Training Evaluation Summary

The Town of Manchester
Having Conversations About Race, Bias & Equity Workshop

June 2019
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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.

<table>
<thead>
<tr>
<th>VALUE</th>
<th>RELEVANCE</th>
<th>EFFECTIVENESS</th>
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<tbody>
<tr>
<td>9.52</td>
<td>9.41</td>
<td>9.70</td>
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**“Ah-ha’s” & Concepts Participants Found Most Helpful**

- 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.

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

- 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.

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<thead>
<tr>
<th>Requested Training Topics</th>
<th>Additional workshop topics:</th>
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<tr>
<td>More opportunities to engage in conversations about race, bias, and</td>
<td>• Appreciative Inquiry</td>
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<td>equity.</td>
<td>• Generational Differences</td>
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<td></td>
<td>• Living Room Conversation Training</td>
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<td>• Examining Racial Bias</td>
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<td>• Understanding Hate Groups</td>
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