1. When did you participate in Undoing Racism training? (n=35 respondents)

<table>
<thead>
<tr>
<th>Session</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2000</td>
<td>4</td>
</tr>
<tr>
<td>Winter 2003</td>
<td>7</td>
</tr>
<tr>
<td>Winter 2004</td>
<td>9</td>
</tr>
<tr>
<td>Winter 2005</td>
<td>3</td>
</tr>
<tr>
<td>Spring 2005</td>
<td>8</td>
</tr>
<tr>
<td>No session identified</td>
<td>4</td>
</tr>
</tbody>
</table>

2. At the time, how did you rate the training?

<table>
<thead>
<tr>
<th>Experience</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bad experience</td>
<td>4</td>
</tr>
<tr>
<td>Okay experience</td>
<td>9</td>
</tr>
<tr>
<td>Good experience</td>
<td>5</td>
</tr>
<tr>
<td>Excellent experience</td>
<td>16</td>
</tr>
</tbody>
</table>

3. Which of the following responses most closely reflects your assessment of the impact that the training has had on your thinking and your work at the university regarding racism?

<table>
<thead>
<tr>
<th>Impact</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Negative effect; I’m not interested in being involved in anti-racism efforts and I think too much attention is being paid to this issue</td>
<td>4</td>
</tr>
<tr>
<td>Little effect; after the training I haven’t really given racism or anti-racism much thought, and I haven’t changed my thinking much</td>
<td>4</td>
</tr>
<tr>
<td>Moderate effect; I can sense that I am more aware of racism and once in a while I try to do things that challenge racism or support anti-racism efforts at the university</td>
<td>9</td>
</tr>
<tr>
<td>Significant effect; since the training I have been much more conscious about racism, and much more intentional about trying to undo it at Metropolitan State and elsewhere</td>
<td>16</td>
</tr>
</tbody>
</table>

4. Would you recommend the training to others?

<table>
<thead>
<tr>
<th>Recommendation</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Definitely No</td>
<td>6</td>
</tr>
<tr>
<td>Probably not</td>
<td>4</td>
</tr>
<tr>
<td>Probably Yes</td>
<td>7</td>
</tr>
<tr>
<td>Definitely Yes</td>
<td>17</td>
</tr>
</tbody>
</table>

5. Would you like a follow-up session?

<table>
<thead>
<tr>
<th>Session</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>12</td>
</tr>
<tr>
<td>Yes- 1/2 day</td>
<td>9</td>
</tr>
<tr>
<td>Yes- 1 day</td>
<td>10</td>
</tr>
<tr>
<td>Yes- 2 days</td>
<td>4</td>
</tr>
</tbody>
</table>

6. What have you told others about your Undoing Racism training experience?

- While thought provoking, it was frustrating to feel that my experiences were not valid or important or even authentic when we put into the anti-racism context.
- I told others of the experience and stated that I thought it was the best anti-racism training I ever attended.
- The only part I was turned off by was the impression that if you had a different definition of racism than the presenters, then you were “wrong”.
- That it’s a great experience but not really connected to the University very well.
- That it is a learning experience everyone should go through. It bridges gaps and help promotes understanding.
That I learned much needed facts about the perpetual motion that drives racism and until we address power + privilege issues racism will thrive.

That it was excellent, non-threatening, respectful + asks only participants accept/ “try on” a definition of racism for purposes of the workshop.

How wonderfully comprehensive it was for only a 2-day training. And, there was very, very little interactive among MSU staff.

Great opportunity to continue to learn. Helpful to get to know others in the univ. you might not meet otherwise. I say it’s something everyone should experience.

Blank no answer

If they have the opportunity to attend, to do so

Emotional, long, and educated.

I have told them of the different perspectives that I view racism from and some of the key points mentioned by the speakers.

Yes

There was much information, some of it useful. However, there were many broad generalizations and such galling assumptions made that credibility plummeted. Not all whites are racists nor did racism begin in the U.S. Racism cuts across all ethnicities. I quit talking about it.

Blank, No Answer

Should participate.

2 good hours spread over 3 days.

That it was valuable and that I am eager to continue building in a knowledge base and transferring it into advice with others across the university and in the wider community.

Very positive experience. Jarring in a good sense of making me question myself and others.

Blank No Answer

I’ve sent copies of materials to some Most Helpful- Stage Model showing progression.

I strongly prefer the People’s Institute model over MCARI. I most recently participated in the MCARI/Crossroads model & found it to have a much less impact. I want everyone on campus trained in at least some model & suggest that the People’s Institute model pushes us harder & therefore potentially farther.

Did not like it

How racist the presenters were. No dialog allowed not on the agenda of presenters. Lead facilitator not even from U.S. nor does she currently live here. Please. Who is she to harp on how bad the “United States” is unacceptable.

N/A

Do it

Negative Experience. What took away from training is “system” Institutionalizes racism & because I am a white male, I’m racist. It was a bitch session. I never heard any discussion on how we as individuals or as an institution can grow together.

I was deliberately divisive.

Yes, I told other people how the training changed me, because I had a different meaning to racism before this training.

Blank No Answer

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I learned that systems create racism and slaves were initially indentured servants. The color white is associated with social class and a white person may have a black person in the mix: That even Latino’s can appear/look white physically.

Blank no answer

I tell them that if they want to get a strong grounding in racism and its history in the U.S., this is the workshop to attend.

The 3 trainers were very effective: they were clearly very experienced and thoughtful about purpose and method, I was struck by the strength of resistance to some of the concepts on the part of white folk, and I would like to work on understanding better the origins of that resistance.

7. What do you want or need from the university to support your understanding, growth, and action related to undoing racism at Metropolitan State?

- I want leadership from all levels to analyze and change appropriately procedures and policies that contribute to institutional racism. This is what I expected to work on at the training.
- Blank No Answer
- It is time to treat people as equals + not give preference to any group.
- A whole new administration and Racist faculty & Staff to stop walking away from the difficult work.
- What I want from the University in regards to how they can help alleviate racism is for staff (especially those in managerial or administrative positions) is to treat all employees fairly, without bias of any kind (whether it be color, gender, position, etc.). I know how difficult this is to achieve but this university has a long way to go to achieve it.
- To not offer blatantly racist towards non people of color w/ training.
- Resources available in addressing racism.
- Continue with the anti-racism project.
- More training for others unclear on power/privilege many whites cannot grasp the conflicts caused by P/P.
- A more comprehensive complex intellectual framework that also identifies but does not dwell on emotional issues- something more compatible w/a university’s primary educational mission.
- - Unhindered release time , - Training worked hours
- A variety of organizations that do diversity work could help bring different perspectives.
- Continue diversity advantage so they are appreciated by the community. However, there are more and some more important issue for education other than racism e.g. Sex preference, ageism, sexism, capital/socialism etc…
- Feedback I’ve heard from others has not been positive.
- Blank No Answer
- It is a first step for the university to acknowledge racism as a possible explanation for some occurrences within the institution. It would help us all faculty & Staff
would be required to attend the 2-day undoing racism as they come in contact with students from diverse backgrounds.

- Blank no answer
- Hardly much point; it only results in WMWP
- Blank No answer
- Would like to have info on results, assessing the students of racism and onto racism at MSU……. On on… one going basis.
- Blank No answer
- Ongoing training, conversations, ability to infuse anti-racism language, activity it to all we do- missions, curriculums, activities.
- To know what progress the university has made on undoing racism and future plans. To have a curriculum ideas to use in the classroom.
- Blank No Answer
- Information needs to be disseminated outside training session. Metro employees tend to think we have it together on diversity + they don’t need training- We need to get people motivated to attend/ ponder.
- I’d like to see leadership probably promote a clear definition of racism a plan of action to address it.
- That you must go to one of the trainings.
- We need training that clearly establishes expectations & awareness specific to this institution. Let’s identify our issues agree to resolve & move forward together.
- We should broaden the discussion to Bigotry. Blacks who are prejudice against Asians, Asians who are prejudice against Hispanics. Hispanics who are prejudice against whites etc…
- I would like to see more minorities in the university.
- Blank No Answer
- Create a personal experience so they can relate. I don’t think that white people should be get reverse stereotype. And then get offended and not participate. I would however suggest reverse role play scenarios and have white people get painted black (face and hands) and go through scenarios like at the airport, grocery store, or a job interview. This way they can experience the feeling of stereotype/ discrimination. I would however have everyone sign off a form that we wouldn’t get sued if they have psychological problems as a result of the reverse role.
- Blank no answer
- It’s important that the institution acknowledge that there is racism here. Until that happens, everything will remain the same.
- Our circle has been shrinking, and I think we need to use as many ways as we can think of to welcome new participants- especially students. One way would be to give student workers paid time off to attend.

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