The Media Consortium
Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional): _Rachel Kenison_

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	4	(5)
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	3	4	(5)
• Developing a Systems Analysis	1	2	3	4	(5)
• Implicit Bias	1	2	3	4	(5)
• Choice Points and Equity Primes	1	2	3	(4)	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	(3)	4	5

Other					
• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	4	(5)

1. What is something new you learned or liked best?

Choice points & equity primes — how to bring race equity into more discussions.

2. What would you change or take out?

Not sure what would need to be cut, but needed more time to workshop ideas, strategize & plan.

3. What is something from this training you will apply in your work?

Being more conscious of bringing equity discussions in at key choice points.

4. Is there something in particular you want to learn more about?

5. In one quotable sentence, please summarize your experience here:

Even though I came from an org whose mission contains "equity" I still learned alot about my own personal & organizational bias

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The Media Consortium
Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional): _Maureen Nandini Mitra_

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics

	Low			High	
• Strengths, Challenges, and Aspirations	1	2	3	(4)	5
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	3	4	(5)
• Developing a Systems Analysis	1	2	3	(4)	5
• Implicit Bias	1	2	3	(4)	5
• Choice Points and Equity Primes	1	2	(3)	4	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	(4)	5

Other

	Low			High	
• Facilitators	1	2	3	(4)	(5)
• Materials	1	2	3	(4)	5

1. What is something new you learned or liked best? How to clearly explain the difference between racial equity and diversity

2. What would you change or take out? ~~Hoot~~ N/A

3. What is something from this training you will apply in your work? Perspective on equity and how to incorporate it in the everyday work at my magazine

4. Is there something in particular you want to learn more about? – better examples of how to incorporate this in the media/Journalism context.

5. In one quotable sentence, please summarize your experience here: Thought-and action- provoking!

The Media Consortium
Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional): _Roz Hunter_

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	4	(5)
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	3	4	(5)
• Developing a Systems Analysis	1	2	3	4	(5)
• Implicit Bias	1	2	3	4	(5)
• Choice Points and Equity Primes	1	2	3	4	(5)
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	(4)	5

more time would have been great!

Other	Low				High
• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	4	(5)

1. What is something new you learned or liked best?

2. What would you change or take out?

I think more time to think & reflect would have allowed the group discussion to be more fruitful

3. What is something from this training you will apply in your work?

Checking in on implicit bias before making decisions

4. Is there something in particular you want to learn more about?

5. In one quotable sentence, please summarize your experience here:

The Media Consortium
Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional):_____

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	4	(5)
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	3	4	(5)
• Developing a Systems Analysis	1	2	3	4	(5)
• Implicit Bias	1	2	3	4	(5)
• Choice Points and Equity Primes	1	2	3	4	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	4	5

Other					
• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	4	(5)

1. What is something new you learned or liked best?

the action-based structure of the workshop ie. how we can practically implement this into work.

2. What would you change or take out?

maybe make the visuals slightly more engaging? definitely make the equity partner someone you don't know

3. What is something from this training you will apply in your work?

I will definitely keep racial equity framing in mind during all aspects of story production

4. Is there something in particular you want to learn more about?

5. In one quotable sentence, please summarize your experience here:

Wow! I learned a ton and feel reinvigorated to do meaningful work!

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Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional): _Joel Bleifus_

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	(3)	4	5
• Racial Justice Key Concepts	1	2	(3)	4	5
• Four Levels of Racism	1	2	(3)	4	5
• Developing a Systems Analysis	1	2	3	(4)	5
• Implicit Bias	1	2	3	4	(5)
• Choice Points and Equity Primes	1	2	3	(4)	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	(4)	5

Other

	Low				High
• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	(4)	5

1. What is something new you learned or liked best?

Choice points and equity primes.

2. What would you change or take out?

The intersection of class and race could be more fully emphasized.

3. What is something from this training you will apply in your work?

Concepts of implicit bias and how to deal with.

4. Is there something in particular you want to learn more about?

5. In one quotable sentence, please summarize your experience here:

This was a very valuable experience.

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Racial Justice Training Feb 19ᵗʰ, 2016
Evaluation

Name(optional): _Jo Ellen_ — will provide more detailed eval to you later

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	4	(5)
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	3	4	(5)
• Developing a Systems Analysis	1	2	3	4	(5)
• Implicit Bias — took too much time	1	2	(3)	4	5
• Choice Points and Equity Primes — needed more time	1	2	(3)	4	5
• In Organization/Strategy Session: Equity Goals and Actions — needed more time	1	2	(3)	4	5

Other

	Low				High
• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	(4)	5

1. What is something new you learned or liked best?

I liked the list of ways bias works — denial, deflection, etc.

2. What would you change or take out?

Entire Media analysis was not necessary for a media group. The first slide would have been sufficient

3. What is something from this training you will apply in your work?

We will use the term "race equity" to talk about our goals for TMC.

4. Is there something in particular you want to learn more about?

How to determine choice points

5. In one quotable sentence, please summarize your experience here:

The Race Forward training provided our association with a language and methodology for talking about + working toward racial justice.

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Evaluation

Name(optional): _Mike McIntee_

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	4	(5)
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	(3)	4	5
• Developing a Systems Analysis	1	2	(3)	4	5
• Implicit Bias	1	2	3	(4)	5
• Choice Points and Equity Primes	1	2	(3)	4	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	(4)	5

Other

	Low				High
• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	(4)	5

1. What is something new you learned or liked best?

Basic Racial Justice key concepts

2. What would you change or take out?

Choice Points should be shortened

3. What is something from this training you will apply in your work?

Key concept language

4. Is there something in particular you want to learn more about?

—

5. In one quotable sentence, please summarize your experience here:

Eye opening.

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Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional): **Maxine Phillips**

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	(4)	5
• Racial Justice Key Concepts	1	2	3	(4)	5
• Four Levels of Racism	1	2	3	4	(5)
• Developing a Systems Analysis	1	2	3	4	(5)
• Implicit Bias	1	2	3	4	(5)
• Choice Points and Equity Primes	1	2	3	(4)	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	(3)	4	5

Other	Low				High
• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	4	(5)

1. What is something new you learned or liked best?

Range of materials

2. What would you change or take out?

I'd have less talking by presenters and more interaction at and among tables.

3. What is something from this training you will apply in your work?

Pair-shares could be timed so that people know when to switch.

4. Is there something in particular you want to learn more about?

5. In one quotable sentence, please summarize your experience here:

Mind-broadening

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Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional): _Megan Zehnder_

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics

	Low				High
• Strengths, Challenges, and Aspirations					
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	3	4	(5)
• Developing a Systems Analysis	1	2	3	(4)	5
• Implicit Bias	1	2	3	(4)	5
• Choice Points and Equity Primes	1	2	3	4	(5)
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	4	(5)
	1	2	3	4	(5)

Other

	Low				High
• Facilitators					
• Materials	1	2	3	4	(5)
	1	2	3	(4)	5

1. What is something new you learned or liked best?
Key had a number of comments that stood out to me: -changing the question/framework that not enough POC apply to positions at a company - to what can the company do to ~~provide~~ attract and support more POC.
a qualified

2. What would you change or take out?
I would include more small group convos/ more Q/As.

3. What is something from this training you will apply in your work?
Explaining key topics to co-workers + incorporating ideas in brainstorming/ freelance hiring.

4. Is there something in particular you want to learn more about?
Incorporating these ideas in context of refugee crisis, class issues, etc

5. In one quotable sentence, please summarize your experience here:
This was very eye-opening. Thank you!

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Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional): _____

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	(4)	5
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	(3)	4	5
• Developing a Systems Analysis	1	2	3	(4)	5
• Implicit Bias	1	2	3	4	(5)
• Choice Points and Equity Primes	1	2	3	4	(5)
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	4	(5)

Other

	Low				High
• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	4	(5)

1. What is something new you learned or liked best?

The idea of creating concrete "equity prime" tools for use in specific situations.

2. What would you change or take out?

Better explanation of differences btwn institutional + structural racism

3. What is something from this training you will apply in your work?

developing + incorporating equity primes into editorial review process + other choice points.

4. Is there something in particular you want to learn more about?

It would have been useful to develop some journalism-specific equity primes together in this space

5. In one quotable sentence, please summarize your experience here:

Race Forward's all-day workshop was engaging, challenging, ~~and~~ and brilliantly constructed. It moved seamlessly from abstract concepts to concrete examples and practical strategic planning

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Evaluation

Name(optional): Ivan Román

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics

	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	(4)	5
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	3	(4)	5
• Developing a Systems Analysis	1	2	3	(4)	5
• Implicit Bias	1	2	3	4	(5)
• Choice Points and Equity Primes	1	2	(3)	4	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	(3)	4	5

Other

	Low				High
• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	(4)	5

1. What is something new you learned or liked best?

2. What would you change or take out?

I would have liked more time to do more of the brass tacks thinking on choice points and strategize on making internal change for journalism industry and journalism outlets.

3. What is something from this training you will apply in your work?

4. Is there something in particular you want to learn more about?

Do more on structural + institutional racism and applying tactics to make change.

5. In one quotable sentence, please summarize your experience here:

It was an excellent way to reflect on our own biases and other external + institutional biases.

[More trainings to explore that move —

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The Media Consortium
Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional):_____

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	4	(5)
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	3	4	(5)
• Developing a Systems Analysis	1	2	3	4	(5)
• Implicit Bias	1	2	3	4	(5)
• Choice Points and Equity Primes	1	2	3	4	(5)
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	(4)	5

Other

	Low				High
• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	4	(5)

1. What is something new you learned or liked best?

I like the accountability mechanism of your partner checking up with. ALSO THE need to be specific. + I like the stories shared

2. What would you change or take out?

Maybe more movement.

3. What is something from this training you will apply in your work?

→ Work towards a racial equity Framework. Regular # conversations around Race.

4. Is there something in particular you want to learn more about?

5. In one quotable sentence, please summarize your experience here:

"such a great, insightful opportunity to look deeply + seriously challenge the way you think + Act to work towards eliminating racism!"

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Evaluation

Name(optional):_____

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	4	(5)
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	3	4	(5)
• Developing a Systems Analysis	1	2	3	4	(5)
• Implicit Bias	1	2	3	4	(5)
• Choice Points and Equity Primes	1	2	3	(4)	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	(4)	5

Other	Low				High
• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	4	(5)

1. What is something new you learned or liked best?

I loved the defining of equality, diversity and equity

2. What would you change or take out?

I would have liked more small break out sessions

3. What is something from this training you will apply in your work?

keeping an eye toward racial equity and choice points

4. Is there something in particular you want to learn more about?

no.

5. In one quotable sentence, please summarize your experience here: Fucking awesome!

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Evaluation

Name(optional): __Tova__

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics		Low				High
• Strengths, Challenges, and Aspirations	N/A (was late to arrive)	1	2	3	4	5
• Racial Justice Key Concepts		1	2	3	4	(5)
• Four Levels of Racism		1	2	3	4	(5)
• Developing a Systems Analysis		1	2	3	4	(5)
• Implicit Bias		1	2	(3)	4	5
• Choice Points and Equity Primes		1	2	3	4	(5)
• In Organization/Strategy Session: Equity Goals and Actions		1	2	3	(4.5)	

Other

	Low				High
• Facilitators	1	2	3	4	(5)
• Materials	1	2	(3.5)	4	5

1. What is something new you learned or liked best?
 - Brushing teeth vs. tonsillectomy   — 3 lb. weight
 - Be explicit in addressing race   — Finding choice points

2. What would you change or take out?
Implicit bias section was not as clear or valuable as other parts. Did not find helpful the idea of "institutional implicit bias" — not signif different from Institutional structural racism

3. What is something from this training you will apply in your work?
All listed under #1 above.
Also I saw people of color willing to take risks to call for racial equity and that made me feel I can do more.

4. Is there something in particular you want to learn more about?
Not sure yet, need to think abt it
(Feel free to contact me)

5. In one quotable sentence, please summarize your experience here:
I got a lot out of reviewing concepts, but what made the training esp. valuable was the focus on practical ways to apply/use the __

The Media Consortium
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Evaluation

Name(optional):_____

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	(4)	5
• Racial Justice Key Concepts	1	2	3	(4)	5
• Four Levels of Racism	1	2	3	4	(5)
• Developing a Systems Analysis	1	2	3	(4)	5
• Implicit Bias	1	2	(3)	4	5
• Choice Points and Equity Primes	1	2	(3)	4	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	4	(5)

Other

	Low				High
• Facilitators	1	2	3	(4)	5
• Materials	1	2	3	(4)	5

1. What is something new you learned or liked best?

Equality / equity difference

2. What would you change or take out?

I'd do slightly less lecture, more workshop.

3. What is something from this training you will apply in your work?

I'll present equality / equity difference for sure.

4. Is there something in particular you want to learn more about?

Re-priming

5. In one quotable sentence, please summarize your experience here:

I enjoyed to being part up a conversation among media makers about how eve can do a better job at building Race

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Evaluation

Name(optional):_____

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics

	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	(4)	5
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	3	4	(5)
• Developing a Systems Analysis	1	2	3	4	(5)
• Implicit Bias	1	2	3	4	(5)
• Choice Points and Equity Primes	1	2	(3)	4	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	(3)	4	5

Other

• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	4	(5)

1. What is something new you learned or liked best?

How to present and language systems analysis for the media sector

2. What would you change or take out?

I would have moved the last session up, to an earlier part of the day, we lost many ppl this aftrnoo

3. What is something from this training you will apply in your work?

Analysis of implicit bias + identifying choice points

4. Is there something in particular you want to learn more about?

n/a

5. In one quotable sentence, please summarize your experience here:

a necessary exercise + time well spent

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Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional): _____Kim_____

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	4	(5)
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	3	(4)	5
• Developing a Systems Analysis	1	2	3	(4)	5
• Implicit Bias	1	2	3	(4)	5
• Choice Points and Equity Primes	1	2	3	4	(5)
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	4	(5)

Other					
• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	(4)	5

1. What is something new you learned or liked best?

The idea of "re-priming" is new to me and a very useful tool. Choice Points also key takeaway

2. What would you change or take out?

Some of the examples in the implicit bias + choice point section were long + not as explicitly relevant to our work.

3. What is something from this training you will apply in your work?

Choice Points. Priming, levels of racism model for explaining. The Equity/Diversity discussion was very clear and very useful, esp the imagery.

4. Is there something in particular you want to learn more about?

Project Implicit.

5. In one quotable sentence, please summarize your experience here:

The race forward team warmly and professionally walked us through a deep learning process. mind opening with concrete actions.

The Media Consortium
Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional):_____

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	(4)	5
• Racial Justice Key Concepts	1	2	3	(4)	5
• Four Levels of Racism	1	2	(3)	4	5
• Developing a Systems Analysis	1	2	3	(4)	5
• Implicit Bias	(1)	2	3	4	5
• Choice Points and Equity Primes	1	2	3	(4)	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	(4)	5

Other

	Low				High
• Facilitators	1	(2)	3	4	5
• Materials	1	(2)	3	4	5

1. What is something new you learned or liked best?

I think the level of interest among attendees was high. That was good to see. Facilitators spent too much time on remedial awareness building and not enough time giving us tools that we can actually take back (or strategies) and implement.

2. What would you change or take out?

3. What is something from this training you will apply in your work?

The afternoon session after lunch was a waste of time. Directions and expectations were unclear. Facilitators seemed unprepared.

4. Is there something in particular you want to learn more about?

Good group discussions at table and w/ "buddy."

5. In one quotable sentence, please summarize your experience here:

I would like to have seen some case studies or other ways to see tools/strategies in action. Has anybody (esp. media organizations) made progress on this?

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Evaluation

Name(optional): _____

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	(3)	4	5
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	3	4	(5)
• Developing a Systems Analysis	1	2	3	4	(5)
• Implicit Bias	1	2	(3)	4	5
• Choice Points and Equity Primes	1	2	3	(4)	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	(4)	5

Other

• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	4	(5)

1. What is something new you learned or liked best? I got a new frame for under discussing distinctions btwn diversity, equality + equity. Appreciate analysis of power vis'a vis equity.

2. What would you change or take out? implicit bias + choice points ~~was~~ felt a little oversimplified

3. What is something from this training you will apply in your work? Putting race lens first in my work.

4. Is there something in particular you want to learn more about? Probably but can't think of it at the moment.

5. In one quotable sentence, please summarize your experience here: Excellent, excellent, excellent trainers!

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Evaluation

Name(optional): __Jeanette Ageson__

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	4	(5)
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	3	4	(5)
• Developing a Systems Analysis	1	2	3	4	(5)
• Implicit Bias	1	2	3	4	(5)
• Choice Points and Equity Primes	1	2	(3)	4	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	4	(5)

Other	Low				High
• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	(4)	5

1. What is something new you learned or liked best?

Important difference between diversity + inequity, and consequences of relying purely on diversity.

2. What would you change or take out?

Would spend a bit more time on choice points + equity primes.

3. What is something from this training you will apply in your work?

Applying a racial equity lens to recruitment process.

4. Is there something in particular you want to learn more about?

Meeting differing needs of people within our organization.

5. In one quotable sentence, please summarize your experience here:

Keith Woods: "We are perfectly comfortable bringing new people in, as long as we can make them like us."

The Media Consortium
Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional): _JOE BAKER_

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	4	(5)
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	3	(4)	5
• Developing a Systems Analysis	1	2	3	(4)	5
• Implicit Bias	1	2	3	(4)	5
• Choice Points and Equity Primes	1	2	3	4	(5)
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	4	(5)

Other					
• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	(4)	5

1. What is something new you learned or liked best?

CHOICE POINTS & EQUITY PRIME

2. What would you change or take out?

IT WOULD BE GOOD TO HAVE A FEW HANDOUTS TO SUPPLEMENT MY HANDWRITTEN NOTES

3. What is something from this training you will apply in your work?

SYSTEMS ANALYSIS

4. Is there something in particular you want to learn more about?

5. In one quotable sentence, please summarize your experience here:

A BIG THANK YOU TO ALL THREE GREAT PRESENTERS & JO ELLEN. THE WORKSHOP WAS THOUGHTFULLY DESIGNED AND VERY APPLICABLE

race forward
THE CENTER FOR RACIAL JUSTICE INNOVATION

The Media Consortium
Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional):_____

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics

	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	(4)	5
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	3	4	(5)
• Developing a Systems Analysis	1	2	3	(4)	5
• Implicit Bias	1	2	3	4	(5)
• Choice Points and Equity Primes	1	2	3	(4)	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	4	(5)

Other

	Low				High
• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	(4)	5

1. What is something new you learned or liked best?

This ~~session~~ helped me understand how to go beyond diversity toward equity!

2. What would you change or take out?

3. What is something from this training you will apply in your work?

4. Is there something in particular you want to learn more about?

5. In one quotable sentence, please summarize your experience here:

The Media Consortium
Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional):_____

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	(3)	4	5
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism *left room for this segment ← n/a*	1	2	3	4	5
• Developing a Systems Analysis *← n/a*	1	2	3	4	5
• Implicit Bias	1	2	3	(4)	5
• Choice Points and Equity Primes	1	2	3	(4)	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	(4)	5

Other

	Low				High
• Facilitators	1	2	3	(4)	5
• Materials	1	2	3	(4)	5

1. What is something new you learned or liked best?

I liked having room to break our in smaller groups: for me, that's when transformative convos happen

2. What would you change or take out?

I'd just add smaller group facilitation from the trainers

3. What is something from this training you will apply in your work?

I will continue to explore new beats & topics à the racial equity components of those topics

4. Is there something in particular you want to learn more about?

How to manage, for myself and others, the trauma of confronting one's bias/privilege

5. In one quotable sentence, please summarize your experience here:

Few racial justice seminars are this comprehensive or dynamic!

The Media Consortium
Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional):_____

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	(4)	5
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	3	4	(5)
• Developing a Systems Analysis	1	2	3	4	(5)
• Implicit Bias	1	2	3	4	(5)
• Choice Points and Equity Primes	1	2	3	(4)	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	(4)	5

Other

	Low				High
• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	(4)	5

1. What is something new you learned or liked best?

CONVERSATION & FRAMING AROUND RACE - EXPLICIT MODES OF THINKING AND EQUITY VS. DIVERSITY

2. What would you change or take out?

3. What is something from this training you will apply in your work?

QUITE A BIT, ACTUALLY

4. Is there something in particular you want to learn more about?

EXAMPLES WERE GREAT, BUT ~~SOME~~ ADDITIONAL HISTORICAL BACKGROUND/CONTEXT ON STRUCTURAL RACISM (esp. IN MEDIA)

5. In one quotable sentence, please summarize your experience here: would be great

The Media Consortium
Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional):_____

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	(4)	5
• Racial Justice Key Concepts	1	2	3	(4)	5
• Four Levels of Racism	1	2	(3)	4	5
• Developing a Systems Analysis	1	2	3	(4)	5
• Implicit Bias	1	(2)	3	4	5
• Choice Points and Equity Primes	1	2	3	4	(5)
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	4	(5)

Other

	Low				High
• Facilitators	1	2	3	4	(5)
• Materials	1	2	(3)	4	5

1. What is something new you learned or liked best?
I learned it's not hard and it is essential to incorporate racial equity discussions in conversations about business decisions

2. What would you change or take out?
I wish ~~to take out~~ facilitators could steer clear of some of the jargon, such as choice point.

3. What is something from this training you will apply in your work?
More open discussions about race.

4. Is there something in particular you want to learn more about?

5. In one quotable sentence, please summarize your experience here:
I came in the room skeptical about how much I would learn and I'm leaving with an action plan.

race forward
THE CENTER FOR RACIAL JUSTICE INNOVATION

The Media Consortium
Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional): _Lisa Ruoman_

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	(4)	5
• Racial Justice Key Concepts	1	2	3	4	(5)
• Four Levels of Racism	1	2	3	(4)	5
• Developing a Systems Analysis	1	2	(3)	4	5
• Implicit Bias	1	2	3	4	(5)
• Choice Points and Equity Primes	1	2	3	(4)	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	(4)	5

good but
Wld've liked this
a bit earlier
+ more time.

Other					
• Facilitators	1	2	3	4	(5)
• Materials	1	2	3	4	(5)

1. What is something new you learned or liked best?

Choice Points ———— Yes like accupuncture

2. What would you change or take out?

The initial basic stuff shorter and more time to plan for our own shops.

3. What is something from this training you will apply in your work?

Yes! The discussion of Choice points + "checklists" before decisions

4. Is there something in particular you want to learn more about?

hmm... let me think about that

5. In one quotable sentence, please summarize your experience here:

Focused/Determined/enlightening

The Media Consortium
Racial Justice Training Feb 19th, 2016
Evaluation

Name(optional): _Dick PRICE_

Please rate the following on a scale of 1 to 5 (with 5 as the best). Only use the numbers provided.

Topics	Low				High
• Strengths, Challenges, and Aspirations	1	2	3	4	5
• Racial Justice Key Concepts	1	2	3	4	5
• Four Levels of Racism	1	2	3	4	5
• Developing a Systems Analysis	1	2	3	4	5
• Implicit Bias	1	2	3	4	5
• Choice Points and Equity Primes	1	2	3	4	5
• In Organization/Strategy Session: Equity Goals and Actions	1	2	3	4	5

Other

	Low				High
• Facilitators	1	2	3	4	5
• Materials	1	2	3	4	5

1. What is something new you learned or liked best?

Great discussion in small group to discuss using events to support internships

2. What would you change or take out?

Ended up with a good 3-10 list to take away.

3. What is something from this training you will apply in your work?

Use events to fund internships to increase diversity of coverage

4. Is there something in particular you want to learn more about?

5. In one quotable sentence, please summarize your experience here:

Good small group discussions, too often cut smt.