



Co-funded by the
Erasmus+ Programme
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Erasmus + project “Let the Children Change the World”
Parents and teachers questionnaire results
2016-2018

Compiled by Tallinn Meelespea kindergarten, Tallinn, Estonia

in cooperation with

Bosgårdens pedagogiska enhet, Mölndal, Sweden

Campanella, Imola, Italy

Gråtass Barnehage As, Ostfold, Norway

Zespół Szkół w Staninie – Przedszkole, Stanin, Poland



Erasmus + project “Let the Children Change the world” was a three year long international project initiated by the city of Mölndal, Bosgården pedagogiska enhet and comprised with kindergartens from Estonia, Norway, Poland and Italy.

Purpose of this project was to share the knowledge about how to best work on the grounds of discrimination in the preschool and to help staff members to create and change the educational environments so that it promotes every individuals human rights regardless of their ethnic background, race, skin colour, nationality, religious belief, sexual orientation, gender, disabilities or age. In this paper you will find information about the Erasmus + project “Let the Children Change the world” questionnaire results.

Questionnaires were made for measuring attitudes regarding the various project areas. Answers show us the impact of the project to kindergartens´ teachers and parents.

During the first transnational project meeting all the partners worked on coming up with the questions. Partners had deep discussions about question types, length and information they will provide us with. After the dialogues we decided to have “yes” and “no” answers for easier comparison and results presenting purposes. Although at the first round of sending out the questionnaires we added one open question (Nr. 18).

After having the first questionnaire results project partners had another discussion round to analyze the questions. It was clear to us that it is necessary to make some changes. For example we added the option “none” for some questions. We also found out that some partners presented results in percentages and others as a sum of the respondents. From that on we decided to all present our results in percentages. That been said it was clear that further on results will be presented differently than in the first round.

Questionnaires were sent out electronically every year, by all project partners, total of three times during the project - at the beginning, in the middle and in the end.

During the next pages you will find results to parents and teachers questionnaires presented in the comparison of each country on its own during three years of time.

On behalf of a project team,

Kätlin Valge

Project manager from Tallinn Meelespea kindergarten, Estonia



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Evaluation of teacher´s questionnaire results – SWEDEN

Responses

Year 2016 – 27

Year 2017 – 41

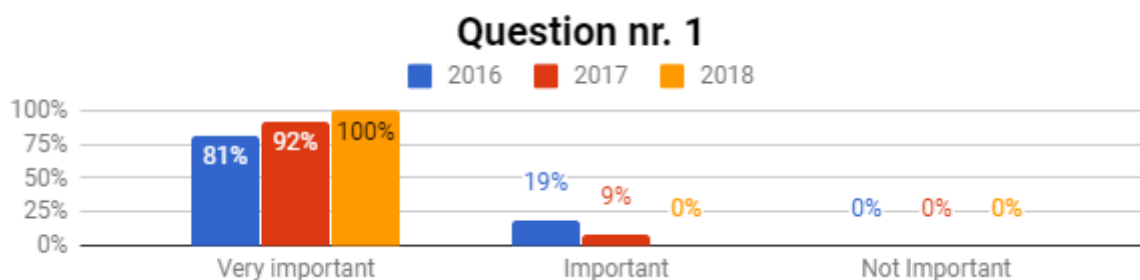
Year 2018- 34

The number of responses has increased by 14 over the ear 2018 and decreased by 7 over the year 2018.

The avarage number of respondents over three years is 79,3.

Question nr. 1 - How important do you think it is to work norm critically?

| 2016 | 2017 | 2018 |
|--------------------|--------------------|---------------------|
| 81% Very Important | 92% Very Important | 100% Very Important |
| 19% Important | 9% Important | 0% Important |
| 0% Not important | 0% Not important | 0% Not important |



There was an increase of 11% to the answer „Very Important“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 10% to the answer „Important“ in the survey on the year 2017 compared to the year 2016. There no change to the answer „Not Important“ in the survey on the year 2017 compared to the year 2016.

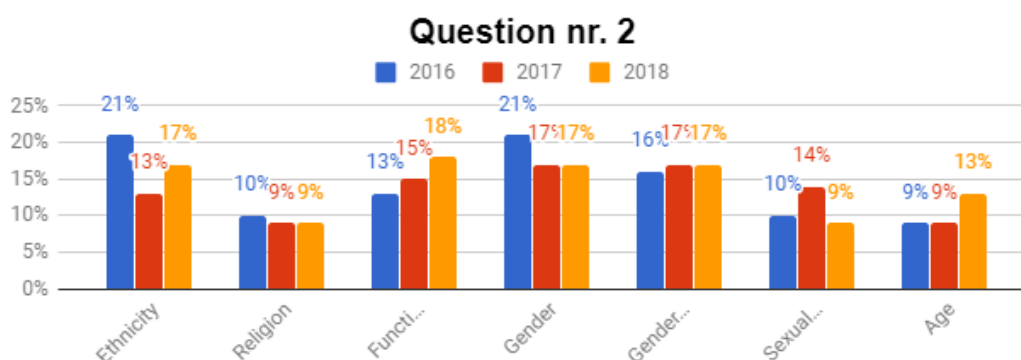
There was an increase of 8% to the answer „Very Important“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 9% to the answer „Important“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „Not Important“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 19% to the answer „Very Important“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 19 % to the answer „Important“ in the survey on the year 2018 compared to the year 2016. There was no change to the answer „Not Important“ in the survey on the year 2018 compared to the year 2016.



Question nr. 2 - Which discrimination grounds do you find most important to work with in your preschool?

| 2016 | 2017 | 2018 |
|---|---|---|
| 21% Ethnicity | 13% Ethnicity | 17% Ethnicity |
| 10% Religion | 9% Religion | 9% Religion |
| 13% Functional variations | 15% Functional variations | 18% Functional variations |
| 21% Gender | 17% Gender | 17% Gender |
| 16% Gender identity and gender expression | 17% Gender identity and gender expression | 17% Gender identity and gender expression |
| 10% Sexual orientation | 14% Sexual orientation | 9% Sexual orientation |
| 9% Age | 9% Age | 13% Age |



There was a decrease of 8% to the answer „Ethnicity“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 1% to the answer „Religion“ in the survey on the year 2017 compared to the year 2016. There was an increase of 2% to the answer „Functional Variations“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 4% to the answer „Gender“ in the survey on the year 2017 compared to the year 2016. There was an increase of 1% to the answer „Gender identity and gender expression“ in the survey on the year 2017 compared to the year 2016. There was an increase of 4% to the answer „Sexual orientation“ in the survey on the year 2017 compared to the year 2016. There was no change to the answer „Age“ in the survey on the year 2017 compared to the year 2016.

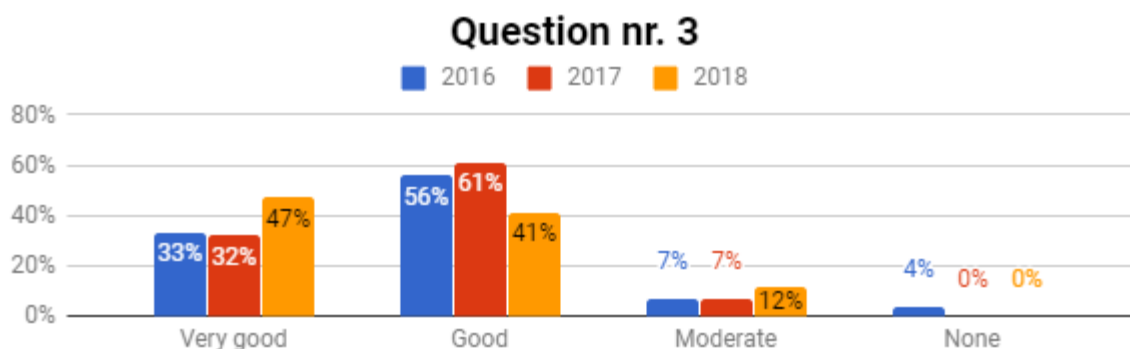
There was an increase of 3% to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „Religion“ in the survey on the year 2018 compared to the year 2017. There was an increase of 4% to the answer „Age“ in the survey on the year 2018 compared to the year 2017. There was an increase of 4% to the answer „Ethnicity“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „Gender“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „Gender identity and gender expression“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 5% to the answer „Sexual orientation and expression“ in the survey on the year 2018 compared to the year 2017.



There was an increase of 5% to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 1 % to the answer „Religion“ in the survey on the year 2018 compared to the year 2016. There was an increase of 4% to the answer „Age“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 4% to the answer „Gender“ in the survey on the year 2018 compared to the year 2016. There was an increase of 1% to the answer „Gender identity and gender expression“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 1% to the answer „Sexual orientation and expression“ in the survey on the year 2018 compared to the year 2016.

Question nr. 3 - How do you assess your qualifications to teach norm critically concerning ethnicity?

| 2016 | 2017 | 2018 |
|---------------|---------------|---------------|
| 33% Very good | 32% Very good | 47% Very good |
| 56% Good | 61% Good | 41% Good |
| 7% Moderate | 7% Moderate | 12% Moderate |
| 4% None | 0% None | 0% None |



There was a decrease of 1% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 5% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was no change to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 4% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

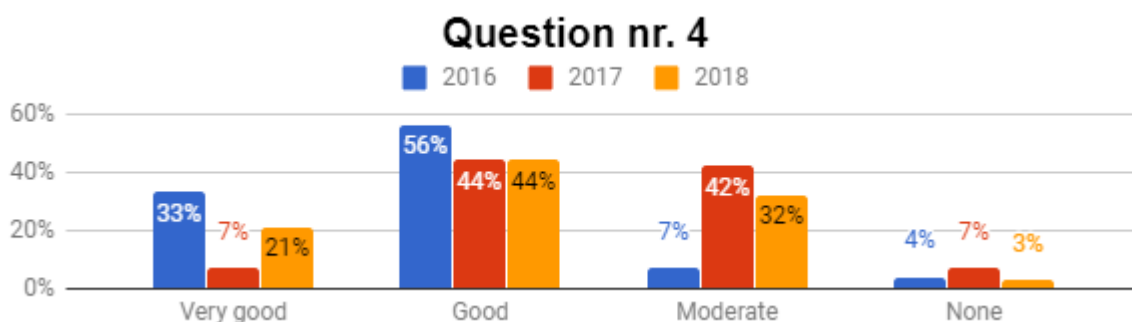
There was an increase of 15% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 20% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 5% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 14% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 15% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 5% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 4% to the answer „None“ in the survey on the year 2018 compared to the year 2016.



Question nr. 4 - How do you assess your qualifications to teach norm critically concerning religion?

| 2016 | 2017 | 2018 |
|---------------|--------------|---------------|
| 33% Very good | 7% Very good | 21% Very good |
| 56% Good | 44% Good | 44% Good |
| 7% Moderate | 42% Moderate | 32% Moderate |
| 4% None | 7% None | 3% None |



There was a decrease of 26% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 12% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 35% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was an increase of 3% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 14% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 10% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 4% to the answer „None“ in the survey on the year 2018 compared to the year 2017.

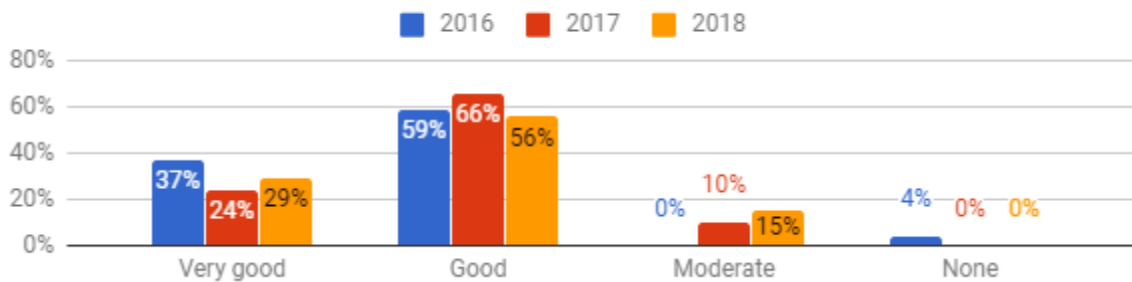
There was a decrease of 12% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 12% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 25% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 1% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 5 - How do you assess your qualifications to teach norm critically concerning function variations?

| 2016 | 2017 | 2018 |
|---------------|---------------|---------------|
| 37% Very good | 24% Very good | 29% Very good |
| 59% Good | 66% Good | 56% Good |
| 0% Moderate | 10% Moderate | 15% Moderate |
| 4% None | 0% None | 0% None |



Question nr. 5



There was a decrease of 13% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 7% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 10% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was decrease of 4% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

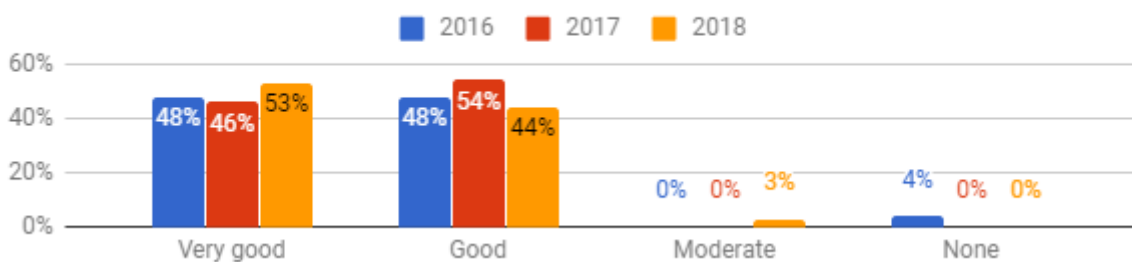
There was an increase of 5% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 10% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 5% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 8% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 3% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 15% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 4% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 6 - How do you assess your qualifications to teach norm critically concerning gender?

| 2016 | 2017 | 2018 |
|---------------|---------------|---------------|
| 48% Very good | 46% Very good | 53% Very good |
| 48% Good | 54% Good | 44% Good |
| 0% Moderate | 0% Moderate | 3% Moderate |
| 4% None | 0% None | 0% None |

Question nr. 6





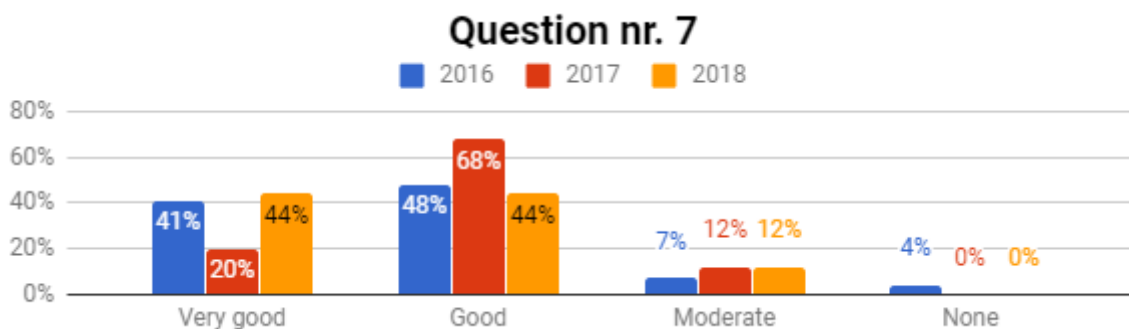
There was a decrease of 2% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 6% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was no change to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was decrease of 4% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 7% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 10% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 3% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 5% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 4% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 3% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 4% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 7 - How do you assess your qualifications to teach norm critically concerning gender identity and gender expression?

| 2016 | 2017 | 2018 |
|---------------|---------------|---------------|
| 41% Very good | 20% Very good | 44% Very good |
| 48% Good | 68% Good | 44% Good |
| 7% Moderate | 12% Moderate | 12% Moderate |
| 4% None | 0% None | 0% None |



There was a decrease of 21% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 20% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 5% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 4% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

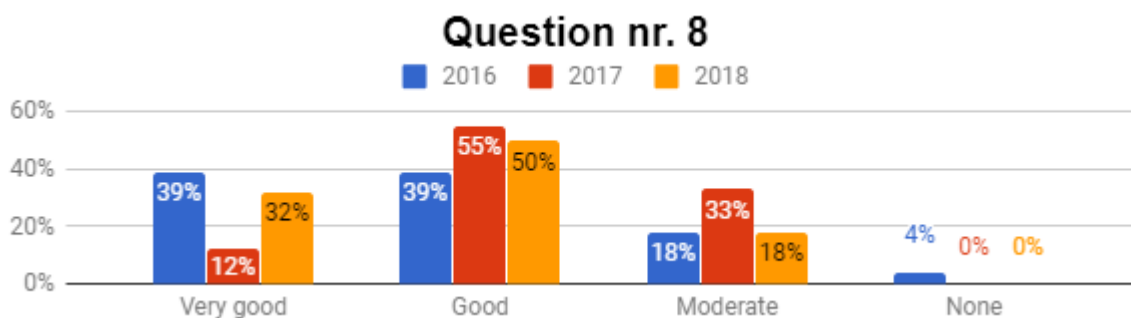
There was an increase of 24% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 24% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „None“ in the survey on the year 2018 compared to the year 2017.



There was an increase of 3% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 4% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 5% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 4% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 8 - How do you assess your qualifications to teach norm critically concerning sexual orientation?

| 2016 | 2017 | 2018 |
|---------------|---------------|---------------|
| 39% Very good | 12% Very good | 32% Very good |
| 39% Good | 55% Good | 50% Good |
| 18% Moderate | 33% Moderate | 18% Moderate |
| 4% None | 0% None | 0% None |



There was a decrease of 27% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 16% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 15% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 4% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 20% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 5% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 15% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 7% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 11% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was no change to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 4% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 9 - How do you assess your qualifications to teach norm critically concerning age?

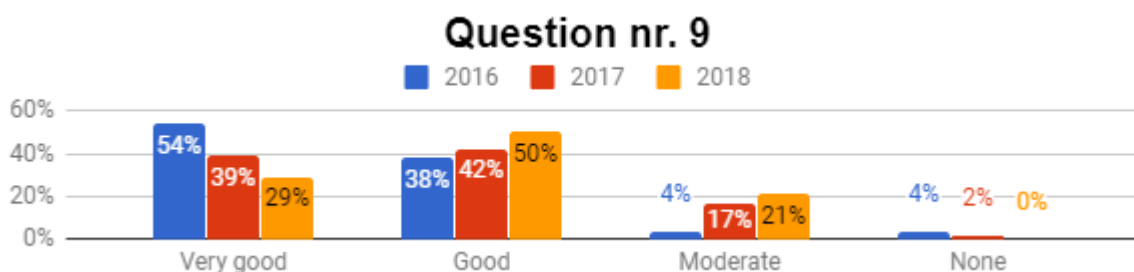
| 2016 | 2017 | 2018 |
|---------------|---------------|---------------|
| 54% Very good | 39% Very good | 29% Very good |
| 38% Good | 42% Good | 50% Good |



4% Moderate
4% None

17% Moderate
2% None

21% Moderate
0%



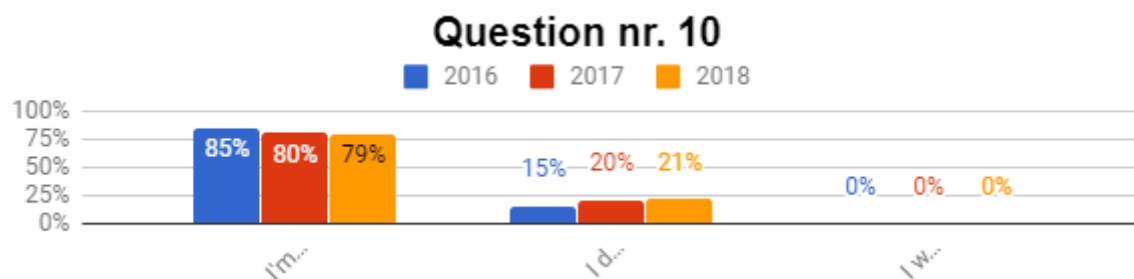
There was a decrease of 15% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 4% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 13% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 2% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 10% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 8% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 4% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 2% to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 25% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 12% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 17% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 4% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 10 - How do you feel about having children with mental functional variations in your group?

| 2016 | 2017 | 2018 |
|-----------------------------|-----------------------------|-----------------------------|
| 85% I'm positive towards it | 80% I'm positive towards it | 79% I'm positive towards it |
| 15% I don't /.../ | 20% I don't /.../ | 21% I don't /.../ |
| - | 0% I wouldn't /.../ | 0% I wouldn't /.../ |



There was a decrease of 5% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was an increase of 5% to the answer „I don't feel that



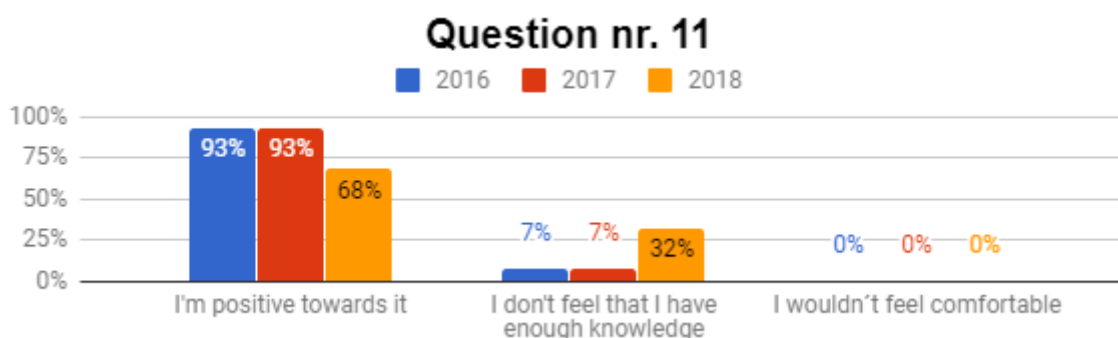
I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. Option „I wouldn't feel comfortable at all“ was added to the questionnaire in 2017 and 0% of respondents used it.

There was a decrease of 1% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was an increase of 1% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 6 % to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was an increase of 6% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. Option „I wouldn't feel comfortable at all“ was added to the questionnaire in 2017 and can't be compared between years 2018 and 2016.

Question nr. 11 - How do you feel about having children with physical functional variations in your group?

| 2016 | 2017 | 2018 |
|-----------------------------|-----------------------------|-----------------------------|
| 93% I'm positive towards it | 93% I'm positive towards it | 68% I'm positive towards it |
| 7% I don't /.../ | 7% I don't /.../ | 32% I don't /.../ |
| - | 0% I wouldn't /.../ | 0% I wouldn't /.../ |



There was no change to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was no change to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. Option „I wouldn't feel comfortable at all“ was added to the questionnaire in 2017 and 0% of respondents used it.

There was a decrease of 25 % to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was an increase of 25% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

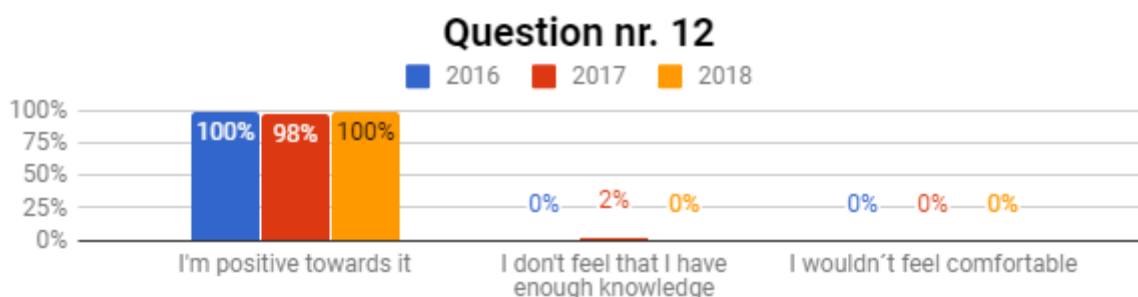
There was a decrease of 25% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was an increase of 25% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. Option



„I wouldn't feel comfortable at all“ was added to the questionnaire in 2017 and can't be compared between the years 2018 and 2016.

Question nr. 12 - How do you feel about having children from other ethnic groups in your group?

| 2016 | 2017 | 2018 |
|------------------------------|-----------------------------|------------------------------|
| 100% I'm positive towards it | 98% I'm positive towards it | 100% I'm positive towards it |
| 0% I don't /.../ | 2% I don't /.../ | 0% I don't /.../ |
| - | 0% I wouldn't /.../ | 0% I wouldn't /.../ |



There was decrease of 2% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was an increase of 2% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. Option „I wouldn't feel comfortable at all“ was added to the questionnaire in 2017 and 0% of respondents used it.

There was an increase of 2% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 2% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

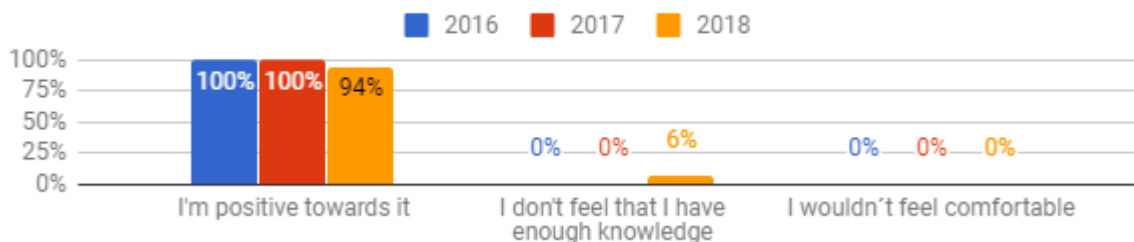
There was a no change to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was no change to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. Option „I wouldn't feel comfortable at all“ was added to the questionnaire in 2017 and can't be compared between the years 2018 and 2016.

Question nr. 13 - How do you feel about having children with other mother tongue in your group?

| 2016 | 2017 | 2018 |
|------------------------------|------------------------------|-----------------------------|
| 100% I'm positive towards it | 100% I'm positive towards it | 94% I'm positive towards it |
| 0% I don't /.../ | 0% I don't /.../ | 6% I don't /.../ |
| - | 0% I wouldn't /.../ | 0% I wouldn't /.../ |



Question nr. 13



There was no change in answers comparing years 2016 and 2017 in this question. Option „I wouldn't feel comfortable at all“ was added to the questionnaire in 2017 and 0% of respondents used it.

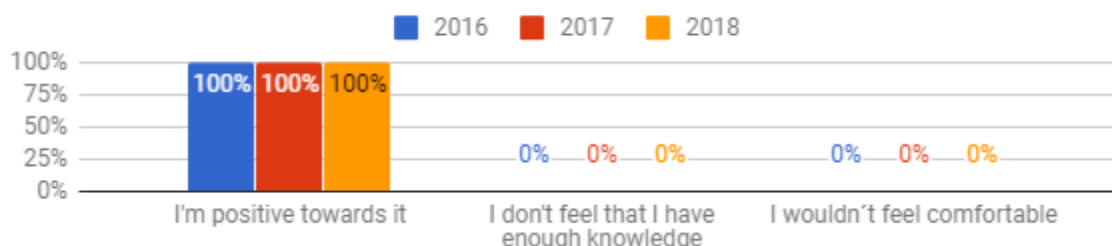
There was a decrease of 6% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was an increase of 6% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 6% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was an increase of 6% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. Option „I wouldn't feel comfortable at all“ was added to the questionnaire in 2017 and can't be compared between the years 2018 and 2016.

Question nr. 14 - How do you feel about having children with other religions in your group?

| 2016 | 2017 | 2018 |
|------------------------------|------------------------------|------------------------------|
| 100% I'm positive towards it | 100% I'm positive towards it | 100% I'm positive towards it |
| 0% I don't /.../ | 0% I don't /.../ | 0% I don't /.../ |
| - | 0% I wouldn't /.../ | 0% I wouldn't /.../ |

Question nr. 14



There was no change in answers comparing years 2016 and 2017 in this question. Option „I wouldn't feel comfortable at all“ was added to the questionnaire in 2017 and 0% of respondents used it.

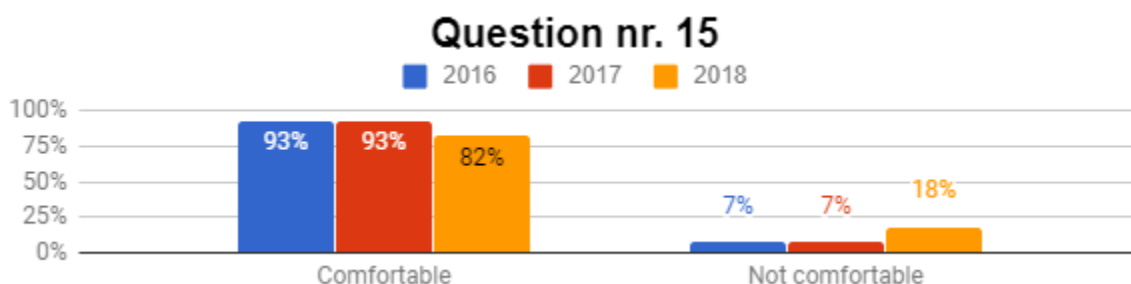
There was no change in answers comparing years 2017 and 2018 in this question.



There was no change in answers comparing years 2018 and 2016 in this question. Option „I wouldn't feel comfortable at all“ was added to the questionnaire in 2017 and can't be compared between the years 2018 and 2016.

Question nr. 15 - How comfortable do you feel discussing sexual orientation with the children?

| 2016 | 2017 | 2018 |
|--------------------|--------------------|---------------------|
| 93% Comfortable | 93% Comfortable | 82% Comfortable |
| 7% Not comfortable | 7% Not comfortable | 18% Not comfortable |



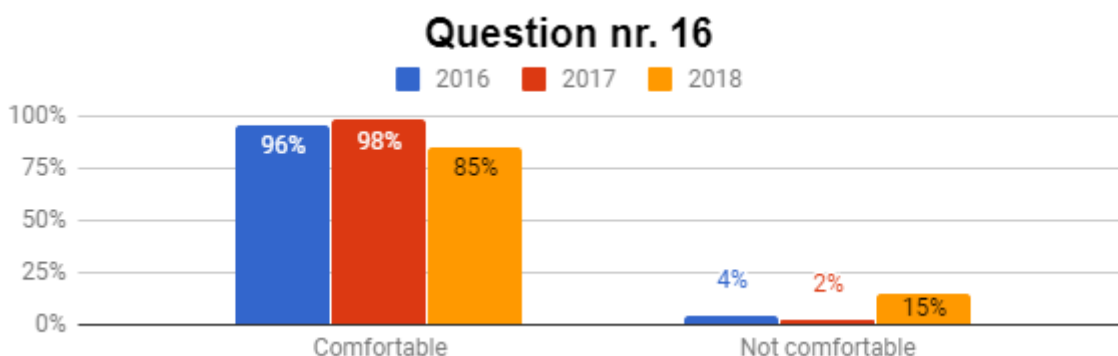
There was no change in answers comparing years 2016 and 2017 in this question.

There was a decrease of 11% to the answer „Comfortable“ in the survey on the year 2018 compared to the year 2017. There was an increase of 11% to the answer „Not comfortable“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 11% to the answer „Comfortable“ in the survey on the year 2018 compared to the year 2016. There was an increase of 11% to the answer „Not comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 16 - How comfortable do you feel about discussing gender identity and gender expression with your children?

| 2016 | 2017 | 2018 |
|--------------------|--------------------|---------------------|
| 96% Comfortable | 98% Comfortable | 85% Comfortable |
| 4% Not comfortable | 2% Not comfortable | 15% Not comfortable |





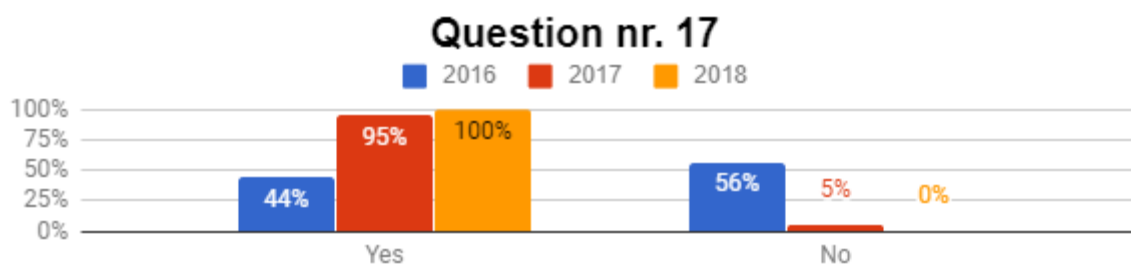
There was an increase of 2% to the answer „Comfortable“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 2% to the answer „Not comfortable“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 13% to the answer „Comfortable“ in the survey on the year 2018 compared to the year 2017. There was an increase of 13% to the answer „Not comfortable“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 11% to the answer „Comfortable“ in the survey on the year 2018 compared to the year 2016. There was an increase of 11% to the answer „Not comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 17 - Do you think it is important to have gender adjusted toys in the preschool? (2016) / Do you think we have materials and toys that offers to everyone, regardless of gender and gender identity? (2017)

| 2016 | 2017 | 2018 |
|---------|---------|----------|
| 44% Yes | 95% Yes | 100% Yes |
| 56% No | 5% No | 0% No |



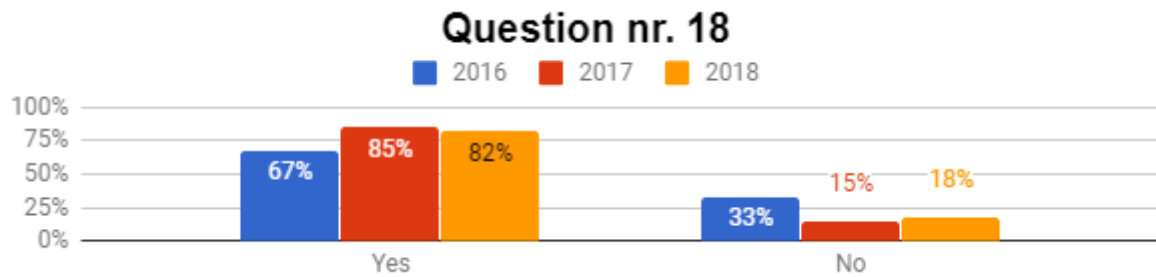
There was an increase of 51% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 51% to the answer „No“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 5% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 5% to the answer „No“ in the survey on the year 2018 compared to the year 2016.

There was an increase of 56% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 56% to the answer „No“ in the survey on the year 2018 compared to the year 2016.

Question nr. 18 – Have you worked norm critically before?

| 2016 | 2017 | 2018 |
|---------|---------|---------|
| 67% Yes | 85% Yes | 82% Yes |
| 33% No | 15% No | 18% No |



There was an increase of 18% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 18% to the answer „No“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 3% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was an increase of 3% to the answer „No“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 15% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 15% to the answer „No“ in the survey on the year 2018 compared to the year 2016.



18. How would you want to adjust your preschool's learning environment concerning the different discrimination grounds?

- I would like to get more things in the environment to show more of all discrimination grounds. For example dolls of different ethnicities and with different disabilities and pictures with more different types of families.
- Alla barn ska ges möjligheter utefter deras ålder och förmåga.
- All people who come to ours preschool will be meet with same respect.
To feel Wellcome.
- Continue to have learning environment and playing areas so all children likes to learn och play there.
- Books, toys and planned teaching that includes this.
Develop my knowledge how I can do to adjust the environment.
- More books, material and paintings.
- As Always When IT comes to making changes everything costs. More money to buy new materials and decorations in time would be good, so that the environment shows and have material for all discrimination grounds.
- Everyone must Think after what kind of play material the Children has.
- Jag tycker att vi arbetar medvetet att lärandemiljön med diskrimineringsgrunderna synliggörs på förskolan och att vi pratar om likheter och olikheter.
- Flexibility depending on the children, their interests and needs
- -good knowledge
-sufficient material
-well-thought environment
- We should have toys and things and picture for children there shows some different etnicitet, gender identy
We should buy more books there discrimination ground can made education and to discuss question Whit children.
- Keeping knowlegde about the different discrimination, have a concious work against discrimination
- Jag tycker att vi har en bra miljö. Men böcker och bilder behöver man ju alltid mer och byta ut oftare. Att byta ut material tillkallar barnens uppmärksamhet mer, även att byta plats på saker.
- I want to have discussions in small groups abot the discrimination grounds where you can talk an change ideas about how we can work in different ways.
- Read more books with the children that bring these topics up, reflect and discuss the discrimination grounds with my colleagues, build up the learning environments together with the children so that their voices are being heard.
- I would like to have more reading material to talk about. Books that fits everyone, so that everyone can feel included.
- Help each other and discuss the topics more with the colleagues.
- Very Good
- Mer praktiska pedagogiska metoder i vårdagen gällande alla! diskriminerings grunder...
- Mer praktiska pedagogiska metoder i vårdagen gällande alla! diskriminerings grunder...
- Visibility impairment.
- Good books! perhaps various kinds of dolls and other toys,
- Jag tycker att vi jobbar framåt.
- Den skall passa alla oavsett
- Alla ska synas i den pedagogiska miljön.



Evaluation of teacher's questionnaire results - ESTONIA

Responses

Year 2016 – 19

Year 2017 – 23

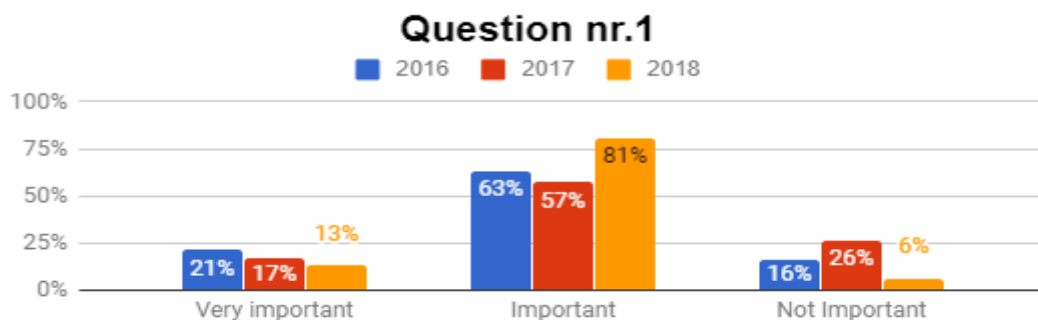
Year 2018 – 16

The number of responses have increased by 4 over the year 2017 and decreased by 7 over the year 2018.

The average number of respondents over the three years is 47,3.

Question nr. 1 - How important do you think it is to work norm critically?

| 2016 | 2017 | 2018 |
|--------------------|--------------------|--------------------|
| 21% Very Important | 17% Very Important | 13% Very Important |
| 63% Important | 57% Important | 81% Important |
| 16% Not important | 26% Not important | 6% Not important |



There was a decrease of 4% to the answer „Very Important“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 7% to the answer „Important“ in the survey on the year 2017 compared to the year 2016. There was an increase of 10% to the answer „Not Important“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 4% to the answer „Very Important“ in the survey on the year 2018 compared to the year 2017. There was an increase of 24% to the answer „Important“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 20% to the answer „Not Important“ in the survey on the year 2018 compared to the year 2017.

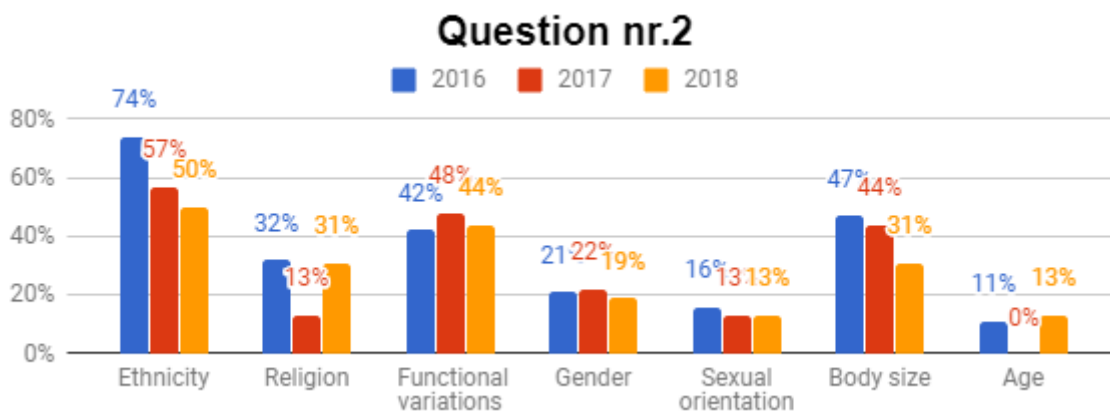
There was a decrease of 7% to the answer „Very Important“ in the survey on the year 2018 compared to the year 2016. There was an increase of 18 % to the answer „Important“ in the



survey on the year 2018 compared to the year 2016. There was a decrease of 10% to the answer „Not Important“ in the survey on the year 2018 compared to the year 2016.

Question nr. 2 - Which discrimination grounds do you find most important to work with in your preschool?

| 2016 | 2017 | 2018 |
|---------------------------|---------------------------|---------------------------|
| 74% Ethnicity | 57% Ethnicity | 50% Ethnicity |
| 32% Religion | 13% Religion | 31% Religion |
| 42% Functional variations | 48% Functional variations | 44% Functional variations |
| 21% Gender | 22% Gender | 19% Gender |
| 16% Sexual orientation | 13% Sexual orientation | 13% Sexual orientation |
| 47% Body size | 44% Body size | 31% Body size |
| 11% Age | 0% Age | 13% Age |



There was a decrease of 17% to the answer „Ethnicity“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 19% to the answer „Religion“ in the survey on the year 2017 compared to the year 2016. There was an increase of 6% to the answer „Functional Variations“ in the survey on the year 2017 compared to the year 2016. There was an increase of 1% to the answer „Gender“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 3% to the answer „Sexual orientation“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 4% to the answer „Body size“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 11% to the answer „Age“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 4% to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2017. There was an increase of 18 % to the answer „Religion“ in the survey on the year 2018 compared to the year 2017. There was an increase of 13% to the answer „Age“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 7% to the answer „Ethnicity“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 3% to the answer „Gender“ in the survey on the year 2018 compared to the year 2017. There was no changes accrued regarding to the answer „Sexual orientation and expression“ in the survey on the year 2018 compared to the year 2017. There was a

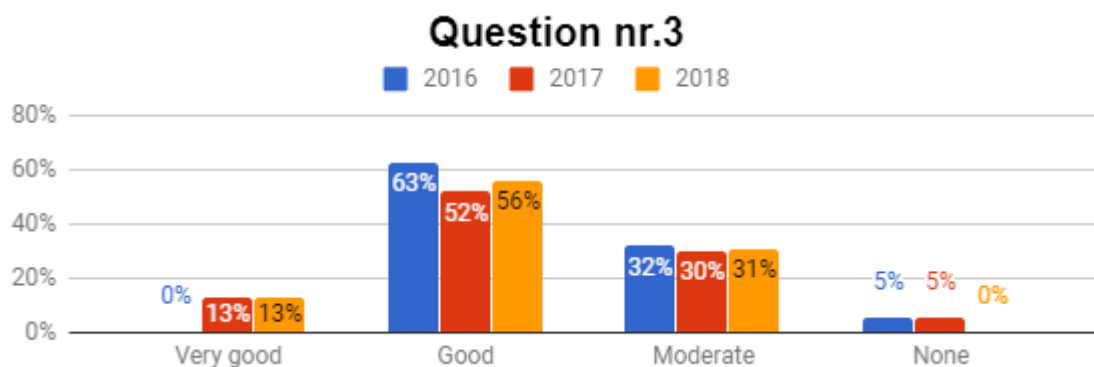


decrease of 13% to the answer „Body size“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 2% to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 1 % to the answer „Religion“ in the survey on the year 2018 compared to the year 2016. There was an increase of 2% to the answer „Age“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 2% to the answer „Gender“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 3 % to the answer „Sexual orientation and expression“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 16 % to the answer „Body size“ in the survey on the year 2018 compared to the year 2016.

Question nr. 3 - How do you assess your qualifications to teach norm critically concerning ethnicity?

| 2016 | 2017 | 2018 |
|--------------|---------------|---------------|
| 0% Very good | 13% Very good | 13% Very good |
| 63% Good | 52% Good | 56% Good |
| 32% Moderate | 30% Moderate | 31% Moderate |
| 5% None | 5% None | 0% None |



There was an increase of 13% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 11% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 2% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was no change to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was no changes regarding to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 4% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 1% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 5% to the answer “None” in the survey on the year 2018 compared to the year 2017.

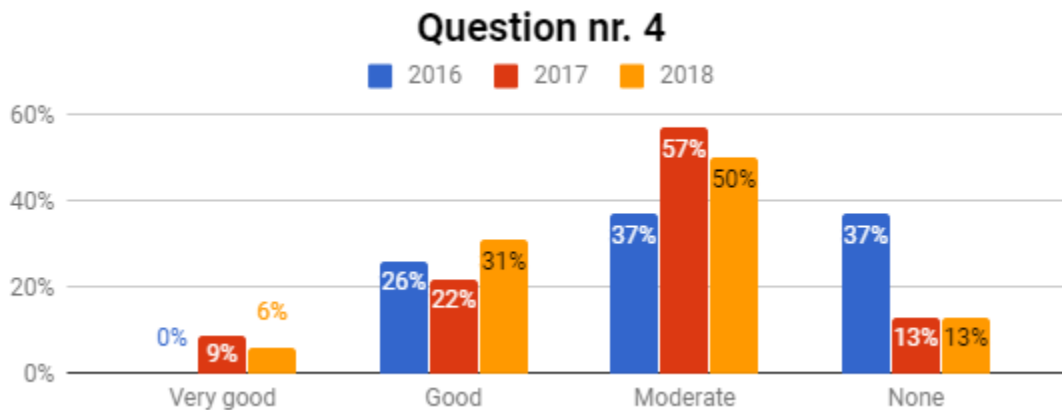
There was an increase of 13% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 7% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 1% to the answer



„Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 5% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 4 - How do you assess your qualifications to teach norm critically concerning religion?

| 2016 | 2017 | 2018 |
|--------------|--------------|--------------|
| 0% Very good | 9% Very good | 6% Very good |
| 26% Good | 22% Good | 31% Good |
| 37% Moderate | 57% Moderate | 50% Moderate |
| 37% None | 13% None | 13% None |



There was an increase of 9% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 4% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 20% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was an increase of 24% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 3% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 9% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 7% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no change accrued to the answer „None“ in the survey on the year 2018 compared to the year 2017.

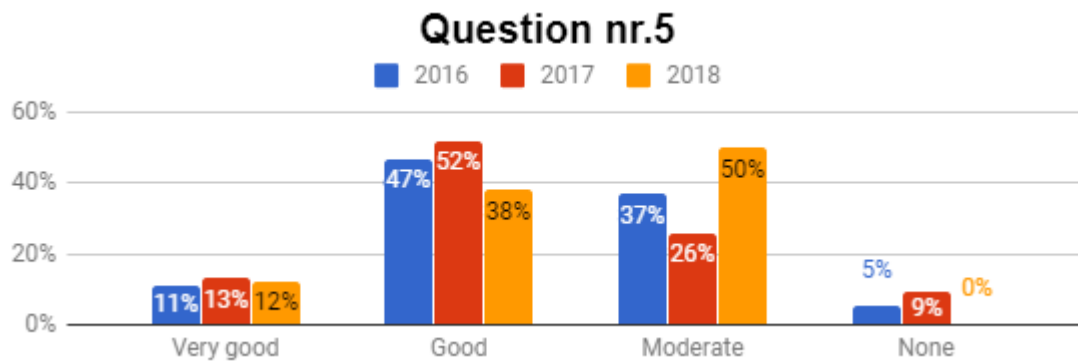
There was an increase of 6% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 5% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 13% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 24% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 5 - How do you assess your qualifications to teach norm critically concerning function variations?

| 2016 | 2017 | 2018 |
|------|------|------|
|------|------|------|



| | | |
|---------------|---------------|---------------|
| 11% Very good | 13% Very good | 12% Very good |
| 47% Good | 52% Good | 38% Good |
| 37% Moderate | 26% Moderate | 50% Moderate |
| 5% None | 9% None | 0% None |



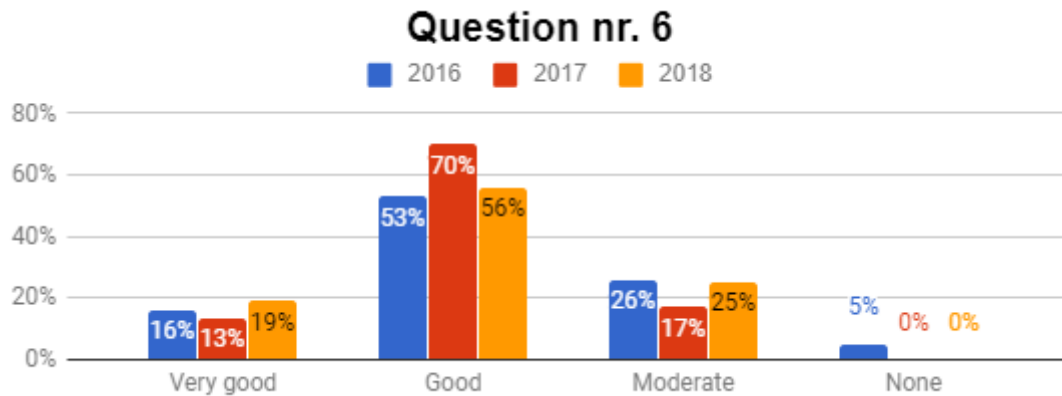
There was an increase of 2% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 5% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 11% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was an increase of 4% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 1% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 14% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 24% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 9% to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 1% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 9% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 13% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 5% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 6 - How do you assess your qualifications to teach norm critically concerning gender?

| 2016 | 2017 | 2018 |
|---------------|---------------|---------------|
| 16% Very good | 13% Very good | 19% very good |
| 53% Good | 70% Good | 56% Good |
| 26% Moderate | 17% Moderate | 25% Moderate |
| 5% None | 0% None | 0% None |



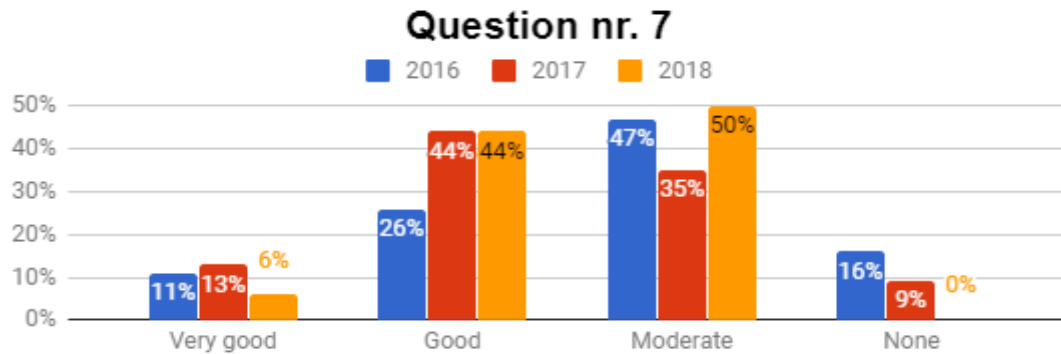
There was a decrease of 3% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 17% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 9% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 5% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 6% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 14% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 8% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 5% to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 3% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 3% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 1% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 5% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 7 - How do you assess your qualifications to teach norm critically concerning gender identity and gender expression?

| 2016 | 2017 | 2018 |
|---------------|---------------|--------------|
| 11% Very good | 13% Very good | 6% Very good |
| 26% Good | 44% Good | 44% Good |
| 47% Moderate | 35% Moderate | 50% Moderate |
| 16% None | 9% None | 0% None |



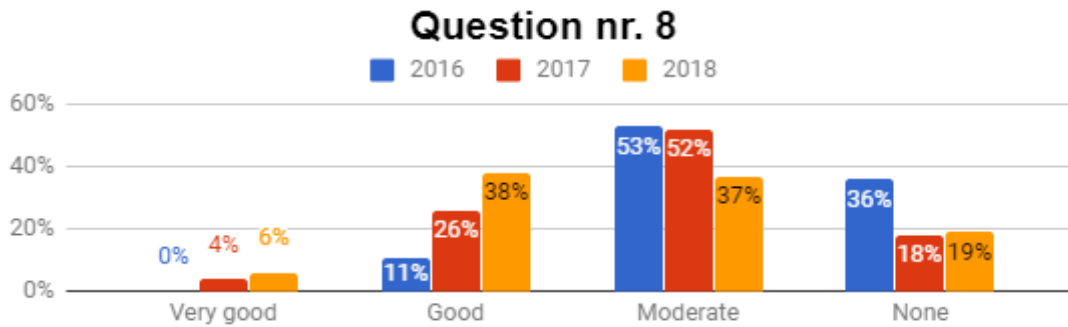
There was an increase of 2% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 18% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 12% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 7% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 7% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was no changes accrued to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 15% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 9% to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 5% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 18% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 3% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 16% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 8 - How do you assess your qualifications to teach norm critically concerning sexual orientation?

| 2016 | 2017 | 2018 |
|--------------|--------------|--------------|
| 0% Very good | 4% Very good | 6% Very good |
| 11% Good | 26% Good | 38% Good |
| 53% Moderate | 52% Moderate | 37% Moderate |
| 36% None | 18% None | 19% None |



There was an increase of 4% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 15% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 1% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 18% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 2% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 12% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 15% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was an increase of 1% to the answer „None“ in the survey on the year 2018 compared to the year 2017.

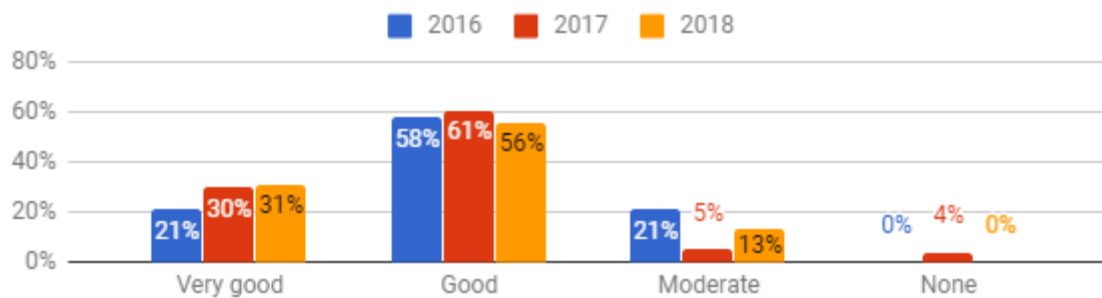
There was an increase of 6% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 17% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 16% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 17% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 9 - How do you assess your qualifications to teach norm critically concerning age?

| 2016 | 2017 | 2018 |
|---------------|---------------|---------------|
| 21% Very good | 30% Very good | 31% Very good |
| 58% Good | 61% Good | 56% Good |
| 21% Moderate | 5% Moderate | 13% Moderate |
| 0% None | 4% None | 0% None |



Question nr. 9



There was an increase of 9% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 3% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 16% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was an increase of 4% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 1% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 5% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 8% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 4% to the answer „None“ in the survey on the year 2018 compared to the year 2017.

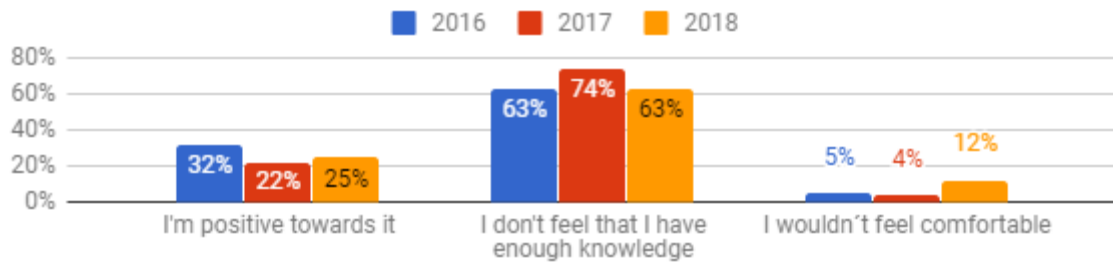
There was an increase of 10% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 2% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 7% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was no change accrued to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 10 - How do you feel about having children with mental functional variations in your group?

| 2016 | 2017 | 2018 |
|-----------------------------|-----------------------------|-----------------------------|
| 32% I'm positive towards it | 22% I'm positive towards it | 25% I'm positive towards it |
| 63% I don't /.../ | 74% I don't /.../ | 63% I don't /.../ |
| 5% I wouldn't feel /.../ | 4% I wouldn't feel /.../ | 12% I wouldn't feel /.../ |



Question nr. 10



There was a decrease of 10% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was an increase of 11% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 1% to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

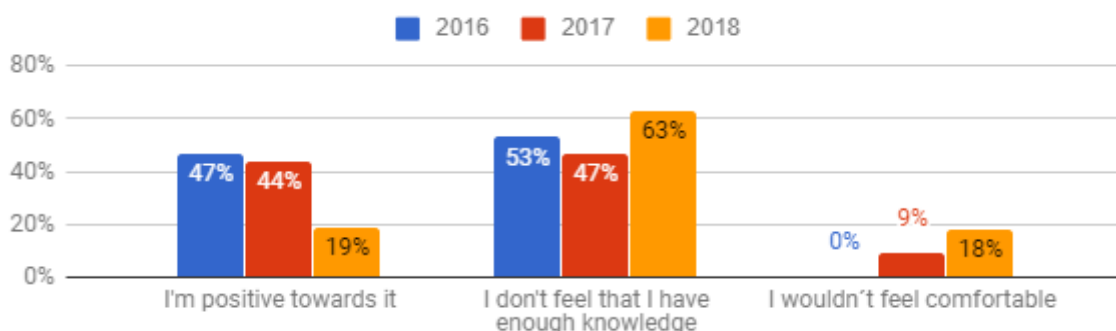
There was an increase of 3% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 11% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was an increase of 8% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 7% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was no changes accrued to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. There was an increase of 7% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 11 - How do you feel about having children with physical functional variations in your group?

| 2016 | 2017 | 2018 |
|-----------------------------|-----------------------------|-----------------------------|
| 47% I'm positive towards it | 44% I'm positive towards it | 19% I'm positive towards it |
| 53% I don't /.../ | 47% I don't /.../ | 63% I don't /.../ |
| 0% I wouldn't feel /.../ | 9% I wouldn't feel /.../ | 18% I wouldn't feel /.../ |

Question nr. 11





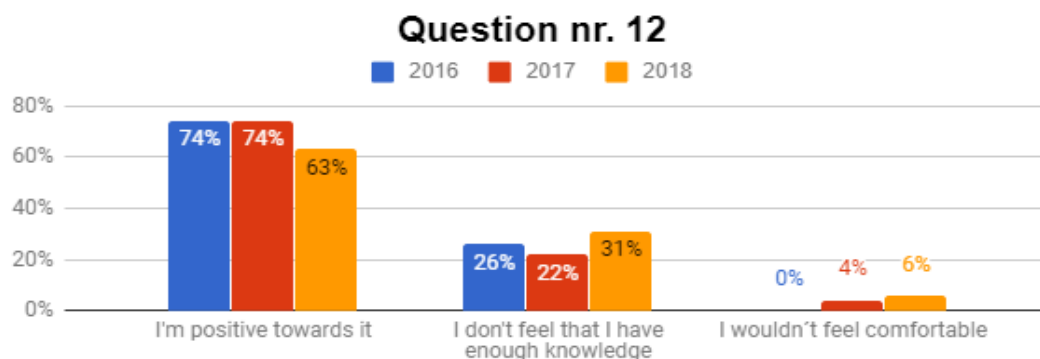
There was a decrease of 3% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 6% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. There was an increase of 9% to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 25 % to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was an increase of 15% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was an increase of 9% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 28 % to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 10% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. There was an increase of 18% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 12 - How do you feel about having children from other ethnic groups in your group?

| 2016 | 2017 | 2018 |
|-----------------------------|-----------------------------|-----------------------------|
| 74% I'm positive towards it | 74% I'm positive towards it | 63% I'm positive towards it |
| 26% I don't /.../ | 22% I don't /.../ | 31% I don't /.../ |
| 0% I wouldn't feel /.../ | 4% I wouldn't feel /.../ | 6% I wouldn't feel /.../ |



There was no change to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 4% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. There was an increase of 4% to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

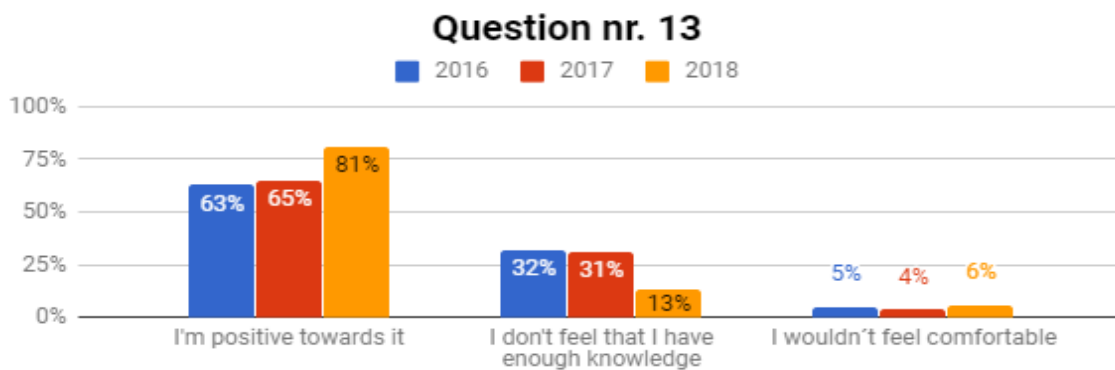
There was a decrease of 9% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was an increase of 9% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was an increase of 2% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.



There was a decrease of 9% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was an increase of 5% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. There was an increase of 6% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 13 - How do you feel about having children with other mother tongue in your group?

| 2016 | 2017 | 2018 |
|-----------------------------|----------------------------|-----------------------------|
| 63% I'm positive towards it | 65% I'm positive towards i | 81% I'm positive towards it |
| 32% I don't /.../ | 31% I don't /.../ | 13% I don't /.../ |
| 5% I wouldn't feel /.../ | 4% I wouldn't feel /.../ | 6% I wouldn't feel /.../ |



There was an increase of 2% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 1% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 1% to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 16% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 18% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was an increase of 2% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 18% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 19% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. There was an increase of 1% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 14 - How do you feel about having children with other religions in your group?

| 2016 | 2017 | 2018 |
|-----------------------------|-----------------------------|-----------------------------|
| 21% I'm positive towards it | 30% I'm positive towards it | 50% I'm positive towards it |



74% I don't /.../

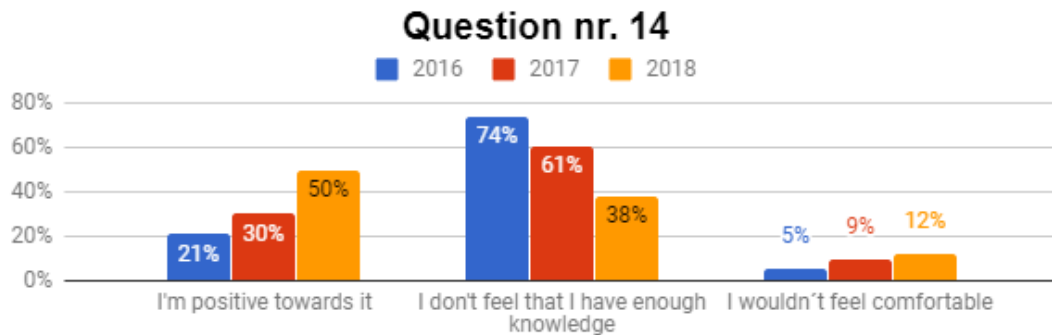
61% I don't /.../

38% I don't /.../

5% I wouldn't feel /.../

9% I wouldn't feel /.../

12% I wouldn't feel /.../



There was an increase of 9% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 13% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. There was an increase of 4% to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 20% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 23% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 3% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

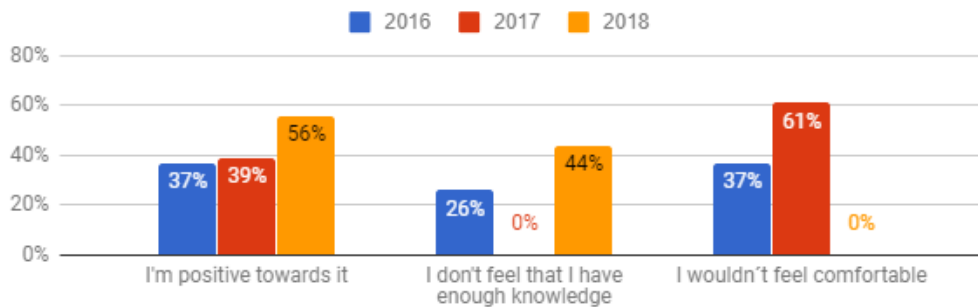
There was an increase of 29% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 36% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. There was an increase of 7% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 15 - How comfortable do you feel discussing sexual orientation with the children?

| 2016 | 2017 | 2018 |
|-----------------------------|-----------------------------|-----------------------------|
| 37% I'm positive towards it | 39% I'm positive towards it | 56% I'm positive towards it |
| 26% I don't /.../ | - | 44% I don't /.../ |
| 37% I wouldn't /.../ | 61% I wouldn't /.../ | 0% I wouldn't /.../ |



Question nr. 15



There was an increase of 2% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was no option „I don't feel that I have enough knowledge“ in the survey of the year 2017. There was an increase of 24% to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

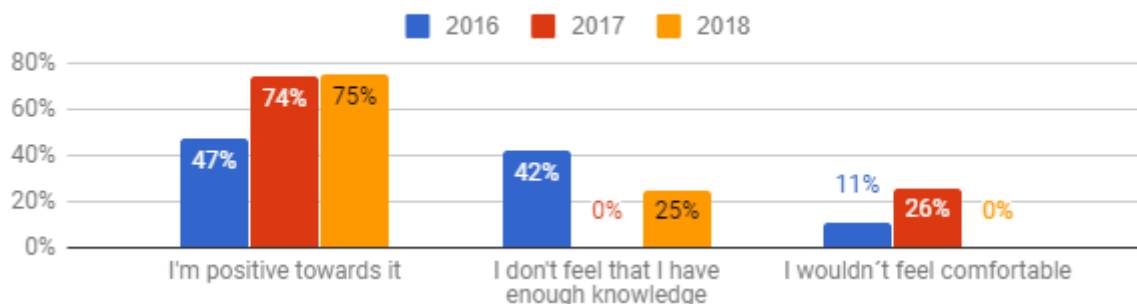
There was an increase of 17% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was no option „I don't feel that I have enough knowledge“ in the survey of the year 2017. There was a decrease of 61% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 19% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was an increase of 18% „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 37% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 16 - How comfortable do you feel about discussing gender identity and gender expression with your children?

| 2016 | 2017 | 2018 |
|-----------------------------|-----------------------------|-----------------------------|
| 47% I'm positive towards it | 74% I'm positive towards it | 75% I'm positive towards it |
| 42% I don't /.../ | - | 25% I don't /.../ |
| 11% I wouldn't /.../ | 26% I wouldn't /.../ | 0% I wouldn't /.../ |

Question nr. 16





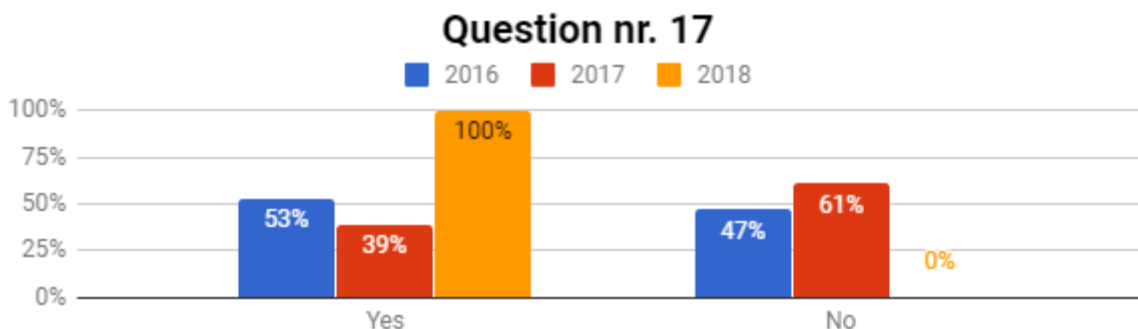
There was an increase of 27% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was no option „I don't feel that I have enough knowledge“ in the survey of the year 2017. There was an increase of 15% to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 1% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was no option „I don't feel that I have enough knowledge“ in the survey of the year 2017. There was a decrease of 26% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 28% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 17% to the answer „I don't feel that I have enough knowledge“ in the survey of the year 2018 compared to the year 2016. There was a decrease of 11% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 17 - Do you think it is important to have gender adjusted toys in the preschool?

| 2016 | 2017 | 2018 |
|---------|---------|----------|
| 53% Yes | 39% Yes | 100% Yes |
| 47% No | 61% No | 0% No |



There was a decrease of 14% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. There was an increase of 14% to the answer „No“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 61% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 61% to the answer „No“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 47% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 47% to the answer „No“ in the survey on the year 2018 compared to the year 2016.

Question nr. 18 - Have you worked norm critically before?

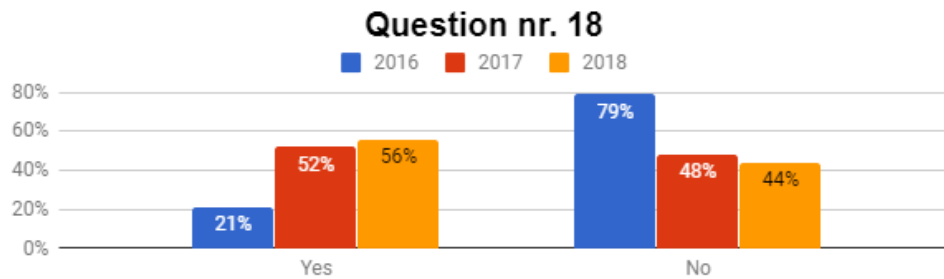
| 2016 | 2017 | 2018 |
|---------|---------|---------|
| 21% Yes | 52% Yes | 56% Yes |



79% No

48% No

44% No



There was an increase of 31% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 31% to the answer „No“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 4% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 4% to the answer „No“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 35% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 35% to the answer „No“ in the survey on the year 2018 compared to the year 2016.

EXTRA 1:

During the first year of the project there was extra question added for the first questionnaire for the teachers (2016)

18. How would you want to adjust your preschool's learning environment concerning the different discrimination grounds?



Kuidas Te sooviksite kohandada oma rühma õppe- ja kasvatustöö keskkonda lähtudes erinevatest diskrimineerimisalustest (erinevad usundid, funktsionaalsed erinevused, vanus, rahvus, sugu, seksuaalne orientatsioon ja eneseväljendus, keha suurus)?

(19 responses)

see teema ei vaja eraldi kohandamist

Usun, et kõige olulisem on vaimne keskkond elik täiskasvanud, kellega lapsed koos oma päeva veedavad ning kelle põhimõtteid ja hoiakuid nad alateadlikult endale salvestavad. Seega pean oluliseks, et õpetajad teevad iseendaga tööd, analüüsivad end ja oma tööd, teevad sellest adekvaatseid järeldusi ning on valmis ausalt peeglisse vaatama. Seda aitavad teha vastavasisulised koolitused, kirjandus, teemapäevad, head eeskujud, aga loomulikult ennekõike sisemine soov alati muutuda paremaks ja avatumaks inimeseks. Inimene saab end muuta ainult ise. Kõik "päris" tuleb seestpoolt.

ei oska öelda kuna puudub vastav kogemus

Ei soovi rühmatöös midagi muuta, leian, et kõik on juba hästi.

Temaatilised raamatud, erineva nahavärviga nukud

*

Ma ei leia, et need teemad on meie lasteaias diskrimineerivad. Meil on ühised väärtused ja kõigil on võrdsed võimalused kasvamiseks ja arenemiseks.

Ei oska vastata.

.

Seintele teha näiteks pilt erinevast lastest, kes elavad geograafiliselt erinevates riikides/mandritel, kes on erinevast rassist. Samuti võiks rühma tekitada väikese nurgakese, kus olekski erinevad rahvused (mängud, tegevused, õppevahendid jne).

Kuna töotan sõimerühmas, siis ei oskagi eriti kohandada kui vast piltide, raamatute, ja muu sellekohase materjali näitamisega, rääkimisega ja ka lahti mängimisega, kasutusele võtta ka lillad karud ja eri nahavärviga nukud.

Et oleks mänguvahendeid igale soole, vanusele.

Meie rühmas ei toimu diskrimineerimist ja esialgu ei näe vajadust muutusteks. Näen vajadust täiendada oma teadmisi.

Eelkõige tuleks harida ja ette valmistada ennast ja lapsevanemaid.

Vastavalt vajadustele.

Kasutan kahe projekti- Kiusmisest vaba lasteaiad ja laskem lastel muuta maailma abi, vahendeid, vestlust, pildimaterjale, kirjandust.

Kohandan vastavalt vajadusele.

Veel ei tea vastust. Olemasolevas keskkonnas on praegugi võimalik rõõmsalt kõigil võimalikel diskrimineeritavatel koos eksisteerida.

Rohkem erinevaid õppevahendeid (eri nahavärviga nukud nt).



Evaluation of teacher's questionnaire results – ITALY

Responses

Year 2016 – 17

Year 2017 – 17

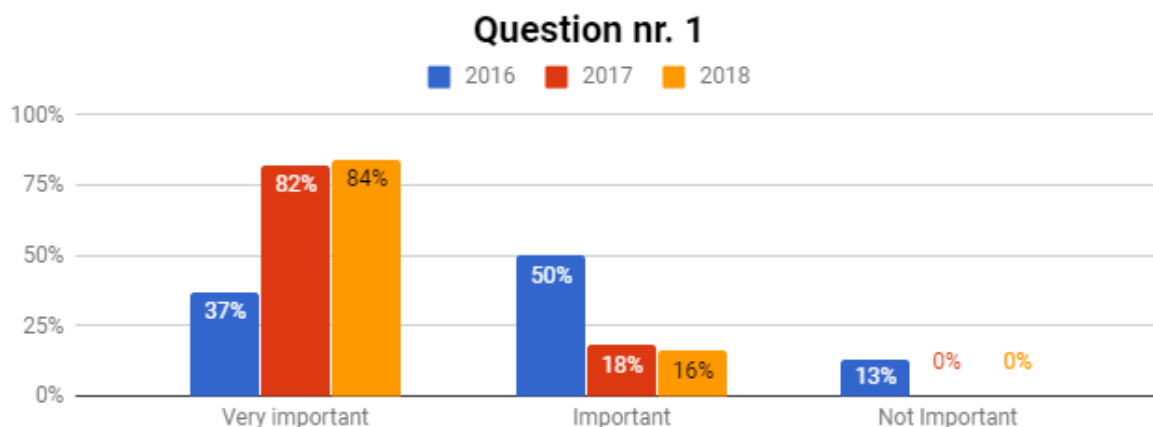
Year 2018 – 18

The number of responses has stayed the same over the years 2016 and 2017. The number of responses has increased by 1 in 2018 compared to years 2017/2016.

The average number of respondents over the three years is 17,3.

Question nr. 1 - How important do you think it is to work norm critically?

| 2016 | 2017 | 2018 |
|--------------------|--------------------|--------------------|
| 37% Very Important | 82% Very Important | 84% Very Important |
| 50% Important | 18% Important | 16% Important |
| 13% Not important | 0% Not important | 0% Not important |



There was an increase of 45% to the answer „Very Important“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 32% to the answer „Important“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 13% to the answer „Not Important“ in the survey on the year 2017 compared to the year 2016.

There was a increase of 2% to the answer „Very Important“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 2% to the answer „Important“ in the

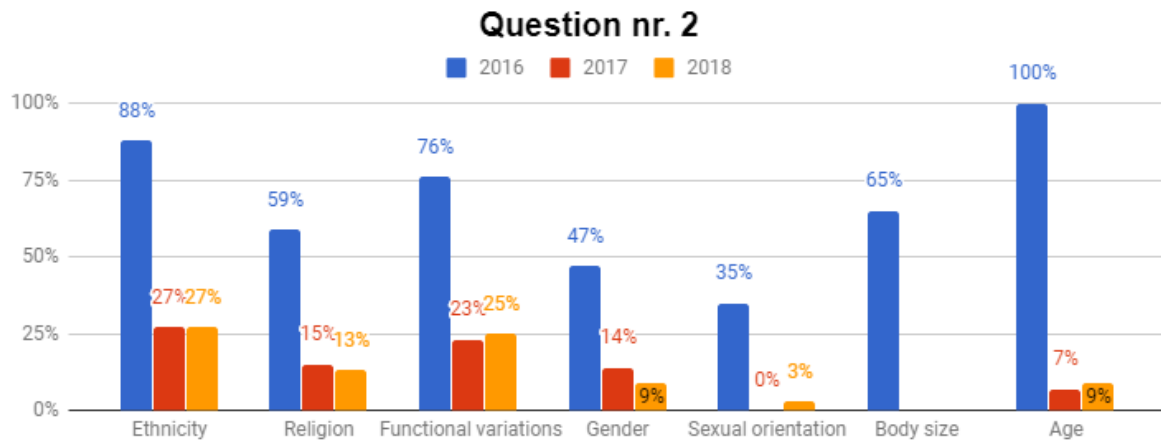


survey on the year 2018 compared to the year 2017. There was no change to the answer „Not Important“ in the survey on the year 2018 compared to the year 2017.

There was a increase of 47% to the answer „Very Important“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 34% to the answer „Important“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 13% to the answer „Not Important“ in the survey on the year 2018 compared to the year 2016.

Question nr. 2 - Which discrimination grounds do you find most important to work with in your preschool?

| 2016 | 2017 | 2018 |
|---------------------------|---------------------------|---------------------------|
| 88% Ethnicity | 27% Ethnicity | 27% Ethnicity |
| 59% Religion | 15% Religion | 13% Religion |
| 76% Functional variations | 23% Functional variations | 25% Functional variations |
| 47% Gender | 14% Gender | 9% Gender |
| 35% Sexual orientation | 0% Sexual orientation | 3% Sexual orientation |
| 65% Body size | ?% Body size | ?% Body size |
| 100% Age | 7% Age | 9% Age |



There was a decrease of 61% to the answer „Ethnicity“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 44% to the answer „Religion“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 53% to the answer „Functional Variations“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 33% to the answer „Gender“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 35% to the answer „Sexual orientation“ in the survey on the year 2017 compared to the year 2016. There was no option about the answer „Body size“ in the survey on the year 2017. There was a decrease of 93% to the answer „Age“ in the survey on the year 2017 compared to the year 2016.

There was no change to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2017. There was a increase of 2% to the answer „Age“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „Ethnicity“ in

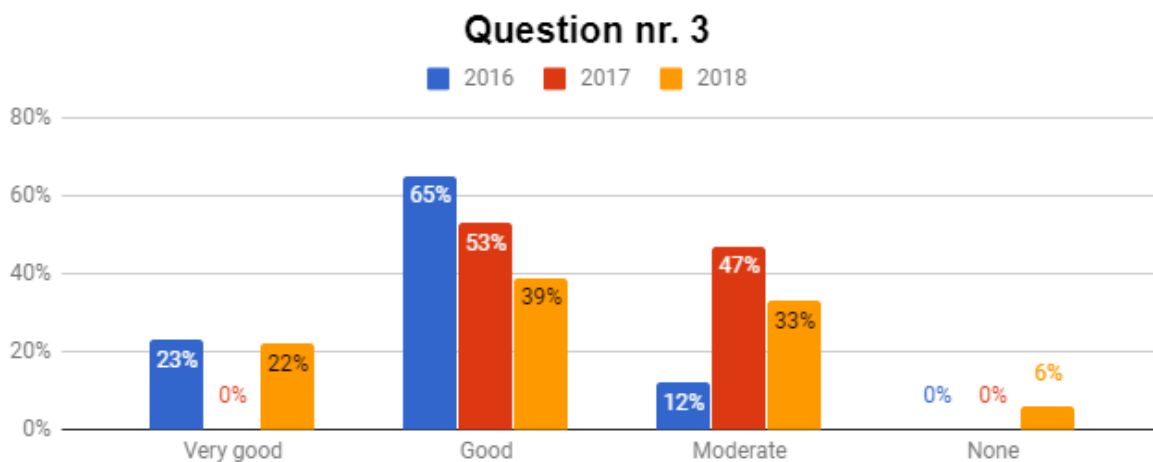


the survey on the year 2018 compared to the year 2017. There was a decrease of 5% to the answer „Gender“ in the survey on the year 2018 compared to the year 2017. There was increase of 3% to the answer „Sexual orientation and expression“ in the survey on the year 2018 compared to the year 2017. There was no answer to the answer „Body size“ in the survey on the year 2018.

There was a decrease of 51% to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 91% to the answer „Age“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 2% to the answer „Religion“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 38% to the answer „Gender“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 32% to the answer „Sexual orientation and expression“ in the survey on the year 2018 compared to the year 2016. There was no answer to the question about „Body size“ in the survey on the year 2018.

Question nr. 3 - How do you assess your qualifications to teach norm critically concerning ethnicity?

| 2016 | 2017 | 2018 |
|---------------|--------------|---------------|
| 23% Very good | 0% Very good | 22% Very good |
| 65% Good | 53% Good | 39% Good |
| 12% Moderate | 47% Moderate | 33% Moderate |
| 0% None | 0% None | 6% None |



There was a decrease of 23% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 12% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a increase of 35% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 0% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

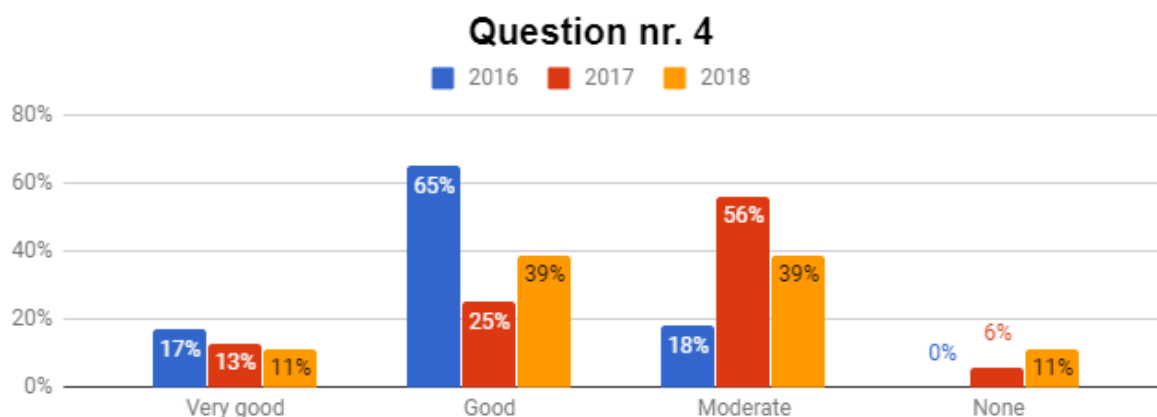
There was a increase of 22% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a increase of 14% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 14% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was a increase of a 6% to the answer „None“ in the survey on the year 2018 compared to the year 2017.



There was a decrease of 1% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 26 % to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 14% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a increase of 6% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 4 - How do you assess your qualifications to teach norm critically concerning religion?

| 2016 | 2017 | 2018 |
|---------------|---------------|---------------|
| 17% Very good | 13% Very good | 11% Very good |
| 65% Good | 25% Good | 39% Good |
| 18% Moderate | 56% Moderate | 39% Moderate |
| 0% None | 6% None | 11% None |



There was a decrease of 4% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 40% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a increase of 38% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was a increase of 6% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

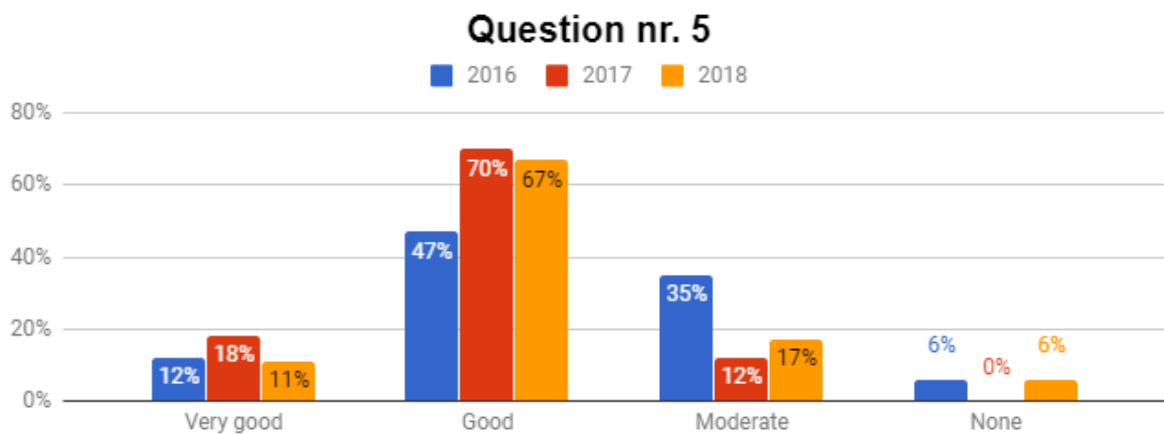
There was a decrease of 2% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a increase of 14% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 17% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was a increase of a 5% to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 6% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 26 % to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 17% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a increase of 11% to the answer „None“ in the survey on the year 2018 compared to the year 2016.



Question nr. 5 - How do you assess your qualifications to teach norm critically concerning function variations?

| 2016 | 2017 | 2018 |
|---------------|---------------|---------------|
| 12% Very good | 18% Very good | 11% Very good |
| 47% Good | 70% Good | 67% Good |
| 35% Moderate | 12% Moderate | 17% Moderate |
| 6% None | 0% None | 6% None |



There was an increase of 6% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 23% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 23% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 6% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 7% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 3% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 5% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was an increase of 6% to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 1% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 20% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 18% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was no change to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 6 - How do you assess your qualifications to teach norm critically concerning gender?

| 2016 | 2017 | 2018 |
|--------------|---------------|--------------|
| 0% Very good | 12% Very good | 6% Very good |
| 35% Good | 41% Good | 44% Good |

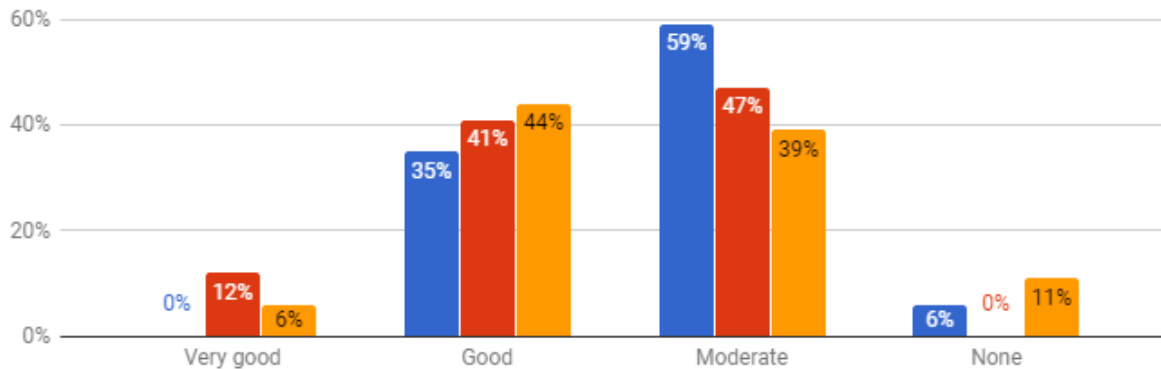


59% Moderate
6% None

47% Moderate
0% None

39% Moderate
11% None

Question nr. 6



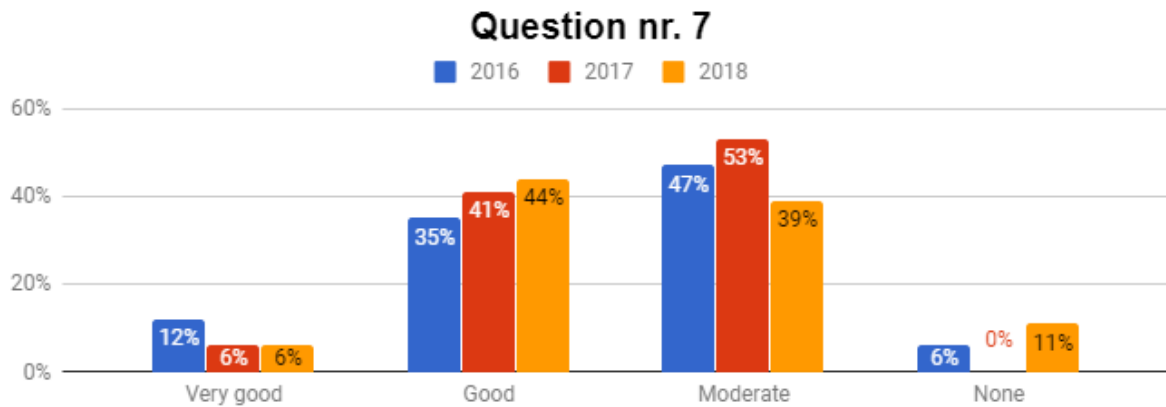
There was an increase of 12% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 6% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 12% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 6% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 6% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 3% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 8% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was an increase of 11% to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 6% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 9% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 20% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was an increase of 5% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 7 - How do you assess your qualifications to teach norm critically concerning gender identity and gender expression?

| 2016 | 2017 | 2018 |
|---------------|--------------|--------------|
| 12% Very good | 6% Very good | 6% Very good |
| 35% Good | 41% Good | 44% Good |
| 47% Moderate | 53% Moderate | 39% Moderate |
| 6% None | 0% None | 11% None |



There was a decrease of 6% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 6% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 6% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 6% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 6% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 3% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 14% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was an increase of a 11% to the answer „None“ in the survey on the year 2018 compared to the year 2017.

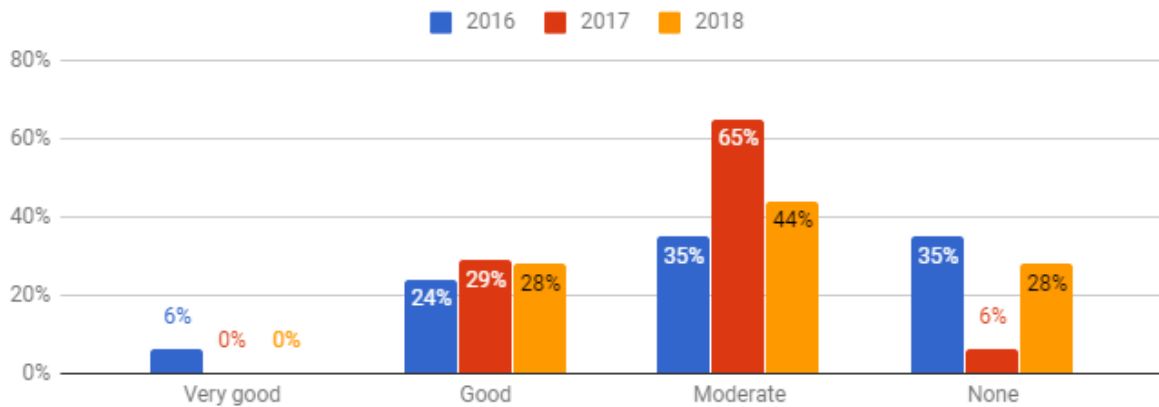
There was an increase of 6% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 9% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 14% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was an increase of 5% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 8 - How do you assess your qualifications to teach norm critically concerning sexual orientation?

| 2016 | 2017 | 2018 |
|--------------|--------------|--------------|
| 6% Very good | 0% Very good | 0% Very good |
| 24% Good | 29% Good | 28% Good |
| 35% Moderate | 65% Moderate | 44% Moderate |
| 35% None | 6% None | 28% None |



Question nr. 8



There was a decrease of 6% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 5% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 30% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 29% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was no change to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 1% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 21% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was an increase of 22% to the answer „None“ in the survey on the year 2018 compared to the year 2017.

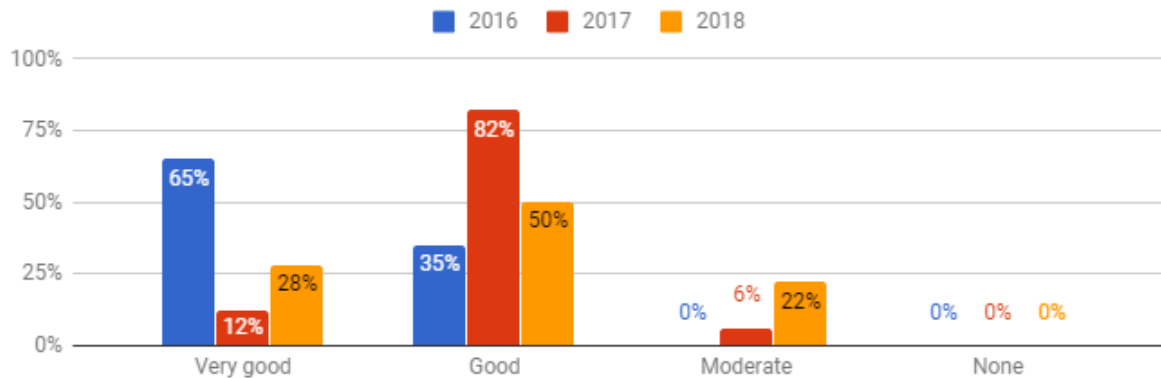
There was a decrease of 6% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 4% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 9% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was decrease of 7% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 9 - How do you assess your qualifications to teach norm critically concerning age?

| 2016 | 2017 | 2018 |
|---------------|---------------|---------------|
| 65% Very good | 12% Very good | 28% Very good |
| 35% Good | 82% Good | 50% Good |
| 0% Moderate | 6% Moderate | 22% Moderate |
| 0% None | 0% None | 0% None |



Question nr. 9



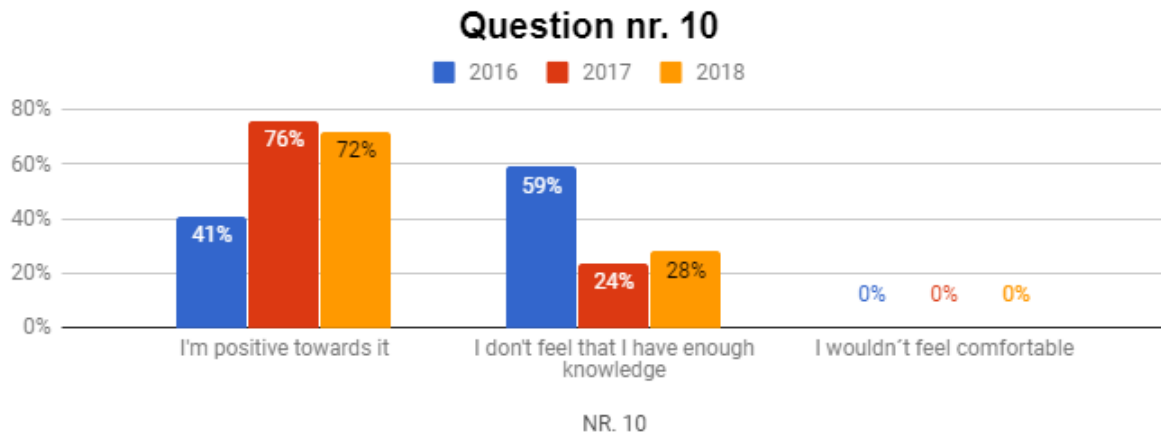
There was a decrease of 53% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 47% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 6% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was no change to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 16% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 32% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 16% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 37% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 15% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 22% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was no change to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 10 - How do you feel about having children with mental functional variations in your group?

| 2016 | 2017 | 2018 |
|-----------------------------|-----------------------------|-----------------------------|
| 41% I'm positive towards it | 76% I'm positive towards it | 72% I'm positive towards it |
| 59% I don't feel /.../ | 24% I don't feel /.../ | 28% I don't feel /.../ |
| 0% I wouldn't feel /.../ | 0% I wouldn't feel /.../ | 0% I wouldn't feel /.../ |



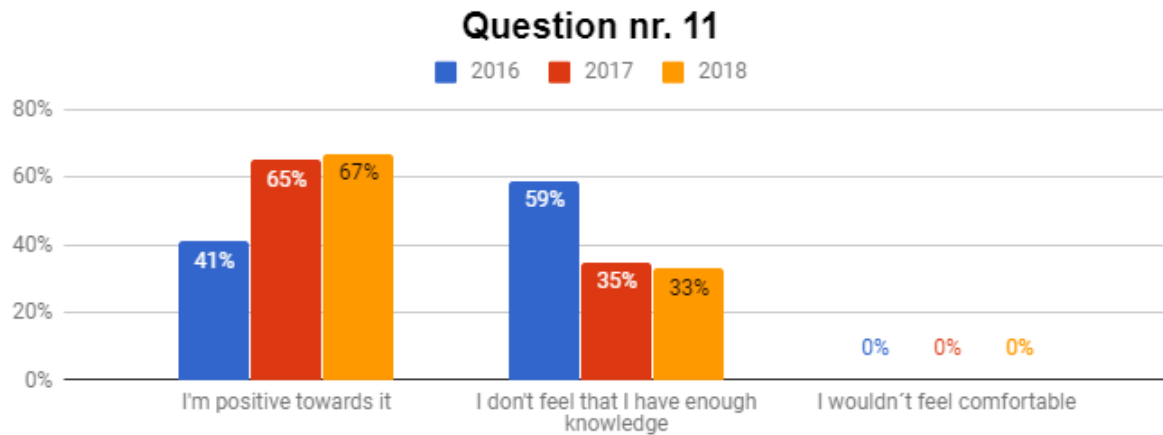
There was an increase of 35% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 35% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 4% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was an increase of 4% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 31% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 31% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 11 - How do you feel about having children with physical functional variations in your group?

| 2016 | 2017 | 2018 |
|-----------------------------|-----------------------------|-----------------------------|
| 41% I'm positive towards it | 65% I'm positive towards it | 67% I'm positive towards it |
| 59% I don't feel /.../ | 35% I don't feel /.../ | 33% I don't feel /.../ |
| 0% I wouldn't feel /.../ | 0% I wouldn't feel /.../ | 0% I wouldn't feel /.../ |



There was an increase of 24% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 24% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 2% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 2% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

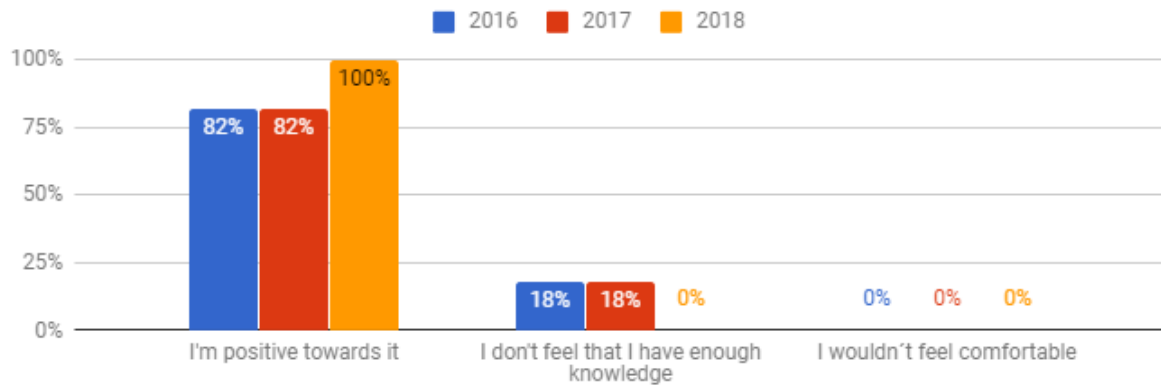
There was an increase of 26% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 26% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 12 - How do you feel about having children from other ethnic groups in your group?

| 2016 | 2017 | 2018 |
|-----------------------------|-----------------------------|-----------------------------|
| 82% I'm positive towards it | 82% I'm positive towards it | 82% I'm positive towards it |
| 18% I don't feel /.../ | 18% I don't feel /.../ | 18% I don't feel /.../ |
| 0% I wouldn't feel /.../ | 0% I wouldn't feel /.../ | 0% I wouldn't feel /.../ |



Question nr. 12



There was no change of results in the survey on the year 2017 compared to the year 2016.

There was an increase of 18% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 18% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

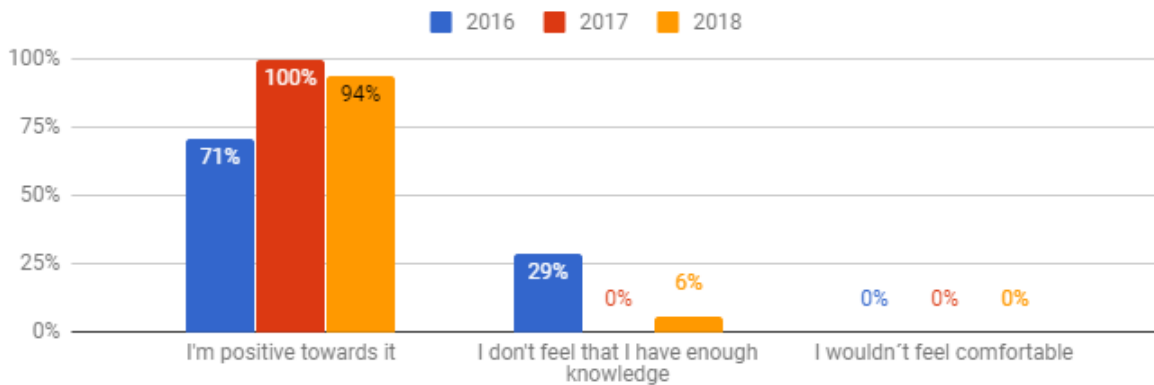
There was an increase of 18% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 18% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 13 - How do you feel about having children with other mother tongue in your group?

| 2016 | 2017 | 2018 |
|-----------------------------|------------------------------|-----------------------------|
| 71% I'm positive towards it | 100% I'm positive towards it | 94% I'm positive towards it |
| 29% I don't feel /.../ | 0% I don't feel /.../ | 6% I don't feel /.../ |
| 0 % I wouldn't feel /.../ | 0% I wouldn't feel /.../ | 0% I wouldn't feel /.../ |



Question nr. 13



There was an increase of 29% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 29% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 6% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was an increase of 6% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

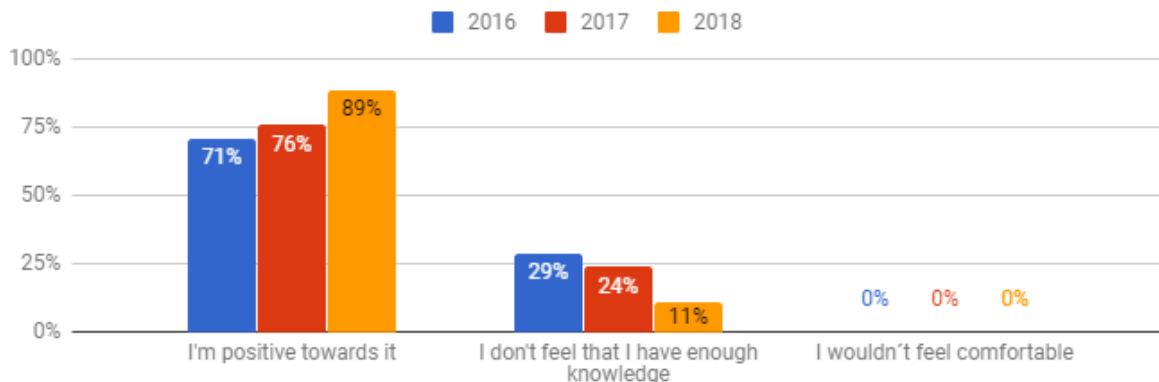
There was an increase of 23% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 23% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 14 - How do you feel about having children with other religions in your group?

| 2016 | 2017 | 2018 |
|-----------------------------|-----------------------------|-----------------------------|
| 71% I'm positive towards it | 76% I'm positive towards it | 89% I'm positive towards it |
| 29% I don't feel /.../ | 24% I don't feel /.../ | 11% I don't feel /.../ |
| 0% I wouldn't feel /.../ | 0% I wouldn't feel /.../ | 0% I wouldn't feel /.../ |



Question nr. 14



There was an increase of 5% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 5% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 13% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 13% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

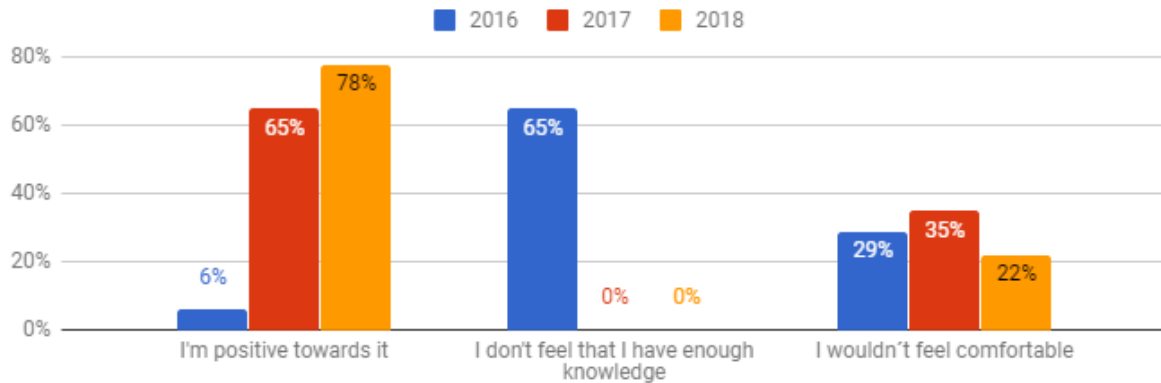
There was an increase of 18% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 18% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 15 - How comfortable do you feel discussing sexual orientation with the children?

| 2016 | 2017 | 2018 |
|----------------------------|-----------------------------|-----------------------------|
| 6% I'm positive towards it | 65% I'm positive towards it | 78% I'm positive towards it |
| 65% I don't feel /.../ | - | - |
| 29% I wouldn't feel /.../ | 35% I wouldn't feel /.../ | 22% I wouldn't feel /.../ |



Question nr. 15



There was an increase of 59% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was no option „I don't feel that I have enough knowledge“ in the survey of the year 2017. There was an increase of 6% to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

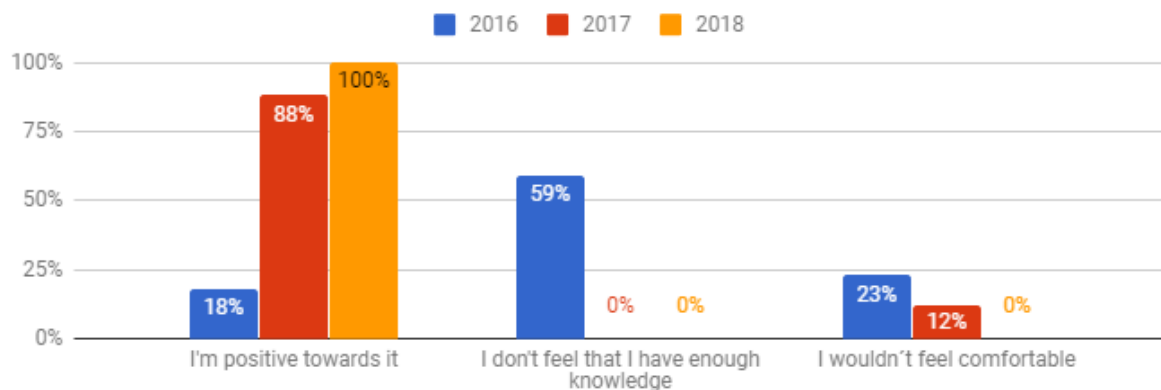
There was an increase of 13% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was no answer „I don't feel that I have enough knowledge“ in the survey on the year 2017/2018. There was a decrease of 13% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 72% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was no answer „I don't feel that I have enough knowledge“ in the survey on the year 2017/2018. There was a decrease of 7% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 16 - How comfortable do you feel about discussing gender identity and gender expression with your children?

| 2016 | 2017 | 2018 |
|-----------------------------|-----------------------------|------------------------------|
| 18% I'm positive towards it | 88% I'm positive towards it | 100% I'm positive towards it |
| 59% I don't feel /.../ | - | - |
| 23% I wouldn't feel /.../ | 12% I wouldn't feel /.../ | 0% I wouldn't feel /.../ |

Question nr. 16





There was an increase of 70% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was no option „I don't feel that I have enough knowledge“ in the survey of the year 2017. There was a decrease of 11% to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 12% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was no answer „I don't feel that I have enough knowledge“ in the survey on the year 2017/2018. There was a decrease of 12% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 82% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was no answer „I don't feel that I have enough knowledge“ in the survey on the year 2017/2018. There was a decrease of 23% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 17 - Do you think it is important to have gender adjusted toys in the preschool?

| 2016 | 2017 | 2018 |
|---------|----------|----------|
| 41% Yes | 100% Yes | 100% Yes |
| 59% No | 0% No | 0% No |



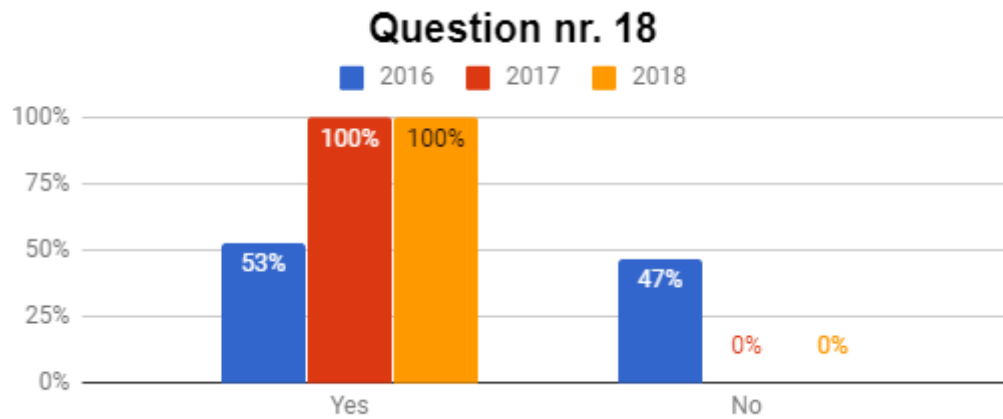
There was an increase of 59% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was no change to the answer „Yes“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 59% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016.

Question nr. 18 - Have you worked norm critically before?

| 2016 | 2017 | 2018 |
|---------|----------|----------|
| 53% Yes | 100% Yes | 100% Yes |
| 47% No | 0% No | 0% No |



There was an increase of 47% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was an no change to the answer „Yes“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 47% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016.



Evaluation of teacher's questionnaire results - NORWAY

Responses

Year 2016 – ?

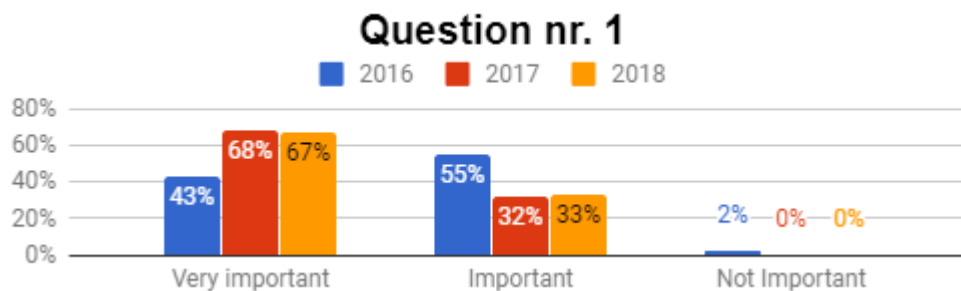
Year 2017 – ?

Year 2018- 39

Number of responses are not presented.

Question nr. 1 - How important do you think it is to work norm critically?

| 2016 | 2017 | 2018 |
|--------------------|--------------------|--------------------|
| 43% Very Important | 68% Very Important | 67% Very important |
| 55% Important | 32% Important | 33% Important |
| 2% Not important | 0% Not important | 0% Not important |



There was an increase of 25% to the answer „Very Important“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 23% to the answer „Important“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 2% to the answer „Not Important“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 1% to the answer „Very Important“ in the survey on the year 2018 compared to the year 2017. There was an increase of 1% to the answer „Important“ in the survey on the year 2018 compared to the year 2017. There was no changes accrued to the answer „Not Important“ in the survey on the year 2018 compared to the year 2017.

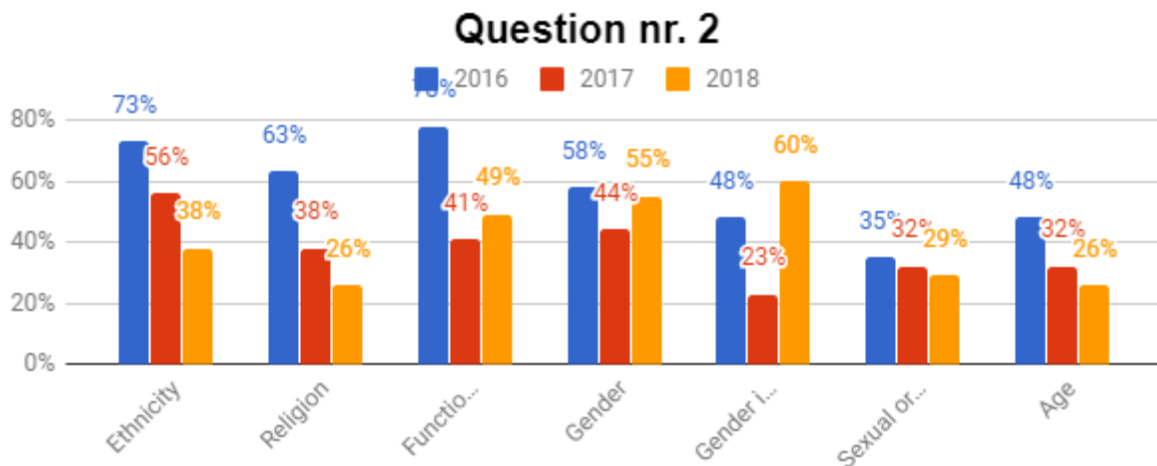
There was an increase of 24% to the answer „Very Important“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 22% to the answer „Important“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 2% to the answer „Not Important“ in the survey on the year 2018 compared to the year 2016.

Question nr. 2 - Which discrimination grounds do you find most important to work with in your preschool?

| 2016 | 2017 | 2018 |
|------|------|------|
|------|------|------|



| | | |
|---|---|---|
| 73% Ethnicity | 56% Ethnicity | 38% Ethnicity |
| 63% Religion | 38% Religion | 26% Religion |
| 78% Functional variations | 41% Functional variations | 49% Functional variations |
| 58% Gender | 44% Gender | 55% Gender |
| 48% Gender identity and gender expression | 23% Gender identity and gender expression | 60% Gender identity and gender expression |
| 35% Sexual orientation | 32% Sexual orientation | 29% Sexual orientation |
| 48% Age | 32% Age | 26% Age |



There was a decrease of 17% to the answer „Ethnicity“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 25% to the answer „Religion“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 37% to the answer „Functional Variations“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 14% to the answer „Gender“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 25% to the answer „Gender identity and gender expression“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 3% to the answer „Sexual orientation“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 16% to the answer „Age“ in the survey on the year 2017 compared to the year 2016.

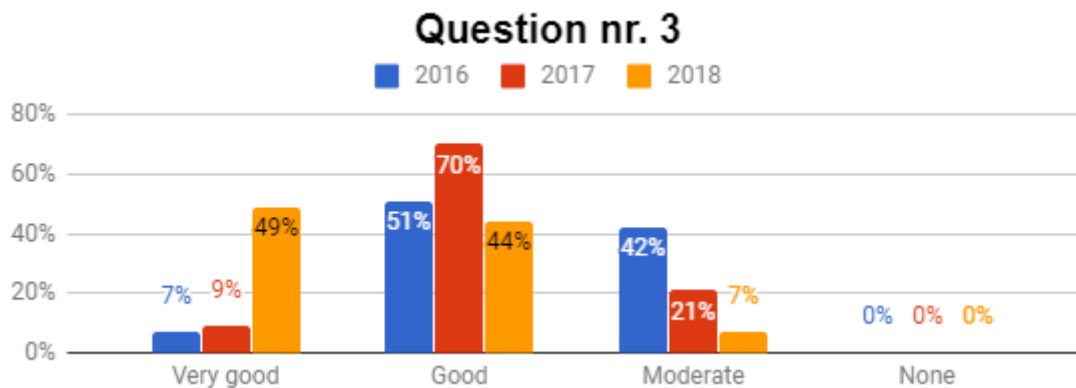
There was an increase of 8% to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 8% to the answer „Religion“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 6% to the answer „Age“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 18% to the answer „Ethnicity“ in the survey on the year 2018 compared to the year 2017. There was an increase of 11% to the answer „Gender“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 3% to the answer „Sexual orientation and expression“ in the survey on the year 2018 compared to the year 2017.



There was a decrease of 29% to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 37 % to the answer „Religion“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 22% to the answer „Age“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 3% to the answer „Gender“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 6 % to the answer „Sexual orientation and expression“ in the survey on the year 2018 compared to the year 2016.

Question nr. 3 - How do you assess your qualifications to teach norm critically concerning ethnicity?

| 2016 | 2017 | 2018 |
|--------------|--------------|---------------|
| 7% Very good | 9% Very good | 49% Very good |
| 51% Good | 70% Good | 44% Good |
| 42% Moderate | 21% Moderate | 7% Moderate |
| 0% None | 0% None | 0% None |



There was an increase of 2% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 19% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 21% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was no change to the answer „None“ in the survey on the year 2017 compared to the year 2016.

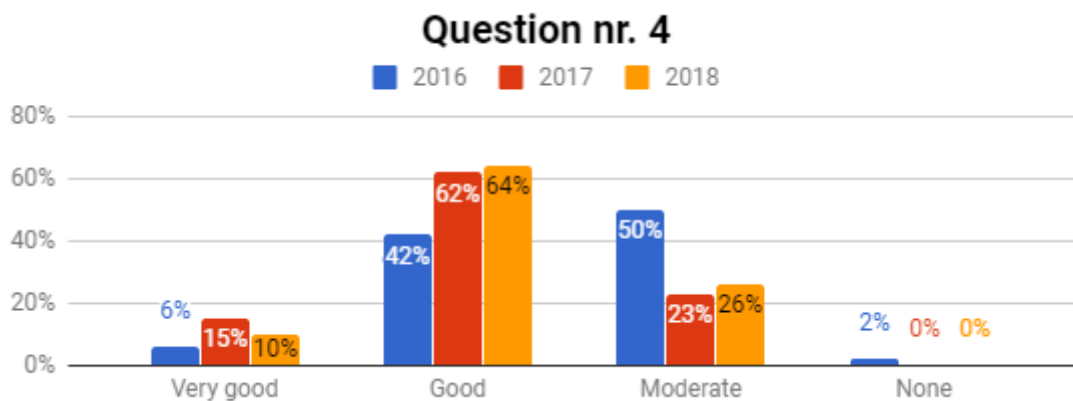
There and increase of 40% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 26% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 14% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no change accrued to the answer “None” in the survey on the year 2018 compared to the year 2017.

There was an increase of 42% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 7% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 35% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was no change accrued to the answer „None“ in the survey on the year 2018 compared to the year 2016.



Question nr. 4 - How do you assess your qualifications to teach norm critically concerning religion?

| 2016 | 2017 | 2018 |
|--------------|---------------|---------------|
| 6% Very good | 15% Very good | 10% Very good |
| 42% Good | 62% Good | 64% Good |
| 50% Moderate | 23% Moderate | 26% Moderate |
| 2% None | 0% None | 0% None |



There was an increase of 9% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 20% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 27% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 2% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 5% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 2% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 3% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no change accrued to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 4% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 22% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 24% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 2% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 5 - How do you assess your qualifications to teach norm critically concerning function variations?

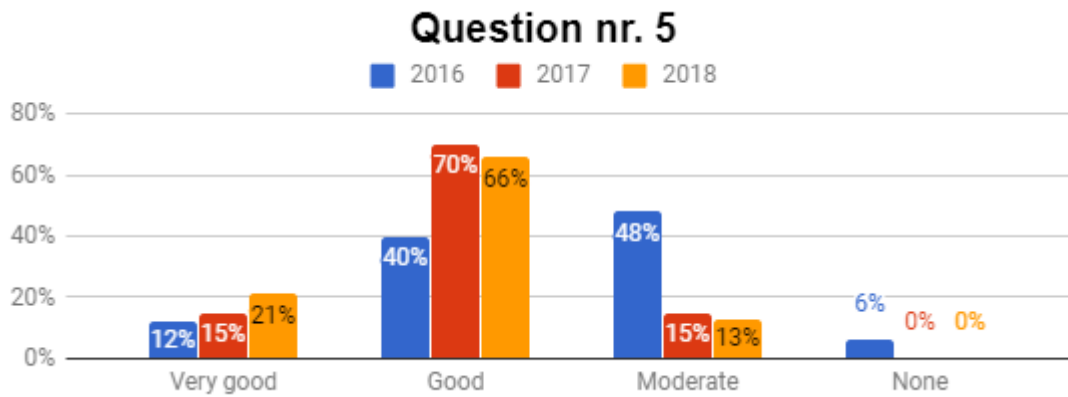
| 2016 | 2017 | 2018 |
|---------------|---------------|---------------|
| 12% Very good | 15% Very good | 21% Very good |
| 40% Good | 70% Good | 66% Good |
| 48% Moderate | 15% Moderate | 13% Moderate |



0% None

0% None

0% None



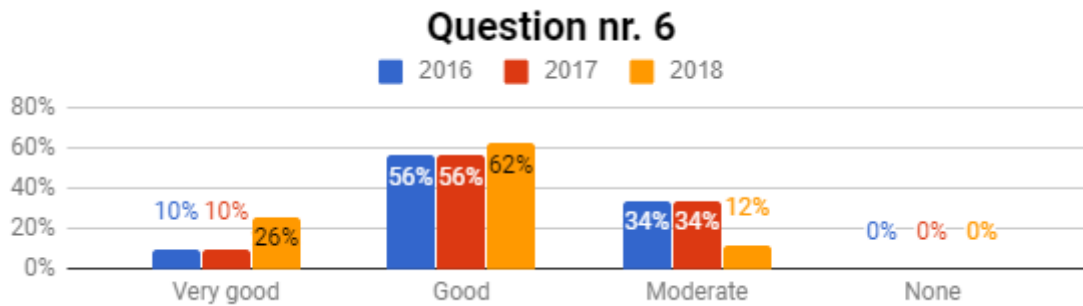
There was an increase of 3% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 30% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 33% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was no change to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 6% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 4% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 2% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no changes to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 9% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 26% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 35% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 6% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 6 - How do you assess your qualifications to teach norm critically concerning gender?

| 2016 | 2017 | 2018 |
|---------------|---------------|---------------|
| 10% Very good | 10% Very good | 26% Very good |
| 56% Good | 56% Good | 62% Good |
| 34% Moderate | 34% Moderate | 12% Moderate |
| 0% None | 0% None | 0% None |



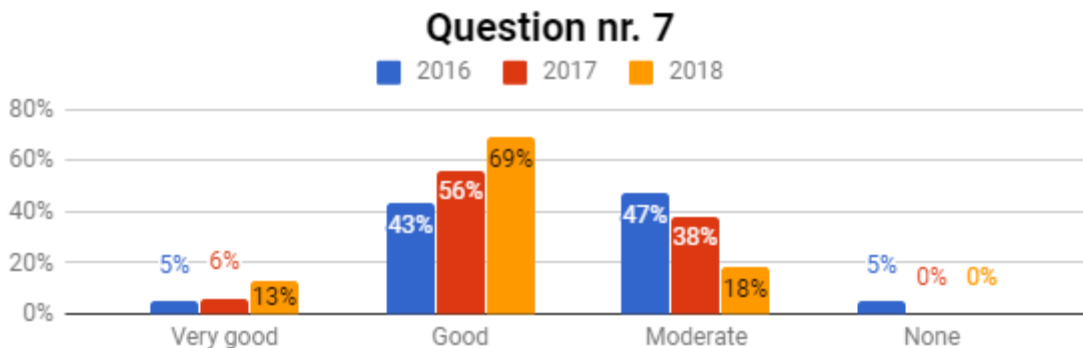
There was no changes to the answers on the year 2017 compared to the year 2016.

There was an increase of 16% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 6% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 22% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no changes to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 16% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 6% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 22% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was no changes to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 7 - How do you assess your qualifications to teach norm critically concerning gender identity and gender expression?

| 2016 | 2017 | 2018 |
|--------------|--------------|---------------|
| 5% Very good | 6% Very good | 13% Very good |
| 43% Good | 56% Good | 69% Good |
| 47% Moderate | 38% Moderate | 18% Moderate |
| 5% None | 0% None | 0% None |



There was an increase of 1% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 13% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 9% to the answer



„Moderate“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 5% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 7% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 13% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 20% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no changes to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 8% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 26% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 29% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 5% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 8 - How do you assess your qualifications to teach norm critically concerning sexual orientation?

| 2016 | 2017 | 2018 |
|---------------|---------------|---------------|
| 33% Very good | 12% Very good | 18% Very good |
| 60% Good | 47% Good | 67% Good |
| 7% Moderate | 38% Moderate | 13% Moderate |
| 0% None | 3% None | 0% None |

There was a decrease of 21% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 13% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 31% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was an increase of 3% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 6% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 20% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 25% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 3% to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 15% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 7% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 6% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was no changes to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 9 - How do you assess your qualifications to teach norm critically concerning age?

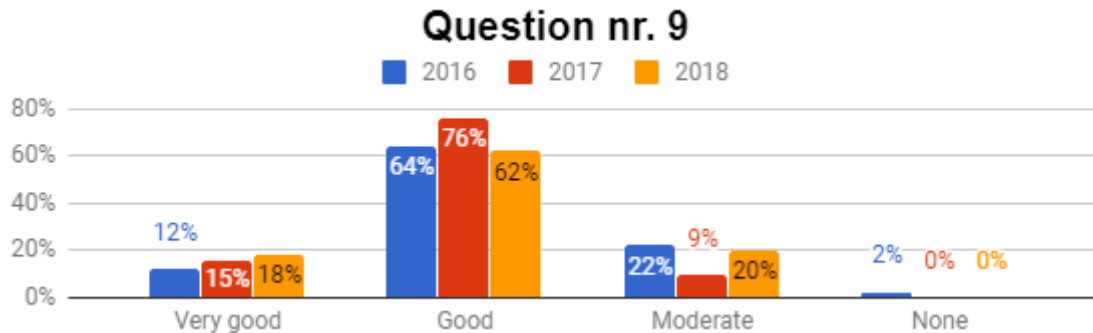
| 2016 | 2017 | 2018 |
|---------------|---------------|---------------|
| 12% Very good | 15% Very good | 18% Very good |
| 64% Good | 76% Good | 62% Good |



22% Moderate
2% None

9% Moderate
0% None

20% Moderate
0% None



There was an increase of 3% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 12% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 13% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 2% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 3% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 14% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 11% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „None“ in the survey on the year 2018 compared to the year 2017.

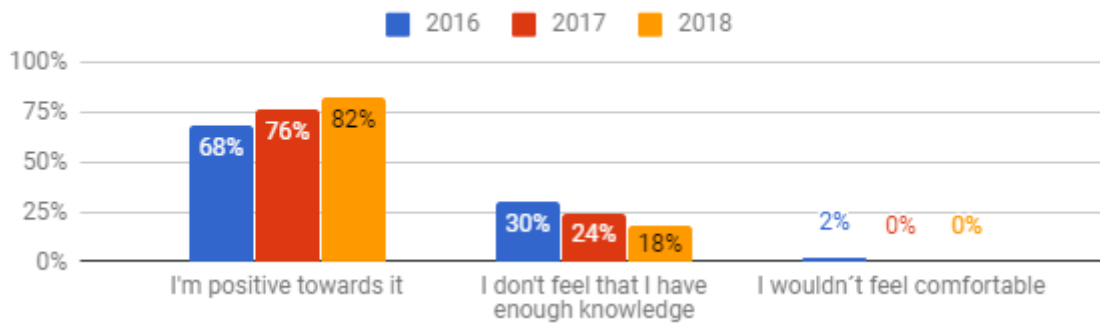
There was an increase of 6% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 2% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 2% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 2% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 10 - How do you feel about having children with mental functional variations in your group?

| 2016 | 2017 | 2018 |
|-----------------------------|-----------------------------|-----------------------------|
| 68% I'm positive towards it | 76% I'm positive towards it | 82% I'm positive towards it |
| 30% I don't /.../ | 24% I don't /.../ | 18% I don't /.../ |
| 2% I wouldn't feel /.../ | 0% I wouldn't feel /.../ | 0% I wouldn't feel /.../ |



Question nr. 10



There was an increase of 8% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 6% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 2% to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

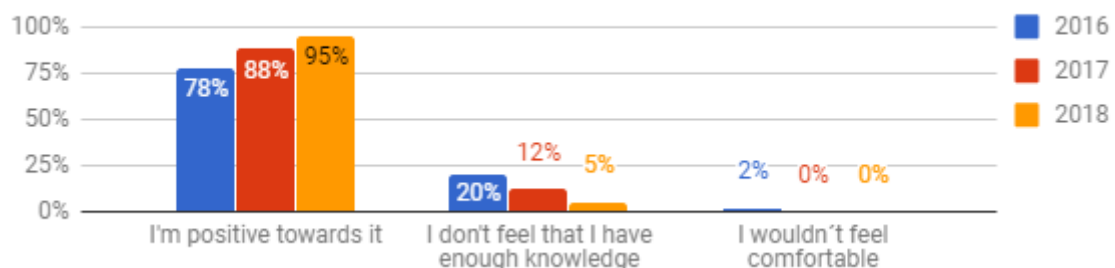
There was an increase of 6% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 6% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 14% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 12% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 2% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 11 - How do you feel about having children with physical functional variations in your group?

| 2016 | 2017 | 2018 |
|-----------------------------|-----------------------------|-----------------------------|
| 78% I'm positive towards it | 88% I'm positive towards it | 95% I'm positive towards it |
| 20% I don't /.../ | 12% I don't /.../ | 5% I don't /.../ |
| 2% I wouldn't feel /.../ | 0% I wouldn't feel /.../ | 0% I wouldn't feel /.../ |

Question nr. 11



There was an increase of 10% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 8% to the answer „I don't feel that I



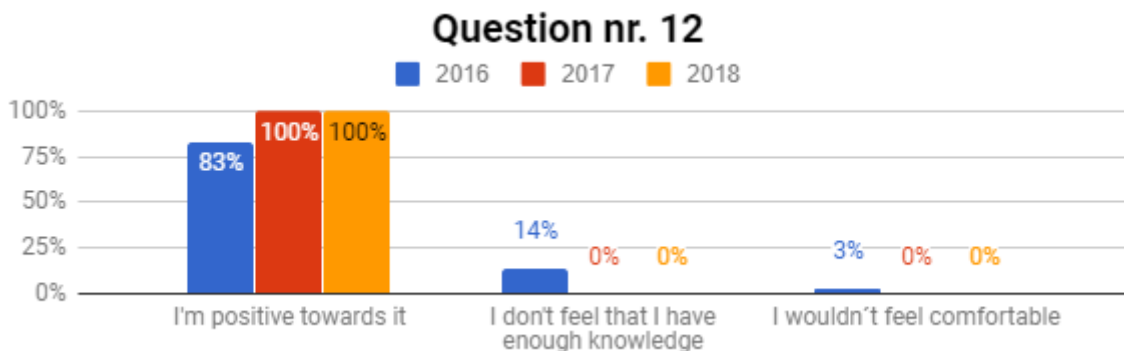
have enough knowledge“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 2% to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 7 % to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 7% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 17 % to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 15% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 2% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 12 - How do you feel about having children from other ethnic groups in your group?

| 2016 | 2017 | 2018 |
|-----------------------------|------------------------------|------------------------------|
| 83% I'm positive towards it | 100% I'm positive towards it | 100% I'm positive towards it |
| 14% I don't /.../ | 0% I don't /.../ | 0% I don't /.../ |
| 3% I wouldn't feel /.../ | 0% I wouldn't feel /.../ | 0% I wouldn't feel /.../ |



There was an increase of 17% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 14% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 3% to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

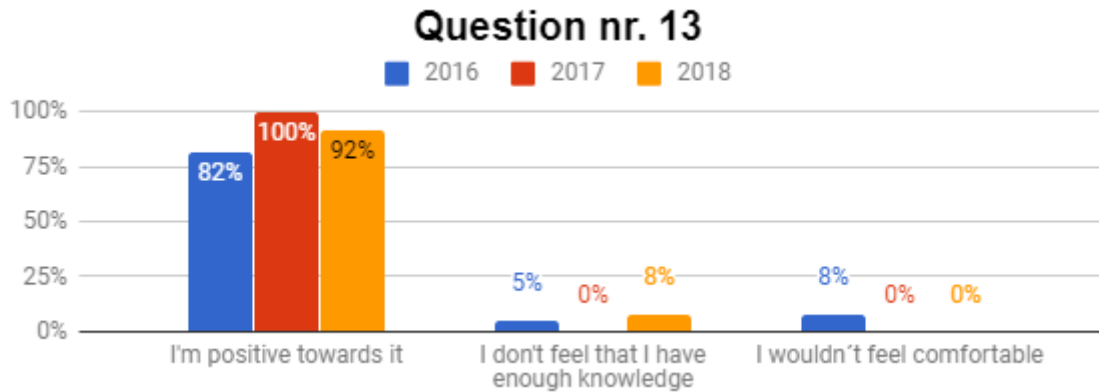
There was no changes accrued in the survey on the year 2018 compared to the year 2017.

There was an increase of 17% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 14% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 3% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 13 - How do you feel about having children with other mother tongue in your group?



| 2016 | 2017 | 2018 |
|-----------------------------|------------------------------|-----------------------------|
| 82% I'm positive towards it | 100% I'm positive towards it | 92% I'm positive towards it |
| 5% I don't /.../ | 0% I don't /.../ | 8% I don't /.../ |
| 8% I wouldn't feel /.../ | 0% I wouldn't feel /.../ | 8% I wouldn't feel /.../ |



There was an increase of 18% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 5% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 8% to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 8% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was an increase of 8% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

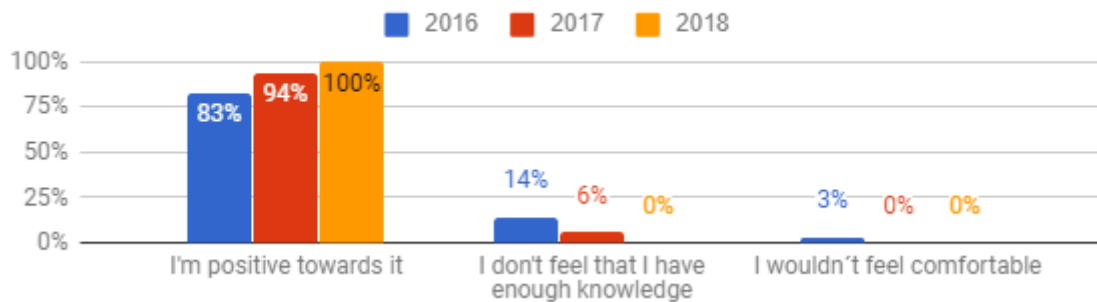
There was an increase of 10% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was an increase of 3% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 8% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 14 - How do you feel about having children with other religions in your group?

| 2016 | 2017 | 2018 |
|-----------------------------|-----------------------------|------------------------------|
| 83% I'm positive towards it | 94% I'm positive towards it | 100% I'm positive towards it |
| 14% I don't /.../ | 6% I don't /.../ | 0% I don't /.../ |
| 3% I wouldn't feel /.../ | 0% I wouldn't feel /.../ | 0% I wouldn't feel /.../ |



Question nr. 14



There was an increase of 11% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 8% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 3% to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

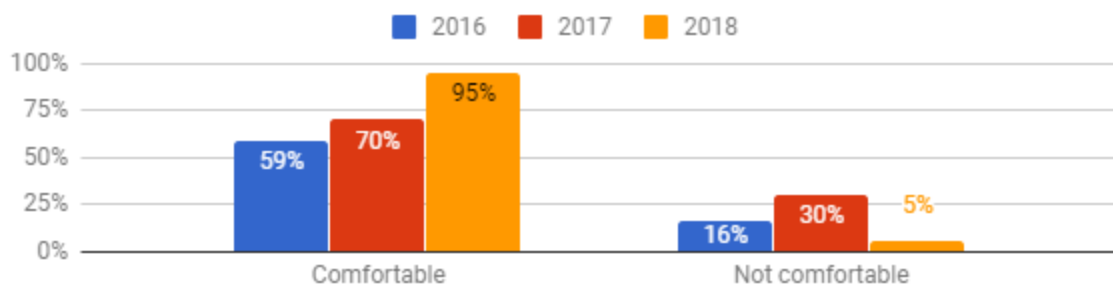
There was an increase of 6% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 6% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 27% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 14% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 3% to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 15 - How comfortable do you feel discussing sexual orientation with the children?

| 2016 | 2017 | 2018 |
|---------------------|---------------------|--------------------|
| 59% Comfortable | 70% Comfortable | 95% Comfortable |
| 16% Not comfortable | 30% Not comfortable | 5% Not comfortable |

Question nr. 15





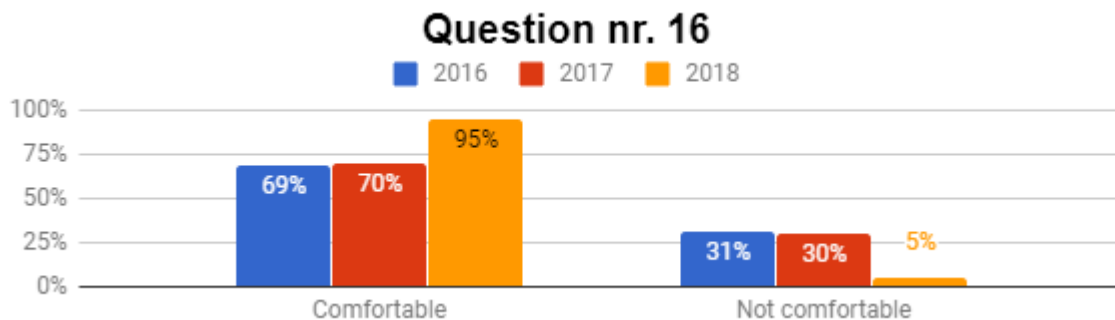
There was an increase of 11% to the answer „Comfortable“ in the survey on the year 2017 compared to the year 2016. There was an increase of 14% to the answer „Not comfortable“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 25% to the answer „Comfortable“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 25% to the answer „Not comfortable“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 36% to the answer „Comfortable“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 11% to the answer „Not comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 16 - How comfortable do you feel about discussing gender identity and gender expression with your children?

| 2016 | 2017 | 2018 |
|---------------------|---------------------|--------------------|
| 69% Comfortable | 70% Comfortable | 95% Comfortable |
| 31% Not comfortable | 30% Not comfortable | 5% Not comfortable |



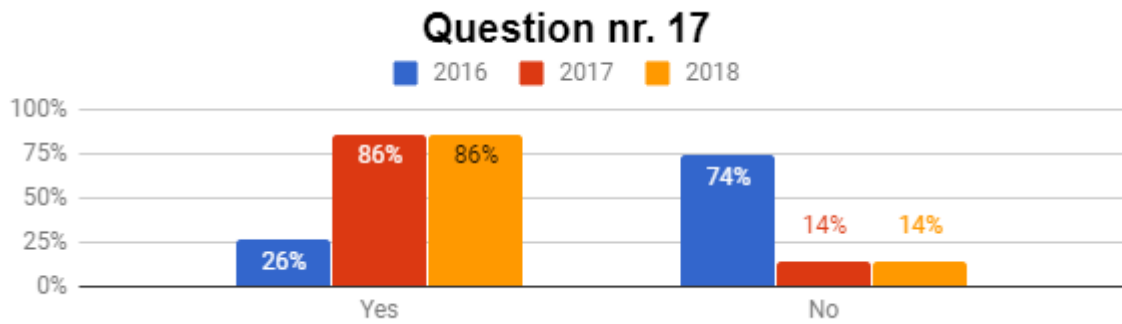
There was a increase of 1% to the answer „Comfortable“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 1% to the answer „Not comfortable“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 25% to the answer „Comfortable“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 25% to the answer „Not comfortable“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 36% to the answer „Comfortable“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 26% to the answer „Not comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 17 - Do you think it is important to have gender adjusted toys in the preschool? (2016) / Do you think we have materials and toys that offers to everyone, regardless of gender and gender identity? (2017)

| 2016 | 2017 | 2018 |
|---------|---------|---------|
| 26% Yes | 86% Yes | 86% Yes |
| 74% No | 14% No | 14% No |



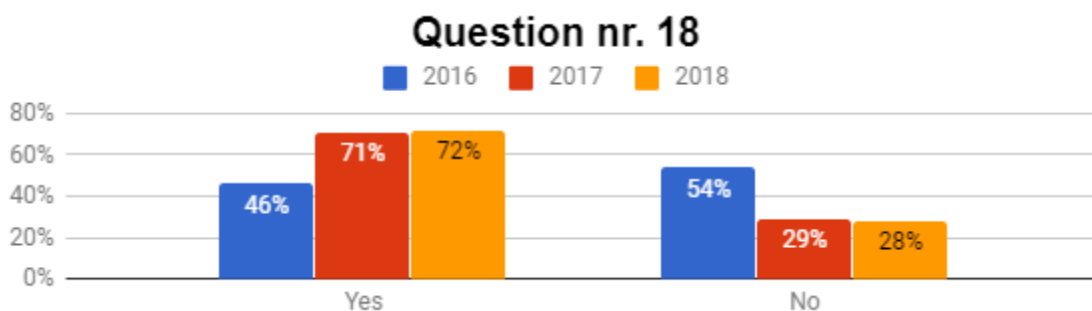
There was an increase of 60% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 60% to the answer „No“ in the survey on the year 2017 compared to the year 2016.

There was no change in the survey on the year 2018 compared to the year 2017.

There was an increase of 60% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 60% to the answer „No“ in the survey on the year 2018 compared to the year 2016.

Question nr. 18 – Have you worked norm critically before?

| 2016 | 2017 | 2018 |
|---------|---------|---------|
| 46% Yes | 71% Yes | 72% Yes |
| 54% No | 29% No | 28% No |



There was an increase of 25% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 25% to the answer „No“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 1% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 1% to the answer „No“ in the survey on the year 2018 compared to the year 2017.

There was a increase of 26% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 26% to the answer „No“ in the survey on the year 2018 compared to the year 2016.



18. How would you want to adjust you preschool`s learning environment concerning the different discrimination grounds?

- change attitudes towards other religions and values
- Make various food
- go through toys and different materials
- Think in new ways /change the way of thinking
- Positivity
- Documentation
- Documents
- prejudices
- various religious holidays
- group composition
- evaluate in groups
- songs in different languages
- music from various cultures
- theater
- better books
- course to the teachers
- respect
- trust
- conversations with children/teachers
- openness
- Empathy



Evaluation of teacher's questionnaire results - POLAND

Responses

Year 2016 – 10

Year 2017 – 10

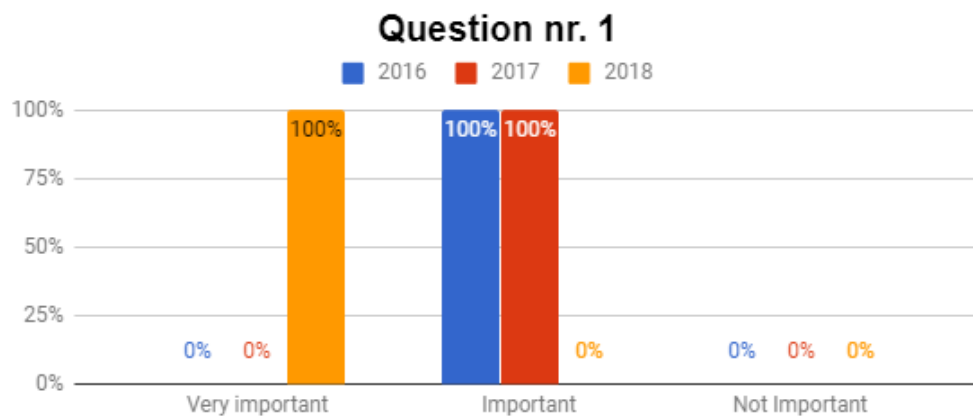
Year 2018 – 10

The number of responses have not changed over the years.

The average number of respondents over the three years is 10.

Question nr. 1 - How important do you think it is to work norm critically?

| 2016 | 2017 | 2018 |
|-------------------|-------------------|---------------------|
| 0% Very Important | 0% Very Important | 100% Very important |
| 100% Important | 100% Important | 0% Important |
| 0% Not important | 0% Not important | 0% Not important |



There was no change in results regarding years 2016 and 2017.

There was an increase of 100% to the answer „Very Important“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 100% to the answer „Important“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „Not Important“ in the survey on the year 2018 compared to the year 2017.

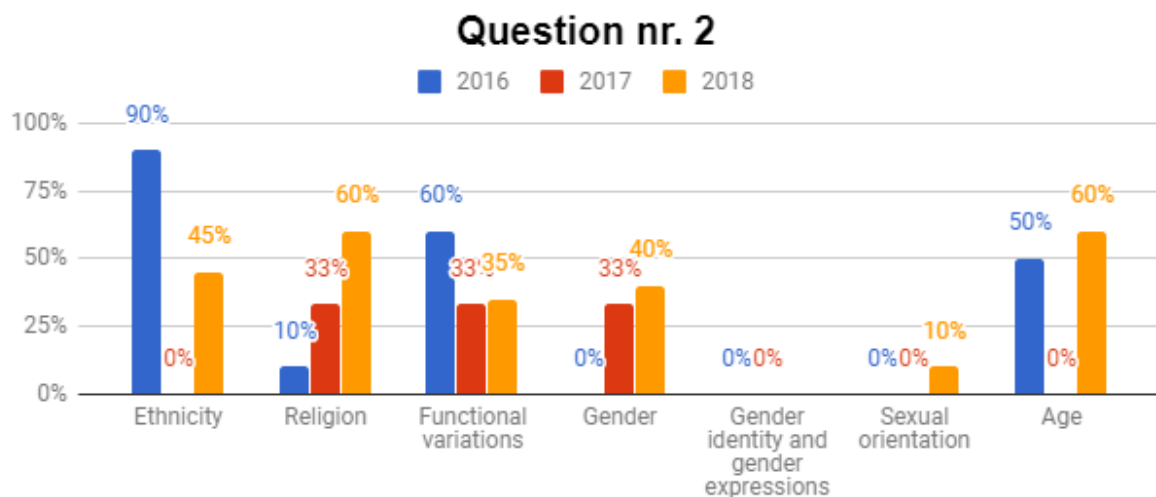
There was an increase of 100% to the answer „Very Important“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 100 % to the answer „Important“ in the



survey on the year 2018 compared to the year 2016. There was no change to the answer „Not Important“ in the survey on the year 2018 compared to the year 2016.

Question nr. 2 - Which discrimination grounds do you find most important to work with in your preschool?

| 2016 | 2017 | 2018 |
|--|---------------------------|---------------------------|
| 90% Ethnicity | 0% Ethnicity | 45% Ethnicity |
| 10% Religion | 33% Religion | 60% Religion |
| 60% Functional variations | 33% Functional variations | 35% Functional variations |
| 0% Gender | 33% Gender | 40% Gender |
| 0% Gender identity and gender expression | - | - |
| 0% Sexual orientation | 0% Sexual orientation | 10% Sexual orientation |
| 50% Age | 0% Age | 60% Age |



There was a decrease of 90% to the answer „Ethnicity“ in the survey on the year 2017 compared to the year 2016. There was an increase of 23% to the answer „Religion“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 27% to the answer „Functional Variations“ in the survey on the year 2017 compared to the year 2016. There was an increase of 33% to the answer „Gender“ in the survey on the year 2017 compared to the year 2016. There was option „Gender and gender identity“ in the survey of year 2016, but it wasn't there on the survey 2017. There was no change to the answer „Sexual orientation“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 50% to the answer „Age“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 2% to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2017. There was an increase of 27% to the answer „Religion“ in the survey on the year 2018 compared to the year 2017. There was an increase of 60% to the answer „Age“ in the survey on the year 2018 compared to the year 2017. There was an increase

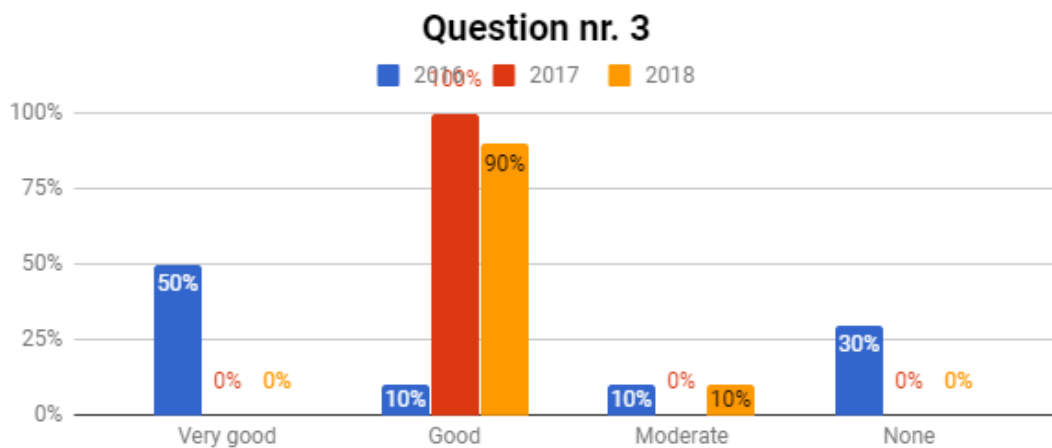


of 45% to the answer „Ethnicity“ in the survey on the year 2018 compared to the year 2017. There was an increase of 7% to the answer „Gender“ in the survey on the year 2018 compared to the year 2017. There was an increase of 10% to the answer „Sexual orientation and expression“ in the survey on the year 2018 compared to the year 2017. There was option „Gender and gender identity“ in the survey of year 2016, but it wasn't there on the survey 2018.

There was a decrease of 25% to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2016. There was an increase of 50 % to the answer „Religion“ in the survey on the year 2018 compared to the year 2016. There was an increase of 10% to the answer „Age“ in the survey on the year 2018 compared to the year 2016. There was an increase of 40% to the answer „Gender“ in the survey on the year 2018 compared to the year 2016. There was an increase of 10 % to the answer „Sexual orientation and expression“ in the survey on the year 2018 compared to the year 2016. There was option „Gender and gender identity“ in the survey of year 2016, but it wasn't there on the survey 2018.

Question nr. 3 - How do you assess your qualifications to teach norm critically concerning ethnicity?

| 2016 | 2017 | 2018 |
|---------------|--------------|--------------|
| 50% Very good | 0% Very good | 0% Very good |
| 10% Good | 100% Good | 90% Good |
| 10% Moderate | 0% Moderate | 10% Moderate |
| 30% None | 0% None | 0% None |



There was a decrease of 50% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 90% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 10% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was decrease of 30% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was no changes regarding to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 10% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 10% to the answer

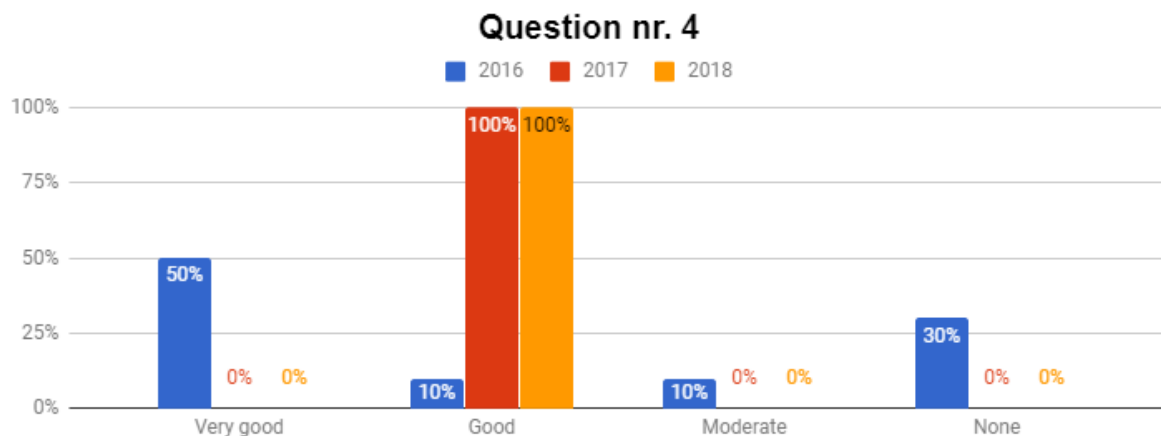


„Moderate“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer “None” in the survey on the year 2018 compared to the year 2017.

There was a decrease of 50% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 80% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was no change to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 30% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 4 - How do you assess your qualifications to teach norm critically concerning religion?

| 2016 | 2017 | 2018 |
|---------------|--------------|--------------|
| 50% Very good | 0% Very good | 0% Very good |
| 10% Good | 100% Good | 100% Good |
| 10% Moderate | 0% Moderate | 0% Moderate |
| 30% None | 0% None | 0% None |



There was a decrease of 50% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was a increase of 90% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 10% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was decrease of 30% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

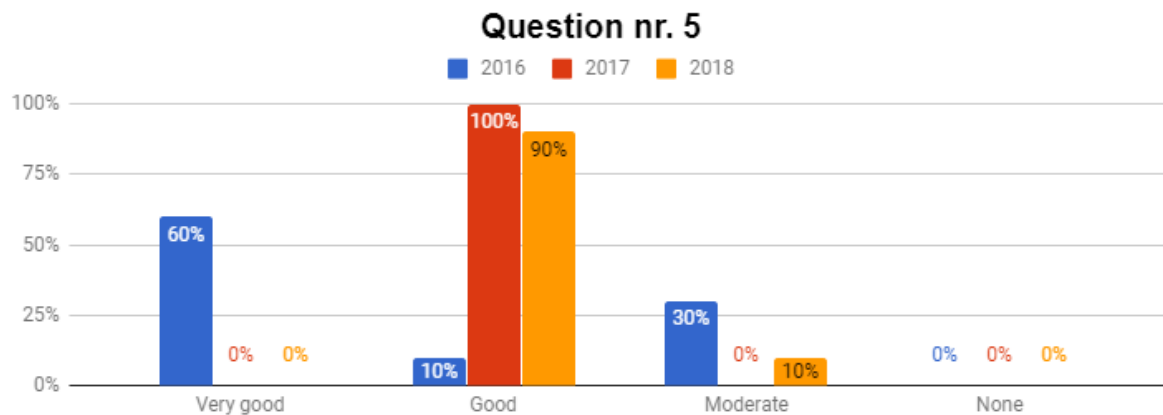
There was no change in results regarding years 2018 and 2017.

There was a decrease of 50% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 90 % to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 10% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 30 % to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 5 - How do you assess your qualifications to teach norm critically concerning function variations?



| 2016 | 2017 | 2018 |
|---------------|--------------|--------------|
| 60% Very good | 0% Very good | 0% Very good |
| 10% Good | 100% Good | 90% Good |
| 30% Moderate | 0% Moderate | 10% Moderate |
| 0% None | 0% None | 0% None |



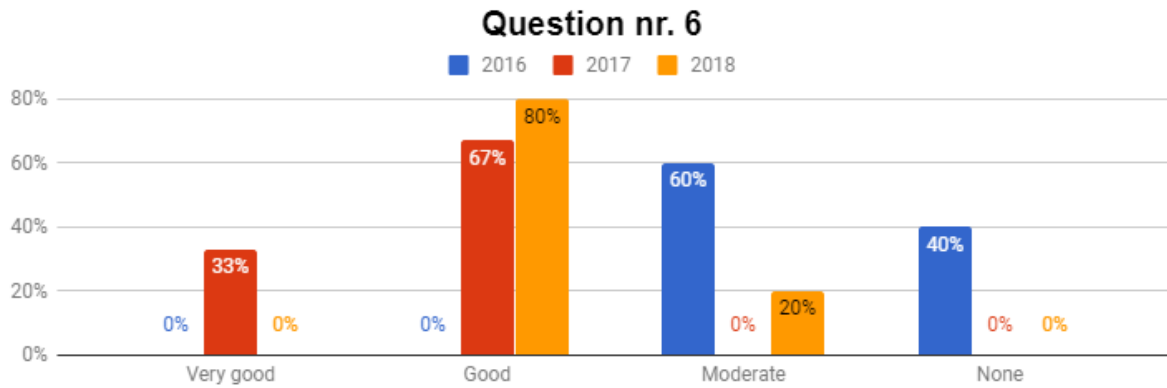
There was a decrease of 60% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 90% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 30% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was no change to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was no change to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 10% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 10% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 60% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 80% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 20% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was no change to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 6 - How do you assess your qualifications to teach norm critically concerning gender?

| 2016 | 2017 | 2018 |
|--------------|---------------|--------------|
| 0% Very good | 33% Very good | 0% Very good |
| 0% Good | 67% Good | 80% Good |
| 60% Moderate | 0% Moderate | 20% Moderate |
| 40% None | 0% None | 0% None |



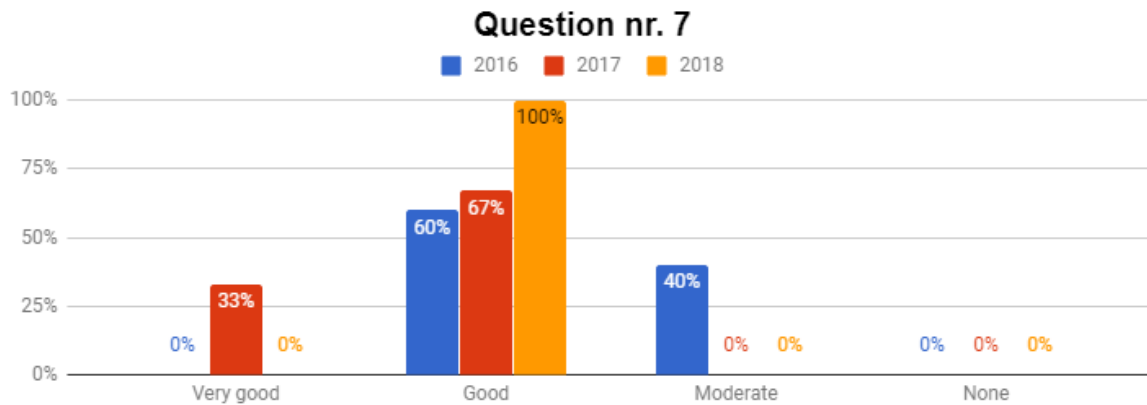
There was an increase of 33% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 67% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 60% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 40% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 33% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 13% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 20% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was no change to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 80% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 40% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 40% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 7 - How do you assess your qualifications to teach norm critically concerning gender identity and gender expression?

| 2016 | 2017 | 2018 |
|--------------|---------------|--------------|
| 0% Very good | 33% Very good | 0% Very good |
| 60% Good | 67% Good | 100% Good |
| 40% Moderate | 0% Moderate | 0% Moderate |
| 0% None | 0% None | 0% None |



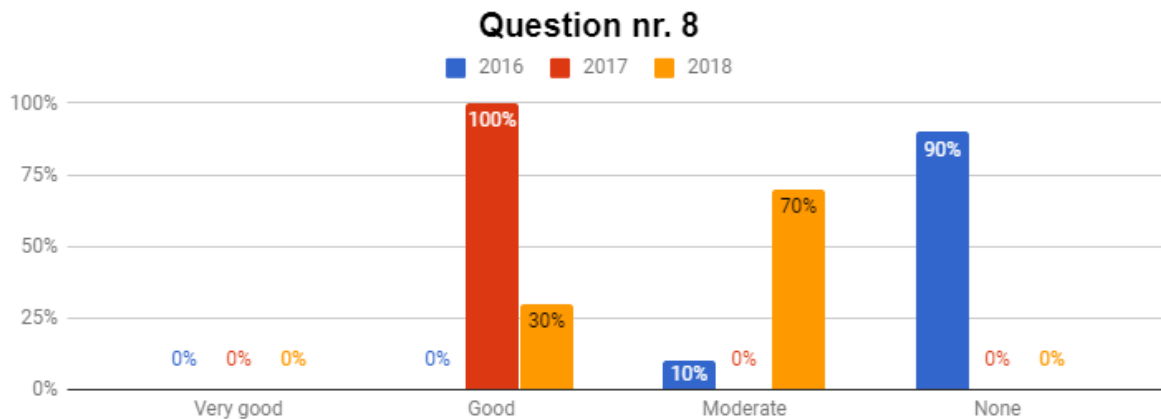
There was an increase of 33% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 7% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 40% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was no change to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 33% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 33% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was no change to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 40% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 40% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was no change to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 8 - How do you assess your qualifications to teach norm critically concerning sexual orientation?

| 2016 | 2017 | 2018 |
|--------------|--------------|--------------|
| 0% Very good | 0% Very good | 0% Very Good |
| 0% Good | 100% Good | 30% Good |
| 10% Moderate | 0% Moderate | 70% Moderate |
| 90% None | 0% None | 0% None |



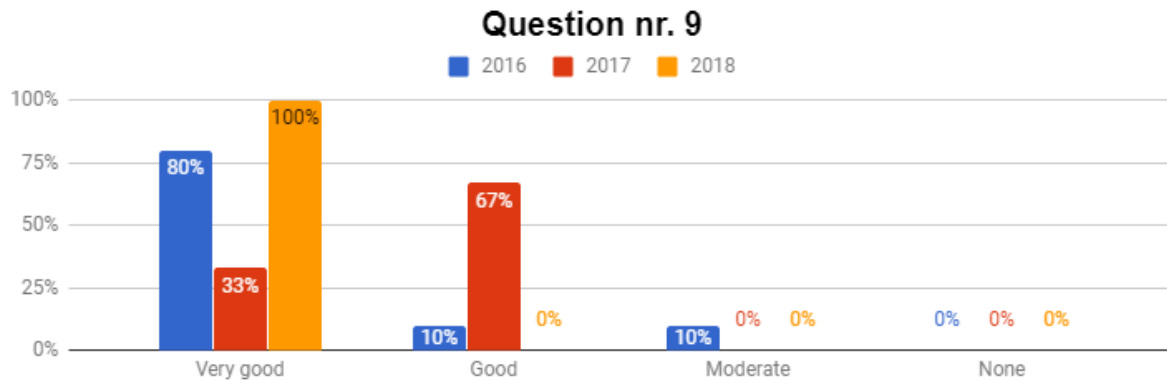
There was no change to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 100% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 10% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 90% to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was no change to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 70% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was an increase of 70% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was no change to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 30% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was an increase of 60% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 90% to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 9 - How do you assess your qualifications to teach norm critically concerning age?

| 2016 | 2017 | 2018 |
|---------------|---------------|----------------|
| 80% Very good | 33% Very good | 100% Very good |
| 10% Good | 67% Good | 0% Good |
| 10% Moderate | 0% Moderate | 0% Moderate |
| 0% None | 0% None | 0% None |



There was a decrease of 47% to the answer „Very good“ in the survey on the year 2017 compared to the year 2016. There was an increase of 57% to the answer „Good“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 10% to the answer „Moderate“ in the survey on the year 2017 compared to the year 2016. There was no change to the answer „None“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 67% to the answer „Very good“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 67% to the answer „Good“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „Moderate“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 20% to the answer „Very good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 10% to the answer „Good“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 10% to the answer „Moderate“ in the survey on the year 2018 compared to the year 2016. There was no change accrued to the answer „None“ in the survey on the year 2018 compared to the year 2016.

Question nr. 10 - How do you feel about having children with mental functional variations in your group?

| 2016 | 2017 | 2018 |
|------------------------------|-----------------------------|------------------------------|
| 100% I'm positive towards it | 33% I'm positive towards it | 100% I'm positive towards it |
| 0% I don't /.../ | 67% I don't /.../ | 0% I don't /.../ |
| 0% I wouldn't /.../ | 0% I wouldn't /.../ | 0% I wouldn't /.../ |



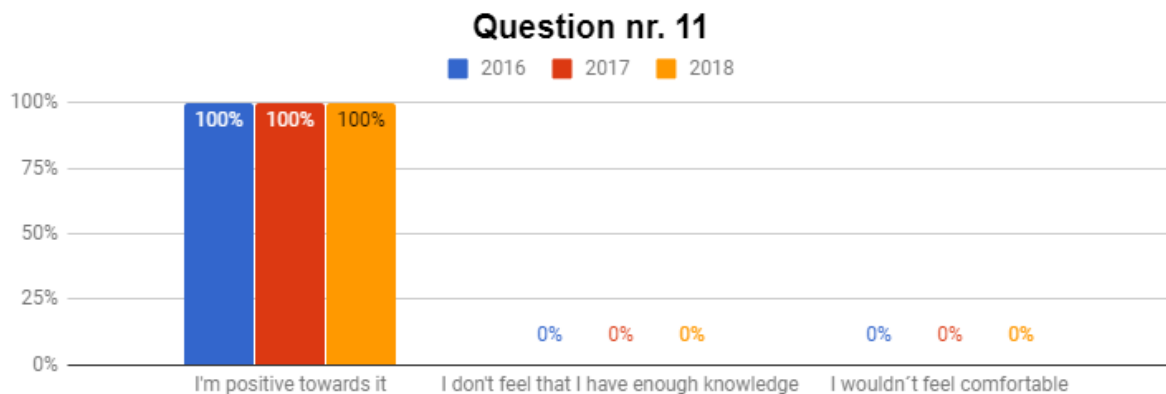
There was a decrease of 67% to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was an increase of 67% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 67% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 67% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

There was no change in results regarding years 2018 and 2016.

Question nr. 11 - How do you feel about having children with physical functional variations in your group?

| 2016 | 2017 | 2018 |
|------------------------------|------------------------------|------------------------------|
| 100% I'm positive towards it | 100% I'm positive towards it | 100% I'm positive towards it |
| 0% I don't /.../ | 0% I don't /.../ | 0% I don't /.../ |
| 0% I wouldn't /.../ | 0% I wouldn't /.../ | 0% I wouldn't /.../ |



There are no changes in results.

Question nr. 12 - How do you feel about having children from other ethnic groups in your group?



2016

2017

2018

| | | |
|------------------------------|-----------------------------|------------------------------|
| 100% I'm positive towards it | 33% I'm positive towards it | 100% I'm positive towards it |
| 0% I don't /.../ | 67% I don't /.../ | 0% I don't /.../ |
| 0% I wouldn't /.../ | 0% I wouldn't /.../ | 0% I wouldn't /.../ |



There was 67% decrease to the answer „I'm positive towards it“ in the survey on the year 2017 compared to the year 2016. There was an increase of 67% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2017 compared to the year 2016. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 67% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 33% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

There was no change in results regarding years 2018 and 2016.

Question nr. 13 - How do you feel about having children with other mother tongue in your group?

2016

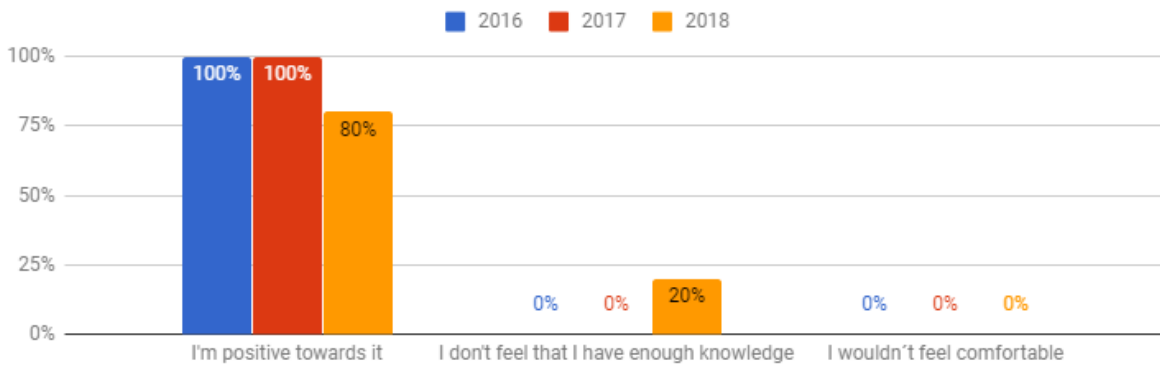
2017

2018

| | | |
|------------------------------|------------------------------|-----------------------------|
| 100% I'm positive towards it | 100% I'm positive towards it | 80% I'm positive towards it |
| 0% I don't /.../ | 0% I don't /.../ | 20% I don't /.../ |
| 0% I wouldn't /.../ | 0% I wouldn't /.../ | 0% I wouldn't /.../ |



Question nr. 13



There was no change in results.

There was a decrease of 20% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2017. There was an increase of 20% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 20% to the answer „I'm positive towards it“ in the survey on the year 2018 compared to the year 2016. There was an increase of 20% to the answer „I don't feel that I have enough knowledge“ in the survey on the year 2018 compared to the year 2016. There was no change to the answer „I wouldn't feel comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 14 - How do you feel about having children with other religions in your group?

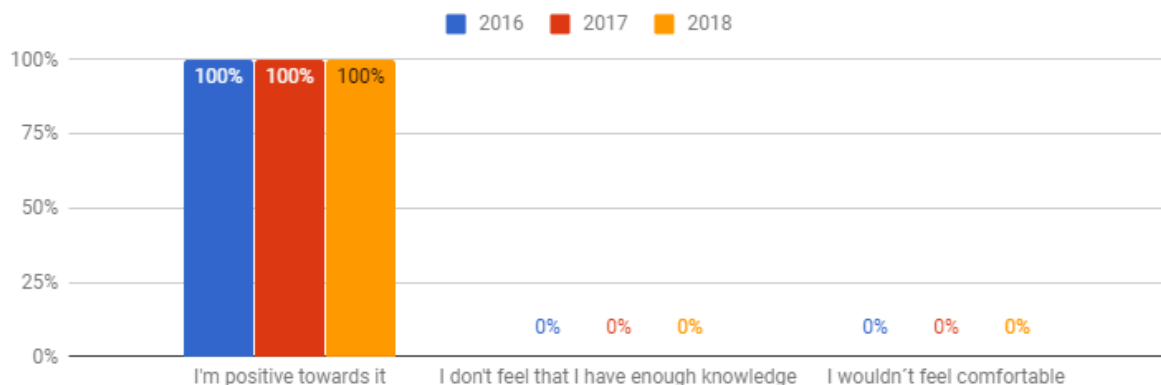
2016

2017

2018

| | | |
|------------------------------|------------------------------|------------------------------|
| 100% I'm positive towards it | 100% I'm positive towards it | 100% I'm positive towards it |
| 0% I don't /.../ | 0% I don't /.../ | 0% I don't /.../ |
| 0% I wouldn't /.../ | 0% I wouldn't /.../ | 0% I wouldn't /.../ |

Question nr. 14

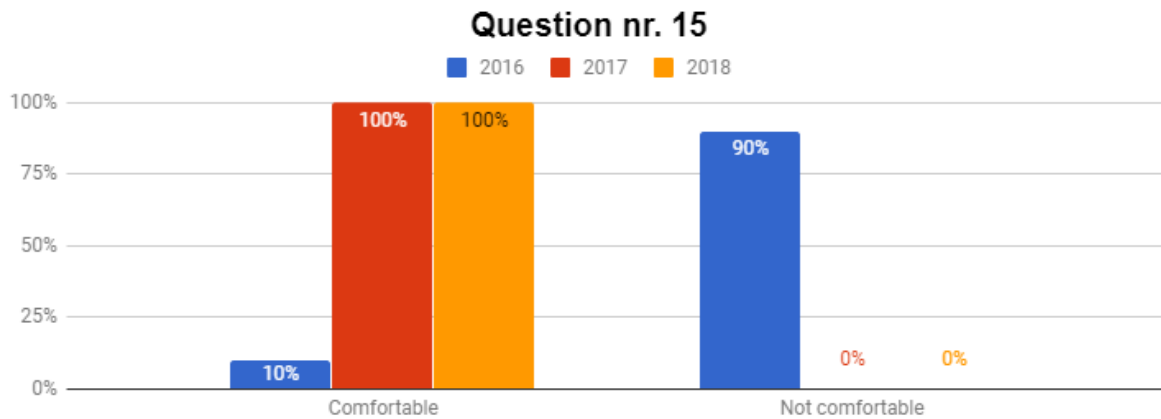




There was no change in results.

Question nr. 15 - How comfortable do you feel discussing sexual orientation with the children?

| 2016 | 2017 | 2018 |
|---------------------|--------------------|--------------------|
| 10% Comfortable | 100% Comfortable | 100% Comfortable |
| 90% Not comfortable | 0% Not comfortable | 0% Not comfortable |



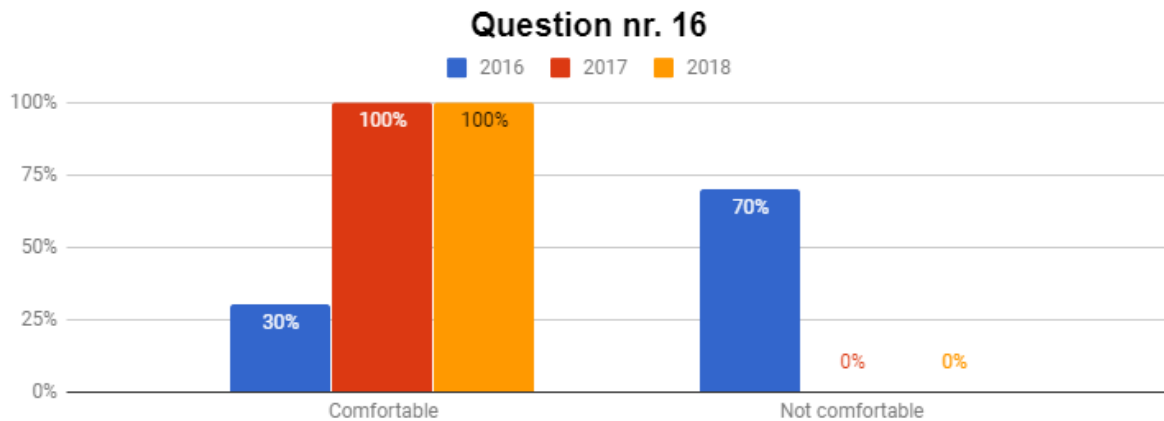
There was an increase of 90% to the answer „Comfortable“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 90% to the answer „Not comfortable“ in the survey on the year 2017 compared to the year 2016.

There was no change in results regarding years 2018 and 2017.

There was an increase of 90% to the answer „Comfortable“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 90% to the answer „Not comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 16 - How comfortable do you feel about discussing gender identity and gender expression with your children?

| 2016 | 2017 | 2018 |
|---------------------|--------------------|--------------------|
| 30% Comfortable | 100% Comfortable | 100% Comfortable |
| 70% Not comfortable | 0% Not comfortable | 0% Not comfortable |



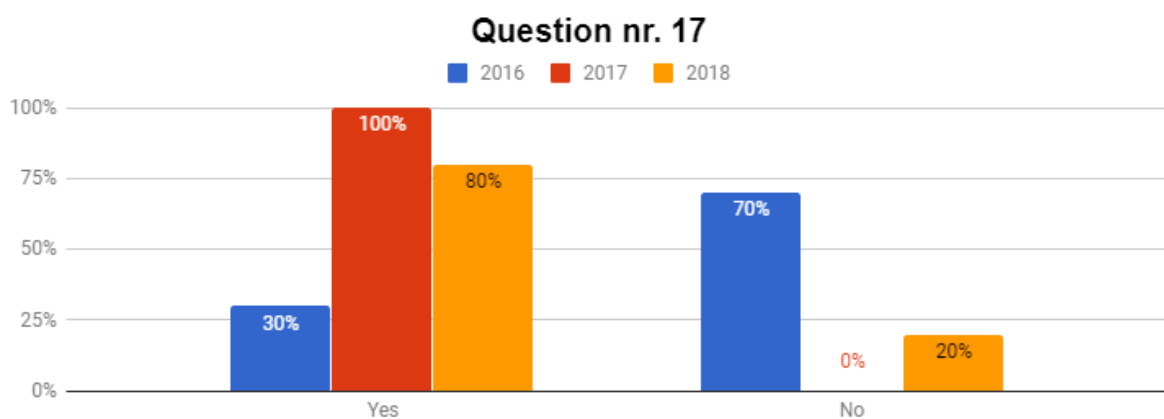
There was an increase of 70% to the answer „Comfortable“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 30% to the answer „Not comfortable“ in the survey on the year 2017 compared to the year 2016.

There was no change in results regarding years 2018 and 2017.

There was an increase of 70% to the answer „Comfortable“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 30% to the answer „Not comfortable“ in the survey on the year 2018 compared to the year 2016.

Question nr. 17 - Do you think it is important to have gender adjusted toys in the preschool?

| 2016 | 2017 | 2018 |
|---------|----------|---------|
| 30% Yes | 100% Yes | 80% Yes |
| 70% No | 0% No | 20% No |



There was an increase of 70% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 30% to the answer „No“ in the survey on the year 2017 compared to the year 2016.

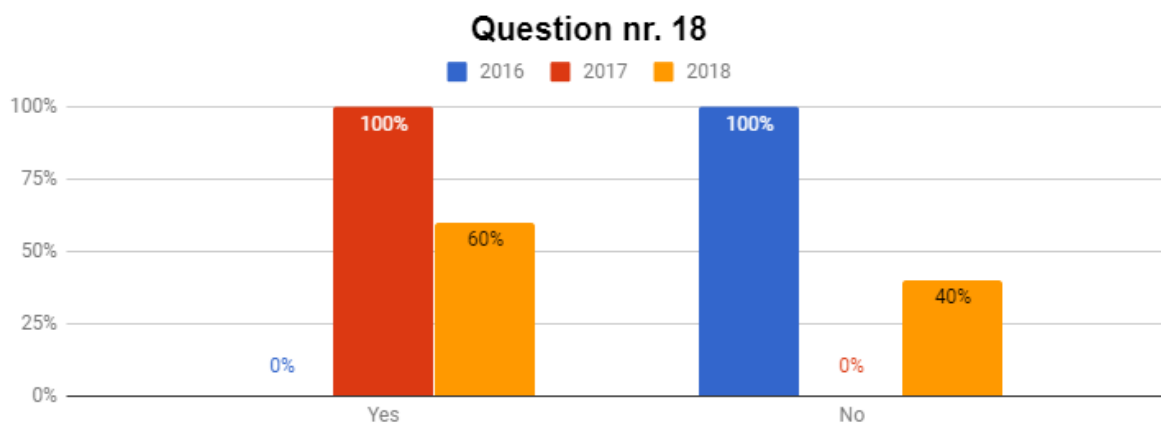


There was a decrease of 20% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was an increase of 20% to the answer „No“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 50% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 50 % to the answer „No“ in the survey on the year 2018 compared to the year 2016.

Question nr. 18 - Have you worked norm critically before?

| 2016 | 2017 | 2018 |
|---------|----------|---------|
| 0% Yes | 100% Yes | 60% Yes |
| 100% No | 0% No | 40% No |



There was an increase of 100% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 100% to the answer „No“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 40% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 40% to the answer „No“ in the survey on the year 2018 compared to the year 2017.

There was an increase of 60% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 60% to the answer „No“ in the survey on the year 2018 compared to the year 2016.

18. How would you want to adjust your preschool's learning environment concerning the different discrimination grounds?

- to organize training for teachers
- to buy teaching aids



Evaluation of parents' questionnaire results - SWEDEN

Responses

Year 2016 – 132

Year 2017 – 82

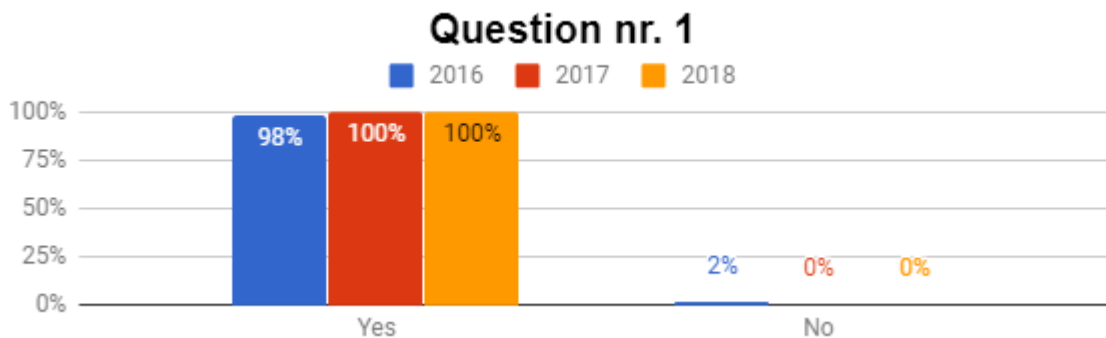
Year 2018 – 71

The number of responses has decreased by 50 over the year 2017 and decreased by 11 over the year 2018.

The average number of respondents over the three years is 95.

Question nr. 1 - Do you think it's important to work against discrimination in our preschool?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 98% Yes | 100% Yes | 100% Yes |
| 2% No | 0% No | 0% No |



There was an increase of 2% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was no change to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

There was an increase of 2% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.

Question nr. 2 - Can you notice that we work against discrimination in our preschool?

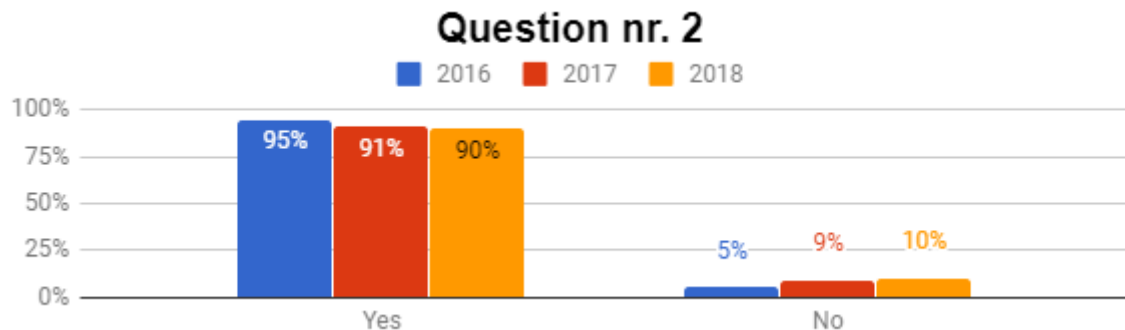
| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
|-----------|-----------|-----------|



95% Yes
5% No

91% Yes
9% No

90% Yes
10% No



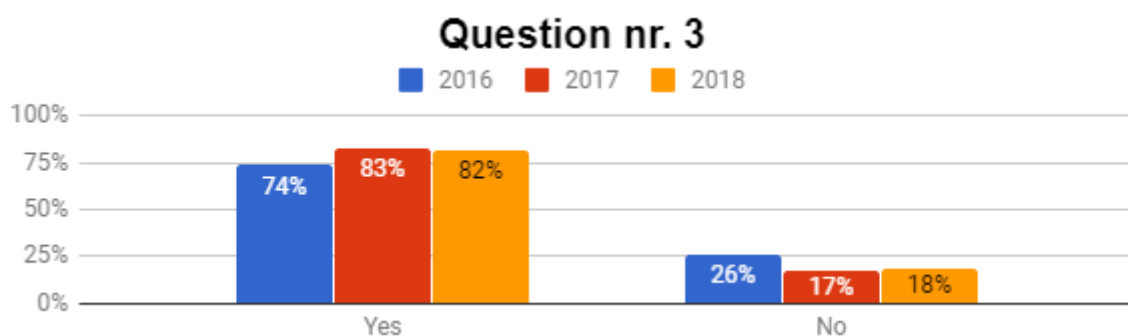
There was a decrease of 4% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 1% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

There was decrease of 5% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.

Question nr. 3 - Do you know what norm critique is?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 74% Yes | 83% Yes | 82% Yes |
| 26% No | 17% No | 18% No |



There was a increase of 9% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

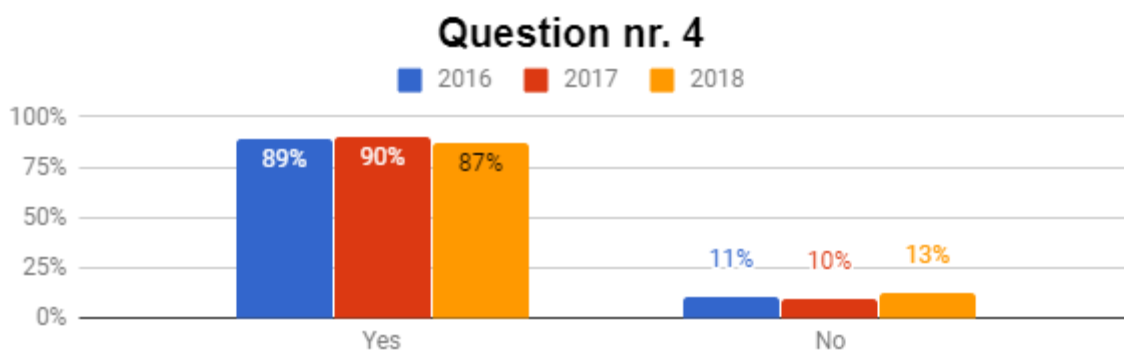
There was a decrease of 1% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

There was increase of 8% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.



Question nr. 4 - Do you think our preschool is adjusted to functional variations?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 89% Yes | 90% Yes | 87% Yes |
| 11% No | 10% No | 13% No |



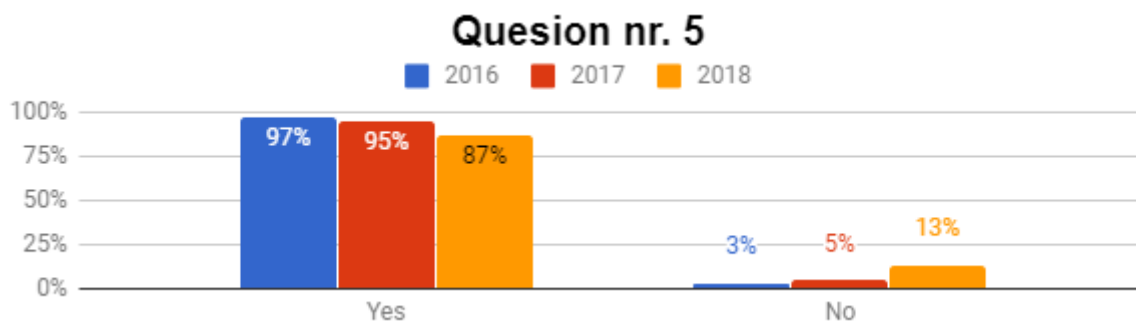
There was an increase of 1% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 3% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

There was a decrease of 2% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.

Question nr. 5 - Do you think we give the same opportunities to all children despite of their age?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 97% Yes | 95% Yes | 87% Yes |
| 3% No | 5% No | 13% No |



There was a decrease of 2% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

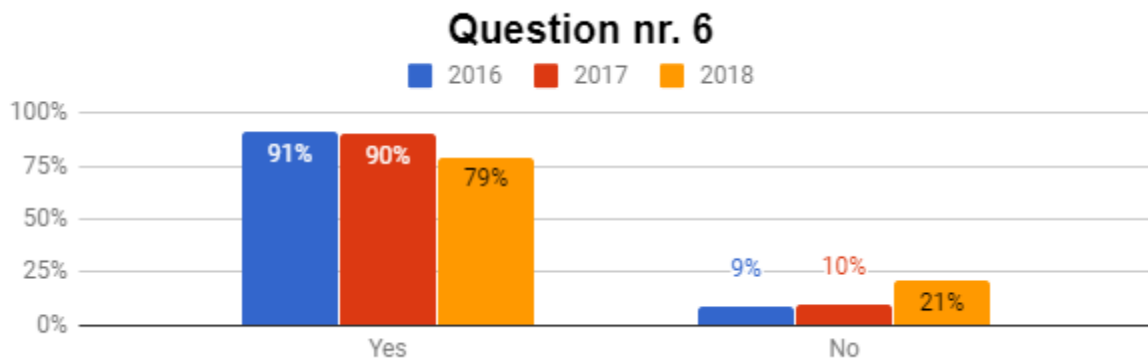
There was a decrease of 8% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.



There was decrease of 10% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.

Question nr. 6 - Do you think we pay attention to various religions and faiths in our preschool?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 91% Yes | 90% Yes | 79% Yes |
| 9% No | 10% No | 21% No |



There was a decrease of 1% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 11% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

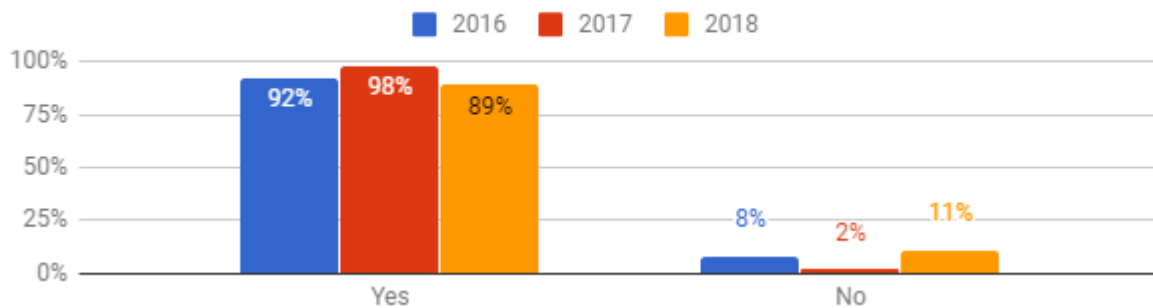
There was decrease of 10% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.

Question nr. 7 - Can you notice that we work to prevent gender stereotypes in our preschool?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 92% Yes | 98% Yes | 89% Yes |
| 8% No | 2% No | 11% No |



Question nr. 7



There was a increase of 6% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

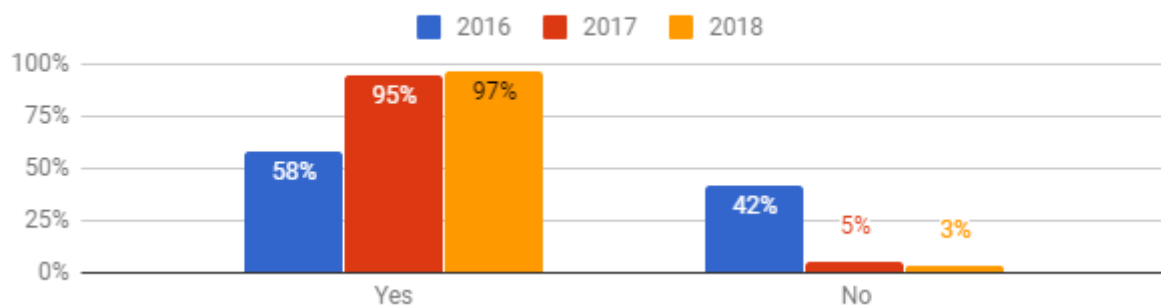
There was a decrease of 9% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

There was decrease of 3% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.

Question nr. 8 - Do you think we have materials and toys that offers to everyone, regardless of gender and gender identity?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 58% Yes | 95% Yes | 97% Yes |
| 42% No | 5% No | 3% No |

Question nr. 8



There was a increase of 37% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was a increase of 2% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

There was increase of 39% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.

Question nr. 9 - Do you think it's important for the teachers to discuss about sexual orientation with the children?



Year 2016

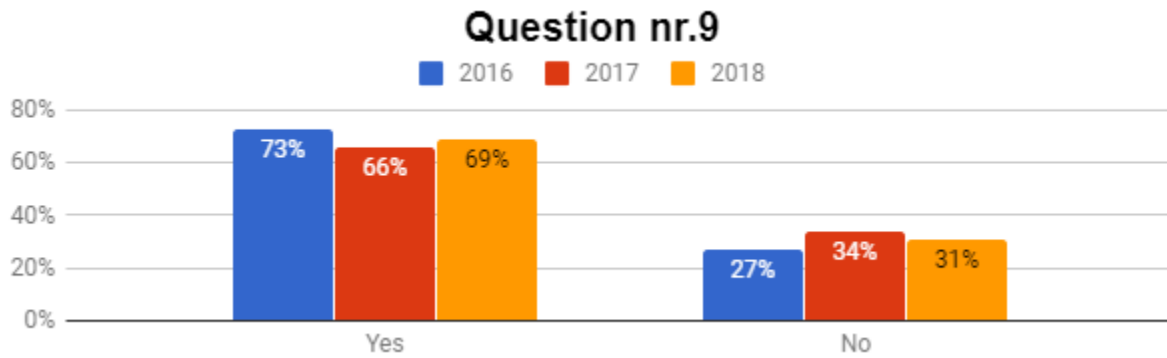
73% Yes
27% No

Year 2017

66% Yes
34% No

Year 2018

69% Yes
31% No



There was a decrease of 7% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was a increase of 3% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

There was decrease of 4% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.

Question nr. 10 - Have you ever talked with your children about:

Year 2016

13% Various religions
13% Functional variation
21% Age
12% Ethnicity
18% Gender
8% Sexual orientation
15% Body size

Year 2017

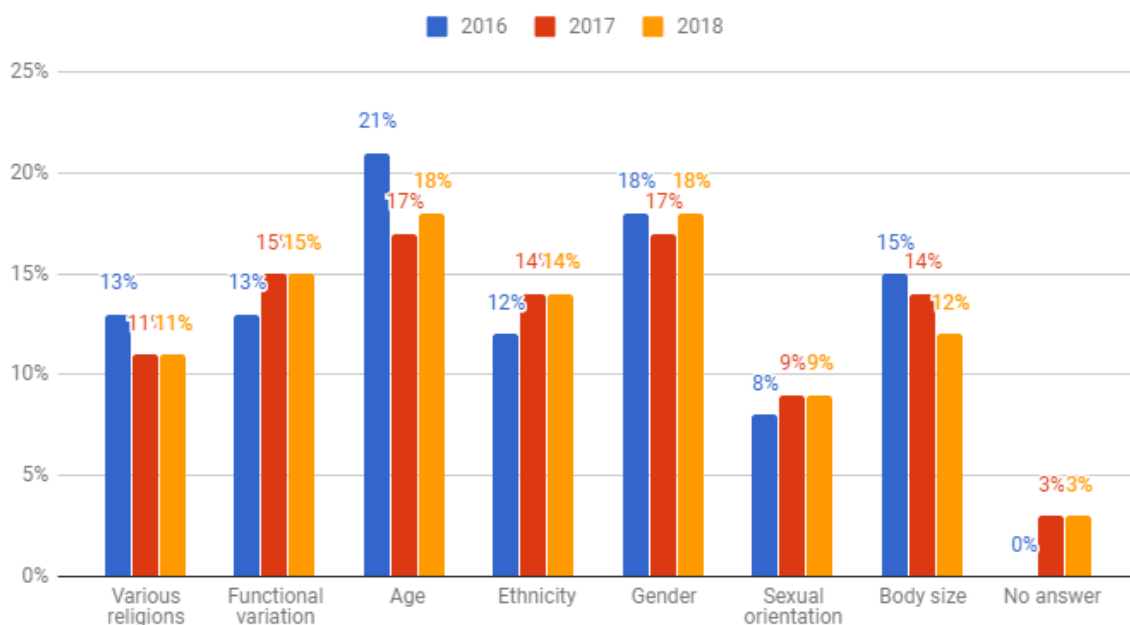
11% Various religions
15% Functional variation
17% Age
14% Ethnicity
17% Gender
9% Sexual orientation
14% Body size
3% No answer

Year 2018

11% Various religions
15% Functional variation
18% Age
14% Ethnicity
18% Gender
9% Sexual orientation
12% Body size
3% No answer



Question nr. 10



There was a decrease of 12% to the answer „Various religions“ in the survey on the year 2017 compared to the year 2016. There was an increase of 2% to the answer „Functional variations“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 4% to the answer „Age“ in the survey on the year 2017 compared to the year 2016. There was an increase of 2% to the answer „Ethnicity“ in the survey on the year 2017 compared to the year 2016. There was an increase of 1% to the answer „Gender“ in the survey on the year 2017 compared to the year 2016. There was an increase of 1% to the answer „Sexual orientation and expression“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 1% to the answer „Body size“ in the survey on the year 2017 compared to the year 2016. Answer „No answer“ was added to the survey in the year 2017 and 3% of all respondents used it.

There was no change to the answer „Various religions“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2017. There was an increase of 1% to the answer „Age“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „Ethnicity“ in the survey on the year 2018 compared to the year 2017. There was an increase of 1% to the answer „Gender“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „Sexual orientation and expression“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 2% to the answer „Body size“ in the survey on the year 2018 compared to the year 2017. There was no change to the answer „No answer“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 2% to the answer „Various religions“ in the survey on the year 2018 compared to the year 2016. There was an increase of 2% to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 3% to the answer „Age“ in the survey on the year 2018 compared to the year 2016. There was an increase of 2% to the answer „Ethnicity“ in the survey on the year 2018 compared to the year 2016. There was no change to the answer „Gender“ in the survey on the year 2018 compared to the year 2016. There was an increase of 1% to the answer „Sexual orientation and expression“ in



the survey on the year 2018 compared to the year 2016. There was a decrease of 3% to the answer „Body size“ in the survey on the year 2018 compared to the year 2016. Answer „No answer“ was added to the survey in the year 2018 and 2% of all respondents used it



Evaluation of parents' questionnaire results - ESTONIA

Responses

Year 2016 – 32

Year 2017 – 50

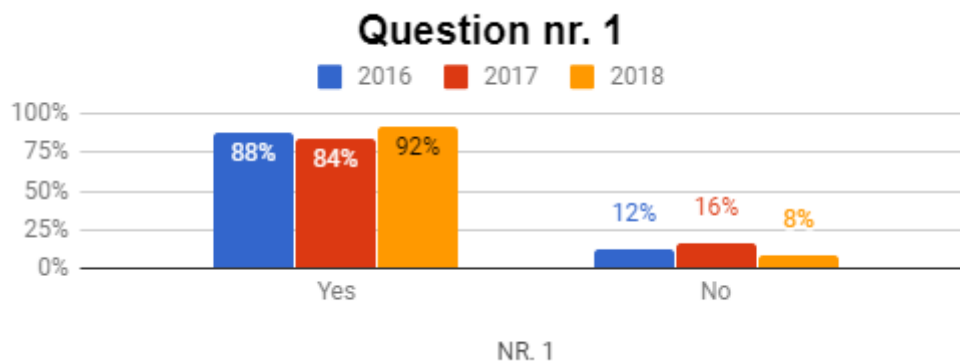
Year 2018 - 49

The number of responses have increased by 18 over the year 2017 and decreased by 1 over the year 2018.

The average number of respondents over the three years is 43,6.

Question nr. 1 - Do you think it's important to work against discrimination in our preschool?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 88% Yes | 84% Yes | 92% Yes |
| 12% No | 16% No | 8% No |



There was a decrease of 4% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was increase of 8% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

There was increase of 4% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.

Question nr. 2 - Can you notice that we work against discrimination in our preschool?

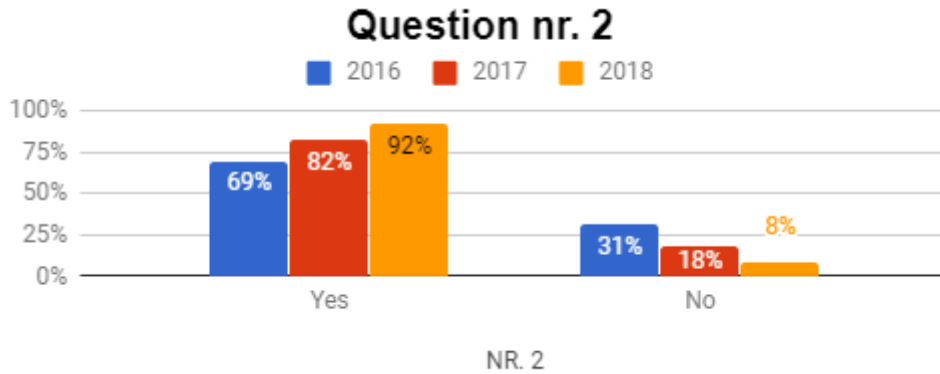
| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 69% Yes | 82% Yes | 92% Yes |



31% No

18% No

8% No



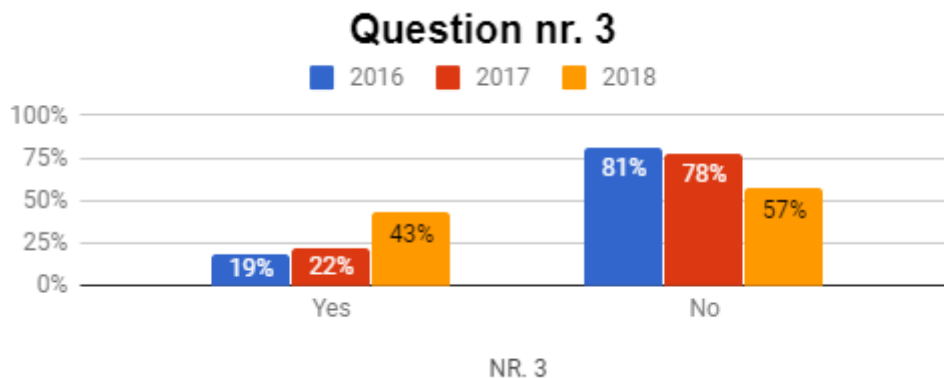
There was a increase of 13% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was a increase of 10% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017.

There was a increase of 23% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016.

Question nr. 3 - Do you know what norm critique is?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 19% Yes | 22% Yes | 43% Yes |
| 81% No | 78% No | 57% No |



There was a increase of 3% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

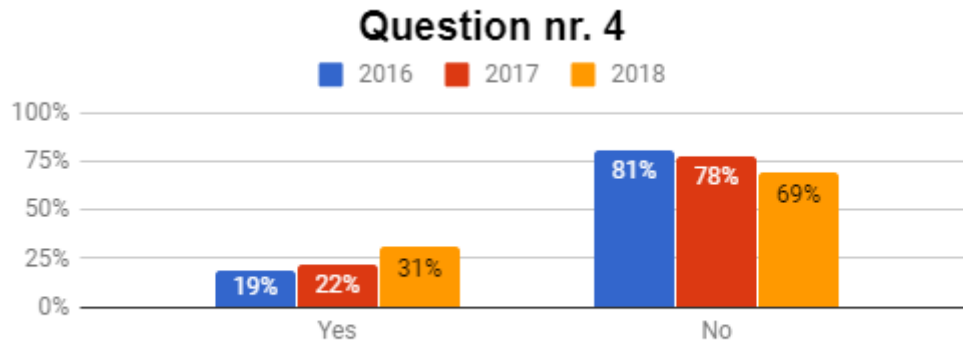
There was a increase of 21% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017.

There was a increase of 24% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016.



Question nr. 4 - Do you think our preschool is adjusted to functional variations?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 19% Yes | 22% Yes | 31% Yes |
| 81% No | 78%No | 69% No |



NR. 4

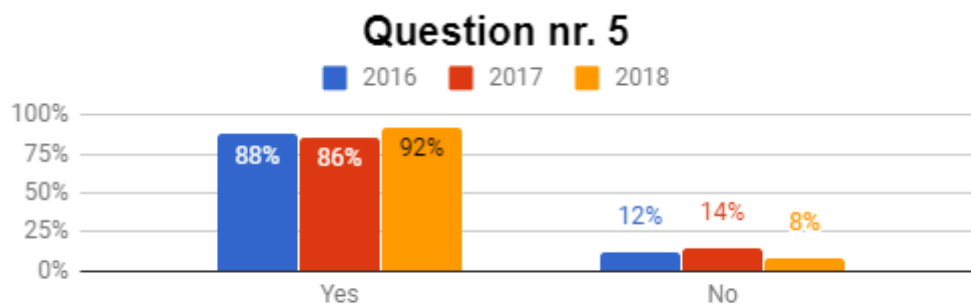
There was a increase of 3% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was a increase of 9% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017.

There was a increase of 12% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016.

Question nr. 5 - Do you think we give the same opportunities to all children despite of their age?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 88% Yes | 86% Yes | 92% Yes |
| 12% No | 14%No | 8% No |



NR.5



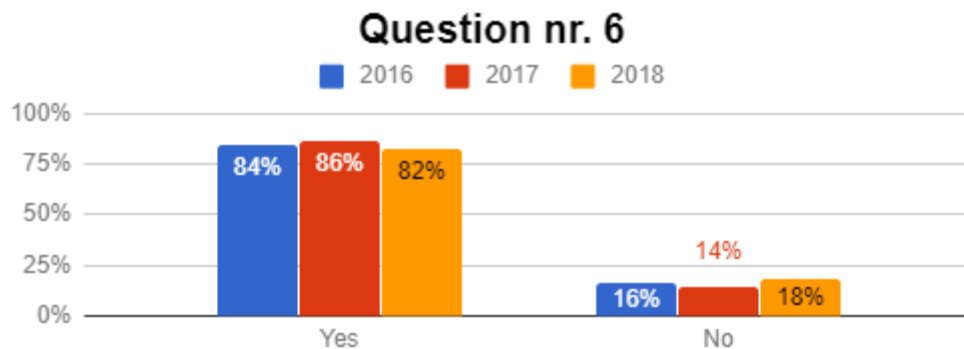
There was a decrease of 2% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was a increase of 6% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017.

There was a increase of 4% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016.

Question nr. 6 - Do you think we pay attention to various religions and faiths in our preschool?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 84% Yes | 86% Yes | 82% Yes |
| 16% No | 14% No | 18% No |



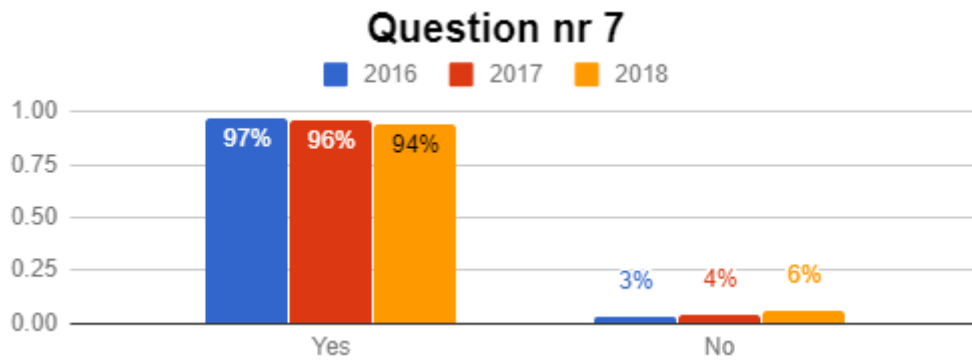
There was a increase of 2% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was a increase of 2% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 4% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016.

Question nr. 7 - Can you notice that we work to prevent gender stereotypes in our preschool?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 97% Yes | 96% Yes | 94% Yes |
| 3% No | 4% No | 6% No |



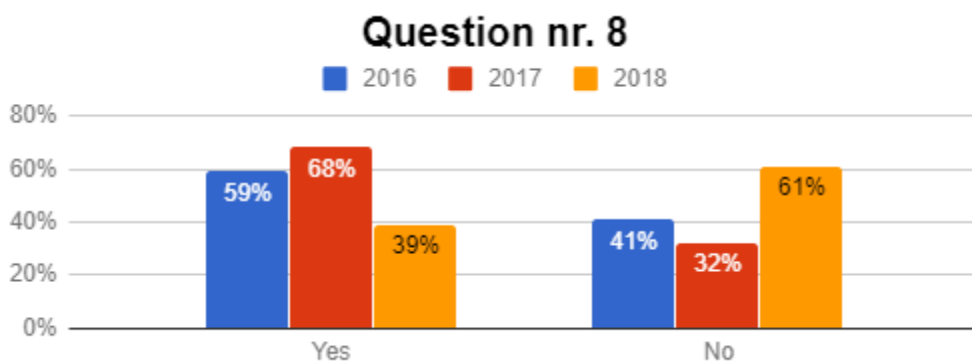
There was a decrease of 1% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 2% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 3% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016.

Question nr. 8 - Do you think we have materials and toys that offers to everyone, regardless of gender and gender identity?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 59% Yes | 68% Yes | 39% Yes |
| 41% No | 32% No | 61% No |



There was a increase of 9% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

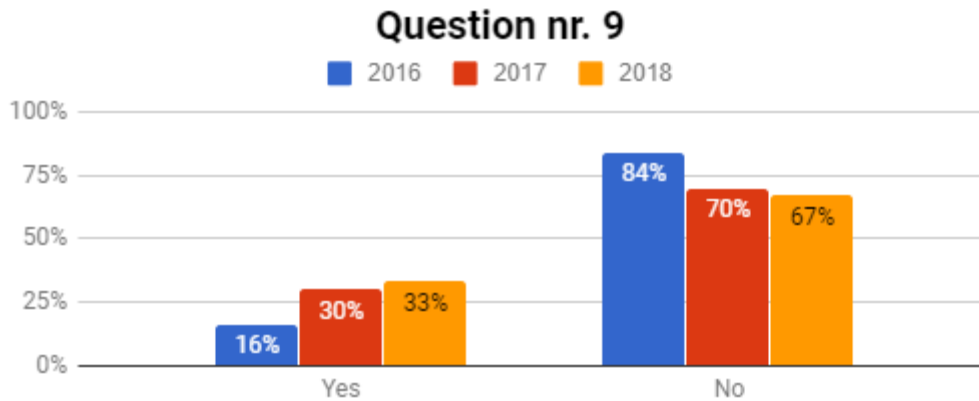
There was a decrease of 29% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 20% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016.



Question nr. 9 - Do you think it's important for the teachers to discuss about sexual orientation with the children?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 16% Yes | 30% Yes | 33% Yes |
| 84% No | 70% No | 67% No |



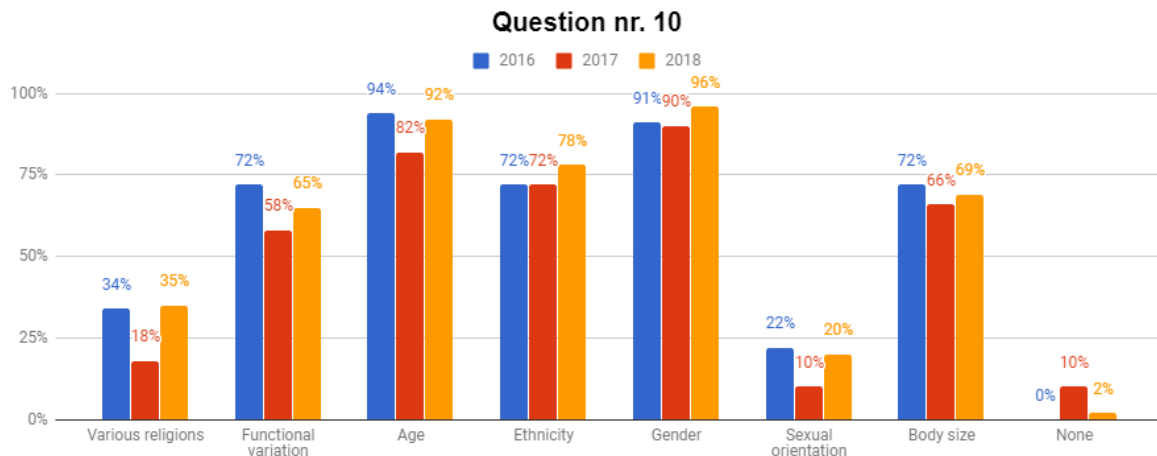
There was a increase of 14% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was a increase of 3% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017.

There was a increase of 17% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016.

Question nr.10 - Have you ever talked with your children about:

| Year 2016 | Year 2017 | Year 2018 |
|--------------------------|--------------------------|--------------------------|
| 34% Various religions | 18% Various religions | 35% Various religions |
| 72% Functional variation | 58% Functional variation | 65% Functional variation |
| 94% Age | 82% Age | 92% Age |
| 72% Ethnicity | 72% Ethnicity | 78% Ethnicity |
| 91% Gender | 90% Gender | 96% Gender |
| 22% Sexual orientation | 10% Sexual orientation | 20% Sexual orientation |
| 72% Body size | 66% Body size | 69% Body size |
| | 10% None | 2% None |



There was a decrease of 16% to the answer „Various religions“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 14% to the answer „Functional variations“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 12% to the answer „Age“ in the survey on the year 2017 compared to the year 2016. There was a change of 0% to the answer „Ethnicity“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 1% to the answer „Gender“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 12% to the answer „Sexual orientation and expression“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 6% to the answer „Body size“ in the survey on the year 2017 compared to the year 2016. Answer „None“ was added to the survey in the year 2017 and 10% of all respondents used it.

There was a increase of 17% to the answer „Various religions“ in the survey on the year 2018 compared to the year 2017. There was a increase of 7% to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2017. There was a increase of 10% to the answer „Age“ in the survey on the year 2018 compared to the year 2017. There was a increase of 6% to the answer „Ethnicity“ in the survey on the year 2018 compared to the year 2017. There was a increase of 6% to the answer „Gender“ in the survey on the year 2018 compared to the year 2017. There was a increase of 10% to the answer „Sexual orientation and expression“ in the survey on the year 2018 compared to the year 2017. There was a increase of 3% to the answer „Body size“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 8% to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was a increase of 1% to the answer „Various religions“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 7% to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 2% to the answer „Age“ in the survey on the year 2018 compared to the year 2016. There was a increase of 6% to the answer „Ethnicity“ in the survey on the year 2018 compared to the year 2016. There was a increase of 5% to the answer „Gender“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 2% to the answer „Sexual orientation and expression“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 3% to the answer „Body size“ in the survey on the year 2018 compared to the year 2016. Answer „None“ was added to the survey in the year 2018 and 2% of all respondents used it.



Evaluation of parents' questionnaire results - ITALY

Responses

Year 2016 – 53

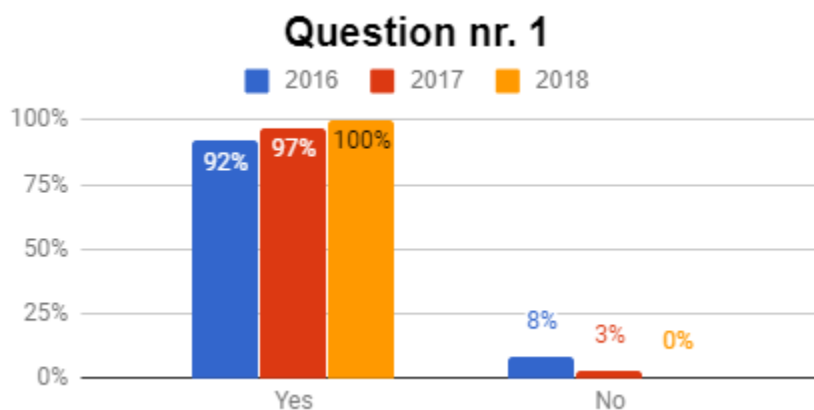
Year 2017 – 73

Year 2018 – 105

The number of responses have increased by 20 over the year 2017. Comparing the year 2017 with 2018 the number of responses have increased by 32. The average number of respondents over three years is 77.

Question nr. 1 - Do you think it's important to work against discrimination in our preschool?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 92% Yes | 97% Yes | 100% Yes |
| 8% No | 3% No | 0% No |



There was a increase of 5% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was a increase of 3% to the answer “Yes” on the year 2017 compared to the year 2018.

There was a increase of 8% to the answer “Yes” on the year 2016 compared to the year 2018.

Question nr. 2 - Can you notice that we work against discrimination in our preschool?



Year 2016

70% Yes
30% No

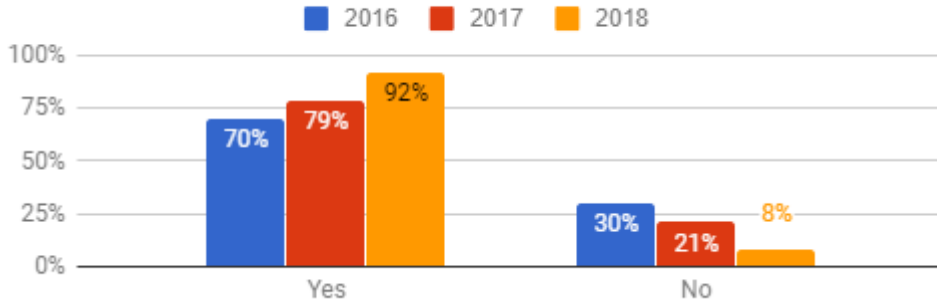
Year 2017

79% Yes
21% No

Year 2018

92% Yes
8% No

Question nr.2



There was a increase of 9% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was a increase of 13% to the answer “Yes” in the survey on the year 2018 compared to the year 2017.

There was a increase of 22% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016.

Question nr. 3 - Do you know what norm critique is?

Year 2016

42% Yes
58% No

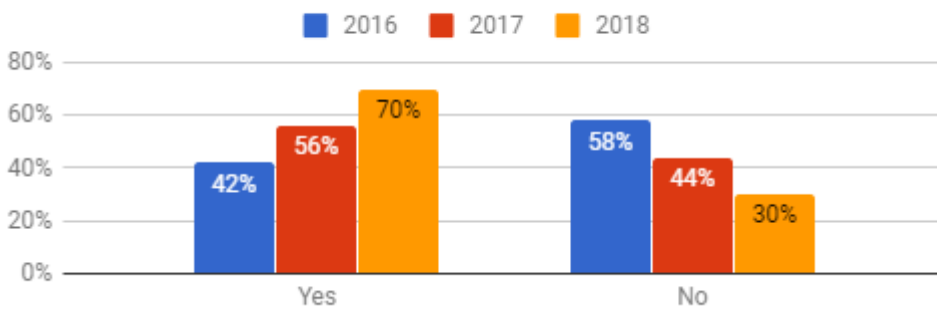
Year 2017

56% Yes
44% No

Year 2018

70% Yes
30% No

Question nr. 3



There was a increase of 14% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

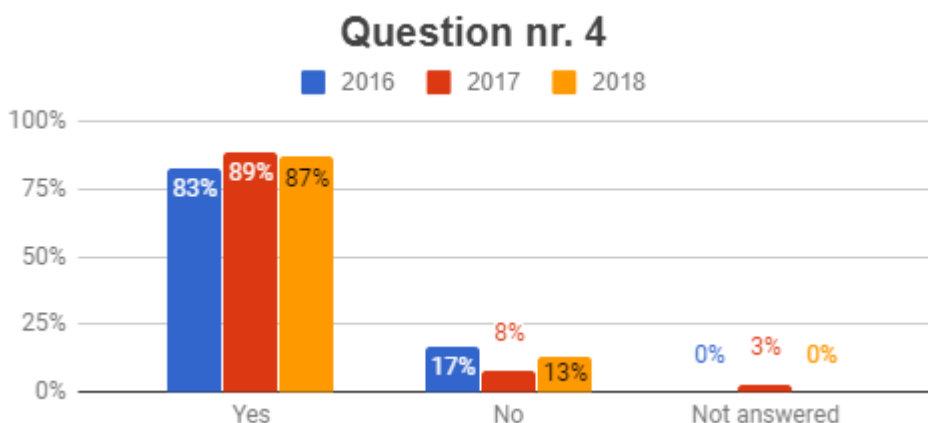
There was a increase of 14 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2017.



There was a increase of 28 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2016.

Question nr.4 - Do you think our preschool is adjusted to functional variations?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------------|-----------------|
| 83% Yes | 89% Yes | 87% Yes |
| 17% No | 8% No | 13% No |
| | 3% Not answered | 0% Not answered |



There was a increase of 6% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 9% to the answer „No“ in the survey on the year 2017 compared to the year 2016. Answer „Not answered“ was added to the survey in the year 2017 and 3% of all respondents used it.

There was a decrease of 2 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 3% to the answer “Not answered” on the year 2018 comparing to the year 2017.

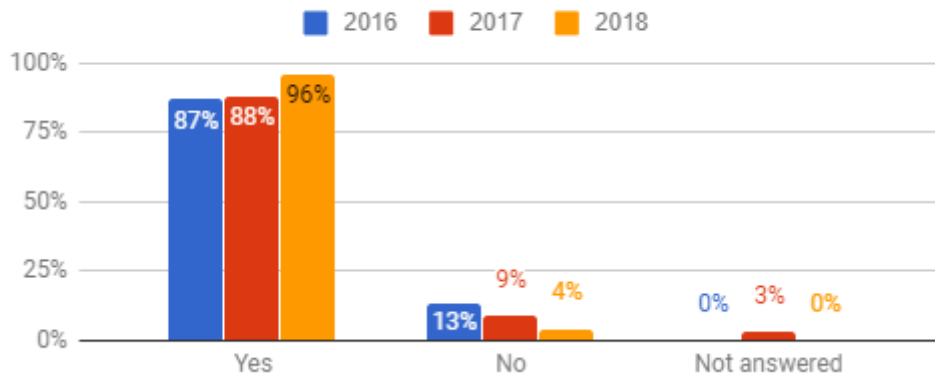
There was a increase of 4 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. The results of “Not answered” can’t be compared because the answer was added to the survey in the year 2017.

Question nr. 5 - Do you think we give the same opportunities to all children despite of their age?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|----------------|-----------------|
| 87% Yes | 88% Yes | 96% Yes |
| 13% No | 9%No | 4% No |
| | 3%Not answered | 0% Not answered |



Question nr. 5



There was a increase of 1% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 4% to the answer „No“ in the survey on the year 2017 compared to the year 2016. Answer „Not answered“ was added to the survey in the year 2017 and 3% of all respondents used it.

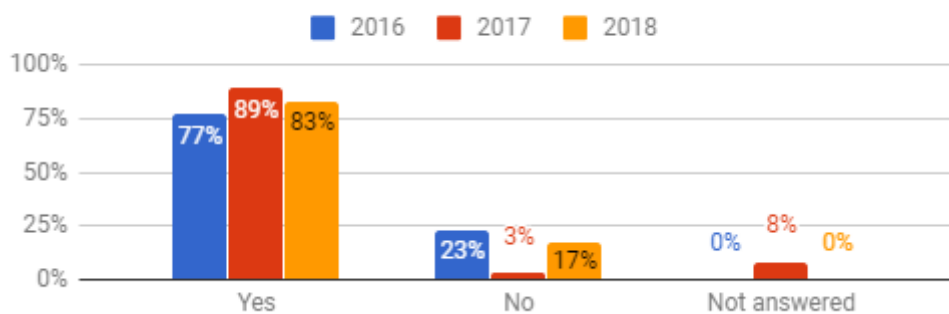
There was a increase of 8 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 5 % to the answer „No“ in the survey on the year 2018 compared to the year 2017.

There was a increase of 9 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. The results of “Not answered” can’t be compared because the answer was added to the survey in the year 2017.

Question nr. 6 - Do you think we pay attention to various religions and faiths in our preschool?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------------|-----------------|
| 77% Yes | 89% Yes | 83% Yes |
| 23% No | 3% No | 17% No |
| | 8% Not answered | 0% Not answered |

Question nr. 6





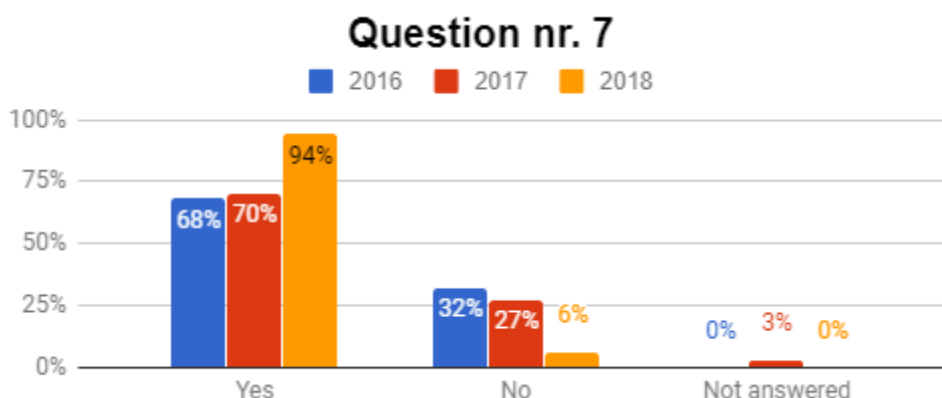
There was a increase of 12% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 20% to the answer „No“ in the survey on the year 2017 compared to the year 2016. Answer „Not answered“ was added to the survey in the year 2017 and 8% of all respondents used it.

There was a decrease of 6 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a increase of 14% to the answer “No” in the survey on the year 2018 compared to the year 2017. Also there has been a 8% decrease to the answer “Not answered” on the year 2018 compared to the year 2017.

There was a increase of 6 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. The results of “Not answered” can’t be compared because the answer was added to the survey in the year 2017.

Question nr.7 - Can you notice that we work to prevent gender stereotypes in our preschool?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|----------------|-----------------|
| 68% Yes | 70% Yes | 94% Yes |
| 32% No | 27% No | 6% No |
| | 3%Not answered | 0% Not answered |



There was a increase of 2% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 5% to the answer „No“ in the survey on the year 2017 compared to the year 2016. Answer „Not answered“ was added to the survey in the year 2017 and 3% of all respondents used it.

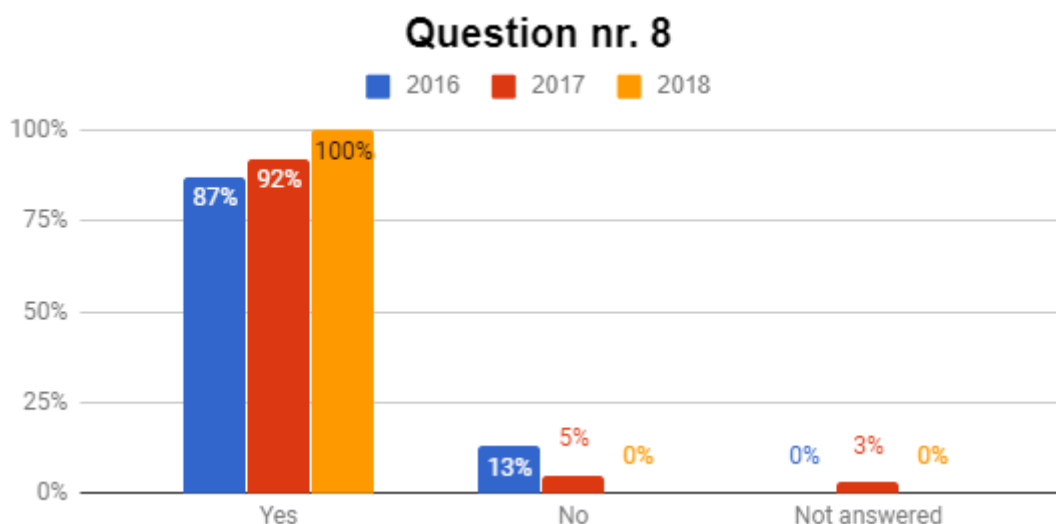
There was a increase of 24% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 21 % to the answer „No“ in the survey on the year 2018 compared to the year 2017. Also there was a decrease of 3 % to the answer “Not answered” in the survey on the year 2018 compared to the year 2017.

There was a increase of 26 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. The results of “Not answered” can’t be compared because the answer was added to the survey in the year 2017.

Question nr. 8 - Do you think we have materials and toys that offers to everyone, regardless of gender and gender identity?



| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------------|-----------------|
| 87% Yes | 92% Yes | 100% Yes |
| 13% No | 5% No | 0% No |
| | 3% Not answered | 0% Not answered |



There was a increase of 5% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 8% to the answer „No“ in the survey on the year 2017 compared to the year 2016. Answer „Not answered“ was added to the survey in the year 2017 and 3% of all respondents used it.

There was a increase of 8% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 5% to the answer “No” in the survey on the year 2018 compared to the year 2017.

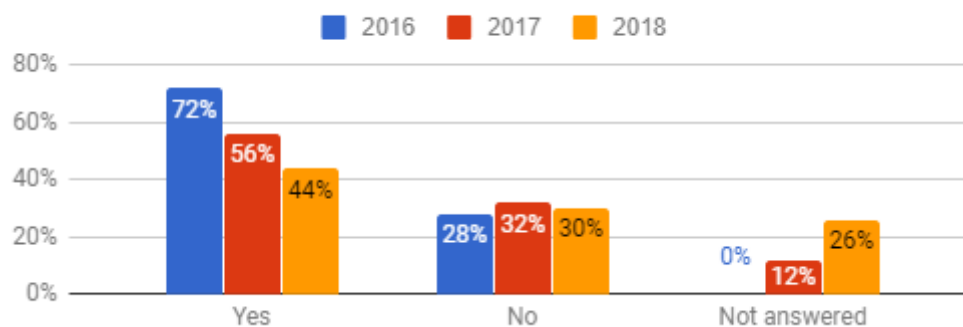
There was a increase of 13% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 13 % to the answer “No” in the survey on the year 2018 compared to the year 2016. The results of “Not answered” can’t be compared because the answer was added to the survey in the year 2017.

Question nr. 9 - Do you think it's important for the teachers to discuss about sexual orientation with the children?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|------------------|------------------|
| 72% Yes | 56% Yes | 44% Yes |
| 28% No | 32% No | 30% No |
| | 12% Not answered | 26% Not answered |



Question nr. 9



There was a decrease of 16% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. There was a increase of 4% to the answer „No“ in the survey on the year 2017 compared to the year 2016. Answer „Not answered“ was added to the survey in the year 2017 and 12% of all respondents used it.

There was a decrease of 12% to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 2 % to the answer “No” in the survey on the year 2018 compared to the year 2017. Also there was a big increase of 14% to the answer “Not answered” in the survey on the year 2018 comparing to the year 2017.

There was a decrease of 28% to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. There was a increase of 2 % to the answer “No” in the survey on the year 2018 compared to the year 2016. The results of “Not answered” can’t be compared because the answer was added to the survey in the year 2017.

Question nr.10 - Have you ever talked with your children about:

| Year 2016 | Year 2017 | Year 2018 |
|-----------------------------|--------------------------|--------------------------|
| 56,6% Various religions | 12% Various religions | 15% Various religions |
| 58,49% Functional variation | 17% Functional variation | 15% Functional variation |
| 86,79% Age | 20% Age | 20% Age |
| 49,05% Ethnicity | 12% Ethnicity | 13% Ethnicity |
| 43,39% Gender | 12% Gender | 12% Gender |
| 20,75% Sexual orientation | 7% Sexual orientation | 6% Sexual orientation |
| 66,03% Body size | 15% Body size | 16% Body size |
| | 5% None | 3% None |

Results can not be compared because in the year 2016 there were multiple options that one respondant could pick but in the year 2017 one respondant could choose only one option.



In the survey of the year 2016 the most popular response was „Age“ (86,79) and of the year 2017 also „Age“(20%).

Least popular response was in the year of 2016 „Sexual orientation“ (20,75%) and of the year 2017 „None“ (5%).

There was an increase of 3% to the answer „Various religions“ in the survey on the year 2018 compared to the year 2017. There was an decrease of 2 % to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2017. To the answer „Age“ in the survey were no changes accrued regarding the years 2017 and 2018 . There was an increase of 1 % to the answer „Ethnicity“ in the survey on the year 2018 compared to the year 2017. To the answer „ Gender“ in the survey were no changes accrued regarding the years 2017 and 2018 . There was a decrease of 1 % to the answer „Sexual orientation and expression“ in the survey on the year 2018 compared to the year 2017. There was a increase of 1 % to the answer „Body size“ in the survey on the year 2018 compared to the year 2017. Answer „None“ was added to the survey in the year 2018 and 10% of all respondents used it.

Results can not be compared because in the year 2016 there were multiple options that one respondent could pick but in the year 2018 one respondent could choose only one option.



Evaluation of parents' questionnaire results - NORWAY

Responses

Year 2016 – 46

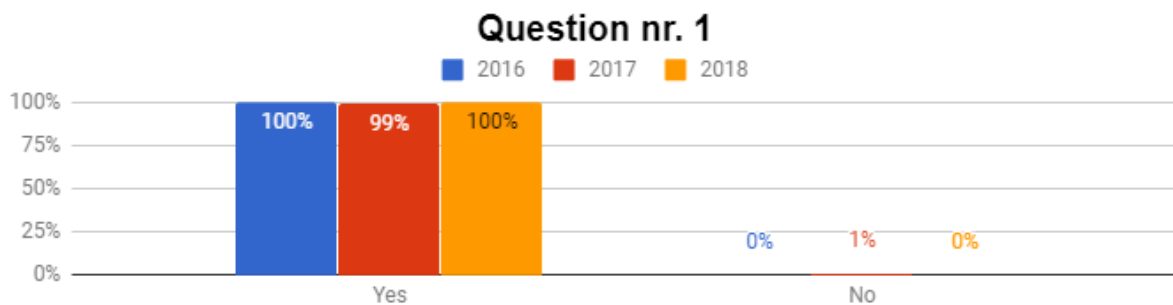
Year 2017 – 143

Year 2018- 98

The number of responses have increased by ? over the year. The average number of respondents over the three years is 96

Question nr 1. - Do you think it's important to work against discrimination in our preschool?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 100% Yes | 99% Yes | 100% Yes |
| 0% No | 1% No | 0% No |



There was a decrease of 1% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

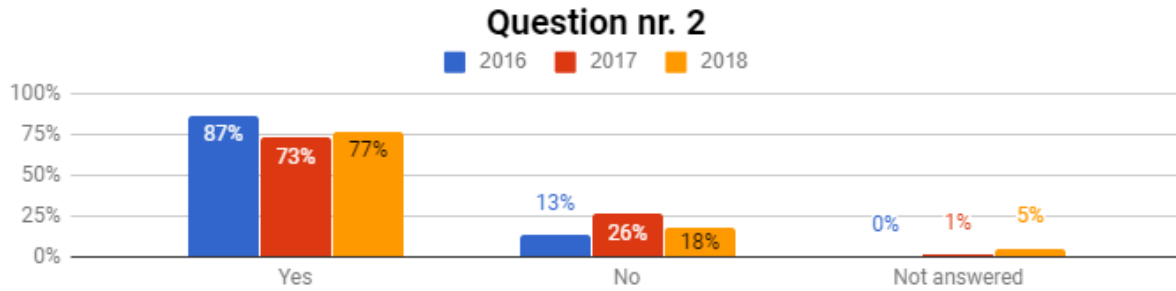
There was increase of 1% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

There were no changes accrued to the answer “Yes” on the survey on the year 2016 compared to the year 2018.



Question nr. 2 - Can you notice that we work against discrimination in our preschool?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------------|-----------------|
| 87% Yes | 73% Yes | 77% Yes |
| 13% No | 26% No | 18% No |
| | 1% Not answered | 5% Not answered |



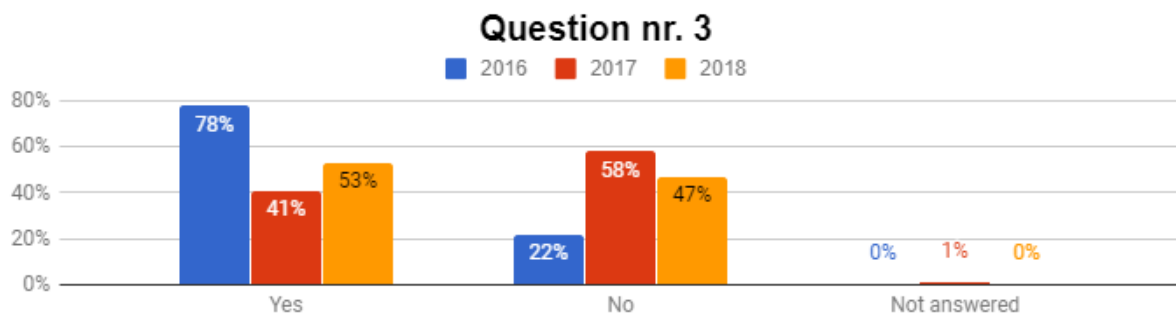
There was a decrease of 14% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. 1% did not answer this question in the year 2017.

There was a increase of 4 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a increase of 4% to the answer “Not answered” on the year 2018 comparing to the year 2017.

There was a decrease of 10 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. The results of “Not answered” can’t be compared because the answer was added to the survey in the year 2017.

Question nr. 3 - Do you know what norm critique is?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------------|-----------------|
| 78% Yes | 41% Yes | 53% Yes |
| 22% No | 58% No | 47% No |
| | 1% Not answered | 0% Not answered |





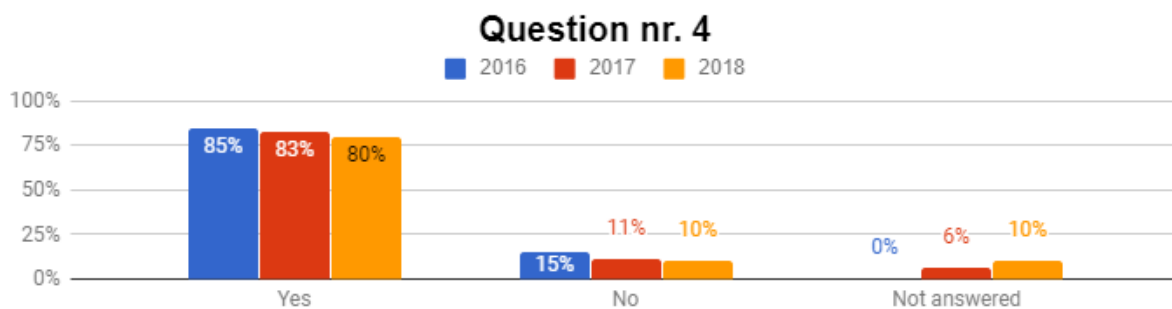
There was a decrease of 37% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. 1% did not answer this question in the year 2017.

There was a increase of 12 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 1% to the answer “Not answered” on the year 2018 comparing to the year 2017.

There was a decrease of 25 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. The results of “Not answered” can’t be compared because the answer was added to the survey in the year 2017.

Question nr. 4 - Do you think our preschool is adjusted to functional variations?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|----------------|------------------|
| 85% Yes | 83% Yes | 80% Yes |
| 15% No | 11%No | 10% No |
| | 6%Not answered | 10% Not answered |



There was a decrease of 2% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. 6% did not answer this question in the year 2017.

There was a decrease of 3 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a increase of 4% to the answer “Not answered” on the year 2018 comparing to the year 2017.

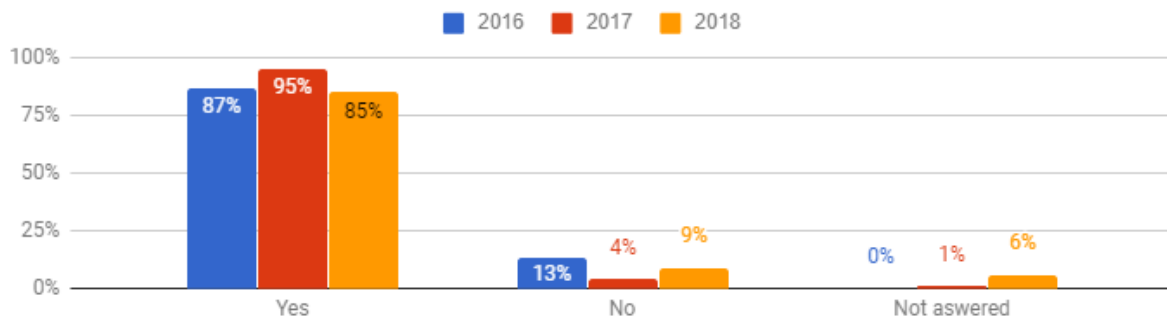
There was a decrease of 5 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. The results of “Not answered” can’t be compared because the answer was added to the survey in the year 2017.

Question nr. 5 - Do you think we give the same opportunities to all children despite of their age?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|----------------|-----------------|
| 87% Yes | 95% Yes | 85% Yes |
| 13% No | 4%No | 9% No |
| | 1%Not answered | 6% Not answered |



Question nr. 5



There was a increase of 1% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. 1% did not answer this question in the year 2017.

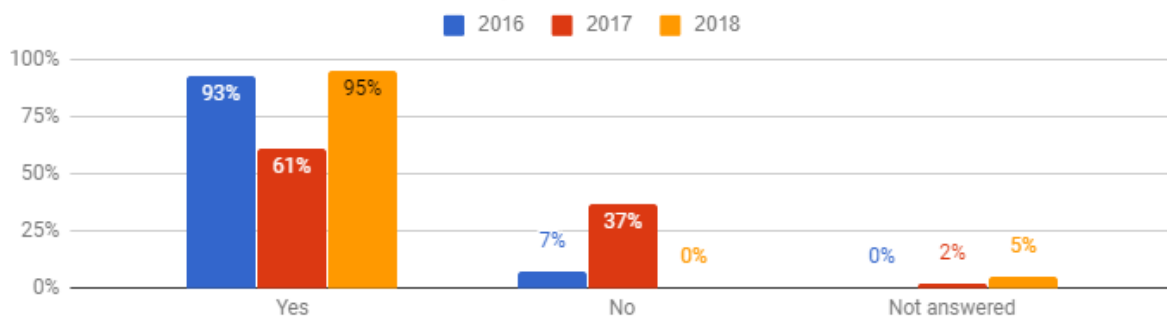
There was a decrease of 10 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a increase of 5% to the answer “Not answered” on the year 2018 comparing to the year 2017.

There was a decrease of 2 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. The results of “Not answered” can’t be compared because the answer was added to the survey in the year 2017.

Question nr. 6 - Do you think we pay attention to various religions and faiths in our preschool?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------------|-----------------|
| 93% Yes | 61% Yes | 95% Yes |
| 7% No | 37% No | 0% No |
| | 2% Not answered | 5% Not answered |

Question nr. 6



There was a decrease of 32% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. 2% did not answer this question in the year 2017.

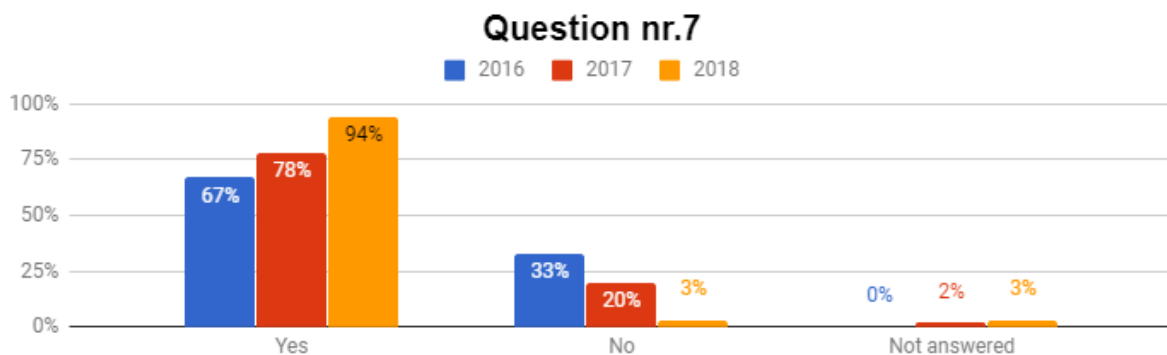
There was a increase of 34 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a increase of 3% to the answer “Not answered” on the year 2018 comparing to the year 2017.



There was a decrease of 2 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. There as a decrease of 7% to the answer “No” in the survey on the year 2018 compared to the year 2016. The results of “Not answered” can’t be compared because the answer was added to the survey in the year 2017.

Question nr.7 - Can you notice that we work to prevent gender stereotypes in our preschool?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------------|-----------------|
| 67% Yes | 78% Yes | 94% Yes |
| 33% No | 20% No | 3% No |
| | 2% Not answered | 3% Not answered |



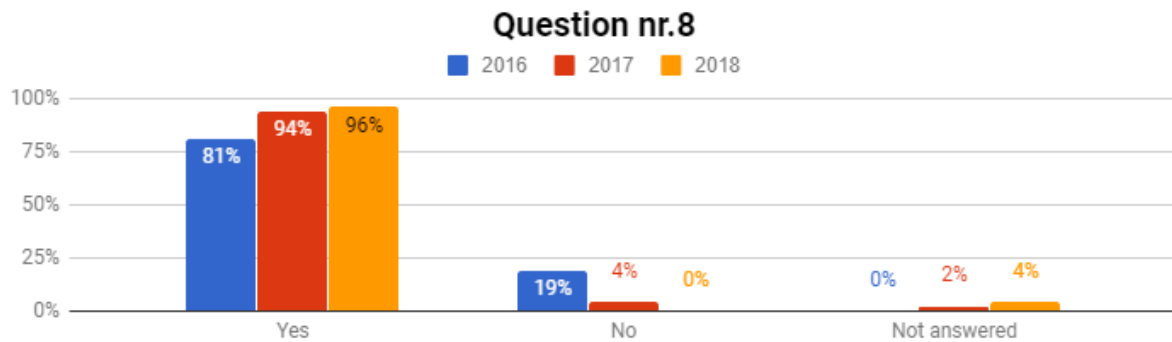
There was a increase of 11% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. 2% did not answer this question in the year 2017.

There was a increase of 16 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a increase of 1 % to the answer “Not answered” on the year 2018 comparing to the year 2017.

There was a increase of 27 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 30% to the answer “No” in the survey on the year 2018 compared to the year 2016. The results of “Not answered” can’t be compared because the answer was added to the survey in the year 2017.

Question nr. 8 - Do you think we have materials and toys that offers to everyone, regardless of gender and gender identity?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------------|-----------------|
| 81% Yes | 94% Yes | 96% Yes |
| 19% No | 4% No | 0% No |
| | 2% Not answered | 4% Not answered |



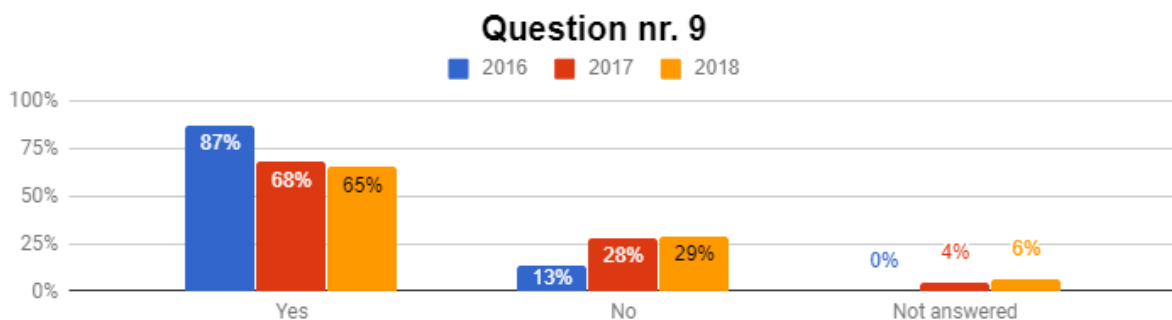
There was a increase of 13% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. 2% did not answer this question in the year 2017.

There was a increase of 2 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a increase of 2% to the answer “Not answered” on the year 2018 comparing to the year 2017. There as a decrease of 4 % to the answer “No” in the survey on the year 2018 compared to the year 2018.

There was a decrease of 15 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. The results of “Not answered” can’t be compared because the answer was added to the survey in the year 2017.

Question nr. 9 - Do you think it's important for the teachers to discuss about sexual orientation with the children?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------------|-----------------|
| 87% Yes | 68% Yes | 65% Yes |
| 13% No | 28% No | 29% No |
| | 4% Not answered | 6% Not answered |



There was a decrease of 19% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. 4% did not answer this question in the year 2017.

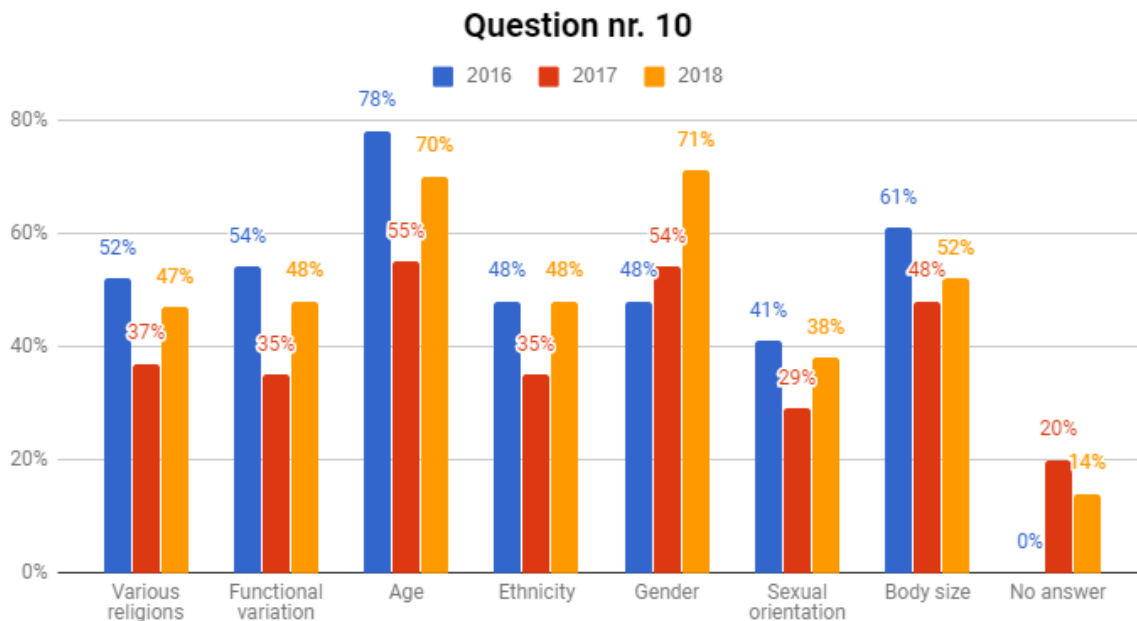
There was a decrease of 3 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2017. There was a increase of 2% to the answer “Not answered” on the year 2018 comparing to the year 2017.



There was a decrease of 22 % to the answer „Yes“ in the survey on the year 2018 compared to the year 2016. There was a increase of 16 % to the answer „No“ in the survey on the year 2018 compared to the year 2016. The results of “Not answered” can’t be compared because the answer was added to the survey in the year 2017.

Question nr. 10 - Have you ever talked with your children about:

| Year 2016 | Year 2017 | Year 2018 |
|--------------------------|--------------------------|--------------------------|
| 52% Various religions | 37% Various religions | 47% Various religions |
| 54% Functional variation | 35% Functional variation | 48% Functional variation |
| 78% Age | 55% Age | 70% Age |
| 48% Ethnicity | 35% Ethnicity | 48% Ethnicity |
| 48% Gender | 54% Gender | 71% Gender |
| 41% Sexual orientation | 29% Sexual orientation | 38% Sexual orientation |
| 61% Body size | 48% Body size | 52% Body size |
| | 20% No answer | 14% No answer |



There was a decrease of 15% to the answer „Various religions“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 19% to the answer „Functional variations“ in the survey on the year 2017 compared to the year 2016. There was a increase of 23% to the answer „Age“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 13% to the answer „Ethnicity“ in the survey on the year 2017 compared to the year 2016. There was a increase of 6% to the answer „Gender“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 12% to the answer „Sexual orientation and expression“ in the survey on the year 2017 compared to the year 2016. There was a decrease of 13% to the answer „Body size“ in the survey on the year 2017



compared to the year 2016. Answer „None“ was added to the survey in the year 2017 and 20% of all respondents used it.

There was a increase of 10% to the answer „Various religions“ in the survey on the year 2018 compared to the year 2017. There was a increase of 13% to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2017. There was a increase of 15% to the answer „Age“ in the survey on the year 2018 compared to the year 2017. There was a increase of 13% to the answer „Ethnicity“ in the survey on the year 2018 compared to the year 2017. There was a increase of 17% to the answer „Gender“ in the survey on the year 2018 compared to the year 2017. There was a increase of 9% to the answer „Sexual orientation and expression“ in the survey on the year 2018 compared to the year 2017. There was a increase of 4% to the answer „Body size“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 6% to the answer „None“ in the survey on the year 2018 compared to the year 2017.

There was a decrease of 5% to the answer „Various religions“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 6% to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 8% to the answer „Age“ in the survey on the year 2018 compared to the year 2016. To the answer „Age“ in the survey were no changes accrued regarding the years 2017 and 2018. There was a increase of 23% to the answer „Gender“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 3 % to the answer „Sexual orientation and expression“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 9 % to the answer „Body size“ in the survey on the year 2018 compared to the year 2016. Answer „None“ was added to the survey in the year 2017.



Evaluation of parents' questionnaire results - POLAND

Responses

Year 2016 – 15

Year 2017 – 18

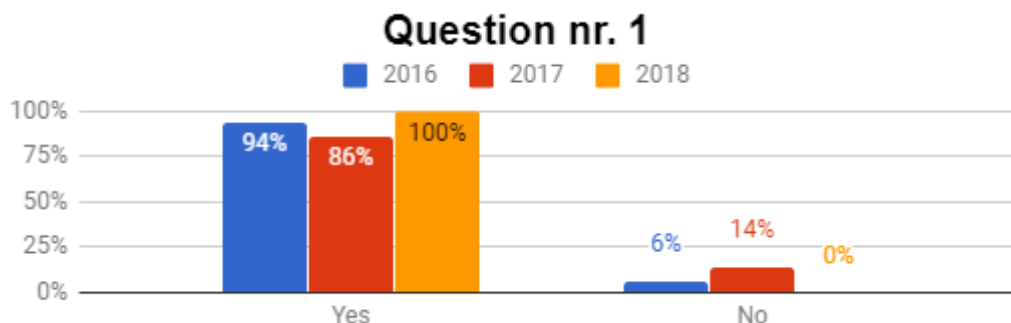
Year 2018 – 35

The number of responses have increased by 3 over the year 2017 and increased by 17 over the year 2018.

The average number of respondents over the three years is 68.

Question nr. 1 - Do you think it's important to work against discrimination in our preschool?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 94% Yes | 86% Yes | 100% Yes |
| 6% No | 14% No | 0% No |



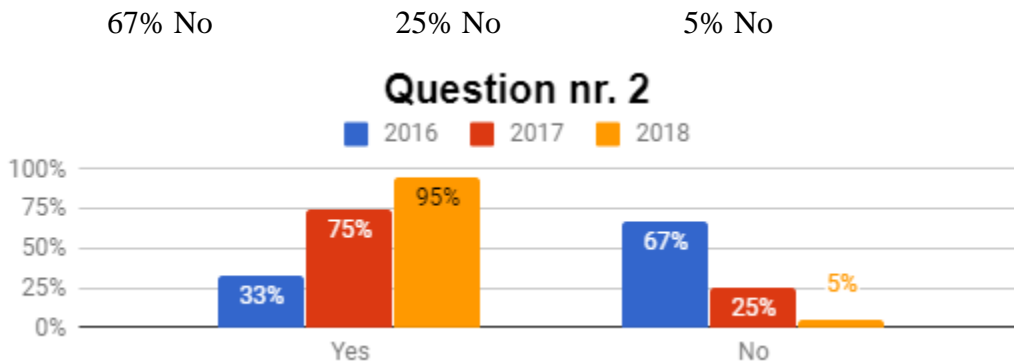
There was a decrease of 8% to the answer “Yes“ in the survey on the year 2017 compared to the year 2016.

There was increase of 14% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

There was increase of 6% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.

Question nr. 2 - Can you notice that we work against discrimination in our preschool?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 33% Yes | 75% Yes | 95% Yes |



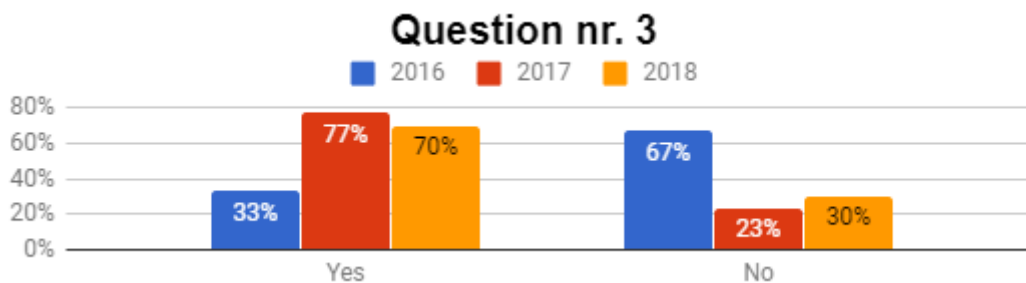
There was an increase of 42% to the answer “Yes“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 20% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

There was an increase of 62% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.

Question nr. 3 - Do you know what norm critique is?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 33% Yes | 77% Yes | 70% Yes |
| 67% No | 23% No | 30% No |



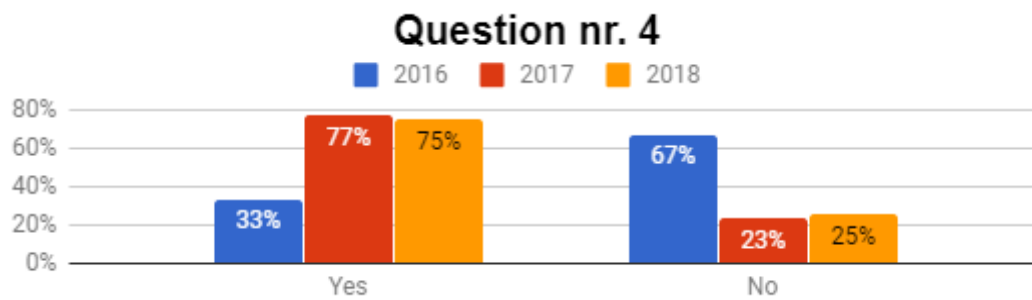
There was a decrease of 44% to the answer “Yes“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 7% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

There was an increase of 37% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.

Question nr. 4 - Do you think our preschool is adjusted to functional variations?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 33% Yes | 77% Yes | 75% Yes |
| 67% No | 23% No | 25% No |



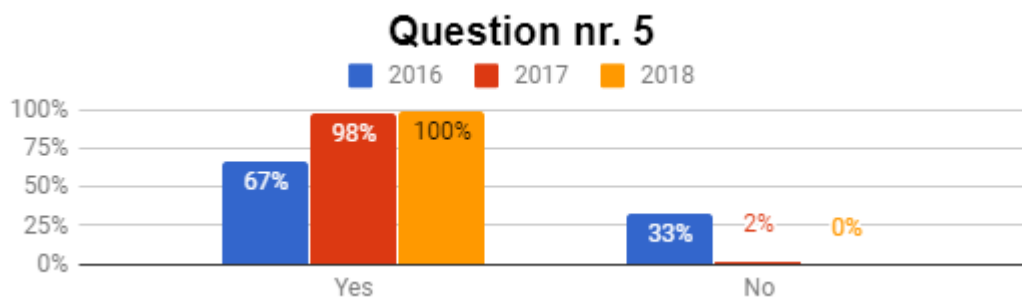
There was a increase of 44% to the answer “Yes“ in the survey on the year 2017 compared to the year 2016.

There was decrease of 2% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

There was increase of 42% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.

Question nr. 5 - Do you think we give the same opportunities to all children despite of their age?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 67% Yes | 98% Yes | 100% Yes |
| 33% No | 2%No | 0% No |



There was a increase of 31% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was increase of 2% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

There was increase of 33% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.

Question nr. 6 - Do you think we pay attention to various religions and faiths in our preschool?

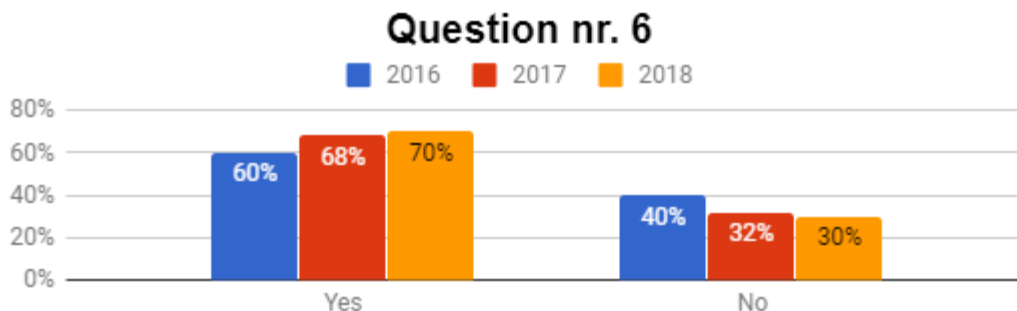
| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 60% Yes | 68% Yes | 70% Yes |



40% No

32% No

30% No



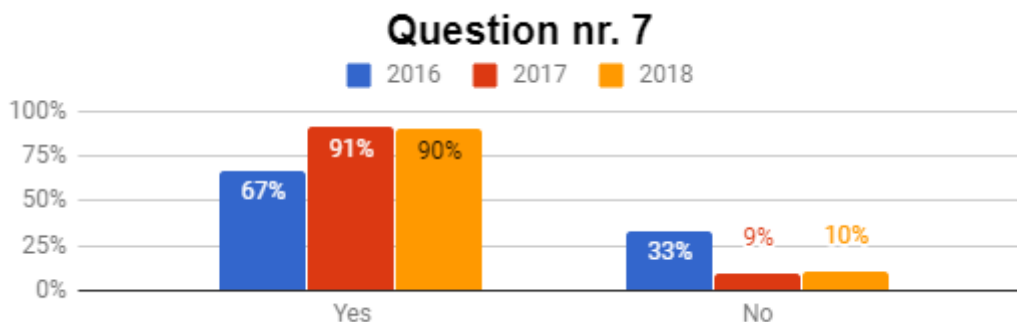
There was an increase of 8% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was an increase of 2% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

There was an increase of 10% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.

Question nr. 7 - Can you notice that we work to prevent gender stereotypes in our preschool?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
| 67% Yes | 91% Yes | 90% Yes |
| 33% No | 9% No | 10% No |



There was an increase of 24% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 1% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

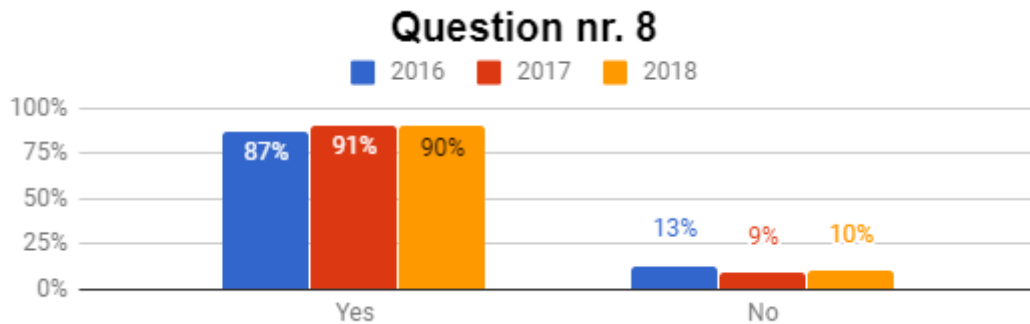
There was an increase of 23% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.

Question nr. 8 - Do you think we have materials and toys that offers to everyone, regardless of gender and gender identity?

| Year 2016 | Year 2017 | Year 2018 |
|-----------|-----------|-----------|
|-----------|-----------|-----------|



| | | |
|---------|---------|---------|
| 87% Yes | 91% Yes | 90% Yes |
| 13% No | 9% No | 10% No |



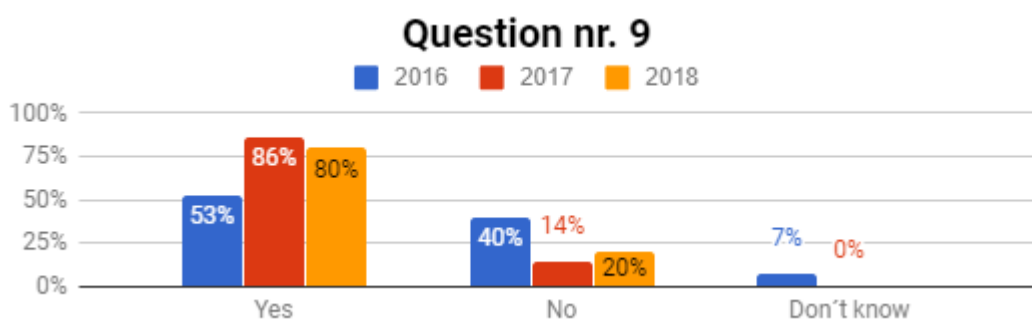
There was an increase of 4% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016.

There was a decrease of 1% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

There was an increase of 3% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.

Question nr. 9 - Do you think it's important for the teachers to discuss about sexual orientation with the children?

| Year 2016 | Year 2017 | Year 2018 |
|---------------|-----------|-----------|
| 53% Yes | 86% Yes | 80% Yes |
| 14% No | 14% No | 20% No |
| 7% Don't know | | |



There was an increase of 33% to the answer „Yes“ in the survey on the year 2017 compared to the year 2016. There was no answer „Don't know“ in the survey at the year 2017 nor 2018.

There was a decrease of 6% to the answer “Yes” in the survey on the year 2017 compared to the year 2018.

There was an increase of 27% to the answer “Yes” on the survey on the year 2016 compared to the year 2018.



Question nr. 10 - Have you ever talked with your children about:

Year 2016

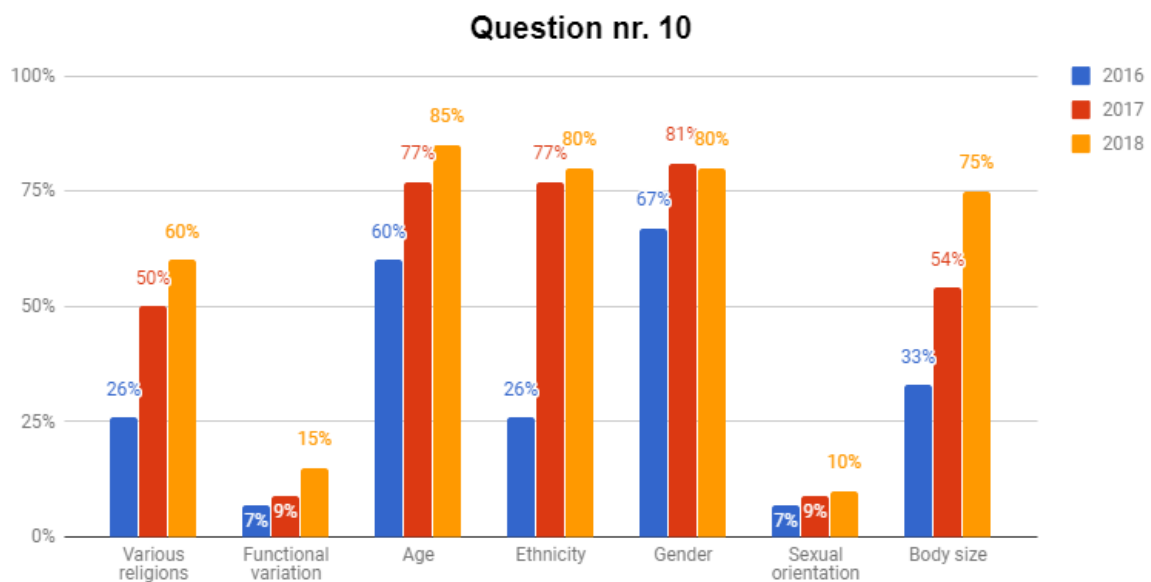
26% Various religions
 7% Functional variation
 60% Age
 26% Ethnicity
 67% Gender
 7% Sexual orientation
 33% Body size

Year 2017

50% Various religions
 9% Functional variation
 77% Age
 77% Ethnicity
 81% Gender
 9% Sexual orientation
 54% Body size

Year 2018

60% Various religions
 15% Functional variation
 85% Age
 80% Ethnicity
 80% Gender
 10% Sexual orientation
 75% Body size



There was a increase of 24% to the answer „Various religions“ in the survey on the year 2017 compared to the year 2016. There was a increase of 2% to the answer „Functional variations“ in the survey on the year 2017 compared to the year 2016. There was a increase of 12% to the answer „Age“ in the survey on the year 2017 compared to the year 2016. There was a increase of 51% to the answer „Ethnicity“ in the survey on the year 2017 compared to the year 2016. There was a increase of 14% to the answer „Gender“ in the survey on the year 2017 compared to the year 2016. There was a increase of 2% to the answer „Sexual orientation and expression“ in the survey on the year 2017 compared to the year 2016. There was a increase of 21% to the answer „Body size“ in the survey on the year 2017 compared to the year 2016.

There was a increase of 10% to the answer „Various religions“ in the survey on the year 2018 compared to the year 2017. There was a increase of 6% to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2017. There was a increase of 8% to the answer „Age“ in the survey on the year 2018 compared to the year 2017. There was a increase of 3% to the answer „Ethnicity“ in the survey on the year 2018 compared to the year 2017. There was a decrease of 1% to the answer „Gender“ in the survey on the year 2018 compared to the year 2017. There was a increase of 1% to the answer „Sexual orientation and expression“



in the survey on the year 2018 compared to the year 2017. There was a increase of 21% to the answer „Body size“ in the survey on the year 2018 compared to the year 2017.

There was a increase of 34% to the answer „Various religions“ in the survey on the year 2018 compared to the year 2016. There was a increase of 8% to the answer „Functional variations“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 25% to the answer „Age“ in the survey on the year 2018 compared to the year 2016. There was a increase of 54% to the answer „Ethnicity“ in the survey on the year 2018 compared to the year 2016. There was a increase of 13% to the answer „Gender“ in the survey on the year 2018 compared to the year 2016. There was a increase of 3% to the answer „Sexual orientation and expression“ in the survey on the year 2018 compared to the year 2016. There was a decrease of 42% to the answer „Body size“ in the survey on the year 2018 compared to the year 2016.



Conclusion

Five kindergartens from European countries, Sweden, Estonia, Norway, Poland and Italy, participated in Erasmus + project “Let the Children Change the World”. The purpose of this project was to share the knowledge about how to best work on the grounds of discrimination in the preschool and to help staff members to create and change the educational environments. To measure the changes in attitudes, project partners created questionnaires for parents and teachers. The questionnaires have helped us see the results of our work with the project over time. The answers show a great change of attitudes in all participating countries. All of the participating countries have seen an improvement of the attitudes in both the staff questionnaire and the parents’ questionnaire.

We would like to say thank you to all the people that were included in this project and made it possible for children of the new generation to change the world!



Mölnådal, 2018

“Kids deserve the right to think they can change the world” – Lois Lowry