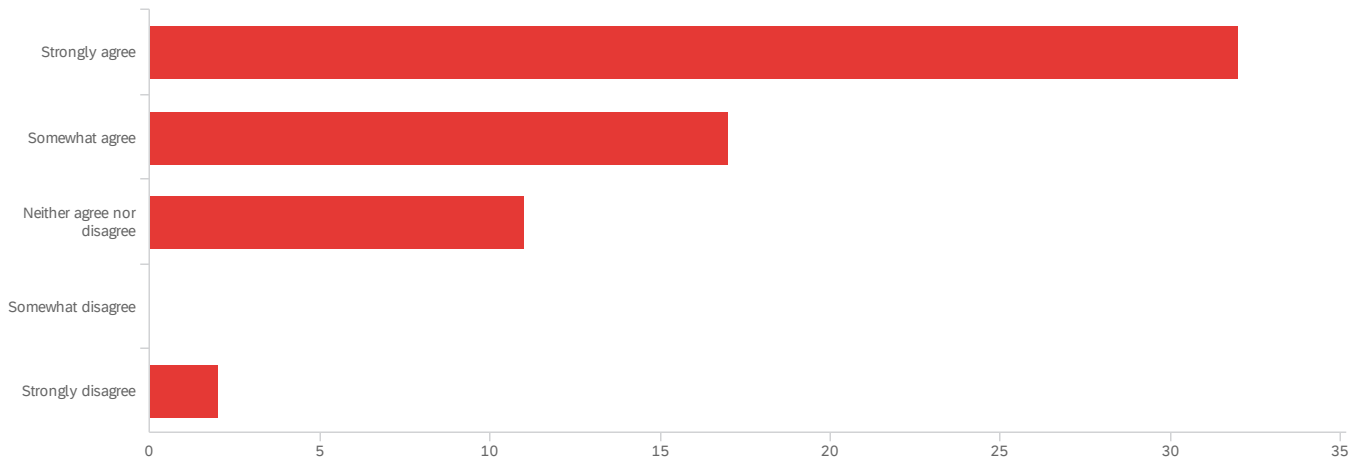# Default Report

DEI training session evaluation - VFC - Identities & Inclusion: Winter 2024

April 9, 2024 12:11 PM MDT

Q1 - Please indicate the extent to which you agree with the following statement: "I am satisfied with the Identities and Inclusion training I received in winter 2024."

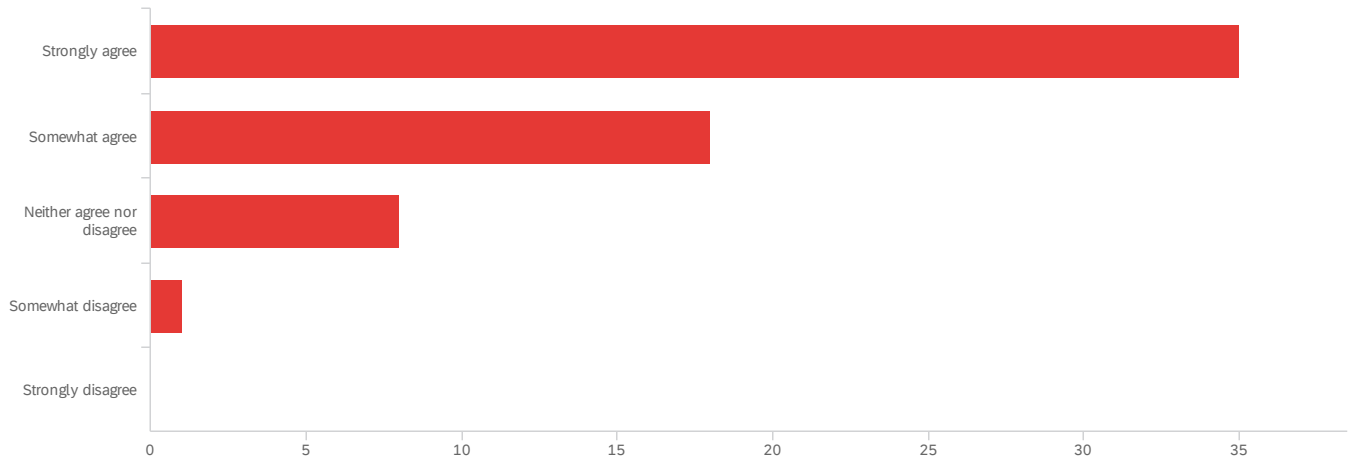| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Please indicate the extent to which you agree with the following statement: "I am satisfied with the Identities and Inclusion training I received in winter 2024."	1.00	5.00	1.76	0.96	0.93	62

#	Field		Choice Count
1	Strongly agree	51.61%	32
2	Somewhat agree	27.42%	17
3	Neither agree nor disagree	17.74%	11
4	Somewhat disagree	0.00%	0
5	Strongly disagree	3.23%	2
			62

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 Identities and Inclusion training were met."

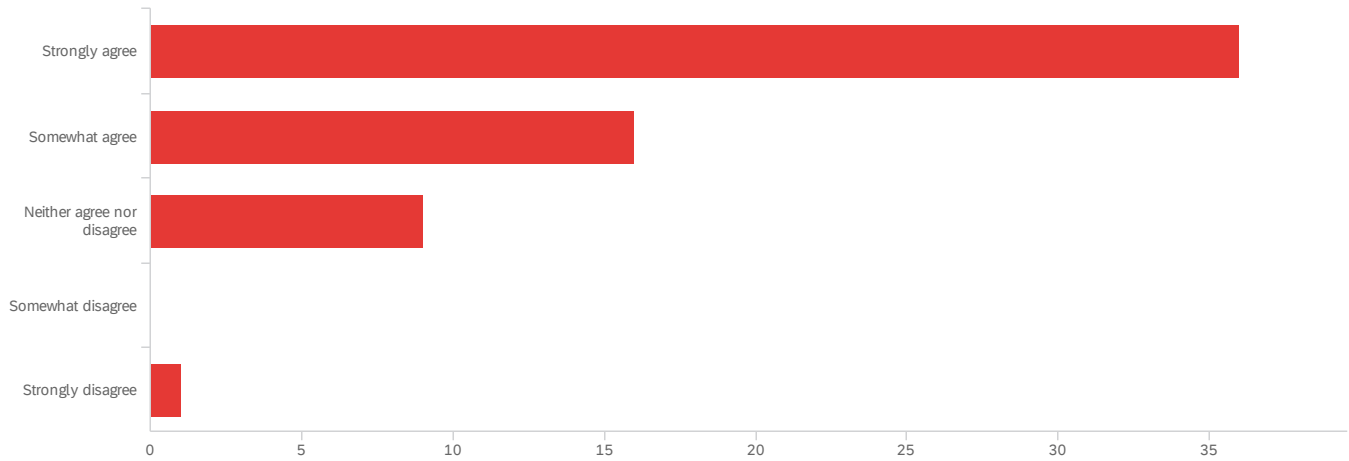| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Please indicate the extent to which you agree with the following statement: "I believe the learning objectives of the Identities and Inclusion training were met."	1.00	4.00	1.60	0.77	0.60	62

#	Field		Choice Count
1	Strongly agree	56.45%	35
2	Somewhat agree	29.03%	18
3	Neither agree nor disagree	12.90%	8
4	Somewhat disagree	1.61%	1
5	Strongly disagree	0.00%	0
			62

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 Identities and Inclusion 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 Identities and Inclusion training to my work."	1.00	5.00	1.61	0.85	0.72	62

#	Field		Choice Count
1	Strongly agree	58.06%	36
2	Somewhat agree	25.81%	16
3	Neither agree nor disagree	14.52%	9
4	Somewhat disagree	0.00%	0
5	Strongly disagree	1.61%	1
			62

Showing rows 1 - 6 of 6

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

As I supervise staff I can be mindful about my own biases, give space for other stories and work to understand and believe other lived experiences and perspectives.

How to assist others and myself in areas of DEI with staff and clients

I feel I can learn a lot more about inclusion and my own biases to assist in a leadership role at work.

I learned how to further include those with diverse needs.

D&I reinforcement courses are important for faculty and staff because an environment that is psychologically safe is key to maximize learning. Being aware of how to navigate these conversations with colleagues and students and empower others to do the same and facilitate an environment of inclusion on a day to day basis.

The knowledge I gained from the trainings help me when meeting new people to see them as equal and to not judge others.

I thought the training automatically assumed that I am biased.

Recognize biases, work on self reflection.

The training highlights DEI practices to encourage inclusivity.

How any offhand comments can be excluding someone

most of the training was applicable to work situations. Seemed to be a bit generalized.

Not to be discriminative

This information was timely and helpful for the adjunct position.

I need to stop and consider things before I say them to make sure it isn't a microaggression.

NA

Further acknowledgement of these ideals is always necessary. It's always good to learn and consider new approaches to apply in the workplace.

I am more aware of how to recognize microaggressions and avoid them in my own interactions with staff, faculty, and students.

My awareness of inequities and how they can be masked behind unconscious biases was refreshed and given some reminders and practice training. The viewpoints of others, very other others from me, engaged my empathy and efforts to walk in others' shoes, get a glimpse of what it entails to live their identities and confront factors that work to lock in inequitability and work against types of people based on prejudices, stereotypes, and false assumptions.

Coworkers are always going to have various backgrounds and identities, and this training helps us be aware of how we can be more inclusive to all identities.

Being able to identify certain things is key to apply to my everyday work life.

I think that this training was basic knowledge and not deep enough to teach anything.

know how the system works

The program provided me with a more in-depth understanding of how cultures differ, but it also helped us to connect with one another and accept our differences.

Just being more aware of equity gaps and needs of students is the most valuable. Once I am aware, I can take steps to rectify the situation as best I can.

It's good to be aware of how our actions can impact others (even unintentionally). This was a good reminder to be cognizant of different perspectives, backgrounds, etc. and to treat others with respect and kindness.

I can ensure that I am not biased in anything I do, and be aware of biases within the work place and know how to reach out if I see biases.

Diversity covers more areas of our being than just gender, race, religion and etc.

K

Makes me more aware of my own biases

I believe it is important to reflect on ourselves and our own thought processes, which help us identify ways that our behaviors are not aligning with our values, which can help us better serve our communites as we gain awareness.

It is always a wise decision to consider others. Empathy, patience, and understanding goes a long way with people.

We interact with students, staff, and other faculty every day. There is so much diversity -- visible and invisible. It's a good reminder.

Continue to be inclusive

The training served as a reminder that we all have biases. How we respond in various situations affects others. After this training I had the thought that everyone is going through something, and stereotypes can be limiting and negatively affect people. In my work, being mindful of my words and actions is important.

The importance of objectivity and inclusitivity.

These items should be applied daily regardless of training, etc.

The information that was shared will help me be more aware and try to be more equitable will my staff and the families I interact with.

I need to remember to always check my objectives

I learned about the importance of identity and respecting the identity of others while being aware of my own identity and the biases that may come with it. This training can be applied to my work by respecting others and being aware of my own actions.

not to be bias

Reminder to check potential unconscious bias.

After teaching for many years, I have not struggled with these concepts. I treat all of my students equally - with respect.

Did not really gain any knowledge that I don't already apply in my everyday life.

New content.

The training helped me become aware of how I view individuals. I can use this information to help me make better choices.

I'm aware of the training, but I also believe in treating everyone with respect.

Our words matter!

Learning to keep an open mind and not judging others based on gender, sexuality, and color.

It helped me to understand diversity, equity, & inclusion

No comment.

Get Inclusive: Online training allowed me to complete training on my time. The topic continues to be relevant.

This course was repetitive for me

Able to gain better understanding and awareness of situations by having knowledge of acceptable practices.

I work with diverse populations so staying up to date with current information is very helpful for myself and the students I serve.

While important, I did like that this identities and inclusion training didn't only focus on race identity. I felt that it was a more-rounded training and was something that I could better apply to my work.

It gave me insight to challenges that others face.

The videos made you reflect on the potential bias you may have... many that you may not be aware of....

I can better understand the concepts and apply them to be more inclusive of staff. I also understand how differing identities impact the workplace, and will be able to enhance my interactions with colleagues.
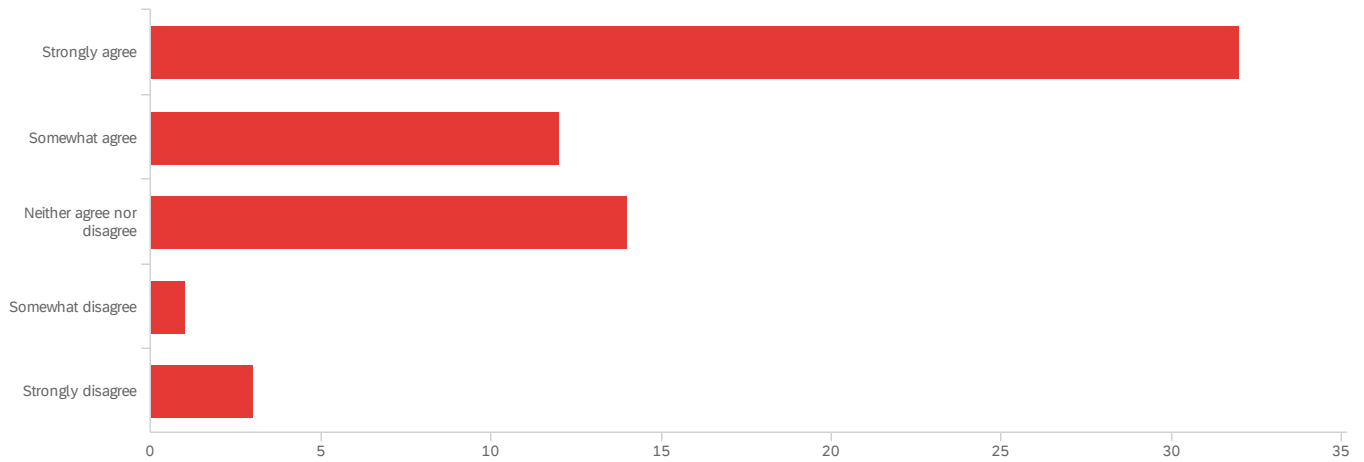
I did not this this was the best training.

It can be applied in my daily work routines and practices.

It can't be.

More awareness of our own biases.

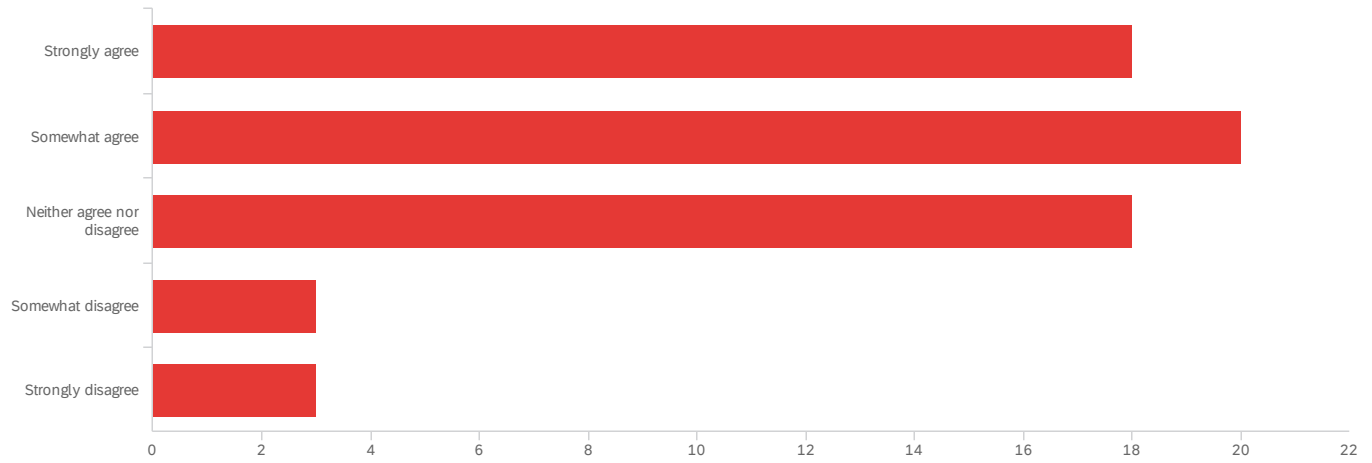# Q5 - I believe we need to reduce institutional equity gaps at LCC.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I believe we need to reduce institutional equity gaps at LCC.	1.00	5.00	1.89	1.11	1.23	62

#	Field		Choice Count
1	Strongly agree	51.61%	32
2	Somewhat agree	19.35%	12
3	Neither agree nor disagree	22.58%	14
4	Somewhat disagree	1.61%	1
5	Strongly disagree	4.84%	3
			62

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	2.24	1.07	1.15	62

#	Field		Choice Count
1	Strongly agree	29.03%	18
2	Somewhat agree	32.26%	20
3	Neither agree nor disagree	29.03%	18
4	Somewhat disagree	4.84%	3
5	Strongly disagree	4.84%	3
			62

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...

Specifically? Successfully integrating neurodivergent and neurotypical staff, for a truly neurodiverse workplace. How to do this well, honoring and activating / engaging the strengths of each individual to enhance the work environment and make it more inclusive to all.

Online

How to manage in a more diverse way and to hire a more inclusive staff.

NA

How to intergrade this into course content.

Trainings in ways to support other cultures and languages.

I believe continuing education and teambuilding skill sets would be helpful across the board

Unknown

I feel we offer many trainings.

NA

All staff mandatory trainings. More on campus student/staff offered event centric on not just reinforcing, but celebrating these efforts.

Data on inequity gaps at the college connected with possible actions toward healing them.

Conduct regular training sessions that focus on diversity, inclusion, and unconscious bias to increase awareness and promote understanding among employees. Inclusive policies and practices: Review and revise organizational policies and practices to ensure they are inclusive and promote equal opportunities for all employees. This includes policies related to recruitment, promotion, compensation, and benefits. LCC has a big culture GAP and understanding how certain races and cultures operate and these cultures and races here at LCC get viewed as lazy, incompetent, or uneducated because of there background. Besides more training, understanding your employees is key.

unknown

online trainings

Online trainings are fine, but I also like to have in-person trainings, such as we have we have had for Inservice. Real time discussions are most valuable.

More trainings like the ones already provided.

K

Unsure at this moment, will think about it.

Ones like this that are short, powerful, reflective, and asynchronous

Im good

The Get Inclusive trainings provide a good overview of a training topic with some specific examples provided every once in a while. I prefer trainings that provide a combination of short videos and readings.

NA

zoom or on-line trainings work best for me and my schedule.

I don't think any diversity, equity, and inclusion training would be useful for me currently as I try to not show bias towards or make judgements of people based on their identity.

This training covered it all

Since this has not been an issue for me, I wouldn't know how to answer this question.

Try to use this every day since I was old enough to understand.

Culturally Responsive Best Practices.

I felt this course was very good. I like training that increases my awareness and provides me with tools to help improve it.

Small group, in person trainings and get togethers with coworkers and colleagues that are outside of my department. Learning about them, they're experiences and individuals cultures to help teach each other and gain new perspectives.

None of it. Get a great education, apply for a job and get the job based on your skills and qualifications. Everyone has great potential. It takes a good amount of effort getting a degree but is worth it in the end.

I don't know what I don't know. Thank you for offering the training that you are offering. I will continue to participate.

guest speakers

I would like some training on or even resources for gender identity--especially as it relates to forms of communication with and about students. Language is evolving (and needs to) to be more inclusive, especially as many staff may have gone to school and were only taught "proper English" rules of communication, especially for the written word. Staying with those norms could inadvertently cause a DEI issue.

Continued conversations across the campus

Neurodiversity training would be helpful.

I like trainings that include everyone. I think we look at LGBTQ and race and it doesn't always feel inclusive to others. It hyper focuses on those 2 things to me.

NA

Ones that don't advocate quotas and judging people by their skin color or perceived gender.

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...

Yes

NA

More course content related to ageism would be nice (not discriminating against someone because they are old/young, as well as not disregarding staff input due to age, ect).

More mental health training that includes education on people with different abilities. There are still pockets of people at LCC who don't understand, value or see others clearly enough to be inclusive. I still see people getting shunned for "lack of ability" when indeed their abilities are not being recognized because of ones narrow view. Everyone has value, just because you don't see it doesn't mean it does not exist.

None

No comments

NA

More applicable positions on campus in direct relation.

Nope.

LCC can provide several resources to promote inclusion, equity, and diversity at a high level and make employees feel like they belong in the workplace. Here are some things id like to see More Diversity and inclusion training: Conduct regular training sessions that focus on diversity, inclusion, and unconscious bias to increase awareness and promote understanding among employees. Employee resource groups (ERGs): Establish ERGs that represent various communities and identities within the organization. These groups provide a platform for employees to connect, share experiences, and drive initiatives that foster inclusivity. Mentorship and sponsorship programs: Implement programs that pair employees from underrepresented groups with more senior employees who can provide guidance, support, and advocacy. This helps create a sense of belonging and encourages professional growth. Employee surveys and feedback mechanisms: Regularly collect feedback from employees to understand their experiences, identify areas of improvement, and address concerns related to inclusion. This demonstrates a commitment to listening and taking action. Inclusive policies and practices: Review and revise organizational policies and practices to ensure they are inclusive and promote equal opportunities for all employees. This includes policies related to recruitment, promotion, compensation, and benefits. Flexible work arrangements: Offer flexible work options such as remote work, flexible hours, and parental leave policies that accommodate diverse needs and responsibilities. Offer more green week schedules to support. This helps create a supportive environment where employees feel valued and respected. Leadership development programs: Provide leadership development opportunities for employees from diverse backgrounds. This helps cultivate a diverse leadership pipeline and ensures that people from all backgrounds have access to career advancement. Inclusive communication and collaboration tools: Invest in tools and platforms that facilitate inclusive communication and collaboration among employees. This includes providing accessibility features, language translation capabilities, and platforms that encourage diverse perspectives and participation. More Workplace affinity events and celebrations: Organize events, celebrations, and cultural observances that recognize and honor the diverse backgrounds and identities of employees. This promotes a sense of belonging and fosters a positive work environment.

unknown

K

Thank you!

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

No

NA

It was the best training I've had (other employers training was not up to par like this one)

No

no

Keep the training ongoing.

None

I believe there is a fine line between reducing the equity gap and serving the community based upon the percentage of diversity and equity. I'm not against serving anyone but if we are pulling more people outside of our community to increase diversity and equity then are we truly serving our assigned district or is it a disservice to serve a more diverse population than within our district.

Not at this time.

When leadership embraces diversity, it shows. I appreciate the fact that we are taking steps to ensure that inclusive practices are use on our campus and extended to those who our campus partners with as well.

N/A

I appreciate that we continue to offer different DEI trainings. We are not just recycling the same exact course over and over again, just to check off a requirement.
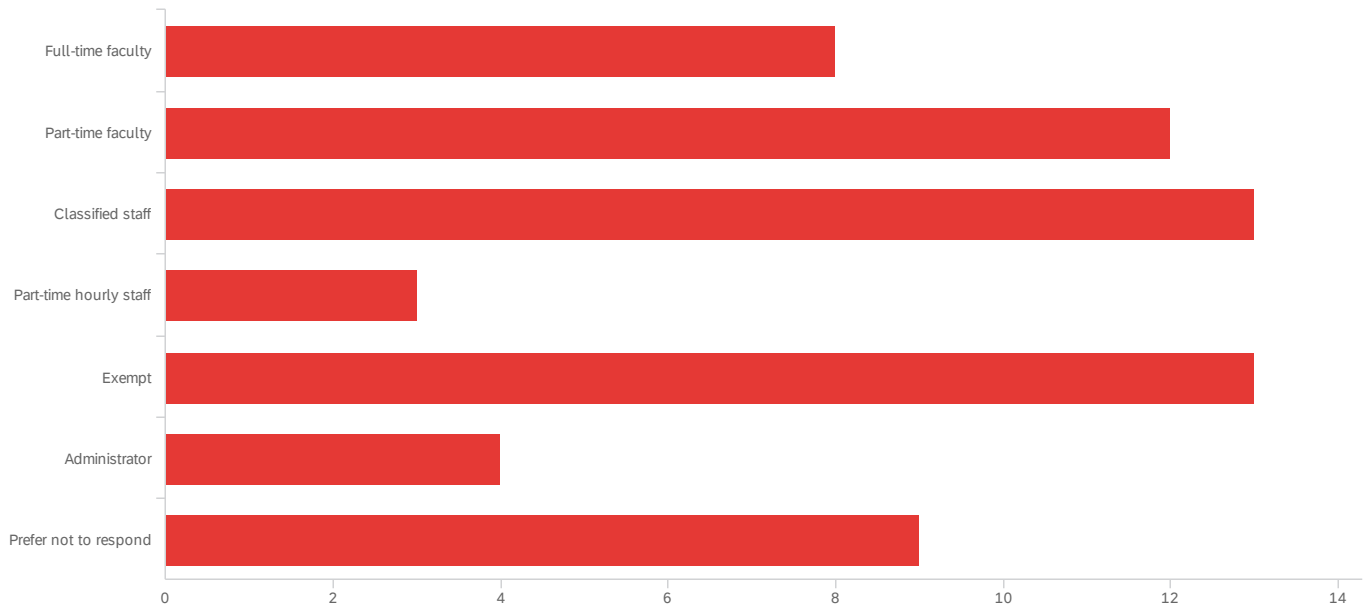
None

NA

N/A

NA

It's stupid, counterproductive, and a huge waste of resources

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	3.79	1.97	3.88	62

#	Field		Choice Count
1	Full-time faculty	12.90%	8
2	Part-time faculty	19.35%	12
3	Classified staff	20.97%	13
4	Part-time hourly staff	4.84%	3
5	Exempt	20.97%	13
6	Administrator	6.45%	4
7	Prefer not to respond	14.52%	9
			62

Showing rows 1 - 8 of 8

End of Report