

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?

Four Levels of Racism

2. What would you change or take out?

No

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

Developing Systems Analysis

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

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

The information was very informative & engaging. More organizations/company needs this training.

Great Job!!
😊

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Name(optional): Paul Koberstein

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

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

immersion on the topic

2. What would you change or take out?

nothing

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

The ~~use~~ many ways to identify racism

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

not sure

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

A very important focus on how I can improve my outlets address, race. the way

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Name(optional): Kate Lesniak

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

Topics	Low				High
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• 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?

EQUITY PRIME

2. What would you change or take out?

NOTHING

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

Basically all of it.

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

How we can apply + deliver what we learned to larger org.

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

It was a stellar training: Way to make a challenging conversation accessible on all levels.

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• Facilitators	1	2	3	4	5
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1. What is something new you learned or liked best?

Distinction between diversity, equality + equity was enlightening

2. What would you change or take out?

More clarity about choice points + equity primes.

Felt a little rushed. (I was also probably tired after lunch)

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

Concept of diversity leading to equity

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

The presentations + documents mentioned.

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

I learned a ton. Worthwhile!

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Name(optional): Claire

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

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

Equity Primes & Choice Points

2. What would you change or take out?

Nothing! It was great

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

The idea that racial equity is something you have to work toward every day in every aspect of work

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

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

Informative

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• Facilitators	1	2	3	4	5
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1. What is something new you learned or liked best? *I liked thinking about racial equity in a journalism context.*
2. What would you change or take out? *Way too much jargon. I like the skeleton of the workshop but the jargon felt like it got in the way of meaning.*
3. What is something from this training you will apply in your work? *Concrete goals.*
4. Is there something in particular you want to learn more about? *How other journalism shops have done this.*
5. In one quotable sentence, please summarize your experience here: *The facilitation + concrete action steps gave my organization real world solutions to address racial equity.*

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Name(optional): Katie Sheehan

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• Facilitators	1	2	3	4	5
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1. What is something new you learned or liked best?
Measures of implicit bias.

2. What would you change or take out?
The Choice Points was a lot of content to absorb at the end of the day. shorten?

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

4. Is there something in particular you want to learn more about?
Understanding the impact of the workplace on people of color.

5. In one quotable sentence, please summarize your experience here:
A good measure of my bias and my organization's bias.

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

Equity Primes

2. What would you change or take out?

Strength challenges and Aspirations can be more drawn out

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

All of it, even in small situations like how to address my clients

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

Wanted to learn more about other's experiences and ideas

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

There was so much useful and critical self reflection that many are not typically open to

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Name(optional): Paul Larmer

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

1. What is something new you learned or liked best?
Concept of choice points

2. What would you change or take out?
provide more case examples of organizational transformation

3. What is something from this training you will apply in your work?
idea that true transformation means letting go

4. Is there something in particular you want to learn more about?
case examples of success/failure (see above)

5. In one quotable sentence, please summarize your experience here:
It's been an interesting day of thinking/discussion that is a starting point for changing my organization and its work.

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

racial equity within different media organizations

2. What would you change or take out?

Nothing

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

Ideas of ~~choice~~ choice points

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

Four levels of racism

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

"Great!"

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

Equality v equity, but not fully clear

2. What would you change or take out?

Too much talking by facilitators
not enough engagement

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

Private conversation on selection
committee decision I must make, in
context of going beyond
divers

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

Difference between equal opportunity and
equitable
opportunity

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

Wrestling with
implicit bias

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

I loved the graphic on "all lives matter"

2. What would you change or take out?

"Choice points & Equity Primes" ran a little long & felt a bit too cookie cutter.

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?

How the framework of "racial equity" fits within an imperialist-capitalist paradigm? Can you have racial equity within a system that is based on genocide & stealing the bodies/labor of POC?

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

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

That ~~implicit bias~~ institutions are inherently biased.

2. What would you change or take out?

Too much introduction and bolder graphics.

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

All of it.

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

Ways to avoid racial equity work - the standard practices.

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

I learned new things and clarified things I thought I knew.