



**Digital Diversity:
Crafting Inclusive AI Narratives**

Pr. Nr: 2025-1-DE02-KA210-VET-000354956

Sustainable Impact Roadmap



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Digital Diversity: Crafting Inclusive AI Narratives (D2CIN)

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Table of Contents

Executive Summary.....	4
1. Introduction & Purpose of the Roadmap	5
2. Project Results: What We Are Sustaining.....	6
3. Sustainability Vision & Strategic Pillars.....	8
4. Deliverable-by-Deliverable Sustainability Plan	9
4.1 Personalized Feedback Navigator	9
4.2 Accessible AI for Education Handbook.....	9
4.3 Conversational AI Education Models	10
4.4 Project Website & Digital Assets.....	10
4.5 Community of Practice Network.....	10
5. Organisational Embedding Plan.....	11
6. Post-Project Sustainability Timeline	12
7. Financial Sustainability Plan	13
8. Long-Term Monitoring & KPIs.....	14
9. Dissemination & Network Expansion Roadmap	15
10. Risk Assessment & Mitigation	16
11. Roles & Responsibilities (RACI Matrix).....	17
12. Conclusion.....	18
Annex A — Post-Project KPI Monitoring Template	18

Executive Summary

The D2CIN project — Digital Diversity: Crafting Inclusive AI Narratives — is a 12-month Erasmus+ KA210-VET Small-scale Partnership (01.09.2025 – 31.08.2026, project number 2025-1-DE02-KA210-VET-000354956) implemented by Mimic Productions (Germany, coordinator) and Budakov Films (Bulgaria, partner) with a total EU grant of €60,000. The partnership set out to make conversational AI in vocational education more inclusive, accessible and ethical, through three activities: the Personalized Feedback Navigator, the Accessible AI for Education Handbook, and the Inclusive AI Impact Pilot & Collaborative Outreach Summit.

This Sustainable Impact Roadmap is the deliverable through which Budakov Films — as lead of Activity 3 — sets out concrete, resourced, and time-bound strategies to keep these tools, competencies and networks alive, relevant and growing after the project's official end on 31 August 2026. It answers three practical questions for each result the project has produced: who owns it, how is it kept alive, and how will we know it is still working.



Guiding Principles

- **Embed, don't archive.** Every tool is written into a partner's normal operating workflow, with a named owner, rather than left as a one-off project file.
- **Shared ownership.** Both partners retain active responsibilities after the project, coordinated through joint Sustainability Focal Points.
- **Open by default.** All results remain freely available under the CC BY-NC-SA 4.0 licence, so their reach can keep growing beyond the consortium.
- **Evidence-based review.** Progress is checked yearly against concrete indicators, not assumed.

1. Introduction & Purpose of the Roadmap

1.1 Why a Sustainability Roadmap

Erasmus+ Small-scale Partnerships are intentionally short and lightly resourced, which means their long-term value depends entirely on what happens after the grant period closes. The D2CIN partnership committed, at proposal stage, to producing a dedicated 'Sustainable Impact Roadmap' precisely because good tools left without an owner, a budget line, or a review date tend to go stale within a year. This document turns that commitment into a working plan.

1.2 Scope & Methodology

The Roadmap covers every substantive result produced across the project's three activities: the Personalized Feedback Navigator (Activity 1), the Accessible AI for Education Handbook (Activity 2), and the piloted conversational AI education models, the project website and the stakeholder network consolidated during the Interactive AI Workshop Series and the Launch Conferences (Activity 3). It was drafted by Budakov Films between 01.06.2026 and 30.06.2026, drawing on:

- the original Needs Analysis and target-group data collected across both organisations;
- the Quality Assurance Plan indicators tracked throughout implementation;
- direct feedback gathered during the two Interactive AI Workshops and the two Launch Conferences in Germany and Bulgaria;
- structured input from the Project Coordinators of Mimic Productions and Budakov Films.

1.3 How to Read This Document

Section 2 inventories exactly what is being sustained. Section 3 sets out the sustainability vision and five strategic pillars. Section 4 gives an action-by-action plan per deliverable. Sections 5–9 cover organisational embedding, the post-project timeline, financing, monitoring and dissemination. Section 10 assesses risks, Section 11 assigns clear responsibilities, and the annex provides a ready-to-use monitoring template for the consortium's future reviews.

2. Project Results: What We Are Sustaining

Across its three activities, D2CIN has produced six results that this Roadmap treats as living assets rather than closed deliverables. Table 1 summarises each result, what it consists of, who is accountable for it after 31.08.2026, and in what format it exists.

Result	Description	Owner post-project	Format
Personalized Feedback Navigator	Web-based self-assessment tool scoring bias detection, accessibility integration and adaptive content delivery.	Mimic Productions	Web application
Accessible AI for Education Handbook	Five-chapter e-book covering bias recognition & mitigation, inclusive UX, accessibility standards, AI ethics & compliance, and digital storytelling; translated into German and Bulgarian.	Budakov Films	PDF / e-book
Conversational AI education models	Prototype AI avatars designed and trained by participants during Workshop No. 2, applying ≥3 Handbook practices each.	Both partners	Prototype models
D2CIN project website	WCAG-compliant central hub for all documentation, tools and dissemination material.	Budakov Films	Website
Europass-validated competencies	Certified skills in bias mitigation, inclusive UX, AI ethics and digital storytelling for all trained participants.	Both partners	Certification records
Community of Practice network	Cross-sector network of ~40 external stakeholders and 14 focus-group experts convened through the Launch Conferences.	Both partners	Stakeholder network

Table 1 — Project results carried forward into the sustainability phase

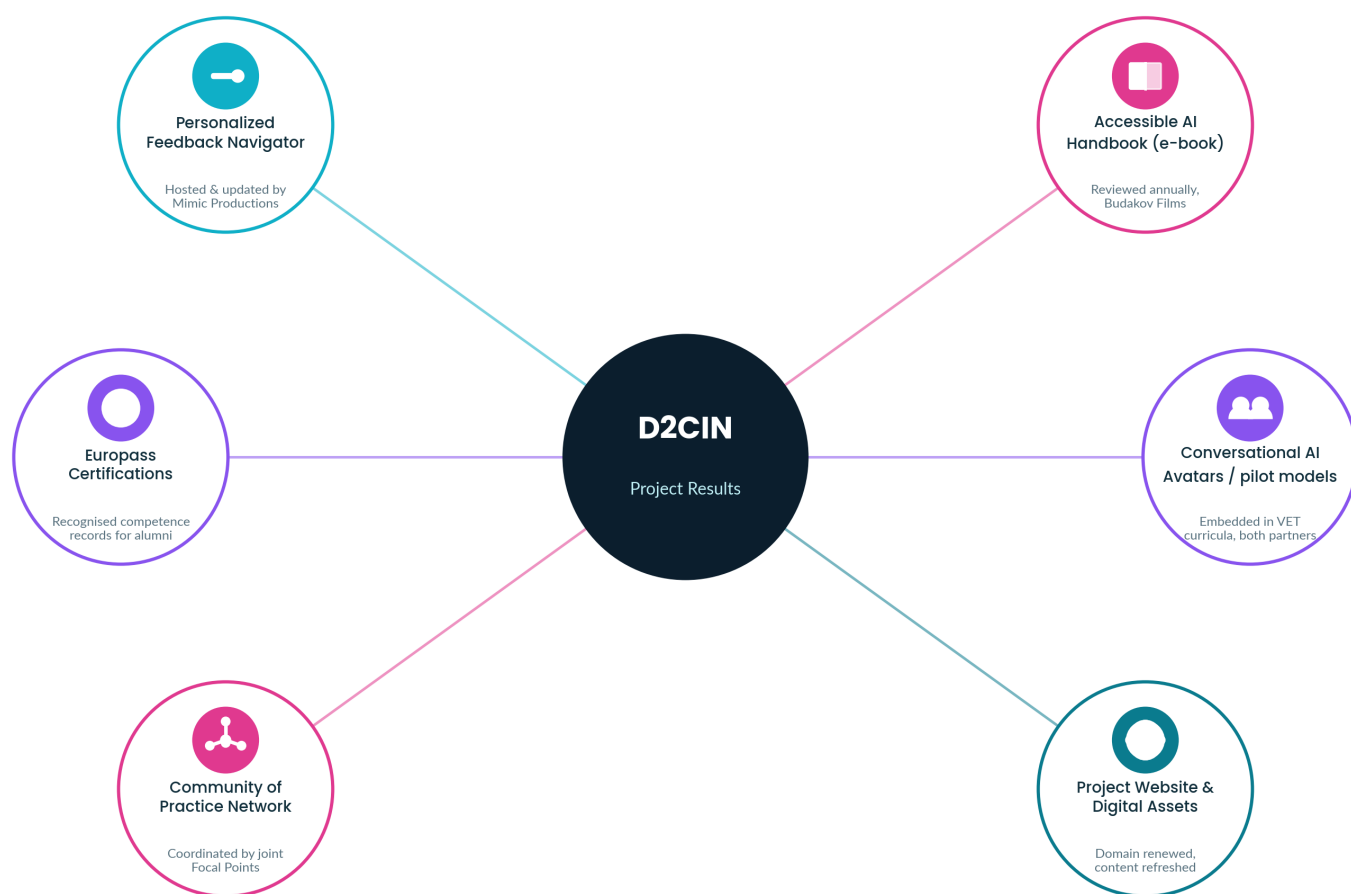


Figure 1 — How the six D2CIN results connect to ongoing ownership mechanisms

3. Sustainability Vision & Strategic Pillars

Vision. By 2029, the tools, competencies and network built by D2CIN continue to make conversational AI training more inclusive, accessible and ethical across the creative and VET sectors in Germany, Bulgaria and beyond — maintained through the normal operations of Mimic Productions and Budakov Films rather than through further project funding.

This vision rests on five pillars, each directly traceable to one of the project's three core objectives (Enhance AI-Driven Inclusive Education; Advance Digital AI Literacy and Readiness; Innovate Adaptive AI-Based VET Training):

Five Pillars of Sustainability



Figure 2 — The five pillars underpinning long-term sustainability

People & Competencies and Governance & Monitoring safeguard Objective 1 by keeping bias-mitigation skills current and formally reviewed. Tools & Technology and Financial Continuity safeguard Objective 2 by ensuring the Navigator, Handbook and AI avatars remain technically usable and funded. Partnerships & Network safeguards Objective 3 by keeping the adaptive training model responsive to real industry and learner needs through continued stakeholder contact.

4. Deliverable-by-Deliverable Sustainability Plan

This section translates the vision into concrete, resourced actions for each of the five maintained results. Each table lists the action, the responsible party, the timeline, the resources committed, and the indicator used to confirm the action has actually happened.

4.1 Personalized Feedback Navigator

Action	Responsible	Timeline	Resources	Success indicator
Host the Navigator on Mimic Productions' existing cloud infrastructure beyond the grant period	Mimic Productions	M1–M36 post-project	Existing hosting subscription; 0.2 FTE technical support	Tool remains publicly accessible with under 2% annual downtime
Joint annual review of bias-detection criteria and content accuracy	Both partners	Every June (project anniversary)	3 mandays/year per partner	Review report published on the project website
Offer the Navigator as a diagnostic step in new staff onboarding at both organisations	Both partners (HR/training leads)	Ongoing from M1	In-kind staff time	100% of new creative/AI staff assessed within first month

4.2 Accessible AI for Education Handbook

Action	Responsible	Timeline	Resources	Success indicator
Keep the e-book hosted on the project website with a direct Europass-linked reference	Budakov Films	Ongoing	Hosting cost ≈ €150/year	≥85% chapter-completion rate maintained among new users
Add one new case study per language edition (DE/BG) drawing on real implementation experience	Budakov Films, with Mimic Productions input	Year 1 and Year 2 post-project	5 mandays/year	Updated edition published each year
Circulate the Handbook to new VET partners identified through the Community of Practice	Budakov Films	Annually	1 manday/year	≥3 new organisations reached per year

4.3 Conversational AI Education Models

Action	Responsible	Timeline	Resources	Success indicator
Integrate functional AI avatars into Budakov Films' own training curricula	Budakov Films	Ongoing, target by Year 5	Internal training/production budget	≥70% of delivered modules feature an integrated AI avatar (5-year organisational target)

Action	Responsible	Timeline	Resources	Success indicator
Adapt and pilot avatar templates for the German training market	Mimic Productions	Year 1 post-project	Existing avatar codebase; 8 mandays	At least 1 avatar model adapted and piloted with German learners
Track technological proficiency gains among staff using pre/post assessments	Both partners	Annually	Existing assessment tools	50% increase in technological proficiency ratings (5-year target)

4.4 Project Website & Digital Assets

Action	Responsible	Timeline	Resources	Success indicator
Renew domain registration and hosting plan	Budakov Films	Annually each September	≈ €120/year	Website remains live with ≥99% uptime
Publish a quarterly news or case-study update	Both partners	Quarterly	1 manday/quarter	≥4 content updates published per year
Maintain LinkedIn presence and periodic newsletter	Budakov Films	Ongoing, monthly cadence	1 manday/month	Steady or growing follower/subscriber count year-on-year

4.5 Community of Practice Network

Action	Responsible	Timeline	Resources	Success indicator
Convene an annual online network meeting for alumni, focus-group experts and external partners	Sustainability Focal Points	Annually in June	2 mandays; free video-conferencing tools	≥15 participants attend each annual meeting
Maintain direct relationships with named local and EU networks (Creative City Berlin, AI Berlin, Bulgarian Design Group, SDN Bulgaria, Sofia Design Week, European Digital Learning Network, BEDA, EIT Culture & Creativity)	Both partners	Ongoing	In-kind relationship management	At least one shared activity or exchange per network per year

5. Organisational Embedding Plan

5.1 Embedding at Mimic Productions

Mimic Productions will fold the Navigator and the bias-mitigation methodology into its standard AI development workflow, targeting a 25% increase in the development of unbiased conversational AI solutions and a 30% growth in project-based revenue over the next five years, driven by the operational efficiencies the Navigator introduces and the new partnerships it helps secure.

5.2 Embedding at Budakov Films

Budakov Films will embed the Handbook and the AI avatar models into its creative production and training services, targeting a 20% increase in innovative project outputs and a 35% growth in training services and market reach over the next five years, consolidating its position as a reference provider of inclusive, ethically-produced AI training content.

5.3 Ongoing Capacity Building

Both partners commit to at least two refresher training sessions and one dedicated update workshop after the project's end, keeping the competencies acquired during D2CIN current and extending them to newly onboarded staff. Skills will continue to be validated through Europass, giving participants a durable, recognised record of achievement.

5.4 Sustainability Focal Points

To avoid diffusing responsibility once the formal Steering Committee dissolves, each partner will designate one Sustainability Focal Point — drawn from the existing Project Coordinators — as the standing owner of this Roadmap. The two Focal Points jointly convene the annual review described in Section 8 and report progress to each organisation's management.

6. Post-Project Sustainability Timeline

The actions detailed in Section 4 are sequenced across three post-project years, moving from embedding and consolidation, through review and expansion, to scaling and the pursuit of follow-on funding.

Post-Project Sustainability Timeline

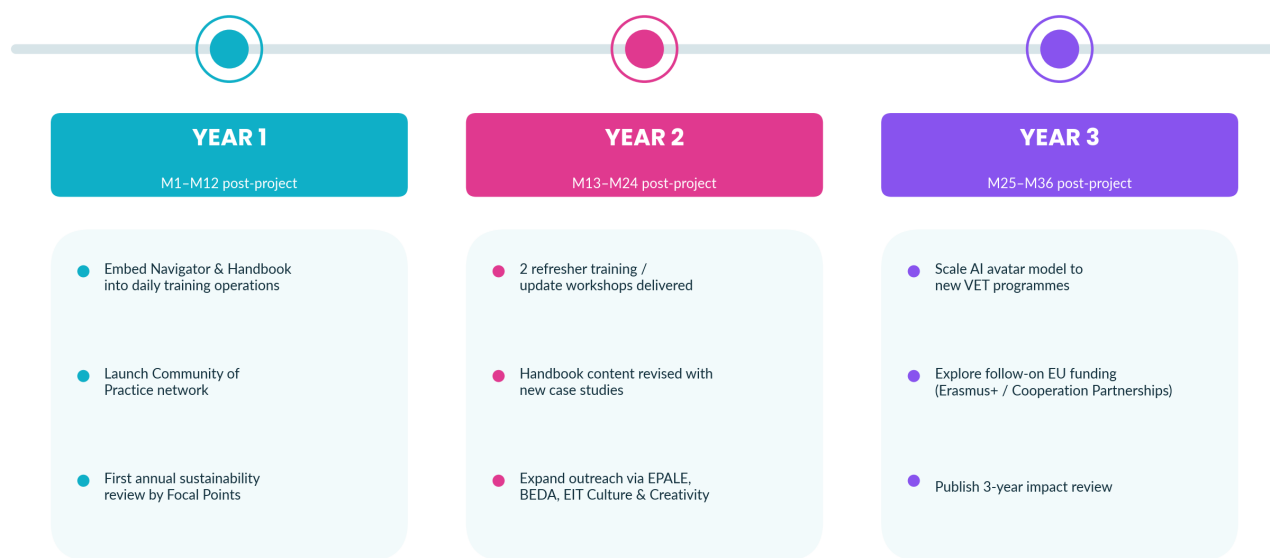


Figure 3 — Three-year sustainability timeline following project closure (September 2026 – August 2029)

7. Financial Sustainability Plan

Both partner organisations confirmed at proposal stage their capacity to co-finance the project and remain committed to that principle after its formal closure. Because all D2CIN results are released under the CC BY-NC-SA 4.0 licence, the resources themselves cannot be sold — sustainability funding instead comes from the services built around them (facilitated training, customisation, and consulting), from partner co-financing, and from pursuing follow-on EU funding.

Cost item	Estimated annual cost	Funding source
Navigator hosting & technical maintenance	≈ €300	Mimic Productions operating budget (co-financing)
Website & domain renewal	≈ €120	Budakov Films operating budget (co-financing)
Handbook updates & translation	≈ €400	In-kind staff time, both partners
Refresher trainings & update workshop (2–3 events)	≈ €1,000	Participant/client fees + partner co-financing
Annual Community of Practice meeting	≈ €250	Partner co-financing
Follow-on project development (proposal writing)	In-kind staff time	Future EU calls: Erasmus+ Cooperation Partnerships (KA220), Creative Europe, national digital-skills funds

Table 2 — Indicative annual cost of sustaining D2CIN results

These figures are indicative planning estimates, to be confirmed each year by the Sustainability Focal Points as part of the annual review described in Section 8.

8. Long-Term Monitoring & KPIs

Beyond day-to-day maintenance, the consortium tracks two families of indicators: organisational growth targets for each partner, and operational quality indicators inherited from the project's own Quality Assurance Plan.

Long-Term Organisational Growth Targets (5-Year Horizon)

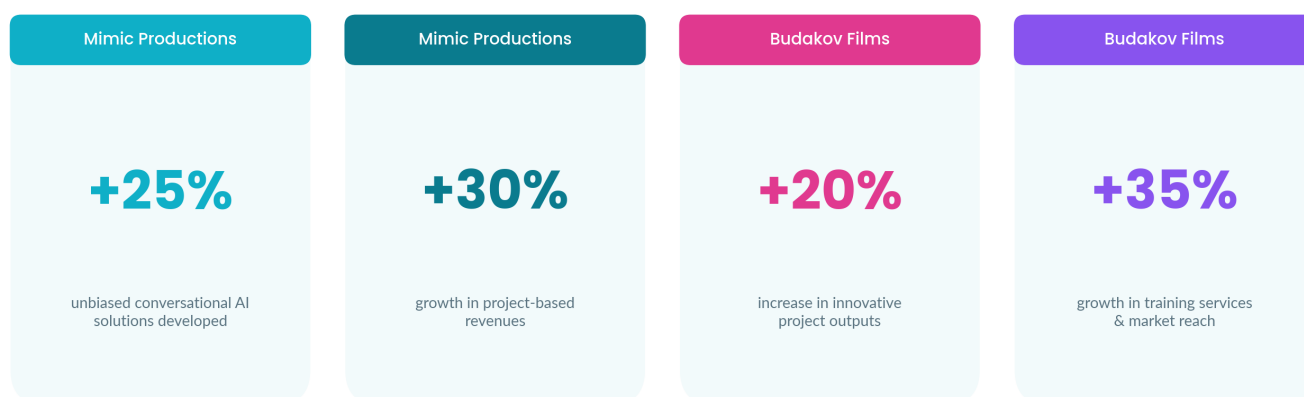


Figure 4 — Five-year organisational growth targets

Indicator	Baseline	Post-project target	Monitoring method
Handbook chapter-completion rate	85% (end of project)	≥85% maintained	Digital completion records
Participant satisfaction with training	85% rate ≥4/5	≥85% rate ≥4/5 maintained	Post-training surveys
Active stakeholder engagement per annual network event	7 stakeholders per event (in-project baseline)	≥7 stakeholders per annual meeting	Attendance & feedback logs
Cumulative Europass certificates issued	Baseline set at project end	Steady annual growth	Europass registry records

Table 3 — Operational KPIs carried forward from the project's Quality Assurance Plan

The Sustainability Focal Points review both sets of indicators every June, reporting results to the management of Mimic Productions and Budakov Films and adjusting the action plan in Section 4 where targets are at risk.

9. Dissemination & Network Expansion Roadmap

The D2CIN website continues to serve as the open, WCAG-compliant hub for all results, linking outward to the local, national and EU-level networks already engaged during the project, and to the open platforms used for wider dissemination.

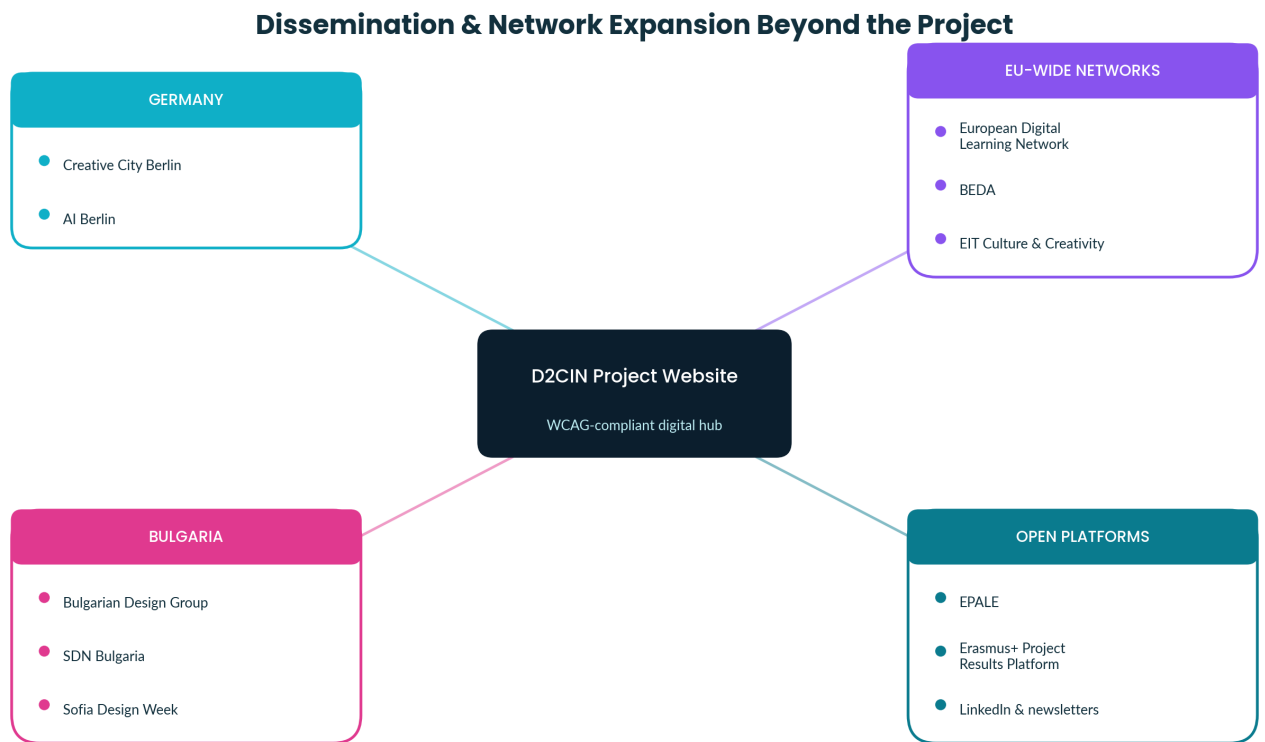


Figure 5 — Post-project dissemination and network expansion map

Beyond these channels, project results and updates continue to be submitted to the Erasmus+ Project Results Platform and shared on EPALE, ensuring visibility to the wider Erasmus+ community and to organisations across Europe considering similar inclusive-AI training initiatives.

10. Risk Assessment & Mitigation

The following risks were identified as most likely to threaten the sustainability actions described above, together with the mitigation already built into this Roadmap.

Risk	Likelihood	Impact	Mitigation
Staff turnover / loss of institutional knowledge	Medium	High	Processes documented in shared Electronic Working Papers; at least two staff cross-trained per tool
Technological obsolescence of the AI avatar platforms	Medium	Medium	Annual technical review; maintenance budget line reserved (Section 7)
Funding gap for ongoing maintenance	Medium	High	Diversified funding: co-financing, service fees, follow-on EU calls
Declining stakeholder engagement after project close	Medium	Medium	Annual Community of Practice meeting; steady social media and newsletter cadence
Regulatory change (evolving EU AI Act requirements)	Medium	High	Annual compliance check of the Handbook and avatars against current AI Act guidance
Accessibility standards drift (WCAG updates)	Low	Medium	Website accessibility audit every two years

Table 4 — Sustainability risk register

11. Roles & Responsibilities (RACI Matrix)

R = Responsible (does the work) · A = Accountable (answers for the outcome) · C = Consulted · I = Informed.

Sustainability action	Mimic Productions	Budakov Films	Sustainability Focal Points	Community of Practice
Navigator hosting, technical maintenance & review	R / A	C	C	I
Handbook updates, translation & distribution	C	R / A	C	I
AI avatar integration into curricula & market adaptation	R (DE market)	R / A (BG market)	C	I
Website & digital assets maintenance	C	R / A	I	I
Annual Community of Practice meeting	R	R	A	C
Annual sustainability review & reporting	C	C	R / A	I
Follow-on funding proposal development	R / A	R / A	C	C

Table 5 — RACI matrix for post-project sustainability actions

12. Conclusion

D2CIN was designed, from its earliest planning stages, around the idea that a Small-scale Partnership can produce results that outlast its 12-month duration if — and only if — sustainability is planned as concretely as implementation. This Roadmap gives Mimic Productions and Budakov Films a named owner, a resourced action, a timeline and a success indicator for every result the project produced, from the Personalized Feedback Navigator to the Community of Practice built through the Launch Conferences.

Reviewed annually by the Sustainability Focal Points and reported transparently against the indicators in Section 8, this plan turns D2CIN's twelve months of EU-funded work into a multi-year contribution to more inclusive, accessible and ethical AI training across the vocational education and training sector in Germany, Bulgaria, and — through the open licence under which all results are shared — well beyond.

Annex A — Post-Project KPI Monitoring Template

A ready-to-use template for the annual review conducted by the Sustainability Focal Points. Baseline values are taken at project close (31.08.2026); Year 1–3 columns are completed at each annual review.

KPI	Baseline	Year 1	Year 2	Year 3	Responsible
Handbook completion rate	85%				
Participant satisfaction ($\geq 4/5$)	85%				
Stakeholders per annual network event	7				
Cumulative Europass certificates issued	—				
Modules featuring integrated AI avatars (Budakov Films)	0%				
Technological proficiency rating increase (staff)	0%				

Table 6 — Blank monitoring template for use at each annual sustainability review