Training Evaluation Summary

The Town of Manchester
Everyday Anti-Racism Workshop

May 2019
Training Evaluation Summary  
Town of Manchester  
Everyday Anti-Racism Workshops

During April and May 2019, KJR Consulting facilitated 4 Everyday Anti-Racism 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.

### Evaluation Summary

<table>
<thead>
<tr>
<th>VALUE</th>
<th>RELEVANCE</th>
<th>EFFECTIVENESS</th>
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<tr>
<td>9.78</td>
<td>9.66</td>
<td>9.83</td>
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#### “Ah-ha’s” & Concepts Participants Found Most Helpful

- The cycle of racism is not our fault, but it is our responsibility to break the cycle.
- Asking the question of "what will I do?".
- The explanation of the privilege cycle.
- It was interesting in revisiting my first experience with becoming aware of black people.
- Talking to others in my group I learned that our education system in Manchester needs a lot of work surrounding race.
- The expansive discussion about internalized racism's impact on communities and individuals- myself included.
- It reinforced to me that you never know the experience of others.
- It really hit home that those of other races have real experiences of racism today.
- "Lens" idea...just the way it was discussed gave me language.
- Being disruptive - encouraging allies, speaking up, continue to be present.
- Just being in a room and hearing the experiences and perspectives of others.
- I can be a disrupter!
- That we all have trauma.
- The fact that I have the ability to take positive and meaningful action.
- Defining the types of racism.
- The importance of reaffirming and supporting disputes.
- Identify ways I can help to put the ownership on us to make change.

#### Action Planning: What Respondents Will Do Differently

- Keep learning and discussing issues surrounding inequity and inclusion.
- Slow down and look at things with a racism lens.
- Include/bring people of diverse backgrounds to the table to plan programming.
- Try to seek other ways to invite people from ethnic groups different from my own.
- Seek to learn, seek, unlearn, relearn.
- I will be more aware of white privilege.
- Be more open and honest during conversations about race, especially those initiated by others.
- Celebrate disruptors more!
- Acknowledge and engage. Stop being scared.
- Continue to monitor, explore my own beliefs, my own biases, and to change them. To call out other people.
- To learn more about the different groups that make up our community.
- Continue to talk with adults and children about this conversation.
- As a leader, educate my co-workers and subordinates. As a parent, educate my children of differences and need for equity. As a human, teach others to be kind, love, and respect one another.
- Identified as color conscious...I will work toward color brave.
- Be more intentional about how we can be inclusive.
- I will boldly speak out when I hear / see injustices, especially racism.
- Be more open and vulnerable in race conversations.
Requested Training Topics

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

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<tr>
<th>Requested Training Topics</th>
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<tr>
<td>• Advocacy</td>
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<td>• Ageism</td>
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<td>• Cultural Awareness – Understanding Other Cultures</td>
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<td>• Dismantling Racism in Families</td>
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<td>• Equity in Education</td>
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<td>• Gender Diversity</td>
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<td>• History of Race in Manchester</td>
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<td>• Impact of Latinos America</td>
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<td>• LGBTQ Inclusion</td>
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<td>• Native American Oppression</td>
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<td>• Strategies for Activating Groups</td>
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<td>• Youth-focused Anti-Racism</td>
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