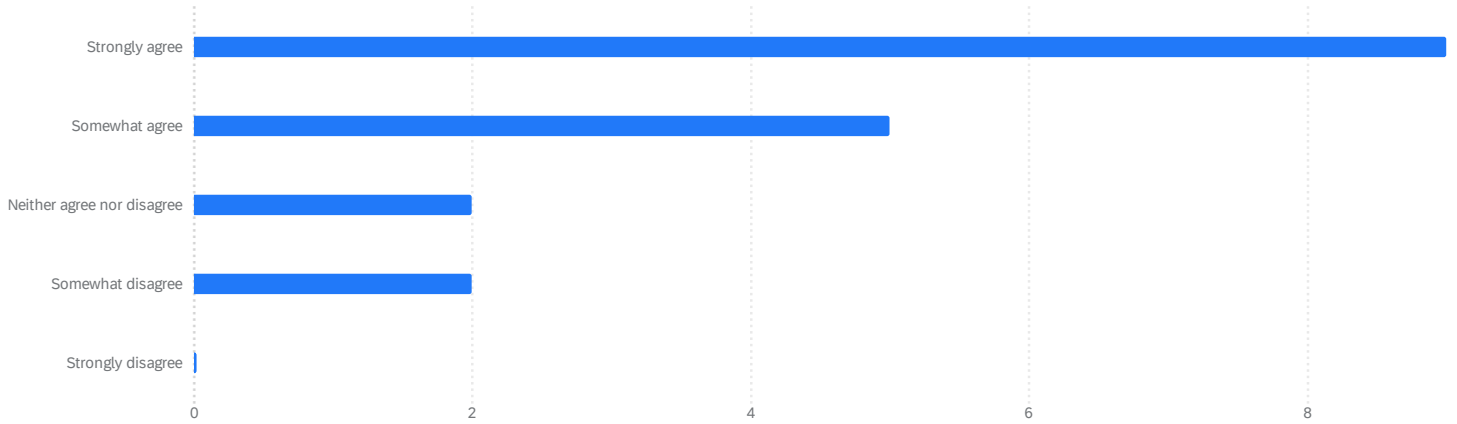


Please indicate the extent to which you agree with the following statement: "I am satisfied with the Psychological Safety training I received on June 10, 2024."

18 ⓘ



Please indicate the extent to which you agree with the following statement: "I am satisfied with the Psychological Safety training I received on June 10, 2024."

18 ⓘ

Q1 - Please indicate the extent to which you agree with the following statement: "I am satisfied with the Psychological Safety training I received on June 10, 2024."

	Percentage	Count
Strongly agree	50%	9
Somewhat agree	28%	5
Neither agree nor disagree	11%	2
Somewhat disagree	11%	2
Strongly disagree	0%	0

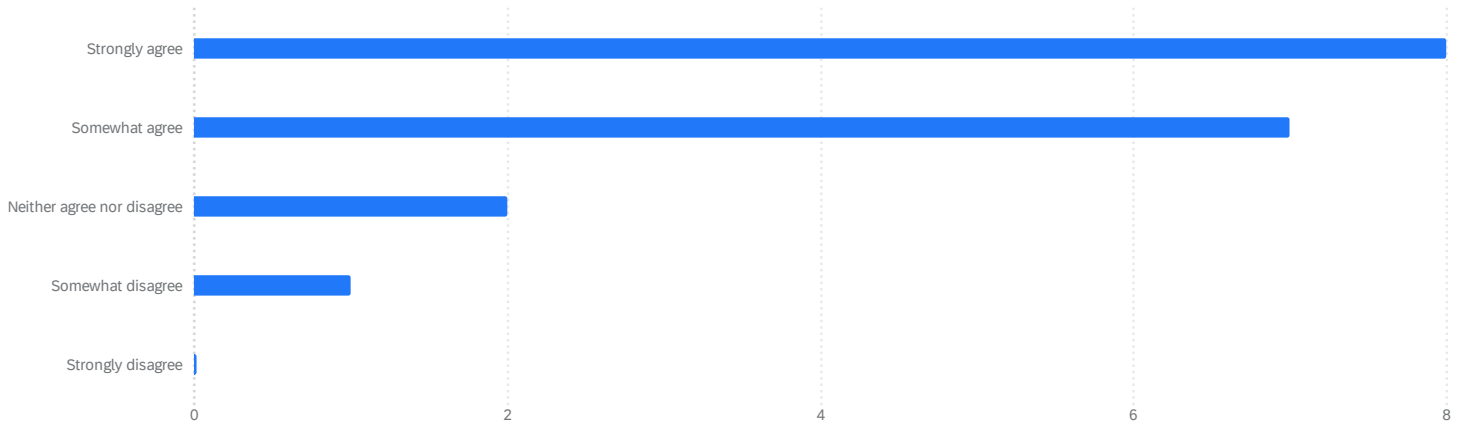
Please indicate the extent to which you agree with the following statement: "I am satisfied with the Psychological Safety training I received on June 10, 2024."

18 ⓘ

Please indicate the extent to which you agree with the following statement:...	Average	Minimum	Maximum	Count
Strongly agree	1.00	1.00	1.00	9
Somewhat agree	2.00	2.00	2.00	5
Neither agree nor disagree	3.00	3.00	3.00	2
Somewhat disagree	4.00	4.00	4.00	2
Strongly disagree	-	-	-	0

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

18 ⓘ



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

18 ⓘ

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

	Percentage	Count
Strongly agree	44%	8
Somewhat agree	39%	7
Neither agree nor disagree	11%	2
Somewhat disagree	6%	1
Strongly disagree	0%	0

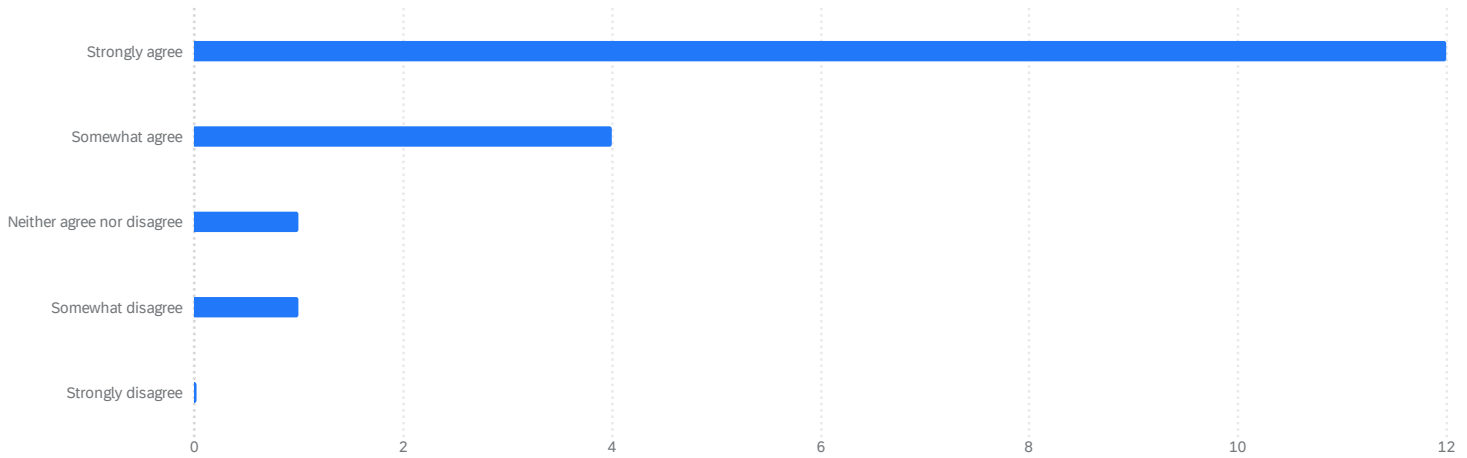
Please indicate the extent to which you agree with the following statement: "I believe the learning objectives of the Psychological Safety training were met."

18 ⓘ

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

	Average	Minimum	Maximum	Count
Strongly agree	1.00	1.00	1.00	8
Somewhat agree	2.00	2.00	2.00	7
Neither agree nor disagree	3.00	3.00	3.00	2
Somewhat disagree	4.00	4.00	4.00	1
Strongly disagree	-	-	-	0

Please indicate the extent to which you agree with the following statement: "I can apply what I learned in the Psychological Safety training to my work." 18 ⓘ



Please indicate the extent to which you agree with the following statement: "I can apply what I learned in the Psychological Safety training to my work." 18 ⓘ

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

	Percentage	Count
Strongly agree	67%	12
Somewhat agree	22%	4
Neither agree nor disagree	6%	1
Somewhat disagree	6%	1
Strongly disagree	0%	0

Please indicate the extent to which you agree with the following statement: "I can apply what I learned in the Psychological Safety training to my work." 18 ⓘ

Please indicate the extent to which you agree with the following statement:...	Average	Minimum	Maximum	Count
Strongly agree	1.00	1.00	1.00	12
Somewhat agree	2.00	2.00	2.00	4
Neither agree nor disagree	3.00	3.00	3.00	1
Somewhat disagree	4.00	4.00	4.00	1
Strongly disagree	-	-	-	0

Please write a few sentences about how the knowledge you gained from the Psychological Safety training can be applied to your work. 18 ⓘ

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

This is the best DEI training that I have attended. He got to the heart of how to make sure that all people are included and heard. I enjoyed his presentation and can use what I learned today.

The breakdown of the various types of psychological safety was useful and something I'll discuss with my team.

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

I like the framework with safety on the y-axis and motivation on the x-axis as a way to understand how an environment may feel.

Having helpful language to have difficult conversations. Questions for self-assessment were also helpful.

I think it is a start. I think we needed more time and we could practice more.

It can't.

A better understanding of what psychological safety can look like in a business environment.

It's important to work towards a psychologically safe environment so everyone feels like they can ask questions and provide input!

Leadership behaviors to increase psychological safety within my team.

better teamwork

I did not learn anything that I wasn't already doing. Reminders are always nice, but I don't feel as if I gained much from the lecture.

I can be more mindful to always encourage my co-workers and my students to speak up with their ideas and give input.

My best application would be in ensuring that I am providing an environment with others to feel psychologically safe when working with me.

Ensure to not feel excluded, and voice my opinion, input, and questions.

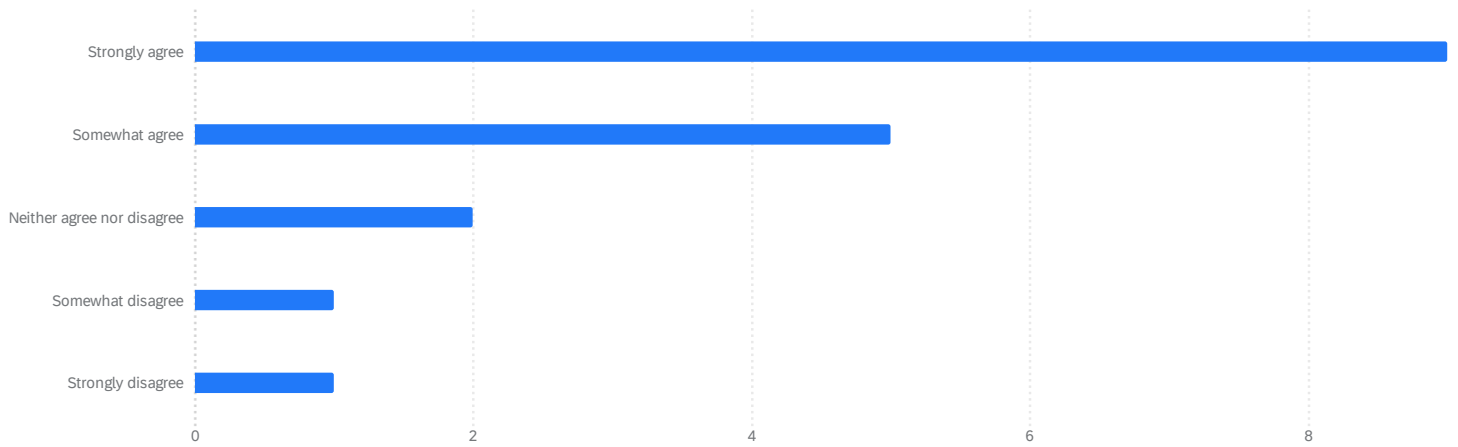
We become a better organization when it's safe to make mistakes and being open about mistakes improves communication and operations rather than trying to seem perfect on paper.

It helped remind me of how important it is to take active steps to create a culture of empathy and acceptance for difference - and it helped me understand why I still feel unsafe in some meetings due to the (hopefully unconscious) bias of many of my colleagues toward those who think and communicate differently than the norm. (Neurodivergent.)

Maybe an 1 1/2 next time.

The importance of having psychological safety in a workplace was evident.

I believe we need to reduce institutional equity gaps at LCC. 18 ⓘ



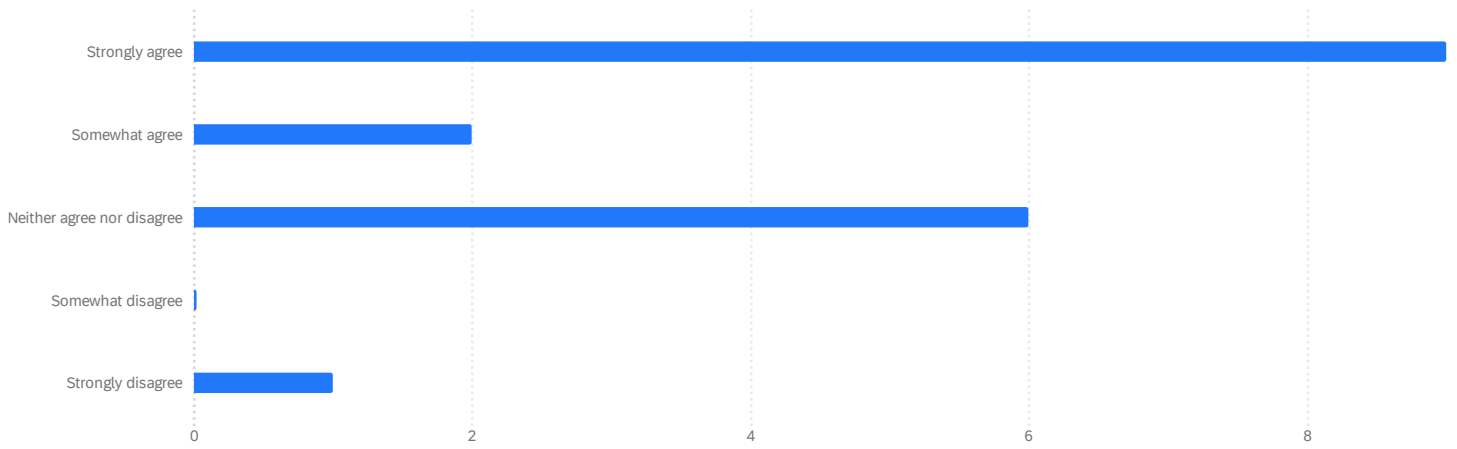
I believe we need to reduce institutional equity gaps at LCC. 18 ⓘ

Q5 - I believe we need to reduce institutional equity gaps at LCC.	Percentage	Count
Strongly agree	50%	9
Somewhat agree	28%	5
Neither agree nor disagree	11%	2
Somewhat disagree	6%	1
Strongly disagree	6%	1

I believe we need to reduce institutional equity gaps at LCC. 18 ⓘ

I believe we need to reduce institutional equity gaps at LCC.	Average	Minimum	Maximum	Count
Strongly agree	1.00	1.00	1.00	9
Somewhat agree	2.00	2.00	2.00	5
Neither agree nor disagree	3.00	3.00	3.00	2
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 what I can do to help reduce institutional equity gaps at LCC. 18 ⓘ



I would like to receive additional resources (training, etc.) on what I can do to help reduce institutional equity gaps at LCC. 18 ⓘ

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

Percentage

Count

Response Category	Percentage	Count
Strongly agree	50%	9
Somewhat agree	11%	2
Neither agree nor disagree	33%	6
Somewhat disagree	0%	0
Strongly disagree	6%	1

I would like to receive additional resources (training, etc.) on what I can do to help reduce institutional equity gaps at LCC. 18 ⓘ

I would like to receive additional resources (training, etc.) on what I can...	Average	Minimum	Maximum	Count
Strongly agree	1.00	1.00	1.00	9
Somewhat agree	2.00	2.00	2.00	2
Neither agree nor disagree	3.00	3.00	3.00	6
Somewhat disagree	-	-	-	0
Strongly disagree	5.00	5.00	5.00	1

What type of resources or training in regard to diversity, equity and inclusion would be most useful for you? 18 ⓘ

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

I want to learn from experiences of the people of color on our campus-- students, staff, faculty, etc, so that their voices are heard and needs are met.

I think we are missing the inclusion piece.

One that encourages treating people as individuals rather than basing things off stereotypes.

Workshops. How to apply concepts in your own discipline with time set aside for coordination with your department. It's not useful to get information that isn't tailored to your discipline unless you have dedicated time to put together an action plan with your entire department.

Creating more positive environments for everyone at work

Boundaries, and how to make sure you have space in your schedule to meet the needs of your most vulnerable students. What resources are available to help students overcome barriers.

It wouldn't hurt to invite this speaker back at some point.

Having Dan Ruiz look at this work and seek out alignment from there.

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

Additional trainings on how to level out the equity disparity between employees of different positional status.

Do you have any other comments or suggestions related to diversity, equity and inclusion training? 18 ⓘ

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

This event was not well attended. I think more DEI trainings need to be mandatory for all campus, with follow up/accountability about applying the learning to employee's behaviors, policies and practices.

I have done a lot of deep work through this organization (<https://www.farmbasededucation.org/post/healingroots>) that has fundamentally shifted my interactions with others for the better. I highly recommend these folks: https://www.canva.com/design/DAFaMY8q4FU/CvITl1JQM0IZL_z3gAXXwA/view?utm_content=DAFaMY8q4FU&utm_campaign=designshare&utm_medium=link&utm_source=recording_view

Nope.

It's harmful, counterproductive and I'm not sure why we keep wasting time, energy and money on it.

While this training was insightful it felt more geared towards management and administration rather than faculty.

It depends. Faculty diversity and equity is also challenged by hiring the best candidate for the position. In many ways, we are serving a more diverse group than our district's population. I am not against this, but the question is, are we serving our district or are we serving those outside our district to meet DEI?

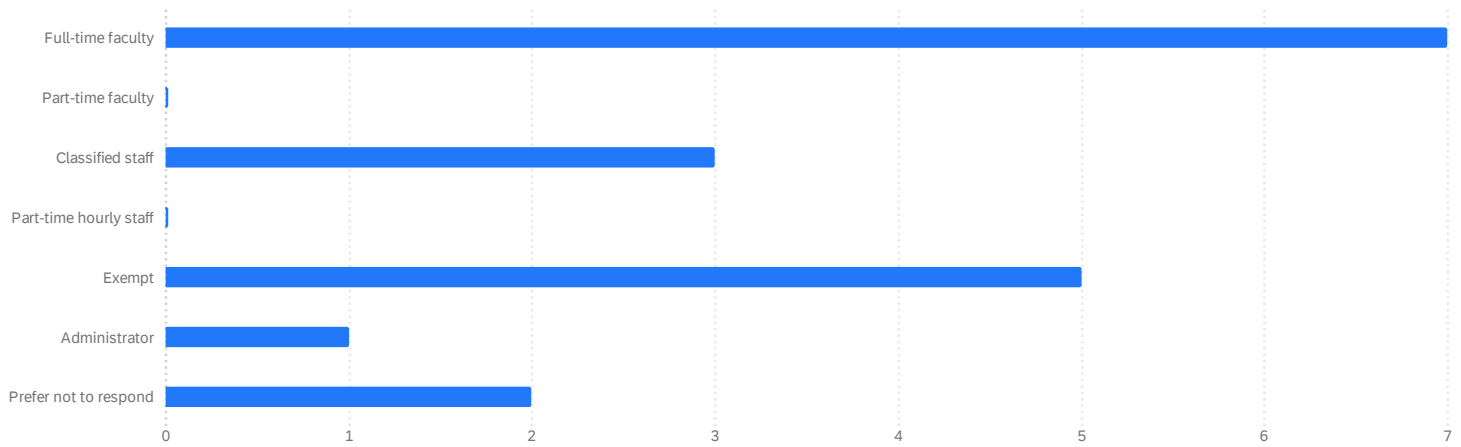
Do we need to bring in outside people? Our own staff and faculty would have likely done a better job. Stop talking to us and show us, use active learning techniques!

I was turned off by the way the presenter kept putting down the group that didn't have an example of psychological safety and shamed them. I felt like this was the opposite of psychological safety. I also found it inappropriate to make generalized statements about boomers. It did not feel like a safe environment where you could think or act differently than him. Also I don't feel like there was a lot of depth to his presentation. The most informative section was the TED talk he showed, not his original ideas.

Would have been nice to have had that speaker for two hours instead of one; seems like we rushed through some stuff and lost some opportunities there. I also would have liked to have seen more faculty in attendance, but that's just me. I wouldn't have made it mandatory for faculty, but I would have provided more of an incentive or encouragement to attend, including giving more detailed information ahead of time on what the session would be about, to help persuade faculty of the value of attending.

Continue including things outside of just race and ethnicity. I like that today's topic was about psychology, something that applies to everyone.

Please check the box that best identifies your role at LCC. 18 ⓘ



Please check the box that best identifies your role at LCC. 18 ⓘ

Q9 - Please check the box that best identifies your role at LCC.	Percentage	Count
Full-time faculty	39%	7
Part-time faculty	0%	0
Classified staff	17%	3
Part-time hourly staff	0%	0
Exempt	28%	5
Administrator	6%	1
Prefer not to respond	11%	2

Please check the box that best identifies your role at LCC. 18 ⓘ

Please check the box that best identifies your role at LCC.	Average	Minimum	Maximum	Count
Full-time faculty	1.00	1.00	1.00	7
Part-time faculty	-	-	-	0
Classified staff	3.00	3.00	3.00	3
Part-time hourly staff	-	-	-	0
Exempt	5.00	5.00	5.00	5
Administrator	6.00	6.00	6.00	1
Prefer not to respond	7.00	7.00	7.00	2