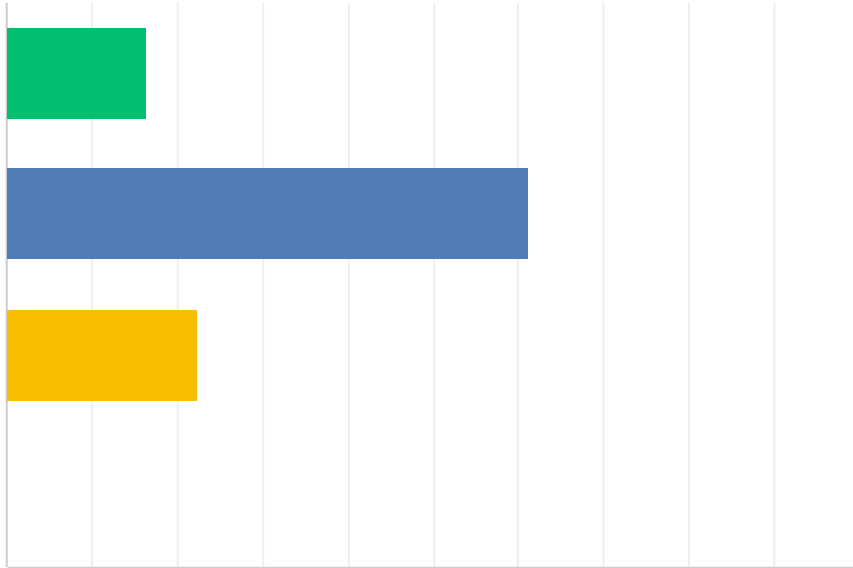


Q1 What is your Employee Classification

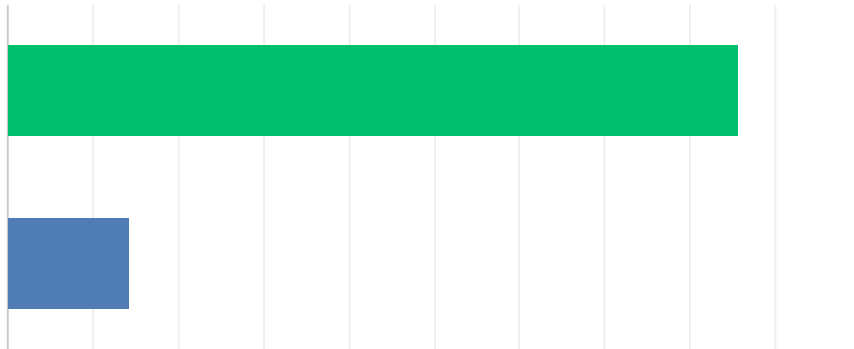
Answered: 49 Skipped: 0



| | | |
|---------------------------------------|--------|-----------|
| Manager | 16.33% | 8 |
| Faculty | 61.22% | 30 |
| Classified/ Confidential Professional | 22.45% | 11 |
| Student Employee | 0.00% | 0 |
| TOTAL | | 49 |

Q2 Are you employed Full-time or Part-time?

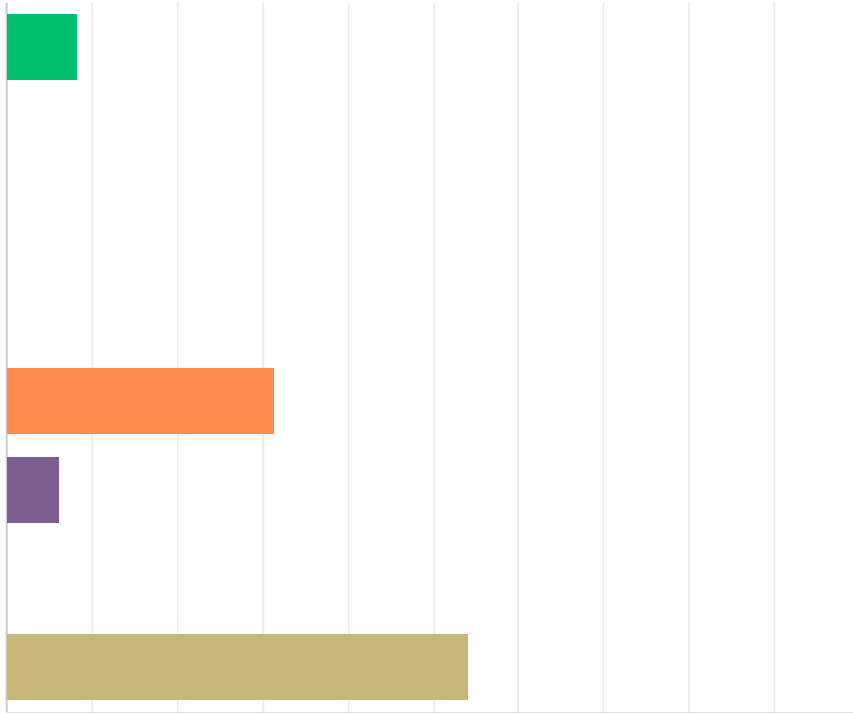
Answered: 49 Skipped: 0



| | | |
|-----------|--------|----|
| Full-time | 85.71% | 42 |
| Part-time | 14.29% | 7 |
| TOTAL | | 49 |

Q3 What is your ethnic background?

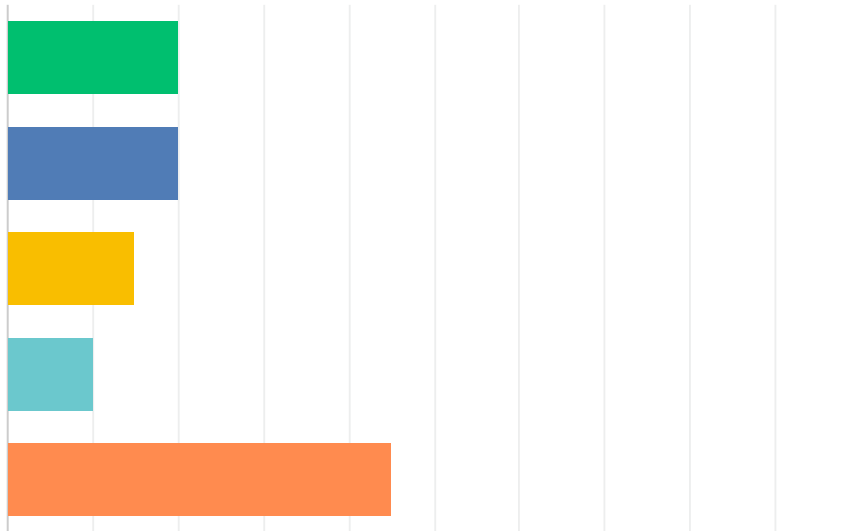
Answered: 48 Skipped: 1



| Black or African-American | 8.33% | 4 |
|-------------------------------------|--------|-----------|
| American Indian or Alaskan Native | 0.00% | 0 |
| Asian | 0.00% | 0 |
| Filipino | 0.00% | 0 |
| Hispanic or Latino | 31.25% | 15 |
| Multi-Ethnicity | 6.25% | 3 |
| Native Hawaiian or Pacific Islander | 0.00% | 0 |
| White | 54.17% | 26 |
| TOTAL | | 48 |

Q5 Please list which trainings you started but did not complete:

Answered: 20 Skipped: 29



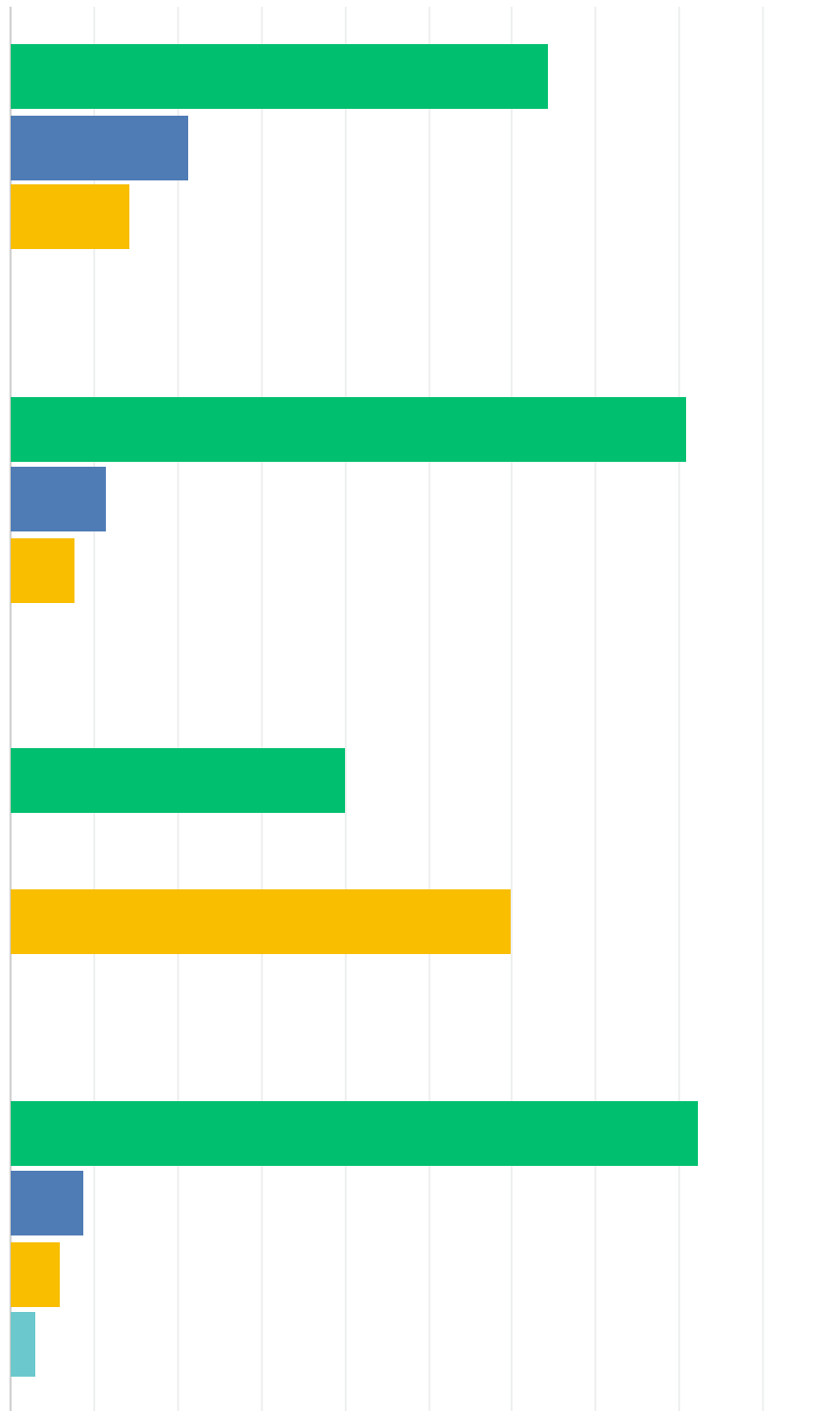
| | | |
|-------------------------|--------|---|
| Black Ally | 20.00% | 4 |
| Teaching Men of Color | 20.00% | 4 |
| Course Design | 15.00% | 3 |
| Racial Microaggressions | 10.00% | 2 |
| N/A | 45.00% | 9 |
| Total Respondents: 20 | | |

Q7 If not s

| | | |
|--|--------|----|
| | | |
| | 16.00% | 4 |
| | 48.00% | 12 |
| | 36.00% | 9 |
| | | |

Q8 Please rate the quality of the training:

Answered: 48 Skipped: 1



Very useful Somewhat ... Neutral Not useful/..

CORA Trainings Survey

| Black Ally | 64.29% 9 | 21.43% 3 | 14.29% 2 | 0.00% 0 | 14 |
|---------------------------------|--------------|-------------|-------------|------------|----|
| Teaching Men of Color | 80.77% 21 | 11.54% 3 | 7.69% 2 | 0.00% 0 | 26 |
| Course Design for Racial Equity | 40.00% 2 | 0.00% 0 | 60.00% 3 | 0.00% 0 | 5 |
| Racial Microaggressions | 82.35% 28 | 8.82% 3 | 5.88% 2 | 2.94% 1 | 34 |

Q9 How did the trainings impact the work that you do?

Answered: 42 Skipped: 7

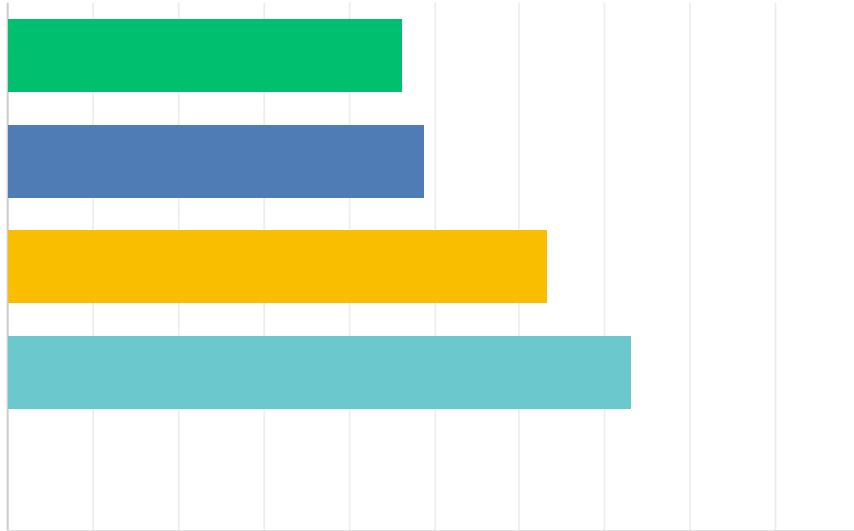
| | | |
|----|--|--------------------|
| 1 | I have implemented many of the techniques and ideas taught by these courses in my English classes. | 4/28/2022 10:47 AM |
| 2 | Reinforced the idea that one of the most important things we can do as instructors to increase success rates is to be flexible and to show genuine care for our students. | 4/24/2022 3:50 PM |
| 3 | By educating myself with these training opportunities I am able to apply what I learned to my interactions with students and colleagues. The information I learned has provided me with a new lens with which to view my work. | 4/21/2022 3:23 PM |
| 4 | The trainings give me food for thought -- it helps me locate blind spots, and reinforces practices that I already implement. | 4/19/2022 7:55 PM |
| 5 | It caused me to reflect on what on my own behaviors and habits. It gave me another lens, a better lens, in dealing with people of color. | 4/19/2022 11:43 AM |
| 6 | The Course Design and Teaching Men of Color classes were instrumental in helping me reframe and redesign my courses. The Racial Microaggressions one was also good, but I had already learned a lot of what was presented from previous trainings. Still, it was useful to refresh my knowledge on microaggressions, especially how to intervene in a classroom setting. | 4/19/2022 11:41 AM |
| 7 | They've educated me on some of the racial inequities that exist in the classroom, raised my awareness on a variety of issues, and given me concrete tools that I can take back to the classroom to close equity gaps. | 4/19/2022 11:10 AM |
| 8 | It was really an eye opener to how you run your course and that struggles students face. Really gave me the opportunity to look into my teaching style and make changes. | 4/19/2022 10:31 AM |
| 9 | The Teaching Men of Color training got me thinking about how the structure of education impacts Men of Color. | 4/19/2022 9:55 AM |
| 10 | N/A | 4/19/2022 9:49 AM |
| 11 | They didn't. | 4/19/2022 9:44 AM |
| 12 | Much more aware and sensitive to the needs and strategies for academic success pertaining to all students, colleagues, etc. | 4/19/2022 9:40 AM |
| 13 | Added some assignments on racial justice | 4/19/2022 9:22 AM |
| 14 | It challenged me to be more cautious with my word choices in lectures to avoid potential microaggressions which I would never intend but may result regardless. I steer clear from sarcasm more than previously since this is an area of potential harm within a public forum. | 4/19/2022 9:04 AM |
| 15 | The training made me more conscientious and thoughtful of my interactions with students, verbally, non-verbally, and written. | 4/19/2022 8:56 AM |
| 16 | It helps to personalize the equity work we are doing at Norco College. I benefit from seeing and hearing the stories of individuals rather than discussing issues at a distance. | 4/19/2022 8:48 AM |
| 17 | It did not impact the work I do as I always have been aware of the struggles of students of color. | 4/19/2022 8:36 AM |
| 18 | provided strategies to ensure I meet the needs of my students, and not only the needs of the SLO | 4/19/2022 8:02 AM |
| 19 | Having a better understanding of what microaggressions are and how they impact individuals at work. | 4/18/2022 3:05 PM |

CORA Trainings Survey

| | | |
|----|--|--------------------|
| 20 | All trainings provided clear examples and tools I could immediately connect to the work that I do as faculty, both in supporting students and designing my courses, and in the way I work with colleagues. | 4/18/2022 12:11 PM |
| 21 | I did not fully complete the trainings, but I did appreciate learning more information about Men of Color. | 4/15/2022 2:13 PM |
| 22 | Being open to ask more questions and support our AA students | 4/13/2022 8:53 AM |
| 23 | They helped me to become a better instructor | 4/11/2022 1:23 PM |
| 24 | I helped me with course design along with equity grading and assignments | 4/11/2022 11:41 AM |
| 25 | The Black Ally training helped me realize that we have a lot of work to do ensure our campus environment is more welcoming and supportive for Black/AA students, especially those who do not have the time to connect with a special funded program. The Racial Microaggressions course helped me learn the appropriate ways to compliment students from historically underrepresented backgrounds for their accomplishments without making them feel as if their successes are unexpected, unique, or not the norm. | 4/11/2022 11:23 AM |
| 26 | Identifying/defining racial microaggressions allowed me to apply this to how I do my work and interact with students and colleagues. | 4/11/2022 11:23 AM |
| 27 | I am more conscientious of reaching out to men of color and communicating with them about how they are doing in the course | 4/11/2022 10:32 AM |
| 28 | Learned new terminology that I was not familiar with. | 4/11/2022 9:40 AM |
| 29 | They make you look at things through another lens. | 4/11/2022 9:42 AM |
| 30 | Made me much more aware of microaggressions specifically being able to identify language that contributes to microaggressions. | 4/11/2022 9:00 AM |
| 31 | The microaggressions workshop was offered at a time when I absolutely needed a reminder of the daily challenges that minority students face in their everyday lives. It helped me to re-evaluate my understanding, interactions, and advocacy of these students to better support them at our college. | 4/11/2022 8:46 AM |
| 32 | Help me mitigate personal biases | 4/8/2022 10:38 PM |
| 33 | Increased awareness. Influenced choice of design and teaching strategies. | 4/8/2022 6:29 PM |
| 34 | It made me much more mindful and aware of micro aggressions as well as understanding the background that many men of color come from and the struggles that they deal with | 4/8/2022 5:32 PM |
| 35 | They allowed me to ensure that I am practicing equity in the ways I design course policies. | 4/8/2022 5:24 PM |
| 36 | Helped me to be much more aware and able to call out microaggressions when I heard them, and try to prevent doing it myself | 4/8/2022 5:21 PM |
| 37 | Provided additional tools that I use in my day to day work. | 4/8/2022 5:19 PM |
| 38 | It gave different examples when working students. | 4/8/2022 4:58 PM |
| 39 | The new challenge of re-establishing racial equity and racial bias in our society has made my job harder, as our local culture is beginning to openly judge people by their skin color and | 4/8/2022 4:58 PM |
| 40 | 2" | 2 w |

Q11 Please indicate if you are interested in completing any of the following CORA training not currently available to Norco College employees.

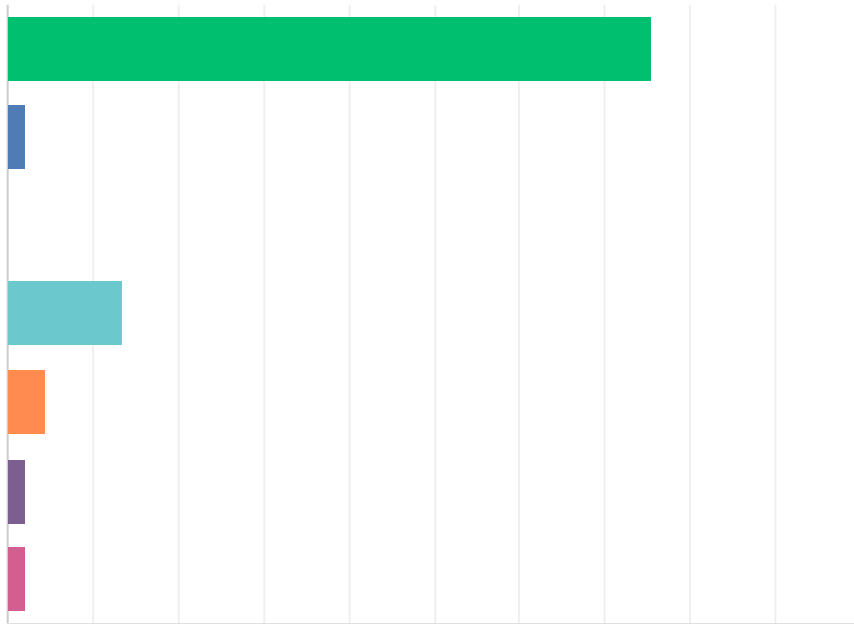
Answered: 41 Skipped: 8



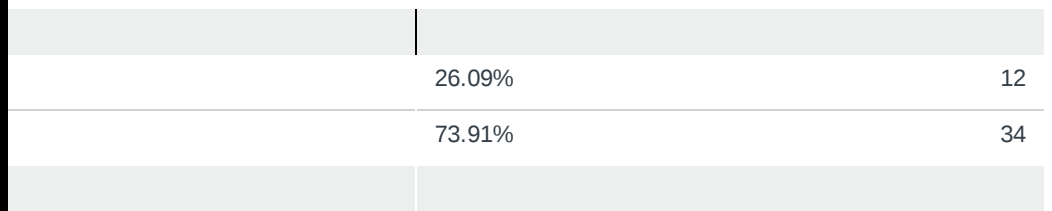
| | | |
|--|--------|----|
| Black Minds Matter | 46.34% | 19 |
| Supporting Men of Color in the Community College | 48.78% | 20 |
| Best Practices for Teaching in the Community College | 63.41% | 26 |
| Unconscious Bias | 73.17% | 30 |
| N/A | 0.00% | 0 |
| Total Respondents: 41 | | |

Q12 How would you like to complete a CORA course?

Answered: 45 Skipped: 4



| Individually at my own pace | 75.56% | 34 |
|---|--------|-----------|
| In a small group (2-4) with meetings with peers | 2.22% | 1 |
| In a small group (2-4) with meetings with employees outside your constituency | 0.00% | 0 |
| In a cohort (5+) with meetings with peers | 13.33% | 6 |
| In a cohort (5+) with meetings with employees outside your constituency | 4.44% | 2 |
| Weekend retreat with peers | 2.22% | 1 |
| Weekend retreat with employees outside your constituency | 2.22% | 1 |
| TOTAL | | 45 |



| | |
|--------|----|
| 26.09% | 12 |
| 73.91% | 34 |

