



Disabled People's Association Inclusion Cultivation Course Evaluation Report

Introduction

"Give a person a fish and you feed him/her for a day. Teach a person to fish and you feed him/her for a lifetime."

Inclusion Cultivation is a course designed by the Disabled People's Association's (DPA) Diversity & Inclusion Consultant to provide trainers or potential trainers a step-by-step guide on how to plan and deliver diversity and inclusion training.

The learning outcomes of this course are:

- Better understanding of the purpose of diversity and inclusion training
- Better knowledge of techniques in delivering diversity and inclusion training
- More confidence in promoting diversity and inclusion
- More confidence in engaging with a wide-ranging audience

This course made its debut on Thursday 29 and Friday 30 May 2014 at DPA's training room.

During this course, the participants explored concepts such as learning styles, learning outcomes and social structure. They were given a range of tools enabling them to challenge personal stereotypes and prejudices, manage difficult audiences and overcome fears. Furthermore, they were shown templates on how to design group activities, evaluation and marketing strategy. More importantly, they had the opportunity to demonstrate their learning by delivering a group activity created by themselves.

Participants Profile

Thirteen people participated in this course. They are members or staff of the following voluntary welfare organisations:

- Disabled People's Association
- Dyslexia Association of Singapore Academy Ltd
- ExtraOrdinary Horizons
- Society for the Physically Disabled
- Singapore Association for the Deaf

Of the thirteen participants, seven are female and six are male. In terms of self-defined disability, two are visually impaired, one has bilateral deafness, one has deafness, one has hearing impairment, one is quadriplegic, one has cerebral palsy and one has severe thoracolumbar scoliosis. Their experience of delivering training or workshops ranged from none to highly skilled. Sign language interpreters were present throughout the course.



Programme

Day One	Day Two
9:30 Registration & Tea/Coffee	9:30 Registration & Tea/Coffee
9:45 Introduction and Expectations	9:45 Recap of Day One
10:00 'Who do you think you are?'	10:00 Manage fears
11:00 Set ground rules	11:00 Practice group activities
11:30 Roles and Functions of DPA	12:30 Lunch
11:45 Design learning outcomes	13:30 Reciprocal review
12:30 Lunch	14:00 Design evaluation
13:30 Challenge personal stereotypes and prejudices	14:30 Design marketing strategy
14:00 Identify key local influential factors in promoting diversity and inclusion	15:15 Personal Reflection
14:30 Toolkit for a public speaker	15:45 Evaluation
15:30 Design group activities	16:00 End of course
16:00 End of day one	

Feedback

Almost all participants said the course **achieved its objectives adequately** (23% rated 5 out of 5, 46% rated 4 out of 5, 23% rated 3 out of 5 and 8% rated 2 out of 5).

Almost all participants said **the subject matter was covered adequately well** (31% rated 5 out of 5, 46% rated 4 out of 5, 15% rated 3 out of 5 and 8% rated 2 out of 5).

Almost all participants said the **presentations and methodologies used in delivering the subject were adequate** (31% rated 5 out of 5, 46% rated 4 out of 5, 15% rated 3 out of 5 and 8% rated 2 out of 5).

The elements that participants found **most useful** from this course are:

- “Gain knowledge”
- “The experience of attending this course with peers of other disabilities.”
- “Self-confidence”
- “Toolkit for public speaking, managing fears and marketing strategy design.”
- “Marketing strategy / learning outcome exercises”
- “Segment on challenging personal stereotypes/prejudices.”
- “Profile of learning styles”
- “Learning about disabilities in other sectors”
- “To learning about my learning style”
- “When participants share their activity planner/learning outcomes.”
- “Design learning outcomes, styles of presenting and managing & overcoming fears.”
- “Workshop design & evaluation forms.”
- “Learning tools including public speaking skills and learning styles are most useful.”

Majority of the participants **found nothing least useful** about the course, however some individuals stated that they found the following least useful:

- “Managing difficult audiences (Singapore audiences not as tricky, just a bit quiet)”
- “Public speaking segment (because already experienced)”



78% of the participants felt **the length of the course was about right** whilst 23% of them felt it was too short. Some of them felt the course could have been lengthened for the following reasons:

- “Some portions were rushed through.”



- “It can extend to one more day for giving the participants more training time.”

23% of the participants rated the **venue** as ‘very good’ with 77% rating it ‘good’. Due to our effort in ensuring every participant had access to electricity supply at their desk, one participant was concerned about the electric cables that were set out in the training room.

54% of the participants rated the **learning pack** especially designed for this course as ‘very good’ and 46% rated ‘good’. One participant added the following comment:

- “Great to have soft copy for people who prefer to use TTS or type directly into it to make notes.”

31% of the participants rated the **discussions and practical exercises** as ‘very good’, 61% rated ‘good’ and 8% rated ‘not good’. One participant added the following comment:

- “More facilitation could have been provided as this is a very diverse group of participants and everyone's knowledge varies.”



Majority of the participants felt there was **sufficient time allocated to each session**. However, some felt more time could have been allocated to certain sessions:

- “The presentation needs more time and objective could have been more clearly defined.”
- “If more time is given will be great.”
- “Could have more time to do them, but overall good amount of time allocated.”
- “Not enough time”
- “Not really, we have to cut down on activities/discussions at times.”
- “Only exercise of activity planner insufficient time to each participant.”

A significant number of participants thought a **follow up would be helpful** and have made the follow suggestions:

- “Great to link up through having a communal e-mail group.”
- “Would be good if inclusion information can be provided.”
- “Would be good to be able to submit further questions regarding D & I workshop (once we have done them.)”
- “Structure the follow up to achieve certification.”
- If future trainings are conducted by participants, maybe there can be further feedback to those trainings/workshops.
- “I need follow up to next level.”
- “Interpersonal skills (e.g. EQ) are good recommendation for the participants who will see what type of their styles.”

38% of the participants rated their **overall assessment** of the course as 'very good' and 46% rated 'good'.

Some participants have kindly added **other comments** to support the course. These are as follows:

- “Provide more practical examples on the content topic to link course materials.”
- “Would be just interesting to see how these kinds of workshops play out with corporates or government participation.”
- “Is there any school that teach this kind of course? Thank you very much Nina for leaving us a learning pack but who shall we look out for or any book can we buy?”
- “If this course is good, its length of days can be 3 or 4 depending on it.”



Conclusion

I am delighted that the Inclusion Cultivation course has been well received by the participants. It was encouraging that everyone brought their personal knowledge and experience to this course and generously shared them with the rest of the group.

Thank you to all participants for working so hard over the two days. There were a lot of concepts, tools and practical guides for everyone to work through and I was pleased that everyone coped relatively well with the pace.

Please remember to refer to the learning pack as and when needed. You will find the tools and templates particularly helpful when you are planning your own workshop or training.

DPA and I are more than willing to offer further advice or guidance wherever you need them. The contact details are contained in the learning pack.

I wish all of you the best of luck for your workshop or training. Please continue the cultivation process by share your learning with your colleagues or service users at your organisation.

**Report Prepared by
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