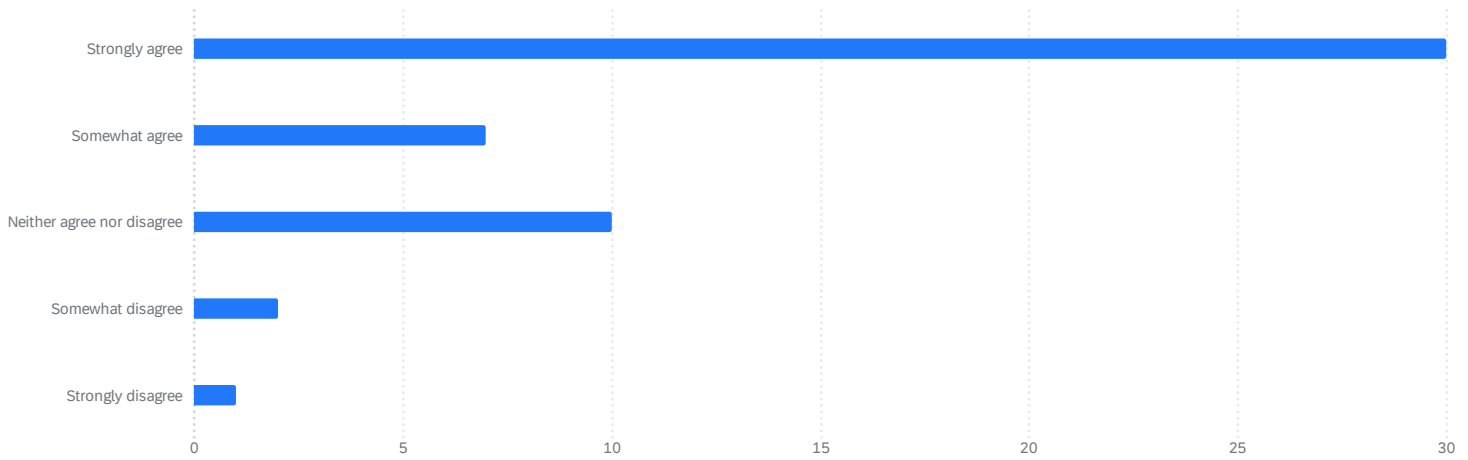


Please indicate the extent to which you agree with the following statement: "I am satisfied with the DEI Allyship training I received in fall 2024." 50 ⓘ



Please indicate the extent to which you agree with the following statement: "I am satisfied with the DEI Allyship training I received in fall 2024." 50 ⓘ

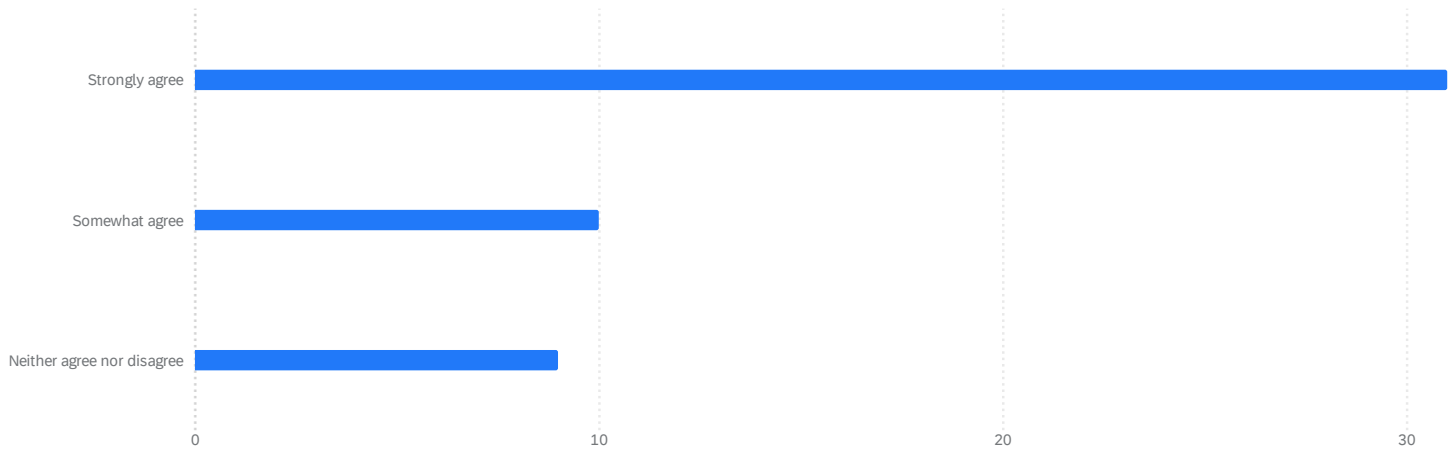
Q1 - Please indicate the extent to which you agree with the following statement: "I am satisfied with the DEI Allyship training I received in fall 2024."

	Percentage	Count
Strongly agree	60%	30
Somewhat agree	14%	7
Neither agree nor disagree	20%	10
Somewhat disagree	4%	2
Strongly disagree	2%	1

Please indicate the extent to which you agree with the following statement: "I am satisfied with the DEI Allyship training I received in fall 2024." 50 ⓘ

Please indicate the extent to which you agree with the following statement:...	Average	Minimum	Maximum	Count
Strongly agree	1.00	1.00	1.00	30
Somewhat agree	2.00	2.00	2.00	7
Neither agree nor disagree	3.00	3.00	3.00	10
Somewhat disagree	4.00	4.00	4.00	2
Strongly disagree	5.00	5.00	5.00	1

Please indicate the extent to which you agree with the following statement: "I believe the learning objectives of the training were met." 50 ⓘ



Please indicate the extent to which you agree with the following statement: "I believe the learning objectives of the training were met." 50 ⓘ

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

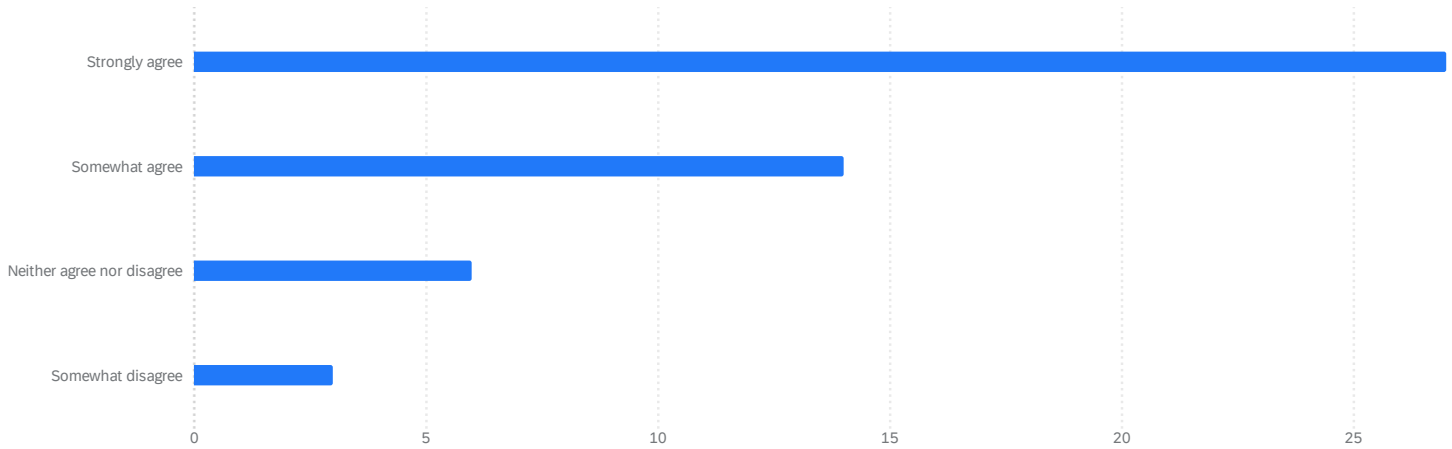
	Percentage	Count
Strongly agree	62%	31
Somewhat agree	20%	10
Neither agree nor disagree	18%	9

Please indicate the extent to which you agree with the following statement: "I believe the learning objectives of the training were met." 50 ⓘ

Please indicate the extent to which you agree with the following statement:...

	Average	Minimum	Maximum	Count
Strongly agree	1.00	1.00	1.00	31
Somewhat agree	2.00	2.00	2.00	10
Neither agree nor disagree	3.00	3.00	3.00	9

Please indicate the extent to which you agree with the following statement: "I can apply what I learned in the training to my work." 50 ⓘ



Please indicate the extent to which you agree with the following statement: "I can apply what I learned in the training to my work." 50 ⓘ

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

Percentage

Count

Agreement Level	Percentage	Count
Strongly agree	54%	27
Somewhat agree	28%	14
Neither agree nor disagree	12%	6
Somewhat disagree	6%	3

Please indicate the extent to which you agree with the following statement: "I can apply what I learned in the training to my work." 50 ⓘ

Please indicate the extent to which you agree with the following statement:...

Average

Minimum

Maximum

Count

Agreement Level	Average	Minimum	Maximum	Count
Strongly agree	1.00	1.00	1.00	27
Somewhat agree	2.00	2.00	2.00	14
Neither agree nor disagree	3.00	3.00	3.00	6
Somewhat disagree	4.00	4.00	4.00	3

Please write a few sentences about how the knowledge you gained from the training can be applied to your work. 50 ⓘ

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

I liked working through various scenarios and seeing several options for responding as an ally to be correct. I feel more confident about what actions or words might be appropriate and in my ability to take those actions or speak those words.

I gain something from every training we get.

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

Because I work with a team of co-workers and have interactions with many different people of different backgrounds and age groups, I strongly feel that the methods I learned can be applied to those I interact with in order to maintain a healthy workplace.

It is important that everyone in this country is given equal opportunity to better themselves, no matter their race, sexual orientation, religion or identity. Our strength as a people comes from unity and so it is imperative that we come together.

I didn't learn anything new or useful in the training, mostly because everything in the training I already knew or have put into practice over the years. I actually don't remember completing the training although I know I've completed all my trainings for the year.

Be a kind human being!

I feel more empowered to be an ally when I witness discrimination, etc

Valuable information that can be used daily

I will challenge myself to avoid being defensive, feeling uncomfortable and advocate for inclusion.

awareness of DEI work that still needs to be done.

The training helped broaden my perspective regarding equity gaps.

No comment

This training was particularly valuable for our department (IPO), as it reinforces the knowledge and awareness essential for supporting our international students. It highlighted the importance of recognizing and respecting diverse cultural perspectives, which directly applies to how we engage with students from various backgrounds. By fostering an inclusive and equitable environment, we can better understand the unique challenges our students face and ensure they feel supported, both academically and personally. This training also helps us approach interactions with greater empathy, creating a sense of belonging that enhances their overall experience at our institution.

By meeting people where that are at.

I have nothing to add

The training can help me understand the important bias factors that may be present in my everyday life that can effect how others are perceived in the workplace.

Show everyone respect

I think the information in the training can help everyone think about equity gaps more.

I can use the understanding of equity when advising my students through the High School Plus and GED programs.

Understanding intersecting identities

I feel LCC does a good job with diversity, equity & inclusion.

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

It was a comprehensive overview of DEI practices and provided examples with opportunities to apply our knowledge.

I think that the online training walked through several interesting scenarios that inspired critical thinking about DEI in the workplace. However, my recollection is that there was really no content that related to education settings. Some of the theory could be applied to teacher-student interactions, but no education-specific strategies were discussed.

I use it in the classroom

a deeper understanding of my work culture and where we are as a society today

How to not judge people by their looks or disabilities. To treat people by their actions and not what they look like. Also, that accommodations in the workplace are not a privilege.

Being sensitive, and acknowledging all have a place, say, and ability to succeed.

I learned that there are many ways to make a space more inclusive and welcoming to others.

I work with all different kinds of families as a head start preschool teacher and this training helps me be able to connect with them better.

No, thank you.

I believe that all students should have the chance to succeed. This is something I have always practiced in my classes.

being aware of the campus community around you and building foundations with them

I don't find the situations pertinent and I don't always understand how the training can be applied to my work.

Some resources were good. Some additional links would have supplemented learning well.

The knowledge that I gained from DEI training in Fall 2022 has further educated me on how to be more inclusive in my everyday life and workspace.

Nothing much as I was aware of most of the items

Recognizing and applying different perspectives is a valuable decision-making tool.

It directly trained me to do my job.

Just being more aware of the needs and feelings of students. Being an advocate for them.

very carefully

Being aware of things that are unintendedly offensive.

Understanding how effective DEI work can positively impact the work environment.

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

NA

identify gaps

Better understanding of other groups in general

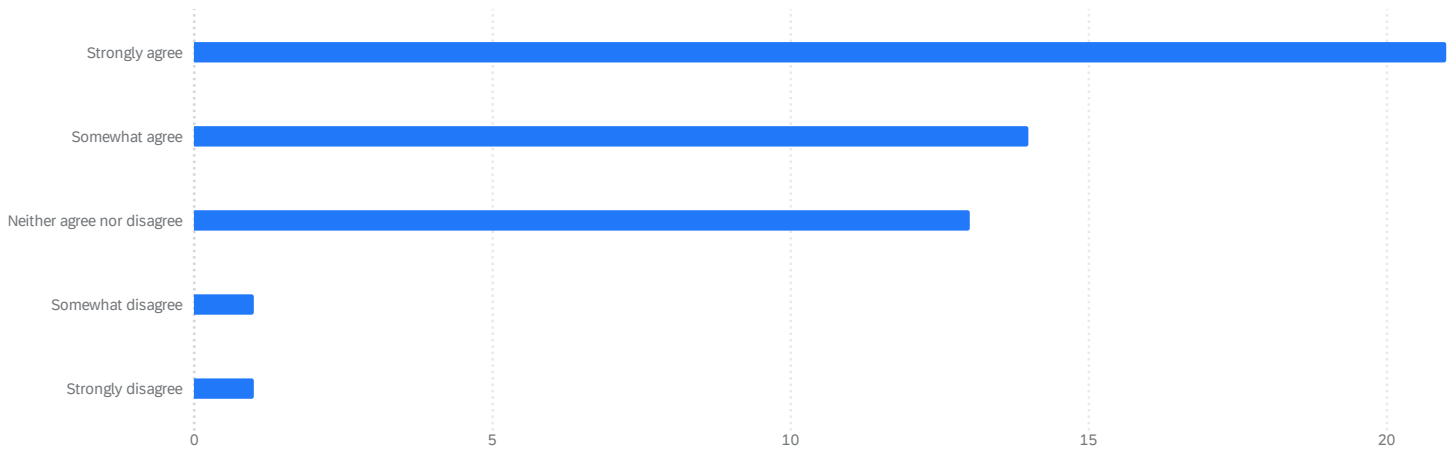
Not everything mentioned in the course is applied everyday, but it's good to know how to handle situations if they arise. Main thing I got out of it was treat everyone with respect.

nothing

The information is great for reflection to make sure the practices in our program reflect the college expectations.

DEI work belongs in every space on campus

I believe we need to reduce equity gaps at LCC. 50 ⓘ



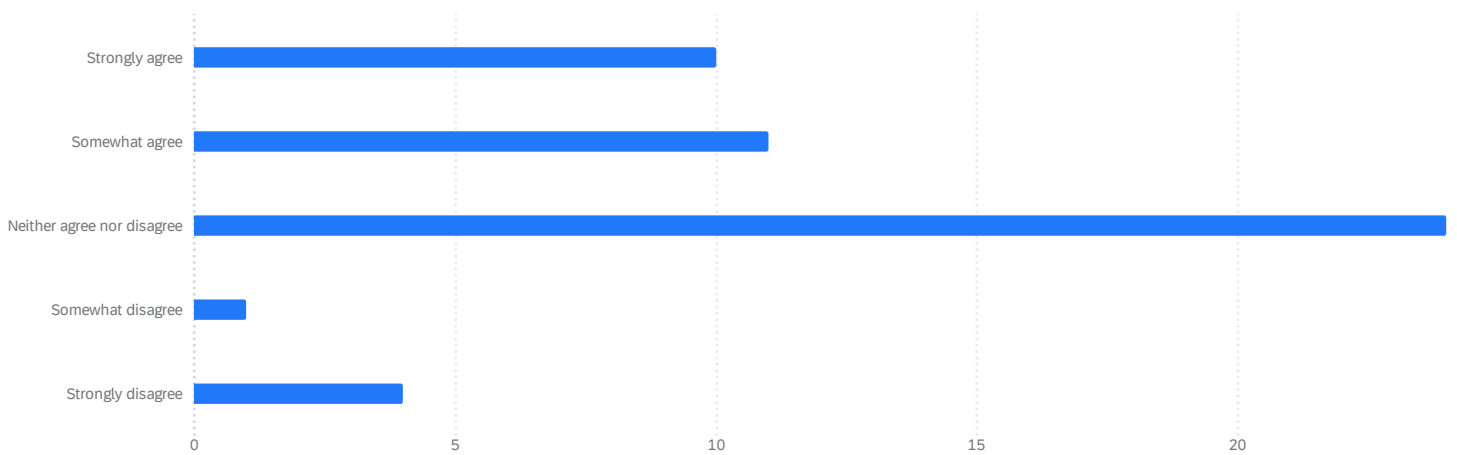
I believe we need to reduce equity gaps at LCC. 50 ⓘ

Q5 - I believe we need to reduce equity gaps at LCC.	Percentage	Count
Strongly agree	42%	21
Somewhat agree	28%	14
Neither agree nor disagree	26%	13
Somewhat disagree	2%	1
Strongly disagree	2%	1

I believe we need to reduce equity gaps at LCC. 50 ⓘ

I believe we need to reduce equity gaps at LCC.	Average	Minimum	Maximum	Count
Strongly agree	1.00	1.00	1.00	21
Somewhat agree	2.00	2.00	2.00	14
Neither agree nor disagree	3.00	3.00	3.00	13
Somewhat disagree	4.00	4.00	4.00	1
Strongly disagree	5.00	5.00	5.00	1

I would like to receive additional resources (training, etc.) on how to reduce equity gaps at LCC. 50 ⓘ



I would like to receive additional resources (training, etc.) on how to reduce equity gaps at LCC. 50 ⓘ

Q6 - I would like to receive additional resources (training, etc.) on how to reduce equity gaps at LCC.	Percentage	Count
Strongly agree	20%	10
Somewhat agree	22%	11
Neither agree nor disagree	48%	24
Somewhat disagree	2%	1
Strongly disagree	8%	4

I would like to receive additional resources (training, etc.) on how to reduce equity gaps at LCC. 50 ⓘ

I would like to receive additional resources (training, etc.) on how to red...	Average	Minimum	Maximum	Count
Strongly agree	1.00	1.00	1.00	10
Somewhat agree	2.00	2.00	2.00	11
Neither agree nor disagree	3.00	3.00	3.00	24
Somewhat disagree	4.00	4.00	4.00	1
Strongly disagree	5.00	5.00	5.00	4

What type of resources or training in regard to diversity, equity and inclusion would be most useful for you? 50 ⓘ

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

Good ones.

I think we do a pretty good job. How to reach students that are ELL better.

None at this time. I feel that the training we receive here is enough for me to perform my duties right now.

-

None at this time.

Less trainings, more events and activities that promote DEI. To build a strong LCC community that supports AND promotes DEI, we have to see efforts made by all including the leadership team. Trainings are really passive and don't really do anything. If it helps people understand the importance of DEI, show & tell them what happens with student and employee retention when DEI is ignored. The stats and research doesn't lie.

I prefer self-paced or webinars. I'd appreciate some leading voices to be invited to campus to speak on the topic.

N/A

No comment

Resources or training that provide practical strategies for fostering inclusive environments and addressing bias would be very useful. For example, workshops on identifying and mitigating unconscious bias, handling microaggressions, and creating equitable opportunities in the workplace would be beneficial. Scenario-based training that addresses real-world situations across diverse groups, along with tools to promote allyship and collaboration, would also help ensure that diversity, equity, and inclusion are consistently prioritized in our work.

Trainings that are truly inclusive and do not call out a group as being "wrong".



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

How to address people properly who have different pronouns

Training on what resources we have for varied racial groups and what we can say to help encourage more diversity on campus.

None

I'm not sure.

In-person, face-to-face trainings, that are led by educators or former educators.

Video training would likely be best

simple bullet pointed emails would be appreciated

Inclusion on how to deal with the new thinking(woke).

Maybe things pertaining to how to make myself seem like a safe person to come to for help or just to talk?

I really enjoyed the ones we got and thought they were useful.

colorism, microaggression

Less frequent and more substantive. The online repeat trainings are quick and don't take up much time, which is nice, but it is hard to take it seriously the 2nd or 3rd time through the same content. They aren't scheduled into my day as an appointment or meeting so I tend to forget about them until a reminder email comes and then I have to quickly do them while I also have other items on my plate. They repeat and get rather boring, so I skip through it as quickly as possible. Is that how we want to treat diversity and equity at LCC - as something to dread and get through quickly? I think we make greater strides when we have diversity and equity training included in our in-person in-service trainings where there are possibilities for discussion and active learning. It is less important to me to have them as frequent as we have them and more important to me that they be in-person. We know that online learning is passive and not great for our students. Why don't we apply the same level of learning to our trainings? Also, some of us are particularly well versed in diversity and equity - it might actually be a greater impact to record a conversation with a campus employee or instructor who is doing a good job. We might be more interested in watching the content passively and on our own time if the person were someone we knew and if we took matters into our own hands in this respect we could change the content up so that it wasn't so repetitive.

Leaders take action. Followers wait for leader assignments. It's important to train leaders to delegate, and followers to take initiative. So, new targeted training based on self evaluation.

Anything

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

In person training. There is always value in online formats but I believe having something in person, tangible, would be beneficial as well.

A library that we can pull from, with books, videos, and other materials. Perhaps some campus book clubs. It seems like the trainings are rather simplistic compared to the depth of resources available off campus.

I believe that the College makes every effort to train and be inclusive in regards to diversity, equity and inclusion

Start with making trainings not online - people can easily ignore them and nothing happens if those are not completed.

Do you have any other comments or suggestions related to diversity, equity and inclusion training? 50 ⓘ

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

N/A

None at this time.

-

None at this time.

I've heard it countless times from LCC students, staff, and faculty - positive actions that promote & support DEI efforts have to start from the top. There's nothing more powerful and builds trust from employees and students than seeing their leaders as an example of someone that understands DEI. It also helps community members (maybe potential LCC Students, staff, or faculty) see LCC as a great place to be when DEI efforts are strong and EVERYONE feels like they belong here. Word-of-mouth is one of the greatest marketing and recruiting techniques.

LCC adequately trains employees on these theories

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

No comment

I believe it would be helpful to incorporate ongoing DEI training as a regular part of professional development, rather than a one-time session. Providing opportunities for open dialogue and reflection after training sessions could deepen understanding and help participants connect the material to their daily work. Additionally, offering resources tailored to different departments or roles within the organization could make the training even more impactful and relevant.

None

No

No

NA

None

I believe that our college is doing a fine job with DEI.

N/A

I am unaware that this is a problem at LCC, but I'm not involved with the institution's inner workings. I assume that management will give the issue the attention it deserves.

Search advocate training was wonderful and exposed unknown biases! Evaluation of where biases exist created additional insights.

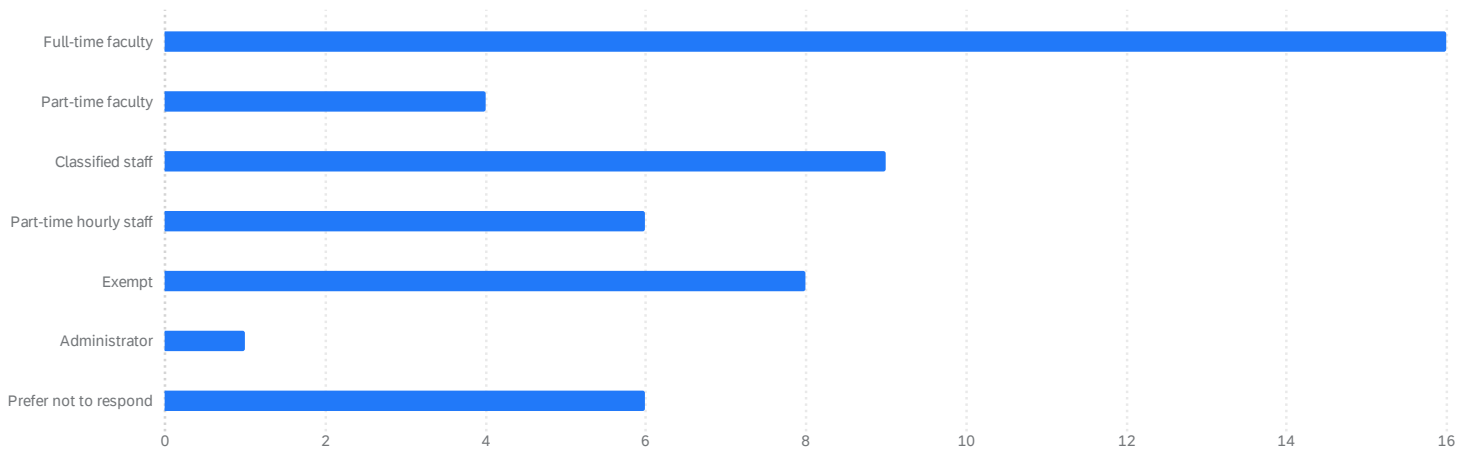
No

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

No.

None

Please check the box that best identifies your role at LCC. 50 ⓘ



Please check the box that best identifies your role at LCC. 50 ⓘ

Q9 - Please check the box that best identifies your role at LCC.	Percentage	Count
Full-time faculty	32%	16
Part-time faculty	8%	4
Classified staff	18%	9
Part-time hourly staff	12%	6

Q9 - Please check the box that best identifies your role at LCC.	Percentage	Count
Exempt	16%	8
Administrator	2%	1
Prefer not to respond	12%	6

Please check the box that best identifies your role at LCC. 50 ⓘ

Please check the box that best identifies your role at LCC.	Average	Minimum	Maximum	Count
Full-time faculty	1.00	1.00	1.00	16
Part-time faculty	2.00	2.00	2.00	4
Classified staff	3.00	3.00	3.00	9
Part-time hourly staff	4.00	4.00	4.00	6
Exempt	5.00	5.00	5.00	8
Administrator	6.00	6.00	6.00	1
Prefer not to respond	7.00	7.00	7.00	6