FACILITATOR SURVEY
RESULTS
May 8, 2008
11 Evaluations
The Cards We Are Dealt

1. What were the trainer's goals?

For us to gain an understanding of how to deal with individuals, not groups/races of people
Dealing with what society/nationality gives us.
Change our way of thinking.
Open eyes and attitude – get people to think and discuss, communicate.
Think of other persons background, training, knowledge, etc. in a situation. They will react differently than you because of this.
Assist us to think and recognize where our "rules" come from. How to think from different points of view.
To have us experience and then process having different cards in life.
For us to understand everyone has their own perspective that they feel is right.
Help us understand differences.
Open people's eyes – difference in people.
To get our group to "think" about how we "think".

2. What were your goals? How were your goals met?

To listen and observe what feedback other diverse people were making.
Goal was achieved by great group interaction and facilitators knowledge.
How to deal with all groups of life and understand them to our way of thinking. Yes they were met.
To gain knowledge in diversity and other ways of looking at situations – succeeded in a fun way.
To hear more stories/ideas through discussion.
Gain a better understanding of how people different from me may think or act in a similar experience.
Become more aware of and work better with clients of diverse backgrounds.
To learn from this group about discrimination and diversity.
Understanding where others are coming from. Yes.
Diversity Training hours.
Look at things in a different way – was informative.
To learn.

3. Which activity was the most effective? Why? Which do you feel was the least effective? Why?

Most: Cards – forcing people to try and play with different rules and find a middle ground.
Playing the card game
Verbal communications – video
Card game. It opened my eyes on why people sometimes act the way they do – they think they are correct because of their training/upcoming. They aren't being critical of me.
Describing self without using physical characteristics. Also, card game.
Card playing.
Card game – figuring out what was going on.
Card game.
Cards.
The effectiveness of the presentation turned out to be a "process" – Great!

Least: Games – because I'm not a game person
Some of the discussion – became dominated by 1 person.
Incomplete video.

4. **If I were running this workshop I would…**

Do more group activity to allow more interaction with peers.
Encourage more supervisors to have their employees come to your training.
Keep Andre teaching.
Not sure – tough job. I like good videos.
Not do as good of a job.
Stutter and become discombobulated speaking in front of people. Just kidding…I would keep the card game as a focal point.
Do nothing different.
Play – role playing
Not change it.

5. **As a result of this training, in what ways will you behave or think differently?**

To stereotype is a normal human ____, but one should not be judged on appearance alone.
Really derive where there different people's backgrounds come from and be more attentative to their way of thinking.
I will try to stop and take the time to consider where others may be coming from and that my perspectives may not be the only "true" or right one.
Continue to try and listen more. Continue to think about how I walk the talk since I don't like making others upset. Ongoing talent to objective to others negative comments without turning them off.
Think of the other person's perspective more.
Think more about what others may be thinking/feeling/experiencing. Explain rules up front – request their view. Come to agreed upon compromises.
Reinforced my focus on working on decreasing my automatic judgements.
Recognize where using stereotypes. Recognize need to figure out "rules" of my clients.
Think about new clients in a new light – what are their rules?
Stop and think about the situation.
I plan on thinking "bigger picture" here.

6. **Would you invite your friend or loved one to another session conducted by this presenter? Why or why not?**

Yes, my wife would eat this stuff up as a youth counselor!
Yes, it makes you step outside your boundaries and gain a different perspective on life.
Yes, Andre has a great way of teaching in that he gets one thinking in unexpected ways.
Yes. Presented well.
Yes, good job (presentation) and very knowledgeable.
Yes. Very good at gaining participation and thinking beyond normal.
Yes – I regularly encourage my co-workers to attend. The trainings are thought provoking.
Yes. Engaging and interactive.
Yes. So interesting, so engaging.
Yes. Very good.
Absolutely! There are silent messages within the presentation for the "taking".

7. What issues would you like to get more training on or learn more about? Please check all that apply.

Multicultural integration into a mostly "white" country.
Dealing with difficult people.
Ethics in social services.
What is going on around the world – social agencies elsewhere and what they are doing.
Culture of poverty.
Concentration on specific cultures in Anoka County. I understand Russian people are settling here. Why is that? What resources are available, etc.
Life styles, views from other people.
These types of issues and ways to deal with them.

Overall Rating: **3** **4 II** **5 VI** **Excellent** II

Comments: Good job – see you at the juvenile center soon.
Wonderful training!
Interesting frustrations coming out during training. Some people require more re-direction.'
Thank you – hope to see you again.
Thank you. Very enlightening.

ROBINS, KAPLAN, MILLER & CIRESI L.L.P.

ATTORNEYS AT LAW

2800 LaSalle Plaza
800 LaSalle Avenue
Minneapolis, MN 55402-2015
TEL: 612-349-8500 FAX: 612-339-4181
www.rkmc.com

Daniel A. O'Fallon
Admitted in: Minnesota, Virginia, District of Columbia
612-349-8717

April 16, 2007

Andre Koen
Cultural Coordinator
Anoka County Government Center
2100 Third Ave.
Anoka, MN 55303-2265

Re: Ethics and Elimination of Bias Seminar
Friday May 18, 2007

Dear Andre:

I have enclosed a brochure for the upcoming Ethics and Elimination Seminar I am chairing on Friday, May 18, 2007 at which you have kindly agreed to speak. Please note the agenda for your speaking time. I thank you in advance for your participation, and look forward to working with you. If you have any questions, please do not hesitate to call.

Very truly yours,

ROBINS, KAPLAN, MILLER & CIRESI L.L.P.

Daniel A. O'Fallon

DAO/jss
Enclosure

RECEIVED
APR 17 2007
THE ANOKA COUNTY
ADMINISTRATOR'S OFFICE

ANOKA COUNTY ATTORNEY'S OFFICE ETHICS SEMINAR
December 7, 2007

DIVERSITY 101: A NEW PARADIGM

EVALUATION TOTALS

---

67 PEOPLE SIGNED IN, 22 EVALUATIONS RETURNED*

	Excellent	Good	Fair	Poor
OVERALL	19	3		
PRESENTERS:				
ANDRE KOEN	16	3		

PRESENTER COMMENTS

Very thorough and thoughtful presentation

I loved this CLE. Andre Koen was great to listen to and learn from. I have been to other diversity CLE's and did not enjoy them like I did this one.

Well thought out, very informative and worthwhile.

Very nice job!

Andre is great. Great energy and information. Thanks.

Best.

	Excellent	Good	Fair	Poor
DISCUSSION	2	2	3	

DISCUSSION COMMENTS

Refreshing approach to an always challenging topic. Would like to see him in our organization.

People weren't very willing to participate, not sure why.

Very thought provoking. Will always remember "It's not our fault, but it's our responsibility."

WHAT DID YOU LIKE

Andre's energy and honesty in his presentation.

Efforts to get audience members to interact.

All of it.

Thank you for providing a free Bias CLE.

Very engaging.

Good material and excellent speaker.

Reinforces that we all have diversity issues – heighten our awareness of our relationships with people not like ourselves.

The presenter created an awareness of how we can change WHAT WE KNOW.

Attention getting.

Exercises, videos.

Engaging, thoughtful speaker.

WHAT COULD WE IMPROVE

Concentrate a little more distinctly on sexist behavior.

Better sound for videos.

Technology.

Focus on areas that can effect change in our personal and work lives and how to carry our change.

Have a day long session.

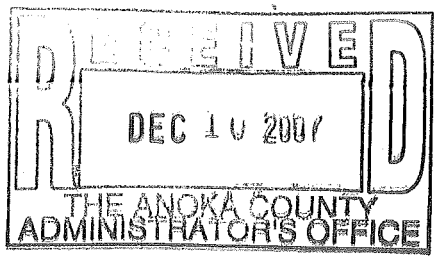
ANOKA COUNTY ATTORNEY

ROBERT M.A. JOHNSON

Government Center • 2100 Third Avenue • STE 720 • Anoka, MN 55303-5025
(763) 323-5550 • attorney@co.anoka.mn.us
http://www.anokacounty.us/departments/co_attorney

December 10, 2007

Andre Koen, Diversity Coordinator
Anoka County Government Center
2100 Third Avenue
Anoka, MN 55303



Dear Andre:

I am writing to thank you for the excellent presentation last Friday. As you will see from the enclosed tabulation of the evaluations, you were extraordinarily well received. The comments from the attendees are some of the very best we have seen. And as I told you after the session, your presentation is head and shoulders above your competitors.

Thanks once again for your outstanding work. If there is anyway that I can assist you in recommendations in the future, please do not hesitate to ask.

Sincerely,

Bob

Robert D. Goodell
Assistant Anoka County Attorney
Chair, Anoka County Attorney's Office
Ethics Committee

ANOKA COUNTY ATTORNEY'S OFFICE ETHICS SEMINAR
December 7, 2007

DIVERSITY 101: A NEW PARADIGM

EVALUATION TOTALS

---

67 PEOPLE SIGNED IN, 22 EVALUATIONS RETURNED*

	Excellent	Good	Fair	Poor
OVERALL	19	3		

PRESENTERS:

ANDRE KOEN	16	3		

PRESENTER COMMENTS

Very thorough and thoughtful presentation

I loved this CLE. Andre Koen was great to listen to and learn from. I have been to other diversity CLE's and did not enjoy them like I did this one.

Well thought out, very informative and worthwhile.

Very nice job!

Andre is great. Great energy and information. Thanks.

Best.

	Excellent	Good	Fair	Poor
DISCUSSION	2	2	3	

DISCUSSION COMMENTS

Refreshing approach to an always challenging topic. Would like to see him in our organization.

People weren't very willing to participate, not sure why.

Very thought provoking. Will always remember "It's not our fault, but it's our responsibility."

WHAT DID YOU LIKE

Andre's energy and honesty in his presentation.

Efforts to get audience members to interact.

All of it.

Thank you for providing a free Bias CLE.

Very engaging.

Good material and excellent speaker.

Reinforces that we all have diversity issues – heighten our awareness of our relationships with people not like ourselves.

The presenter created an awareness of how we can change WHAT WE KNOW.

Attention getting.

Exercises, videos.

Engaging, thoughtful speaker.

WHAT COULD WE IMPROVE

Concentrate a little more distinctly on sexist behavior.

Better sound for videos.

Technology.

Focus on areas that can effect change in our personal and work lives and how to carry our change.

Have a day long session.

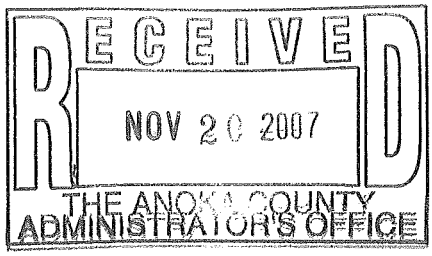
ANOKA COUNTY ATTORNEY

ROBERT M.A. JOHNSON

Government Center • 2100 Third Avenue • Anoka, MN 55303-2265
(763) 323-5550 • attorney@co.anoka.mn.us

http://www.anokacounty.us/departments/co_attorney

November 19, 2007



Andre Koen
Diversity Coordinator
Government Center
2100 Third Avenue
Anoka, MN 55303

RE: Volunteer Training for Sexual Assault Victim Advocates

Dear Andre,

Thank you for conducting training for our new volunteer advocates. The information you provided is an essential piece for the advocates to learn in their work with victims and we enjoyed your presentation.

Enclosed is the compilation of the evaluations submitted by the volunteers who attended the training. The data included in these evaluations is collected to assist in the planning of future presentations. We are including it with this letter for your own information and feedback.

No check for payment is enclosed as you did not charge us for your presentation. We greatly appreciate this as our Volunteer Program is funded by a State Grant and we have limited resources to pay for Volunteer Training. Please let us know if you have any questions or if there is anything you need from our program.

It was very nice to work with you and thank you again for sharing your time, knowledge and experience. We will definitely be contacting you in the future for additional trainings.

Sincerely,

Emily Krech

Emily Krech & Bethany Walker
Victim Services Specialists
Volunteer Coordinators
763-323-5549/5620
Emily.Krech@co.anoka.mn.us
Bethany.Walker@co.anoka.mn.us

Affirmative Action / Equal Opportunity Employer

Anoka County Sexual Assault Victim Advocacy Program

Evaluations for ANDRE KOEN, Diversity Training 101

November Training 2007

Rating	Strongly disagree	Disagree	No opinion	Agree	Strongly Agree	Comments
The speaker seemed prepared	0	0	0	0	21	
The speaker seemed knowledgeable	0	0	0	0	21	
The presentation was informative and interesting	0	0	0	0	21	And entertaining, I didn't feel like I was at a training at all.
I learned something from the presentation	0	0	0	0	21	
The speaker was receptive to questions	0	0	0	1	20	Encouraged questions.
Overall Evaluation	0	0	0	0	21	By far the best speaker we've had yet, an absolutely amazing presenter, so down to earth and real, spoke to us like we were on the same level – not like he was teaching us something, I felt like we were having a conversation rather than a presentation.

What did you like most about this presentation?	Everything!, group participation, great presenting style, intriguing & engaging, great mix of visual and spoken subject matter, fantastic, really connected with our audience, made me see things in a new way, speaker's personality, the approach, really opened my eyes, made me think, content, had a great sense of humor.
What did you like least about this presentation?	Nothing – it was all wonderful, wish we had more time with him – felt rushed at the end.
Is there anything else you would like the presentation to have covered?	
Additional Comments	Great use of clips/stories/exercises, interacted very well with us, engaged us, loved everything he said, tons of fun to learn from, thank you – incredible job, absolutely incredible – he should teach this to everyone, best part – perspective that whites are the biggest victims of racism was really interesting, thank you – glad to be an ally for you!, wow!, very entertaining, made me think, nice job!

ANOKA COUNTY ATTORNEY

ROBERT M.A. JOHNSON

Government Center • 2100 Third Avenue • Anoka, MN 55303-2265
(763) 323-5550 • attorney@co.anoka.mn.us

http://www.anokacounty.us/departments/co_attorney

November 5, 2007

Andre Koen
Cultural Coordinator
Government Center
2100 Third Avenue
Anoka, MN 55303

RECEIVED
NOV 06 2007
THE ANOKA COUNTY
ADMINISTRATOR'S OFFICE

RE: Volunteer Training for Sexual Assault Victim Advocates

Dear Andre,

Thank you for agreeing to conduct training for our new volunteer advocates. The information you provide is a very important piece for the advocates and we are very excited you will be joining us this year! We are also excited to be joining with Alexandra House for a joint training. We are expecting approximately 13 participants, 6 from our program.

You have been scheduled to present on Saturday, November 17, 2007 from 3:30-5:00 p.m. Training will be held at Alexandra House. Directions are enclosed. If a problem arises, if you get lost or stuck in traffic, you can call my cell phone at 612-310-4338 (Emily).

Our understanding is that your presentation will cover information on Diversity Issues. For your information, the advocates at the training will be volunteering to work with victims of Domestic Violence and Sexual Assault. If our program is making payment for your presentation, please plan to sign a voucher at the training and Anoka County will mail you a check following the training. If you would prefer to receive payment the day of your presentation, please contact us as soon as possible and we will send you a voucher for you to sign and return before the training.

Please let us know if you have any questions or if you will need any special equipment for your presentation (DVD, computer, projector, etc.).

We appreciate your time and look forward to your presentation!

THANK YOU!
Emily Krech & Bethany Walker

Emily Krech & Bethany Walker
Victim Services Specialists
Volunteer Coordinators
763-323-5549/5620
Emily.Krech@co.anoka.mn.us
Bethany.Walker@co.anoka.mn.us

Affirmative Action / Equal Opportunity Employer

DURHAM
1869
CITY OF MEDICINE

CITY OF DURHAM
DEPARTMENT OF HUMAN RELATIONS
101 CITY HALL PLAZA • DURHAM, NC 27701
919.560.4107 • fax 919.560.4092
www.ci.durham.nc.us

RECEIVED
JAN 11 2007
COUNTY
ADMINISTRATOR'S OFFICE

Andre Koen
County Of Anoka Office of Diversity Coordination
Government Center
2100 3rd. Ave.
Anoka, Minnesota 44303-2265

January 4, 2007

Dear Andre,

Thank you so much for conducting training at the 59th Annual Conference of the National Association of Human Rights Workers (NAHRW) which was held in Indianapolis, Indiana on November 5-9, 2006. Attached for your record is a summary of the evaluations that you received from the participants in your workshop. As you can see, the presentation that you made received an overall rating of excellent.

There is a definite need among human rights professionals to gain more insight and become better informed about this topic. Your seminar provided an excellent forum for them to ask questions and voice opinions.

Thank you again for such an informative and pleasant presentation.

Sincerely,

Delilah Donaldson
Training Chair, NAHRW

National Association of Human Rights Workers
59th Annual Conference
November 3-9, 2006
Indianapolis, Indiana

SUMMARY
WORKSHOP EVALUATION
Diversity 101: Shifting our Paradigm

Andre Koen, Diversity Coordinator, Minnesota's Anoka County EEO/Affirmative Action Commission

Please respond to items 1 through 6 by circling the appropriate response using this key:
5 – Strongly Agree. 4 – Agree, 3 – Neutral, 2 – Disagree, 1 – Strongly Disagree.

1. This workshop was useful to me.	1	2	3	4-1	5-10
2. This workshop met my expectations for learning new ideas.	1	2	3	4-2	5-9
3. This was an effective use of my time.	1	2	3	4-2	5-9
4. I plan to use some of the ideas presented.	1	2	3	4-4	5-7
5. The ideas presented will increase my professional competence.	1	2	3	4-1	5-10
6. The facility was comfortable and met my needs.	1	2	3	4-3	5-8

Your overall rating of this workshop is (circle one):

Excellent-10 **Good**-1 **Fair** **Poor**

Topics I would like addressed at next year's conference:
1) Need more time
2) Bring this session back!
3) ADA

Additional Comments:
1) Great, I am glad I chose this workshop –thanks!
2) Presentation was very good!

DIVERSITY WORKS III
POWER OF ILLUSION
FACILITATOR SURVEY
RESULTS
(June 14, 2006)
(50 participants)

1. What were the trainer's goals?

To open our minds that race is about differences.
Explain race, racism, dispel ideas about race, gain allies in fighting racism.
To get us to look at "Race".
Unknown.
Teach us about race, what it is.
To show that race is not truth.
Make aware of face.
Open our minds.
To engage communication.
Show that race is a political construct.
Further discuss diversity, race and to get the audience thinking/discussing diff. groups and races.
Clear up misconceptions of which race is not biological-politically created-very good.
Show us there is no defined race-all the same.
Identify who we are and what are the benefits to being who we are, as well as the negatives.
Race. Self-efficacy.
Discuss race.
Race and self efficacy.
To show that race is a political thing-not biological.
Since the message that race is political perception-we are all the same genetically.
To look at the definition of race.
To demystify race.
Explain racism.
Show how race is a political construct.
Understand race as a political construct.
Understand race.
Defining race.
To help us understand diversity.
We are all the same inside.
What is race.
Teach on diversity.
Diversity.
Defining/un-defining "Race".
Define and explain race.
To educate about the subject of race.
Discussing race/racism.
Increase knowledge of race and political construct of racism.
To get rid of racism thoughts and behaviors.
Talking about race, racism.

Race-skin deep. No scientific basis for differences of species.
Distinguish between race and racism.

2. What were your goals? How were your goals met?

Be open minded-was open to all scenarios brought forward.
Learn more about history of racism. Goals met.
1) To get here. 2) To look open mindedly at race.
None-attend.
To come away with an open mind and to see how I look at things then to change how I look at things.
To be less judgmental.
Complete 3rd course-learned more about race.
Open myself to the differences and lack of differences between us.
To communicate and hear others.
Stay open, learn things a/b myself that I need to change or do.
Learn more about diversity. Yes.
None.
To learn more about myself so that I can be open to learning about others.
Understand.
Learn something-very interesting session.
Learn about different cultures-we learned some about African American-not a lot about others.
Understanding #1.
Attend with an open mind.
Attend session #3.
To listen and understand. Yes.
To learn-OK.
Had no real goals.
To stay open minded/non defensive.
Obtain a better understanding of "race".
To be entertained.
To have an open mind, yes it was met.
Learn on diversity-somewhat.
One sided.
Learn something new. Yes.
Awareness and knowledge-good video.
To help other people understand the myth about race.
To understand the subject.
Same as above.
Unsure.
Learn to see beyond slander. Yes.
Not sure what to expect. Good session-valuable less on race.

3. Which activity was the most effective? Why? Which do you feel was the least effective? Why?

Most:

Discussion on TV/video.
Video/info on biology, no differences due to race.
Discern of peoples biology.
Self efficacy.

Write 5 things most about my race.
DVD-proven facts-muffins.
Talking.
Video.
Video-very interesting.
Video.
Identifying benefits to being my race.
Writing down pos of our race.
Video, discussion.
Video.
Parts of the video.
Video, everything.
Video.
The map. Identified geography as reason for differences.
Video.
Liked the video.
Video.
Enjoyed video/very factual.
Video-very informative.
Genes, environment, affirmative when defensive.
Video was eyeopening.
Video.
Movie. I really learned something that I was unaware of.
Tying the movie into the map exercise.
People puzzle-made you think.
Benefits/challenges-something I never think about.
The video.
Video.
Video-biological-historical context.
Listening to the video.
Video.
Paper "dolls".
Video info and equator.
Movie was informative.
Movie.
Looking at pictures-identifying mixed races-knowledge of changes.

Least:

If race is made up/not different races, why are spending so much time talking about it.
Puzzle.
Video.
Watching video.
Cutout.
Self-efficacy.
Listing races.
TV example-it caused a lot of disgruntal people to act righteous.
Video boring.
The rope activity.
Cut out puzzle people.
Puzzle pieces.
Puzzle pieces?

People tangled.
Human knot.

4. If I were running this workshop I would…

Have people better clarify their responses to Q's as at X's it seemed people didn't really answer the Q vs giving a comment unrelated.
No changes.
Let us see the results of the Kids DNA experiment.
I couldn't run it.
Not use bet TV as an example.
Focus on people as a whole-not segregated and different.
Change nothing.
Keep the same.
Give evaluation 1st so we know what to think about during class.
Keep it the same.
Not change a thing.
Make shorter.
Fall on my face.
Not change.
Hire Andre.
Argue with the people who have bad attitudes.
Get there on time/which is 15 minutes early to set up. Lost me from there-did not respect my time.
Use a map w/ pins representing people to illustrate race.
Not sure.
Great job.

5. As a result of this training, in what ways will you behave or think differently?

What/how we are the same.
Continue to question ideas of racial differences, more actively. Speak out against racism.
The ability to see people differently; not make assumptions.
I am going to go home, watch NBC and count the different "races" then watch BET and count the "races".
Knowing that there really is no differences in what we call race.
Race not biological.
More understanding.
See the sameness of all of us.
The way I look how regions affect people's performance as opposed to their race.
Be more conscious.
Wide concept of race.
Client contact ways.
Learn more about myself.
Nothing-took diversity in college and practice it daily.
Go to bat for my allies.
Seeing richness in individual culture. Seeing value.
Try to look at all people as the same below the skin color.
I won't.
Think about people as people.
Think more how we are all alike.
I try to not look at anyone differently-maybe not so good.

Think more positively about being white.
Think of race in a much different way.
Try to be more accepting of other's viewpts.
Never judge someone based on appearance.
Yes-look at environment and adaptability-how we are made to adapt to our environment in our differences-not race-govt construct.
None.
Possibly.
Not be so defensive.
I'll continue to think about the concept of race.
I will continue to teach my child that differences are opportunities for learning.
Think about stereotypes more and misconceptions.
Keep increasing knowledge base of cultures.
I will continue to think and process and possibly change my perspective and behavior.
Acknowledge race definition-interesting.

6. Would you invite your friend or loved one to another session conducted by this presenter? Why or why not?

No.
Yes!
Yes. Trainer is good.
Sure.
Yes, I think it opens up how we look at things.
No.
No-no need to look at peoples differences and make an issue of it. We can leave this to people many yrs ago.
Yes-good info.
Yes-open to commentary.
Yes-very good presentation.
Yes-they need some diversity training.
Yes.
Yes.
Yes-always interesting.
Yes-very informative and thought provoking.
No-our generation gets enough of it.
Yes.
Yes-great presenter.
Yes-to understand #1.
Yes, my kids because they need this same information.
Yes. Dynamic personality connects well with audience.
Yes-you can understand him. He is entertaining.
Sure-everyone can learn.
Yes-he is easy to listen to.
Yes.
Yes.
Yes-enlightening.
Yes, he has energy and valid pts.
Yes-educational.
Yes, makes you think.
Yes.
No-didn't feel this session was as great.

No.
Yes-interesting, thought provoking.
Yes-interesting facilitator is charismatic.
Yes.
Sure-gets your brain thinking.
Yes, it was interesting.
Yes-they could use the info.
Yes.
Yes.

7. **What issues would you like to get more training on or learn more about? Please check all that apply.**

Stress in the workplace.
More work related.
How to deal w/family or friend suppression. Understand it.
More about different cultures.
What to say to people who say knucklehead things.
History of racism.
Cultural differences.
ore diversity topics other and race/racism.
How does our country compare to others in dealing w/racism, etc.
Talk more on discrimination inherent in "white" culture and help white people to see how people of color are still discriminated against.
How does Anoka County plan to deal with increasing diversity among staff.

Overall Rating:

1. 1
2. 1
3. 7
4. 23
5. 14

Excellent 2

Comments:

Always seems one sided. Whites have the advantage. Blacks pay catch up.
Love Andre's enthusiasm.
Muffins were great.

DIVERSITY WORKS
GUILT IS NO GOOD
FACILITATOR SURVEY
RESULTS
(August 2, 2006)
(19 participants)

1. What were the trainer's goals?

Chg the way we think-to change behavior. Diversity issues-to become critical thinkers. Understand what an ally is, understanding conditioning and taking responsibility to change and learn way to heal from oppression.
Engaging.
To get us to look at ourselves and how we perceive things.
To have us open our minds-think differently by new perspective. To be a strong ally.
To have us understand what an ally is, to understand conditioning, to take responsibility to change and to learn ways to heal from oppression.
Diversity.
Open communications.
To get us to see things differently.
Open up mind, become critical thinkers.
Reduce guilt, celebrate who you are.
To make us think.
Reduce guilt of racism.
To make you feel good about who you are. Be unique.
To stimulate critical thinking.
Don't know. I arrived late.

2. What were your goals? How were your goals met?

Be proud of being "white".
Learn about guilt and how to deal with it. Yes-goals were met.
Attending. In service.
Just understanding things.
Training hours. To learn more about diversity.
To learn more about my responsibility to facilitate change. Yes.
Training hours but it was interesting.
Self improvement.
To learn-yes.
No goals.
To learn more about diversity issues-yes! Good food for thought.
I really didn't have much more than learning about guilt ... and how to rid myself of it.

3. Which activity was the most effective? Why? Which do you feel was the least effective? Why?

Most:

Speaker giving examples - vs. - reading from script.
Video.
Lecture.
All-b/c I thought a lot.
The exercise about "what you learned about others".
Handouts.
Card w/ the picture.
Racist.
Video with gorilla.
Exercise on what family taught me, friends, taught me, media taught me, personally.
The card, the discussion with a partner and working.
Don't know. A few were equally effective.

Least:

Some exercises have been repeated from other trainings.
Group work.
Too much time spent on ind. activities.
Nothing.

4. **If I were running this workshop I would…**

Give more examples of people or situations where paradigms have been shifted.
Run it just like Andre did.
More stories scenarios/examples.
Not change it.
I don't know.
Include more interactive presentation, more use of video, visuals.
Keep it the same.
Describe the content and goals more in beginning.
Give more time.
Nothing different.
I wouldn't.
Wish I could do it as well as Andre did.
Feel less guilty of things I have little/no control over.

5. **As a result of this training, in what ways will you behave or think differently?**

I have the realization that race is not biological. I will keep an open mind and know that what I hear and see is not necc. the truth or representative.
Think more about constructive change vs. coercive change requests.
Evaluate more in what I instill in ;my kids.
Not feel guilty. Try to be a better s/w.
Be aware of where my opinions and beliefs originate from.
I liked the idea, forms on changing thinking, not so much behavior.
Think about the issues.
Attempt to view from a different perspective.
Talk out loud about issues.
Ask questions to my family, traditions.
Think more.

I think I will be able to talk more openly about racism.
Good exercise to talk at the dinner table to teach and learn about different cultures.
Probably speak up more.
Feel less guilty of things I have little/no control over.

6. **Would you invite your friend or loved one to another session conducted by this presenter? Why or why not?**

Yes-the session gives much food for thought.
Yes.
Yes! He's awesome.
Sure.
Yes, b/c he always puts a realistic perspective and gets us to think.
Yes.
Yes if was new material or if they had not already seen it.
Yes, he is very good speaker.
Yes-energetic and interesting.
Yes, upbeat.
Yes-keep the peace, keep on talking.
Absolutely-great ideas.
Yes, Andre is a good presenter.
Yes.
Absolutely-would love to bring my family.
Absolutely!

7. **What issues would you like to get more training on or learn more about? Please check all that apply.**

The blue eyes/brown eyes video.
I don't know.
This could definitely be a longer training to get people talking.
Accepting other cultures-resources for newcomers refugees.
Teens treating other teens-well/bad.

Overall Rating:

1.
2.
3.
4. 6
5. 5
Excellent 6

Comments:

Thanks!
Not sure of the "Guilt is No Good" and racism topics got put into the same presentation.

Diversity Works
FACILITATOR SURVEY
RESULTS
May 25, 2006
(13 participants)

1. **What were the trainer's goals?**

Define diversity.
Change the way we think.
Diversity related to our clients.
Help us consider our role in changing things.
To give a brief description of diversity, and as a society where we are at today with the acceptance of diversity.
Define diversity to better understand.
Understanding and appreciation for diversity.
To teach diversity.
To increase awareness to improve our work with clients.
To increase our diversity awareness.
Diversity training.

2. **What were your goals? How were your goals met?**

Not be bored-the variety of activities.
To have fund and gain insight. Yes,
Learn something new. Have fun.
Learn about diversity-open mind up to issues.
Learn more about perceptions and beliefs about different races. Goals met through discussion/exercises.
To learn more about diversity.
Same-yes.
To learn about diversity; interesting information.
To have a day out of the office. Relax and learn something - my goals were met.
To be more aware of the need for diversity. Made me think of various areas we are deficient in.

3. **Which activity was the most effective? Why? Which do you feel was the least effective? Why?**

Most:
The rope, hoops-drawing
Steps of privilege.
Rope-we all need to work together until the project is done.
Untying the rope-shared how we had to work together w/a challenge.
Knot-better understanding of barriers/beliefs and others perspective.
"Steps" exercise to demonstrate how move ahead or back.
The line, stepping forward. I have done it with a circle before, but felt standing in a line was more effective.
The exercise where we took steps forward and back.

1 step forward, 2 steps back-Took even in a fairly homogeneous group, there were significant life differences-good to be reminded of this.
Outside activity about family, (dollar).
The standing in a line and taking steps forward and back.
The hula hoop.
Question and answer/stepping.

Least:
Steps forward-seen it before.
Video-have seen before.
"Hoops" exercise.
Hoola Hoops-couldn't do it.
The "one step forward/backward".

4. If I were running this workshop I would...

Keep the variety of activities.
Be in trouble-cause I would know what to do.
Don't know. It was good overall.
Not be as good-great job.
Do nothing different-well maybe do 2 hrs. on 2 diff. days.

5. As a result of this training, in what ways will you behave or think differently?

Remember it is easier to see someone's faults from the outside.
Spend more time changing internal language rather than external forces.
No tolerating racism.
When dealing with clients-I will try to remember the obstacles they have.
Consider poverty differently as well as motivations for our clients.
Try to use more conductive motivation with clients vs. coercive.
In remembering challenges with clients face, and coercive vs. constructive change.
Think more.
Try to figure out the paradigm of my clients so we can be allies-not enemies.
The idea of getting together w. other whites to make a change.
Pay attention to my paradigm.

6. Would you invite your friend or loved one to another session conducted by this presenter? Why or why not?

Yes-fun and engaging.
Sure-he would enjoy it.
Yes-good energy-makes you think-not shameful.
Yes-thought provoking.
Yes.
Yes. Made you think about different things, and look at our own actions/beliefs.
Yes, you seem to want peoples attention and light up when you get it. It helps keep people interested.
Yes, fun and interesting.
Sure.
Yes, very good.

Absolutely. Upbeat, change of pace between sitting and activities.
Yes-kept it interesting.
Yes-active, fun and stimulates critical thinking.

7. **What issues would you like to get more training on or learn more about?**

How to help work w/ resistant people, our field doesn't have people coming to us-we have to go to them and force them to talk to us.
Diversity related specifically to our job duties.
Direct practice in working w/ clients of different cultures.
More of the same.
Constructive motivation.
How to be an activist. Concrete ways to combat social injustice.
Follow up session. Ways that we foster oppression.

Overall Rating:

1-
2-
3-
4. 2
5. 6
Excellent 5

Comments:

Enjoyable and fun!
Thanks!
Thank you for a great day!
Thank you!