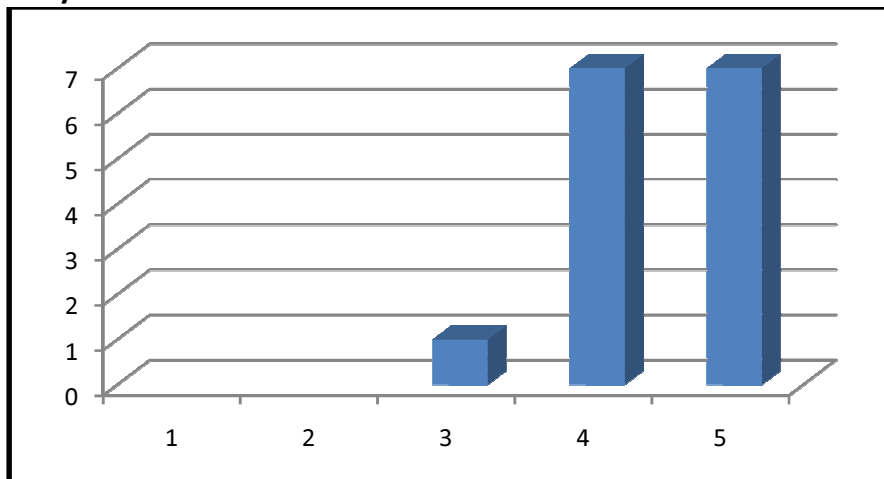


Judges

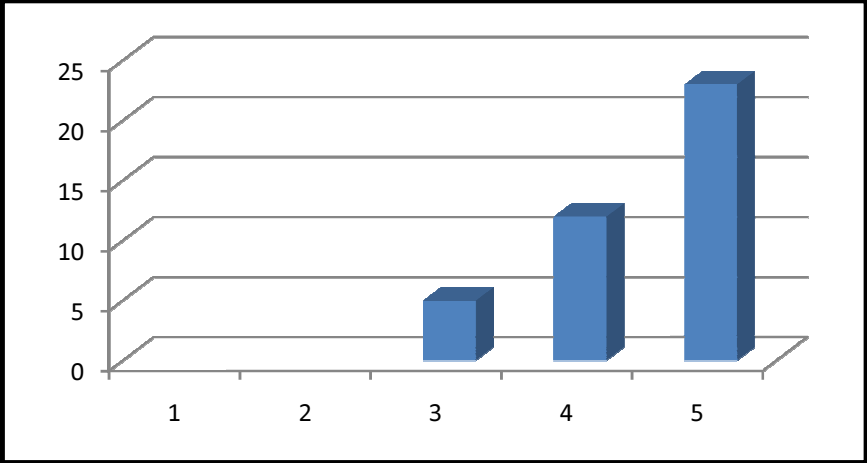


7. Was experiential methodology utilized in a way that served the training objectives?

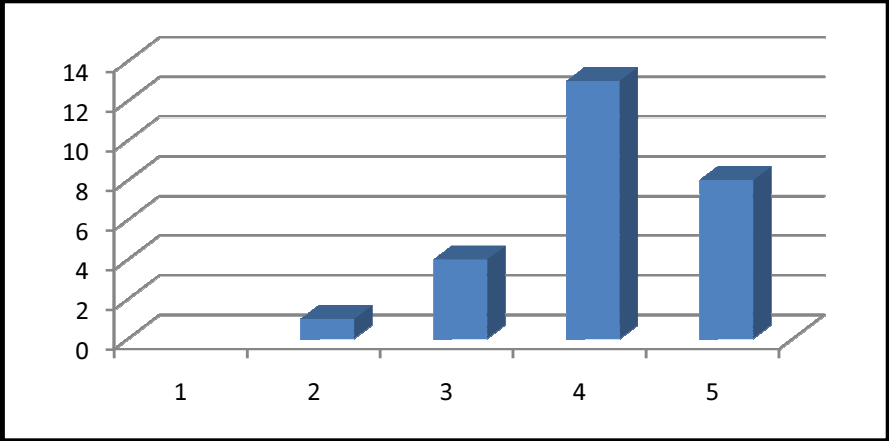
Lawyers



Law enforcements

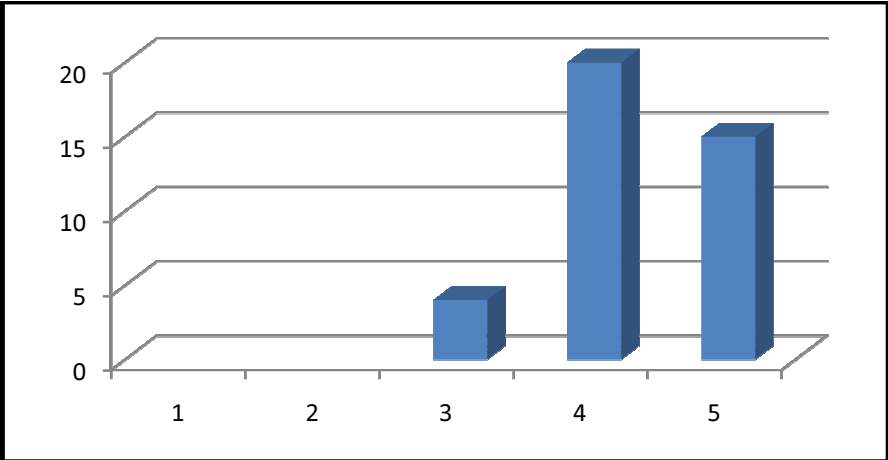


Judges

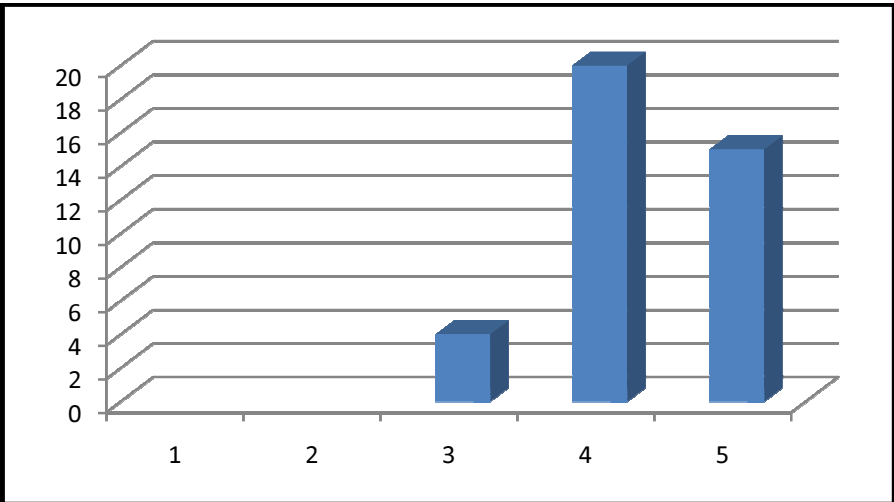


17. In total, was the seminar satisfactory?

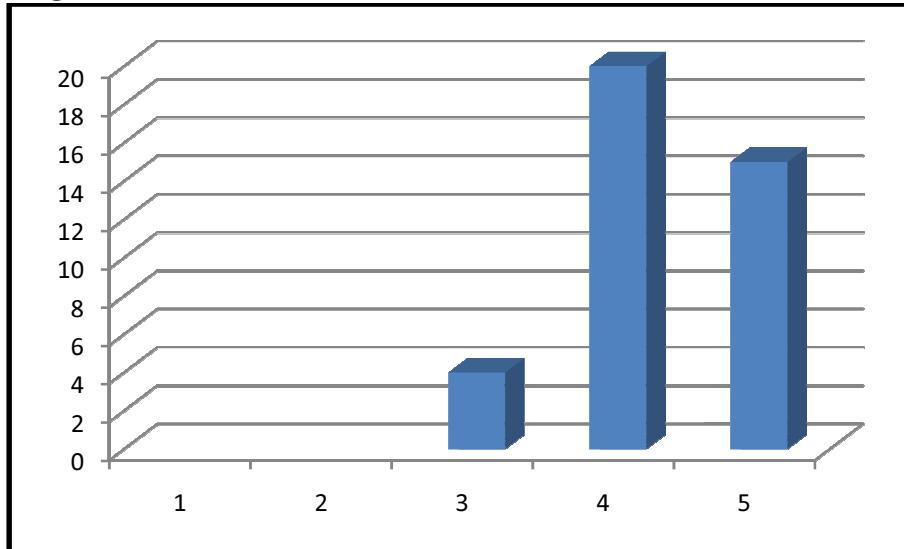
Lawyers



Law enforcement



Judges



See Annex 1, Annex 2 and Annex 3 for the complete analysis of the questionnaires

