

Training Evaluation Summary

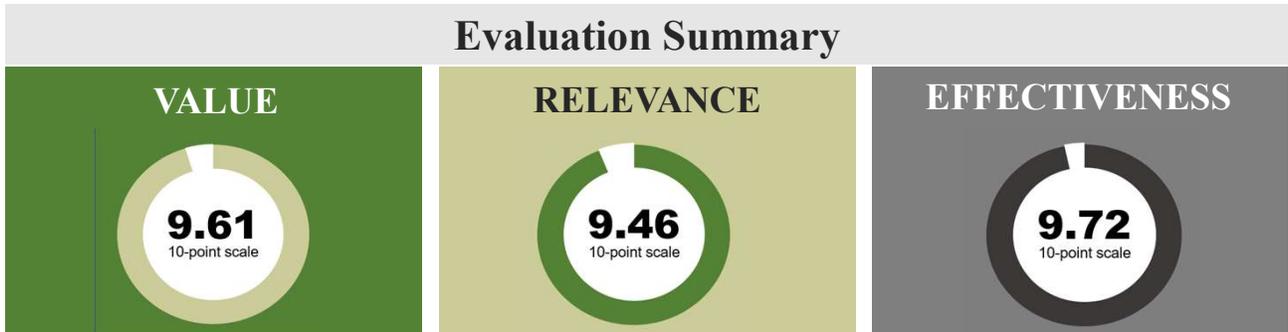
The Town of Manchester

Equity 101 Workshop

April 2019

Training Evaluation Summary
Town of Manchester
Equity 101 Workshops

During March and early April 2019, KJR Consulting facilitated 4 Equity 101 workshops for the Town of Manchester. Overall, results indicate participants found a very high-level of value in the topic and indicate content was highly relevant to their needs. KJR Consulting facilitators were perceived to be highly effective in presenting workshop materials. A summary of evaluation data is provided below.



“Ah-ha’s” & Concepts Participants Found Most Helpful	Action Planning: What Respondents Will Do Differently
<ul style="list-style-type: none"> I fall way short in advocacy and action. I am in a position to be doing advocacy. Am complacent in the idea that "it is out of my hands". You don't know what you don't know. You cannot address equity without examining/confronting inequity. Importance of talking about race. It has often felt like a taboo topic. The discussions made me look inward and think of ways I can improve. The thought that its okay to be wrong/ uncomfortable. That is where we grow. What is your "what" versus what is your "why". Helped frame this work differently for me. Instead of assuming what someone needs are, did you ask them? There were several but it was helpful to just acknowledge talking about race is difficult. My guilt and shame are privileges to let me off the hook. It's okay to make a mistake and change. I found everything helpful and I think these conversations should be had on a regular basis and not just one day. I truly appreciated seeing the video on negativity that depicted the African American experience in America. Hearing about what the town leaders are hoping to accomplish in diversity and equity in town. Treating everyone the same. The same as what? 	<ul style="list-style-type: none"> Talk about diversity more personally and professionally. Challenge meeting protocols, don't let our group revert back to old ways. Intentionally seek conversation with other individuals from cultures other than my racial identity. Become more aware of the issues. Ask the question, "who isn't here?" I feel more energized, that will help me keep an eye on how my actions and reactions are in line with my values. Trust my empathy and instincts while I realize I don't have all the answers. I need to continue to learn and that is okay. Take initiative to broaden my circles to get to know people who are different than me. Continue to speak when I see something that I am uncomfortable with and being open to hearing others. Treating the work of equity as a journey, not something that is quick/easily answered. Listen to others, continue to challenge my judgement. Take community engagement more seriously & remember race is a critical factor. Look at policies & programs with input from those most affected. Ask questions and don't assume I know what people need. Be more mindful instead of being on autopilot. Include diverse group to give input, not feedback. Learn more about cultures of co-workers & residents. Be more aware of cultural acceptance when meeting new people.

Requested Training Topics

Participants were invited to share additional training topics of interest to them.

Requested Training Topics

- Advocacy
- Ageism
- Bullying in the Workplace
- Communication Across Boundaries
- Gender Diversity
- LGBTQ Inclusion
- Practical Ways to Promote Equity & Inclusion in the Community
- Strategies for Activating Groups
- Strategies for Challenging Unjust/Ineffective Social & Policy Norms
- Strategies for Developing Alliances