1. **After today’s workshop, how would you define the following:**

- **Unconscious Bias:**
  - Hidden bias. Not aware of it, after you identify your bias, then you should embrace and work on other self-reflections.
  - Assumptions/stereotypes/prejudices that we carry around with us (have in our heads) and often act upon...even when we’re not aware of them.
  - Something under the surface we are not aware of.
  - Automatic predisposition.
  - Bias we project based on past experiences and assumptions.
  - An action /thought that may be culturally charged, but unknown to the culprit.
  - Biases that I have about others that are not conscious and may affect how I interact with others.
  - Things you do/say that show bias that you are unaware.
  - Underlying assumptions in our psyche.
  - Bias you don’t realize in yourself.
  - Automatic, unthinking, bias.
  - Opinions we have that we don’t notice.
  - What you say or do without thinking or knowing.
  - Bias that is below the surface.
  - Bias I’m aware of
  - We may still have bias, unconsciously. Treat others as human begins to avoid unconscious bias.
  - All the stupid ideas in your brain that you don’t necessarily agree with but do have to live with.
  - The bias we all have, but are not aware of.
  - Unfair behavior (actions done unknowingly).
  - Biases you carry which you may be aware of but which your actions result from.
  - A bias of which one is unaware.
  - Bias that you don’t realize you have.
  - Bias you are unaware of.
  - Unaware of personal prejudices expressed.
  - Assumption one has that are inherent and unaware of.
  - The conclusions that you have about others that you might not know about.
  - Assumptions.
  - Prejudices/stereotypes that are unconsciously acted out.
  - Bias you are unaware of that are ingrained into mindset.
• **Cultural Competence:**
  - Understanding/knowledge/sensitivity to cultures other than our own.
  - Understanding what is under the surface.
  - At the minimum, understanding of other cultures, at the maximum, integration...
  - Awareness of cultural differences.
  - Ability to adapt to your environment (people).
  - Being aware of the many factors of culture and how deep they go.
  - Awareness and willingness to learn more about different cultures.
  - Ability to work/understand people from different cultures and backgrounds.
  - Knowing the details of people’s preferences.
  - Truly knowing the perspective of others.
  - Being open and understanding other cultures.
  - Awareness of who you are within your community.
  - Knowledge about cultures; competence implies that the knowledge is of things that are below the surface.
  - Ability to interact effectively with people different from me.
  - The ability to work with other cultures other than my own.
  - The ability to work with people who are not you.
  - The ability to work with people of diverse backgrounds.
  - Meeting people where they are.
  - Awareness and ability to appreciate, understand, and examine cultural issues and differences and change your own perceptions.
  - The ability to work well with others from diverse cultures.
  - The ability to work with other cultures other than your own.
  - Understand cultures other than your own.
  - Understanding importance of culture and bias.
  - Being able to look at cultural diversity with an open mind and an awareness of bias.
  - The ability to work with others from different backgrounds.
  - Understanding and appreciating people.
  - Knowing how to work with people from other cultures/respecting other cultures.
  - The ability to work with others from varying cultures.
  - Understanding culture.

2. **Please describe your willingness to engage in self and group reflection regarding personal and institutional cultural competence.** (Very Willing, Somewhat Willing, Not Willing):
  - 20 very willing
  - 1 willing
  - 4 somewhat willing
3. What was the best part of the day for you and what was the most challenging part of the day for you?

**BEST PART OF THE DAY:**

**Everything:**
- All of it was a learning experience
- All of it really, I really enjoyed every aspect.
- The entire event was what I appreciated.
- Speakers – this is great! Keep this structure in mind for August.
- This was well done and very positive.

**Working with Colleagues:**
- Seeing so many of my colleagues open to/engaged in this process, including those who acknowledge their own issues
- Talking with my colleagues.
- Meeting and interacting with people and starting to see things from their perspective.
- It was fun to see and interact with nice folks!
- Seeing so many here and so positive
- Learning more about how others feel.
- Learning about colleagues experiences about “ism” was great.
- Having honest conversations with table.
- Clock discussions (small groups)

**Program Highlights:**
- Beginning was very positive and fun.
- Listening to stories.
- Describing personal experiences and biases.
- Dr. Moule’s presentation was wonderful and very enlightening.
- Introduction to topic-descriptive of how we build relationships over time
- Jean Moule’s info

- Helen’s impromptu.
- Best = Karl and Michael’s segment.
- Karl and Michael’s stories were best.
- Karl and Michael’s presentations.
- Karl and Michael were very good and thoughtful presenters.
- Video clips.
- Using humor to lower our anxiety about the topic.
- Comedy was great and I also enjoyed the LMC-focused segment.
- Videos and discussions.
- Comedy videos
### MOST CHALLENGING PART OF DAY:

#### Personal Experiences:
- Identifying my own biases.
- Experiencing my own issues when I hear/learn the comments and feelings of others; recognizing my issues and having to “check myself.”
- Understanding that I have biases even though I thought I did not.
- Most challenging was figuring out my own views on things.
- Karl’s question on brown and black. I cannot define.
- Challenging to share the thing that others didn’t know about me.

#### Wishes for a Safe Space:
- Wanting more time for dialogue in this “safe place”.
- Challenge to share in a not “too safe environment”.

#### Programmatic Challenges:
- Karl and Michael’s videos and discussion too long
- I wish Michael had talked a little bit about the video clips.
- The uncomfortable part was also the LMC part because it hit close to home.
- Challenging = the length of the event.

#### Integrating this Information/Next Steps:
- I do not know what to do now.
- The level needs to be kicked up a notch to address these issues on campus.
- The most challenging was that we used to take this topic a bit further and have tools in working with students in dealing with race and biases.

#### Humorous:
- Mornings are most challenging. Afternoons and Fridays are best.
- Check ids.

### What is “one thing” that you would do differently after attending this workshop? (4)

#### Personal Change:
- I’d like to get Jean Moule’s book to learn more.
- Take the Implicit Association (IAT) Test.
- Being more aware of my biases and being honest with myself. Taking responsibility.
- Understand bias and try to change it within myself and others.
- Question my assumptions and behaviors.
- I will be more open to sharing when feel comfortable in a social situation.
- I will re-examine instances where I was culturally incompetent.
- Reply to stereotypes with 4-step method.
- Be more conscious of the unconscious things I do.
Pay more attention.
Watching my micro-aggressions – eye contact, smiling, etc.
Listen with my ears, eyes, and heart and continue to live “Namaste”.
I might be more aware of the needs of my colleagues. (I am better at tuning in to my students.)
Take the risk to be honest with myself and others.
Watch my assumptions.
Really recognizing these issues on daily basis.
Feel more confident and empowered.
Get here earlier (humorous)

Educate Others:
Educate others when something is said that is....
I will correct others when inappropriate remarks are made.
Address microaggressions when they occur in my presence (using the four-step process we practiced in one of the exercises).

In the Classroom and On the Job:
Work on building relationships with students.
Tell about how my subject fits with my students’ lives. They should learn it (for real, not because it was part of college in 1700).
Make a better effort to build good teacher-student relationships.
Attempts to relate more personally to students. I try already but will do more.
Address campus culture during first class day.
Make sure to engage students of color more.
Introduce myself and share my background with students and ask them to share themselves with the other students and me.
Worksheet that asks things you might do or don’t in classrooms. To see what hidden bias that they do or don’t know.

Continue to Work Toward Change:
Continue to push for radical change.
Be more comfortable talking about these issues on campus. This workshop helped me feel safe in doing so.
Attend additional seminars that will follow-up today.

5. What additional training (if any) would you like to see offered on this topic?

Continuing the Work:
A lot more discussion and more workshops with specific aspects discussed.
Conversation needs to be about students and education and how we serve students.
Would like to see opportunities to continue the dialog
The next one needs to be more in-depth, 2nd round.
We need to continue this in more detail.
It is always good to teach, facilitate, and incorporate these issues as part of learning and teaching.
Forming a group for radical change.

**Below the Iceberg:**
- Below the iceberg.
- Second level of the iceberg. Let's go deeper.
- Aspect of culture in the part of the iceberg that is under the water.
- Specifics on relating to different cultural groups.
- More specifics on how to work with cultural groups.

**Practical Tools:**
- More practical tools.
- How to identify unconscious bias and how to deal with it.
- The next step – how to put this info into practice.
- Additional practical classroom tips.
- How-to workshops.
- How can I make steps towards change? What place/support can department provide?
- We need to focus more on how conflicts arise and escalate; specifically along the Lisa Delpit type focus/research.

**Panel Discussions:**
- Identifying a successful faculty/staff member. Observe them or have them be on a panel so that others can ask questions. Invite the students of the faculty member or students that know the staff member to sit on the panel as well.
- Discussion of scenarios and how to deal with cultural conflicts in the classroom and on campus.

**Specific Topics:**
- Community-specific training.
- Lots of other perspectives, gender, etc.
- Millennials/youth culture.
- LGBTQ workshop
- Something similar on Class.
- How to handle and teach issues of race in the classroom.
- Better definitions and examples of the vocabulary. Felt it went too fast and I wasn't able to remember everything; use everyday language (less academic) to define complex vocabulary.
More Opportunities:
- More opportunities for discussion.
- It would be nice to continue the discussion and have it at a time when more classified can attend.

Logistics:
- Shorter workshop
- Add hands-on piece.
- Have material out
- Have more scenarios acted out.
- We do a great job at LMC, respecting diversity. I don’t think we need additional for the group here—maybe for the group not here.

6. Would you be willing to be a presenter of facilitate a workshop in the future? If so, list the topic(s) of the workshop(s).
- Conflict resolution, vulnerabilities, Fear Factor Book. (Tue Rust).
- I will be part of PDAC (am) so will contribute and brainstorm there.
- 2 additional “yes’s”.
- 3 “maybes”
- I don’t feel culturally competent to do so…feel the need to learn.

Other Comments:
- I’m very proud of LMC for moving this topic forward and having honest discussions in comparison to other institutions.
- Thanks for being risk-takers!
- I really want to honor and give respect for the way you were willing to put your experiences out there. It’s not easy and I know how it makes us feel to do so, so I applaud your courage and sincerity!
- It starts people talking and thinking but I hope it becomes action; it needs follow-through.
- Keep the dialog alive.
- Good Work.
- Big success!
- Thank you. Well done!
- Thanks for a great day.
Questions Asked:
Ratings: (5=Strongly Agree, 4=Slightly Agree, 3=No Opinion, 2=Slightly Disagree, 1=Strongly Disagree)

1. Do you think this is a relevant/important topic for LMC? **4.92 Average**
   - Strongly Agree: 34
   - Slightly Agree: 3

2. I learned what I came to learn in this workshop. **4.35 Average**
   - Strongly Agree: 18
   - Slightly Agree: 15
   - No Opinion: 3
   - Slightly Disagree: 1

3. The workshop met the stated goals. **4.59 Average**
   - Strongly Agree: 26
   - Slightly Agree: 8
   - No Opinion: 2
   - Slightly Disagree: 1

4. The manner in which workshop material was presented (examples, handouts, overhead, Internet, audio/visual, etc.) helped me to understand the subject matter. **4.57 Average**
   - Strongly Agree: 22
   - Slightly Agree: 13
   - No Opinion: 1
   - Slightly Disagree: 1

5. The presentation was generally clear and easy to understand. **4.51 Average**
   - Strongly Agree: 22
   - Slightly Agree: 13
   - No Opinion: 1
   - Slightly Disagree: 1

6. The workshop will have a positive impact on my work and/or personal life/health and well-being. **4.57 Average**
   - Strongly Agree: 25
   - Slightly Agree: 9
   - No Opinion: 2
   - Slightly Disagree: 1

7. The workshop will have a significant impact on student learning and success/achievement. **4.27 Average**
   - Strongly Agree: 21
   - Slightly Agree: 9
   - No Opinion: 5
   - Slightly Disagree: 1
   - No response: 0