

Appendix B

Q1: Have you previously attended a workshop/conference session specifically focused on race or racism?						
	Yes	No				
	66.67%	33.33%				
Q2: Please indicate the level at which your current work exposes you to issues of race on a regular basis.						
	Not at All	A Little Bit	Some	Quite a Bit	A Lot	No Response
Male		16.67%		16.67%	50.00%	16.67%
Female	13.64%		22.73%	36.36%	27.27%	
Gender Not Indicated		50.00%		50.00%		
White	20.00%	10.00%	20.00%	40.00%		10.00%
African American	6.25%		12.50%	25.00%	56.25%	
Multi-Racial			50.00%	50.00%		
Race Not Indicated		50.00%		50.00%		
Q3: Please indicate the level at which your current work exposes you to issues of racism on a regular basis.						
	Not at All	A Little Bit	Some	Quite A Bit	A Lot	No Response
Male	33.33%	16.67%		16.67%	16.67%	16.67%
Female	9.09%	13.64%	22.73%	31.82%	13.64%	9.09%
Gender Not Indicated				100.00%		
White	20.00%	30.00%	10.00%	30.00%		10.00%
African American	12.50%	6.25%	12.50%	31.25%	25.00%	12.50%
Multi-Racial			100.00%			
Race Not Indicated				100.00%		
Q4: Please indicate your previous knowledge about race.						
	No Knowledge At All	A Little Bit of Knowledge	Some Knowledge	Quite A Bit of Knowledge	A Lot of Knowledge	
Male			66.67%	16.67%	16.67%	
White Male			100.00%			
African American Male			50.00%	25.00%	25.00%	
Female		9.09%	40.91%	27.27%	22.73%	
White Female		4.55%	27.27%	4.55%		
African American Female		8.33%	16.67%	41.67%	33.33%	
Multi-Racial Female			50.00%		50.00%	
Race Not Indicated						
Q5: Please indicate your previous knowledge about racism.						
	No Knowledge At All	A Little Bit of Knowledge	Some Knowledge	Quite A Bit of Knowledge	A Lot of Knowledge	
Male		16.67%	33.33%	16.67%	33.33%	
White Male		50.00%	50.00%			
African American Male			25.00%	25.00%	50.00%	
Female		4.55%	31.82%	45.45%	18.18%	
White Female		12.50%	62.50%	25.00%		
African American Female			8.33%	66.67%	25.00%	
Multi-Racial Female			50.00%		50.00%	
Gender Not Indicated			50.00%		50.00%	
Race Not Indicated			50.00%		50.00%	

Appendix B

	Not at All	Not Much	Somewhat	Quite a Bit	A Great Deal	No Response
Q6a: How well did the facilitator know the subject matter?			6.67%	13.33%	80.00%	3.33%
Q6b: How well did the facilitator answer questions clearly?			16.67%	20.00%	60.00%	3.33%
Q6c: How well did the facilitator use appropriate examples?			10.00%	30.00%	56.67%	3.33%
Q6d: How well did the facilitator present information that will help you?		3.33%	13.33%	33.33%	50.00%	
Q6e: How well did the facilitator relate program content to real-life situations?			13.33%	30.00%	56.67%	
	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	
Q7: The objectives of the workshop were clearly communicated?	3.33%		20.00%	33.33%	40.00%	
Q8: The subject matter of the workshop was useful to me professionally.		3.33%	6.67%	43.33%	46.67%	
Q9: The subject matter of the workshop was useful to me personally.		3.33%	3.33%	46.67%	46.67%	
Q10: I think I can apply the information presented today to my work.		3.33%	13.33%	40.00%	43.33%	
Q11: Open-Ended Responses						
Q12: Open-Ended Responses						
	Do not understand	Do Not Understand	Understand Quite Well	Understand Very Well	Already Knew	
Q13a: As a result of today's workshop, to what extent do you understand the importance of networking?	3.33%	3.33%	40.00%	26.67%	26.67%	
Q13b: As a result of today's workshop, to what extent do you understand the function of institutional gatekeeping?			50.00%	43.33%	6.67%	
Q13c: As a result of today's workshop, to what extent do you understand accountability as a sacred value and practice?		6.67%	33.33%	36.67%	23.33%	
Q13d: As a result of today's workshop, to what extent do you understand the value of authenticity in terms of building and sustaining positive, productive relationships?		6.67%	33.33%	36.67%	23.33%	
Q13e: As a result of today's workshop, to what extent do you understand the value of history in enhancing cross-cultural communication?			33.33%	43.33%	23.33%	
Q14: Open-Ended Responses						
Q15: Are you thinking differently about race and racism as a result of today's workshop?						
	Yes	No	No Response			
Overall	66.67%	23.33%	10.00%			
Percentages by Race						
White	90.00%		10.00%			
African American	56.25%	31.25%	12.50%			
Multi-Racial	50.00%	50.00%				

Appendix B

	Very Little	Some	Quite a Bit	A Lot	No Response
Q16a (Before): Degree of Understanding before the workshop of race as distinct from culture, ethnicity, nationality, etc.	3.33%	33.33%	30.00%	30.00%	3.33%
Q16a (After): Degree of understanding after the workshop of race as distinct from culture, ethnicity, nationality, etc.			40.00%	56.67%	3.33%
Q16b (Before): Degree of understanding before the workshop of multiculturalism with equity.	6.67%	36.67%	36.67%	16.67%	3.33%
Q16b (After): Degree of understanding after the workshop of multiculturalism with equity.		10.00%	33.33%	53.33%	3.33%
Q16c (Before): Degree of understanding before the workshop of the importance of culture.		13.33%	53.33%	30.00%	3.33%
Q16c (After): Degree of understanding after the workshop of the importance of culture.		10.00%	26.67%	60.00%	3.33%
Q16d (Before): Degree of understanding before the workshop of the importance of cultural empowerment	3.33%	30.00%	40.00%	20.00%	6.67%
Q16d (After): Degree of understanding after the workshop of the importance of cultural empowerment		10.00%	20.00%	63.33%	6.67%
Q16e (Before): Degree of understanding before the workshop of internalized racial oppression as racial internalized superiority and racial internalized inferiority.	23.33%	20.00%	43.33%	10.00%	3.33%
Q16e (After): Degree of understanding after the workshop of internalized racial oppression as racial internalized superiority and racial internalized inferiority.		6.67%	43.33%	46.67%	3.33%
Q16f (Before): Degree of understanding before the workshop of conformity and how it sustains racial/cultural inequitable relationships.	13.33%	23.33%	43.33%	16.67%	3.33%
Q16f (After): Degree of understanding after the workshop of conformity and how it sustains racial/cultural inequitable relationships.		10.00%	23.33%	63.33%	3.33%
Q17: As you reflect on today's workshop, do you plan to do anything different as a result of attending?	Yes 80.00%	No	No Response 20.00%		