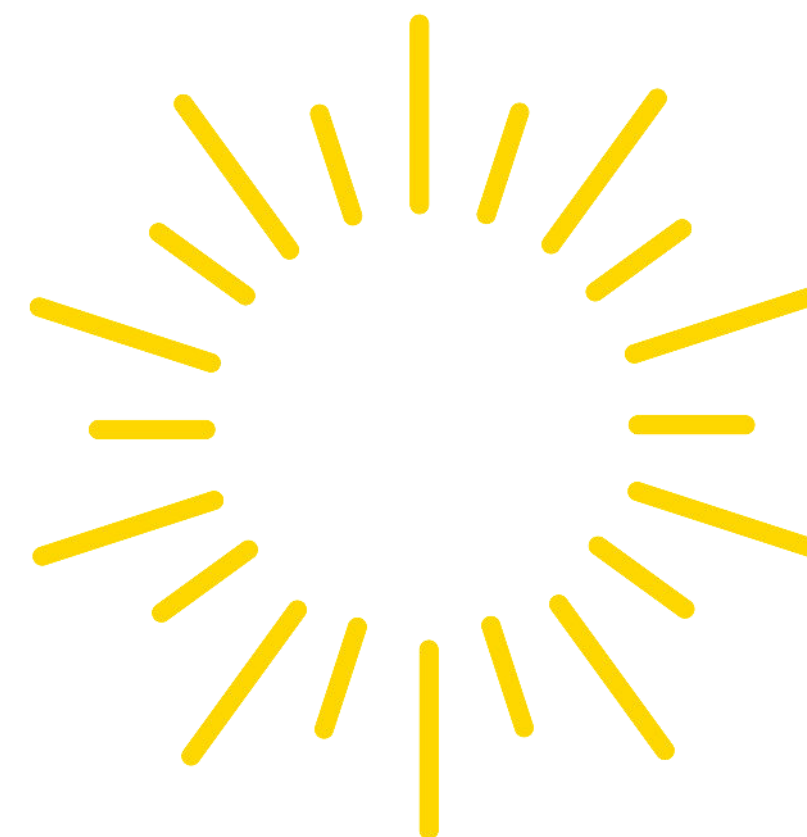




# alumni needs report

By the Diversity, Equity, Inclusion and  
Access (DEIA) Committee





**01** Why did we make this survey with the alumni?

**02** Tools

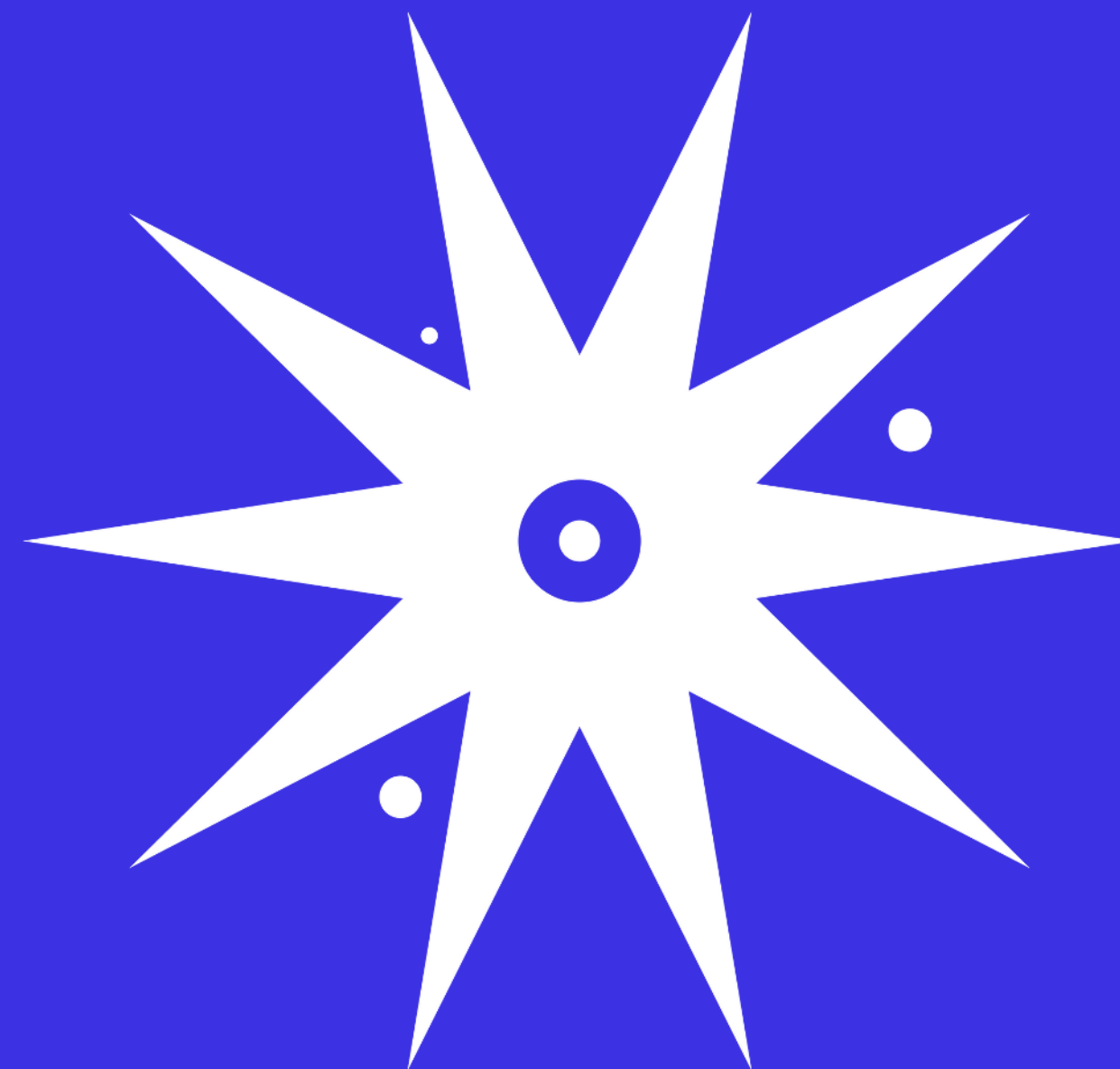
**03** Data Collected

**04** Analysis



## alumni needs

One of the goals of the DEIA Committee is to re-establish the LALA culture in a way that has an impact on the community, improving the spaces offered and enabling Alumni to stay within the ecosystem's internal and external opportunities. In doing so, we sought not only to improve the Alumni experience after V-camps and bootcamps, but also to improve the level of engagement overall.





Created by the "**Alumni Association (AA) Squad**", we were trying to understand the needs of our community in the eventual creation of the AA, inquiring about the needs concerning DEIA principles and some open questions in order for our community to express themselves in an anonymous space, collecting direct feedback from the most important audience when we think about the future of the community and engagement, so that this essential data can be used to build and redesign our community focal points, such as the A.A and events.

It was the first official Measurement report that DEIA released in order to create better working paths to achieve our 2022, and is therefore an important guide for us to understand the real and honest experiences of youth in our community.

With this feedback, we want to structure something bigger, that goes beyond just the edges of what the Alumni Association will be, and that can and should be integrated into our organization as a whole.



**"how can we define  
strategies for representation  
if we don't know how alumni  
would like to be seen?"**

**- DEIA volunteer**



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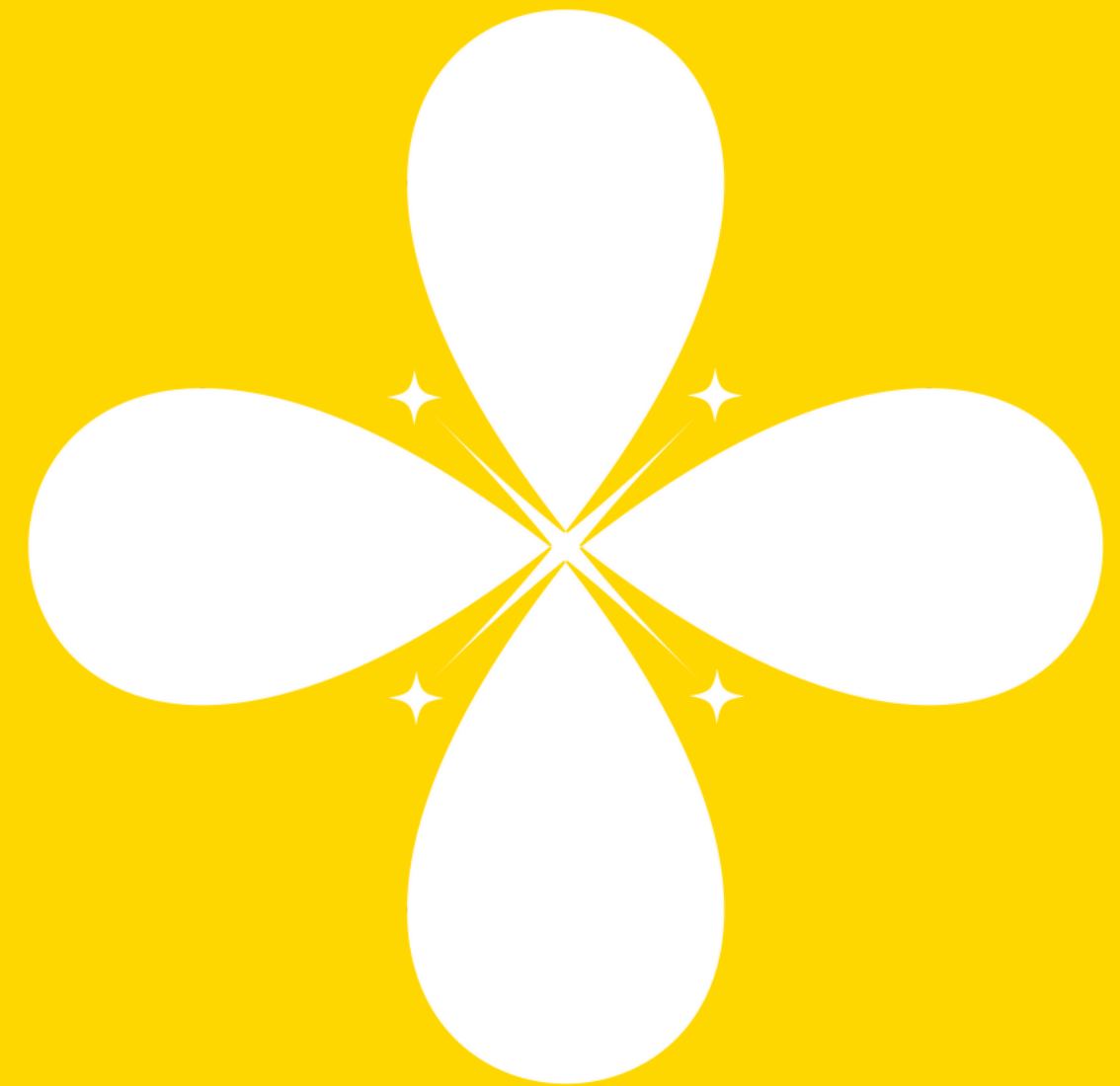
**04** Analysis



## tools

We sent out three links of the same form, the languages were Portuguese, Spanish and English.

The answers were divided into one page with all the responses in English, one with all the responses in Portuguese, one with all the responses in Spanish, and finally a "total" page with all the answers translated into English so that internally everyone in the organization can study it.





**01** Why did we make this survey with the alumni?

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## data collected

Number of responses in two weeks



**44**

in English



**11**

in Portuguese



**1**

in Spanish

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**56\***

Total

*\*We know that is not a number that represents the whole community! That's why we are planning a second round to hear all of you!*



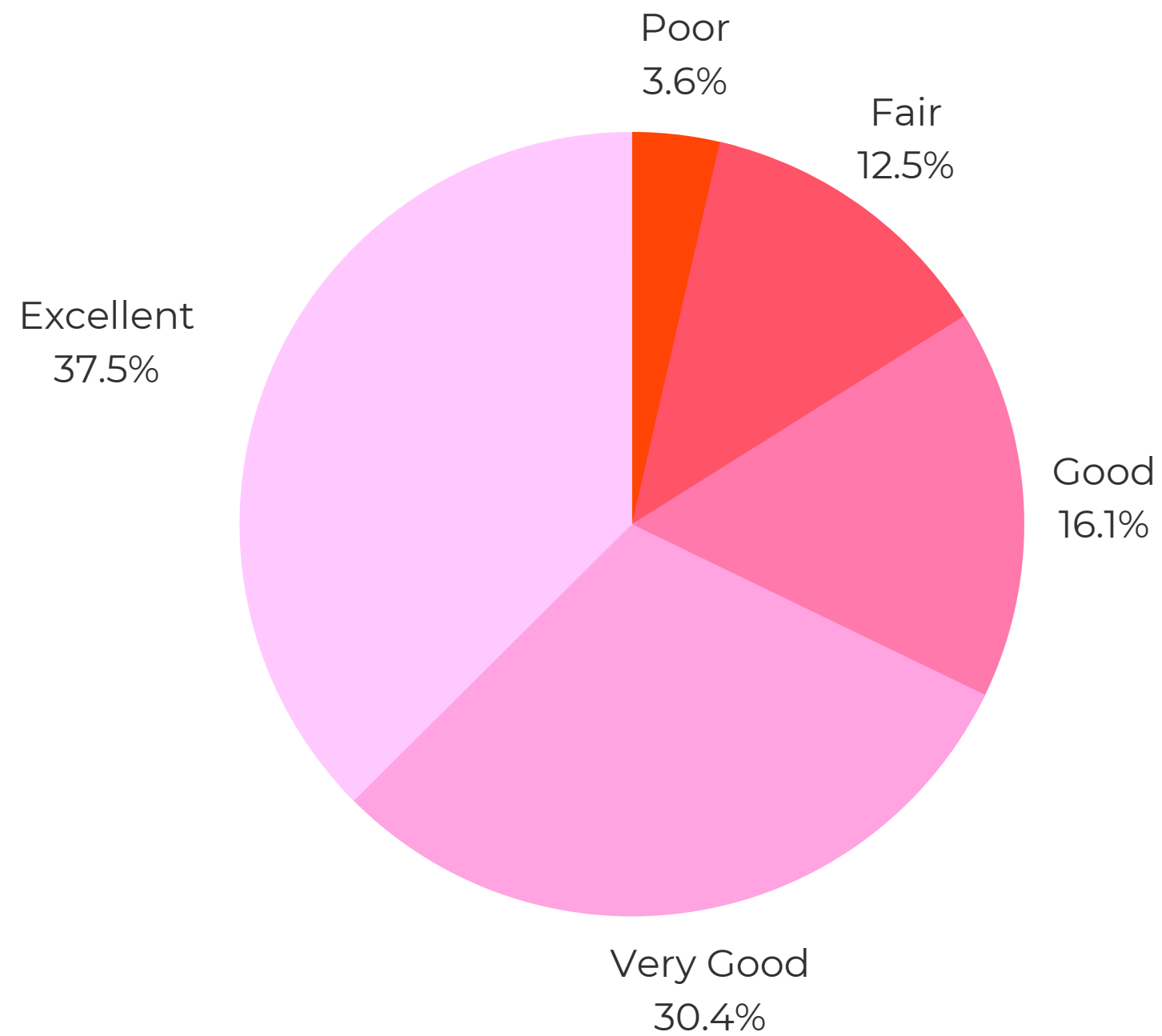
## data collected

### *Lessons learned*

The data collected generated a series of lessons learned. We summarize and put together similar needs in topics that emerged with the replies of the forms in a way that we can identify what barriers that topic concerts, so we can later, come up with ideas and suggestions to address these topics brainstorming with barriers' responsables.



What grade would you give for how embraced you feel within our community?

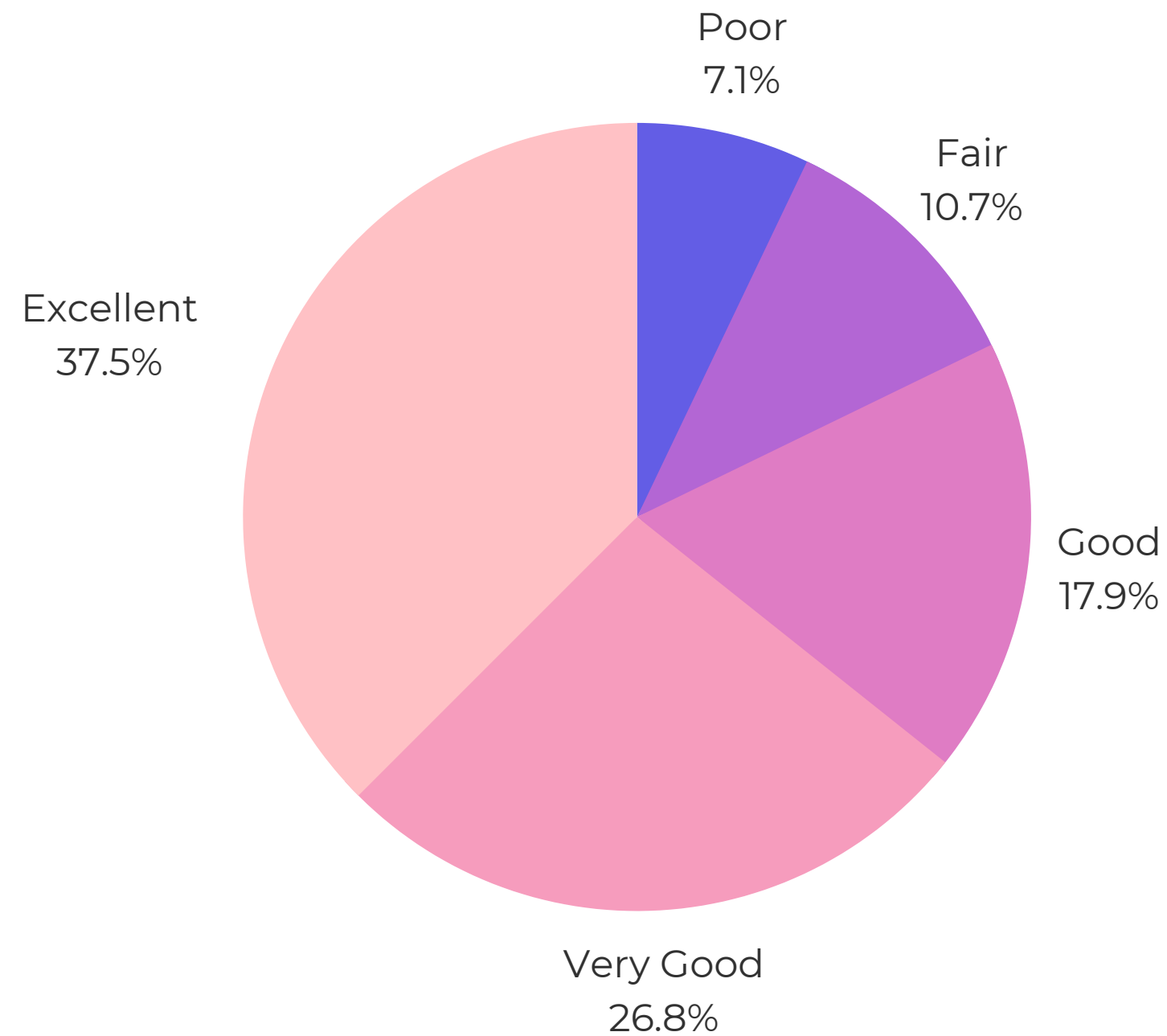


## optional supplementary question

What do you think is missing in the community right now for you to feel like you belong?

Source: A.E.N Report

How much would you say your opinion currently matters and reflects on how the community operates?

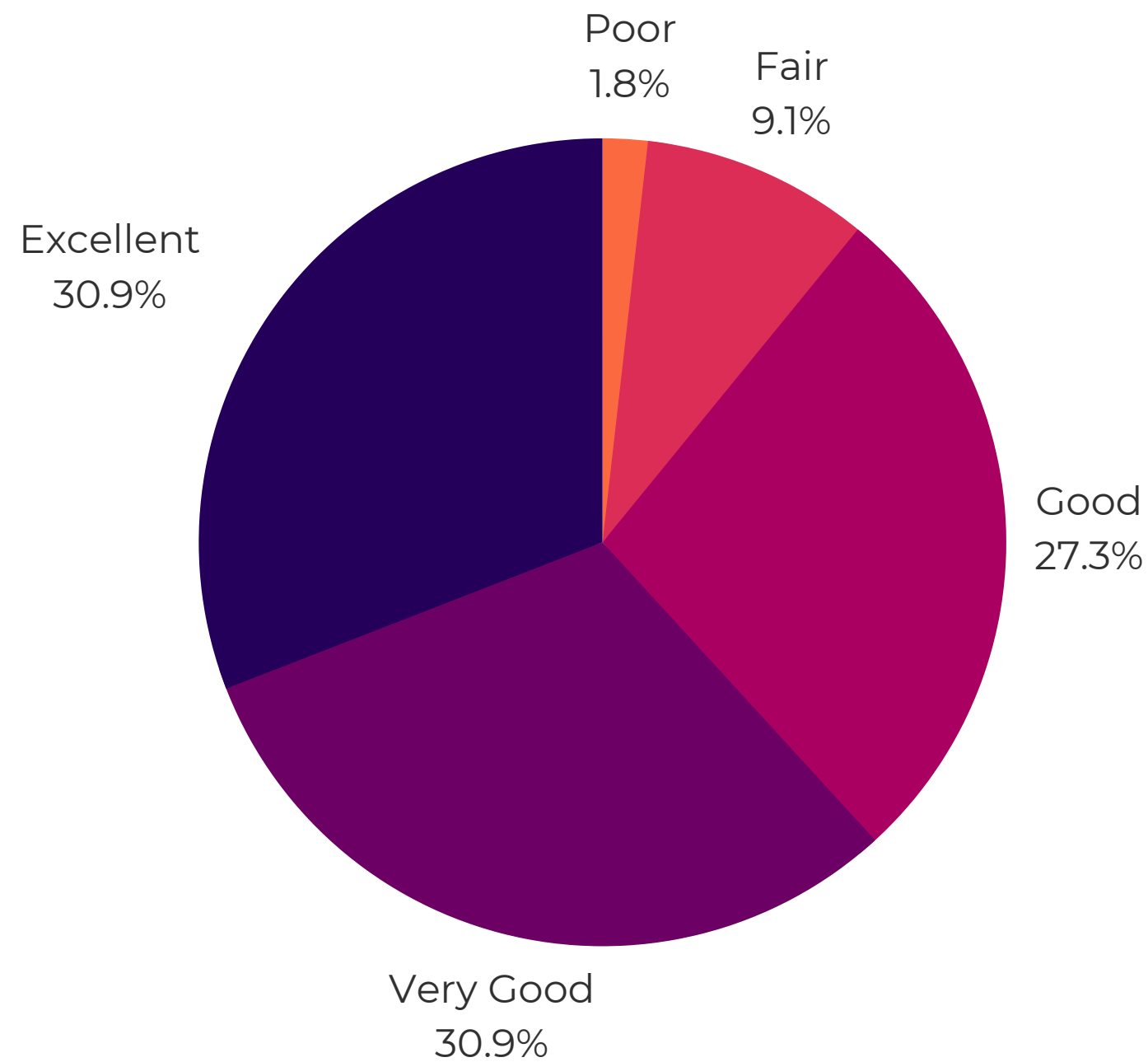


## optional supplementary question

Is there anything in particular that you feel you would need to change to ensure that you feel that your views and needs on the alumni community are being heard?

Source: A.E.N Report

How much do you currently feel represented within our internal initiatives and opportunities?



## optional supplementary question

Can you think of a way that would make you feel better represented within the alumni community?

Source: A.E.N Report





## general observation

It is important to note that some students pointed out that everything is fine, and see no changes to be made. And other students did not answer the optional questions that could help us build the next session of this report. It should also be noted that our response rate was very low when considering the entire alumni population.

**32.77%**

Said they were having an excellent or very good experience feeling embraced at LALA.

**30.9%**

Said they were having an excellent or very good experience with how much their opinion matters and reflects on how the community operates.

**62%**

Said they were having an excellent or very good experience with how much they feel represented within our internal initiatives and opportunities.



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# connection

*#Community of Support & Societal/Familial Expectations*



- Many alumni have not felt connected since the end of their V-camps/Bootcamps.
- Respondents asked for more face-to-face activities, or interactions that bring us closer together.
- Respondents also asked to be inquired by staff more actively about their opinion and to have spaces to speak their opinions and suggestions, including through anonymous forms where there is no possibility of backlash.

- Alumni asked for more space for feedback and with more routine, just one feedback after an entire cycle would not be enough.
- The absence of space for collective decision-making and the rising bureaucratization is making alumni distant from the community.





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## time management & linguistic inclusion

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*#Mental Health/Intrapersonal Development*

*#Quality Education: Learning & Skills Development*

*#Language (Access to English or Portuguese/Spanish)*

- How to get engagement in the events and spaces already proposed.
- Offer events and activities in different days/times considering more the time zone of all Latin countries.
- Not being able to participate in webinars or events because they didn't speak the proposed language created frustration in some alumni, as there was no translation.



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## networking more constantly & volunteers

*#Community of Support & Societal/Familial Expectations*

5

*#Career Opportunities #Financial Resources*

*#Mental Health/Intrapersonal Development*

*#Quality Education: Learning & Skills Development*

- Networking more constantly With volunteers from the teams inside LALA, With the Staff and with other alumni.
- For that, they suggested we offered more meetings and events with everyone and also create more participative and fun event.
- Have more care and appreciation for those who volunteer as part of LALA teams. Their mental health must be respected so that they do not feel overwhelmed as in past situations.

## 6 pandemic-related issues & v-clubs



- 7 *#Mental Health/Intrapersonal Development*
- #Community of Support & Societal/Familial Expectations*
- #Quality Education: Learning & Skills Development*

- The distance due to quarantine left some alumni with a lack of human contact since all our offered environments were online.
- A better understanding of what V-clubs are and how they work.



## age targeting

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*#Community of Support & Societal/Familial Expectations*  
*#Career Opportunities #Financial Resources*  
*#Mental Health/Intrapersonal Development*  
*#Quality Education: Learning & Skills Development*

- In some reports it is possible to understand that alumni feel excluded or do not understand how the community still makes sense to them since they are older and feel out of place or even comparing themselves to younger people in relation to opportunities achieved and offered. So, it would be necessary to offer more space for different stages and projects of life.

- Leadership comes in different shapes and sizes and LALA has to adapt to its alumni population getting bigger and older.
- Older alumni (who don't integrate the group of many opportunities LALA promotes feel disadvantaged by this).



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# inclusion, diversity and representation

*#Mental Health/Intrapersonal Development*

*#Community of Support & Societal/Familial Expectations*

*#Quality Education: Learning & Skills Development #Financial Resources*

- Lack of inclusion regarding black alumni. Having more options and events/connections geared towards black people is necessary so that everyone can enjoy the benefits of the community and feel like they belong.
- Have more regional representation, offering alumni ambassadors who would serve as a family for the people who would be part of the community, showing opportunities of each region, state, etc.

- Diversity cannot be seen as an objective among several actions, but rather as the basis of everything and be permanent.
- Get inspired by more bottom-up approaches to social movements.

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## less toxic positivity and more efficiency



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*#Mental Health/Intrapersonal Development*

*#Community of Support & Societal/Familial Expectations*

*#Quality Education: Learning & Skills Development*

- It is important to focus on current issues that represent what many alumni are going through on a daily basis and that directly impact their perspective on life, and this is not well reflected within our spaces or media.
- The current dynamics of engagement do not really embrace the entire community and so some changes should be made through study and social research to understand the best route for such a large organization.

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## elitism and minority group connections



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*#Mental Health/Intrapersonal Development*

*#Community of Support & Societal/Familial Expectations*

*#Quality Education: Learning & Skills Development #Financial Resources*

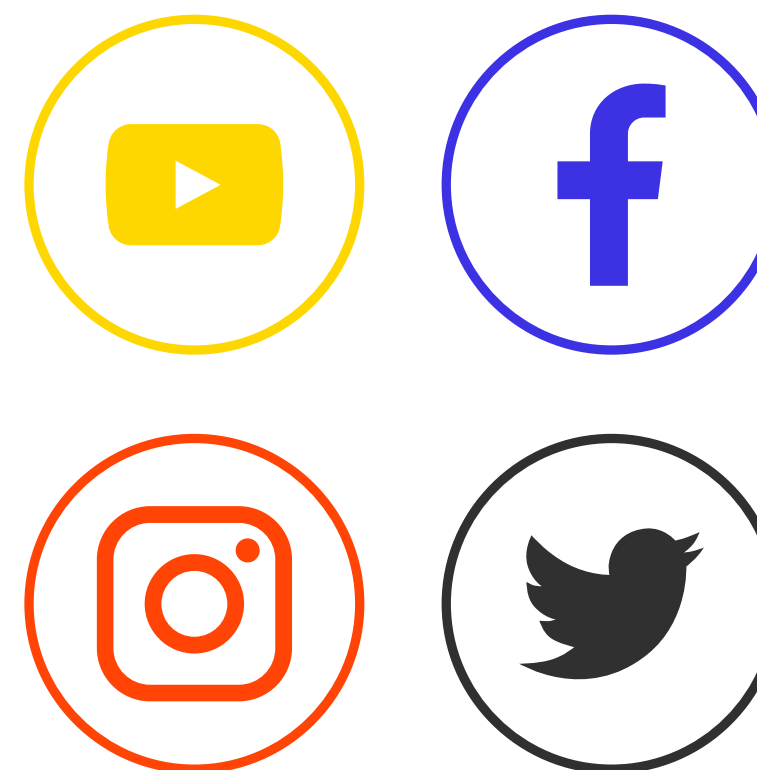
- Common experience of confronting elitist structures within the community. The North American culture present in some spaces (as in the use of English predominantly) transmits a kind of cultural and ideological imperialism distant from the Latin American reality.
- LALA is starting to operate more and more like a corporation.

- An important part of valuing diversity is precisely the act of creating the possibility of connecting and empowering these groups, then offering actions to expand and unify like-minded peer groups, like from the LGBT community, etc.



Do you feel represented by these ideas? If you are an alumni, don't miss the chance to answer the second round of our survey!

On it you can find a continuous space for you to reach us with your voice, and through it we commit to study and analyze your needs and fulfill them with continuous improvements. You can access our form [here](#).



@somos\_lala



