

Training Evaluation Summary

The Town of Manchester

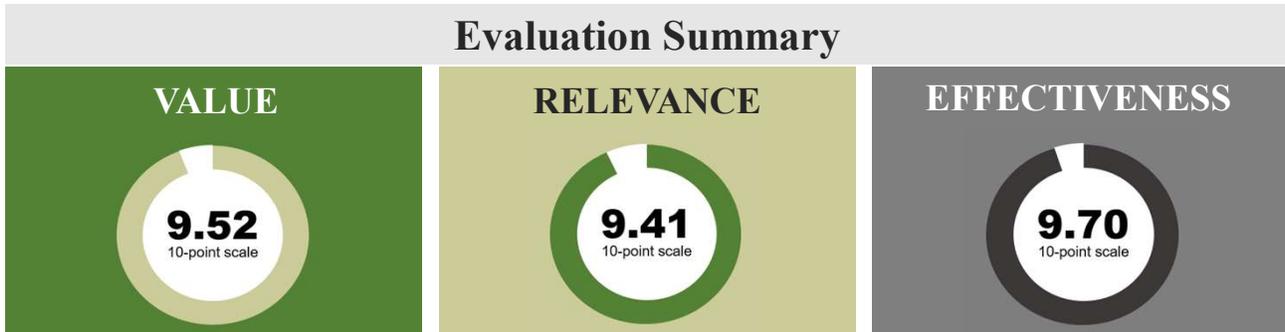
Having Conversations About Race, Bias & Equity
Workshop

June 2019

Training Evaluation Summary
Town of Manchester

Having Conversations About Race, Bias, & Equity Workshops

During May and June 2019, KJR Consulting facilitated 4 *Having Conversations About Race, Bias, & Equity* 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"> • The living room conversation was really impactful, also the parallels to cultural competency in conversations on race. • The differentiation between diversity, inclusion, & equity. It was said in such a sensible, comprehensive manner. • “Get past the fear” to have the conversation. • Identifying anxiety involved to effective communication. • When I thought systemic inequality is a lot larger problem then first realized. • Keeping the "why" with you, consciously, every day also, digging in to explore answers given to hard questions. • Not sure I believe that structural racism is unintended. • The vulnerability, openness, and trust with which participants shared their experiences. It's truly powerful. The importance of starting a conversation to find out what people believe & their values. • I loved the living room conversations. It allowed us to be open and authentic. • Accepting that more than one perception is ok. One doesn't have to be "right". • Deal with people as individuals but learn/understand them as part of their culture. • Confidence in intercultural conversation. Learning about the significance of various words or phrases and to be more aware of them • Living room conversation was a great way to get people to open up and discuss race. | <ul style="list-style-type: none"> • I will listen more intentionally & work on meeting people where they're at with conversations on race. Also, I will continue to work on my own tendency to judge & cultivate humility instead. • Seek out more programs and initiate more conversations on racism. • I feel more energized to use my voice & presence, not hold back when conversations are difficult. • Participate/utilize more opportunities to share my personal experiences by engaging in uncomfortable conversations. • Speak up - no fear! • Be brave & ask questions. Begin dialogue. • Think about ways to better accommodate a broad range of cultural norms into HR recruiting or outsourcing. • Show respect to people I disagree with so a conversation can take place. • Continue listening, being open to new experiences of other people, & actively listening to others. • Hope to roll out some living room conversations. • I will try to speak out more, take action, get more involved & get to know people in my community. • Be more brave when having conversations around race and Address my anxiety more preemptively when entering into difficult conversations. Try to allow myself to be more vulnerable. • Become intentionally anti-racist every day. • Library public programming will change. • Learned to understand police officer culture. Agree to disagree and shake hands. |

Requested Training Topics

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

Requested Training Topics

More opportunities to engage in conversations about race, bias, and equity.

Additional workshop topics:

- Appreciative Inquiry
- Generational Differences
- Living Room Conversation Training
- Examining Racial Bias
- Understanding Hate Groups