REPORT TO THE CAMPUS CHANGE TEAM
UNIT: UMD DIVERSITY COMMISSION
Date: May 2013
From: Joie Acheson Lee, CCT Representative

Members of the Diversity Commission, Spring 2013
Chris Davila, Chair
Susana Pelayo-Woodward, Treasurer
Shinay Rasmussen, Secretary
Joie Acheson Lee, CCT Representative
Mary Cameron
Penny Cragun
Stacy Crawford
Monte Gomke
Elizabeth Benson Johnson
Daniel Oyinloye
Paula Pedersen, on sabbatical
Shelley L Smith
Megan Havrilla
Muskadee Montano
Anna Gilmore

The Diversity Commission meets weekly or bi-weekly throughout the year, on Tuesdays at 11am in Kirby 268. Meetings are open. Annual reports are posted on our website for the public: http://www.d.umn.edu/umdoeo/diversity/ The Diversity Commission has worked continuously to improve the UMD campus climate since 1989, by bringing awareness and education on issues of equity, diversity and social justice to students, faculty, staff and the community.

Top Action Step / Activities for 2012-2013:

6. Integrate cultural diversity, cultural competence, and social justice topics into the curriculum and campus life, using an enhanced liberal education theme on cultural diversity as a core of this effort.

Diversity Commission Categories of Activities for 2012-2013:
- Support ongoing Goal Two campus initiatives
- Create educational programming that addresses Equity and Diversity Efforts
- Advisory capacity to the campus
- Create partnerships and collaborative ventures

2012 Summit on Equity, Diversity and Multiculturalism “Diversity: Why?...and what’s in it for me?” Thursday, October 25, 2012

The UMD Diversity Commission invited UMD faculty, students, staff and administration, as well as interested community organizations, to propose meaningful and interactive workshops, presentations, lectures, films with discussion, and other educational formats that would address issues of equity, diversity and multiculturalism for our 2012 Summit.
The Keynote Presentation by Dr. Nancy “Rusty” Barcelo, President, Northern New Mexico College was entitled: Diversity: Why? and what’s in it for me?

The Feature Panel Presentation “Who’s Hiring Who? The Culturally Competent Workforce” was moderated by Dr. John Arthur, Sociology-Anthropology, University of Minnesota Duluth. Panelists included Yusuf Abdullah, Chancellor Black, Dr. Rusty Barcelo and Mary Bridget Lawson.

Workshop presentations throughout the day included:
- Creating an Inclusive Campus Climate: Successes, Challenges, and Moving Forward by Dr. Bilin Tsai, UMD
- Student Involvement: Building Cultural Competence by Jeni Eltink, Kirby Student Center
- Inclusive and Diverse Hiring Practices by Nam Provost and Kevin Skwira-Brown, St. Scholastica
- How Recognizing Racism Develops Diversity: Educational Responses to Institutional Racism by Jodi Broadwell, Dana Riles and Theresa O’Halloran-Johnson, Clayton, Jackson, McGhee Memorial
- Leading and Learning in an Inclusive Environment by Dr. Kerry Fierke and Dr. Gardener Lepp, College of Pharmacy
- Advocacy Coalitions: Building Triangles for Change by Dr. Lake Dziengel, School of Social Work
- Children and Animals: Teachers of Acceptance and Compassion by Pat Castellano and Lisa Johnson, KUMD
- Film – Bringing the Truth to Life by Blair Moses, Joli Shamblot, Dana Riles, CJMM
- The Socio-Medical Needs of GLBTQ Youth – Advocating for Inclusive Medical Services by Caroline Woods, Physician Assistant Program
- Voter ID Laws and their Effects on Underrepresented Populations by Steve Wick, MPIRG
- Elements of Multiculturalism in the Music of Taiwan and the Caribbean by Dr. David Edmund and Dr. Jian-Jun Chen-Edmund, UMD
- Connecting People & Cultures through Storytelling by Dr. Chang’aa Mweti, UMD
- UMD Results from the Profile of the College Student Experience by Dr. Lisa Erwin, Vice Chancellor Student Life
- Navigating Difficult Conversations by Matthew Antonio Bosch, Jason Jackson and Frankie Jader, GLBTA Programs, UMTC
- Film - Cracking the Codes presented by Susana Pelayo-Woodward, Office of Cultural Diversity
- Respect in the Workplace: Moving Towards Civility by Dr. Mary Cameron and Joie Acheson Lee, UMD

Please see the Summit Overall Satisfaction Survey results here: file:///C:/Users/jacheson/AppData/Local/Temp/2012SummitOverallSatisfaction.pdf

What’s Racist about this? Forum 1
December 4th, 2012  4-6pm  Kirby Ballroom

In response to a racist U-Tube video made by a UMD student and widely circulated, the UMD Diversity Commission quickly put together a forum to begin a campus-wide dialogue on racism on the campus and within our community. Members of the commission put together a
**Facilitators Guide** (adapted from Racial Equality Learning.org) and distributed the guide to more than thirty table facilitators from UMD faculty, staff and community. (below.) There was an overwhelming response to the Forum with more than 400 people in attendance. Please see Attachment 1 for survey results regarding the effectiveness of Forum 1.

**Facilitators Guide** (adapted from Racial Equality Learning.org)

10 Minutes – Welcome: Chris Davila – Chair, UMD Diversity Commission; Susana Pelayo-Woodward – Director, UMD Office of Cultural Diversity; Chancellor Black

Introduction: Daniel Oyinloye, Coordinator African American Student Program

10 Minutes - Instructions: Welcome your group. Ask each person to partner with someone they don’t already know and answer the first 3 questions on the handout. After each person has shared, ask if a few group members would like to introduce their partner. If your group is a manageable size, go around the circle and ask each person to share one thing they learned about their partner. This is an excellent way to take the temperature of the room and introduce each person to the group.

1) Your name, it’s meaning and/or a story about it
2) How do you identify racially, ethnically and culturally?
3) Why did you decide to attend this forum?

Facilitators please share conversation guidelines and Diverse Community Foundations

20 Minutes - Show 3 clips from the UMD video - Daniel Oyinloye

Explain break-out session – Daniel Oyinloye

a) Ask participants to journal for 3 minutes using the following questions/prompts: When you watch these videos, what stood out for you? What perpetuates racial stereotypes at UMD and in Duluth?

b) Ask participants to come back together as a table-group. Ask them to share their answers to the above questions and then ask them as a group “What is racist about this?” for 10 minutes. Ask one group member to write down the group’s answers on a large piece of paper to be collected and shared with the larger group (in a mural).

c) Floaters will pick up small group responses and post them on the mural.

5 Minutes - Dr. Mary Cameron will address the historical and current impact of racism.

- Show clip

20 Minutes - Show clips from other national incidents, and other responses - Daniel

a) Ask participants to journal for 3 minutes using the following questions/prompts: When you reflect on these incidents, what are your initial reactions? Does it make a difference to name and challenge the racism? How does racism impact you, your community, and the nation?
b) Ask participants to come back together as a table-group. Ask them to share their answers to the above questions for 10 minutes. Ask one group member to write down the group’s answers on a piece of paper to be collected and shared with the larger group (in a mural).

c) Floaters will pick up small group responses and post them on the mural.

20 Minutes: Commitment to self and take away

Video http://www.youtube.com/watch?v=b0Ti-gkJiXc

A) Ask participants to journal for 3 minutes using the following questions/prompts: Name one thing you will commit to address racism in your life. Name one thing you will do to address racism on your campus and in your community.

b) Ask participants to come back together as a table-group. Ask them to share their answers to the above questions for 10 minutes. Ask one group member to write down the group’s answers on a piece of paper to be collected and shared with the larger group (in a mural).

c) Participants will also write down their commitment to self to take home with them when they leave.

10 Minutes Closing – Paula Pedersen, Department of Psychology and Daniel

Paula and Daniel will bring the group back together for the closing and next steps.

“Forgiving and being reconciled to our enemies or our loved ones are not about pretending that things are other than they are. It is not about patting one another on the back and turning a blind eye to the wrong. True reconciliation exposes the awfulness, the abuse, the hurt, the truth. It could even sometimes make things worse. It is a risky undertaking but in the end it is worthwhile, because in the end only an honest confrontation with reality can bring real healing. Superficial reconciliation can bring only superficial healing.”
— Desmond Tutu

Suggested Conversation Guidelines.

We recommend you read this list of guidelines to the group and ask participants to agree to follow them. You may also ask participants to generate agreements. We suggest you use these as handouts or write them out on large pieces of paper to put up on the walls.

• What you share within the context of the conversation is confidential, honored and respected.
• Please speak from personal experiences.
• Be honest and willing to share.
• Listen respectfully and resist the desire to interrupt.
• Be fully present.
• Be brief.
• Suspend judgment.

From: Heart to Heart Conversation Guide, 1998 World Trusts Educational Services

Diverse Community Foundations
1. Communities are built through building relationships of trust and commitment.
2. We are all doing the best we can (most of the time).
3. We don’t know all there is to know.
4. Just because you are, doesn’t mean you understand: Just because you’re not, doesn’t mean you don’t understand.
5. Oppression is pervasive and impacts us all.
6. It is not our fault, but we must accept responsibility to create change.
7. Conflict and discomfort are often a part of growth.
8. Seek first to understand, then to be understood.
9. Practice forgiveness and letting go.
10. Self-work, healing and self-love are necessary for acceptance of others.
11. Acknowledge, Appreciate, and Celebrate Progress.
12. There are no quick fixes.
13. Individuals and organizations DO grow and change. There is HOPE.

Developed by Jamie Washington, Ph.D., Washington Consulting Group.

Facilitators for the forum included:
1. George Hoagland WS hoagl011@umn.edu
2. Emily Johnson CSS ejohns11@css.edu
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7. Donna Ennis CJMM donna.ennis@northhomes.org
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10. Danny Frank UMD
11. Kevin Skwira-Brown, CSS kskwira@css.edu
12. Beth Bartlett UMD bbartlet@d.umn.edu
13. Kathy Heltzer UMD kheltzer@d.umn.edu
14. Monte Gomke UMD mgomke@d.umn.edu
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25. Jane Gilley Duluth gilleyj@stlouiscountymn.gov
26. Bob Grytdahl <bgrytdahl@duluthmn.gov
27. Ellen O’Neill YWCA
28. Tammy YWCA
29. Darrin YWCA
30. Stacy Crawford UMD scrawfo2@d.umn.edu
Campus Forum #2 Taking a Step Forward: A Personal Call to Action
February 26th, 2013  4-6pm  Kirby Ballroom
The Diversity Commission created this forum to help participants actively engage in conversations and exercises leading to awareness of how their personal actions could improve the racial climate on campus and in the community. The event was open to every UMD student, faculty and staff member, and the community. Registration was in-person or online. A survey regarding the effectiveness of the forum is attached.

Attachment One:

Attachment Two: What is Racist about This? Survey Results
Summary - What is racist about this? Forum

226 invitations sent (UMSurvey via e-mail) - 105 complete responses returned

- Launched Wednesday, December 12, 2012. SA = strongly agree
- Reminders on December 17 and 21, 2012. A = agree
- Data compiled Sunday, December 23, 2012. NS = not sure
  D = disagree
  SD = strongly disagree
  NA = no answer

ITEM 0: A the forum, which group did you identify as being a member of?

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ITEM 1: Name one thing that you will do to address racism in your life, on your campus, and/or in the community.

Community Member:

- be available to join any community efforts that "call out" racism in our community - especially addressing systemic racism (in employment, education, housing, health care).
- continue providing education
- continue to bring the topic into the classroom and in community setting in which I participate
- Continue to organize events and take part in educational efforts related to building relationships across race and class
- Continue to speak out and be involved
- I will never remain silent when I witness racism or racist acts. EVER.
- speak out about systemic racism
- Work through my church and with other collaborative community organizations to confront white privilege and end racism.

Student:

- Address individual racism in every instance, talk about it, and diversify my individual life. Also supporting businesses, programs, and people that do the same. On a larger scale, advocating a better recruitment policy, a change in the code of conduct, as well as successful community organizing around the topic.
- assert UN declaration rights of Indigenous people at the level of grant review, continue focus on Education reform, defining world view within education institutions.
- Be open-minded
- bring passport
- Call others out on racist comments, jokes, or messages and explain why they are inappropriate.
- call people out on it
- Call people out on it.
- confront it when I come into contact with it.
- Confront racism when I see it or hear it.
- Continue asking the tough questions, and challenging others to do their part.
- Continue to have discussions and educate myself on the matter - lots of reading about it
- Correct any wrongful actions or hurtful words that are said by my friends and/or acquaintances.
- Definitely would speak out about it, to people unaware of what's going on. Invite communities to a event related to diversity of a student club, so they have an opportunity to learn about something that they haven't previously.
- Don’t let people joke around about racist issues
- Educate myself on different cultures and open my eyes to see the acts of racism taking place- in doing so, stand up for what is wrong in hopes to create change
- Educate students about ethnicity, and cultures.
- Every single person has to work on better addressing their subconscious judgments on others. I think the change starts in educating and addressing ourselves first; therefore I am committed to doing so.
- Help others identify racist events.
- hold friends/others accountable for racist remarks that may be meant as a joke
- I am currently volunteering at the Union Gospel Mission and will continue to do so in the future. I also presented a speech for my public speaking class in the hopes of persuading more people to be in favor of affirmative action.
- I confront racism when I hear or see it. I like to discuss with people on a daily basis 'what is racist about ____' in their own speech/dress/assumptions.
• I haven't yet, but want to join a multi-cultural student group if there is one available on campus, and if there isn't, then look into creating one where everyone is encouraged to come and the focus is to make friends and discuss
• I just attended a meeting with Two Harbors City Council complaining about racism by one of their members and 2 citizens.
• I will continue to attend forums such as this to listen to perspectives and become better informed on this issue in order to address it with those in my community.
• I will continue to have conversations about this topic with individuals and will continue to mark behaviors that others and myself express that can be hurtful and/or used as a learning opportunity.
• I will hold me friends accountable for racist actions and words.
• I will not take part in it and educate others about why racism is wrong.
• I will now be able to see when it is happening and try to call people out on it so they realize it themselves and will stop.
• I will speak up when I hear racist comments being made around me. I will let that person know that it's not okay.
• I will talk about it
• Identify the source of it and confront the person on behalf of the situation and responsibility
• If it's possible just continuing to have the conversation and hope to change the minds those who have those sort of racist thoughts.
• Keep people accountable for what they say.
• Make people aware that racism is in fact still alive simply by informing them of incidents (like this) happen.
• mark racist behavior as it occurs (i.e. comments, pictures, jokes, etc)
• n/a
• Not find humor in racist jokes.
• Not participating. Being aware... even if one does say something "wrong" or if you aren't sure... be at minimum, thoughtful about it.
• One thing everyone can do is to stop ignoring and letting it slide under the rug. If someone says a racist remark, just call them out on it. Let them know it's not okay.
• Remain to be a strong student leader and continue to create an inclusive environment for my friends, classmates, and coworkers. I will also step up and do a better job of voicing the importance of making a positive environment for all and making people feel welcome and comfortable.
• Remember that everyone is coming from a different place and difference is not a bad thing.
• Respect for all people
• Some people threw garbage at Asian students.
• Speak up when I hear remarks.
• Stand up for those who cannot defend themselves against people racial discriminating or profiling.
• Stand up for those who has been victim to racism and can’t stand up for themselves. to culturally diverse as many people as i can.
• Stand up to racism
• Stop it when I see it.
• Take about the issue in a civil and respectful manner. Express your view and why you thing the racism unacceptable in today's society. We should live up the quotes of Dr. King Luther.
• The one thing that I would do to address this issue is through art.
• To remind people that everyone is equal no matter what they look like.
• Treat people equally, regardless of their race. Confront others about racist behavior anc remarks

Faculty

• continue to study, talk and challenge myself and others
• Discussions and dialogue on what, how, and why racism should not be tolerated in any circumstances.
• educate students about racism
• Hold people accountable for their actions. Build an understanding of diversity into my curriculum.
• I am volunteering for the Community Action Duluth Tax Preparer service - help low income Duluthians get their tax rebates. Some number of these folks will be Indian or African American. Want to get out in the community more.
• I will bring up the issue for discussion in my classes. I will write letters to the editor, I will participate in rallies, marches, forums, public meetings and speak out on issues of race.
• I will remember that students need to be held accountable for their racist actions, but at the same time they need to be welcomed into the greater university community.
• I will speak up if I hear anyone talking negative about another person. Reminding them of how much words can hurt. In my life away from here I am always reminding others in my family and friends Circle of not to say certain things to offend others.
• Say "That sounded racist" to racist language.
• Speak up when racist comments are made.

Staff:

• Address things when they come up
• As soon as I hear or see something "ist", I will appropriately address it with the individual in an educational manner
• Attend more sessions related to diversity. Try to gain a greater understanding of other cultures.
• be more aware of how I say things when I am talking to a person of color.
• Call it out if I see it. Inform people that their behavior is unacceptable.
• continue taking advantage of the educational opportunities provided
• continue to be educated and learn about issues related to racism in our community
• Continue to stay abreast of community actions to educate and define racism.
• Defend an individual that I think may be targeted.
• Empower our student athletes to lead against racism
• Find ways to gather diverse students together.
• Have conversations on the topic as well as teach, as best I can, anyone that I meet.
• I am a minority living in a predominantly white city. I volunteer for the Martin Luther King Breakfast, also involved in American Indian Related events.
• I am going to be more aware of the comments that people make around me. I realize that allot of people may make racist comments, mostly because they did not grow up in a diverse community. I want to bring awareness to how these comments affect other people.
• I will be less passive when I observe racist comments or behavior. I will find a way to confront it as civilly as possible.
• I will continue to confront it.
• I will continue to educate myself so that I know what to do when I witness something racist.
• I will continue to educate myself and the students and staff I supervise.
• I will talk more about it.
• My position is in Institutional Diversity, so addressing racism is kind of my job.
• Not make assumptions about who people are or what they want because of how they look to me. Also, not making jokes at others expense.....
• Prompt others to recognize racist behaviors/language
• Stop sitting back when friend etc makes racist comment. Will try to point out how this makes me feel
• Take a stand against racism.
• Talk about it and listen carefully.
• Talk to friends and community members about UMD's efforts to address racism.

Other:

• Continue to distinguish between a "racist campus" and a campus that talks openly about race and racism.
• I am committed to addressing issues of race and equity when it arises in my work and personal life. Specifically, I have zero tolerance for inequity and am committed to always being open to examining what I may not see—to learning more—to listening better—to using my power and influence for positive growth (myself and others) to make the campus and community welcoming, supportive and equitable.
• Speak up more often.

ITEM 2: As a participant, I learned more about racism.

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ITEM 3: As a participant, I learned how racism negatively impacts the culture of UMD and/or my community.

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ITEM 4: As a participant, I learned from the stories of others in my community who are affected by racism.

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ITEM 5: As a participant, I learned ways that I can help dismantle racism.

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ITEM 6: The forum was an effort to address racism. From your perspective, what’s the next step(s)?

Community Member:

- Continue to conversation. Less about specific incidents, more about the broader goal moving forward. Our community actually isn’t that racist compared to many others. We should look for ways to demonstrate our unity, rather than the few example that divide us.
- education - the nature of white privilege for whites and People of Color. How to live with and move through our own socialization for students of Color
- I believe that the next step is to get people together to develop an action plan. I believe that for people who don’t typically work towards justice and equality every day- it needs to be spelled out. A plan needs to be in place for individuals who may be at the beginning of their journey-to do when they encounter racism.
- I think there needs to be a focus on action. We missed that at the end, and it was really disappointing.
Student:

- More meetings on topic, information for all on white privilege
- More of these kind of things need to be available
- need to continue with collective actions - perhaps need to caucus (people of color and white groupings) when processing and developing strategies.
- Work in smaller affinity groups.

Student:

- Action, still waiting for action piece that was indicated at gathering. Bring relevant voice from student body & community to hear experience. Entire forum was on what happened. put same people in the room and hear from above stated on how it made them feel & affected. (meaning give them the microphone). as for this process and remaining who gets to participate with remainder of process....please consider more transparency
- Actually adding it to our daily lives and continue to work on it. Sometimes we address issues and work on them and then once the issue fades away and another issue becomes more in focus, we forget what we were working on. I would say we should make it a more of a continued priority
- Address the issue in basic liberal arts classes at UMD. Every incoming student should learn about this and our liberal arts credits are not discussing it well enough. If students are transfer there should be an online mini-training. Something to get the material out to the larger campus.
- Bringing people together (like we did in that room) and discussing possible solutions, creating groups, just inspiring each other. Holding events. It would be really cool to have a forum where people just shared ideas in combating this issue, I’m sure there are many out there, and I would love to be a part of discussing the next step as a group so we can actually make it happen.
- Change is hard. Racism is so deep rooted I don’t think the next steps are these obvious checkpoints we are easily going to be able to evaluate. I wish it was this way- but this fight has been, and will continue to be a struggle at UMD- unless we, as students and as a community, stand up and put forth a plan so that steps are taken and actions happen. From my perspective, what I would like to see happen as a first step is purely educational. I'd like it to be mandatory for all incoming freshman to take a diversity class, and not in a lecture hall-open discussion and personal stories about tough issues such as race is what gets to peoples hearts. The issue is UMD is dominantly white- a bunch of kids with white privilege sitting around talking about how hard racism is will hardly be moving. UMD needs to find a way to make this class an experience, something incoming students will carry with them their entire four years and beyond.
- Continue holding forums such as this; there were so many topics and issues introduced, there needs to be more events such as this held to bring light to more individuals.
- Continue to have forums, not in response to situations, but as once a month session to keep the conversation going. Pro-active rather than reactive. Make it part of our Bulldog culture at UMD.
- Continuing the conversation. Continuing to promote awareness and intolerance of racism
- encouraging members of our campus community to have conversations with those who did not attend, need to break the cycle of students coming in with the conditioned belief that racist statements and stereotypes are okay or even funny
- Every person taking upon themselves to address these issues in their community and lives to create a better setting for all those in their community.
- for us as a community to help one another to teach others about racism and how it has an effect on not just the victim, but bystanders as well
- Get more students involved in beginning to make a change
- Get the word out to as many people as possible and target offending groups.
- have more than one forum. we can't just have these things as a reaction. we need to be putting things on like this all the time. i mean you guys make us sit through all of that stuff in welcome week and with the history that UMD has you would think that they would shine a light on how racist this campus us. so next step would be to definitely implement something like this into welcome week.
- I believe inviting people to more forums like this will help bring more people to light
• I think everyone within our school system should be informed that racism is unacceptable behavior will not be tolerated on our campus. If we can have a smoking free zone then why not have racism and other ism free zone. We should also continue the dialogue and listen to both side and see what common ground we have irrespective of our ethnicity, race, religion or political views. We should realize after the end of the day we are all humans with limitation and strength.
• I think that the more people know about what's going on, the more people will care to act to change it. I think that many people would act if they attended meetings like this one. Small steps can make a big difference.
• I'd like to hear people's stories. I didn't really see that opportunity vetted at the forum. Could we write a book/poetry set/art show about people's stories on how racism has personally affected them?
• Include other isms and issues. Our table covered various topics... women's issues, body size, body issue, disabilities, were touched on. I think not having conversations where these are included sometimes put up more walls leaving people dealing with, say body image issues because they are clearly given the message they are not perfect, deal with similar challenges that at times get shoved under the rug. This with other isms and "other-ed" groups
• Individually people just have to keep others accountable for what they say and address it.
• Keep holding more forums to help educate the campus community and continue approving upon the campus culture.
• Keep informing people of it. Tell people it's not okay. It takes more than just talking about it. You actually have to live it out.
• Keep on addressing it in a similar matter and work towards uprooting and overcoming it.
• keep talking about it
• Keep the conversation going
• Keep the dialogue going. Don't miss this opportunity.
• learn how to respond to racism
• Make an effort for a more diverse student body and staff.
• Make it permanent and concrete. More forums, not ones that are only reactionary. Regular talks and discussion. Making it a part of the curriculum, in every course. Put the importance and effort we put into our sports programs, into our recruitment and "diversity." Transparency. Institutional accountability: Stop distancing the perpetrators from the institution. We are responsible as well. Recognize that this is not isolated, admit that. Encourage students from different backgrounds to run for student government positions.
• Make more people to understand what racism is and the negative impacts
• More forums in the future. Ones that focus more on strategies to combat it instead of an awareness focused event
• More forums?
• Promote the multicultural center and the people who learn there. Their great and have so much to offer students at UMD. Help people understand what racism is, and how to prevent it.
• Reaching out to the other people on campus who did NOT come to the forum. Most of the time, the same people attend the same events. Not that they don't learn something new every time, but if they are the only ones that are going, we are not making any change with the others.
• reduce stereotype
• regular workshops, maybe
• Spreading the knowledge.
• Sprout a severe punishment to the actors of the racism act and from this others will learn from the severity and consequences of racism, so themselves wouldn't want to be in such a position. "if something is not treated serious, it will always repeat itself and that's a problem".
• Stop taking the childish videos created by dumb kids away from home for the first time so serious. There is real honest to goodness racism happening in our community and over reactions like this diminish the real attempts to fight racism.
• Student action to prevent racist movements.
• Take action. Wholeheartedly embrace and support diversity as a campus collectively. Educate people in a predominantly white and rural community.
• Take the opportunity to learn from these past experiences and not be judgmental of how one incident pushes everyone else on the side. One, or even a few, who have made racist remarks, we're treated in a vastly different way versus what other might see it as a "joke". We must learn that racism comes from different kinds of backgrounds, and it not okay to judge someone based on their race, but that belong to our community and they have a place here in the community just like the rest of us. I believe the campus change team must work together with promoting different aspects of cultural differences around campus, in the idea that everyone exists, but they aren't here to judge on other, they are here to learn about other cultures, and even people of a different race want to learn about the American background along with most other cultures.
• Taking action instead of just TALKING.
• the next step is challenging racism
• The next steps is to include the true historical documents onto American schools history books. If the perspective of a white man's history is only there for a student to see, they will never appreciate the other cultural/ethnic groups that were involved during the development of this nation. This needs to be emphasized!
• To be honest I believe that is the question we all must ask regarding racism. I do not know what the next step is necessarily. Respecting each other's race. Seeing past race, sex, and SEFs and seeing a person. Not a race, sex or class, but seeing a human deserving of respect and rights. How this can be done on a wide scale basis is a problem that must be faced soon.
• To continue the conversation. This can't be just a reactive thing, it has to be proactive.
• To educate everyone about different cultures, and to stop the hate of each other's race.
• To hold more forums, maybe once a semester. Not only after something occurs, but continuously to keep awareness out that it occurs often and everywhere.
• To keep addressing racism. To keep having conversations. To continue to hold events such as this. To implement a solid policy within the student code of conduct so that it is inw riting what we stand for and that racism as well as homophobia, sexism, and other forms of oppression is not acceptable and not condoned through silence and non-action. We. Need. That Policy. If our students cannot go to class or to the bathroom or be on campus and feel safe, how do we expect them to be able to learn? Are we not about learning?
• To rally more people behind the issue.

Faculty:

• continue teaching examples and effects of structural and individual racism and how to deal w them
• Encouraging proactive discussions on racism
• Further develop curriculum (UMD seminar, lib ed courses, intercultural experiences, etc) by which UMD community members gain more bonding experience with individuals from diverse cultures.
• hold discussion circles on this topic more regularly
• Hold periodic forums where people can talk freely with students, staff, faculty... The tables promoted that conversation. Getting to know others in that type of setting is one way to personalize diversity.
• I believe it is important to see what, if any, consequences the most recent offenders receive from the University and if the University discipline policies say anything about actions such as these. This was a major concern of students at the table that I was a part of. I believe UMD needs to continue to host events and facilitate discussions on these issues, including bringing in speakers from out-of-town.
• I don't feel wise enough to know what the next steps are. The Ballroom was pretty full but that was not many people compared to the entire campus. So more of the same in the context of a continuingly unfolding plan. The Empathy session in the spring is a nice step.
• I think we need to continue forward spreading the words we speak in a positive way. more meetings such as this can be very informative. and it helps to spread the word.
• Let the students decide how and when they want to address the problem amongst themselves, and then have them bring their ideas to the larger community.
• To keep the conversation going. To be proactive in educating people about white privilege. Have procedures in place to deal with the next incident because unfortunately, there will be another incident.

Staff:

• A wide range of activities that bring together diverse groups and into conversations about events (both positive and negative) These groups should be brought together to celebrate positive moments as well, or racism will always be identified with negativity.
• An action plan. What departments can do to improve relations among races.
• Communications to all of the UMD community by the Chancellor's office and other administrators. More forums - this format was good, but a little unwieldy for that many people. Perhaps invite specific groups to participate together (i.e. departments or groups of departments - including students majoring in those departments; clerical staff; student organizations). Somehow we need to communicate that *everyone* on the campus is expected to pay attention to this issue and these conversations.
• continue the dialogue. The problem is that in order to really have meaningful discussion, you need trust. (the kind of trust that you can't simply "ask" for in setting the "rules" for interaction in this type of setting.
• continue to provide training to people at all stages of self-awareness/understanding of racism/white privilege.
• Continued conversation and information provided in nonthreatening ways. Try to find positive ways to promote anti-racist actions by individuals and groups on campus.
• Continued forums
• Education and pro-active action.
• Findings ways to reach the people that need to change
• From the University's standpoint, they need to create a specific policy with action steps to follow for addressing racist incidents involving their students.
• I appreciate the effort to call out the bad behavior and name it. In the past we were too willing to sweep these things under the rug. We need to hear more stories of everyday racism that our people of color experience and develop strategies to respond to these.
• I think that people need to be educated, not done by shocking them into reality, but getting them to participate in the action of doing. It will take more than a forum or a movie. We are trying to do years of racist attitudes and tradition in a short period of time. It will take time.
• I think we need to have more forums. Getting people comfortable with talking about racism and racist comments are very important.
• I would like to see more training to raise awareness about what racism is and the different levels of racism. On the UMD campus in particular I would like to be able to attend more training on how to combat racism.
• In order to stop it amends need to be made or consequences to begin the healing.
• Keep doing programs like this. If it's not already, make some diversity training mandatory for all incoming students, new staff and faculty and retrain all current employees. Let students know there are safe "zones" or people they can talk to that will help or listen to their concerns. If it were my child having issues while away at college, I would want to know they have a mentor or someone they can go talk to. Have a safe way for students to report if they are feeling discriminated against. I've had several minority students tell me about issues they have had in classes with specific professors.
• Keep talking and meeting. People obviously flocked to this opportunity, so I hope you or others continue to offer additional chances for people to come together.
• More campus wide initiatives
• multiple forums similar in nature but possibly at different venues throughout the community.
• Needed more time at the forum. Should have another one early in spring semester.
• Some training for all faculty so that they can appropriately address any racist behavior/language in the classroom
• Try to figure out a way to engage others who wouldn't come to an event like this
• Try to inform/educate people that choose not to attend such forums.

Other:
• 1. Keep the conversations going. 2. Repeat what we did for those who could not attend the first one.
• Continue the conversation, especially using the third video.
• The forum preached largely to the choir. It might be helpful to get curricula and collegiate units united in systemic and comprehensive efforts to bring racism issues to the foreground.

ITEM 7: What other comments, suggestions, and/or ideas do you have?

Community Member:

• I wish we could have gotten to the action steps. I think it was too much information for such a short time.
• Make sure that there is time at the end for the action planning. Good that the conversation was convened.
• Thanks for taking the lead.
• Whites in general remain unaware and insensitive to the prevalence of systemic racism in our community, and are still surprised when overt acts of individual racism occur. The push for change has to come from all levels - people in power positions and people on the ground. Everyone!

Student:

• Again. This affects people. Who people are and where they come from is just as important as anything else of this campus. INCLUDING ACADEMICS. We need to show that and support that through our programs and our climate.
• Discuss the original reasons lead to racism and then make people understand that it is wrong.
• Get momentum behind this thing and the community will change.
• I can't think of others now...
• I felt like it was a great event. I think we need to get multiple campus partners involved to make sure it is a whole campus wide effort and not just the focus of a group or two. I also hope they continue to have interactive events like this to address the issue and continue working on making UMD a more positively viewed campus.
• I really enjoyed attending this forum, it was very interesting and informative.
• I really enjoyed the event. More time in the future would be nice or have multiple forums with less content if the time shouldn't be adjusted.
• I really liked this forum and learned a lot. I hope there are more in the future.
• I suggest that more students take a human diversity class. It really opened my eyes to what is happening in Duluth and around the world.
• I think that there should be a guest speaker who talks about racism and its effects at Bulldog Welcome Week for the incoming students.
• I very much enjoyed this event, and I would like to see similar events happen, though not ONLY in the face of a reaction. This event assisted in our healing from this specific “incident” that came to be known, but our community needs healing consistently from the events that happen to us and around us, even if this does not get big amounts of press. I thank all that assisted in organizing this event. Keep it up!
• I would suggest that you give students more time to talk about this. Have an open discussion without limiting them with specific questions. We need another forum, but have students with personal stories open up to the public.
• More time to talk with our smaller table groups.
• More time to talk. More open discussion not cut off. People need time to assimilate information and build up the brevity to ask or say some of the things they want to say... be it situations, feelings, wanting to ask a potential controversial question. etc. Smaller groups? less noise, Continue to create safe space!!!!
• My favorite moment of the whole event was when the woman who was leading our table discussion pointed out that the trouble comes when we see ourselves as different from these girls. It was an interesting perspective to admit our own faults rather than pointing fingers. I'm glad I was a part of this.
• None at this time.
• not sure
• Nothing More.
• PUT THIS FORUM OR DISCUSSION ON RACISM IN WELCOME WEEK. DON'T JUST BE REACTIVE. BE PROACTIVE.
• Racial discrimination is meaningless.
• Relax, a lack of diversity isn't a sign of racism at UMD. If you want to boost diversity, efforts to combat racism - intentional and unintentional - in the communities surrounding UMD will be needed. The City of Two Harbors has NO minority employees. It’s only 20 miles from Duluth - this statistically seems very unlikely.
• Show transparency with the group that gave its time to come about ....all ALL follow up conversations from this process. We all gave our time and there needs to be accountability with 1. the information garnered 2. what specific follow up will be
• Since you were trying to get people to sit with people they didn't know (a good idea), some people felt awkward because of gender pronouns. As the Diversity Commission you should know about people’s preferred gender pronouns and have them right them or say them on the name tag. There were trans* people there that were uncomfortable.
• Thank you!
• The forum could have been longer, I felt rushed with processing and discussion.
• The forum felt really rushed. We didn’t get enough time to really get into the conversation at our table. Maybe in the future, worry less about trying to get a bunch of different speakers and really facilitate the conversation between individuals
• The forum went well, but I want see some actions taken to address this issue even further. All students should learn to keep their opinions in a appropriate manner.
• The students should be expelled and find other collages that could tolerate this. Its a shame that UMD itself didn’t take an action to students as an institution; UMD should stand up and not allow its falling shame to continue. Remember - "SPARE THE ROD AND SPOIL THE CHILD"
• These forums should continue, but also finding a way for students to engage with the information not just hear it. Exhibits, speakers, events, etc where students can take charge of their own learning i think would help
• This forum was really a great thing an I really enjoyed it
• This is a nationwide problem and working together on an individual as well as group basis is critical; when more of these are held in the future, make a display of it. I didn't see many posters on campus and never received an e-mail for it; I had to ask a lot of people where and when it was.
• We are here to educate ourselves and work together for a better world as best as humanly possible. I know for a fact there are students who are committed to this cause and to the best of my knowledge, administration as well. It was mentioned at the forum by the administration that there was going to be an attempt to have more 'race forums' like the one being held once or twice a year in upcoming years. This angered me. Once or twice a year is no commitment for an issue this profound. I would love to see a student/community group work with the administration on these issues at least once a MONTH. I'm aware that this is not as feasible as I am making it sound, but I think it is something we can work towards. This is 2012 and this is the University of Minnesota Duluth and we are not here to take the easy way out.
• We need more motivational speaker for the next discussion session. not only that but get people not just from the White and black community to talk but also people from many different races to come and give a speech.
• Working on getting more information public and easily accessible to students.

Faculty:

• Anonymity promotes racism. We need opportunities to get to know those who may be different from us.
• I just want to thank the organizers of this event and also let all staff of the Multicultural Center know you have our support and deep respect for the work you do every day.
• I was surprised just how much students are still speaking such raw words of others. I also know it is not just this campus it goes around the country and on other campuses.
• Such forum should be held for staff and students in every semester. Students should be encourage to take some courses like Human Diversity and Working with Diverse Family where racial, stereotypes, discriminations, and prejudice issues are discussed
• Thank you for doing this. We're growing.
• The event clearly showed that we need more time to talk about these ideas! Maybe we need to have events like these more often?
• To continue the conversation about race and white privilege at a smaller scale. Get a buy in from each collegiate unit and for forums to run in each department.

Staff:

• Continue to speak out, educate and talk about issues
• Have a required course for all students regardless of the major they have to encourage and educate them on the issues of diversity.
• I felt encouraged and hopeful after this event due to the open minded young people at my table. I was surprised, then, to hear Mr. Washington's "one word description" as "discouraged". A good example of the different experiences of white and non-whites in America. Made me think how hard it is to deal with racist attitudes every day of your life. The following day I felt shocked to overhear a staff member, management level, grousing about too much focus on a stupid video, a video "that's not even as bad as many things on YouTube." When i watched the video i felt like crying. So how do you get people to feel the pain of racism? I have knowledge of racism, and I thought i understood racism, but it wasn't until my grandson was treated in a racist manner that I felt it and really began to understand. And now I think of all the mothers and fathers and grandparents who have to send their kids out every day to deal with racism and I wonder how they have the strength and grace to do it. I don't have the solution but I know it's a good thing to keep working to eliminate racist attitudes.
• I think that it might have been better to break into caucuses allowing white students to have a caucus, students of color to have a caucus, and staff and faculty to have a caucus. I think that there were different issues that needed to be addressed for each caucus. Also, I have noticed when talking about such personal and emotional topics like racism in your life and in your community, students of color can be even more (rightfully so) sensitive about comments from white people that are coming from a place of privilege or ignorance surrounding racism. This does not make for a productive environment for the students of color or for the white people who need to further their education on the subject. If you get what I'm saying?
• I'm glad we did this, it was a positive event. Rather than venting, we are discussing what matters - how to cope with bad events and how to effect change in others and ourselves.
• It was a good start nut a follow up is needed.
• Keep addressing racism through education across campus and throughout the community.
• Keep trying to reach people who need this information but think they don't.
• let's keep having the dialogue, not just when an event triggers the need
• More training on what racism is, how to make change to end it, and what people can do to spread the message to others. In general there needs to be more conversations about the issue to get people talking about it, bring it out of the silence that it is pushed into.
• none
• Thank you. Even though it is frustratingly slow we need to keep moving forward to promote self-respect and healthy relationships for all which I believe will decrease racism.
• Thanks!
• While the forum was well done and well attended, we could have used more time for discussion. In future events, I recommend trying to reduce the number of discussion points and spending more time on the ones we do have.

Other:
• How about starting with the hockey games?
• If you are going to want tables of 8 people to share ideas, then you MUST allow more time for that sharing. Go with fewer topics; don't worry about being so comprehensive. Allow for what can be accomplished in such a forum and don't ask that more be accomplished than such a forum will allow.
• Thank you for what you all are doing! This is so important.

Attachment Three: Survey Summary - Taking A Step Forward - A Personal Call To Action Forum

44 invitations sent (UM Survey via e-mail) - 22 complete responses returned

• survey launched Saturday, March 30, 2013
• reminder sent on Thursday, April 4, 2013
• data compiled on Saturday, April 6, 2013

ITEM 1: Was the forum effective in helping you make a personal commitment to action?

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• Helpful, yet repetitive
• I enjoyed the time for brainstorming specific things that we can act on. We are moving from the belief phase to the action phase, which is exciting.
• I'm already committed. Most of us there were. The question is how to reach those who aren't.

ITEM 2: Have you taken active steps to implement your personal goals?

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• am participating in a training
• I got my friends to go to the Cracking the Shell of Whiteness, but we didn't register so we couldn't go. However, we have committed to attending at least one event this semester.

ITEM 3: Was the format (sitting at a table as a small group, small group dialogue, some time for personal reflection, one facilitator leading the large group) effective?

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• I liked that it was mixed up
• I thought the variety in format was unique and useful for the topic at hand.

ITEM 4: Did you find the group exercises helpful?

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ITEM 5: How was the length of the forum (2 hours)?

- just right 21 (95.45)
- too short 1 (4.55)
- too long 0 (0.00)

- I could talk about this stuff all day though.
- Time flew by, but it was easy to fit into a schedule.

ITEM 6: What you would (sic) find helpful at the Fall 2013 Forum?

- A controversy so people will show.
- A focus on converting ideas into specific actions that are manageable and attainable.
- A similar format would work for me.
- Either pitching it to those who are resistant, or having more challenging sessions for those who are already engaged. Perhaps a mix.
- higher attendance, I feel like many of these events have the same people at them
- I will be graduating and not be able to attend.
- It was great to sit with and work on group activities with a mix of faculty, student and staff. We cannot expect that every time, but it made for awesome conversation and a more broad learning around class, age, role difference while speaking on the topic of race. As a group of white women at a table I think we did a wonderful job of listening to each other’s differences of opinion - that is the strength we need to continue to build on in campus climate changes.
- It would be helpful to recall UMD’s history in addressing diversity and multiculturalism.
- It would be nice if there were more incentives for faculty to participate.
- Keep the great work and continue with this difficult conversations
- More focus on privilege and institutional racism and prejudice and how to combat it. In contrast to what individuals can do to change their own behavior, attitudes, or understanding, the conversation needs to go past that and get into how we can work to change the big picture problems in our culture and society.
- More of the same!
- prizes
- Role playing and exploring how to deal with specific situations.
- similar content, more student participation
- small group talk
- Some way to attract more students of color to these. The dialogues are less helpful when we can't engage much with a truly diverse group of students.
- the continuity of these events is very helpful as certain times of the year make attendance more challenging. Same format, time frame, facilitation as this worked very well.
- The group exercise

somewhat 6 (27.27)
no 3 (13.64)

- Done them before...same problem as first question
- I had done the activity before, but the reflection was useful.
- I thought we would be talking more directly on the issue, but applying this things to our own lives helps us understand better.
- Paula did a great job
• Time for dialogue and sharing stories is helpful.