2023 Goldin Global Fellows Evaluation (Spanish Edition)

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> *"I have always thought what is needed is the development of people who are interested not in being leaders as much as in developing leadership in others."*
>
> ~Ella Baker

01 Purpose

This evaluation presents an analysis of the evaluation data collected from the Goldin Institute's 2023 Global Fellows program, which ran from May to November 2023, and is intended to reflect the Fellows' experience both with the program and GATHER platform.

This evaluation is designed to help us understand, and continually improve, the core elements of the Global Fellows program:

- **CURRICULUM:** Assessing topics, skills, and content that was most relevant to the Fellows.
- **ACTIVITIES:** Determining what events and workshops were most beneficial to the Fellows.
- **PROJECTS:** Uncovering the impact of the Community Visioning Summits during which Fellows put tools and principles into action.
- **GATHER:** Evaluating the effectiveness of the GATHER platform and pedagogy in supporting the learning experience of the Fellows.
- **POST-PROGRAM ENGAGEMENT:** Understanding aspirations of the Fellows after completing the program and as part of the Global Alumni network.

02 Methods

This report is based on (1) biweekly anonymous feedback linked to each chapter of the GATHER curriculum, (2) a collective Critical Moments Reflection workshop held towards the end of the program, and (3) the post-graduation online survey completed by all Fellows. While the Critical Moments Reflection workshop was open-ended in nature, the surveys included both multiple choice, rating scales, and prompts for open-ended written reflections.

03   Goldin Global Fellows

The Goldin Global Fellows is one of the Goldin Institute's signature initiatives and is designed to inspire, equip, and connect grassroots leaders working to engage their communities and solve local problems with local solutions. This year, the 2023 Goldin Global Fellows program convened a Spanish-speaking cohort of 20 grassroots leaders from 13 countries, including Chile, Colombia, Cuba, the Dominican Republic, Honduras, Mexico, Panama, Paraguay, Peru, Russia, the United States, and Venezuela.

The program's community-driven approach focuses on bringing often-neglected perspectives and voices to the table for a more inclusive and creative exchange of aspirations, ideas, and strategies. By bringing together grassroots leaders from around the world, the Goldin Institute provides fertile ground for innovative multisector relationships and solutions that can adapt to unique local contexts — while drawing upon the wisdom and experience of peer leaders globally.
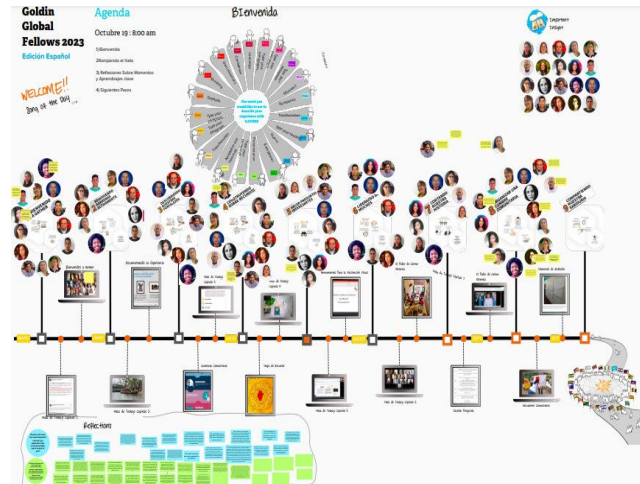
Fellows participated in 24 workshops, roundtable discussions, and events throughout the program.

Since 2002, the Goldin Institute has worked with grassroots leaders in over 60 countries to help advance community-driven social change. Following their graduation in November, the 2023 Global Fellows joined a growing Global Alumni Network with 212 grassroots leaders in 53 countries.

The Alumni Network is a global forum for Alumni to exchange, support each other, collaborate, and continue learning by expanding the GATHER curriculum.
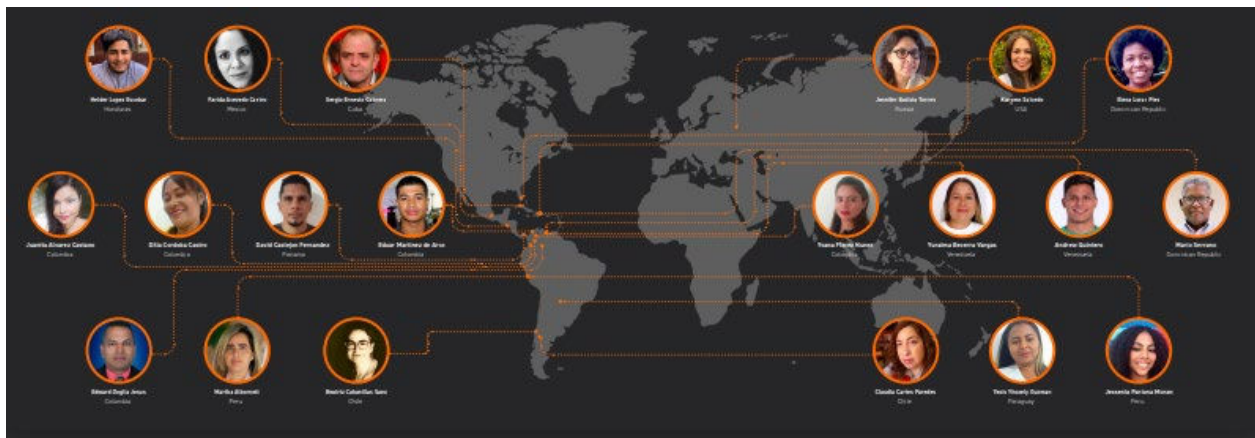
The Spanish cohort of the 2023 Goldin Global Fellows came from 13 countries.

04 Key Findings

> *"What I want to highlight most about this type of space is the interaction with other people who work in very complex areas of social justice, not only in the subject matter but also in the social, political, territorial, and cultural context. Everything I learned from my colleagues becomes example material in classes, training, and organizational work with CONADIS."*
>
> ~2023 Global Fellow Anonymous Evaluation Comment

100% of the 2023 Goldin Global Fellows reported having had a meaningful and positive experience throughout the program, with 94% rating their experience as "excellent" and 5% as "good." Fellows also reported significant positive development in critical areas, such as:

- **Collaboration:** 100% of Fellows strongly agree (66%) or agree (44%) that they developed closer relationships with aligned organizations.
- **New Approaches:** 100% of Fellows strongly agree (83%) or agree (17%) that they learned useful new approaches to community leadership.
- **Storytelling:** 100% of Fellows strongly agree (83%) or agree (17%) that they gained useful skills in telling the full story of their community.
- **Asset Mapping:** 100% of Fellows are extremely confident (83%) or very confident (17%) in their ability to create a community asset map.
- **Leveraging Community Assets:** 100% of Fellows are extremely confident (72%) or very confident (28%) in their ability to work with peers to leverage community assets.

A core goal of the Goldin Global Fellows program is to create meaningful and lasting bonds. More than simply emphasizing leadership development, the Global Fellows pedagogy focuses on building a community of practice that can learn and collaborate together. We are pleased to report:

- **Deeper Bonds:** Fellows reported feeling extremely connected (72%) or and moderately connected (28%) with their peers.
- **Lasting Bonds:** 100% of Fellows reported that they were extremely Likely (61%) or somewhat likely (39%) to stay connected with members of their cohort after the program.
- **Continued Engagement:** 100% of Fellows expressed interest in maintaining their connections and further developing their collaborations through the Alumni Network.

The following data is a general summary of the 2023 Global Fellows post-graduation survey results. The survey was first circulated in early December 2023 and had 95% participation (19 respondents out of 20) by January 2023. The survey comprises 26 questions intended to provide a candid evaluation of the Fellow's experience during the course, their perceived learning achievements, and their recommendations for the future.

04.1 Curriculum and Learning Experience

Overall, 100% of Fellows reported having had a positive learning experience during the course, with 95% rating their experience as "excellent" and 5% as "good."

04.1.1 Please rate your overall learning experience as a result of the GATHER curriculum, including both online and in-person workshops.					
QUESTION	Percent Positive	Excellent	Good	Average	Poor
How would you rate your learning as a result of the GATHER curriculum overall?	100%	95%	5%	0	0

04.1.2 Please rate your learning outcomes as a result of your participation in the Goldin Global Fellows program:						
QUESTION	Percent Positive	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Developed closer relationships with other like-minded organizations.	100%	58%	42%	0	0	0
Learned new approaches to leadership and felt supported on how to apply them.	100%	84%	16%	0	0	0
Feel more confident to tell the full story of my community.	100%	84%	16%	0	0	0
Learned approaches to establishing trust in the community.	100%	84%	16%	0	0	0
Learned to develop projects that build on our local assets.	100%	74%	26%	0	0	0
Practiced online and offline tools for community engagement facilitation.	100%	84%	16%	0	0	0
Feel part of the global network for mutual support, ongoing learning, and collaboration.	100%	84%	16%	0	0	0
Feel empowered and committed to promoting community-driven social change in my country.	100%	84%	16%	0	0	0

04.1.3 Please rate how knowledgeable you feel about the following topics as a result of the GATHER platform and the Global Fellows program:

QUESTION	Percent Positive	Very	Somewhat	A Little	Least
Asset-Based Community Development	100%	90%	10%	0	0
Deficit vs. Asset Mindset	100%	74%	16%	0	0
Asset Mapping	100%	90%	10%	0	0
Appreciative Inquiry	100%	68%	32%	0	0
Use a systems perspective to evaluate community conditions	100%	84%	16%	0	0
Adaptive vs. Technical Challenges	100%	79%	21%	0	0
Feel confident to work with peers to leverage community assets	100%	74%	26%	0	0
Understand how community leadership is different than management	100%	79%	21%	0	0
Understand the importance of removing barriers to enable full participation	100%	84%	16%	0	0
Understand intersectionality and the difference between equity and equality	100%	79%	21%	0	0
Planning and conducting Community Visioning Summits	100%	79%	21%	0	0

04.2 Practical Application of the GATHER Platform

The GATHER curriculum is designed to facilitate practical transformations on the ground by providing Goldin Global Fellows with tools for advancing community-driven social change. During the program, Fellows began practicing the GATHER approaches by undertaking community walks with neighbors, mapping assets in their communities, conducting appreciative interviews, and hosted a Community Visioning Summit with full representation of their community members. After graduation, Fellows committed to continue applying the GATHER approach in the following ways:

- "From our organization we will continue working to carry out what we learned in GATHER."
- "I already applied it; it helped me to reformulate my projects and continue."
- "I have applied it in the new formulations for 2024, without a doubt it has optimized the budgets."
- "Adding the different tools learned to our social empowerment and mental health program."
- "Developing each item learned to grow."
- "Replicating with the community, putting into practice what has been learned, developing new challenges."
- "Carry out replications through civil society or community organizations in Honduras, but above all apply or carry out micro-workshops with colleagues from the organization to replicate it in other countries where they are located and be able to develop the contents in practice."
- "Forming more work groups within the group and taking advantage of the strengths and abilities of each one."
- "Now that I have a new residence, I will be able to apply everything I learned from scratch. At Universo Ateneo, I want to develop and promote the identified assets."
- "Focusing on internal resources and capabilities."
- "Creating community alliances and through measurable and modifiable monitoring."
- "Using the tools you gave us."
- "Through a community music school."
- "Replicating what I learned in every action I take in my community and in the organization in which I am a part. Additionally, I am a facilitator in community development, and I have everything I learned in the Goldin and GATHER program as essential tools from now on."
- "I am a sociologist and have many years of experience, so much of what we review here is something that I continually work with. Even so, what I want to highlight most about this type of space is the interaction with other people who work in very complex areas of social justice, not only in the subject matter but also in the social, political, territorial, and cultural context. Everything I learned from my colleagues becomes example material in classes, training, and organizational work with CONADIS. At the community summit that culminated the GATHER process, CONADIS met for the first time, in person with more members, as the members of the national board usually get together and this time there was a very active presence from the regions thanks to the support that Goldin gave, and that allowed us to

finance tickets and support the design of the day. I carried out this same type of workshop very recently with women with disabilities, who are leaders in highly impoverished and stigmatized territories. There I shared it, too."
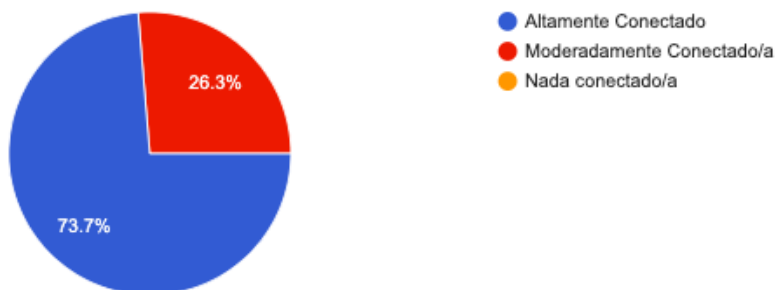- "Using the asset map."
- "In the planning and execution of activities with our volunteers from the humanitarian aid program in Mexico City."
- "Putting it into practice in the projects that are going to be brought to the community."

04.3   Partnerships, Professional Network, and Connections

In addition to peer-to-peer learning, another goal of the Goldin Global Fellows program is to provide a safe space for grassroots leaders to cultivate collaborative partnerships and expand their professional network and connections. By completion of the program in November 2023, 100% of the Fellows reported feeling meaningfully connected with each other; they were very likely to stay in touch after the program and expand their network in the communities in which they work.

04.3.1   How connected do you feel to the other Global Fellows at the conclusion of the course?

73.7% of the Fellows felt "extremely connected" to their peers, while 26.3% felt "moderately connected." No one reported feeling a lack of connection.

Legend:
- Altamente Conectado
- Moderadamente Conectado/a
- Nada conectado/a

Pie chart values: 26.3%, 73.7%

04.3.2 How many of the 2023 Fellows do you feel you got to know well during the course?

100% of Fellows reported building strong relationships with their peers, clearly reflecting a sense of connection. 63% of Fellows reported building strong bonds with seven or more of their peers, and 37% reported building strong relationships with up to six of their peers. No Fellows reported developing zero connections.
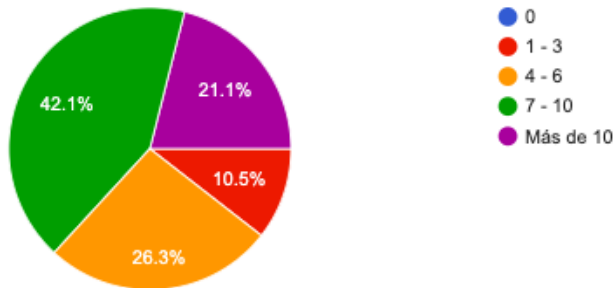
04.3.3 How likely is it that you will stay in touch with some of the Fellows now that the course is complete?

All participating Fellows felt it was likely they would stay in touch with their peers following completion of the program. 63.2% of the Fellows reported it was "highly likely," while 36.8% reported it was "somewhat likely."
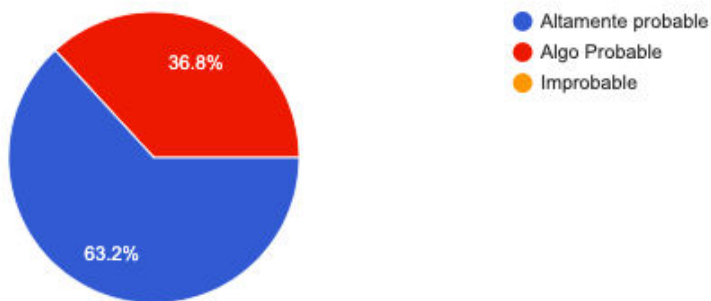

"I think it is tremendously important, especially after the pandemic, to strengthen ties with other people who work on social justice in other territories and in different ways."

— Anonymous Comment, 2023 Goldin Global Fellow

04.3.4 How much did your professional networks and connections in the communities you work in grow as a result of your work with the Goldin Global Fellows?

- Mucho
- Moderado
- Nada

42.1%
52.6%
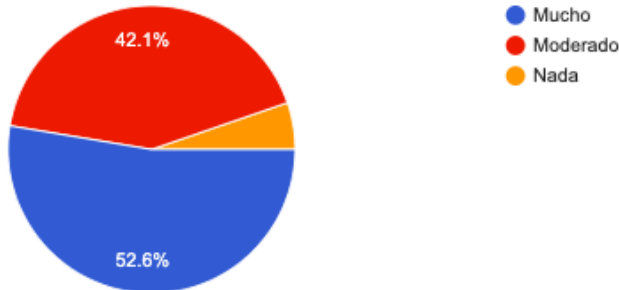
04.3.5 How much did your professional networks and connections across your city grow as a result of your work with the Goldin Global Fellows?

- Mucho
- Moderado
- Nada

57.9%
42.1%
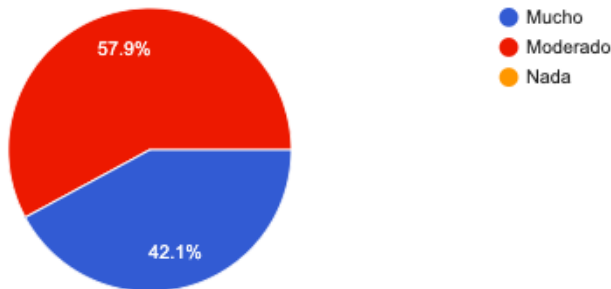
04.3.6 If you have any comments about your connection to other Global Fellows or the effect of Gather on your local professional networks, please write that here (optional).

Sixteen of 20 Fellows responded to this optional question. The comments reflect their appreciation for many aspects of the program, including their peers, what they learned together, the work each develops in their countries, the opportunity to expand their network, and a strong desire to continue working together in the future:

- "An experience to continue learning and replicate it in other places. I hope it will be possible to keep in touch with them and be able to network for the organizations."
- "It would be a great contribution for everyone, maintaining connection, and teamwork."
- "There are high expectations about whether the planning of meetings once a month in 2024 will be fulfilled."
- "Connection with colleagues is very important."
- "Continuity with communication with colleagues allows for growth and permanence."

- "I loved being part of the Fellows family. I would like to repeat this process because it is never too late to learn, because every day something new arrives that we must explore and that helps us with the community process."
- "The connection with other Goldin scholarship holders is incredible. We love it since it is a family, and above all as scholarship holders, visionary people in whom we stay in touch, share resources, information, and concerns about our social or community projects with the Goldin approach. It has been a beautiful experience to meet this beautiful family and community of Goldin."
- "I am in contact with Beatriz since she shares many of my interests in disability."
- "It has been excellent."
- "Related experiences and new learnings."
- "They are all lovely people."
- "I'm not that involved with networks…"
- "There are possibilities to hold a meeting with my community."
- "I feel that the most important aspect of this space was the connection with peers. I said it on different occasions, and I reaffirm it here. I think that is GATHER's strong point and that, supported by the Goldin Institute, would be much more highlighted."
- "I think it is tremendously important, especially after the pandemic, to strengthen ties with other people who work on social justice in other territories and in different ways. The GATHER program generated a sense of community, of knowing that each and every person is trying to improve the conditions of their organizations and communities. And that point is not minor, I think that is the seal that the Goldin scholarship delivers. There is also the professional impact, because this space allows exchange with other people from different countries, it enables the exchange of information, academic, personal, and organizations are also strengthened there. For example, I have been able to work online with people from Moscow, Colombia, Venezuela, the Dominican Republic, Chile. That's a gift from Goldin."
- "Using the community asset map, I see that it is a great tool to continue using and more in the future."
- "Admiration for all fellows."

04.4 GATHER Platform Functionality

GATHER is an online platform designed to support shared learning and collaboration between communities of practice. The suite of tools on GATHER enables participants to learn, work, and reflect together on real issues facing their communities. Structured around a "learning journey," GATHER provides a robust and customizable framework in which individuals and groups can create their own curriculum for social change.

Fellows reported great satisfaction using GATHER to learn and interact with peers: 78.9% were "very satisfied" with the functionality of the platform, and 21.1% were "satisfied." No Fellows indicated any dissatisfaction with the platform functionality overall. However, the facilitator observed that Fellows needed to familiarize themselves with the platform at the beginning before they were able to navigate it confidently. Fellows received periodic support to learn how to use the platform.

04.4.1 Please rank your overall satisfaction with using the GATHER platform?

● Muy satisfecho/a
● Satisfecho/a
● Nada Satisfecho/a

21.1%

78.9%
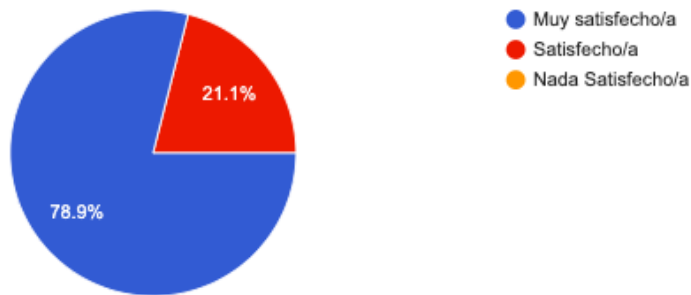
04.4.2 Please rate your satisfaction with the functionality of each of the following aspects of the GATHER platform.					
QUESTION	Percent Positives	Very Satisfied	Satisfied	Not Satisfied	Did Not Use
Discussion board.	100%	74%	26%	0	0
Text chat feature.	74%	42%	32%	21%	5%
Video chat.	73%	47%	26%	11%	16%
Navigation.	95%	53%	42%	5%	0
Library.	84%	47%	37%	0	16%
Field guides and toolkits.	95%	48%	47%	0	5%
Learning journal.	90%	53%	37%	0	10%
Budget tracker.	58%	26%	32%	10%	32%
Alerts and notifications.	79%	47%	32%	16%	5%

Additionally, Fellows had the following suggestions to help improve the platform:

- "The chat could be improved."
- "The GATHER application was very important to develop our tasks and apply them."
- "As for the application, it is very intuitive and easy to use. The problem is when loading information or writing large amounts of detailed information, it tends to automatically delete the information or duplicate more images. I don't know if it was my internet or the platform, but it did work badly on that."
- "See each topic that is covered in the class and immediately do the activities, since the platform is a bit cumbersome."
- "A prior introduction on the platform is needed to make everything easier."
- "Notifications are important since they allow us to be aware of what is happening on the platform."
- "It just took me a while to understand how it worked, but with the support of the coordinators I learned."
- "Regarding the platform, it would be great to provide other support tools, since the platform itself became complex to manage. It was a recurring comment, being lost and lost where we should upload the assignment or the comments after the third module. I think that due to the differences between the group, it would be very useful if a guide dossier was sent at the beginning and that this manual had the modules, the readings, the tasks and was a support to review the platform. I think that the WhatsApp space became, for many, what should have been the platform's forum space. I uploaded tasks and when I returned to the platform, they were not there, they were erased. Here I leave examples: I had extensive interviews with people from my community, with my local partners, with colleagues in this program and that was not left on the platform. It was very difficult for me to upload photos. I think that on this last point, I would absolutely consider a module where we could perfect and share knowledge regarding how to have an impact through social networks. Tools like making videos on TikTok, taking photos, and uploading them to Stories may seem simple, but they require time and dedication, in addition to changing mentality. I have always had a record of my work, but I very rarely included myself in them. Let me explain; I am not skillful at taking photos and 'publishing.'"
- "Discussion forum helped us a lot to nourish ourselves in each virtual meeting."

04.5 Course Activities and Assignments

Fellows reported high rates of satisfaction from the workshop activities and assignments, with 100% of Fellows reporting they were "extremely satisfied" or "moderately satisfied."

04.5.1 Please rate your satisfaction with the following course activities and assignments.					
ACTIVITIES & ASSIGNMENTS	Percent Positives	Extremely	Moderately	Not Satisfied	Did Not Participate
Reading GATHER's online curriculum.	100%	79%	21%	0	0
Participating in the discussion boards.	100%	74%	26%	0	0
Attending weekly video chat roundtables.	100%	90%	10%	0	0
Making a community asset map.	100%	95%	5%	0	0
Conducting Appreciative Inquiry interviews.	100%	90%	10%	0	0
Plan and Host Community Visioning Summit	100%	79%	21%	0	0
Planning the Global Fellows graduation event.	100%	84%	16%	0	0

Fellows had the following comments with regards to activities and assignments:
- "You must continue, it is a positive way of working and it should be applied in new projects."
- "Excellent activities, well explained, professionals with a high humanistic character, nothing to change."
- "Very appropriate, adaptable."
- "Everything is excellent.
- "The activities were very planned."
- "Excellent program."
- "I have a high level of satisfaction with the approach to the tasks, I would only like this to be reflected in the platform through a different methodology that considers the diversity of the group in terms of connection capacity, knowledge of social networks and management of platforms. I think the course program is fine, but the platform needs to be modified. I would give as an example the platforms used by the OEA portal and other training courses in which I have been."
- "Putting disability on the table."
- "Everything is excellent!"
- "I liked them quite a bit."
- "Excellent graduation planning."
- "The activities are incredible, I learned a lot from the different activities and having access to the readings of each intern filled me with knowledge."

04.5.2 How satisfied are you with the Community Vision summits you planned and implemented?

Fellows were generally satisfied with their Community Visioning Summits. 95% of respondents felt "satisfied" or "extremely satisfied" with this activity.
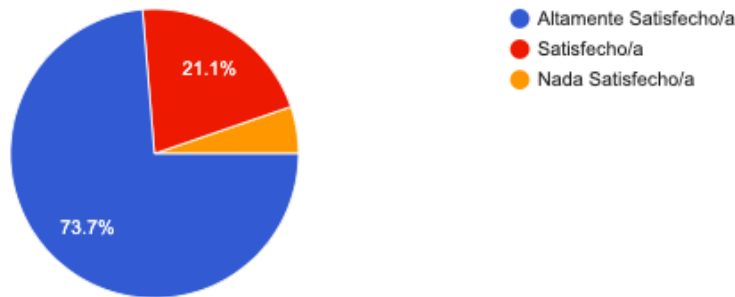
Fellows offered the following feedback:
- "We must continue promoting these spaces."
- "The meetings were our motivation for our functionality."
- "Excellent, I loved learning and practicing with people and in different spaces, seeing that all over the world, even in high countries, there are also needs and risks and seeing how they confront it."
- "Very nutritious."
- "I feel highly satisfied at being able to put into practice what I learned in GATHER, and above all also being able to reach and connect with the different leaders of civil society and local authorities or local government."
- "The meetings are interesting, and we gained experiences from each one of them."
- "I loved that initiative."
- "It is an experience that I intend to return to in all the projects in which I am involved."
- "It was the first time I made one, I am happy that everything turned out very well."
- "It is a great experience with community actors."
- "I discovered that each meeting had an intersectional focus, and that each community has its own stories."
- "At the time of holding the Community Summit, my only difficulty was the budget and Goldin's support was fundamental in that regard. I also felt very supported by the team, mainly because of the coordination work carried out by Lissette Mateus. I believe that in the coordination positions of this type of spaces, it is essential that there be someone who lovingly cares for the process so that people feel integrated, considered, and listened to within all the aspects that are presented here. I think that their coordination was successful in generating that feeling of community united by the same desire for work and that is something meritorious, because I have been in many similar spaces and that is not always achieved."
- "The meetings helped me a lot to nourish myself and know what the needs of our community are."

04.5.3 How many hours per week on average did you spend on Gather and Goldin Global Fellows work.
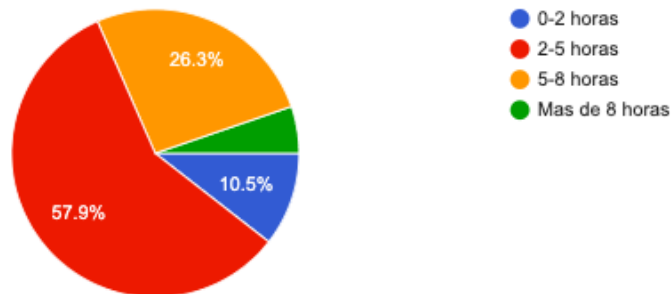
Most Fellows (57.9%) spent 2-5 hours per week on the GATHER course. This is exactly the time estimated as necessary to complete course activities and assignments. A few Fellows spent longer hours — some exceeding 8 hours per week. We have learned that Fellows who dive deeper into extra learning materials in the library tend to spend more time on the course than their peers.

In addition to this data, Fellows also shared more comments about sections of the program where they spent more or less time:

- "I sat down and made the plan for the week and little by little the tasks."
- "Yes, it took me longer on my community map."
- "The same average time for all."
- "Yes, in the sections where there were videos in English, but I like it because that way I practice another language."
- "That ephemeral work of walking, meeting, observing the territory, even if it is not very palpable, is essential."
- "Completing tasks, reviewing what has been seen, community meetings, etc."
- "To carry out activities in the community required more time, I loved the platform because of so much information it contains."
- "I had little time since I am a private worker and a homeowner, apart from the activities of my group."
- "Some sections of the course I worked much more than in others, some due to the programmatic content being much shorter than others, but there was a balance between work and the activity that we had to carry out to contribute to GATHER."
- "Yes, there were sessions that took longer because I had to read more, and I kept looking at the answers of some classmates."
- "Yes, sometimes in a week I spent more than a day, there was a moment when I was overloaded and neglected a little, but I tried to get back to it."
- "There were sections that, due to my own work, I could dedicate more time to, but they were all interesting."

- "I spent more time on the more complicated ones to learn much more."
- "I dedicated more than eight hours a week to the specific program, especially the last modules. Not only because of the exercise of completing tasks and answering questions, which I did not fully complete on the platform, but because there was a lot of interaction that grew throughout the program and in recent months the contact with other colleagues."

04.6 Continuous Involvement and the Alumni Network

"The Fellows are the fuels in this connection. This network will be our sharing zone where I'll get all the feedback to combat my challenges which support me to reach my future goals."

−2023 Global Fellow Anonymous Evaluation Comment

04.6.1 How interested are you in the following ways of staying involved with your cohort of Goldin Global Fellows, the GATHER team, previous cohorts of Goldin Global Fellows, or the Global Alumni Network?

QUESTION	Percent Positives	Extremely Interested	Somewhat Interested	Not Interested
Periodic GATHER roundtable video meet-ups.	100%	89%	11%	0
Technical support from the Goldin Institute for work in your community.	95%	84%	11%	5%
Collective action with other Global Fellows on shared concerns.	100%	84%	16%	0
Updates from GATHER peers on their work.	100%	84%	16%	0
Access to new curriculum on other topics on the GATHER platform.	100%	84%	16%	0
Information on grants, fundraising, fellowship, and training opportunities.	100%	89%	11%	0
Opportunities to meet and converse with future cohorts of Fellows.	100%	79%	21%	0
Designing and delivering trainings yourself on the GATHER platform.	100%	74%	26%	0
Media and social media outreach and support.	100%	84%	16%	0

04.6.2 Are there any other follow-up activities that you would find useful?

Fellows are generally interested in continuing to stay connected via a community of practice for ongoing support, mutual support, and collaboration as indicated in the survey response above. They also highlighted the following activities which they think would be useful:

- "Participate in meetings to share our progress."
- "By creating indicators."
- "Activities on community leadership."
- "Those that are estimated in each need."
- "How to work with young people."
- "They have covered most of it, but I would like to get much more involved in Goldin and be able to contribute my grain of sand as a sign of gratitude to Goldin and it is something that I love."
- "More time at the weekly tables."
- "Count me in."
- "I think the above are enough."
- "Share the activities that arise in WhatsApp groups."
- "I think it is absolutely useful to project the work of colleagues and be able to share learning. This is key to maintaining contact and being able to generate a stable Network that aims to work on joint projects."
- "We made a schedule of meetings between fellows of the cohort."
- "Continue joining our social networks."

04.6.3 What topics or workshops would you like to see in future Global Alumni roundtables?

Several topics emerged as possible workshops. The highest priorities for the Fellows appear to be:

- "Feedback on important topics that must continue to be brought to the communities."
- "Community work."
- "In-depth training in indicators."
- "About new updates."
- "Review of the themes of each organization."
- "About projects."
- "Community linkage and local governments for the development and implementation of local development agendas in municipal investment plans."
- "I think it is also very important to put disability on the table in all areas."
- "Global social challenges and initiatives for change."
- "Monitoring of strategies."
- "What has been the experience of having implemented the strategies learned in the course and its results in our community."
- "Through voting, the issues that the alumni work on are addressed, so that voices can be united to influence."
- "Discussion forums."

- "Experiences on facilitation, coordination of volunteering, protection of children and migrants, livelihoods for the well-being and social integration of migrants, human rights."
- "Asset map, projects."
- "Climate change, cultural management, social networks."

04.6.4   Are there any other comments you would like to share about your experience with GATHER and the Goldin Global Fellows?

Eighteen Fellows responded to this question. Below are some of the most representative sentiments:
- "May you continue working for the communities."
- "It seems to me that it would be ideal to be able to share what we have learned with our teams and inviting them to be part of Goldin would be a great initiative."
- "Very good operating team."
- "A very satisfactory experience."
- "Goldin is a platform with training and creation."
- "I would love a second part please."
- "A unique experience, with a lot of knowledge. I loved the songs in the morning at the beginning while others connected, plus the participation of each leader in which they encouraged us to participate, that is super incredible, because we could listen to each fellow in the room, in addition to the facilitations by the tutors and the programmatic content was incredible. I want to leave my most sincere congratulations over here."
- "Goldin opened my mind to realities I didn't know in detail."
- "Thank you for the opportunity."
- "In particular, it taught me a new and emancipatory way of doing social activism."
- "Thank you very much for all the work you do, it was an enriching and unforgettable experience."
- "Thank you for the existence of people like you, who promote leaders worldwide."
- "For me, the presentations of the platform's weekly schedules, and the documents and resources that I found, were very useful to me. This is still very important to me when preparing a presentation and a community meeting."
- "I think I knew new work experiences and met beautiful people. It absolutely served to boost my motivation in very complex times on a personal and professional level. I reiterate, that something central provided by this space was feeling supported, ending up laughing at the difficulties with colleagues, offering us support and tools of different types, both professional and personal, and that is something that I am very grateful for. I think that without this space, this year's transit, and the highly demanding tasks of the organization I am in would have been much more difficult."
- "Excellent training with teachers Lissette and Martha Porto."
- "Excellent."
- "Occasional virtual meetings. And a bank of calls, to help us in our projects."

04.5.5   How do you hope the Global Alumni Network can help you reaching your future goals?

Fellows hope the Alumni Network can assist primarily with:

- "Replicating the good that they do in their territories to apply it in our communities and organizations."
- "Sharing innovative tools."
- "Sharing new activism strategies."
- "Support and connections."
- "Supporting global and collective meetings to provide knowledge in development."
- "Meeting more often, sharing our stories and things we do everyday risks and opportunities."
- "Through accompaniment, by sharing experiences, having a space for group reflections, and giving continuity to the different challenges or adaptive challenges in the community and supporting each other."
- "With their experience and generating support networks."
- "Providing diverse support, knowledge, experiences, etc."
- "Providing space for debate and access to resources and information."
- "Accompaniment."
- "Helping each other."
- "Sharing their experiences, strategies, knowledge, and connections."
- "Establishing a work schedule that involves the network in the actions taken and a commitment from each work group. It must have a flexible structure for it to work, and for us to comply with each proposed action."
- "I would like to enhance. Science work through social networks. There are times when volunteer work in complex territories and issues does not absorb much energy and I think I saw civilizing what we do and why we do it through networks, nowadays, it is absolutely essential, and not everyone does it. I think this would be a fundamental contribution. Many thanks to the entire team that made this space possible."
- "Stay connected in discussion forums when we have some type of situation in our community and cannot resolve it."
- "Knowing the experiences of my colleagues, sharing my knowledge and own experiences periodically."
- "Support network to contribute ideas."
- "Sharing our experiences, growing fair and networked, cooperating between our projects and territories."

04.7   Chapter Evaluations

At the end of each chapter in the GATHER curriculum, Fellows are asked to identify and evaluate what stood out to them as the most important topics. The results below tease out

general categories and themes, ranked by the number of Fellows who mentioned them in their comments:

- **Chapter 1**
  - Peer introductions (14)
  - Videos and external resources (11)
  - Unknown concepts and theories (7)
  - How to take photos and videos (5)
  - Learn more about the platform (5)
  - Interactive roundtables (4)
- **Chapter 2**
  - Seeing different perspectives (4)
  - Intersectionality (3)
  - Relationship between power and privilege (3)
- **Chapter 3**
  - Asset mapping, "maps are arguments" (10)
  - Leadership skills (7)
  - Microcredits in Bangladesh (4)
- **Chapter 4**
  - Asset inventory (4)
  - Interview with Yody Kreztman (3)
- **Chapter 5**
  - Appreciative inquiry and examples (14)
- **Chapter 6**
  - Inclusion of marginalized/impacted voices (8)
  - Adaptive leadership (3)
  - Management vs. leadership (3)
- **Chapter 7**
  - Writing projects (4)
  - Storytelling (2)
- **Chapter 8**
  - Community Summit brainstorms and preparation (5)
  - Mobilizing vs. engaging vs. gathering (3)

The survey results allow us to consider important points for the facilitation process that will be carried out with our new cohort. Specific topics and suggestions include:

- **Meet Other Fellows:** Motivating our Fellows to meet each other and start generating a weekly habit is key, so that at the end of the course they have had the opportunity to build connections, recognize commonalities, and feel supported as social leaders in the Goldin Global Fellows program. In addition, we should give them additional time and space in our roundtable planning so they can get to know each other during the course on specific topics.
- **Platform Training:** It is important that all Fellows emerge from the first chapter with a high degree of familiarity and comfort with the GATHER platform. Investing additional time on the front end will help boost engagement with the assignments and platform overall.
- **Videos:** Fellows expressed a need to create videos and photos for their organizations, and also noted that videos in particular allow them to understand more easily and in dynamic way the topics contained in each chapter.
- **Topics:** In each chapter, there are topics that are more important or interesting than others. However, it is important to note that in the case of the 2023 Spanish cohort, one concept

that became highly relevant was Appreciative Inquiry. This is seen in the responses given in the evaluation, in the number of people who identified it as very important, and in the different ways they applied it within their organizations. In addition to this, the issue of the types of leadership and the skills of each leader.

- **Knowing and Collaborating:** Developing a greater understanding of peers and the local contexts in which they work is essential. Specifically, Fellows suggest in all the chapters the fact of being able to know the work of others, to know how they started, how they have faced difficulties, how community leaders, want to exchange ideas, get feedback on what they do, know how they implement the projects they have, who finances the project, who are the people who help them, their successful experiences, but also the experiences of failure and how they have coped with it. Finally, they express the need to know the capacities and skills of each fellow, connected to this, the issues with which they work, how to strengthen support networks, and what activities they know that have strengthened networking and collaboration.
- **Projects:** Fellows want to learn more about how projects can be structured to secure funding, as well as project management methodology and international coordination.
- **Social Media and AI**: Sharing the work that Fellows do on Goldin's social media was a recurring theme. Another area to explore is working with AI and how it can help generate social transformations.
- **Leadership:** Fellows want to continue strengthening their social leadership and seek to learn more instruction in topics such as negotiation, communication, teamwork, strategic thinking, and organizational leadership. In addition to the above, they wanted to delve deeper into different types of leadership skills and adaptive leadership in particular, and provide them with tutorials or videos of dynamics and tools that can be used to develop specific topics in their communities.
- **Tell Your Story Live:** In the chapter on storytelling, Fellows want to learn how to structure a live talk (and specifically a TEDTalk) that is impactful and includes a call to action.
- **Printed Resources:** Fellows want topical guides that can be used to help implementation in their communities, as well as practical exercises to talk about the strengths and skills of the teams and communities.
- **Videos:** Creating videos with practical aids for your organizations.