



INDEED

Evidence – Based Model for Evaluation of
Radicalisation Prevention and Mitigation

Deliverable No. 6.6

D6.6 Gender, Ethical, Legal and Societal Acceptance of INDEED results

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Abstract:

This deliverable presents the gender, ethical, legal and societal acceptance of the INDEED results. The assessment of the results was implemented by two different research aspects, a survey dedicated to external practitioners and policy makers and a series of Focus Group meetings with the contribution of legal experts.





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List of Acronyms

Acronym	Definition
INDEED	Strengthening a comprehensive approach to preventing and counteracting radicalisation based on a universal evidence-based model for evaluation of radicalisation prevention and mitigation
PVE	Prevention of Violent Radicalisation
CVE	Countering Violent Radicalisation
WP	Work Package
EBEM	Evidence-Based Evaluation Model
GELSA	Gender, Ethical, Legal, and Social aspects
GDPR	General Data Protection Regulation
TFEU	The Treaty on the Functioning of the European Union
SAB	Security Advisory Board
DMP	Data Management Plan
PSO	Project Security Officer
DPO	Data Protection Officer





1 INTRODUCTION

1.1 INDEED PROJECT OVERVIEW

INDEED aims to strengthen the knowledge, capabilities and skills of PVE/CVE and De-radicalisation first-line practitioners and policy makers in designing, planning, implementation and in evaluating initiatives in the field, based on evidence-based approach.

INDEED's main results, according to the Grant Agreement, were:

1. The Universal Evidence-Based Model (EBEM) for evaluation of radicalisation prevention and mitigation.
2. A practical EBEM-based Evaluation Tool.
3. A collection of user-friendly repositories (repositories of radicalisation factors and pathways into radicalisation; factors strengthening resilience to radicalisation. repositories of evidence-based practices) for practical use by practitioners and policy makers.
4. Targeted curricula and trainings (offline/online).
5. Lessons Learnt and Policy recommendations.

In addition to the above results, E-guidebooks were also created to introduce practitioners and policymakers to evidence-based evaluation in the PVE/CVE and De-radicalisation field. At this point, all results are integrated and openly accessible in the INDEED multilingual Toolkit for practitioners and policy makers in the field for the entire lifecycle of PVE/CVE and De-radicalisation initiatives, from design to evaluation (<https://www.indeedproject.eu/toolkit/>).

1.2 TASK OVERVIEW

Task T6.4 aims to ensure that the results of the INDEED project are ethically, legally, socially, and gender-sensitive. This will be achieved through an evaluation conducted by legal practitioners and policymakers, who will assess all project outcomes. Specifically, this task involves an impact assessment of the INDEED tools and findings.

To facilitate this process, T6.4 created a questionnaire to be integrated into the overall evaluation of project results. This questionnaire was distributed to external practitioners and policymakers via the SMART Hubs and INDEED's activities, such as workshops, webinars, trainings etc. This approach enables a comprehensive assessment of the ethical, legal, social, and gender (GELS) acceptance of the project's main outcomes. Crucial role to this assessment played the representatives from the third sector, who have closer connections to local communities and are deeply involved in PVE (Preventing Violent Extremism), CVE (Countering Violent Extremism), and De-Radicalisation initiatives.

In addition, four (4) online focus group meetings coordinated by WP Leader and Task Leader were conducted to gather feedback on the questionnaire and on all legal, ethical and gender issues. These insights and discussions were also reviewed by the project's Ethics and Legal Advisory Board Board's experts, that they actively participated.

1.3 EXECUTIVE SUMMARY

This task focuses on ensuring that the results of the INDEED project meet high standards of gender, ethical, legal, and societal acceptance (GELSA). The goal is to assess the project's outcomes in these dimensions through a structured, comprehensive approach involving both stakeholders' and experts' feedback.





In addition, this deliverable assesses INDEED's results on the application of the framework derived from the Charter of Fundamental Rights of the European Union (CFR), by addressing gender equality, ethical considerations, legal compliance, and societal impact. It collects both quantitative and qualitative data through a questionnaire and focus groups, accordingly. The findings from these assessments will guide the refinement of project results, ensuring that they not only comply with ethical, legal, and societal norms but also actively contribute to gender-sensitive and socially responsible outcomes. This process is critical for the successful application of INDEED results in real-world PVE/CVE and De-Radicalisation initiatives, ensuring their acceptance and impact across different communities and regions.

It is also a part of the overall INDEED approach to ethics, which finalizes the continuous ethical monitoring of the implementation of INDEED activities, addressed in Tasks 6.1, 6.2 and 6.3. The following key ethical issues have been acknowledged and incorporated into the project framework and followed during the implementation of this task:

1. Participation of human subjects,
2. Processing of personal data,
3. Handling of incidental findings, and
4. Prevention of misuse of research outcomes.

D6.6 has been reviewed by WP leaders with respect to the correctness of the presentation of the individual tasks and activities. In addition, the external INDEED Ethical and Legal Advisory Board Members provided their feedback and opinion.

1.4 METHODOLOGY

As a first step, WP leader and Task leader developed a questionnaire comprising eight (8) questions, applicable to all INDEED results, and structured around the GELSA (Gender, Ethical, Legal, and Societal Acceptance) framework, as outlined in Tasks 6.1, 6.2. and 6.3.

As a second step, information was gathered from partners regarding various project activities, such as:

- Smart Hub meetings, facilitated by the Smart Hub Focal Points and the Coordinator,
- WP and task-specific events, organized by the respective Work Package leaders, and
- Project-wide events, coordinated by the INDEED implementation roadmap, Coordinator, and dissemination manager.

It was agreed that, at these events, where any or all INDEED results are presented to external audiences, partners would be requested to distribute the questionnaire for each outcome and collect responses. Additionally, partners were asked to allocate specific time during each event for participants to complete the questionnaire.

Into the questionnaire drafting, the main objective was to contain 90% of the questions applicable to all results and up to 10% tailored to specific one. The questions adhered to the GELSA framework developed in the Tasks mentioned above.

Furthermore, for the preparation of the Focus Groups, Task leader requested from partners to identify legal and ethical experts from among their stakeholders (in addition to the External Ethical Advisory Board) to form an experts' pool. This pool included experts across all GELSA domains.

Task leader designed, scheduled and invited experts to participate in focus groups, each dedicated to assessing a specific INDEED result. These groups were scheduled to consist of 8-10 experts who will conduct a quality assessment of the results, complementing the end-user initial feedback collected through the questionnaire. The outcome of the focus groups was agreed to include a detailed assessment of each result in relation to the GELSA framework, along with recommendations for improvement.





The deviations from the Description of Action (DoA) that were proposed and accepted by the Coordinator were the following:

1. The focus groups and the questionnaire will be conducted in parallel rather than sequentially. While the questionnaire gathers feedback from end-users and stakeholders (e.g., practitioners, policy makers), the focus groups will gather insights from dedicated ethical experts.
2. Focus groups will not be organized by region but by individual project results. Each focus group will assess one result and will include a regionally distributed pool of GELSA experts, thereby avoiding overlap in the assessment of multiple results.
3. The findings from the focus groups and questionnaire will be result-specific and will allow for only limited cross-national or cross-sectoral comparisons.





2. OVERALL ASSESSMENT OF THE RESULTS THROUGH A DEDICATED QUESTIONNAIRE

As outlined in the Methodology chapter of this deliverable, the research incorporated quantitative criteria to gain detailed insights from policy makers and practitioners. In contrast to the qualitative criteria applied in the focus groups, targeting policy experts and stakeholders, the quantitative research focuses on interpreting perspectives and feedback within the practitioners on the field of PVE/CVE and De-Radicalisation initiatives. This approach allows for a simpler and wider understanding of the complex ethical, gender, and societal factors that shape the evaluation of the project's outcomes.

2.1 GELSA QUESTIONNAIRE

The GELSA Questionnaire was designed to gather essential insights and perspectives on key issues related to gender, ethics, legal frameworks, and societal impacts of the project's outcomes and tools. This questionnaire contributes to a deeper understanding of how these factors intersect and influence outcomes in policies and initiatives and its results will ensure that these complex factors are adequately addressed, providing valuable input for more informed and equitable practices.

GELSA Framework includes the ethical dimensions, derived from the Charter of Fundamental Rights of the European Union (CFR), and is divided into the four aspects of Gender, Ethical, Legal and Societal acceptance. It is important to note that these dimensions are often interrelated and may manifest together in practice, so replies uncover connections between these factors, providing deeper insights into how they collectively influence decision-making, project outcomes, and policy development.

2.2 SELECTION OF STAKEHOLDERS

The Questionnaire gathered responses from a diverse group of professionals across law enforcement, public safety, academia, and non-governmental sectors. The goal was to assess their insights and feedback regarding the research activities and key outcomes of the INDEED initiatives.

Many respondents came from law enforcement and public safety sectors, showcasing a wealth of practical experience, often with over 20 years in service.

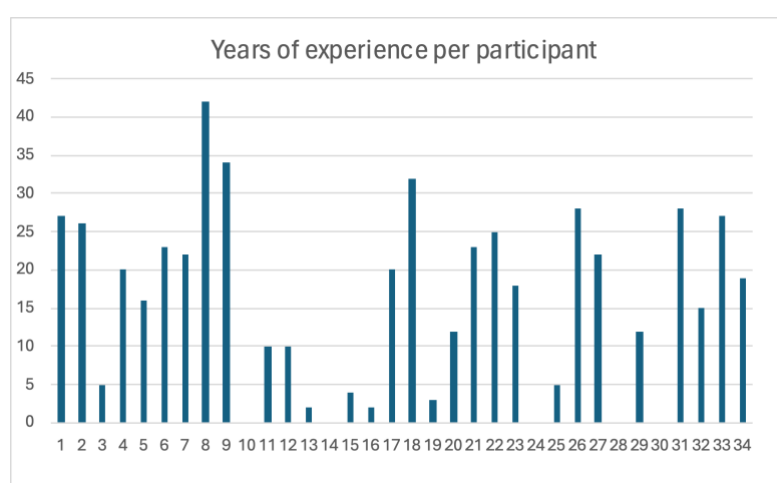


Table 1: Years of experience per participant



The main sectors represented included:

- **Law Enforcement:** This sector dominated the responses, reflecting a high level of engagement from professionals involved in crime prevention, policing, and security management. Key roles included police lieutenants and senior advisers, indicating participation from both operational and strategic positions.
- **Public Safety and Security:** A significant portion of respondents were involved in public safety, with roles that extended to crisis management, correctional systems, and national security planning.
- **Non-Governmental Organizations and Academia:** A smaller, but important, group of participants came from NGOs and academic institutions, offering critical perspectives on crime prevention, social justice, and policy formulation.

The respondents occupied a wide range of roles, from front-line practitioners to high-level policy advisers, which contributed to a broad spectrum of perspectives.

- **Police Officers and front-line practitioners:** Many participants worked in operational law enforcement roles, directly engaging in police work, security operations, and public safety initiatives.
- **Senior Advisers:** Several participants held senior advisory positions, contributing their experience to shaping policy frameworks and strategies. This input was crucial for understanding the practical applications of the INDEED initiative in real-world settings.

2.3 SELECTION OF INITIATIVES

The INDEED project followed a strongly participatory approach. Thus, involved human participants throughout its, identify, involve, innovate, implement, and impact, phase. There were several activities involving human participants including workshops, discussions, webinars, trainings (including Train of Trainers "ToT"), meetings, annual events and national SMART HUBS.

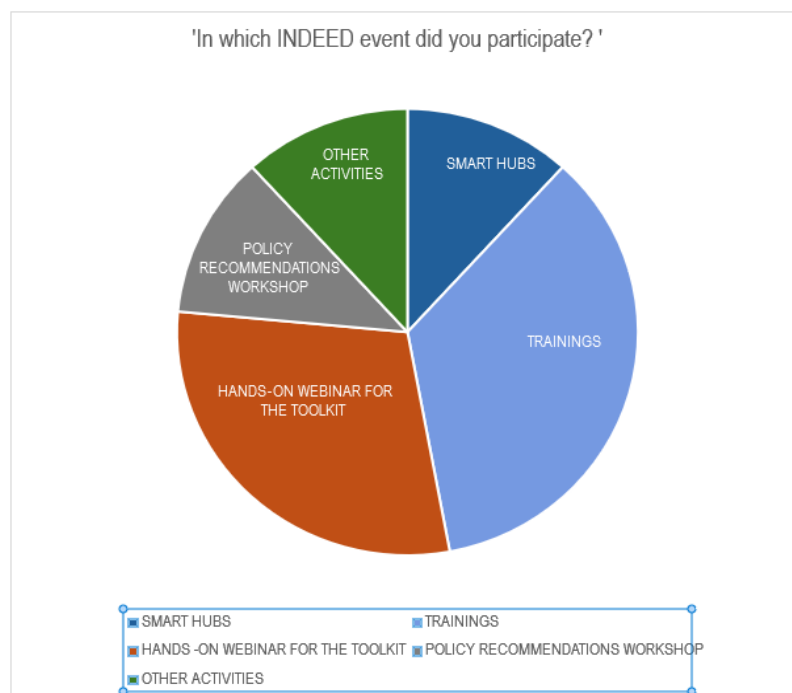


Table 2: INDEED's selected initiatives Analysis of results





Respondents provided feedback on the key results of the INDEED initiatives.

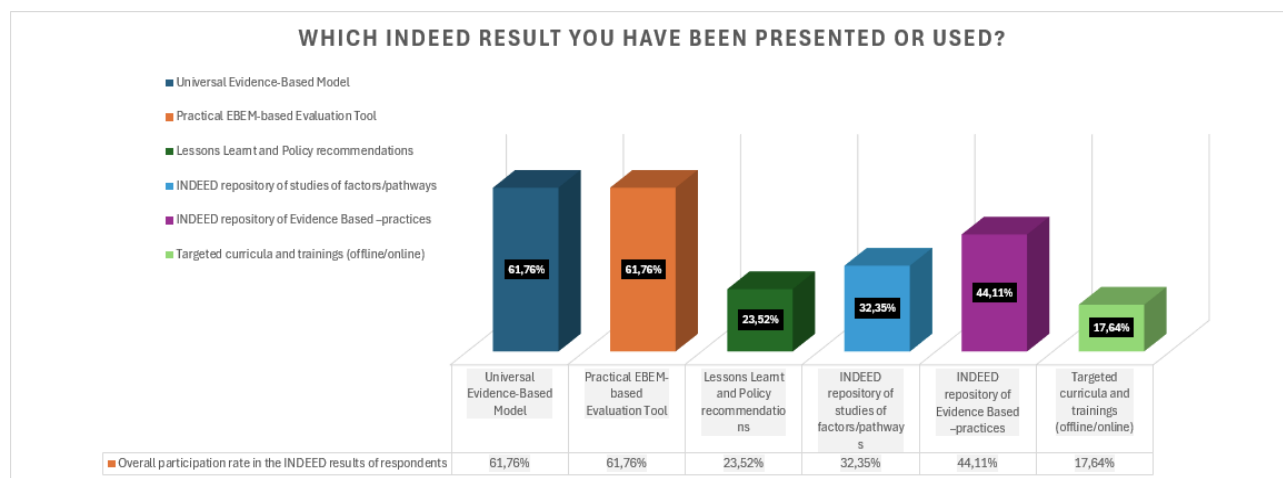


Table 3: Overall participation rate in INDEED's results

The general sentiment was that while the initiative's results were positive, there is room for improvement, especially in terms of practical application.

It follows an analysis per question according to the Questionnaire.

1. Is there Gender-based bias on INDEED's PVE/CVE/De-Radicalisation initiatives?

Gender ethics plays an indispensable role in shaping equitable outcomes and tools that ensure fairness, dignity, and human rights for all individuals. The results of the project reflect a comprehensive and positive application of gender ethics and on advancing gender equality.

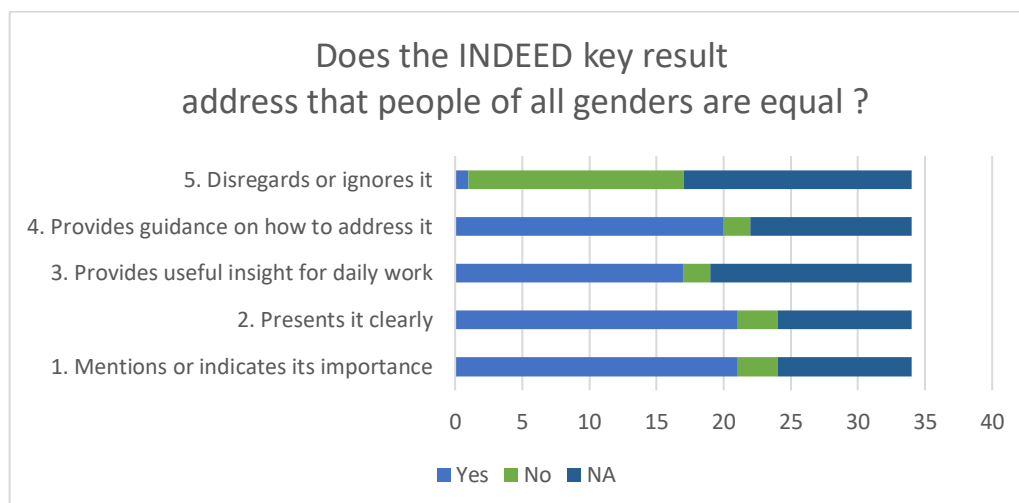


Table 4: Gender equality

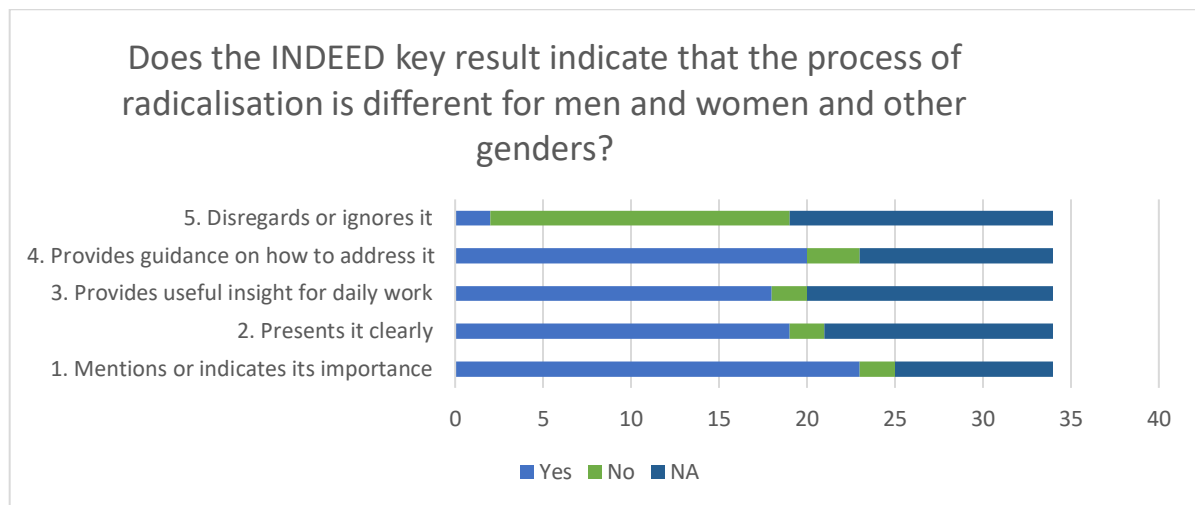


Table 5: Radicalisation process and gender equality

2. Is there a risk that INDEED's PVE/CVE/De-Radicalisation initiatives could reinforce discrimination and stigmatisation?

The project's initiatives are designed with utmost care to ensure that no form of discrimination or stigmatisation is reinforced. A balanced and non-discriminatory approach, where all target groups and individuals are treated with dignity and fairness is structured to focus on behaviors and ideologies rather than the identities of individuals or communities.

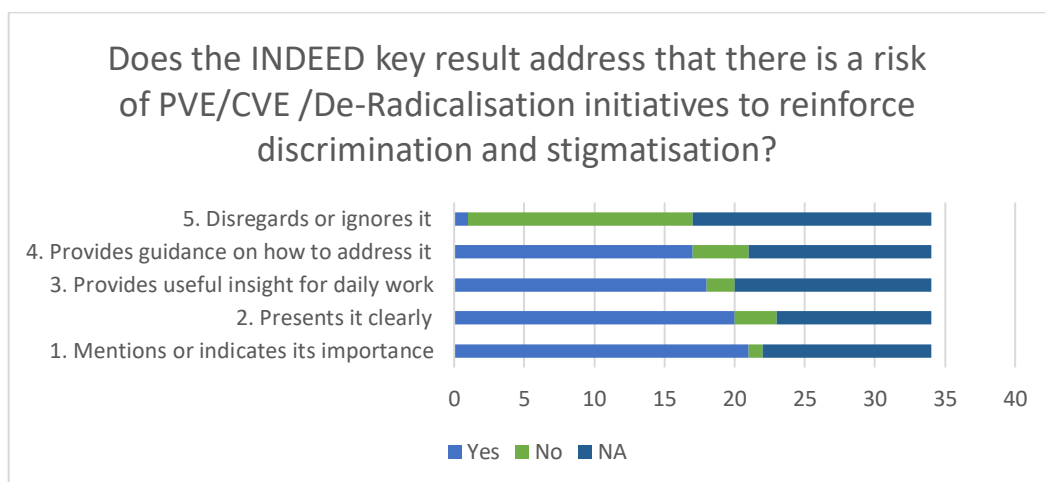


Table 6: PVE/CVE/De-Radicalisation initiatives and discrimination & stigmatisation

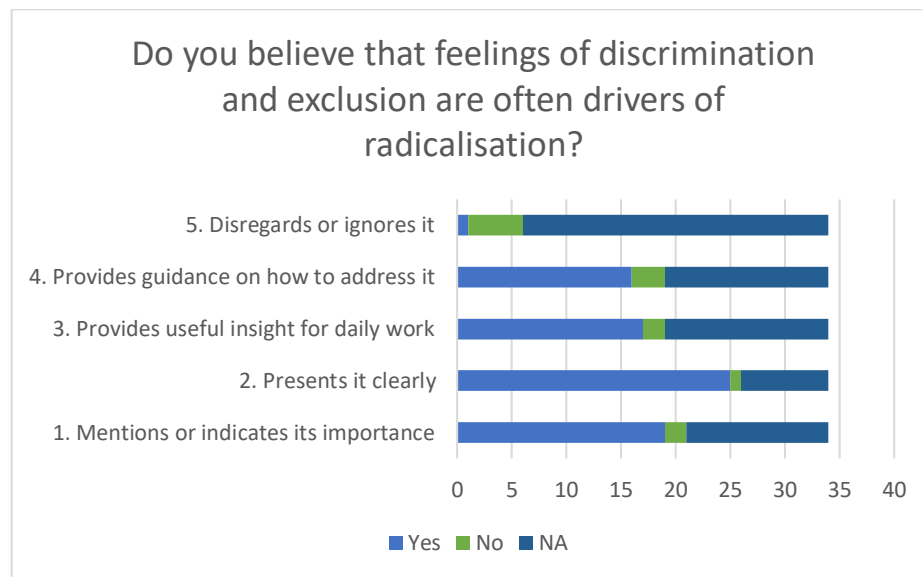


Table 7: Drivers of radicalisation

3. Are INDEED's results rooted in fundamental rights?

The project's results are designed and implemented effectively, in a way that can address the root causes of violent extremism without infringing upon people's rights to freedom of expression, freedom of belief, or freedom of association. The PVE/CVE/De-Radicalisation initiatives are grounded in the principles of human dignity, equality, and non-discrimination, so that the risk of reinforcing prejudice or marginalising any group is minimised.

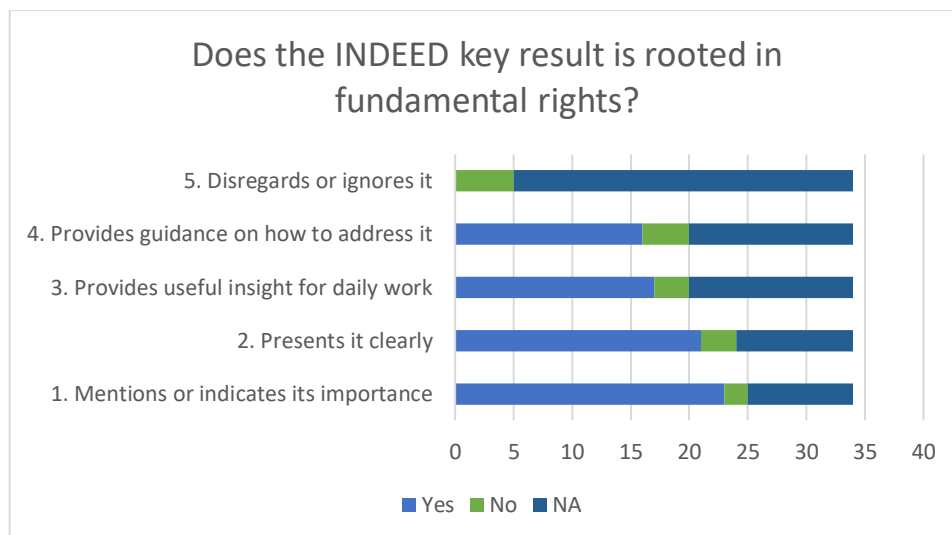


Table 8: Fundamental rights

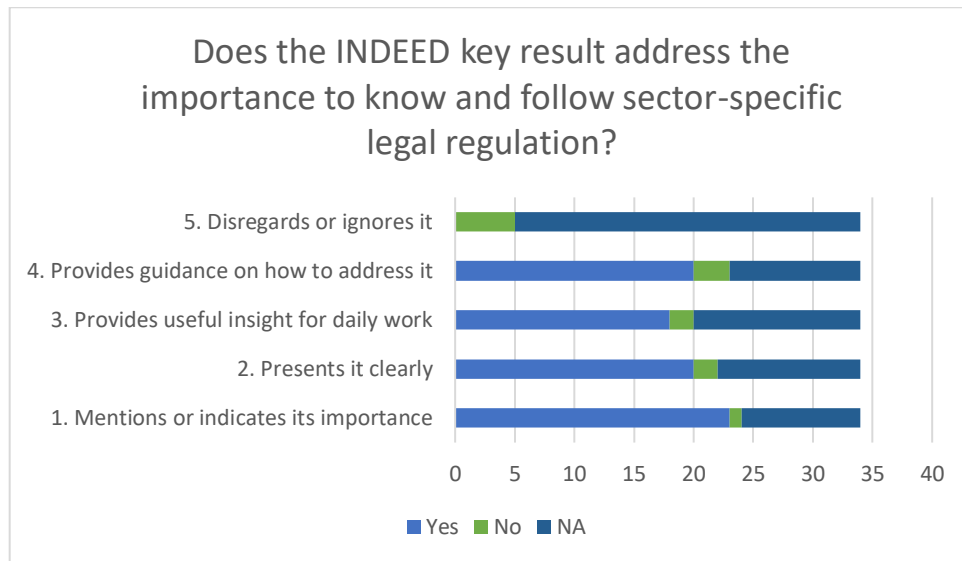


Table 9: Importance of knowledge the legal framework

4. Are there unintended consequences of INDEED's PVE/CVE/De-Radicalisation initiatives on communities and society?

INDEED'S initiatives are carefully designed and implemented with an awareness of the potential unintended consequences. It is crucial to avoid stigmatising or alienating communities, ensure that human rights are upheld, and engage in open dialogue with affected target groups to create more effective and just interventions.

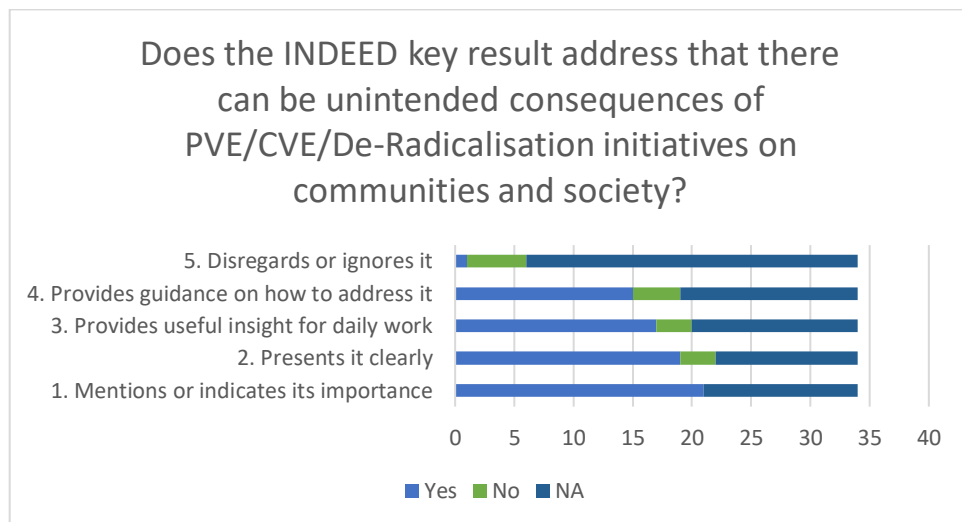


Table 10: Possible unintended consequences of PVE/CVE initiatives

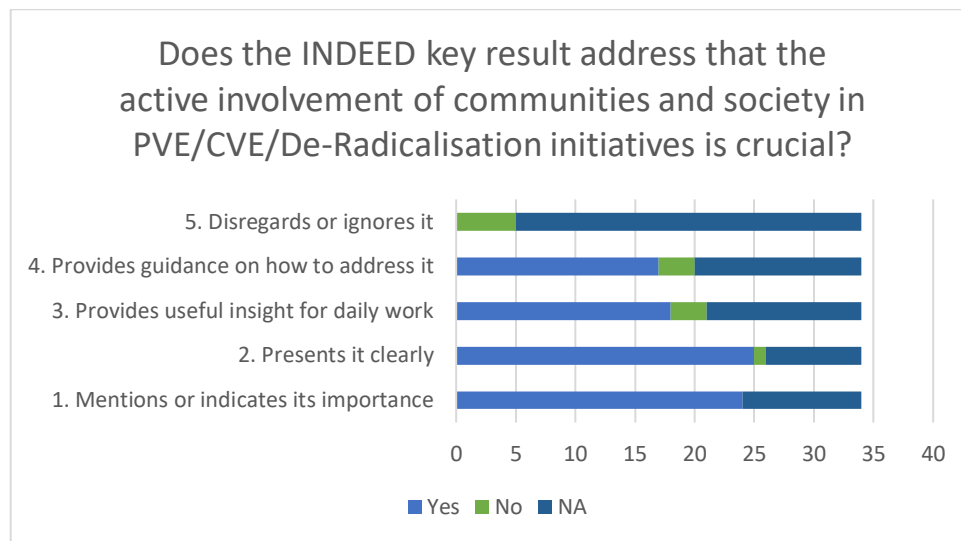


Table 11: Importance of the involvement of communities in initiatives

Key suggestions to be considered

1. Many respondents noted that while the theoretical foundation of GELSA is solid, there is a need for more practical examples and case studies to guide professionals in applying these principles in everyday scenarios. For example, more tailored guidelines for gender inclusion and legal compliance in different sectors could enhance effectiveness.
2. Stakeholder and Community Engagement: Several participants emphasized the importance of involving a wider range of stakeholders, including community groups, in discussions on ethical, legal, and social aspects. They suggested that clearer strategies on community involvement and gender considerations would strengthen the initiative.
3. Training and Workshops: There was strong demand for additional training, workshops, or seminars that focus on the practical implementation of GELSA principles. These could help bridge the gap between theoretical knowledge and real-world application, particularly in complex situations involving legal and ethical dilemmas.
4. Gender and Role Distribution: While the questionnaire did not explicitly track gender distribution, the roles highlighted show that participants came from a range of operational and managerial positions. This suggests that the INDEED initiative successfully reached a diverse group of individuals, with different levels of responsibility in enforcing and shaping policies related to security, crime prevention, and GELSA.

In conclusion, the questionnaire results reflect positive engagement with INDEED's initiatives. However, the need for more practical, hands-on tools, and workshops to guide professionals in applying GELSA principles is clear. The diverse professional backgrounds and roles of respondents provided valuable insights into how different sectors engage with gender, ethical, legal, and social considerations, offering a strong foundation for future improvements in the initiative's outreach and effectiveness.



3. ONLINE FOCUS GROUPS

As described in the Methodology chapter of this deliverable the research was also conducted by using the Quality Criteria to provide in-depth insights from legal experts and practitioners. Unlike quantitative criteria utilised on the survey addressed to policy experts and stakeholders, qualitative research is rooted in interpreting knowledge and perspectives from a legal background. This approach enables a more nuanced understanding of complex ethical, gender and societal factors that influence the assessment of the project's results.

Through the use of Focus Groups, this part of the research aimed to capture the lived experiences of participants, by adopting the key qualitative criteria such as credibility, transferability, dependability, and confirmability. These criteria ensure that the findings are trustworthy and provide meaningful contributions to both theoretical understanding and practical application of INDEED's tools.

The following structure was agreed to ensure that the assessment of INDEED results is both thorough and aligned with ethical, legal, and societal standards.

1. Address the GELSA aspects.
2. Clearly present these dimensions.
3. Highlight their importance for PVE/CVE/De-Radicalisation efforts.
4. Provide guidance on addressing these issues.

3.1 INDEED EVIDENCE-BASED EVALUATION MODEL, EVIDENCE-BASED EVALUATION TOOL AND E-GUIDEBOOKS

The second Focus Group meeting of the INDEED project, held on June 28, 2024, focused on the Evaluation Package developed to help plan, design and conduct the evaluation of PVE/CVE and De-radicalisation initiatives. The conversation explored how these ethical principles and standards were incorporated into the Evaluation Package to ensure responsible, evidence-based evaluation of stakeholders involved in radicalization initiatives.



Figure 1: 2nd Focus Group meeting

The Evaluation Package, consisting of the Evidence-Based Evaluation Model (EBEM), 2 e-Guidebooks and a Web-Based Evaluation Tool, provides procedural guidelines that emphasize gender equality, non-discrimination, and transparency. Ethical principles, such as participation, accountability, and





empowerment, were emphasized throughout the discussion. Participants focused particularly on the inclusion of vulnerable groups, urging that no stigmatising narratives emerge from the evaluation process. One of the major ethical concerns raised was ensuring that the evaluation package accounts for diverse genders and sexual orientations when evaluating PVE/CVE initiatives.

Figure 4. Key ethical considerations in evaluation (based on HRBA and GELSA)

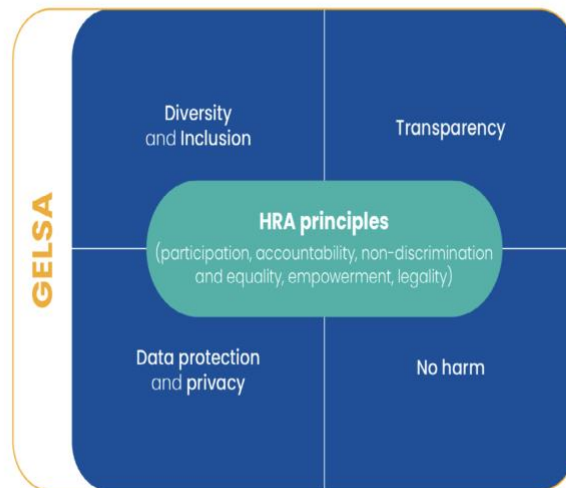


Figure 2: INDEED E-Guidebooks - GELSA considerations in evaluation

A significant part of the discussion centered on the Evaluation Package's GDPR compliance. Participants raised questions regarding the collection of personal data, such as IP addresses, during evaluations. It was clarified that no personal data is gathered, ensuring privacy for users. The Evaluation Package also includes a detailed ethics checklist to guide evaluators in maintaining ethical integrity, especially when working with vulnerable communities. This checklist ensures that data privacy and stakeholder inclusion are respected, with ethical guidance embedded into every stage of the evaluation process.

Figure 3: INDEED EBEM Tool - STAGE 1: PREPARE (Review the Ethics Checklist)



Another key point discussed was the inclusion of communities, particularly how target communities are involved during different stages of the evaluation, from planning to the communication of results. Stakeholder consultation is integrated at every level, ensuring the involvement of communities, especially vulnerable ones, in line with a bottom-up approach. This ensures that the views of both local and professional communities are reflected in the evaluation results. The toolkit provides concrete instructions for involving vulnerable groups in sensitive areas of the evaluation.

Concerns were raised about how the Evaluation Package handles political biases, particularly in countries where certain forms of extremism, such as Islamic extremism, are prioritized over others, like far-right extremism. It was clarified that the Evaluation Package offers an objective, evidence-based approach that assesses all initiatives regardless of political agendas. The discussion also touched upon legal gaps and compliance with national legislation. The Evaluation Package offers general legal guidelines, including GDPR compliance, and encourages transparency when sharing evaluation results with stakeholders. However, participants acknowledged that evaluators must take responsibility for applying these guidelines in diverse legal contexts.

The sustainability of the Tool beyond the INDEED project's runtime was another area of concern. Participants discussed the risk that evaluators might bypass critical ethical steps or use the Tool superficially. It was emphasized that while the Tool provides robust guidance, it cannot enforce ethical behavior—this remains the evaluators' responsibility. The Tool aims to foster a reflective and thorough approach to ensure that evaluations remain ethical and evidence-based. Feedback from training sessions with law enforcement and evaluation professionals was generally positive, although concerns were raised about the practical application of certain features, such as gendered indicators. Participants also raised questions about whether the Tool could inadvertently create polarising or radicalising content due to the sensitive nature of the subject matter. It was explained that the Tool has undergone rigorous validation to mitigate such risks, with multiple layers of ethical review built into the design. Another issue concerned whether the Tool could be used by individuals under the age of 18, but it was clarified that while there are no explicit age restrictions, the tool is intended for professional use.

Key questions raised

1. How are target communities, especially vulnerable groups, included in the evaluation process, and at which stages of the Tool are these considerations reflected?
2. How does the Tool navigate political agenda-setting in different national contexts, particularly when countries prioritize certain types of extremism while ignoring others?
3. How does the Tool ensure GDPR compliance, particularly regarding the collection of personal data such as IP addresses?
4. What measures are in place to ensure that the toolkit is used ethically and that evaluators do not bypass critical ethical steps?
5. How can the Tool promote sustainability beyond the project's runtime, and what feedback has been received from users to improve its application?
6. Can the Tool be used by individuals under 18, and how is access to the tool managed for different user groups?

3.2 INDEED TARGETED CURRICULA AND TRAININGS

The first focus group meeting of the INDEED project on June 26, 2024, addressed key elements of the GELSA (Gender, Ethical, Legal, and Societal Aspects) framework within the INDEED project's training programs. The meeting involved discussions on training materials, integration of ethical aspects into radicalization prevention, and how stakeholders and participants engaged with these ethical dimensions during the training.





Figure 4: 1st Focus Group meeting

The meeting focused on how GELSA was embedded throughout the training materials and tools, including GDPR compliance, and involved vulnerable groups and stakeholder participation. Participants reflected on the challenges of integrating gender and ethical aspects into evaluations, emphasizing the need for inclusivity and rigorous ethics in P/CVE (Preventing and Countering Violent Extremism) initiatives. The participants explored how gendered assumptions play a role in radicalisation and deradicalization processes. Masculinity and femininity were highlighted as key to understanding and addressing radicalisation, including the roles of men and women in extremist movements and the importance of avoiding gender biases.

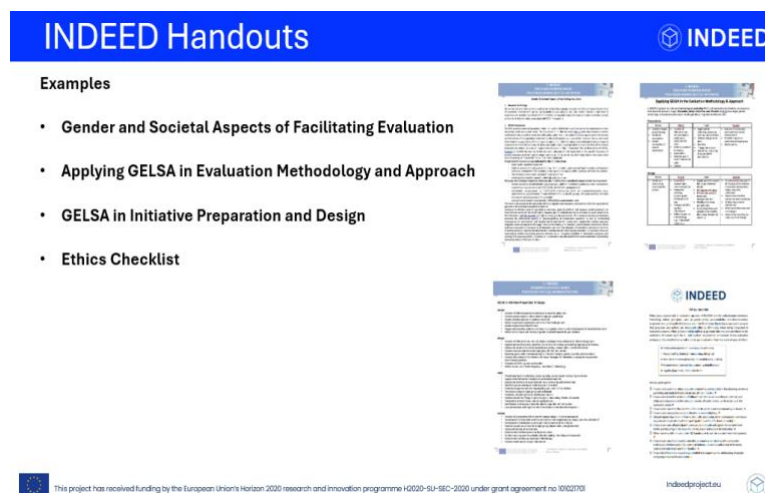


Figure 5: INDEED Handouts

During the webinar, the conclusions that emerged from the completion of the training activities and the issues that raised concerns about GELSA and its application in the training field were extensively analyzed. The training modules on designing evaluations and evidence-based initiatives were discussed, with a focus on how GELSA components are integrated at every stage. The INDEED project conducted three main training sessions in Bremen, Madrid, and an additional "Training for Trainers" meeting. These training sessions integrate GELSA components into every aspect, ensuring a robust understanding of ethical practices, gender inclusivity, and societal impact. One of the elements that emerged was vulnerability and its criteria. The program encouraged diverse backgrounds, focusing on conceptual material and practical tools such as checklists. While participants came from diverse communities, they were not considered vulnerable within the context of the training. During the training courses, participants asked for more concrete examples, which could help them to relate the material



to their work. Tailoring the training for specific sectors or communities is essential for better relevance and understanding. The training also focused on awareness raising, with practical tools provided to participants to argue for the importance of standards in their sectors. The content was designed to be accessible and actionable, allowing participants to advocate within their organisations.

INDEED, selected training materials were created in 10 languages, enhancing accessibility and inclusivity. It includes a knowledge product series (webinars, interviews, podcasts) to continue disseminating the learnings beyond the project's duration. Modular and selected training materials are available in multiple languages, aimed at long-term use and adaptation in different contexts. Participants were informed about the sustainability of trainings beyond the project timeline, with a discussion on cascade trainings that allow local practitioners to deliver the training further in their regions.

The group discussed potential risks, such as oversimplification of topics and biases that could emerge during the evaluation process. The training incorporated analysis of gender biases, particularly in sectors like domestic violence, where assumptions about gender roles (e.g., men as perpetrators, women as victims) can obscure the empirical reality. In addressing extremism, the program highlighted biases and stereotypes, such as focusing primarily on Islamic-based extremism, overlooking right-wing or other forms of extremism. Emphasis was placed on the need to avoid making the ethical aspects a "tick-box exercise" and instead, ensuring a deeper, reflective engagement with ethical principles in practice. The importance of training practitioners on implicit biases and ensuring inclusivity in the composition of training teams was raised, with acknowledgment of challenges in creating a socially diverse and inclusive team in certain sectors.

Participants in the trainings program shared feedback on the need for concrete examples to help understand how to apply GELSA principles in practice. The meeting also raised the issue of ensuring participants have the tools to argue for these ethical standards with policymakers and management, especially when resources are limited.

The field of evaluation is often dominated by academics with limited hands-on experience, leading to biases in how projects are evaluated. The training included a critical look at biases in evaluation, such as exclusionary practices and power relations that affect results. The program emphasized the importance of conducting rigorous needs analysis before implementing projects. Practitioners were trained in developing "theories of change," a crucial but often neglected aspect in the field of preventing violent extremism.

The sustainability of the toolkit and training was a major topic of concern, with discussions on how the materials and tools would continue to be used post-project. It was confirmed that training packages, curricula, and tools would remain available in multiple languages for future use, and stakeholders are encouraged to integrate the content into existing training programs.

Key Questions Raised

1. How was GELSA integrated into the selection of participants and training team composition?
2. What challenges were encountered in applying ethical and gender-sensitive aspects during the evaluation process?
3. How do you ensure that GELSA principles, such as gender and societal aspects, are not reduced to a "tick-box exercise" in evaluations?
4. Were there any risks or biases encountered during the implementation of GELSA in the training materials?
5. How can the training materials be sustained and used effectively after the project's conclusion?
6. How do we navigate tensions between promoting gender sensitivity and avoiding reinforcing gender stereotypes?





3.3 INDEED REPOSITORY OF STUDIES ON RISK AND PROTECTIVE FACTORS

The third Focus Group meeting of the INDEED project on July 8, 2024, focused on the repository of studies developed to understand the risk and protective factors related to radicalisation, as well as the integration of the GELSA (Gender, Ethical, Legal, and Societal Aspects) framework into this tool. The meeting highlighted the repository's purpose, structure, and its utility for stakeholders involved in Preventing/Countering Violent Extremism (P/CVE) initiatives.



Figure 6: 3rd Focus Group meeting

The repository compiles over 250 studies on radicalisation, offering a valuable resource for policymakers, practitioners, and researchers. It enables users to search studies based on risk and protective factors, geographic focus, or ideological strain, making research more accessible, particularly to those without access to paywalled academic publications. The repository aims to bridge the gap between research and practice, supporting stakeholders in designing and evaluating effective P/CVE initiatives. A key focus of the discussion was on how the repository strengthens the design of evidence-based initiatives, helping users to better understand the causes and dynamics of radicalisation. By providing access to a wide array of research findings, the repository helps to inform decisions on program development and evaluation, ensuring that approaches are grounded in solid evidence.

The GELSA framework was highlighted as an essential part of the repository, integrating ethical, legal, and gender-sensitive aspects into the evaluation and design of radicalisation initiatives. The importance of reflecting on gender assumptions, including how masculinity and femininity are framed within radicalisation, was emphasized. Participants stressed that gender considerations should be seen as more than just compliance, urging that they be used to gain deeper insights into the social dimensions of radicalisation. Concerns were raised about selection bias in the repository, particularly in terms of gender representation and studies from non-English speaking countries. While the repository follows strict selection criteria, participants acknowledged the difficulty of identifying relevant research outside the dominant academic languages and regions. There was also discussion on how to avoid reinforcing stereotypes about minorities in the presentation of the repository's data.



Figure 7: Gender challenges and considerations

Another important point of discussion was Copyright, GDPR compliance and ensuring proper data protection. The repository does not collect personal data, and all data presented is rigorously checked for quality. This ensures that the content remains robust and reliable for users.

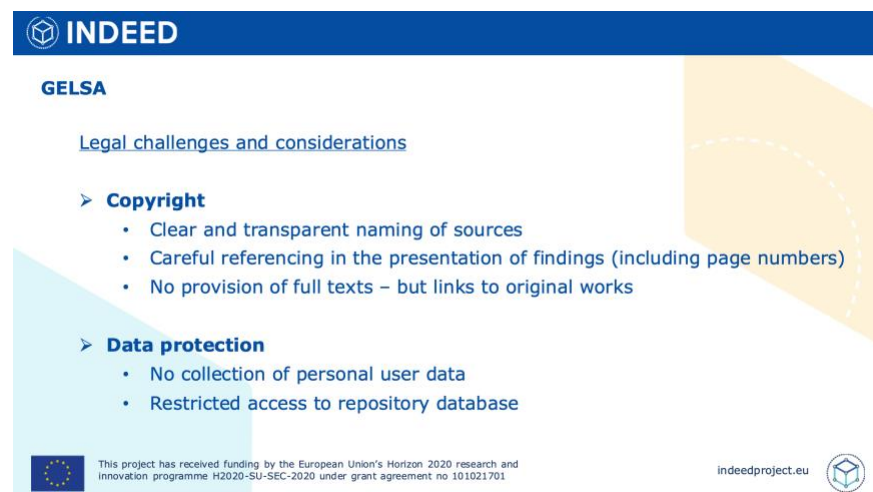


Figure 8: Legal challenges and considerations

Ethical guidelines were also highlighted, particularly around ensuring that research findings are not misused for political purposes or cherry-picked to support narrow agendas. The group also discussed the importance of providing context for the findings, as research in this area often yields contradictory results. The repository is designed to help users compare studies and understand the nuances in research, rather than offering definitive answers.

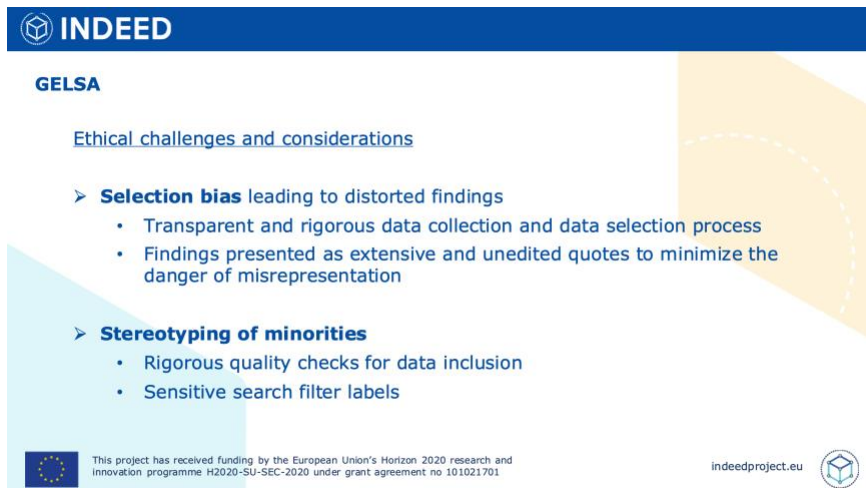


Figure 9: Ethical challenges and considerations

This transparency is intended to mitigate the risk of misleading interpretations. There was also emphasis on the repository's role in training programs, helping stakeholders better understand the causes of radicalization and identify effective interventions. The repository serves as a tool for training policymakers and practitioners, enabling them to apply evidence-based approaches in their work. The meeting concluded with a focus on the long-term use and sustainability of the repository. Ensuring that it remains a valuable and accessible resource beyond the project's lifecycle was seen as essential, as it can provide ongoing support to efforts aimed at preventing violent extremism.

Key Questions Raised

1. How can the repository ensure the inclusion of a diverse range of studies, particularly from non-English-speaking countries and underrepresented regions?
2. What measures are in place to avoid selection bias in the repository, especially in terms of gender representation among authors and focus on specific types of extremism?
3. How does the repository handle potential stereotyping of minorities and ensure that the content does not reinforce discriminatory narratives?
4. What steps have been taken to ensure GDPR compliance, especially with regard to data protection and user privacy when accessing the repository?
5. How can the repository prevent misuse of its findings, especially in political contexts where studies may be selected to support specific agendas?
6. Is there a mechanism for users to provide feedback or suggest studies that may not have been included in the repository, especially in emerging areas of research?
7. How does the repository address contradictory findings in studies and ensure that users have the context to interpret these differences properly?
8. What specific training programs are planned to ensure that policymakers and practitioners can effectively use the repository in their work?
9. How can the repository's data and findings be communicated in a way that minimizes the risk of misinterpretation or decontextualization of the studies included?

3.4 INDEED POLICY RECOMMENDATIONS AND LESSONS LEARNT & REPOSITORY OF EVIDENCE-BASED PRACTICES FOR PREVENTING AND COUNTERING VIOLENT EXTREMISM

The fourth focus group meeting of the INDEED project on September 9, 2024, focused on evaluating policy recommendations, lessons learnt, and the development of a repository of Evidence-Based practices for preventing and countering violent extremism (PVE/CVE). The discussions were guided by





the GELSA (gender, ethical, legal, and societal aspects) framework. The following sections describe the key discussions of the meeting, with a focus on the challenges and effectiveness of policy recommendations, lessons learnt as well as the description and effectiveness of the Repository of Evidence-Based Practices.



Figure 10: 4th Focus Group meeting

The Policy Recommendations, discussed during the meeting, were created through an inclusive, collaborative process. A key aim was to ensure that these recommendations reflected diverse perspectives across different cities, regions, and organizational levels. The Recommendations were crafted using input from stakeholders who attended workshops, and by using the World Café methodology. This participatory approach allowed all participants to voice their thoughts and contribute to the development of well-rounded recommendations.

The main Policy Recommendations emphasized the importance of gender sensitivity, ethical approaches, and flexibility in evaluating PVE/CVE initiatives. By incorporating gender analysis and ethical considerations from the outset, evaluations can ensure that they respect the rights and needs of different stakeholders, particularly vulnerable groups.

Extract from Deliverable 4.4 used for the development of the discussion and assessment of the Policy Recommendations:

Recommendation 1: To promote an ethical, inclusive, Gender-sensitive and flexible approach to evaluation.

Evaluation processes need to be thought of before the implementation of an initiative to permit flexibility and to ensure more consistent results.

Essential considerations for the implementation of this recommendation:

To encourage ethical and gender-sensitive evaluations by raising awareness of ethical and gender aspects of evaluation based on the human-rights-based approach, as well as international, national, and internal organisational legal standards. Promote the principles of transparent, inclusive, sensitive research as well as the principles of inclusion, non-discrimination (by age, sex, religion etc), and gender diversity. Promote gender-sensitive approaches by incorporating more gender analysis, engaging diverse stakeholders, and developing gender-sensitive indicators. Involve data protection officers (DPOs) in the evaluation process and assign accountable parties for the legal and ethical side of the evaluation process. Include ethical aspects in the evaluation and initiative designs early on.



- *To develop a flexible and agile approach to evaluation activities: by favouring the design and implementation of evaluation when designing and implementing the initiative itself, it gives the flexibility to the stakeholders to be more flexible and adapt the evaluation process at the different stages of the implementation of the initiative.*
- *To ensure comprehensive and understandable evaluation results: it is important to understand and adapt any evaluation activities to the local context of the PVE/CVE/De-radicalisation initiative. The result should be delivered in a simple way and readable for any stakeholders to encourage them to develop evaluation activities and make them feel concerned and understand how evaluation may help them in their work.*

In terms of Lessons Learnt, the participants noted that many regions lack the necessary infrastructure to conduct effective evaluations of PVE/CVE programs. In some cases, local governments and organizations are not convinced of the importance of evaluation, particularly when it comes to allocating budget lines for these activities. Furthermore, the Lessons Learnt pointed out the critical need for strong leadership and supportive environments that prioritize evaluations and foster collaboration across sectors.

Extract from Deliverable 4.4 used for the development of the discussion and assessment of the Lessons Learnt:

Lesson Learnt 1: An inclusive, Gender-sensitive and flexible approach is essential for the evaluation of P/CVE/De-radicalisation initiatives.

The evaluation of an issue such as violent extremism requires specific approaches that are inclusive and sensitive to differences within an institution that respects differences and views them as a source of strength. When assessing these programs, it is crucial to consider diverse perspectives and adapt to varying cultural contexts. (D2.6)

Essential considerations:

- *The need to opt for more flexibility which allows for adjustments based on real-time feedback, ensuring that the initiatives remain relevant and effective. Sensitivity to the unique experiences and needs of participants, including gender-sensitivity fosters trust and engagement, which are fundamental for achieving meaningful outcomes in preventing and countering violent extremism and De-radicalisation efforts.*
- *The need to not exercise rigidity in evaluation processes as it denies an opportunity to change practices and sustain change results, by undermining the culture of trust grounded in team spirit.*

One of the central challenges discussed was the differences in legal systems across Europe, which complicates the development of universally applicable Policy Recommendations. For example, in countries like France, national radicalization strategies are well-established, but this is not the case in all European regions. As a result, integrating evaluations into local and national action plans becomes difficult.

Another major ethical challenge was ensuring privacy and data protection in evaluations, particularly when dealing with sensitive personal information. The Task leader mentioned the need to comply with legal frameworks such as the General Data Protection Regulation (GDPR). Participants emphasized that informed consent and legal accountability should be integrated into PVE/CVE evaluations to safeguard the rights of individuals involved.

Furthermore, the conversation touched on the presumption of innocence, which is crucial when dealing with individuals who are part of PVE/CVE evaluations. Legal protection needs to be in place to prevent any stigmatization or human rights violations during the evaluation process.

The gender, ethical, legal, and societal aspects (GELSA) framework was integrated into the Policy Recommendations and evaluation strategies to ensure that all evaluations respect these crucial dimensions. Gender sensitivity was highlighted as an important aspect since radicalization processes





often differ based on gender. For instance, women may be affected by extremist ideologies differently than men, and these differences must be considered when designing interventions.

Ethical considerations, such as maintaining privacy, ensuring informed consent, and safeguarding individuals' rights during evaluations, were seen as vital. By embedding these ethical aspects early on, evaluations could avoid reinforcing existing societal biases or discrimination. Participants also stressed the need for legal compliance throughout the evaluation process. Since legal systems vary widely across Europe, PVE/CVE initiatives must be flexible enough to adapt to different legal contexts while still upholding ethical standards. Moreover, societal aspects, such as community involvement and the need to avoid stigmatization, were integrated into the framework to ensure evaluations have a positive and sustainable impact.

The Repository of Evidence-Based practices was designed to provide open access to a collection of evaluation reports on P/CVE initiatives. It includes 68 evaluation reports from various regions, primarily focused on open-access resources to ensure the repository is widely accessible to practitioners and policymakers. The Repository is specifically tailored to non-academic users, using simple language and avoiding jargon that might alienate professionals working on the ground.

One of the key challenges was the lack of available evaluation reports from Europe, in contrast to regions like the U.S. and Africa, where more evaluation data is published. In Europe, evaluations of P/CVE programs are less common, and reports are often difficult to access.

Key Questions Raised

1. How were policy recommendations and Lessons Learnt developed?
2. What legal and ethical challenges were faced during the development of Policy Recommendations?
3. How were gender, ethical, legal, and societal aspects (GELSA) integrated into the Recommendations?
4. How was the Repository of Evidence-Based practices developed and what were the main challenges?





4. RECOMMENDATIONS

4.1 EVIDENCE-BASED EVALUATION MODEL, EVIDENCE-BASED EVALUATION TOOL AND E-GUIDEBOOKS

The Focus Group meeting provided valuable insights into how the INDEED Evaluation Package operates, incorporating ethical and legal frameworks into the evaluation of radicalization initiatives. The discussion addressed concerns about legal compliance, political biases, community involvement, and sustainability. While the toolkit is designed to encourage ethical evaluations, its long-term success will ultimately depend on how diligently evaluators apply these ethical guidelines.

4.2 TARGETED CURRICULA AND TRAININGS

The main objective of the training activities on GELSA is the ongoing commitment to integrate ethical and social aspects into the INDEED project tools and training, with a clear focus on sustainability and practical application for PVE/CVE practitioners across Europe. In summary, the conversation highlighted the complexity of addressing biases, sustainability, and practical application in trainings on sensitive topics like extremism and gender violence. It also pointed out the need for ongoing evaluation and adaptation of tools to ensure long-term impact.

4.3 REPOSITORY OF STUDIES ON RISK AND PROTECTIVE FACTORS

The further development and refinement of the Repository, its ethical considerations, and its practical applications was discussed during the Focus Group meeting. The repository was praised for its potential to enhance evidence-based PVE/CVE efforts, though challenges like selection bias, contextualization of findings, and data protection that remain key areas for continued attention. Overall, the Repository is positioned as a crucial tool in bridging research and practice, helping to shape effective and ethical approaches to preventing violent extremism.

4.4 POLICY RECOMMENDATIONS AND LESSONS LEARNT & REPOSITORY OF EVIDENCE-BASED PRACTICES FOR PREVENTING AND COUNTERING VIOLENT EXTREMISM

The discussions during the Focus Group meeting revealed significant gaps in the current approach to evaluating PVE/CVE programs. One of the main issues is the lack of a strong evaluation culture in many European countries. Some regions do not prioritize evaluations, and many organizations struggle to secure funding specifically for this purpose. This creates a situation where valuable insights into the effectiveness of PVE/CVE programs are lost, limiting the ability to improve future initiatives. Another gap identified was the lack of coordination between different stakeholders. While some countries have comprehensive national strategies for PVE/CVE, others are still in the early stages of developing such frameworks. This inconsistency leads to fragmented efforts and weakens the overall effectiveness of PVE/CVE programs across Europe.

With regards to the Repository the decision to focus on open-access materials was made to ensure that all stakeholders, particularly those without academic access, could benefit from the Repository. However, this choice also limited the scope of the Repository to publicly available materials, which raised concerns about its comprehensiveness.





5. CONCLUSION

Ultimately, this report seeks to enhance our understanding of GELSA through the lens of quantitative and qualitative inquiry, offering new insights on the matter that can inform future research and practice in the field of PVE/CVE and De-radicalisation initiatives.

In conclusion, the INDEED consortium placed a strong emphasis on the social impact of its activities, recognizing the significant effect they will have on both individuals and communities. By employing evidence-based approaches, INDEED aims to enhance the knowledge, capabilities, and skills of first-line practitioners and policymakers in the design and evaluation of PVE (Preventing Violent Extremism), CVE (Countering Violent Extremism), and De-radicalisation initiatives. This commitment extends to addressing crucial gender, ethical, and social considerations, ensuring that these sensitive aspects of society are thoroughly integrated into the development of effective strategies, programs, and interventions. Through this holistic approach, INDEED seeks to create meaningful and lasting change in the prevention and countering of violent extremism.

Through its focus on fairness, inclusivity, and transparency, the project sets a powerful example of how gender ethics can lead to a more just, equitable, and thriving PVE/CVE and de-radicalization initiatives.





6. ATTACHMENTS

6.1 EU SURVEY

Gender, Ethical, Legal and Social Acceptance and impact assessment of INDEED results.

Dear Sir or Madam,

The INDEED project is currently conducting a validation of the gender, ethical, legal, and societal aspects of the results, tools, and solutions it produces.

The following questionnaire is part of the INDEED project. INDEED is an EU-funded project that aims to strengthen the knowledge, skills and abilities of PVE/CVE and de-radicalisation practitioners and policy makers in designing, planning, implementing and evaluating initiatives in this field based on an evidence-based approach.

You have been selected as a participant because you are a practitioner/policy maker working in the field of PVE/CVE and de-radicalisation. In this online questionnaire, we are interested how gender, ethical, legal, and societal aspects have been integrated in the project's results, and whether they are clear and useful to you. This will help us to better understand the usability of our results for practitioners in order to tailor them best.

The questionnaire is available in English and will take 10 minutes of your time. All responses will be anonymised.

Methodology

We have divided the ethical dimensions in the field of PVE/CVE and De-Radicalisation into the four following aspects:

- a) Gender aspects including ensuring the principle of equality of men, women, and non-binary people and recognising the gender-specificity of radicalisation processes (e.g., different recruitment pathways, roles, involvement, motivations, responsiveness to PCD initiatives).
- b) Ethical aspects, such as avoiding of (reinforcing) discrimination and stigmatisation based on sex/gender, ethnicity, religion, etc. and understanding of discrimination and exclusion as driver of radicalization.
- c) Legal aspects, encompassing the respect for the International human rights framework respected and ensuring compliance national, sector-specific professional legal framework.
- d) Societal aspects which consider the unintended consequences of PCD initiatives on communities and society and ensuring Active involvement of communities and society in PCD initiatives.

Please select which INDEED result you have been presented with or used:

1. The Universal Evidence-Based Model (EBEM) for evaluation of radicalisation prevention and mitigation.
2. A practical EBEM-based Evaluation Tool.
3. a) The INDEED repository of studies of factors/pathways OR b) The INDEED Repository of Evidence Based – practices.
4. Targeted curricula and trainings (offline/online).





5. Lessons Learnt and Policy recommendations

GENERAL QUESTIONS

Please specify professional background and years of experience:

In which sector do you work?

Which role do you occupy?

In which INDEED event did you participate (SMART HUB (country) or other, please specify)

SURVEY

Please select which INDEED result you have been presented with or used:

- ☐ The Universal Evidence-Based Model
- ☐ The practical EBEM-based Evaluation Tool
- ☐ The INDEED repository of studies of factors/pathways
- ☐ The INDEED repository of Evidence Based practices
- ☐ Targeted curricula and trainings (offline/online)
- ☐ Lessons Learnt and Policy recommendations

Does the [INDEED Key Result] address the following GELSA aspect? Please, fill in your answers with **Yes** /**No/NA**.



GELSA	Mentions or indicates its importance	Presents it clearly	Provides useful insight for daily work	Provides guidance how to address it	Disregards or ignores it	Not Applicable
That people of all genders are equal						
That the process of radicalisation is different for men and women and other genders						
That there is a risk of PVE/CVE /De-Radicalisation initiatives to reinforce discrimination and stigmatisation						
That feelings of discrimination and exclusion are often drivers of radicalisation						
That the result is rooted in fundamental rights						
The importance to know and follow sector-specific legal regulation						
That there can be unintended consequences of PVE/CVE/De- Radicalisation initiatives on communities and society						
That active involvement of communities and society in PVE/CVE/De-Radicalisation Initiatives is crucial						



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How could the [INDEED Key Result] be improved with respect to GELSA?

Please give your additional comments

Contact

[Contact Form](#)



6.2 GUIDELINE ON INVOLVING LEGAL PRACTITIONERS AND POLICY MAKERS

This guideline provides practical instructions about the involvement of stakeholders in D6.6 "Gender, Legal and Social Acceptance and Impact Assessment of Indeed results".

All focal points are requested to use this guideline to communicate with relevant practitioners and external stakeholders and invite them to participate in an online meetings/workshop and to complete a questionnaire into the overall GELSA evaluation of the project results.

What is the purpose of this task?	<p>The purpose of this task includes the overall GELSA evaluation of the results that are developed within the INDEED project dedicated to the PVE/CVE / De-radicalisation initiatives.</p> <p>More specifically, the project's results are:</p> <ol style="list-style-type: none"> 1) The Universal Evidence-Based Model (EBEM) for evaluation of radicalisation prevention and mitigation; 2) The EBEM-based Evaluation Tool; 3) A collection of user-friendly repositories for practical use by practitioners and policy makers; 4) The targeted trainings; 5) Lessons Learnt and Policy recommendations
Who are involved in the task?	External legal practitioners and policy makers that are not part of any INDEED's existing Smart Hubs.
What are the participants selection criteria?	<p>Participants to be selected should meet the following criteria:</p> <ol style="list-style-type: none"> 1. Expertise - Participants who have experience in evaluation or have experience in participating in evaluation e.g., in the planning, implementing and evaluation of PVE/CVE/DeRAD initiatives will be given preference. 2. Number of participants - whilst there is no specific requirement for the number of participants, all relevant external stakeholders should be invited and encouraged to participate. However, to conduct a more effective testing and validation of the results, at least FIVE responses must be obtained from each country (one per each INDEED's result), and must cover different sectors. 3. Language - selected members must be fluent in English because at this stage the results are available in English only. <p>In addition to the above criteria, due consideration should be given to:</p> <ol style="list-style-type: none"> 1. Sectoral diversity-inclusion: that we are choosing stakeholders from different sectors from PVE/CVE and DeRAD (prison and probation, think tanks and academics, law enforcements, local and national authorities, as well as NGOs) we are developing the EBEM, Tool, Repositories and Trainings to be for; 2. Geographical diversity-inclusion: that we will specifically recruit people from different parts of Europe – more specifically we will organise four different focus groups, geographically inclusive five parts of Europe (SE, SW, NW, NE and Central Europe). 3. Gender diversity-inclusion: that we will ensure inclusion of different genders.



What is the methodology?	This task will be carried out in four or five online meetings , and an online survey . The participants will be provided with all the necessary information/ materials before the meeting/workshop.
When will the meetings/workshops take place?	<ol style="list-style-type: none"> 1. The first online preparatory meeting will take place on April 2024. 2. The individual evaluation of the results and collection of feedback will take place from June – August 2024. 3. The FPs are responsible for monitoring the process and ensuring the participants return their feedback—at least FIVE responses are expected for each result from each region.
How will the feedback be collected?	<p>The feedback will be collected through:</p> <ol style="list-style-type: none"> 1. Survey – following individual evaluation phases, all participants will be invited to complete an online questionnaire. 2. Meeting (optional) – following the survey, all FPs have an opportunity to decide if they need further meetings with their external participants to collect additional feedback. However, this is optional and is only expect in cases where FPs think a result must be evaluated further.
What will the results be used for?	<p>The results of the workshops will be used for evaluating the INDEED's results according to GELSA criteria.</p> <p>The results will be used particularly for:</p> <ul style="list-style-type: none"> • Exploring the potential legal and social impact on the communities in which the results/findings of the project will be applied after its completion. • Collecting opinions for the overall GELSA evaluation of the project's results/findings.
How will the results be reported?	The results will be reported in D6.6 – Gender, Ethical, Legal and Societal Acceptance Report.
What should SH focal points do?	<ul style="list-style-type: none"> • Map relevant stakeholders (see criteria above); • Send out invitations to the members of Focus Groups; • Monitor the validation process.



6.3 GELSA FOCUS GROUPS - QUESTIONS FOR DISCUSSION

Short introduction into GELSA dimensions

1. GELSA in the outcomes:

- How effectively do you think the Evidence-Based Model & Tool/Trainings/Repositories/Policy Recommendations integrate
 - Gender,
 - Ethical,
 - Legal,
 - Societal Aspects?
- Can you provide specific examples or areas where you see strong or weak points?

2. Clarity and Communication of GELSA Aspects:

- In what ways do you find the communication of GELSA aspects clear or unclear within the Evidence-Based Model & Tool/Trainings/Repositories/Policy Recommendations?
- Can you identify any specific aspects that need more clarity or emphasis?

3. Importance of GELSA in PVE/CVE/De-Radicalisation:

- How well do the Evidence-Based Model & Tool/Trainings/Repositories/Policy Recommendations highlight the importance of GELSA aspects in the context of preventing and countering violent extremism (PVE/CVE) and de-radicalisation?
- Are there any aspects you feel are underrepresented?

4. Adherence to Core Values:

- In what ways do the Evidence-Based Model & Tool/Trainings/Policy Recommendations adhere to core values such as rule of law, impartiality, transparency, accountability, non-discrimination...?
- Are there any specific values that you believe are not adequately respected?

5. Biases & Risks Concerns:

- Do you perceive any bias within the Evidence-Based Model & Tool/Trainings/Repositories/Policy Recommendations?
- Do you see any specific risks within the Evidence-Based Model & Tool/Trainings/Repositories/Policy Recommendations with respect to violation of GELSA principles?
- If so, can you elaborate on specific cases or aspects where this occurs?



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6. Reflection of Core Ethical Values:

- How well do you think core ethical values are reflected in the Evidence-Based Model & Tool/Trainings/Repositories/Policy Recommendations?
- Which recommendations would you give to further improve the Evidence-Based Model & Tool/Trainings/Repositories/Policy Recommendations with respect to the inclusion of GELSA?
- Are there any values you believe need more attention or better representation?

Additional Comments:

- Are there any other observations, comments, or suggestions you have regarding the integration and impact of GELSA aspects within the INDEED project results?



6.4 EBEM ETHICS CHECKLIST

Ethics play a pivotal role in evaluation projects, especially when adopting a Human Rights- Based Approach through the PANEL framework. By prioritizing participation, accountability, non-discrimination, empowerment, and legality, ethical evaluations ensure that programs and policies respect human rights principles. Ultimately, ethics in evaluation projects help build trust, promote fairness, and contribute to the realization of human rights for all, making them an essential component of any evaluative endeavour:

- Participation (inclusion, openness, stakeholder)
- Accountability (honesty, transparency, integrity)
- Non-Discrimination (diversity, non-maleficence, justice)
- Empowerment (ownership, autonomy, beneficence)
- Legality (legal basis, data protection, ...)

Human participants

- I have made sure that relevant social communities are included in the planning, evidence gathering and analysis/feedback process of the initiative
- I have considered the inclusion of different genders as well as ethnical, cultural, and religious backgrounds in the selection process of stakeholders, participants, and the evaluation team
- I have made sure that the selection of all participants is not discriminatory or biased
- I have made sure participation in the evaluation is voluntary
- All participants have been informed about the evaluation, their involvement, and about any relevant implications of their participation (via the info sheet, or orally)
- I have made sure all participants have read, understood and signed the consent form before participating in the research activity organised as part of evaluation
- When working with minors under 18, I made sure to ask the consent from their parents.
- I have made sure that I applied sensitive approach when dealing with vulnerable individuals: children under 18, victims of violence, as well as radicalised or formerly radicalised individuals and their families.
- I have identified and analysed any potential risks regarding the safekeeping of affected people and groups

Data processing

- To produce reliable results, I have ensured to address the data on gender and diversity issues matter in the context of the target group/ideology at hand (e.g., misogyny of incels; role of women in Islamist extremism and right-wing extremism; types of masculinities for boys and men) in the evaluation design.
- I have made sure to obtain and collect data through lawful channels and procedures
- I have made sure the Consent form includes information about where, how for how long the data stored, who has access to it and how to retrieve it.
- I have made sure the anonymity of research participants is ensured by removing or (anonymising) all personal identifiers.
- I have made sure all data is stored safely (in locked file cabinets or secure cloud storage) and only shared with parties mentioned in the Consent form.
- I have made sure that the data collection and storage processes are transparent to the all the participants
- I have made sure to be aware of any potential topical biases and stereotypes, and made sure not to reproduce them in my evaluation outcomes



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Research results

- I have presented my evaluation outcomes adequately, and (where appropriate) transparently
- Prior to the publication of the research outcomes, I consulted an evaluation team and, where applicable, the participants of the research.
- I have made sure to be aware of any potential topical biases and stereotypes, and made sure not to reproduce them in my evaluation outcomes
- I made sure the research results do not contain any polarising or radicalising ideas and do not disproportionately address and discriminate any group