

# Training Evaluation Summary

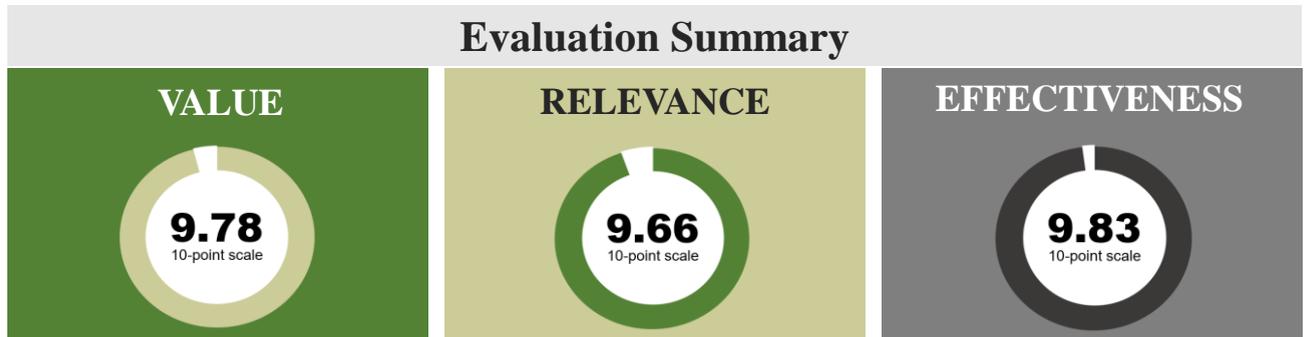
## **The Town of Manchester**

### 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.



<p><b>“Ah-ha’s” &amp; Concepts Participants Found Most Helpful</b></p>	<p><b>Action Planning: What Respondents Will Do Differently</b></p>
<ul style="list-style-type: none"> <li>• The cycle of racism is not our fault, but it is our responsibility to break the cycle.</li> <li>• Asking the question of "what will I do?".</li> <li>• The explanation of the privilege cycle.</li> <li>• It was interesting in revisiting my first experience with becoming aware of black people.</li> <li>• Talking to others in my group I learned that our education system in Manchester needs a lot of work surrounding race.</li> <li>• The expansive discussion about internalized racism's impact on communities and individuals- myself included.</li> <li>• It reinforced to me that you never know the experience of others.</li> <li>• It really hit home that those of other races have real experiences of racism today.</li> <li>• "Lens" idea...just the way it was discussed gave me language.</li> <li>• Being disruptive - encouraging allies, speaking up, continue to be present.</li> <li>• Just being in a room and hearing the experiences and perspectives of others.</li> <li>• I can be a disrupter!</li> <li>• That we all have trauma.</li> <li>• The fact that I have the ability to take positive and meaningful action.</li> <li>• Defining the types of racism.</li> <li>• The importance of reaffirming and supporting disputes.</li> <li>• Identify ways I can help to put the ownership on us to make change.</li> </ul>	<ul style="list-style-type: none"> <li>• Keep learning and discussing issues surrounding inequity and inclusion.</li> <li>• Slow down and look at things with a racism lens.</li> <li>• Include/bring people of diverse backgrounds to the table to plan programming.</li> <li>• Try to seek other ways to invite people from ethnic groups different from my own.</li> <li>• Seek to learn, seek, unlearn, relearn.</li> <li>• I will be more aware of white privilege.</li> <li>• Be more open and honest during conversations about race, especially those initiated by others.</li> <li>• Celebrate disruptors more!</li> <li>• Acknowledge and engage. Stop being scared.</li> <li>• Continue to monitor, explore my own beliefs, my own biases, and to change them. To call out other people.</li> <li>• To learn more about the different groups that make up our community.</li> <li>• Continue to talk with adults and children about this conversation.</li> <li>• 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.</li> <li>• Identified as color conscience....I will work toward color brave.</li> <li>• Be more intentional about how we can be inclusive.</li> <li>• I will boldly speak out when I hear / see injustices, especially racism.</li> <li>• Be more open and vulnerable in race conversations.</li> </ul>

## **Requested Training Topics**

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

### **Requested Training Topics**

- Advocacy
- Ageism
- Cultural Awareness – Understanding Other Cultures
- Dismantling Racism in Families
- Equity in Education
- Gender Diversity
- History of Race in Manchester
- Impact of Latinos America
- LGBTQ Inclusion
- Native American Oppression
- Strategies for Activating Groups
- Youth-focused Anti-Racism