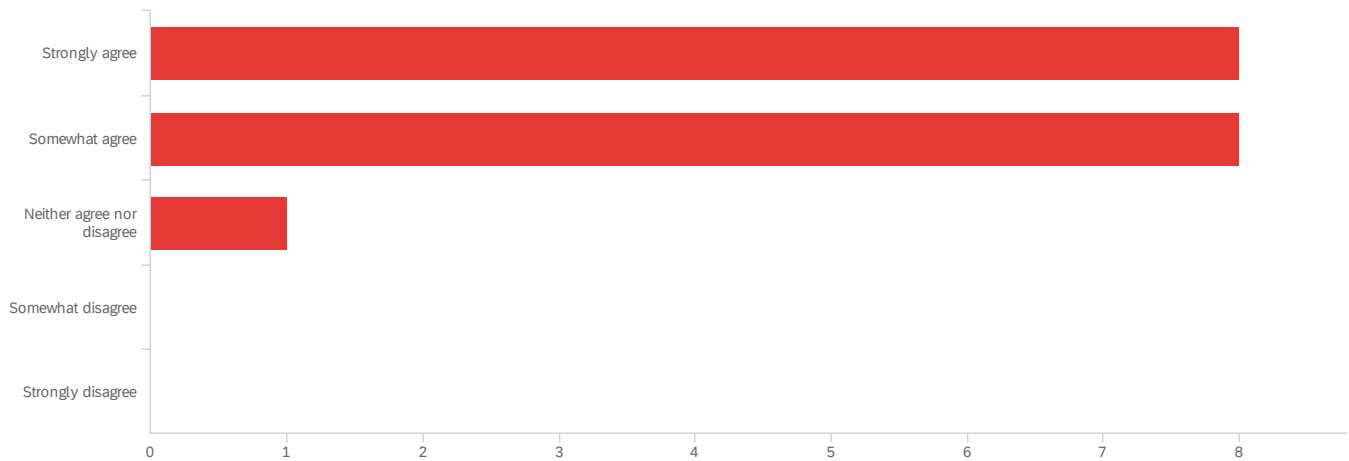# Default Report

DEI training session evaluation - Search Advocate Training 08.30.22

October 17, 2022 5:49 PM MDT

Q1 - Please indicate the extent to which you agree with the following statement: "I am

satisfied with the Search Advocate training I received on 8.30.2022."

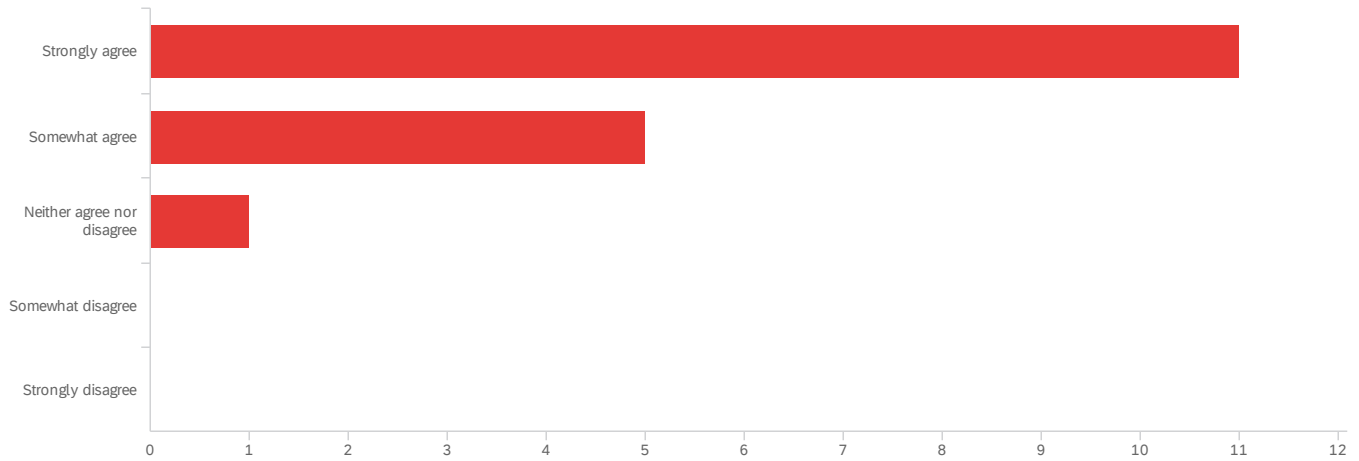| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Please indicate the extent to which you agree with the following statement: "I am satisfied with the Search Advocate training I received on 8.30.2022."	1.00	3.00	1.59	0.60	0.36	17

#	Field		Choice Count
1	Strongly agree	47.06%	8
2	Somewhat agree	47.06%	8
3	Neither agree nor disagree	5.88%	1
4	Somewhat disagree	0.00%	0
5	Strongly disagree	0.00%	0
			17

Showing rows 1 - 6 of 6

Q2 - Please indicate the extent to which you agree with the following statement: "I believe the learning objectives of the Search Advocate training were met."

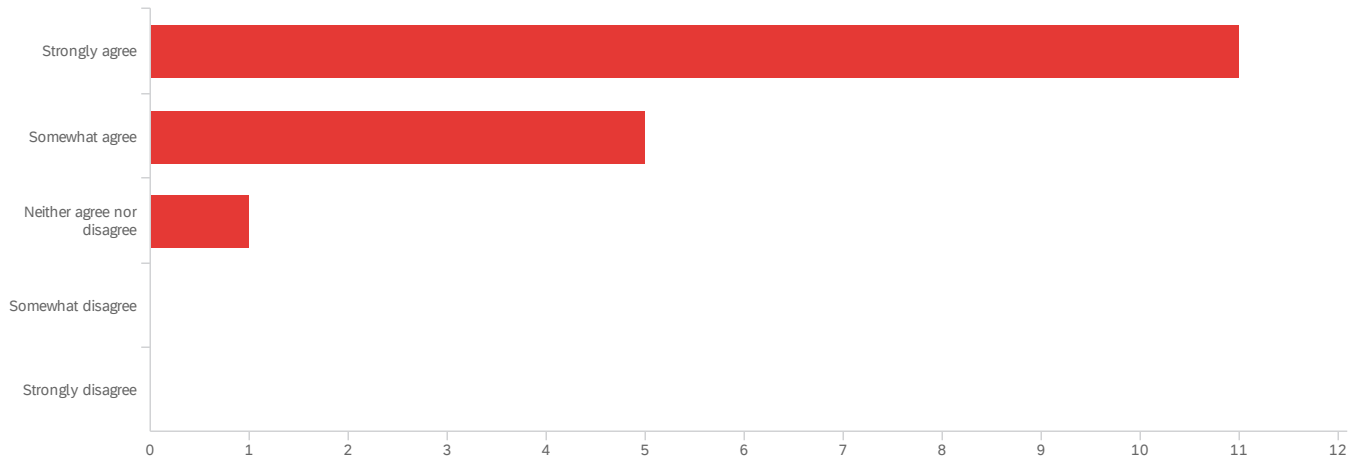| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Please indicate the extent to which you agree with the following statement: "I believe the learning objectives of the Search Advocate training were met."	1.00	3.00	1.41	0.60	0.36	17

#	Field	Choice Count	
1	Strongly agree	64.71%	11
2	Somewhat agree	29.41%	5
3	Neither agree nor disagree	5.88%	1
4	Somewhat disagree	0.00%	0
5	Strongly disagree	0.00%	0
			17

Showing rows 1 - 6 of 6

Q3 - Please indicate the extent to which you agree with the following statement: "I can apply what I learned in the Search Advocate training to my work."

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Please indicate the extent to which you agree with the following statement: "I can apply what I learned in the Search Advocate training to my work."	1.00	3.00	1.41	0.60	0.36	17

#	Field		Choice Count
1	Strongly agree	64.71%	11
2	Somewhat agree	29.41%	5
3	Neither agree nor disagree	5.88%	1
4	Somewhat disagree	0.00%	0
5	Strongly disagree	0.00%	0
			17

Showing rows 1 - 6 of 6

Q4 - Please write a few sentences about how the knowledge you gained from the Search Advocate training can be applied to your work.

Please write a few sentences about how the knowledge you gained from the Se...

I have learned how to be more aware of personal biases and to set them aside. Having a more neutral view without judgement is essential to creating an inclusive, diverse workplace for students, staff, faculty, and community members. Focusing on equity rather than equality is also an urgent shift that needs to be implemented beginning with each individual and adopted campus wide.

Much of the training, I already knew.... fairly foundational

Being aware of the various forms of bias and how integrated they are in everything we do enables us to learn to change processes. This will help us reduce and hopefully eliminate any bias that exists in our processes and procedures.

Interesting to learn more about these efforts & expectations of a search advocate. Much of this goes against how I was raised, which is to honor & give respect to families/individuals who have helped my family in the past. I come from a small farm town where reputation & work ethic goes a long way. This has been my biggest challenge & difficulty in processing DEI efforts. That your reputation, work ethic, connections & contributions in your community cannot be taken into consideration during a hiring process. I'm still trying to weigh my own values against DEI efforts.

How to be more equitable, and I was made aware of some unintentional biases that I was not aware of.

The training taught me how to be an advocate for fair practices in hiring.

I feel more comfortable bringing up any issues that I see during interview committees now that I have completed this training.

Improved job descriptions; addressing bias in interviews

Especially in the use of questions and data that directly seek out those that have been marginalized for inclusion and deliberately employing qualified candidates for positions, by advocating for, and recommending those that ordinarily would not have the opportunity to benefit from societal programs and institutions

Bias mitigation, ideas for adapting our recruitment process, recruit in diverse locations

In hiring processes

I will be able to be an objective representative on future hiring committees

Good information about how to think about applicants from multiple perspectives.

Informative and helpful- appreciated the training

The knowledge from the training can be used to bring diverse perspectives to the hiring process. Adding the thought process of an outside voice helps address some concerns of biases. It allows the committee to think of circumstances that might not have been considered before.

It gave me a better understanding of the hiring practice.

The training was very informative & I felt very inclusive. The topics generated great conversation regarding institutional equity & how sometimes people perceive the process as different than what it is & what the intentions are.

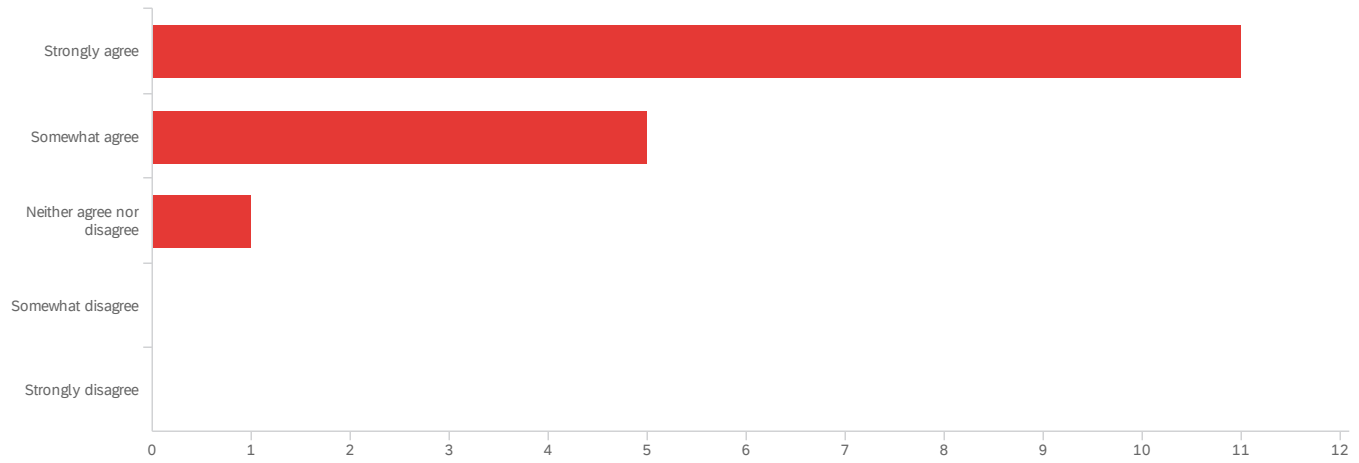## Q5 - I believe we need to reduce institutional equity gaps at LCC.
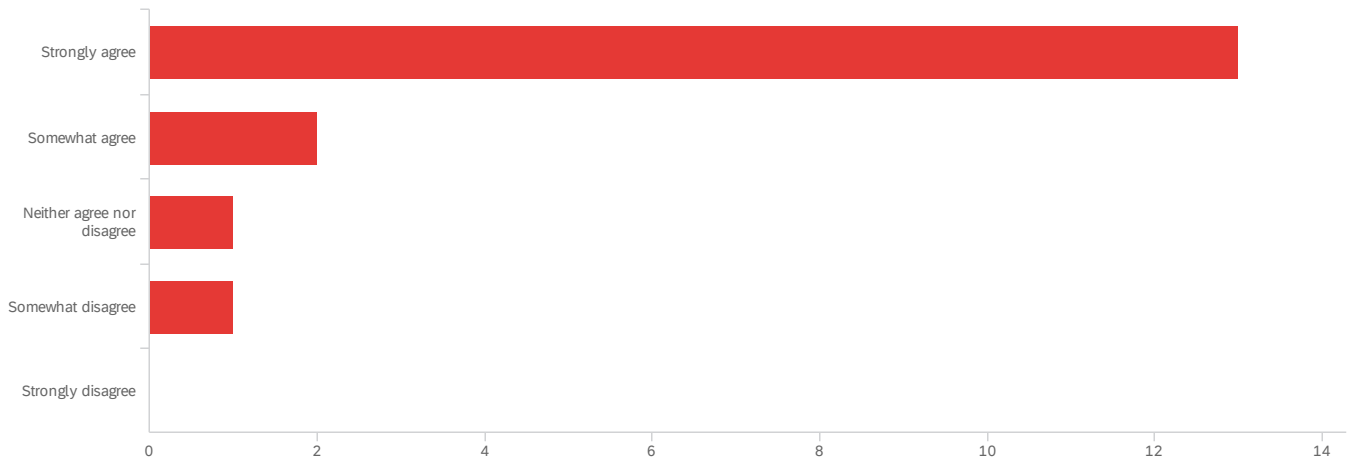
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I believe we need to reduce institutional equity gaps at LCC.	1.00	4.00	1.41	0.84	0.71	17

#	Field	Choice Count	
1	Strongly agree	76.47%	13
2	Somewhat agree	11.76%	2
3	Neither agree nor disagree	5.88%	1
4	Somewhat disagree	5.88%	1
5	Strongly disagree	0.00%	0
			17

Showing rows 1 - 6 of 6

Q6 - I would like to receive additional resources (training, etc.) on what I can do to help reduce institutional equity gaps at LCC.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I would like to receive additional resources (training, etc.) on what I can do to help reduce institutional equity gaps at LCC.	1.00	3.00	1.41	0.60	0.36	17

#	Field		Choice Count
1	Strongly agree	64.71%	11
2	Somewhat agree	29.41%	5
3	Neither agree nor disagree	5.88%	1
4	Somewhat disagree	0.00%	0
5	Strongly disagree	0.00%	0
			17

Showing rows 1 - 6 of 6

Q7 - What type of resources or training in regard to diversity, equity and inclusion would be most useful for you?

What type of resources or training in regard to diversity, equity and inclu...

The training on 8/30/22 was valuable and intense. There was so much information provided, that I felt I could only absorb a portion of the information. Reviewing this training again would be very beneficial. It's like reading a book a second time or watching a much-loved movie, you always find things you missed the first time. Diversity, Equity, and Inclusion are important enough that continued training will be very valuable.

I would be open to any trainings in regard to diversity, equity and inclusion; just preferably not right before fall quarter begins.

Small group discussions- help me internalize info & ask questions to better understand information in a more private group.

Better DEI trainings for all employees that immersive and in person.

As much and has diverse as possible from the HR and programs centers (departments, support services, recruiters, and work culture), and to continuously educate and share helpful dat and information that actively nurture a culture and environment of DEI.

Being apart of committee that addresses complaints that violate LCC's mission of diversity, equity, and inclusion.

I think more in person training is better received than just reading about a subject on Canvas. It gives the individuals a chance to ask questions, hear other perspectives and feel more comfortable talking about the topic.

I believe it is always good to update yearly on how to ensure diversity, equity & inclusion is used on campus.

Q8 - Do you have any other comments or suggestions related to diversity, equity and inclusion training?

Do you have any other comments or suggestions related to diversity, equity...

Again, the information given was very valuable. It caused deep thinking, personal reflections, and a plethora of ideas to ponder and pursue. Perhaps if the training was offered over two days, there would be more time for reflection and deeper understanding as the information was presented. In the breakout rooms, we'd just get thoughts flowing and people sharing and our time was up. The flexibility of deeper discussions and additional perspectives would add more value to this training.

No

To continue to nurture and build a culture and environment of DEI within the college and the community, and measure it's effectiveness, regularly

We need to pitch in to change the perspective on campus.

This was the 2nd time taking this course, the first time in person and the second time via zoom. Enjoyed both of them.

None

Q9 - Please check the box that best identifies your role at LCC.
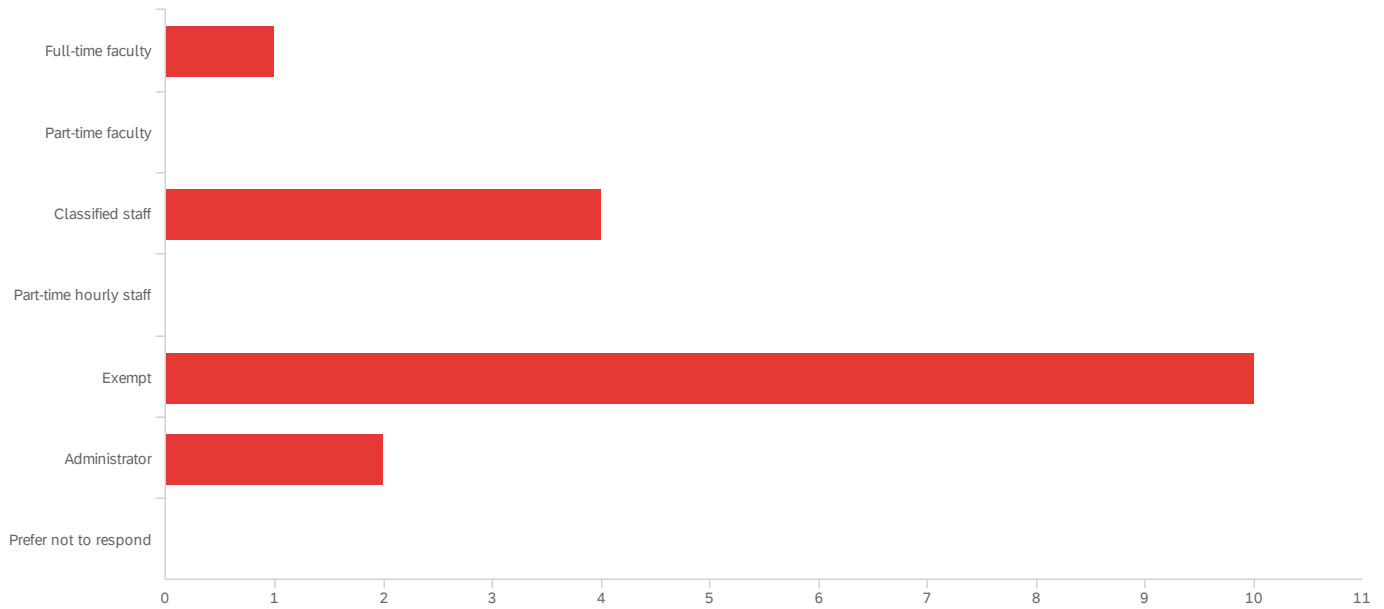
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Please check the box that best identifies your role at LCC.	1.00	6.00	4.41	1.29	1.65	17

#	Field	Choice Count	
1	Full-time faculty	5.88%	1
2	Part-time faculty	0.00%	0
3	Classified staff	23.53%	4
4	Part-time hourly staff	0.00%	0
5	Exempt	58.82%	10
6	Administrator	11.76%	2
7	Prefer not to respond	0.00%	0
			17

Showing rows 1 - 8 of 8

End of Report