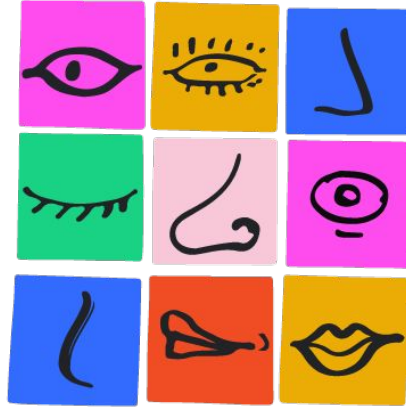


2022



**HEROES**

**not** just for one day

**Heroes. Not just for one day.**













*This program is supported  
by a grant from the  
U.S. Mission to Italy*

RENÀ



**HEROES**  
not just for one day

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*Heroes //*  
*the proposal*



# The context

In Italy, most of the public debate on diversity and inclusion happens only on negative sensational happenings. From the violent racial attacks to the farm workers in the province of Foggia, to the 12yo girl hit and bullied in Rome by her peers because of her disability, to the young woman kicked out of her home by her parents when she confessed to be gay. These categories of people, like others, are not invisible, but get “invisibilized”. They are often object of a communication that doesn’t represent them, and never enough the protagonists. Could that change? People look at the new generations (the Millennials, generation Z and Alpha) with hope, but the reality that the Covid pandemic showed is that it’s them that are being left behind, before than others.

Today, there are several innovative projects and approaches around the promotion of inclusiveness for marginalised communities in the intersection between them and the youth. But often times it’s difficult to connect them and give them the visibility they deserve. Whoever is protagonist of these projects don’t need to be seen as a hero or a heroine, they don’t need to be under the spotlight for one day, they only want to give light and voice to the marginalised communities they are working with.

## *The proposal: “Heroes. Not just for one day.”*

We want to **empower and connect** the diversity of social innovation projects in Italy that aim to make society **more inclusive for people under 35 years old that are part of marginalized communities.**

Experts and partners will support the growth of a selection of projects in a path that aims to give them more tools to amplify their own voice and enhance their own network, so that they can successfully tell their stories and make sure they are not left behind by decision makers in their communities. We want to help them make their own presence in their space of action more connected, solid and impactful.



WE CAN  
BE THE  
HEROES

# Phases of the program

## 1 - LAUNCH

### Call for projects and selection

- Promotion of a national call for projects (objective: get 40-50 applicants)
- Evaluation and selection of projects, with the help of partners  
*--- added post-proposal: support of a scientific committee*

## 2 - EMPOWERMENT

### Promotion and empowerment of the beneficiaries

- Cycle of online trainings on soft skills for 10-15 beneficiaries
  - 3 modules of 6-10h: campaigning (Actionaid), fundraising (AICCON), community organizing (COI+IAF)
  - 1 event on intersectionality (ALA), 1 on media outreach (Vita.it)
  - Side events to go deep into some topics and explore case studies
- Participants would then apply to a mentoring phase where they would keep exploring one of the skills of the 3 main modules, that they need to carry on their projects
- Mentoring 1-1 (on/offline) for 3 beneficiaries  
*--- changed post-proposal: group mentoring (3 x partner, 9 total)*
- Side learning and networking opportunities (e.g. scholarship for RENA and Actionaid Summer schools)
- Promotion of beneficiaries through multiple channels (e.g. podcast, social)

## 3 -CLOSING

### Making the network stronger

- Networking event with the participants to the initial call and the partners.
- Dissemination of learnings and practices

# Timeline



Preparation

Execution

Other events (e.g RENA Summer school)

# Partners

## EDUCATION AND PROGRAM COORDINATION

Edu. campaigning



Edu. community organizing



Edu. fundraising



Coordination



## SUPPORT AND COMMUNICATION

Promotion and advising



Edu. support: media and community organizing



Communication





# Organizational model

## Executive coordination

Matteo Cadeddu, Roberto  
Lucarella, Stefania Paolazzi,  
RENA's Board of Directors,  
RENA's Staff



## Partners

**1 representative per partner** with a  
consultative role, of which  
**3 with a deliberative role**  
(Aiccon, Actionaid, COI)

## Scientific committee

**7 members** proposed by partners and decided  
by the executive coordination team.

**Criteria:** people that are a point of reference  
for the under 35, for marginalized people, that  
are recognized activists



## RENA's Members

### CONSULTED ON...

Proposes the call for beneficiaries and  
the organizational model, supports  
on organizing the side events

Proposes the scientific committee,  
evaluates the call for beneficiaries  
and its criteria, supports  
communication and evaluation

Helps spread the call for beneficiaries,, proposes side events,  
supports communication and evaluation

### DECIDES ON...

Picks the candidates for trainings and  
mentoring, approves the educational  
plan, composes the scientific  
committee

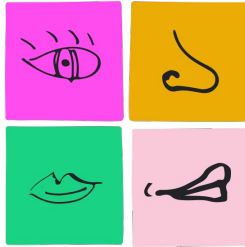
Approves the organizational model,  
define the educational plan, picks the  
candidates for trainings and  
mentoring

Approves the call for beneficiaries, picks the candidates for  
trainings and mentoring



*Heroes //*  
*overall evaluation*

# HEROES, not just for one day



The results of the first edition of “Heroes. Not just for 1 day.” went well **beyond the target set during the application and most of the partners’ expectations**, both in terms of applications as well as beneficiaries’ participation. This makes us confident around its needs and potential for future editions.

# Evaluation \ Results over the key objectives

Objective	Results
Map, promote, and connect 40-50 innovative associations/projects on inclusion from a diversity of communities and locations;	RENA received 90 applications, 50 of which were eligible. Eligible applicants were listed in a document published online on RENA website and regularly updated with opportunities, calls, events.
Inspire and empower 10-15 of them with fundamental campaigning, fundraising, and community organizing skills via American and Italian leaders and examples;	16 beneficiaries were selected and participated. 35 badges for completing the modules were assigned to 20 persons from 14 of the beneficiaries.
Mentor 3 of those that are most motivated and would most benefit in their current activities from a 1-1 support path that would help them scale their impact;	Accessibility to the mentoring phase was increased, involving 9 beneficiaries into 3 groups. This allowed for more connection, for peer coaching and practices exchange.
Create connections among beneficiaries, partners, and Institutions to strengthen beneficiaries' networks and increase their likelihood to succeed beyond this program;	Beneficiaries had the opportunity to cooperate with the project's partners and scientific committee members at so-called "side events", such as Festival della Partecipazione and the summer school of Actionaid, or two webinars from COI and AICCON.
Communicate beneficiaries stories to help make their presence more solid, and disseminate the program's results and materials to support future programs' success.	The stories, the ideas, the narratives behind beneficiaries were on top of RENA's communication strategy. We connected these stories with partners, media, and covered them over multiple channels, from social media to podcast episodes.

## Evaluation \ Some numbers



**92** applicants (target was set to 50)



**2** Governmental agencies, the National Agency for Youth (ANG) and the National Office Against Racial Discrimination (UNAR), supported the program



**16** beneficiaries for the educational modules (target was set to 10-15)



**7** experts and civic leaders decided to put their face on the program forming a scientific committee



**4** beneficiaries with highest participation rate granted a scholarship for the RENA Summer School 2022 (target was set to 3)



**9** beneficiaries for the mentoring phase (target was set to 3)



**2** partners from the US helped transferring their experiences and approaches



**3** side and networking events, and a series of free opt-in visual identity workshops resulting in a MA University dissertation



**+30** hours of lessons in the training phase



**35** badges for completing the modules assigned to 20 persons from 14 CSOs



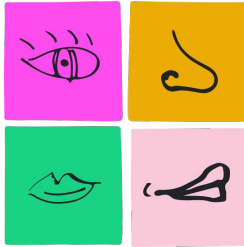
**46** between beneficiaries, partners, institutions... participated in a final event to workshop the future of similar programs





*Heroes //*  
*evaluation: communication*

# *Evaluation \ Communication*



The communication strategy **was successful in reaching potential beneficiaries as well as national institutions** that decided to partner to promote the program.

The communication identity also attracted several stakeholders that wished to be partnering with RENA in future programs.

# *Evaluation \ Support to the call for beneficiaries*



**Two Governmental agencies** - UNAR (the office against discriminations) and ANG (the agency for youth programs) - promoted the program through their official channels. The fact that these 2 actors decided to offer their support is an additional signal showing the interest underlining the need for this program.



## Visual identity

HEROES




Heroes' visual identity aspire to be **a face that changes over time**, being the mirror of those that will be part of it and changing as they change, being the **mirror of the generative diversity** that the program wants to protect and spread.

It's easy to replicate, made with a simple marker, available to everybody, modifiable by everybody. It has been the product of a **collaborative process** that involved a diversity of people.

HEROES  
not just for one day

# Press release and Website



**HEROES**  
not just for one day

**Call per realtà no profit formali e informali**

**Pubblicata la call per partecipare a Heroes. Not just for one day!**  
**Un progetto per combattere l'esclusione sociale dei e delle giovani**


Pubblicata oggi la call per entrare a far parte di Heroes. Not just for one day!, un progetto di RENA realizzato con il cofinanziamento della Missione diplomatica degli Stati Uniti in Italia e volto a supportare realtà no profit e gruppi informali che lavorano con giovani marginalizzati/e su tutto il territorio nazionale.

L'Italia non è un Paese per giovani. Seconda in Europa per disoccupazione giovanile (quasi il 30%, appena dietro la Spagna) e quarta per abbandono scolastico (al 13% nel 2020), l'Italia investe nell'educazione di ragazzi e ragazze meno del 4% del Pil. Ben al di sotto, ma forse non è nemmeno il caso di sottovalutarlo, di Germania e Francia. L'avvento del Covid, con il ricambio in massa alla Dad e i conseguenti di norme confuse e talvolta contraddittorie, ha reso disastrosa una situazione già critica.

A pagare il prezzo maggiore di questa incertezza sono i e le giovani marginalizzati/e e discriminati/e sulla base della classe sociale, del genere e dell'orientamento sessuale, di percorsi di migrazione propri o familiari, della religione, della disabilità. L'assenza di una legge sulla cittadinanza adeguata alle esigenze di chi vive nel nostro paese e l'affossamento della Legge Zan contro sessismo e omotransfobia sono solo i due segnali più evidenti di una cronica disattenzione verso le fasce più giovani e fragili della popolazione.

Vista dal basso, però, la situazione è molto diversa: centinaia di realtà e gruppi informali e migliaia di pratiche di innovazione sociale lavorano quotidianamente per promuovere l'attivismo dei e delle giovani. Heroes. Not just for one day! è un progetto di RENA per supportare questi enti e questi gruppi attraverso un percorso interamente gratuito di formazione e networking qualificato dalla presenza di partner quali Actionaid Italia, AICCON, Community Organizing Italia, American Library Association, Forum Disuguaglianze e Diversità, Industrial Areas Foundation, Factiana, Junior Achievement Italia e Vita.it.

Alla buona riuscita del progetto contribuirà un comitato scientifico composto da personalità che sono punti di riferimento nell'ambito della Diversità & Inclusione e per la società tutta: Isabella Berrelli, PR & Digital strategist e attivista transfemminista; Lucie Ghebregiorgis, esperta di comunicazione



ne Lafram, presidente dell'UCUICI – Unione delle psicoterapeute sistemiche esperta di nuove forme della Fondazione Molekine; e SMI, fondatrice e presidente di Diversity.

inze nella ricerca fondi, nella campaigning e nel

individuali, suddivise in tre moduli (campaigning, si in partnership con ActionAid Italia, Community è open badge: ig e spazi per presentare le proprie attività e da RENA e dai partner e dell'evento finale del


ad alcune realtà che avranno completato il

one day - annuncia Stefania Padazzi, presidente Accertando tendenze già in atto, i due anni di impegno e di esclusione sociale che colpiscono forti si sovrappongono e si intersecano condizioni e provenienza, genere e orientamento sessuale, io di adottare un approccio interazionale nel figure attori di rafforzamento e supporto delle di costruzione di coalizioni sociali."

atura sono reperibili sul sito del progetto aro h 23.59.

vere a [heroes@progetto-rena.it](mailto:heroes@progetto-rena.it)

ato da cittadini e organizzazioni che vogliono un è innovativo, in cui le soluzioni ai problemi sono ente, nel quale attori pubblici e privati si sentono Heroes. Not just for one day! è un progetto zioni in Italia.



**HEROES**  
not just for one day

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**Click on images to visit source**



## Evaluation \ Coverage on sites

RENA, with the support of its members, its partners, and other organizations that appreciated the intent of the program, collected >3,000 unique users on our site during the 6 weeks of call opening and reached several others through newsletters, media outreach, social media posts and advertising, and influencers outreach.

Please find on the right some **examples** of websites publishing the call for beneficiaries, and some other posts from social media and local institutions in the next ones.



# Evaluation \ Coverage on social media and local sites

**Ashoka Italia**  
4,983 followers  
6mo · 🌐

Fai parte di un ente no profit o di un gruppo informale che lavora per l'inclusione sociale di giovani

"Heroes. Not Just for one day!" è un progetto appositamente per realtà - enti no profit e gruppi informali che lavorano per l'inclusione sociale di giovani [#under35](#) e persone escluse dal mercato del lavoro. Partecipa al progetto [#heroesnotjustforoneday](#) [#progettoarena](#)

**Fondazione Unipolis**  
15 marzo · 🌐

Fai parte di un ente no profit o di un gruppo informale che lavora per l'inclusione sociale di giovani under 35 marginalizzati/e? C'è tempo per partecipare al progetto "Heroes. Not just for one day!", un percorso di formazione rivolto a enti no profit e gruppi informali. Scopri [#heroesnotjustforoneday](#) [#progettoarena](#)

**Ufficio Antidiscriminazioni Razziali-Presidenza del Consiglio dei Ministri**  
★ Preferiti · 12 marzo · 🌐

C'è tempo fino al 20 marzo per partecipare alla call del progetto "Heroes. Not just for one day!", un percorso di formazione rivolto a enti no profit e gruppi informali. Scopri [#heroesnotjustforoneday](#) [#progettoarena](#)

**Lo Sportello Giovani del Trentino**  
Lo sportello ▾ Opportunità ▾ Novità ▾ Risorse utili ▾ Europ

[Lo Sportello Giovani del Trentino](#) / [Opportunità](#) / [In scadenza](#) / Heroes. Not just for one day!

**Heroes. Not just for one day!**  
Partecipa al progetto contro l'esclusione sociale dei giovani.

**PENTOSCANA**  
menu #Accoglienza Toscana

"Heroes. Not just for one day!" Aperte le candidature per realtà che combattono l'esclusione sociale di persone under35

(In collaborazione con **Toscana Notizie** - Agenzia di informazione della giunta regionale)

**factanza**  
1,108 posts 485K followers 746 following

**Not Just for one day**  
[@PROGETTO\\_RENA](#)  
e i suoi partner offrono un **percorso gratuito di formazione e networking**

**HEROES**  
not just for one day

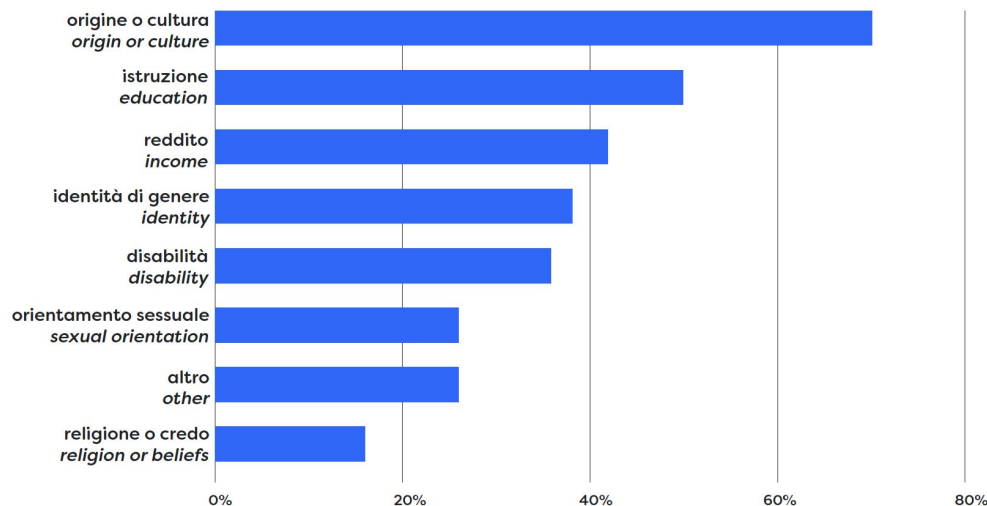


*Heroes //*  
*evaluation:*  
*recruitment of beneficiaries*

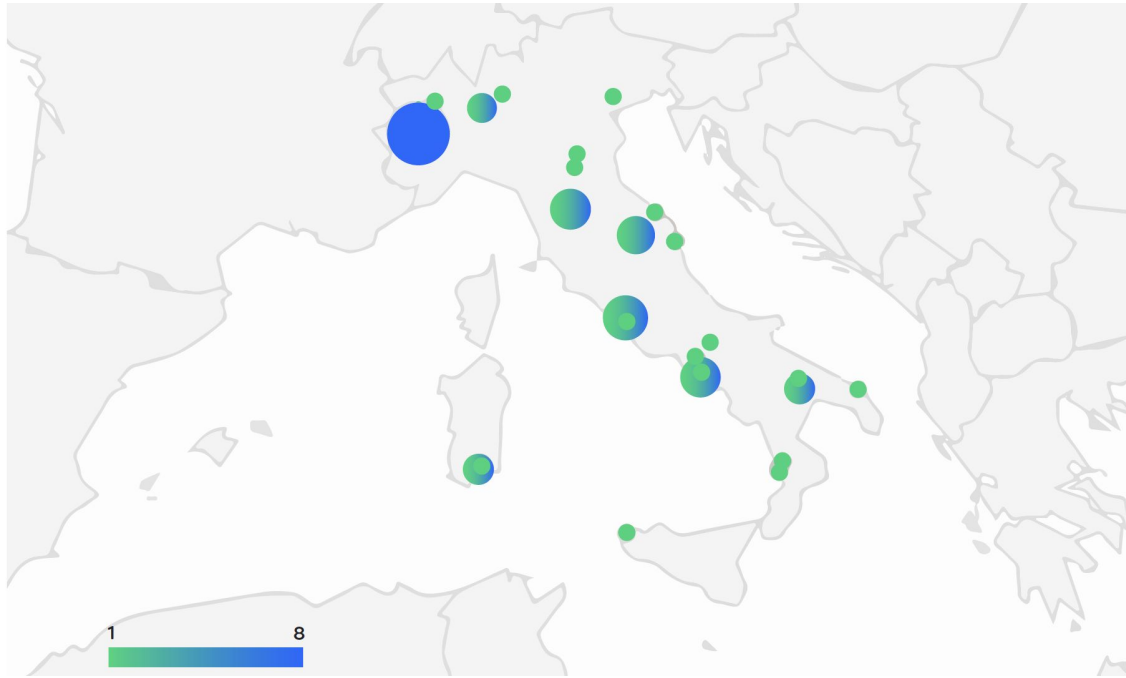
# Evaluation \ Applications to the call for beneficiaries

With the support of the partners and a scientific committee, we built a detailed [call for beneficiaries](#) with 3 mandatory criteria and 3 preferential ones. We've made sure to balance the top candidates by considering the needs and the potential that emerged from the applications, also making sure to have a good representation of the country and its main marginalized communities. **In just 6 weeks we got over 90 applications from all around Italy.**

**On the right** you can see how the applicants are involved in the fight against some of the most common reasons for discrimination.



**80% of the top 50 applicants (those eligible to be selected against all the criterias) work at the intersection with multiple factors of discrimination.**



Over 50% of applicants are from big cities, the rest from intermediary cities and small towns. While this is to be expected considering this is the first edition of a national program that is mostly driven online, the geographical diversity of applicants could be further improved in the future. Partnering with more regional institutions and networks of local administrations (such as ANCI, Rete READY or Rete Città del Dialogo) could offer a solution to this challenge in the future.



# *The scientific committee*

To support the program's success, and in particular an equitable and solid recruitment of the beneficiaries, we have decided to form a scientific committee made of **people that are fostering DEI in Italy with success.**



**Isabella Borrelli**  
VP "Period Think Tank"  
and activist



**Lucia Ghebregiorgis**  
Writer  
and activist



**Yassine Lafram**  
President "Unione  
Comunità Islamiche d'Italia"



**Ronke Oluwadare**  
Psychotherapist  
and business coach



**Valentina Perniciaro**  
President  
"Fondazione Tetrabondi"



**Adama Sanneh**  
CEO  
"Fondazione Moleskine"



**Francesca Vecchioni**  
President and founder  
"Diversity"

# The selected beneficiaries



5 are from the north of Italy,  
6 from the center, 4 from the  
south, 1 operating just online



5 of them focus on second  
generations and/or against  
racism, 5 on gender and sexual  
orientation, 3 on disability and  
mental health, 3 on social  
inclusion and youth policies  
in general



8 are from cities; 3 operate  
across multiple locations in the  
same region; 4 are operating  
in mid or small towns; 1 online





# Heroes //

## evaluation: online training

1st out of the 2 cycles of the educational path

## Evaluation \ Online trainings

**The geographical and structural diversity inside the class represented a strong chance for peer-learning and exchange** (further enhanced during the mentoring phase and the participation in the Summer School) and is therefore a positive driver for networking. Also the diversity of subjects in the educational program gave participants the opportunity to approach topics and skills they did not know: “Heroes” online trainings (the first educational part of the program) are designed to offer beneficiaries a structured educational program with the precise intent to **widen the tools and perspectives available to them and their organizations** - that can motivate them to explore later in the mentoring phase skills they haven’t considered before.

Offering a package of modules with different subjects is a strength of the program, as it **pushes beneficiaries to create links among the topics**, and offers the chance to exit the comfort zone in trying approaches that they have not been familiar with. The **“open badge”** achievement, granted to participants attending at least 80% of the training, was also a driver for enhancing participation.

## Evaluation \ Feedback from participants

*"It has been very interesting. It clarified several doubts I had and it is opening new possibilities for the future of our association."*

*"I wish this was possible to do in person and for it to be longer! I am shy and sometimes I struggled overcome my limits."*

The results are overall positive, with **14 "very positive"** and **7 "positive"** evaluations out of 25 feedback received.

*"I've learnt the value of building relationships and listening - I've realized there's a lot more I can learn."*

*I really perceived the experience and competence of the trainers."*

*"It was challenging, yet so enriching with new ideas and tools."*

## Evaluation \ Feedback from partners

The level of attendance of the online training is generally satisfying and aligned with our partners' experience on free online trainings (**20 activists from 14 beneficiaries collected at least one badge**; 4 collected all of them by attending each individual module >80% of the training time), yet there is space for improvement in team-building and participants' interaction.



*The students showed a good level of participation, putting themselves in play and creating relationships between them. The intervention of our trainer from the US, Boris Franklin, has caught a lot of interest from the audience.*



*The activities created the opportunities to allow the participants to question their needs and skills and acquire specific methodologies. The tools introduced have been highly appreciated and participants reported starting using those.*



*The participants had different backgrounds and experiences, so we adopted a deductive teaching method starting from concrete cases, to overcome the gaps. Overall, the participants were interested and actively participated.*



In the kickoff meeting, we introduced the program and the partners, and then had Tracie Hall, ED of the American Library Association, giving an inspiring speech (linked on the left) on the **importance of intersectional approaches** with **examples from the USA**.

## The kickoff with Tracie Hall



## Cosa ti aspetti dal percorso di Heroes?

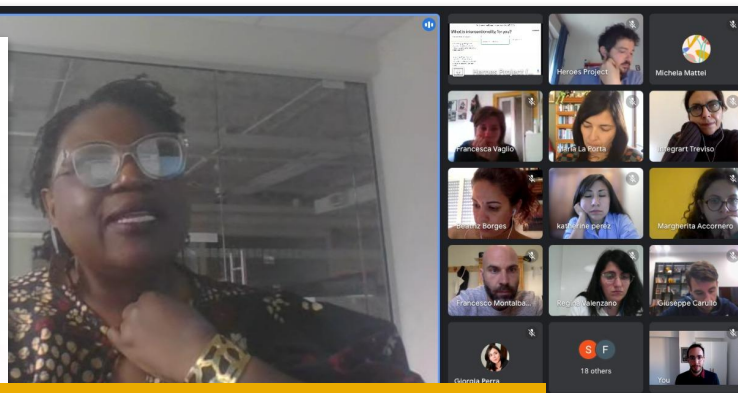
Mentimeter

Acquisizione di strumenti	Ispirazione	confronto
Una formazione trasversale	nove competenze	nuovi strumenti
Informazione	crescita	Strumenti per autonomia
Ispirazione su strategie di azione per moltiplicare il nostro impatto	Fare chiarezza sugli strumenti per attuare reali cambiamenti	Opportunità di crescita e miglioramento sotto vari punti di vista.

## Su quali temi è attiva la vostra realtà?

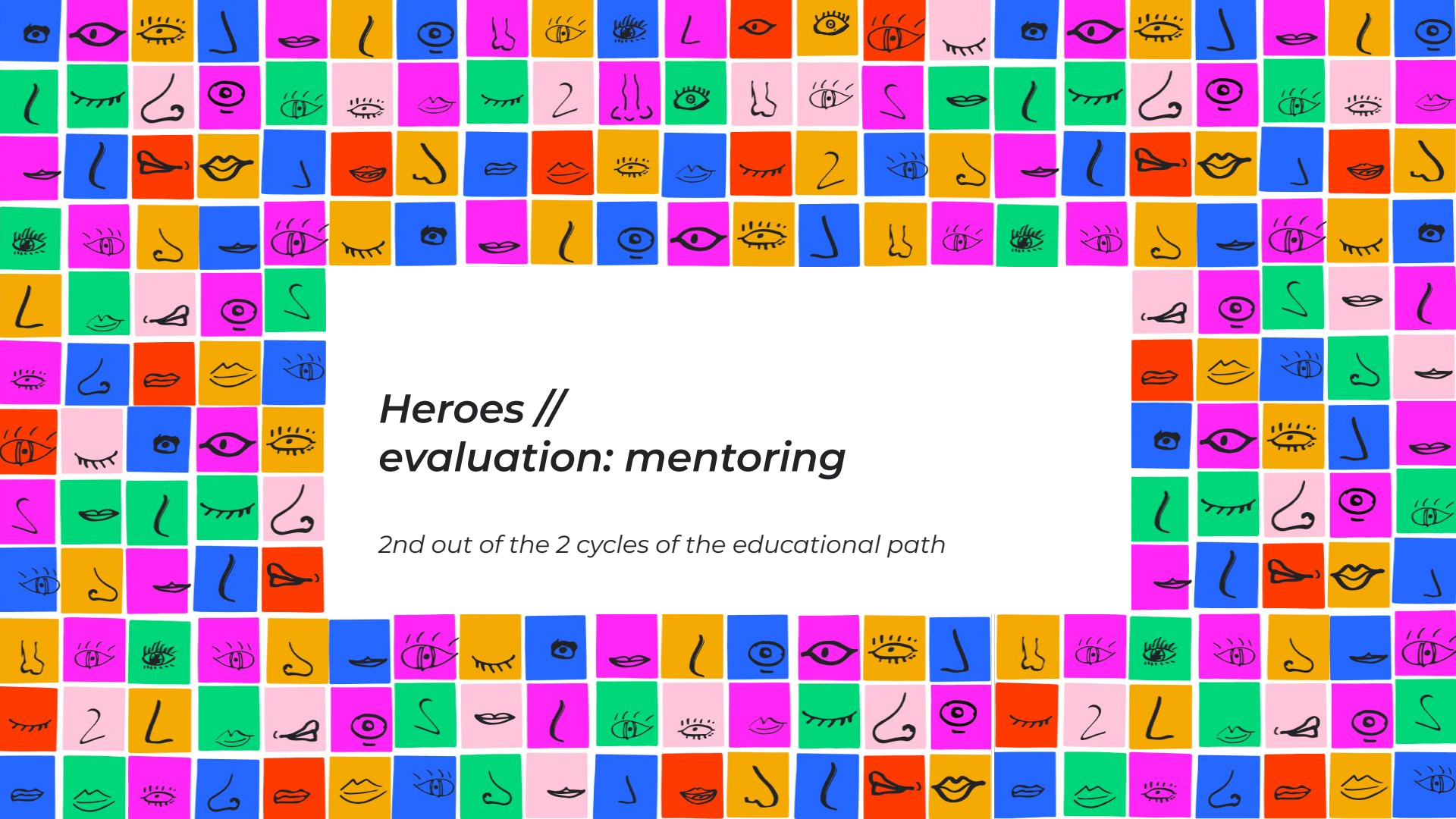


RENA's partners have been using the help of online tools to boost participation, allowing participants to input in several different ways both during the sessions (e.g. **Mentimeter**) and while doing group homeworks (e.g. **Google Classroom**). The use of **Open Badges** assigned depending on attendance levels, has also been used to incentivize students to be present.



# The use of tools for participation





# *Heroes //* *evaluation: mentoring*

*2nd out of the 2 cycles of the educational path*

## Evaluation \ Feedback from partners

To overcome the lack of in-person connection highlighted by beneficiaries during the first round of evaluation, RENA and its partners reshaped the mentoring phase by **increasing the number of beneficiaries** for each partner (3 against 1 exp.) as well as the **number of scholarships** (4 against 3 exp.) to this year's RENA Summer School.



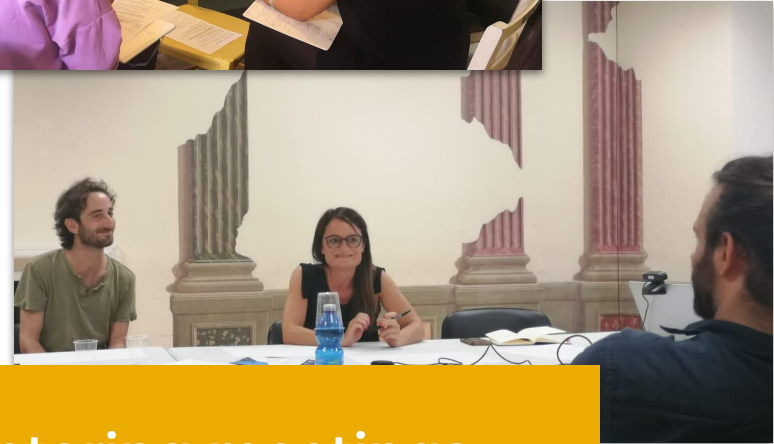
*The participants in our mentoring process have been very motivated and active. In particular, the meeting in presence allowed to make a great leap in quality, both in the exchange between the participants and in strengthening the relationship with the mentors.*



*The organizations have been helped to review their ideas and to create their prototypes that will be implemented in the following months*



*Participants also worked hard on the tools provided - already between the first and the second mentoring meeting, the organizations have implemented some actions; this demonstrates the interest and the intentionality to apply the theoretical concepts as well as the impact of training and mentoring activities.*



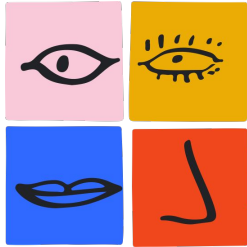
## Pictures from mentoring meetings





*Heroes //*  
*evaluation: networking*  
*and side opportunities*

## Evaluation \ Side events



RENA and its partners ran 3 side events, which **provided beneficiaries with the possibility to give visibility to their projects in public events** (e.g. one of the beneficiaries has been a speaker in one of these) and to **meet members of the scientific committee**. Furthermore, RENA's communication designer has been offering for free her expertise to some of the beneficiaries to help them build their visual identity through innovative processes for which she is writing an University dissertation. In possible future editions we'll have the opportunity to do more planning on these events, opening them more to the co-organization of "Heroes" beneficiaries.

RENA and its partners have been **connecting the beneficiaries and applicants with opportunities also beyond the program** - from elevating calls for proposals to introductions to organizations in our networks looking for collaborations. This includes the participation of beneficiaries to the summer schools of RENA and ActionAid.

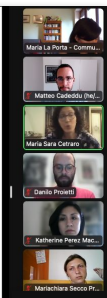


	<b>CALCIOSOCIALE</b>	Educatori dei laboratori di Periphery Organizing a scuola e del Torneo Dojo Un PO'
	<b>ASSOCIAZIONI E ALTRE REALTÀ TERRITORIALI</b>	Parrocchie, ass.ni sportive e culturali, comitati di quartiere
	<b>SCUOLA</b>	Docenti dell'I.C. "Antonio Gramsci" e dell'I.C. "Fratelli Cervi"
	<b>FAMIGLIE</b>	Genitori e nonni legati a Calciosociale e agli istituti comprensivi del quartiere
	<b>SERVIZI E ISTITUZIONI</b>	Servizi Sociali ed Educativi, Forze dell'Ordine, ASL, Assessorati del Municipio XI

**11:30 - 13:00 - Auditorium Enzo Biagi**  
**ReAgire alle disuguaglianze: partecipazione e giustizia sociale**

**Intervengono:** Linda Laura Sabbadini, Direttrice del Dipartimento per lo sviluppo di metodi e tecnologie per la produzione e diffusione dell'informazione statistica dell'ISTAT, Gaetano Giunta – Fondazione comunità di Messina e membro del Forum Disuguaglianze e Diversità; Giovanni Teneggi: responsabile cooperazione di comunità per Confcooperative e direttore Confcooperative Reggio Emilia; Isabella Borrelli, PR & Digital Strategist per Latte Creative, attivista femminista intersezionale e LGBT; Rubina Pinto, coordinamento nazionale giovani Legambiente; Carlo Borgomeo, Presidente Fondazione Con il Sud, Katia Scannavini, Vice Segretaria Generale ActionAid

**Evento in collaborazione con progetto Heroes**  
**ISCRIVITI ALL'EVENTO**



**7 luglio 2022**  
**18.00-19.00**

**Community Organizing**  
not just for one day

## ORGANIZZARE LA COMUNITÀ EDUCANTE

Introduce e modera **Maria La Porta**  
 Associazione Community Organizing

**CATERINA FRANZ**  
Esperienza di progetti di comunità e di attivismo sociale. Ha lavorato per la comunità di Latina dove ha fondato il centro di documentazione e di ricerca della comunità.

**LUCIA GERONZI**  
Esperienza di comunicazione politica ed attivismo per i diritti di cittadinanza. Ha lavorato per la comunità di Latina dove ha fondato il centro di documentazione e di ricerca della comunità.

**MARIA SARA CATTANO**  
Comunità organizzate nel territorio del Dipartimento di Economia del Politecnico di Milano. Ha lavorato per la comunità di Latina dove ha fondato il centro di documentazione e di ricerca della comunità.

**DANIELA PROIETTI**  
Comunità organizzate nel territorio del Dipartimento di Economia del Politecnico di Milano. Ha lavorato per la comunità di Latina dove ha fondato il centro di documentazione e di ricerca della comunità.

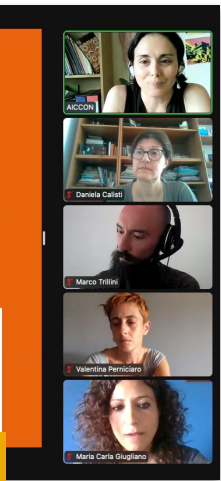
**Associazione Community Organizing Onlus**  
[communityorganizing.it](https://communityorganizing.it)  
 per info scrivere a: [maria.laporta@communityorganizing.it](mailto:maria.laporta@communityorganizing.it)



**"We can beat them, forever and ever.  
 Oh we can be Heroes, not just for one day".**

Heroes è un programma di formazione che vuole valorizzare e connettere gruppi (formali e informali) che realizzano progetti di inclusione sociale in Italia per giovani under 35 che fanno parte di comunità marginalizzate.

<https://www.progetto-rena.it/heroes/>



# Flyers and screenshots from side-events





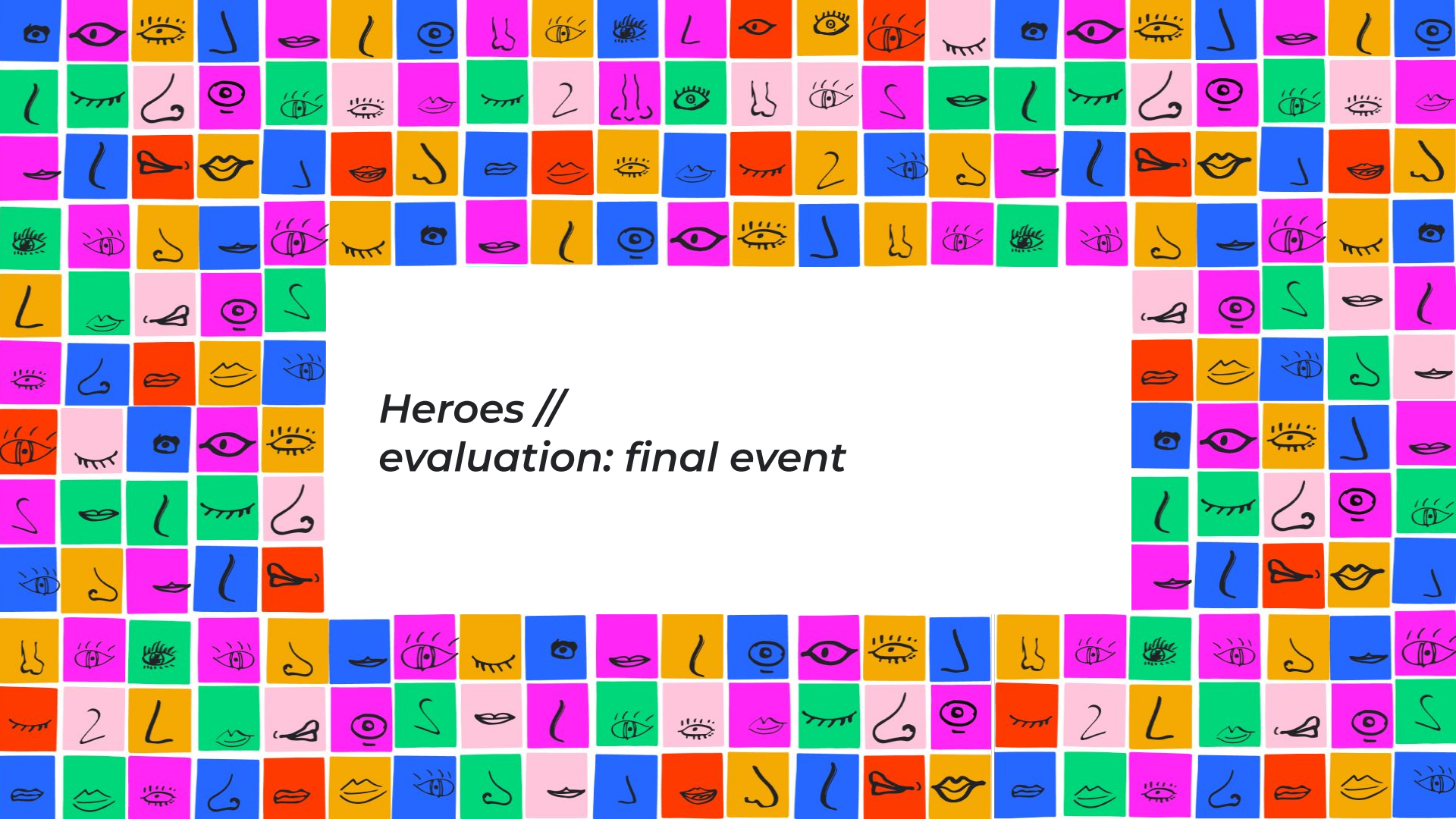
## RENA Summer School 2022





RENA granted to the most active participants **4 Scholarships** for the **RENA Summer School 2022**: an additional opportunity to be inspired by national and international speakers about **intersectionality**.

Participants have also been offered to **become members of the association** for free, entering in RENA's network.



*Heroes //*  
*evaluation: final event*

## Evaluation \ Final Event



Heroes final event directly aimed at favoring beneficiaries' participation: **46 persons** attended it, including **12 activists from 8 beneficiaries** and **3 from eligible non-selected CSOs, RENA Staff and Members, Partners, 3 Institutions** (the Coordinator for the Governmental Office Against Racial Discrimination UNAR, a representative for the US Consulate and the Turin Deputy Mayor for Education and Youth Policies), and **2 Members of Heroes Scientific committee**.

During the working groups and the informal discussions, beneficiaries underlined the opportunity to **keep similar programs running**, especially building **classes of Alumni** over time that could both support the education of new beneficiaries and the network overall.



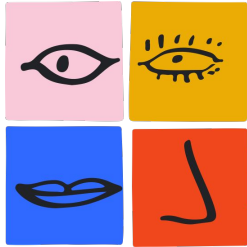
## Heroes Final Event





*Heroes //*  
*evaluation: budget*

# Evaluation \ Budget



**The project activities were accomplished within the general budget scheme and through only minor adjustments.**

In particular, the resources initially destined to mainstream communication (journalists database) were channeled to reach a stronger presence on social media (investing in graphics and photographs).

Assessing a lack of need for translations, we moved that part of budget towards traveling and accommodation for the mentoring phase and the final event, also in response to the need for more in-person meetings.

The rebalancing among budget lines fluctuates between 100 and 250€; the overall final costs exceed the estimated for 200€ (0.75%) - a difference covered by partners through co-financing.

Budget line	Main expenses	Total exp.	Diff. with provisional budget
<b>6.a Personell</b>	Project manager and communication officer	€ 17.586,21	€ 227,79
<b>6.c Travel</b>	Travel and accommodation during mentoring and final event	€ 5.172,41	-€ 101,32
<b>6.d Supplies</b>	Audio/video service and venue, catering and services during final event	€ 2.586,21	-€ 100,15
<b>6.e Contractual</b>	Trainings and mentoring from partners	€ 15.086,21	€ 167,68
<b>6.j Indirect</b>	Lump sum	€ 1.724,14	//
<b>6.k Total</b>	Total	€ 42.155,17	€ 194,01





**Heroes //**  
**recommendations**  
**for the future**

## Recommendations \ Future editions



The overall structure, the hybrid on-offline educational system, the selection of the partners and of the skills to cover and the intersectional approach adopted were the ingredients for a successful project. The high number of applications and interest both from national and local institutions are some indicators for that.

One of Heroes major successes has been seeing that participants initially interested in only one of the three key subjects then **got passionate about learning the other skills too**, as well as learning that some of the beneficiaries **started collaborating with one another** and with some of the partners beyond Heroes. All the beneficiaries that accessed RENA's Summer School **joined the association, willing to be involved** in our network and activities.

All these signals, together with the direct feedback we collected during the in-person final event, lead us to believe that **there is a strong opportunity to keep similar projects running**: building classes of Alumni over time, that can both support the education of new beneficiaries and the network overall, could **scale the impact of this project to the next level**.

# Recommendations \ Things to bring to the next level

Area to grow	Solutions proposed and discussed by participants
<p>More time and space to get to interact, get to know and collaborate with the other beneficiaries and the trainers</p>	<ul style="list-style-type: none"> <li>- <b>More in-person activities</b> - for example a <b>residential weekend</b> to kickoff the mentoring phase, with activities to get participants to collaborate and connect, eventually also launching ad-hoc projects across beneficiaries</li> <li>- <b>Hire a community manager</b>, to facilitate interactions and boost participation, with a particular focus at the program's beginning to do 1-1 check-ins to understand specific participants needs, and to create activities to facilitate the connection among the stakeholders</li> <li>- <b>Map of beneficiaries</b> available to all participants from the beginning (with needs, projects they are working on...)</li> <li>- <b>Online safe channel</b> for communicating and stay in touch</li> </ul>
<p>More mentoring time and more mentors, with the possibility to get additional support on beneficiaries own projects</p>	<ul style="list-style-type: none"> <li>- Potentially <b>start the mentoring earlier</b> (while the trainings are still going), covering longer time</li> <li>- Build an <b>alumni program</b>, where participants from the previous editions can be matched as <b>coaches</b> (with an allowance) to the new beneficiaries. This way the alumni as well keep strengthening their networks.</li> </ul>
<p>More chances for participants to show their own projects to get advice from the larger group</p>	<ul style="list-style-type: none"> <li>- Support <b>participants-led workshops</b> on their projects (e.g. roles exchange)</li> <li>- The above mentioned solutions on mapping and alumni net</li> </ul>

# Recommendations \ Things to bring to the next level

Area to grow	Solutions proposed and discussed by participants
Facilitate the participation of orgs active in rural or underserved areas	<ul style="list-style-type: none"> <li>- <b>Partner more with local/regional institutions</b> and networks of local administrations (such as ANCI, Rete READY or Rete Città del Dialogo) to reach more applicants from rural areas</li> </ul>
Reinforce the current co-creation chances	<ul style="list-style-type: none"> <li>- Invest more in the final event as a <b>co-design workshop for future editions</b></li> <li>- <b>Discuss agenda of side-events more in advance</b> to make space for <b>beneficiaries to lead</b> more of these</li> <li>- Explore launching cross-beneficiaries projects in the residential weekend</li> </ul>
The selected skills for the program have been very much appreciated, but some participants asked to consider also:	<ul style="list-style-type: none"> <li>- More time on <b>communication</b> skills</li> <li>- A module on <b>project writing</b> and <b>project management</b>, that can further empower orgs and serves everybody</li> </ul>
Increase participation to online trainings further	<ul style="list-style-type: none"> <li>- Flexibility in who participates of an org to the different modules helped, but more reflections on the <b>schedule</b> and overall <b>duration</b> may help more</li> <li>- <b>Small inclusive fee</b> for each org for the entire program (e.g. 100€)?</li> </ul>

RENÀ

# HEROES

*not* just for one day

[www.progetto-rena.it/heroes](http://www.progetto-rena.it/heroes)

This program is supported by a  
grant from the U.S. Mission to Italy

