

Default Report

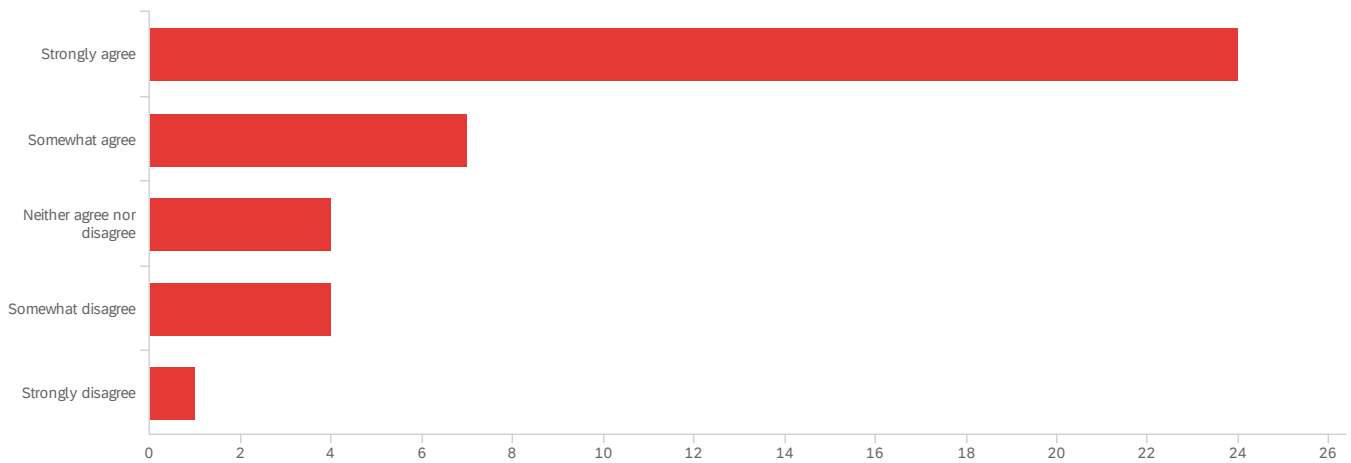
DEI training session evaluation - Dr. Al Solano Keynote 09.09.22

November 14, 2022 10:35 AM MST

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

satisfied with the keynote address from Dr. Al Solano on September 9, 2022 entitled:

Overview of culture change and the role of guided pathways and equity. "

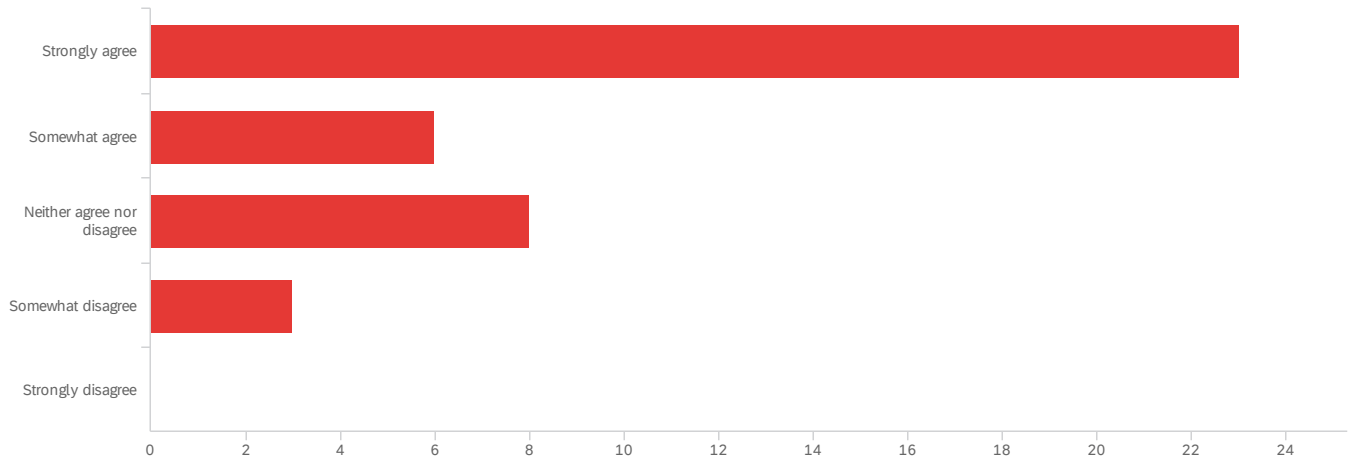


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Please indicate the extent to which you agree with the following statement: "I am satisfied with the keynote address from Dr. Al Solano on September 9, 2022 entitled: Overview of culture change and the role of guided pathways and equity. "	1.00	5.00	1.77	1.13	1.27	40

#	Field	Choice Count
1	Strongly agree	60.00% 24
2	Somewhat agree	17.50% 7
3	Neither agree nor disagree	10.00% 4
4	Somewhat disagree	10.00% 4
5	Strongly disagree	2.50% 1
		40

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

believe the learning objectives of the keynote session with Dr. Al Solano were met."

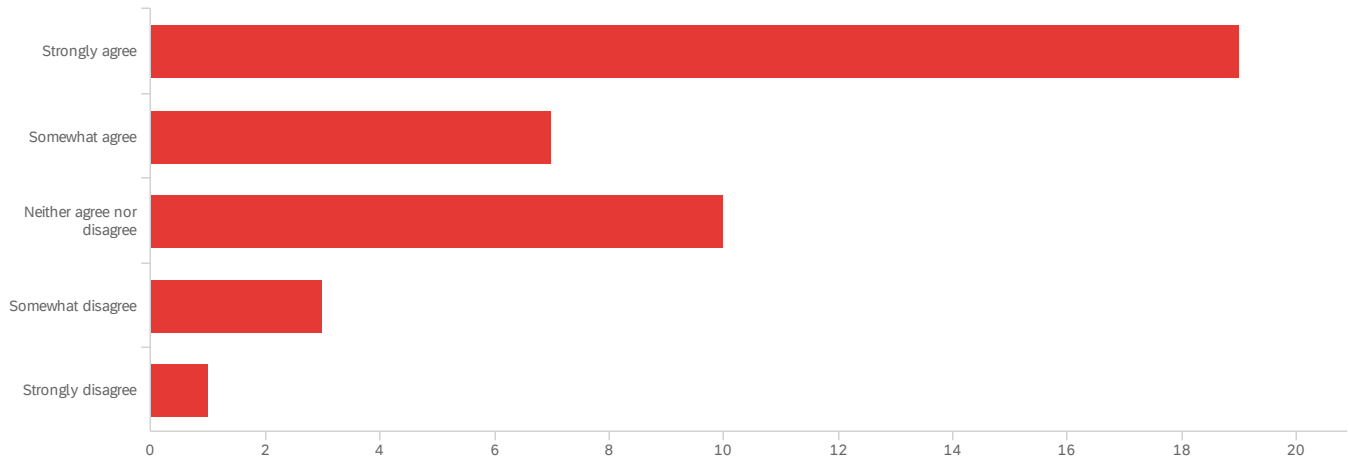


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Please indicate the extent to which you agree with the following statement: "I believe the learning objectives of the keynote session with Dr. Al Solano were met."	1.00	4.00	1.77	1.01	1.02	40

#	Field	Choice Count
1	Strongly agree	57.50% 23
2	Somewhat agree	15.00% 6
3	Neither agree nor disagree	20.00% 8
4	Somewhat disagree	7.50% 3
5	Strongly disagree	0.00% 0
		40

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 keynote session with Dr. Al Solano 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 keynote session with Dr. Al Solano to my work."	1.00	5.00	2.00	1.12	1.25	40

#	Field	Choice Count
1	Strongly agree	47.50% 19
2	Somewhat agree	17.50% 7
3	Neither agree nor disagree	25.00% 10
4	Somewhat disagree	7.50% 3
5	Strongly disagree	2.50% 1
		40

Showing rows 1 - 6 of 6

Q4 - Please write a few sentences about how the knowledge you gained from the keynote session with Dr. Al Solano can be applied to your work.

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

It made me become more aware of what to look for and how to deal with situations that I might encounter.

I liked the clear definitions of equality and equity.

It is important that we are always aware of the lens we are using to look at equity.

Was a good reminder of positive things LCC is doing and where we can work together (and individually) to help students succeed.

I believe we need more resources to help students. We need to move beyond talking about it and have something we can use in our classes.

Learn who you are communicating with, without making quick assumptions.

didn't attend

Everyone can contribute even cis/hetero/white males

It helped me evaluate my own teaching and biases more.

It was more a conversation between colleges moderated by Dr. Solano.

His research based and practitioner examples and small size, practitioner-based articles on student success strategies, institutional planning & were sound and easily replicable implementation, and educational leadership are implemented at institutions across the country.

He was so articulate that I find I have a lot more to think about than I thought before.

I am gradually making changes to my courses to make them more welcoming to all. For example, one project I started a few quarters ago is reviewing slideshow lectures to ensure that each one contains photos of people from a variety of cultures, ethnicities, etc. In both electronic and in-person lectures, I make an effort to thinkers other than just the dead white guys. I try to effectively communicate to my students that I appreciate differences (which I do).

Will take more time to reflect and be thoughtful about content delivery

I think the biggest take away is about kindness and graciousness. We need to remember that we are all on different levels and it may take different approaches to reach everyone.

I have no specific thoughts about this

I tried hard to hear something new and was disappointed.

It was good, but it also felt somewhat slow paced. I am not dissatisfied.

Aligning our guided pathways work with our equity work

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

The keynote seemed to be a general discussion about whether we're doing guided pathways and whether we're doing equity work (not including the follow up conference or the later session that he did). I thought that the questions were really big, and therefore not very productive. Do we as an entire college do these big things that can be defined in lots of complex ways? Uh, sorta I guess. Can I take that and use it? Not really. (A later session was more helpful)

Duplication of previous trainings and sessions. Confirmation of what we knew.

Unfortunately, without reviewing my notes, it all ran together and I cannot share a specific point off the top of my head. It was good but didn't strongly stick for me. I do remember thinking that I was more accepting (less defensive) of her message having been introduced to many of those ideas in prior trainings and some of my personal summer readings.

I found his perspectives and experiences were very helpful for me in understanding more of the equity gaps and gave me more ideas on how I can better prepare my syllabi, lesson plans, etc. within the framework of what we are doing with Guided Pathways.

Considering both Guided Pathways and DEI as we're implementing our ideas and initiatives.

I can apply more equitable practices to my classroom

I appreciated his positive attitude while talking about a tough subject. I will be more interactive with students and listen / really listen.

the perception of where we are as an institution as far as equity gaps

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The first session's (keynote) objective was a little unclear. The second was much better.

Dr. Al's session was a good reminder that we need to reach out to a diverse potential student population and also create marketing materials that appeal to a wide variety of people with varying needs.

It's all relevant.

While there was nothing wrong with what Dr Solano was presenting. It was not new for me. It was also pretty passive and involved a lot of sitting. I don't know how much I get from stuff like this in the first few days back. I'm always pretty distracted by what I need to get done for my classes. I focus so much on active learning and reducing boredom in my classroom so it can get pretty irritating to sit through so much passive stuff.

I agree there is a gap, but it begins in K-12. How are we to overcome the effects of the lack of equity and still get students through in the allotted time frame?

Dr. Solano highlighted areas where we can improve upon things we've already begun discussing (like diversity, equity, and inclusion and how everything is tied into guided pathways). It helps to continue to have more of these discussions on a regular basis, but there's a clear desire from all across campus to put these words into action.

I learned how teachers engage students and different ways that could be better and be applied to my work in social media and web recruitment as well. Very engaging.

I'm sensitive to this issue and always aware of my action and will continue doing so.

The information presented was very brief and did not provide any new framework.

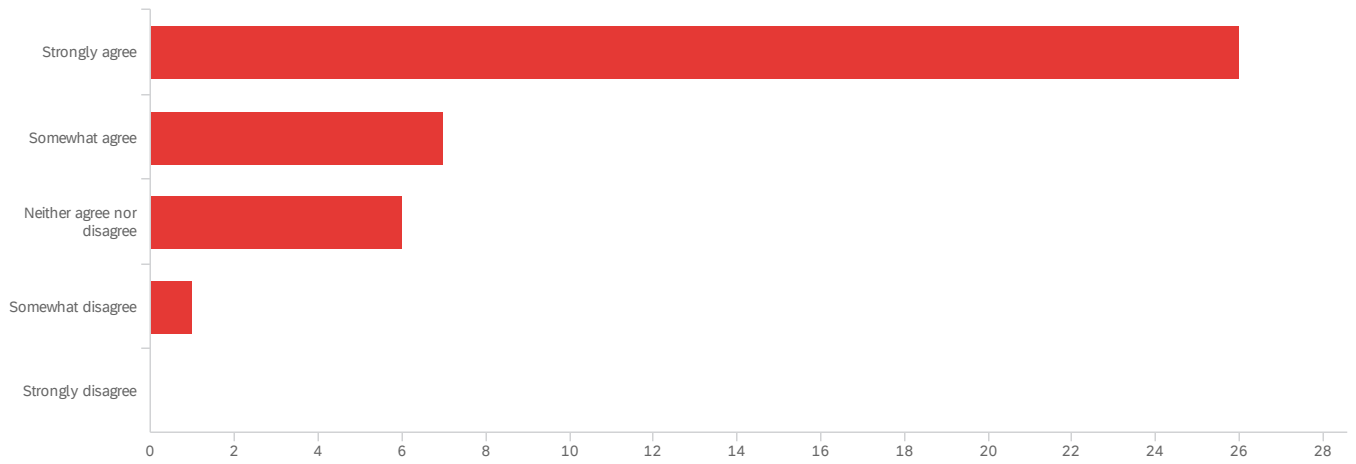
None

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

Mr. Solano presents the topic in an inclusive and collaborative manor. He involved his audience and doesn't talk "at them" the entire time. He covers uncomfortable topics with grace and understanding and doesn't aim to make any demographic of his audience uncomfortable. This is important for our culture and collaboration. I have participated in 3 of his sessions now and have taken a lot away from each one.

Great insights and the solutions were practical for any classroom setting

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

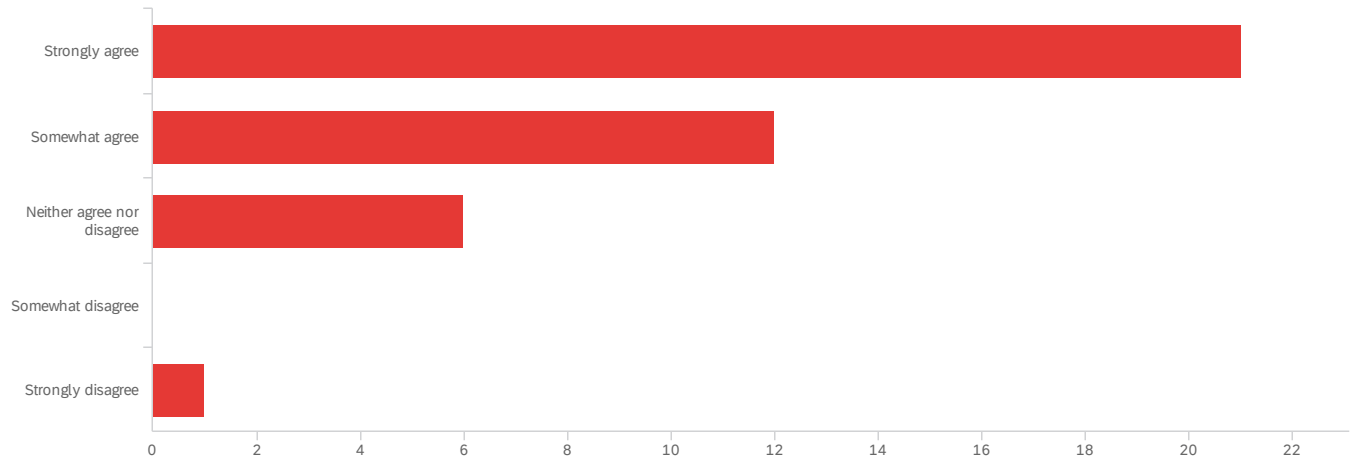


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I believe we need to reduce institutional equity gaps at LCC.	1.00	4.00	1.55	0.84	0.70	40

#	Field	Choice Count
1	Strongly agree	65.00% 26
2	Somewhat agree	17.50% 7
3	Neither agree nor disagree	15.00% 6
4	Somewhat disagree	2.50% 1
5	Strongly disagree	0.00% 0
		40

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	1.70	0.90	0.81	40

#	Field	Choice Count
1	Strongly agree	52.50% 21
2	Somewhat agree	30.00% 12
3	Neither agree nor disagree	15.00% 6
4	Somewhat disagree	0.00% 0
5	Strongly disagree	2.50% 1
		40

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 how-to information. When I can see others practice skill sets, my own are refined.

Videos and training regarding implementing it more into classrooms.

ManyTexamples abound in the chronicle of higher education and related listed or known sources

Instant access to a video instruction library so a person could view information and training on all aspects of diversity, equality, and inclusion. It would be useful to see scenarios being played out so people could witness what the best behaviors looks like and investigate things like microaggressions and what they look like.

I am open to any training that will help all students succeed. I would really like to learn more about universal design for learning so that I can ensure that students with documented and undocumented disabilities can do well in my courses. Sheryl Burgsthaler from UW is a nationally-known expert in this field. This may be a stretch - but it might be worth exploring Reading Apprenticeship training. Renton Tech successfully pulled off embedding Reading Apprenticeship strategies in every course. One major problem that we often fail to address is that there are many students from all backgrounds who either can't or won't read. If all students knew how to read the material in their chosen field of study, they would do so much better. This strategy would be a great way to level the playing field for all students. The Reading Apprenticeship expert in Washington is Michele Lesmeister at Renton Tech. She is a wonderful trainer.

Specifics, many times the discussions are too generalized.

I would love to see research about what specific instructional changes and "steps" make the most difference in diminishing equity gaps.

I would love to review a case study or two (involving actual colleges/universities' experiences) with specific strategies and their relative levels of success, including actual evidence/statistics.

This is one of those I don't know yet what I don't know. Space to discuss, so the conference sessions like Henry's or the DEI speaker or the follow up with Solano were good types of things.

From the assessment work we have just completed, success rates appear to be equitable in my discipline. However, I would welcome efforts to reach out in our community to those who we can most serve.

Anything that can help me to better understand and be aware of the equity gaps that students face that I have not experienced and how I can improve what I do in my class prep and in the classroom to close those gaps for them.

In-person sessions. Dr. Solano is great, but I need an in-person option

I am willing to learn anything and everything I can. I like a solution based approach.

I think we are getting plenty of training already.

On-going & specific to our equity & inclusion needs at LCC.

I enjoy webinars that feature different points of view and relevant topics, but since I don't work directly with students, it's more of an informational thing for me.

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

Reading, online videos that I can pause. Videos or presentations in small groups with discussions and ideas shared. Workshops. I'm just not a fan of long lectures.

How to incorporate this into the classroom without it appearing to be favoritism.

Anything and everything.

Identifying diversity, equity and inclusion and gaps based on our geographic area. How to find these stats and information and discuss real ideas and plans to close the gaps with actionable goals and check-ins to see if people take those actions.

More training for the staff.

Trainings that don't make white employees feel targeted. We have gone so far to the other extreme that you don't even realize that you are implying all employees that are white are automatically bad and racist.

Action items are our next step. We have heard a lot about what we need to do and why we need to do it. ACTION steps are next.

More trainings in the format that dr. Solano presented.

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 have a very hard time with the usage of the term "white supremacist". To me that term means "KKK", "Skin Head". When the new movement adopted that term to refer to all white people, they lost my respect in the movement. Do not call me a white supremacist. I know and acknowledge that white people do have advantages and I want to be part of the solution to bring equity into our communities. But to me, that term is just as bad as the "N" word.

Highlight great TikTok content?

No

Thanks for asking and relating. Perhaps, we're allowing the few we knew, those I cam to know later, and so on.

We need exposure to diversity, equity and inclusion on a continual basis until it becomes so common place that we no longer have to explore, or explain it.

I'm so glad that we are starting to focus so much more on diversity and equity. We need to be a safe and welcoming harbor for every student that walks through the door. The timing is also important since the local community is gradually becoming much more diverse.

There exists a raft of hundreds of DEI "experts" in the education and business marketplace right now, and finding one that is both relevant and practically useful is difficult. While certainly relevant, Dr. Solano failed to add much value to LCC's preexisting knowledge base. I assume we did not hire him to simply facilitate a brainstorming session.

The big questions (see earlier comment) don't always help me. I also noticed that in a breakout session, only the white folks were sharing how we address DEI issues. This deeply troubled me, and I ended up silencing myself for the rest of the discussion. Where is the line between engaging in this work and virtue signalling? Where is the line between engagement and taking advantage of my privilege? How can I engage in this work and not do harm?

In a way, the privileged in our community probably go to university so in our program, we should work towards a situation where we have an even higher number of disadvantaged or minority students, it's our job to serve them within the state education system.

I'd like to see more training for increasing equity during the onboarding process for new students.

There is lots of training between in service week trainings and modules in Canvas.

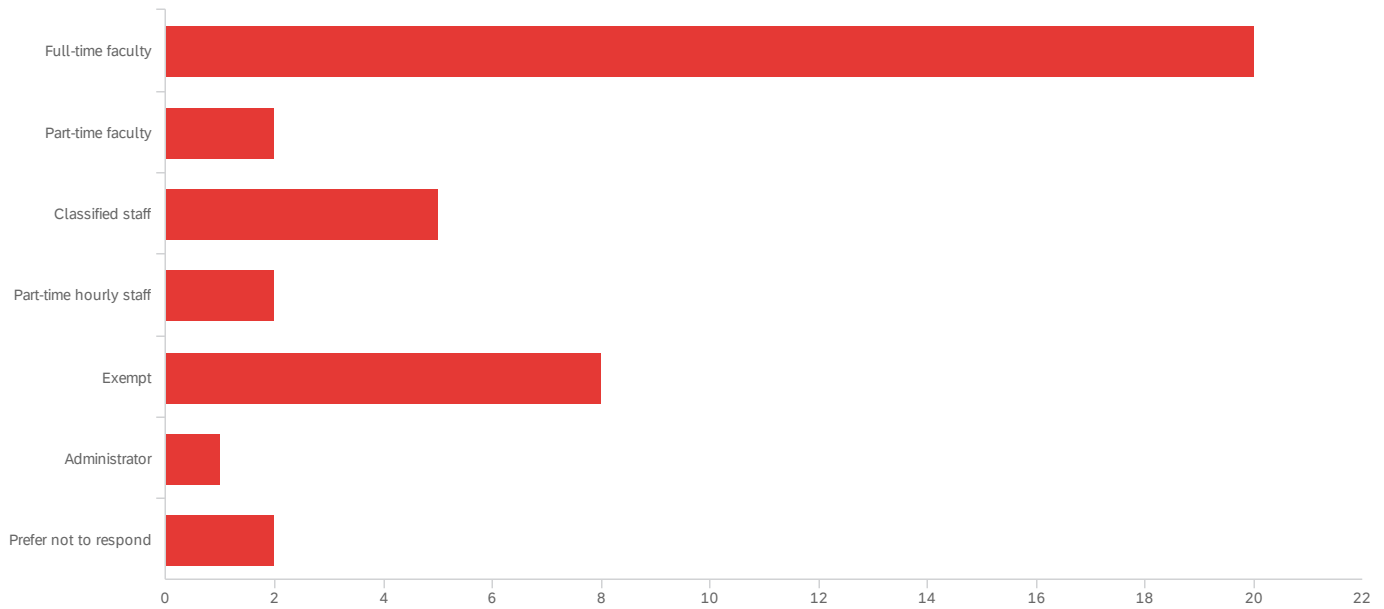
Thank you for your hard work. Thank you for bringing this to LCC.

no

The trainings are usually very vague and discuss general diversity and equity issues on the broad. It would be nice to get one geared toward our specific demographic, population and school numbers to see where we specifically need change and can reasonably make those changes.

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	2.67	1.95	3.82	40

#	Field	Choice Count
1	Full-time faculty	50.00% 20
2	Part-time faculty	5.00% 2
3	Classified staff	12.50% 5
4	Part-time hourly staff	5.00% 2
5	Exempt	20.00% 8
6	Administrator	2.50% 1
7	Prefer not to respond	5.00% 2
		40

Showing rows 1 - 8 of 8

End of Report

