



Anti-Racism Engagement Experience

Faculty/Staff Feedback - Quantitative Results

Background

The purpose of the anti-racism engagement experience was to provide a “level-setting” foundation for all of our community, so that we can be prepared to transform our culture and our community to be more inclusive, respectful, and honoring across race.

Goals

Values:

- Enhanced commitment to ongoing anti-racist learning and action in the St. Olaf community.
- Increase understanding of how anti-racism is connected to the college mission and one’s own role as a faculty or staff member.

Knowledge/Understanding:

- Share and discuss a definition of anti-racism.
- Increase understanding of distinction between individual and institutional/systemic racism.
- Increase the ability to recognize racist beliefs and behaviors in oneself and in others.
- Increase understanding that institutional/systematic racism shapes individual belief and behavior.

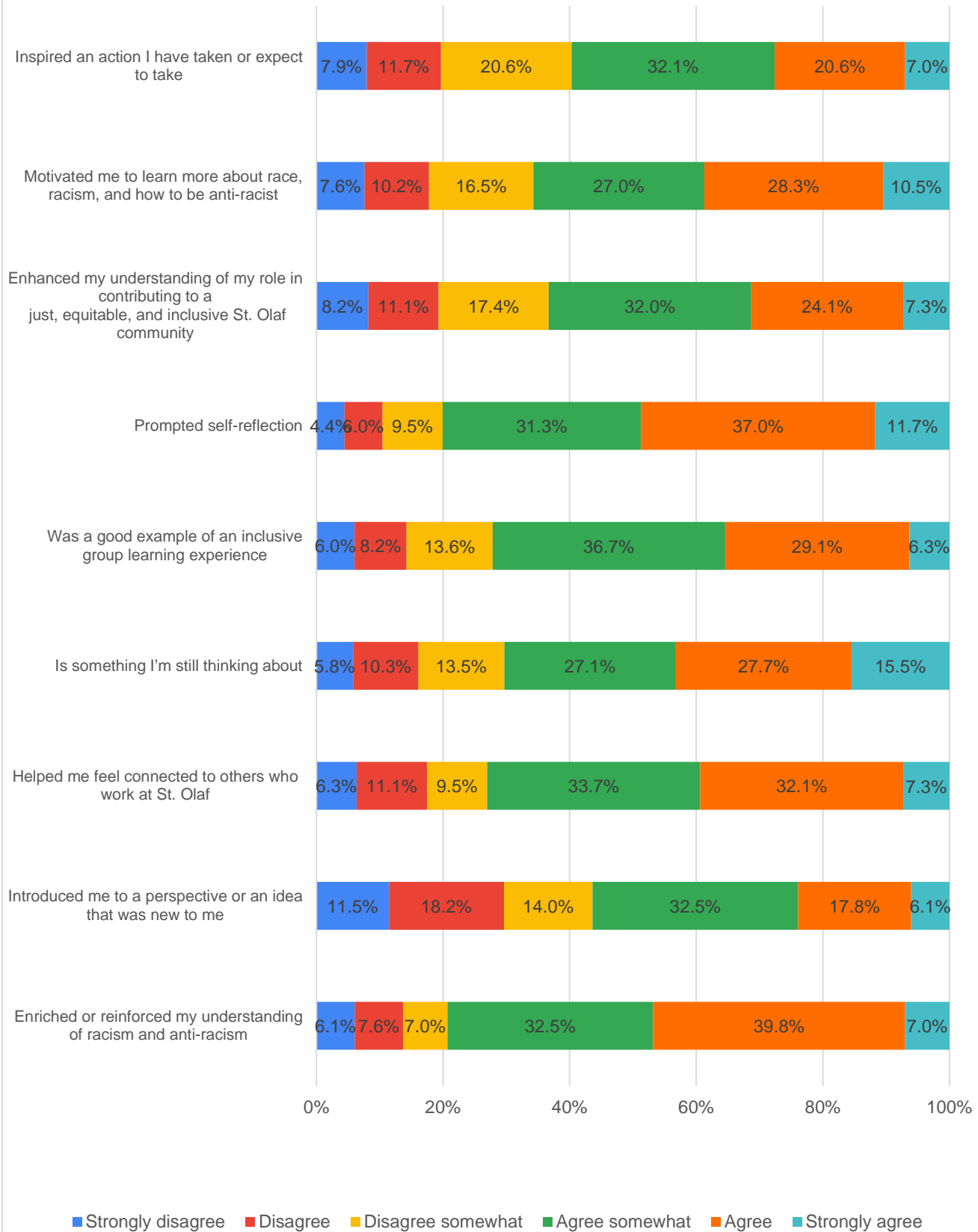
Skill/Experience:

- To deepen authentic engagement about and across race
- To begin practicing the skill of self-awareness and build an environment for deep and transformative learning
- To build community
- To build capacity for the next phase of work

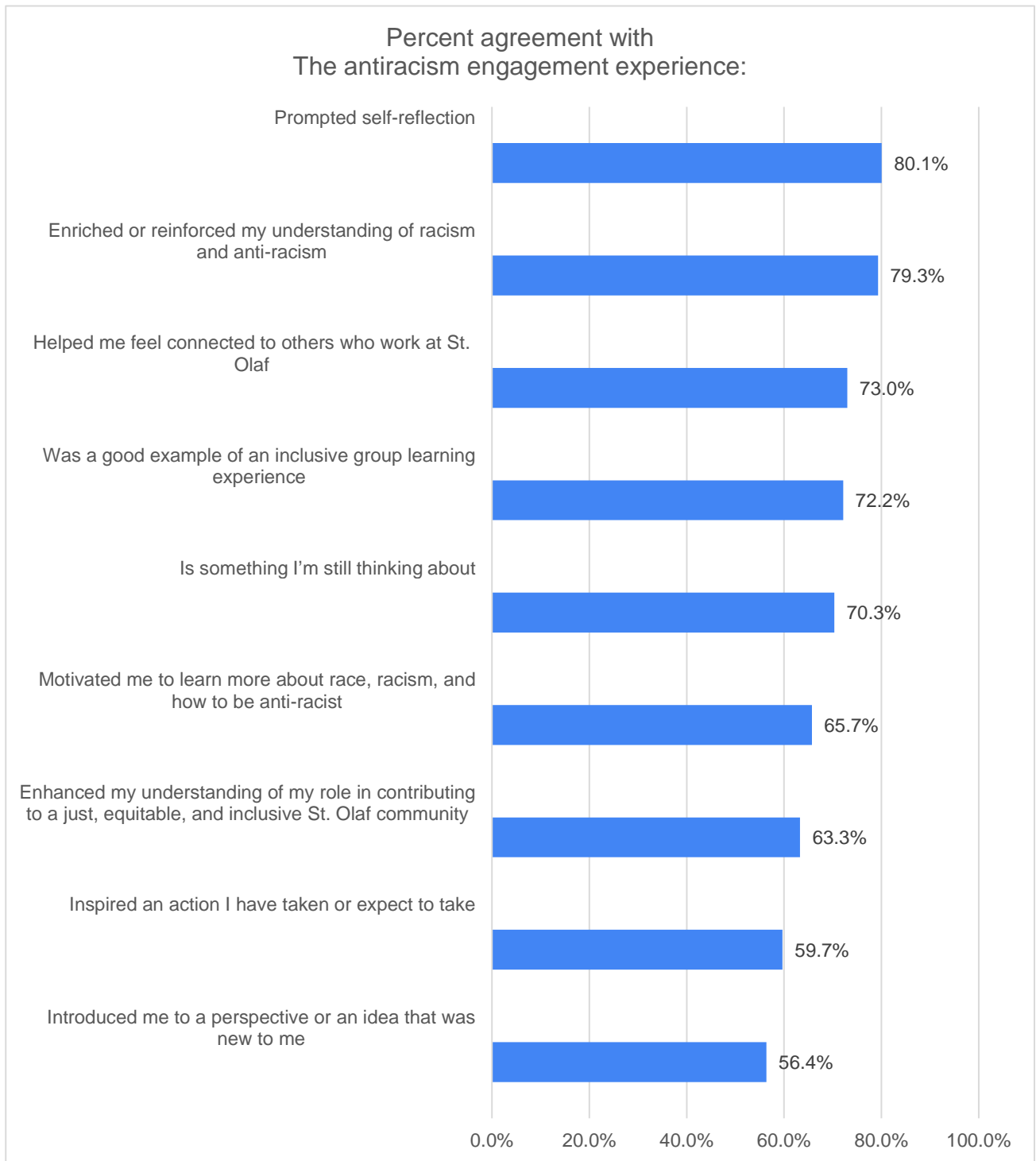
Summary of Results

- 316 faculty and staff members completed the feedback form, out of a total 704 of faculty/staff participants in the experience, for a response rate of 45%.
- There was agreement by more than half the respondents with all the items.
- Items with the highest agreement scores were:
 - "Prompted self-reflection"
 - “Enriched or reinforced my understanding of racism and anti-racism” received the highest scores.
- Items with highest disagreements scores were:
 - "Introduced me to a perspective or an idea that was new to me"
 - "Enhanced my understanding of my role in contributing to a just, equitable, and inclusive St. Olaf community".

The antiracism engagement experience:



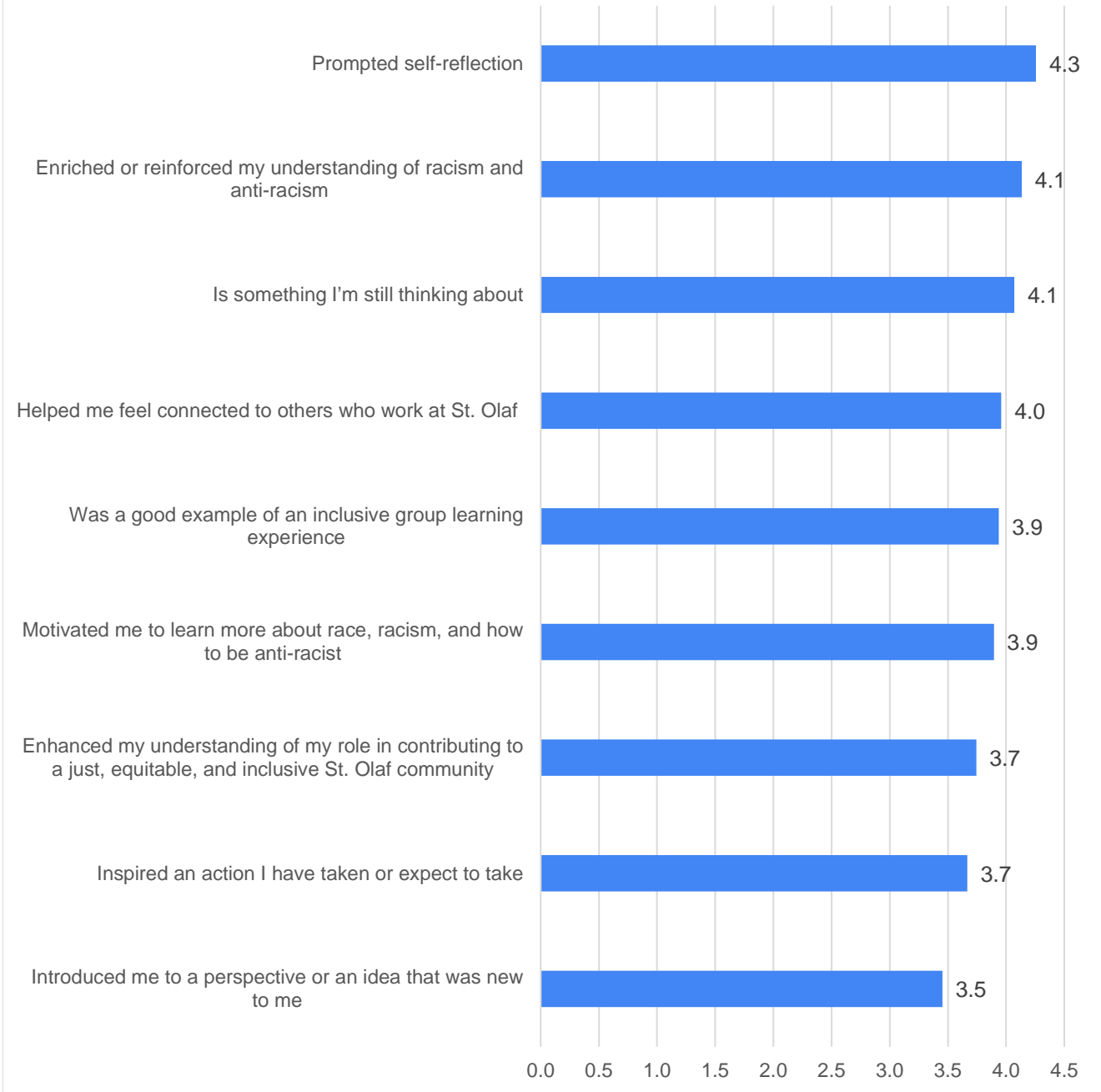
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Average response

The antiracism engagement experience:



Strongly disagree = 1, Disagree = 2, Disagree somewhat = 3, Agree somewhat = 4, Agree = 5, Strongly agree = 6

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