

Analysis of pre-activity and post-activity forms

*ESC Solidarity Project - Unity in Diversity
(2025-1-CZ01-ESC30-SOL-000349036)*

Table of content

Summary	3
Data Visualizations	3
Demographic Data	3
Pre-activity form results	4
Post-activity form results	6
Impact Analysis Graphs (Before and After Comparison)	8
Activity Evaluation Graphs	11
1. Awareness and Understanding of the Queer Community	12
2. Confidence in Diversity and Inclusion	13
3. HIV Knowledge and Stigma	15
4. Empathy and the Power of Storytelling	17
5. Solidarity and Social Change	19
6. Session Satisfaction and Environment	21
Methodological Note	23
Key Findings	24
Overall Conclusion	25

Summary

As part of our evaluation of the Unity in Diversity project, we conducted a detailed analysis of participant demographics, learning outcomes, and activity evaluations. The findings presented in this report are based on responses collected from 49 participants who completed both the pre-activity and post-activity questionnaires. By comparing participants' self-assessments before and after the workshops, we were able to measure changes in knowledge, confidence, and awareness. The results indicate a clear positive impact on participants' knowledge, confidence, and awareness, particularly among younger participants and those involved in the more specialised workshop sessions.

The visualisations demonstrate that the workshop was highly effective in building confidence and empathy while fostering a safe space for difficult conversations. While participants' self-assessed knowledge of HIV became more "realistic" (and slightly lower), their practical confidence in advocacy and their commitment to solidarity saw marked improvements.

Data Visualizations

The following charts provide a more detailed overview of the project outcomes and support the findings presented in this report.

Demographic Data

These visualisations provide important context for understanding the participant group and interpreting the overall project results. The demographic data helps illustrate the diversity of participants and offers insights into characteristics such as age, gender, educational background, and other relevant factors collected through the questionnaires. The following demographic graphs can therefore be generated and included as supporting information in the final report:

- Gender Distribution
- Age Group Distribution
- Education Level

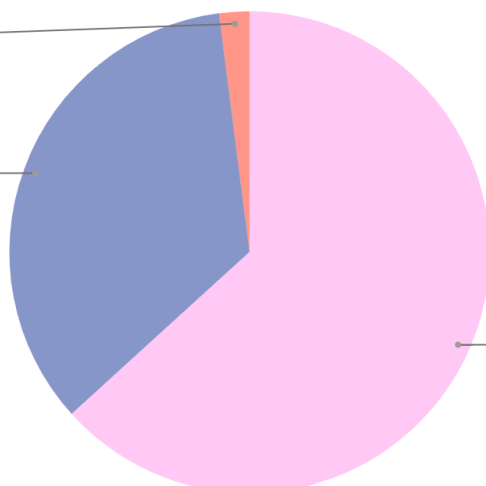
Pre-activity form results

Your gender

Non-binary / Nebinární
2.0%

Male / Muž
34.7%

Female / Žena
63.3%



Age

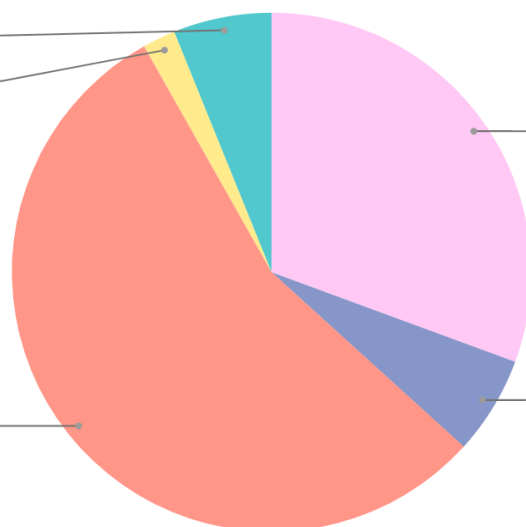
15-19
6.1%

35-39
2.0%

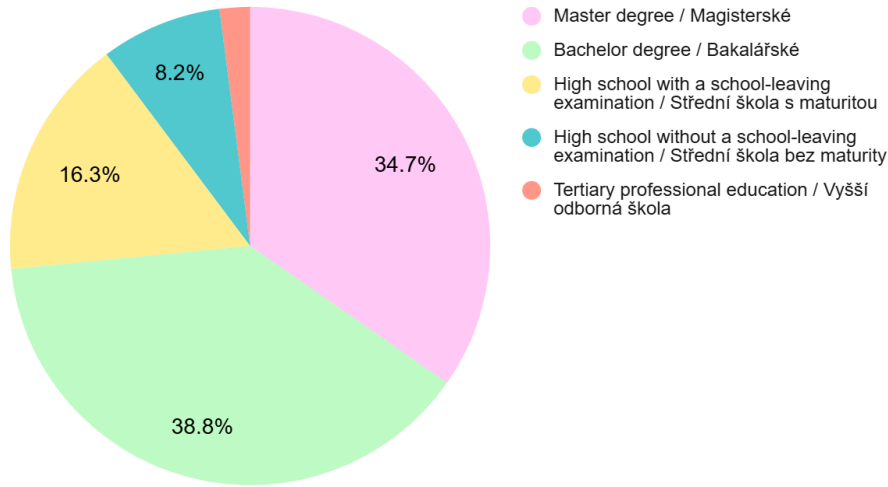
25-29
30.6%

30-34
6.1%

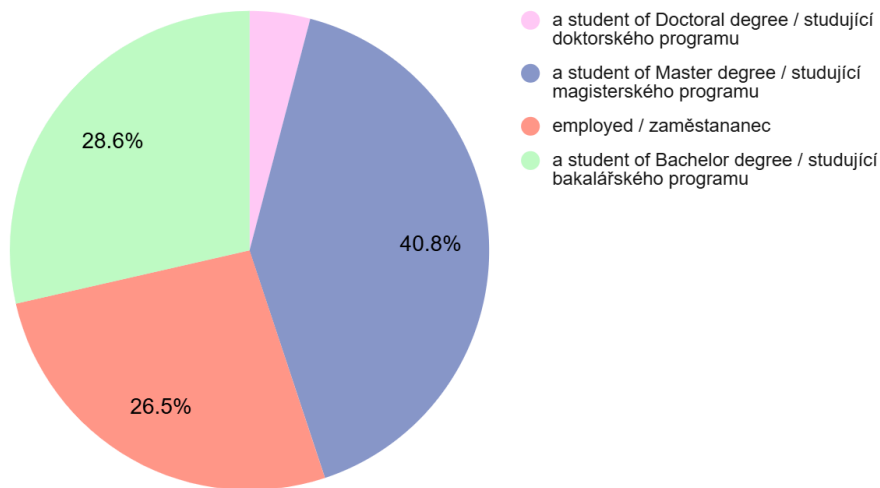
20-24
55.1%



The highest achieved level of education

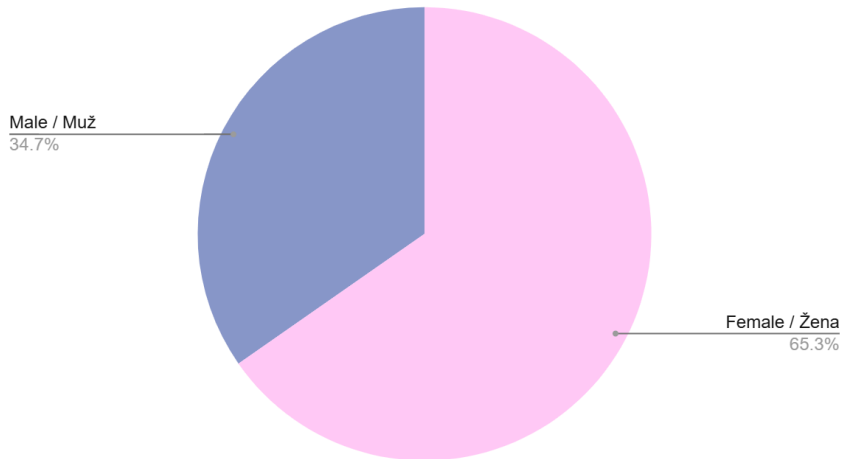


Currently I'm

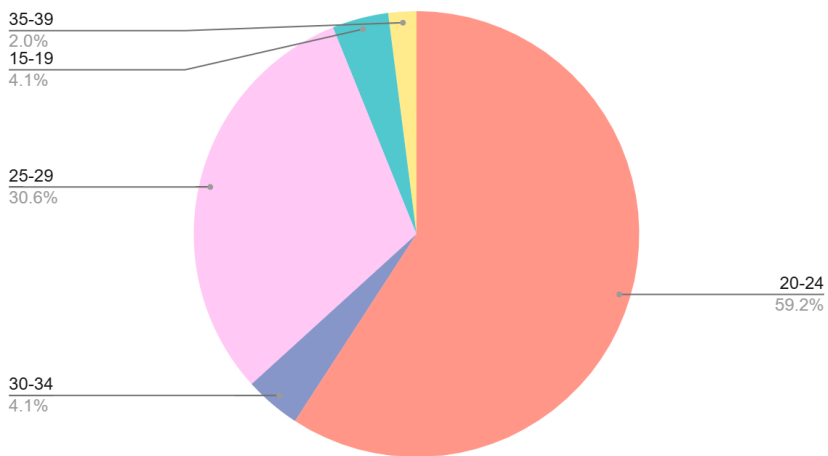


Post-activity form results

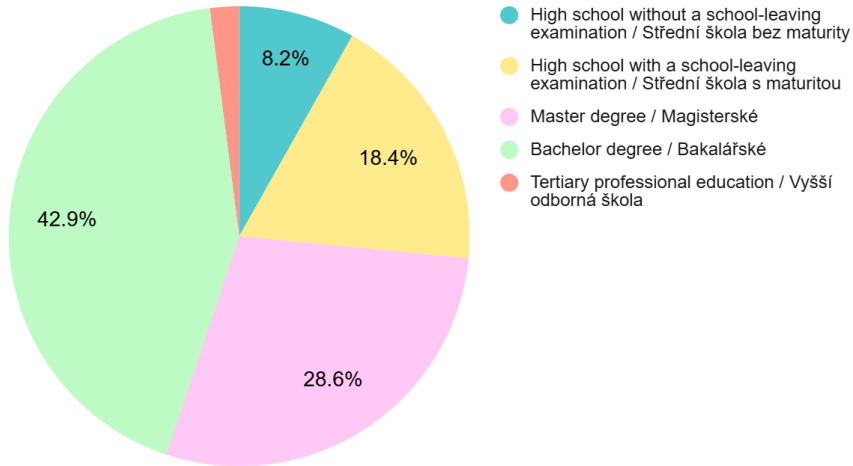
Your gender



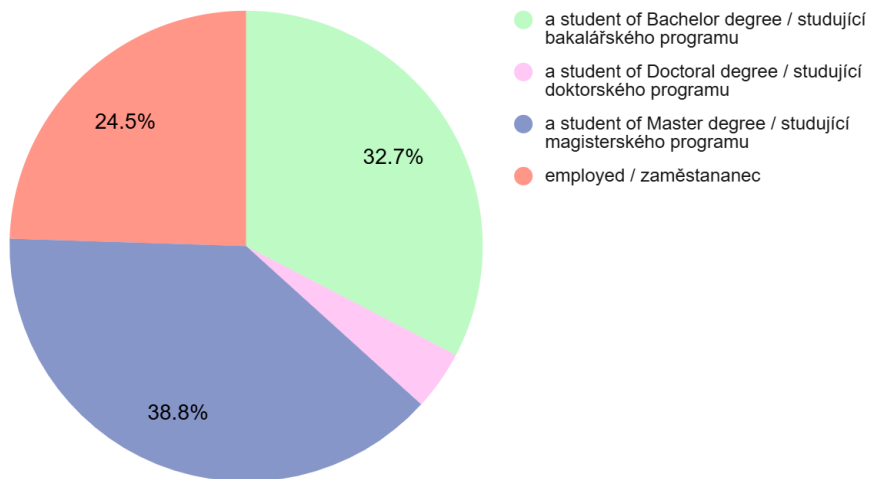
Age



The highest achieved level of education



Currently I'm



Impact Analysis Graphs (Before and After Comparison)

The charts presented in this section primarily focus on two key areas of our project evaluation: the impact of the workshops on participants' knowledge, attitudes, and perceptions (Impact Analysis), and the overall quality and effectiveness of the activities delivered (Activity Evaluation).

The impact analysis charts are based on participants' self-assessments using a scale from 1 to 10 (1 - disagree, 10 - agree). By comparing responses collected before and after the workshops, we were able to identify changes in participants' understanding, confidence, and awareness as a result of their involvement in the project activities.

Understanding of Queer Community Challenges

This chart compares participants' self-reported understanding of the challenges and barriers faced by members of the queer community before and after taking part in the session. The results help illustrate the extent to which the workshop contributed to raising awareness and promoting a deeper understanding of these issues.

Preparedness to Reduce Discrimination

This indicator reflects how prepared participants feel to actively contribute to reducing discrimination through education, dialogue, and everyday actions. The comparison highlights the impact of the activities on participants' sense of responsibility and ability to promote positive social change.

Confidence in Diversity and Inclusion Discussions

This chart shows changes in participants' confidence when engaging in conversations related to diversity, inclusion, and social justice. It provides insight into whether the workshops helped create a stronger sense of comfort and competence when discussing these topics.

Recognition of the Importance of Solidarity and Volunteering

The chart illustrates how participants' perceptions of solidarity and volunteering evolved throughout the project. It highlights the extent to which participants recognise these actions as valuable tools for fostering community engagement and addressing social challenges.

Social Media Strategies Against Discrimination

This comparison measures participants' ability to identify effective ways of using social media platforms to challenge discrimination and promote inclusive messages. The results demonstrate how the activities strengthened participants' understanding of responsible online engagement.

Awareness of Inclusive Language Online

This graph examines participants' awareness of respectful and inclusive communication in digital spaces. It helps assess whether the workshops increased understanding of the importance of language in creating welcoming online environments.

Preparedness to Act Against Online Hate Speech

This indicator shows how prepared participants feel to respond to hate speech, discrimination, or harmful content encountered on social media. The comparison highlights the project's contribution to empowering participants to take constructive action in online settings.

Knowledge of HIV Prevention

The graph tracks participants' knowledge of HIV prevention methods before and after the workshops. It provides an overview of the educational impact of the activities related to health awareness and prevention.

Awareness of HIV Testing and Support Services

This graph illustrates changes in participants' awareness of available HIV testing opportunities

and support services. The results indicate whether the workshops successfully improved participants' knowledge of accessible resources and support networks.

Understanding of HIV Myths and Stigma

This comparison evaluates participants' understanding of common misconceptions and stigma associated with HIV/AIDS. It also reflects their ability to challenge inaccurate information and contribute to reducing prejudice.

Recognition of the Power of Storytelling

The graph highlights changes in participants' perceptions of storytelling as a tool for building understanding, fostering empathy, and creating meaningful social connections. It demonstrates the effectiveness of personal narratives within the project activities.

Comfort with Diverse Backgrounds

This indicator measures participants' comfort levels when interacting with, listening to, and learning from people with different cultural, social, or personal backgrounds. The results help assess the project's contribution to intercultural understanding and openness.

Empathy as an Essential Skill

The graph illustrates how participants' views on the importance of empathy evolved throughout the project. It highlights the role empathy plays in strengthening inclusive communities and promoting respectful relationships among individuals.

Activity Evaluation Graphs

The activity evaluation graphs summarise participants' feedback collected after the completion of the workshops. These results provide valuable insights into the quality, relevance, and overall effectiveness of the activities.

Activity Engagement and Structure

This graph presents participants' ratings regarding how engaging, interactive, and well-organised they found the activities. It helps assess the overall design and delivery of the workshops.

Content Relevance and Practical Value

This indicator reflects participants' perceptions of the relevance and usefulness of the topics covered. It demonstrates whether the content addressed participants' interests, needs, and expectations.

Safety and Inclusivity of the Learning Environment

This graph evaluates the facilitators' success in creating a safe, respectful, and inclusive atmosphere where participants felt comfortable expressing their opinions and sharing their experiences.

Knowledge and Skills Acquired

The graph captures participants' self-assessment of the knowledge, competencies, and practical skills gained through their participation in the activities. It serves as an important measure of the educational outcomes of the project.

Likelihood of Recommending the Activity

This indicator shows how likely participants would be to recommend the workshops to others. High ratings suggest overall satisfaction with the activities and reflect the perceived value of the learning experience.

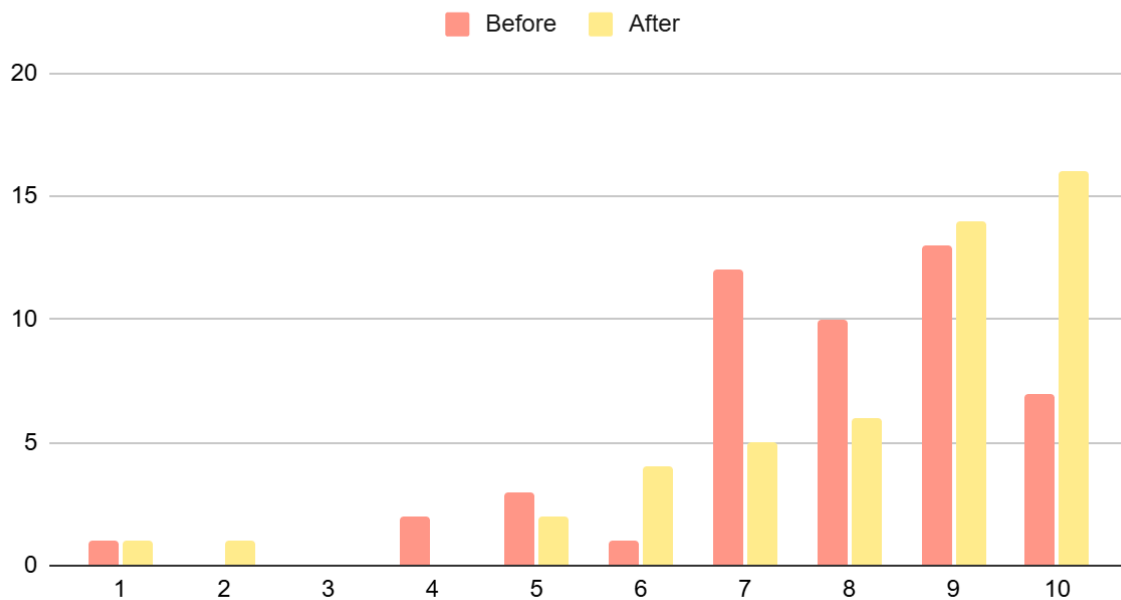
Based on the analysis of the collected data and the visualisations presented in the Analysis sheet, several key findings and observations emerged. These insights provide valuable evidence of the project's impact and can be used to support the conclusions and recommendations presented in this final report.

1. Awareness and Understanding of the Queer Community

Deepened Understanding: There was a significant shift in participants' understanding of the challenges faced by the queer community. The mean score increased from 7.78 to 8.29.

High Proficiency: Before the session, 61.2% of participants rated their understanding at a high level (8–10). This grew to 73.5% after the session, indicating the content successfully clarified complex issues.

Before: I am aware of the challenges faced by the queer community.
 After: I now have a deeper understanding of the challenges faced by the queer community.

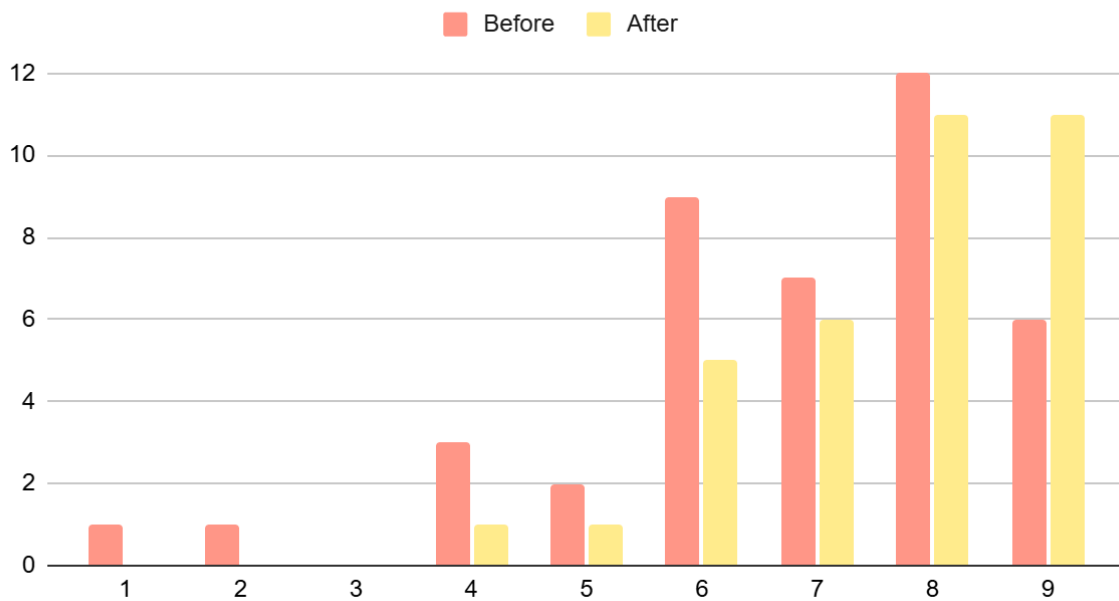


2. Confidence in Diversity and Inclusion

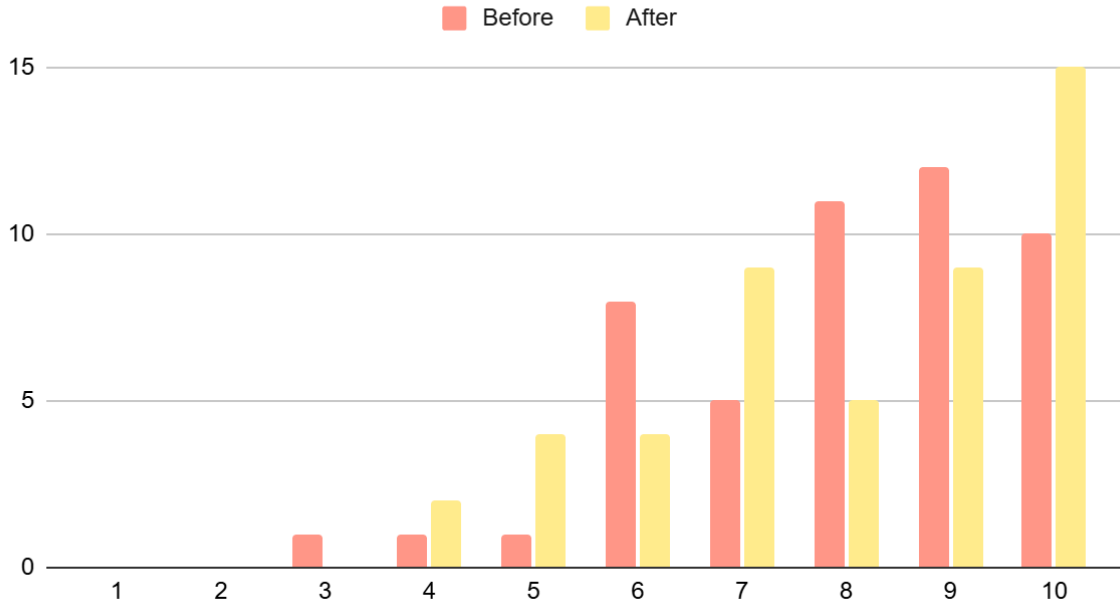
Significant Confidence Boost: This area saw one of the greatest improvements. Confidence in engaging in discussions about diversity and inclusion rose from a mean of 7.31 to 8.33.

Empowerment: The percentage of participants feeling highly confident (scores 8–10) jumped from 53.1% to 73.5%, suggesting the workshop provided practical tools for dialogue.

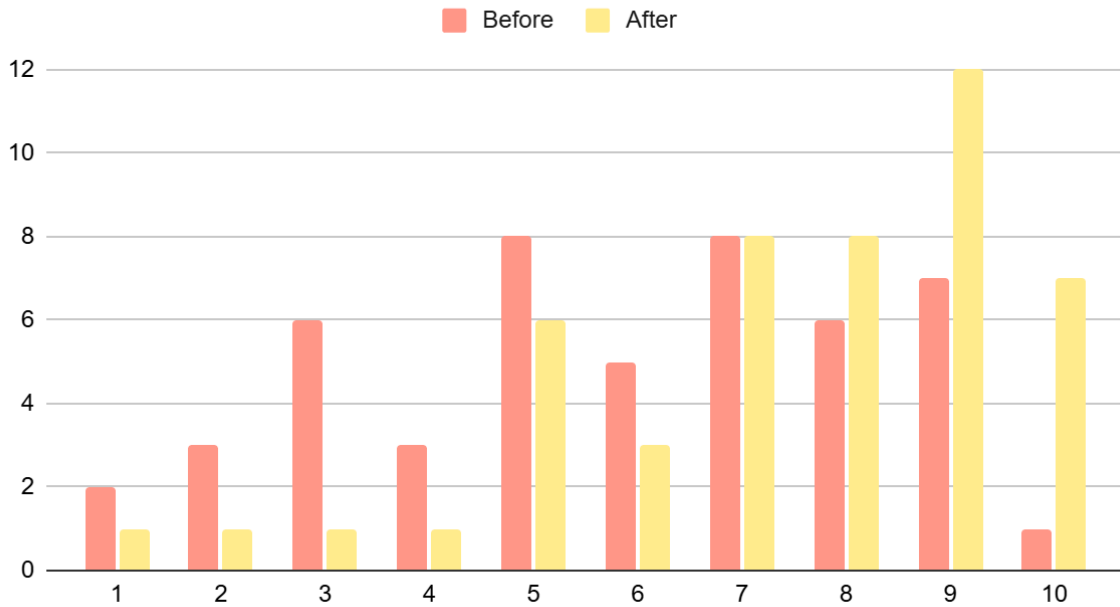
Before: I feel confident engaging in discussions about diversity and inclusion.
After: I feel more confident engaging in discussions about diversity and inclusion.



Before: I know how to use respectful and inclusive language online.
After: I am more aware of how to use respectful and inclusive language online.



Before: I feel prepared to respond when I see hate speech or discrimination on social media.
After: I feel prepared to take action when I see hate speech or discrimination on social media.



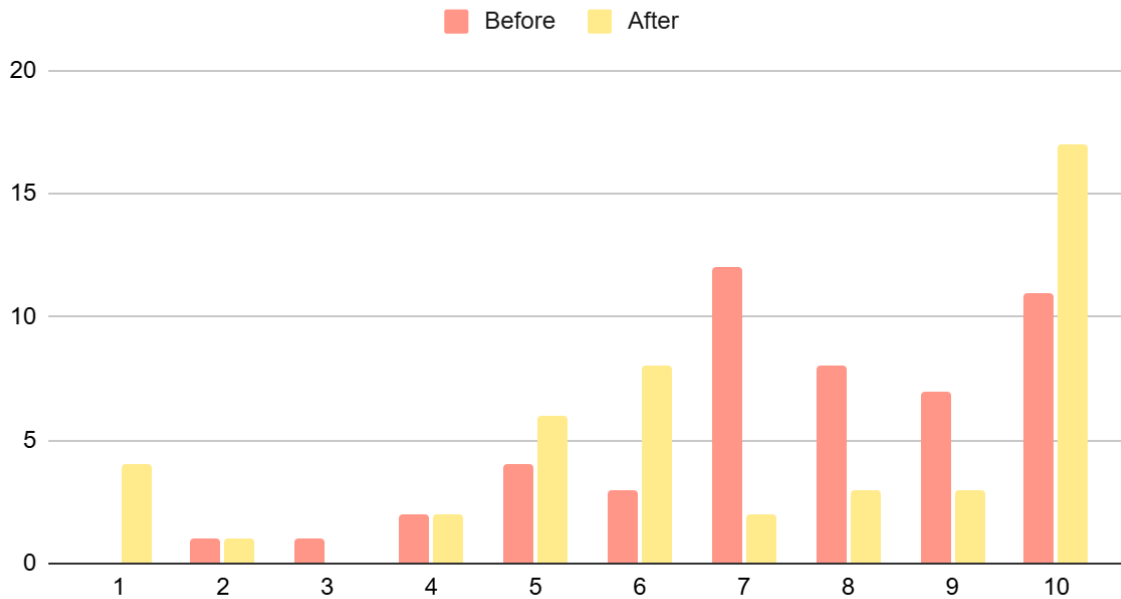
3. HIV Knowledge and Stigma

Knowledge Realignment: Interestingly, reported knowledge of HIV prevention methods and understanding of myths/stigma showed a slight decrease in mean scores (e.g., 8.12 to 7.67 for myths).

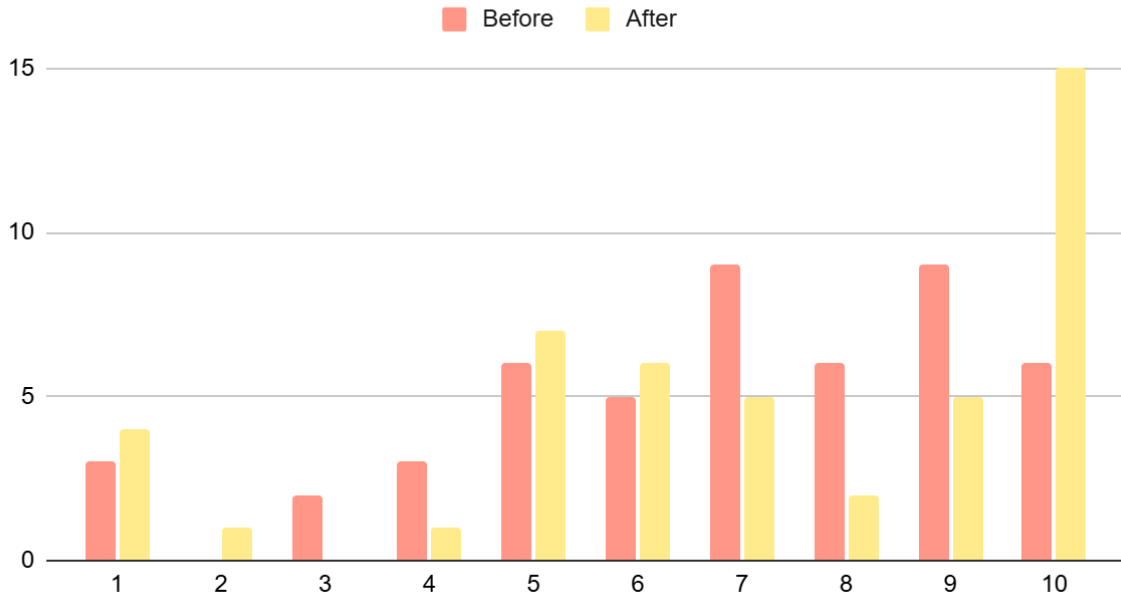
Insight: This often indicates that participants realised the topic is more complex than they initially thought, moving from "unconscious incompetence" to "conscious incompetence," which is a critical step in deep learning.

Access to Services: Awareness of where to access HIV testing and support services improved from 6.80 to 7.11, showing a practical gain in navigational knowledge.

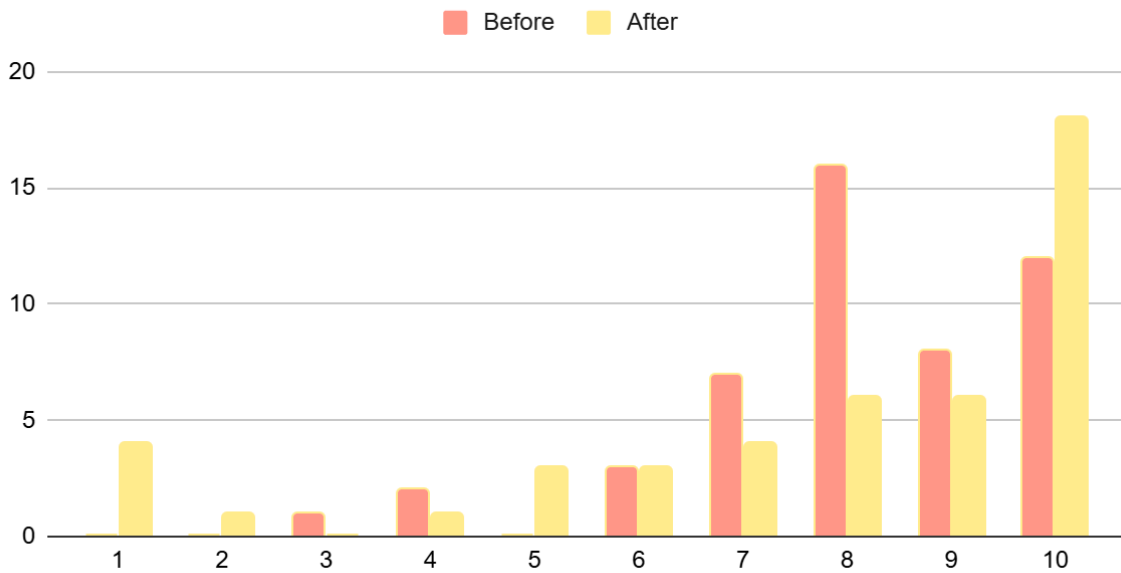
Before: I have basic knowledge about HIV prevention methods.
 After: I now have a deeper understanding of the challenges faced by the queer community.



Before: I know where to access HIV testing and support services.
 After: I am more aware of where to access HIV testing and support services.



Before: I believe myths and stigma around HIV/AIDS still strongly exist in society.
 After: I better understand the myths and stigma around HIV/AIDS and how to challenge them.



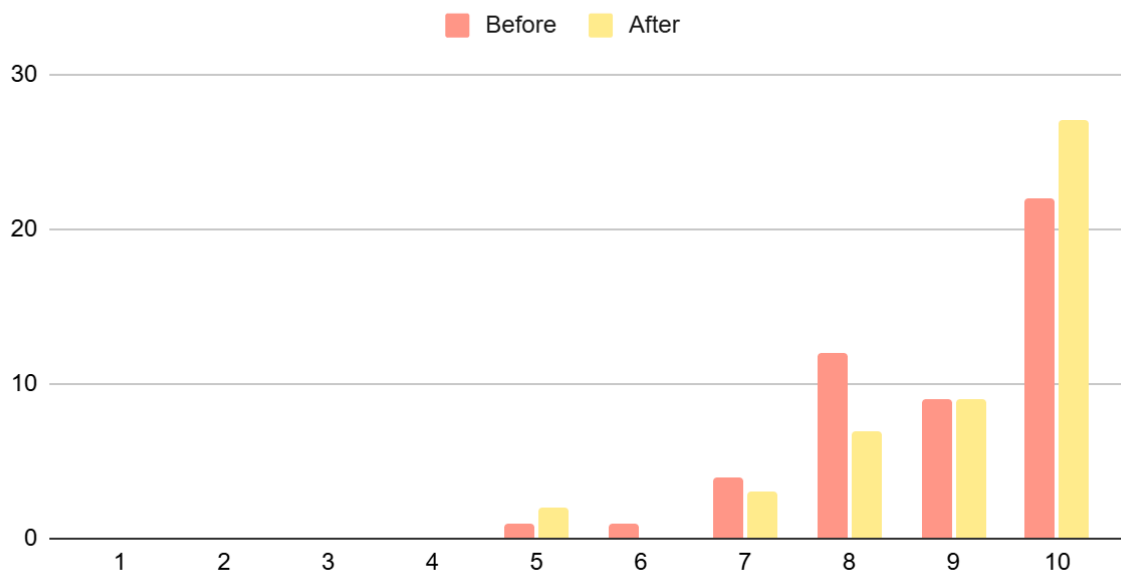
4. Empathy and the Power of Storytelling

High Baseline Empathy: Participants entered with a very high regard for empathy (9.38 mean), which remained stable.

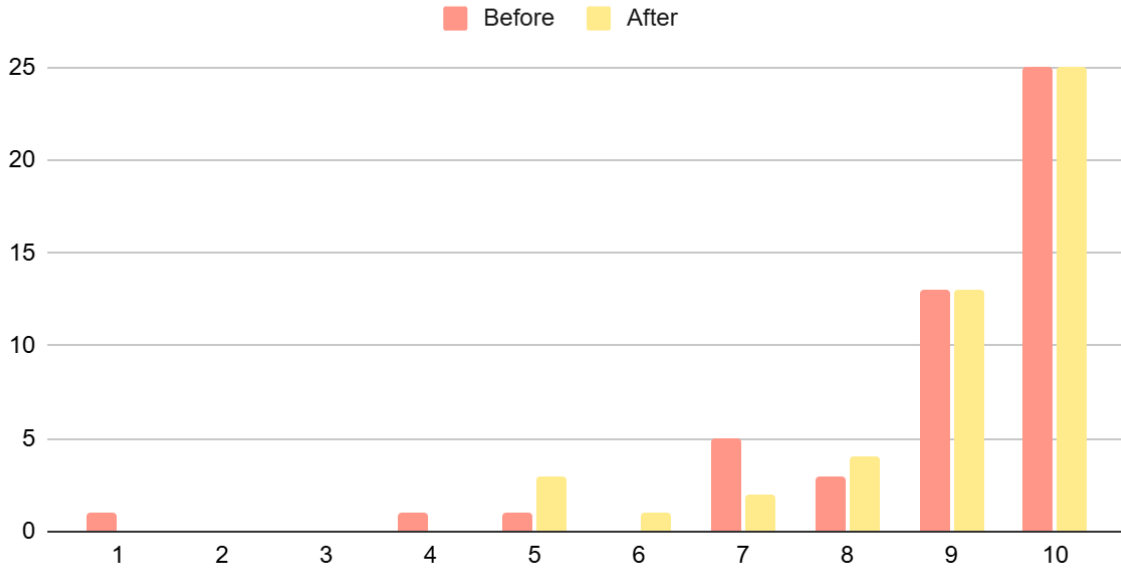
Storytelling Impact: Recognition of the power of storytelling in fostering understanding increased from 8.90 to 9.12. This reinforces that the narrative-driven approach of the session was highly effective.

Openness to Others: Comfort in listening to and learning from people with different backgrounds improved to a mean of 9.04.

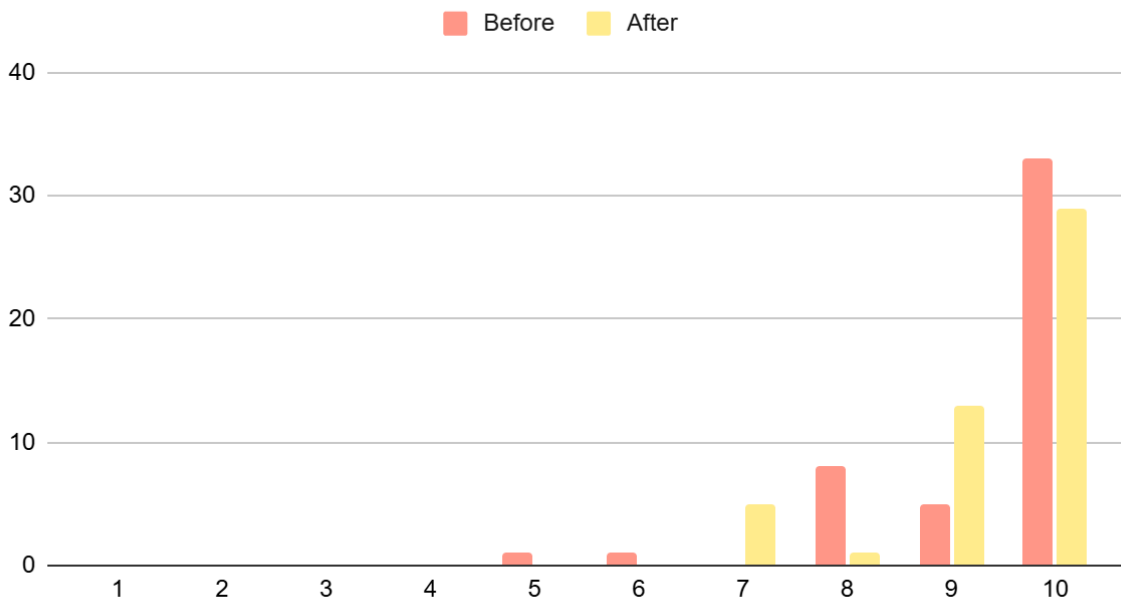
Before: I believe storytelling can help people better understand different life experiences.
After: I recognize the power of storytelling in fostering understanding across different life experiences.



Before: I am comfortable listening to and learning from people with different backgrounds.
After: I feel more comfortable listening to and learning from people with different backgrounds.



Before: Empathy is an essential skill for building inclusive communities.
After: I see empathy as an even more essential skill for building inclusive communities.

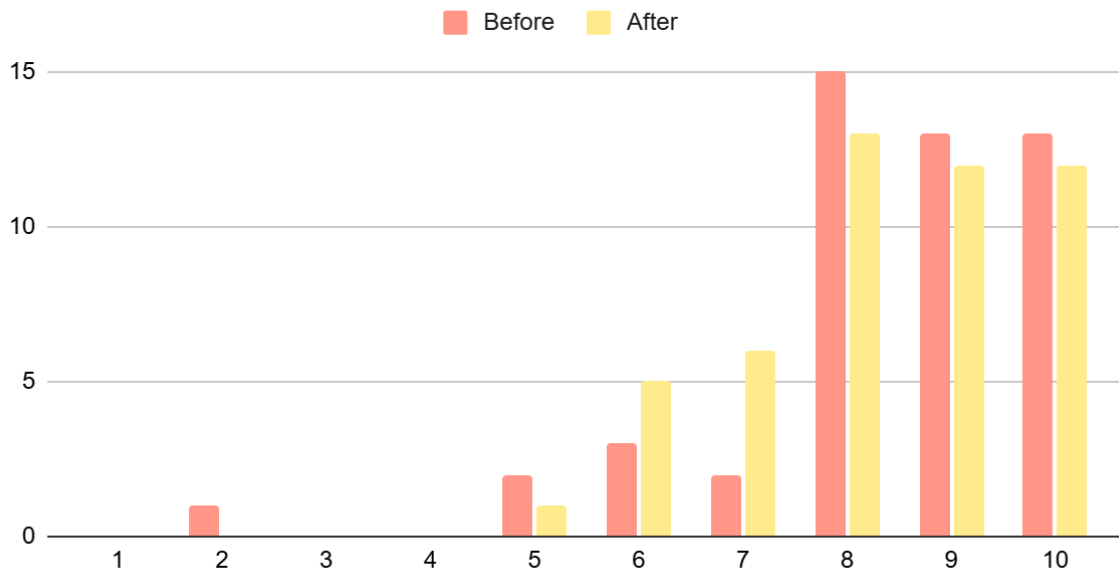


5. Solidarity and Social Change

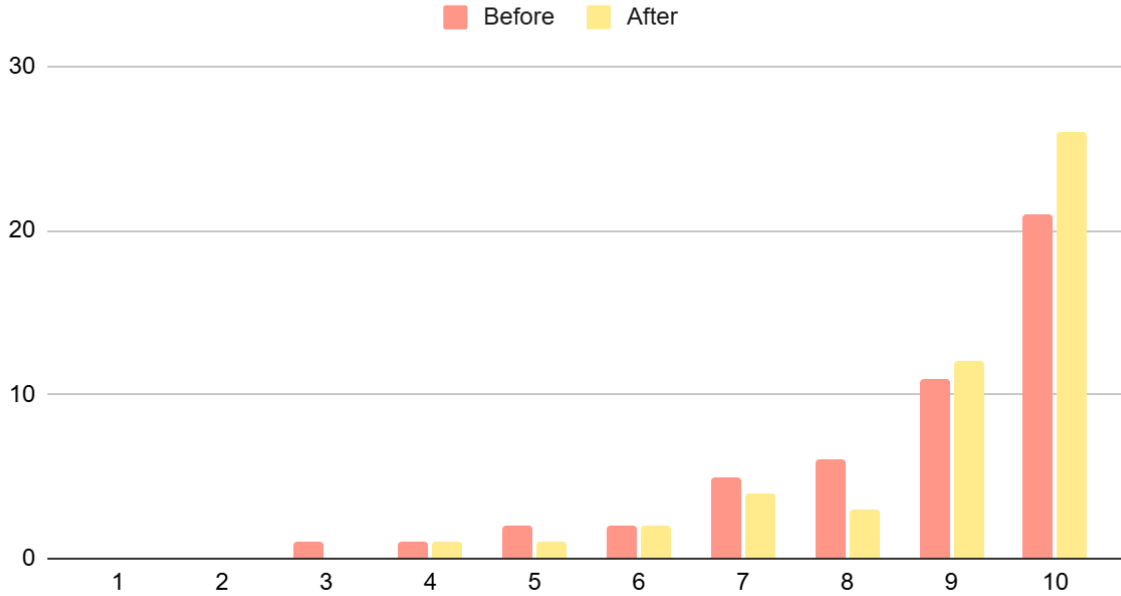
Commitment to Action: Recognition of the importance of solidarity and volunteering in driving social change reached a near-perfect mean of 9.00 (up from 8.59).

Strong Alignment: 83.7% of participants now rate the importance of these values at the highest levels (8–10).

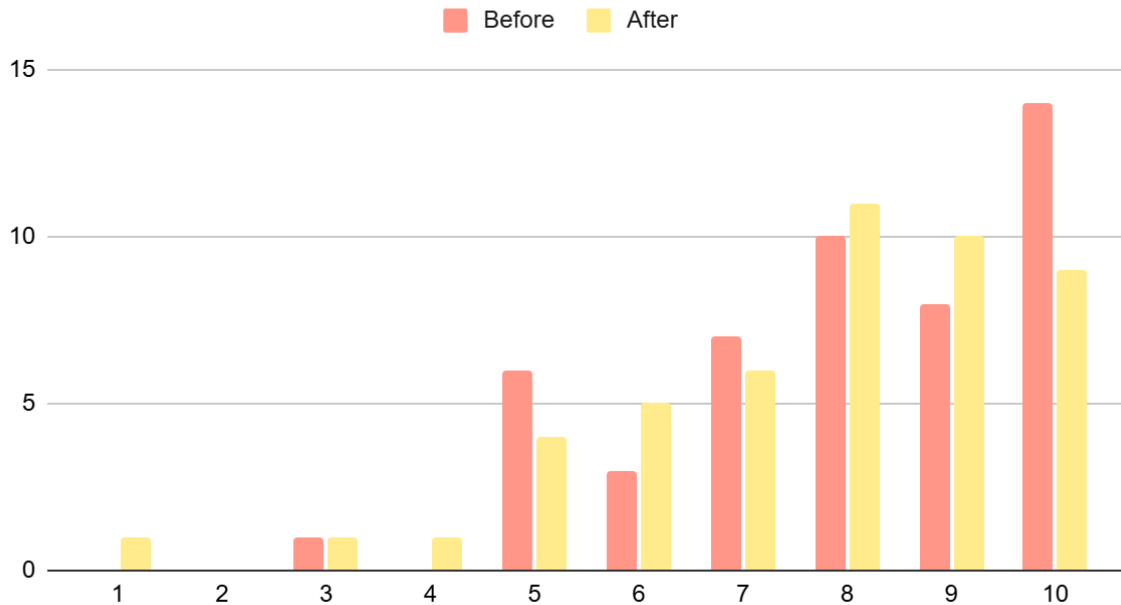
Before: I believe discrimination can be effectively addressed through education and dialogue.
 After: I feel better equipped to contribute to reducing discrimination through education and



Before: I understand the importance of solidarity and volunteering in social change.
 After: I recognize the importance of solidarity and volunteering in driving social change.



Before: Social media can be a powerful tool to challenge discrimination.
 After: I can identify effective ways to use social media to challenge discrimination.



6. Sesion Satisfaction and Environment

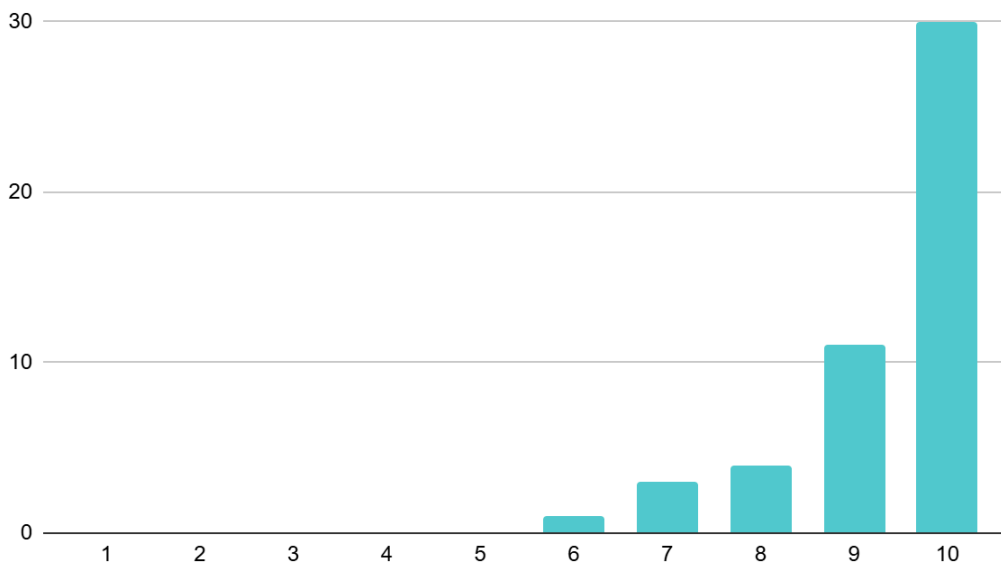
The post-session feedback indicates an exceptionally well-received program:

Safe Environment: The highest-rated aspect was the creation of a safe and inclusive environment, with a mean score of 9.57 and 91.8% of participants giving a 9 or 10.

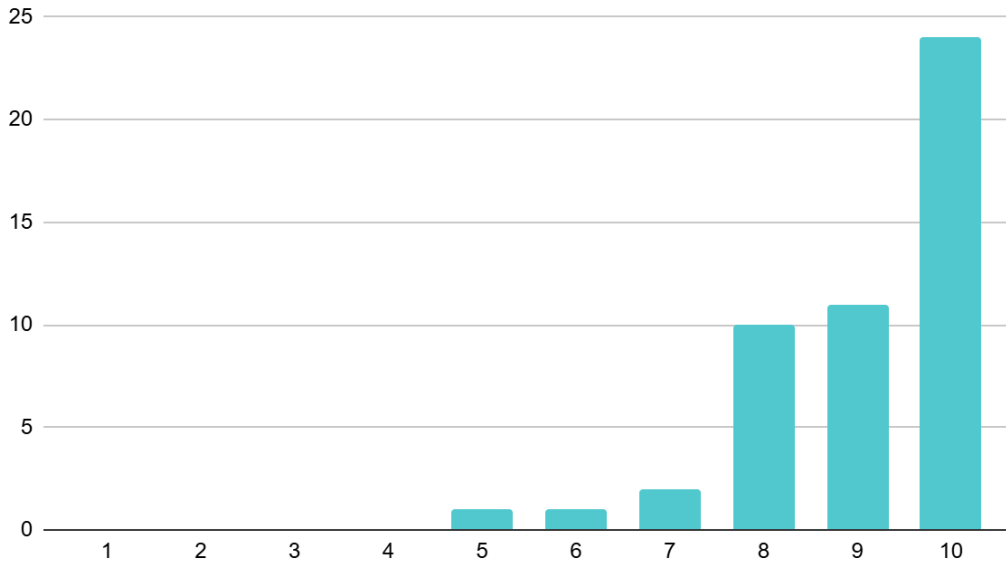
Engagement: The structure and engagement level of the activity were rated at 9.35.

Relevance: Participants found the content highly relevant to their lives and work, with a mean score of 9.06.

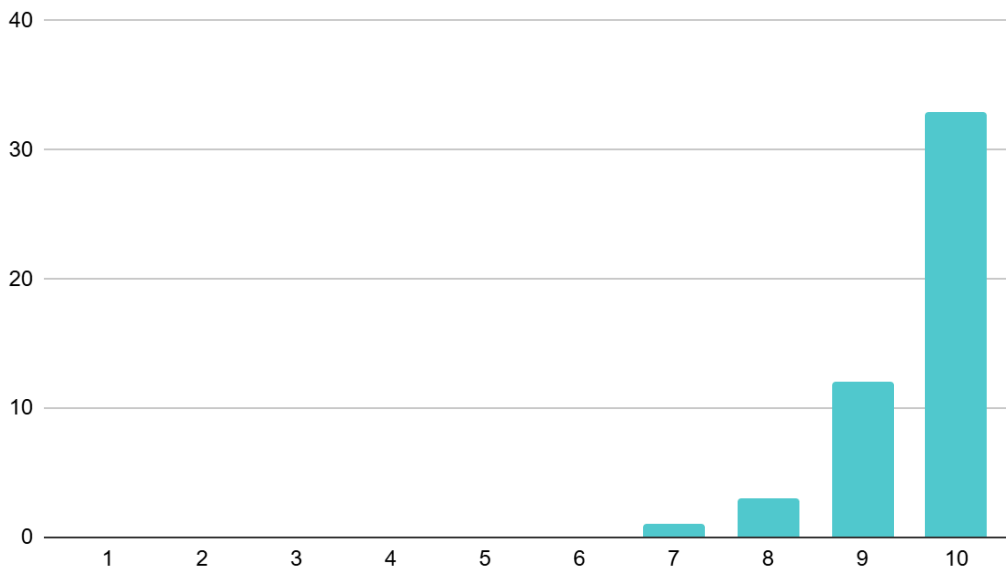
The activity was engaging and well-structured.



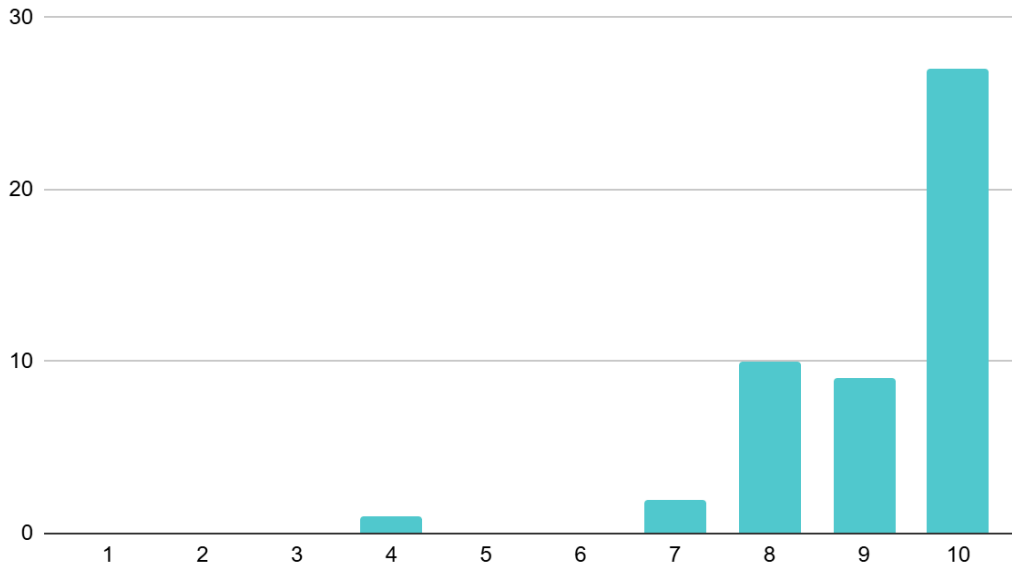
The content was relevant and useful to me.



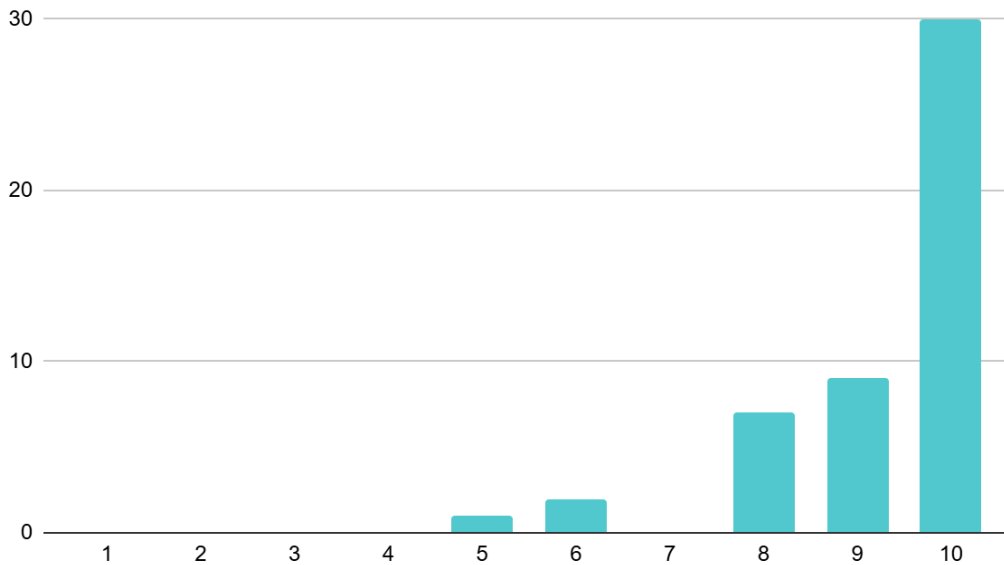
The facilitators created a safe and inclusive environment.



I gained new knowledge or skills from this activity.



I would recommend this activity to others.



Methodological Note

The analysis is based on data collected through pre-activity and post-activity questionnaires completed by 49 participants. The use of matched surveys allowed us to assess changes in participants' perceptions, knowledge, and confidence following their participation in the project activities. The analysis reveals significant positive shifts in participant knowledge and confidence, particularly among younger age groups and in specialised workshops.

Key Findings

Significant Growth in Knowledge and Awareness in Specialised Areas

The data shows substantial improvements across several learning areas. The HIV Prevention Activities held in Prague produced the strongest increase in self-reported knowledge, with participants reporting a 2.91-point improvement in their awareness of HIV prevention. Similarly, the Workshop on Empathy Building through Storytelling had a notable impact on participants' understanding of solidarity (+1.41) and awareness of the challenges faced by the queer community (+0.71).

More broadly, participants reported feeling better prepared to address discrimination, engage in meaningful dialogue, and contribute to more inclusive communities following their participation in the project activities.

High Levels of Participant Satisfaction

Feedback collected after the workshops was overwhelmingly positive. All evaluation categories achieved average scores above 9 out of 10, reflecting the high quality, relevance, and effectiveness of the activities. The highest-rated aspect was the creation of a Safe and Inclusive Environment (9.57), demonstrating the facilitators' success in fostering respectful and supportive spaces for discussion. Participants also highly rated the engagement and structure of the activities (9.35) and expressed a strong willingness to recommend the workshops to others (9.27).

Demographic Insights and Impact Trends

The participant group was predominantly female (64%) and young, with 57% of participants belonging to the 20–24 age category. In terms of educational background, the majority were pursuing or had already obtained a Bachelor's or Master's degree (72%).

The analysis also revealed differences in impact across age groups. The youngest participants (15–19 years old) experienced the greatest overall growth, showing an average increase of 0.96 points across the assessed categories. Older participants, particularly those aged 30 and above,

demonstrated more stable results, which may reflect higher initial knowledge levels or a more critical self-assessment of their learning progress.

Impact and Knowledge Growth

The before-and-after comparisons highlight the areas where participants experienced the greatest improvements in knowledge, awareness, confidence, and understanding as a result of the workshops.

The charts also examine differences between age groups and reveal a consistent trend of stronger learning outcomes among younger participants, who generally reported greater increases in confidence and awareness following the activities.

Activity Evaluation

The evaluation graphs summarise participant feedback and confirm the overall quality of the activities, as well as the effectiveness of the facilitators in creating an engaging and inclusive learning environment.

Overall Conclusion

The visualisations and survey results demonstrate that the project was highly successful in strengthening participants' confidence, empathy, and understanding of diversity-related topics. The activities provided a safe environment for discussing sensitive issues while encouraging active participation and reflection. Although participants' self-assessment of certain HIV-related knowledge areas became more balanced and realistic after the workshops, their confidence in advocacy, solidarity, and inclusive action showed clear and measurable improvement.