

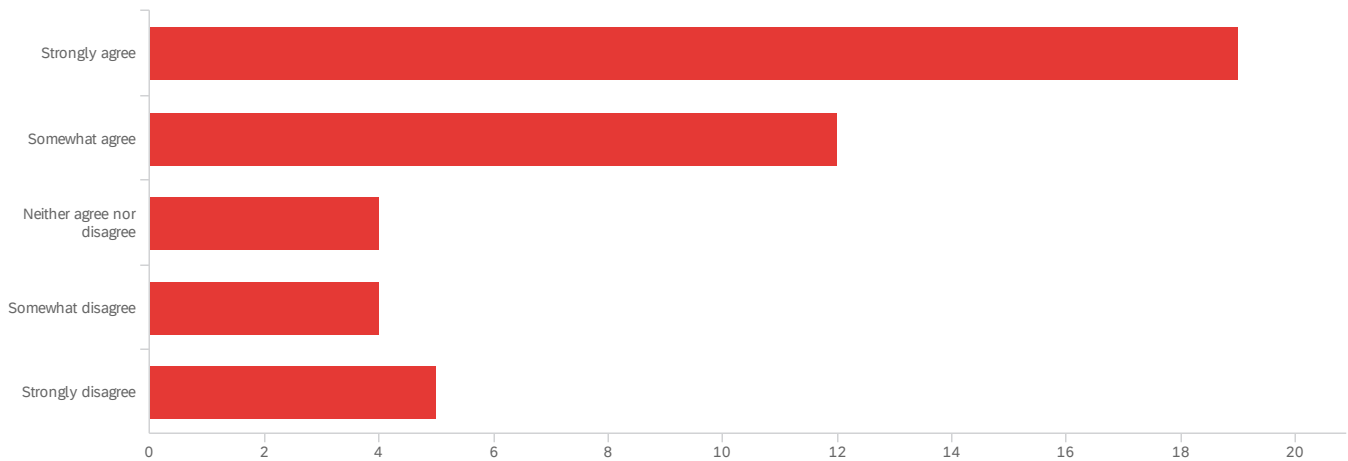
Default Report

DEI training session evaluation - DEI training with Dr. Farhana Loonat 09.09.22

November 14, 2022 11:01 AM MST

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

satisfied with the DEI training with Dr. Farhana Loonat I received on September 9, 2022."



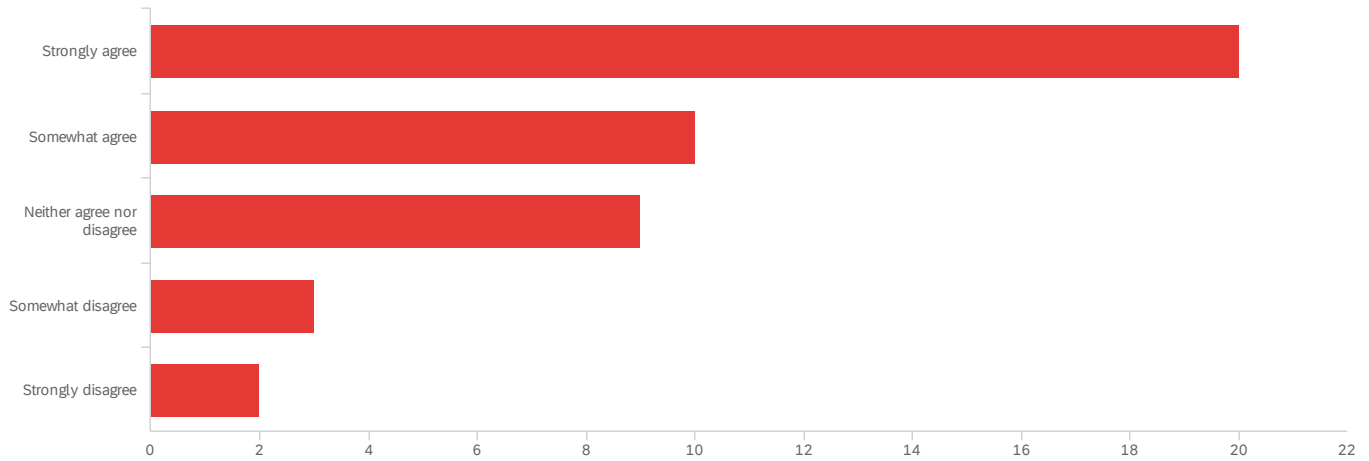
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Please indicate the extent to which you agree with the following statement: "I am satisfied with the DEI training with Dr. Farhana Loonat I received on September 9, 2022."	1.00	5.00	2.18	1.37	1.88	44

#	Field	Choice Count
1	Strongly agree	43.18% 19
2	Somewhat agree	27.27% 12
3	Neither agree nor disagree	9.09% 4
4	Somewhat disagree	9.09% 4
5	Strongly disagree	11.36% 5
		44

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Q2 - Please indicate the extent to which you agree with the following statement: "I

believe the learning objectives of the DEI training with Dr. Farhana Loonat were met."

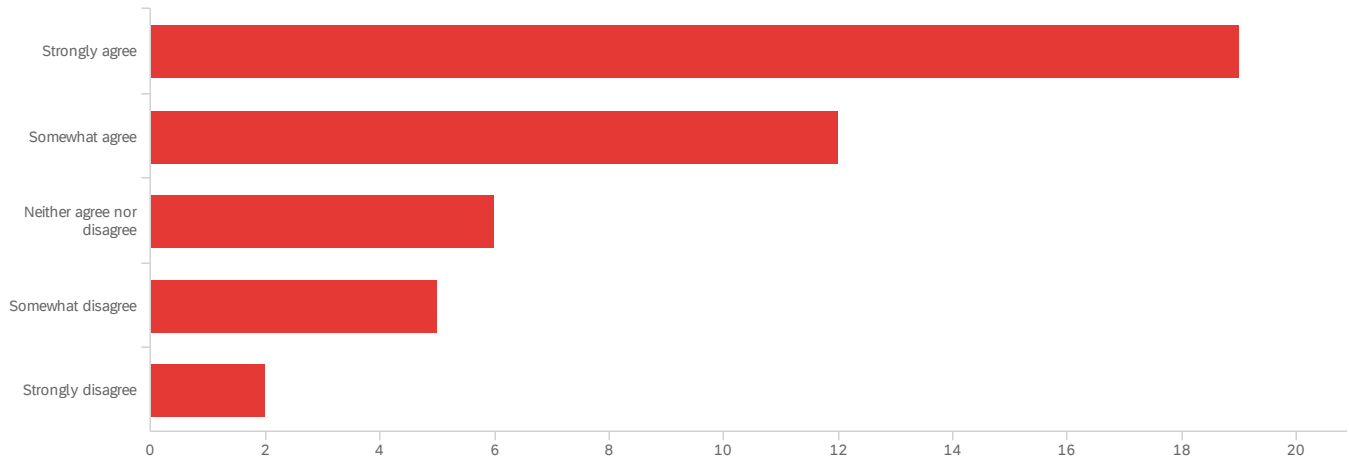


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Please indicate the extent to which you agree with the following statement: "I believe the learning objectives of the DEI training with Dr. Farhana Loonat were met."	1.00	5.00	2.02	1.16	1.34	44

#	Field	Choice Count
1	Strongly agree	45.45% 20
2	Somewhat agree	22.73% 10
3	Neither agree nor disagree	20.45% 9
4	Somewhat disagree	6.82% 3
5	Strongly disagree	4.55% 2
		44

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 DEI training with Dr. Farhana Loonat 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 DEI training with Dr. Farhana Loonat to my work."	1.00	5.00	2.07	1.19	1.43	44

#	Field	Choice Count
1	Strongly agree	43.18% 19
2	Somewhat agree	27.27% 12
3	Neither agree nor disagree	13.64% 6
4	Somewhat disagree	11.36% 5
5	Strongly disagree	4.55% 2
		44

Showing rows 1 - 6 of 6

Q4 - Please write a few sentences about how the knowledge you gained from the DEI training with Dr. Farhana Loonat can be applied to your work.

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

It is important that we are looking at equity from every lens. From policy to practice in the classroom.

To be honest, I did not get as much out of this DEI training as I did the one from Dr. Al Solano. Some of the terms/phraseology used by Dr. Farhana Loonat was unclear.

Growth through embracing diversity is not a given. I will intend it.

didn't attend

The scary terminology she used in her description of the presentation (supremacist institution) is accurate but loaded

I liked how she talked about her own research.

I will now be more aware of using equity in speech at work. This can impact the quality of work I am able to produce.

It definitely made some white folks uncomfortable - they still talk about it - we need more conversations that will make people think, and make them mandatory because folks still skip these as soon as anything is said that makes them uncomfortable.

Use of research and experiences in diversity and equity against racial injustice and as a tool to reduce and/or eliminate the damaging consequences of indirect and direct racism by people in power of the people.

remember to meet people where they are at: with their equity views and knowledge but also having a voice for those who may not have one.

I found that I do not explore these things as often or in depth as I thought I did.

I think Dr. Loonat made some important observations and I took much of what she said to heart. I'm still trying to digest what I learned. At times, I had difficulty understanding her.

Seeking to have a more conscious efforts into addressing inclusion with lectures and course content

Realizing the importance of choosing the appropriate wording in general group settings.

I feel Dr. Farhana Loonat was more divisive than instructional. Her use of the term "White Supremacy" without background and context for the setting was inappropriate.

It was a good reminder to be mindful of meeting dynamics, ensure that meetings are facilitated in a way that gives opportunity for underrepresented population voices to be heard/magnified. Good reminder that the more an idea is heard, the more value it may take on. Even inaccurate statements can have more value when heard repetitively.

Unfortunately, my perception of Dr. Loonat's breakout session was one best characterized as a rant session.

Dr. Loonat provided her story and perspective. It was valuable to hear that, and there is much to reflect on. She drew my attention to new questions I can be using to examine myself and the role I play in promoting or hindering DEI work.

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

Raising my awareness of who I provide opportunity to speak; how to create more inclusive dialogue; how to challenge White Supremacy norm in meetings and in classrooms

I understood the point of giving people of color the space to speak longer, or first and I have always known that we meet people (all people) where they are at). If someone needs something extra, absolutely do your best to help serve them to reach their goals.

I think it's really important to remember the power of being the default and what that frees you up to not have to think about.

I appreciated having a training around DEI that was actually from a person that represents the population that we are trying to address within equity gaps and diversity. Too often these efforts are led by the majority, and I don't feel as if they come from an experience that has the ability to be genuine about circumstances when training. She was genuine, engaging, and passionate.

It was part of a very long week, I do not have details in mind 7+ days later.

I particularly liked the visuals showing the difference between equality and equity. It makes sense when one can see it that way. I also appreciated knowing that, while highly educated, she had struggled with discrimination. I hope this will give me a better understanding to encourage students facing equity issues to go forward toward their success.

I did not get anything from this session that I can apply to my work.

Discussion about "marketplace of ideas" and how its logic falls apart when there are structural inequities will be useful in some of my classes that explicitly talk about this philosophy.

Dr. Farhana helped clarify the difference between equity and equality, and I can now practice equity in my teaching

Equity vs Equality is a concept I plan on applying in my student learning space.

I don't wish to comment.

I can relate to this training and it was great to hear from Dr. Loonat. Being conscious about this issue it always has been my practice to aware of what I said and do.

NA

I get tired of being made to feel bad because I'm Caucasian.

It was very eye-opening to hear the perspective of Dr. Loonat and hear her experiences at another WA etc. More diversity in the voices that we hear can help open our eyes to things we take for granted or feel prepared to dismiss or pass off as a non-issue.

Dr. Loonat inspired us to think more thoughtfully about the language we use and how our institution operates under historical structural repressive tendencies that we need to make clear and work to improve.

I get tired of being made to feel bad that I am Caucasian.

n/a

It was very generalized information and opinions I have many times. It was not tuned to the specific needs or instances of our college. It was very general and common speaking I have sat and listened to in many government trainings without actionable items or engagement to stem excitement or walk away know what I could do to make real change.

I feel I am doing many of the things in my class already.

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

There is an absolute need to hear underrepresented voices on our campus and in our community, whether it's our students or our faculty or our staff. That means lifting up our BIPOC communities and ensuring they feel safe and comfortable sharing, which may involve pulling back the white voices to offer that safe space.

Dr. Loonat provided an excellent framework for thinking about equity and speech and how to reduce the white supremacy cultural norms that dictate who is heard and how decisions are made. I really appreciated and connected with Dr. Loonat's presentation on racial battle fatigue and how microaggressions and lack of inclusion and poor campus culture can contribute to physical and mental stress for BIPOC employees and students.

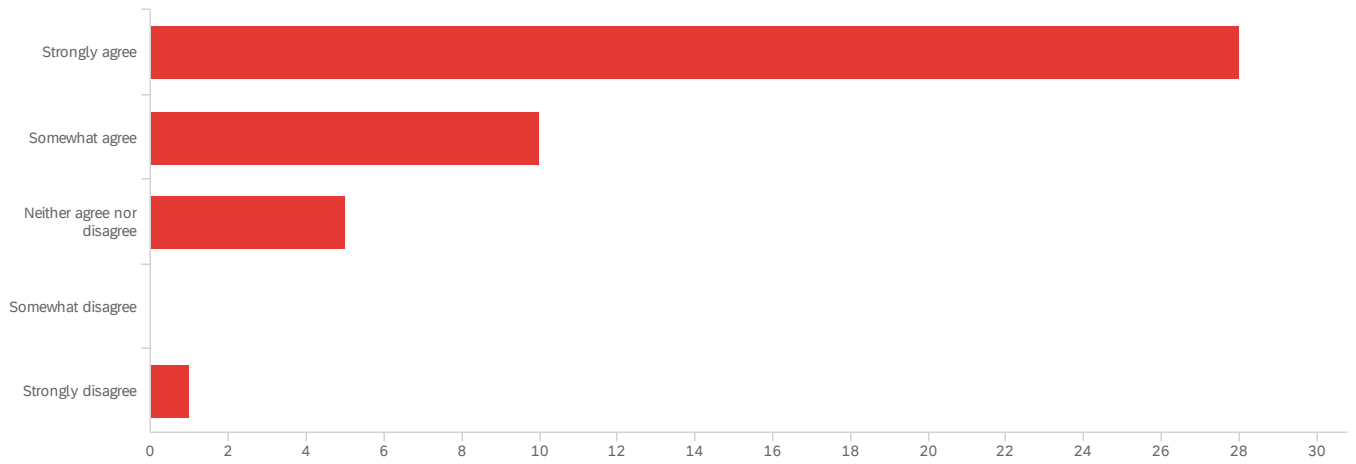
Dr. Loonat presented information that made me reconsider l my lifelong views and implement changes.

The message she had could have been delivered in a less polarizing manor. White = Bad was the gist of it.

I learned that some racists profit off of grifing about being "anti-racist" while they sow discord.

Great instructor with practical applications of the concepts presented.

Q5 - I believe we need to reduce institutional equity gaps at LCC.

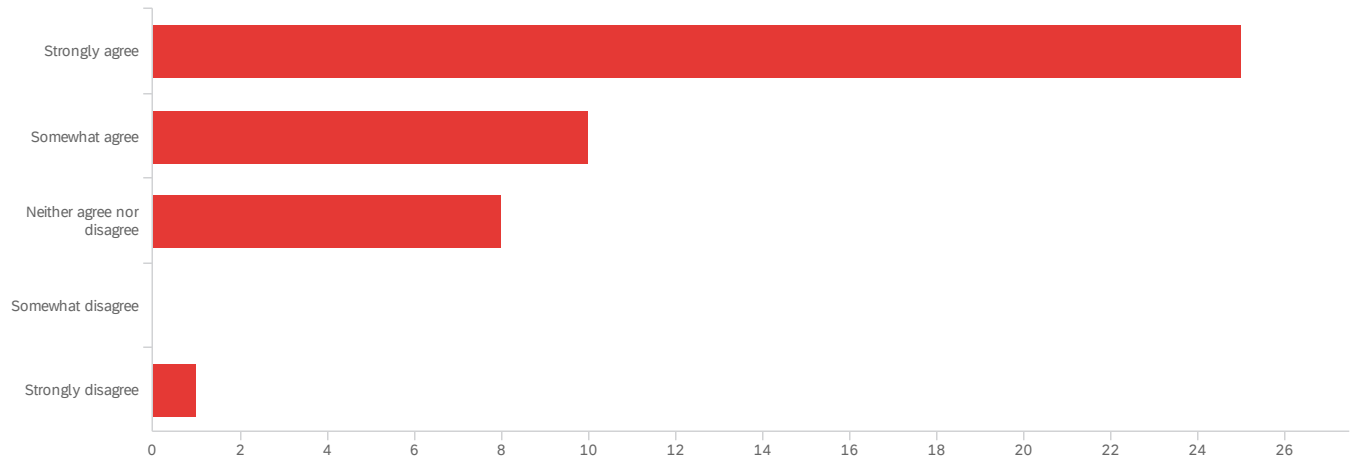


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I believe we need to reduce institutional equity gaps at LCC.	1.00	5.00	1.55	0.86	0.75	44

#	Field	Choice Count
1	Strongly agree	63.64% 28
2	Somewhat agree	22.73% 10
3	Neither agree nor disagree	11.36% 5
4	Somewhat disagree	0.00% 0
5	Strongly disagree	2.27% 1
		44

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	5.00	1.68	0.92	0.85	44

#	Field	Choice Count
1	Strongly agree	56.82% 25
2	Somewhat agree	22.73% 10
3	Neither agree nor disagree	18.18% 8
4	Somewhat disagree	0.00% 0
5	Strongly disagree	2.27% 1
		44

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...

Practical application. When I say/do this, the result is.... I invite learning, and recognize that sometimes it isn't fun. But I would like to know what a correct answer looks like. It may have been presented when a student needed help (downside of zoom). If so, that is disappointing and my own fault.

Resources on how we can become better educators.

Numerous research literature within and outside academic institutions as well as on and off campus that deal with institutional bias and racism. Academic research journals also, as well as several departments withi9n many colleges and universities. and government education agencies at the federal level.

In person training, where we can actually see people engage.

Keep bringing in outside speakers who truly have expertise in the field.

I would like the trainings to focus on specific, researched actions that I can take in my teaching to help reduce equity gaps. I know how to build relationships with and recommend resources for students; however, I'd like to learn more about what instructional practices make a difference.

It would be nice to have a list of books that are recommended with regards to diversity, equity and inclusion that we could read for professional development. If the college could make the books available as part of professional development that would be really helpful.

Actual college/university case studies.

DEI at the leadership level; how to take concrete action on equity work for students, staff and faculty

I like strategies and ways to make my classroom feel welcoming. I like to be reflective. Maybe ways to help me think outside of the box. Anything that is productive, active or helpful in serving all students.

I answered this in response to the keynote address.

Some sessions to close the loop on things we've worked on and ideas we've developed this year, sharing what our peers have tried this year, what worked, how to improve, how to adopt for others.

Please see my answer in the Dr. Solano survey.

More tangible and practical, less theoretical training.

In-person sessions. I would like more hands-on, active learning instead of listening to a lecture

We just had a few of them so more would be unnecessary until next fall.

More of Dr. Loonat training.

On-going and a focus on equity & inclusion that includes revising based on our needs and our needs as they evolve.

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

Real numbers, stats and facts that I can take to identify key areas of focus and change needed to be able to create a real plan with real options. The general and national view of diversity, equity and inclusion is not a one size fits all and needs to be tuned in for each community and their individual needs.

Anything and everything.

More training on power and privilege for faculty and staff to get more of a common understanding of white supremacy culture and how it impacts our policies and practices. It can be very difficult and frustrating to work changing our policies and practices when there is not a common understanding (and often a denial) of institutional racism and how it manifests at LCC. While race is not the only equity consideration, I believe the SBCTC mission of leading with racial equity is a good foundation and a necessary place for us to start.

We have heard a lot about WHY it is important. Now we need to move on to ACTION items.

Ones that aren't highly political, racist, and built off of hatred.

n/a

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...

I can see racism readily through skits and plays. Maybe some plays would be helpful?

No

It should be instituted across all educational institutions, from elementary to college levels, across the country. Curriculum with helpful data, including books and many departments on each campus should learn of research, funding, and programs to help staff, students, faculty, and community, by providing factual sources of helpful information to help minimize problems that arise due to ignorance or deliberate negative energy or groups within academic and educational environments.

Instead of making these trainings optional we should make them mandatory. It seems as though we do/have them just to check something off of our list of legal obligations, but if we truly want to move as a more inclusive institution we must educate our employees.

I was not offended by the speaker's comments, but I sat near a few people who were. I think the message would be better accepted if it was delivered by someone who chooses their words with a bit more care. After all, you catch more flies with honey than with vinegar. Dr. Solano's approach was much more palatable.

DEIB training is critically important and extremely difficult to do well.

I am aware that Dr. Loonat was not well received by some at LCC. I feel that it is important to frame a presentation with a better welcome/introduction and some preparation. Perhaps that effort on our part may have invited certain members of the campus to engage with the presentation rather than leaving the room. However, I personally appreciated being challenged by the ideas and chose not to let the division on campus impact me that day.

In the first survey I addressed the issue of calling ALL educational institutions white supremacist. I think that is a gross overstatement. Do we have work to do? Absolutely! Do we need more training? Absolutely! Am I willing to learn more? Absolutely! I did get a few positive ideas from the speaker but I would not listen to her again. Her equity portion was useful but she is not what I consider inclusive. Again, inclusion is everyone at the table. When someone says they do not need to hear from a particular group of people or a specific religion again and lump all "old white men" into a group that is not valuable, I am done listening. We need more culture, diversity, people of color, and more ideas on campus. We do not need division based on age or skin color.

One thing that troubled me in the follow up session with this speaker was her example of a student grievance, one that she said she received directly because she was a female faculty of color (thus empowering the student to react in a certain way and use a certain tone). The problem was, I, a white faculty member, receive nearly identical grievances on a regular basis. I believed her underlying premise and wanted to ask follow up questions related to data driven support for her personal anecdote but felt like that question might be derailing or inappropriate. However, engaging effectively in these issues requires a dialogue, and I don't feel like I'm equipped to push back or question, even though I think such response typically leads to more effective and thoughtful results.

no

More work with equity in advising and onboarding.

no

Thank you for this hard work.

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

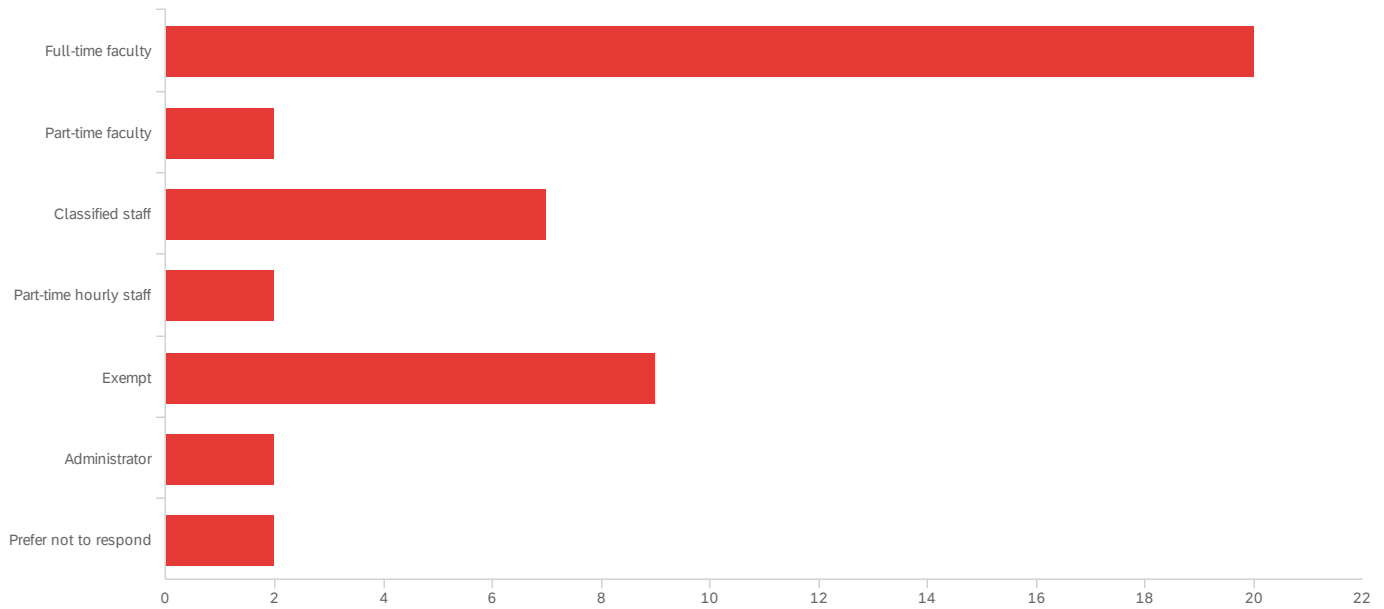
Chose speakers that engage the audience and listen to find solutions and make them excited to take what they learned and apply it. Not speakers who speak at you.

Trainings should not be optional. Additionally, they should be in depth and require participants to engage with the materials both personally and professionally. There needs to be accountability for employees to not only attend but to demonstrate learning.

It baffles me that we would think this extremely biased, unqualified, racist, hateful person was qualified to train our staff and faculty. Just a quick check on their professor rating and one can see they are rated very poorly with many complaints from their students about how the instructors own personal biases and racism are the most important things to pass her classes. Disgraceful

n/a

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	7.00	2.82	1.96	3.83	44

#	Field	Choice Count
1	Full-time faculty	45.45% 20
2	Part-time faculty	4.55% 2
3	Classified staff	15.91% 7
4	Part-time hourly staff	4.55% 2
5	Exempt	20.45% 9
6	Administrator	4.55% 2
7	Prefer not to respond	4.55% 2
		44

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End of Report

