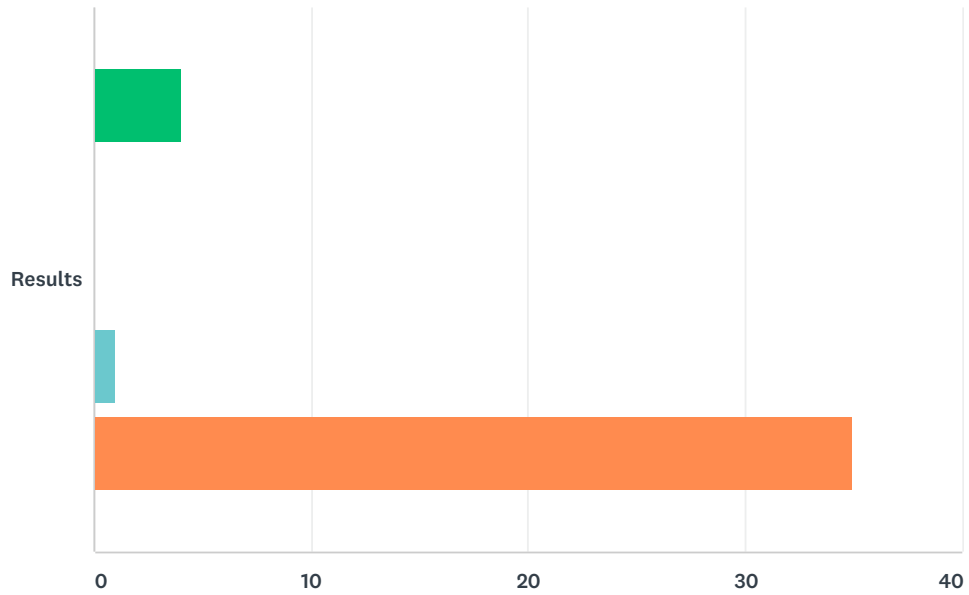


Q1 Presenter was knowledgeable about the subject material

Answered: 40 Skipped: 0

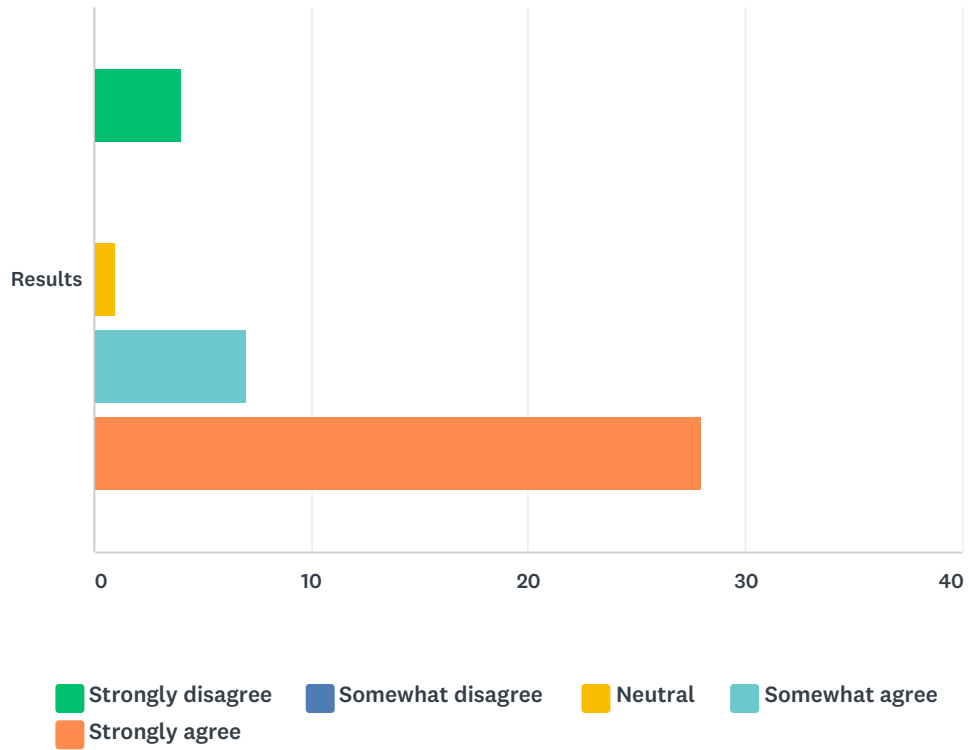


■ Strongly disagree
 ■ Somewhat disagree
 ■ Neutral
 ■ Somewhat agree
■ Strongly agree

	STRONGLY DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Results	10.00% 4	0.00% 0	0.00% 0	2.50% 1	87.50% 35	40	4.58

Q2 Presenter was concerned that you understood the subject.

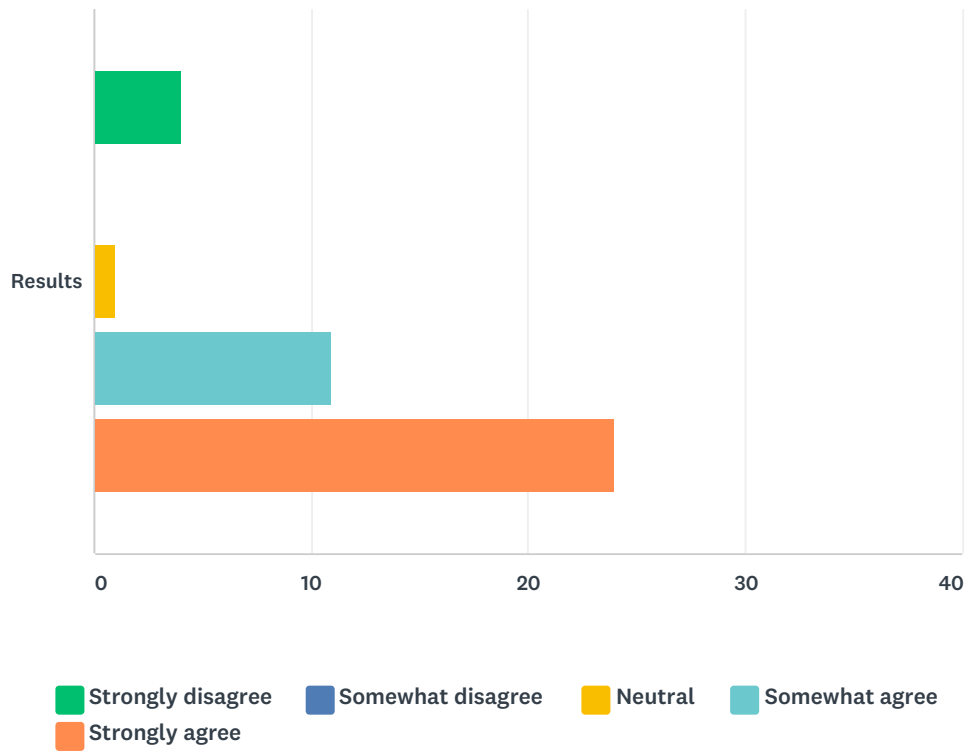
Answered: 40 Skipped: 0



	STRONGLY DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Results	10.00% 4	0.00% 0	2.50% 1	17.50% 7	70.00% 28	40	4.38

Q3 The program was organized well and structured appropriately for the topic.

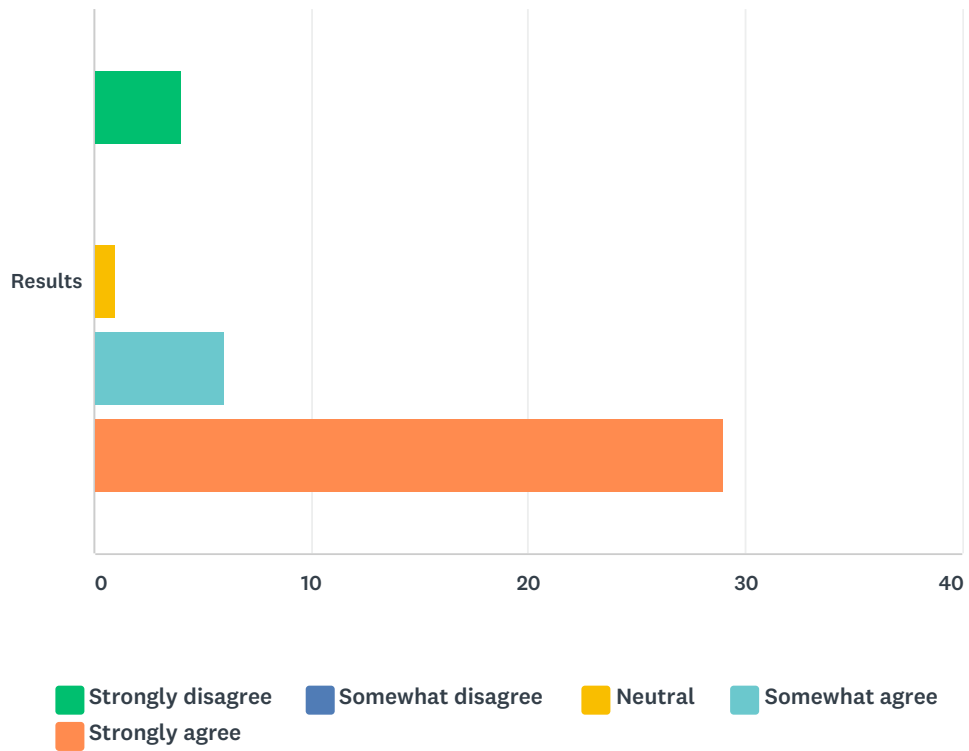
Answered: 40 Skipped: 0



	STRONGLY DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Results	10.00% 4	0.00% 0	2.50% 1	27.50% 11	60.00% 24	40	4.28

Q4 Presenter was responsive to the concerns of the group, as well as individuals.

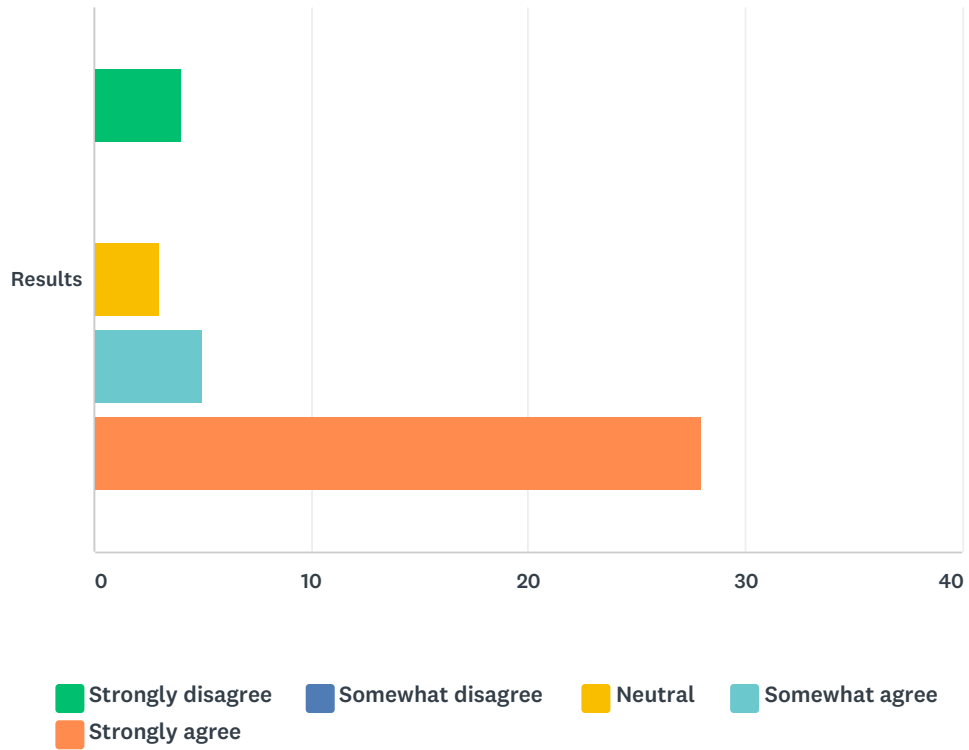
Answered: 40 Skipped: 0



	STRONGLY DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Results	10.00% 4	0.00% 0	2.50% 1	15.00% 6	72.50% 29	40	4.40

Q5 The program inspired you to think about change.

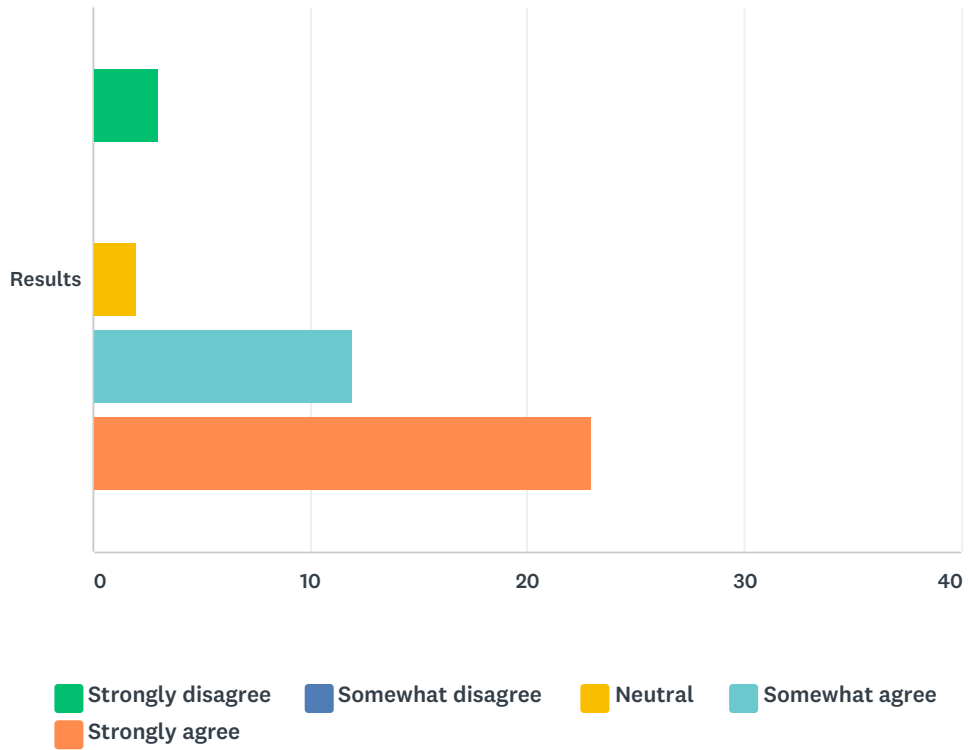
Answered: 40 Skipped: 0



	STRONGLY DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Results	10.00% 4	0.00% 0	7.50% 3	12.50% 5	70.00% 28	40	4.33

Q6 The program was relevant to your job, interests and/or concerns.

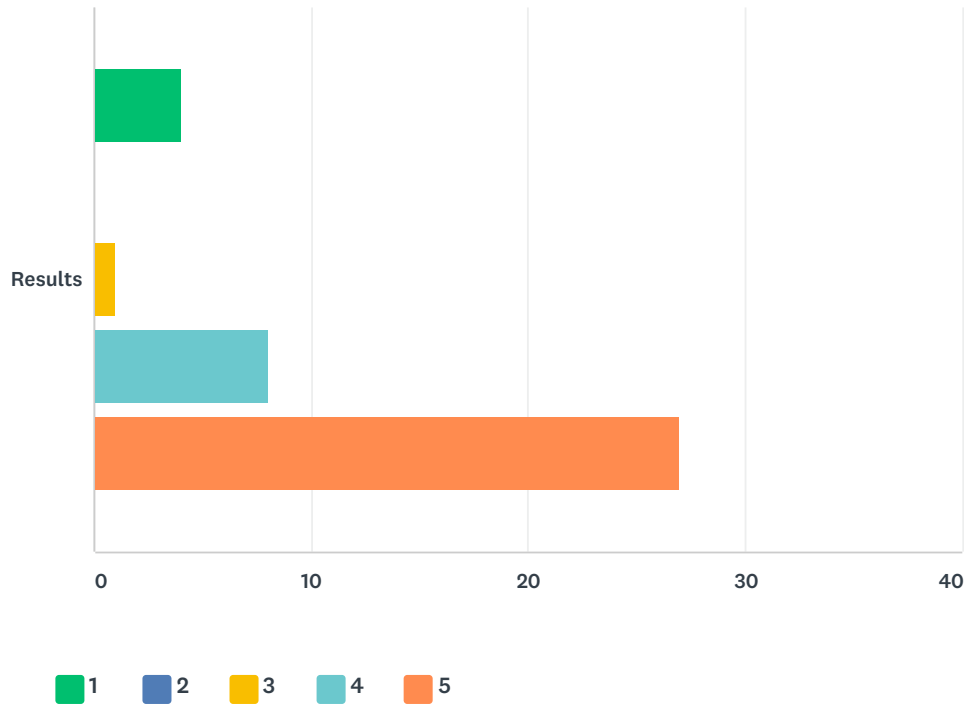
Answered: 40 Skipped: 0



	STRONGLY DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Results	7.50% 3	0.00% 0	5.00% 2	30.00% 12	57.50% 23	40	4.30

Q7 Overall rating of workshop

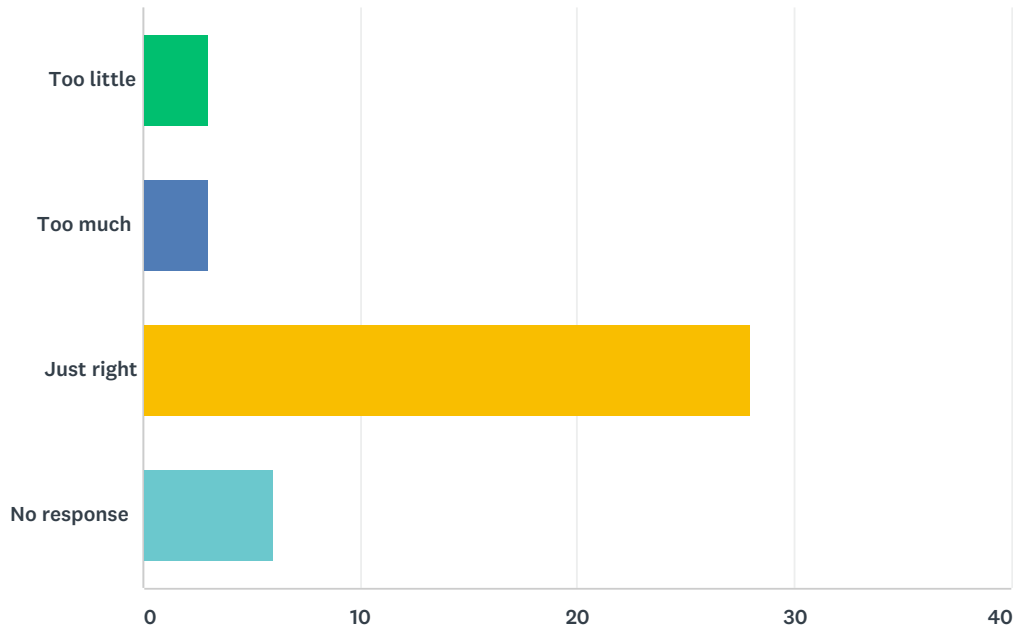
Answered: 40 Skipped: 0



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
Results	10.00% 4	0.00% 0	2.50% 1	20.00% 8	67.50% 27	40	4.35

Q8 Time allowed to cover topic was:

Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES
Too little	7.50% 3
Too much	7.50% 3
Just right	70.00% 28
No response	15.00% 6
Total Respondents: 40	

Q9 What were the strong points of the program?

Answered: 36 Skipped: 4

#	RESPONSES	DATE
1	clearly presented and explained	10/16/2017 4:58 PM
2	the graphs that are disceptive	10/16/2017 4:58 PM
3	continued segregation of US cities - WOW! Change is a gradual process	10/16/2017 4:57 PM
4	Color Line Exercise Workshop gave me a better understanding of culture and diversity	10/16/2017 4:56 PM
5	New and different thinking	10/16/2017 4:56 PM
6	Well spoken and easy to hear and understand. Slow and deliberate, coherent	10/16/2017 4:55 PM
7	Discussion of bias, the dot map was fascinating. The "white privilege" worksheet was eye opening.	10/16/2017 4:38 PM
8	This is a sticky topic, especially given our area's demographics. Mr. Kim handled it excellently, including an audience member arguing white persecution.	10/16/2017 4:35 PM
9	VERY thought-provoking - taking me out of my comfort zone. Made me reflect a lot about things I'd rather ignore.	10/16/2017 4:32 PM
10	n/c	10/16/2017 4:30 PM
11	Making/helping oneself to think about being culturally competent and how to be more aware so we can help all people who come into my library	10/16/2017 4:29 PM
12	activities	10/16/2017 4:27 PM
13	the exercises	10/16/2017 4:26 PM
14	asking us to think about our relationship with others	10/16/2017 4:25 PM
15	Information interesting and engaging. Enjoyed participating in exercises. Liked Mr. Kim's presentation style.	10/16/2017 4:24 PM
16	n/c	10/16/2017 4:23 PM
17	n/c	10/16/2017 4:22 PM
18	The demographic map was eye-opening and I appreciated the increased awareness that resulted.	10/16/2017 4:21 PM
19	Presenter was extremely knowledgeable about topic. Great information!	10/16/2017 4:20 PM
20	Definitions, his viewpoint as person from a minority race in the US	10/16/2017 4:18 PM
21	Great moments for provoking thought! Reflect on experiences, consider that others may have different experiences in the same context because of race. Also, I hadn't realized how deeply racialized our society is, in the US.	10/16/2017 4:17 PM
22	group sessions	10/16/2017 4:14 PM
23	n/c	10/16/2017 4:13 PM
24	interactive and comfortable	10/16/2017 4:12 PM
25	critical thinking, building awareness	10/16/2017 4:11 PM
26	well spoken presenter	10/16/2017 4:10 PM
27	great speaker	10/16/2017 4:09 PM
28	I liked the last activity (color line). I think it really brought home that library workers are often a part of the dominant culture and that can create problems for people in the minorities.	10/16/2017 4:08 PM
29	liked personal stories and self reflection	10/16/2017 4:06 PM
30	good balance of exercises and talk and breaks	10/16/2017 4:04 PM

31	the exercises reinforced the ideas of the program	10/16/2017 4:02 PM
32	tough topic to go over in short amount of time. Very clear and well spoken.	10/16/2017 3:59 PM
33	His activities were good. Got me to think beyond my job to things in my life.	10/16/2017 3:56 PM
34	very thoughtful	10/16/2017 3:50 PM
35	Good presentation of materials, kept us engaged, thought provoking	10/16/2017 3:48 PM
36	n/c	10/16/2017 3:44 PM

Q10 What were the weaknesses of the program?

Answered: 33 Skipped: 7

#	RESPONSES	DATE
1	not enough time to answer questionnaire	10/16/2017 4:57 PM
2	I wish it had given more ideas and thoughts on how to overcome the cultural diversity to be more inclusive and welcoming.	10/16/2017 4:56 PM
3	Questions on color line exercise - hard to understand. Slanted to the person who doesn't fit in or is different.	10/16/2017 4:56 PM
4	Seemed slow, not energized, even though material is interesting.	10/16/2017 4:38 PM
5	Possibly more focus on takeaways/points of concrete things for us to improve on.	10/16/2017 4:35 PM
6	Participants were mostly racially homogenous	10/16/2017 4:32 PM
7	n/c	10/16/2017 4:30 PM
8	not sure - it was great!	10/16/2017 4:29 PM
9	slides	10/16/2017 4:27 PM
10	n/c	10/16/2017 4:26 PM
11	brighter slides - too much white background - more colors - hard to see	10/16/2017 4:25 PM
12	possibly too general - how does it all tie into library services?	10/16/2017 4:24 PM
13	n/c	10/16/2017 4:23 PM
14	too introspective - did not include ways to bring these ideas to our patrons	10/16/2017 4:22 PM
15	I wish it had a little more library-related application.	10/16/2017 4:21 PM
16	Would like to have had topic centered more around the library and how librarians can use information.	10/16/2017 4:20 PM
17	wish it had more practical ideas and suggestions, rather too much theory.	10/16/2017 4:18 PM
18	I would have liked to talk about concrete ways we can encourage multi-racial and multi-cultural participation at our libraries and events.	10/16/2017 4:17 PM
19	n/c	10/16/2017 4:14 PM
20	n/c	10/16/2017 4:13 PM
21	n/c	10/16/2017 4:12 PM
22	Enough content to start thinking about things but maybe not enough time for questions.	10/16/2017 4:11 PM
23	could have had more time	10/16/2017 4:10 PM
24	n/a	10/16/2017 4:09 PM
25	n/c	10/16/2017 4:08 PM
26	would have liked ways or things that I could have put into practice	10/16/2017 4:06 PM
27	n/c	10/16/2017 4:04 PM
28	n/c	10/16/2017 4:02 PM
29	n/c	10/16/2017 3:59 PM
30	n/c	10/16/2017 3:56 PM
31	n/c	10/16/2017 3:50 PM
32	What is INCOL?	10/16/2017 3:48 PM

Q11 Other comments you wish to share with presenter or CE Committee?

Answered: 33 Skipped: 7

#	RESPONSES	DATE
1	enjoyed your presentation	10/16/2017 4:58 PM
2	after people choose their table place maybe choose to move them to new seats (comfort level)	10/16/2017 4:58 PM
3	presenter was very sociable, very welcoming and inclusive	10/16/2017 4:57 PM
4	It was fun to come to Lewiston!	10/16/2017 4:38 PM
5	Difficult topic handled with sensitivity and insight. Great presentation.	10/16/2017 4:35 PM
6	I loved the message that this is a journey - that awareness is the first step and that it continues. You don't "arrive" at a place of cultural sensitivity perfection.	10/16/2017 4:32 PM
7	n/c	10/16/2017 4:30 PM
8	Mr. Kim was very interesting - enjoyed his presentation.	10/16/2017 4:29 PM
9	nope	10/16/2017 4:27 PM
10	n/c	10/16/2017 4:26 PM
11	wish we could have had more time to do cultural competence.	10/16/2017 4:25 PM
12	n/c	10/16/2017 4:24 PM
13	n/c	10/16/2017 4:23 PM
14	n/c	10/16/2017 4:22 PM
15	I wish we'd talked more about how we can change the status quo in our libraries and communities.	10/16/2017 4:21 PM
16	Really informative topic, great presenter, good job!	10/16/2017 4:20 PM
17	n/c	10/16/2017 4:18 PM
18	Great job! Wonderful speaker	10/16/2017 4:17 PM
19	n/c	10/16/2017 4:14 PM
20	Great! Thank you! I wish we had a little more time to talk about how to make a more welcoming environment - specific to library ideas with group.	10/16/2017 4:13 PM
21	thank you!	10/16/2017 4:12 PM
22	thanks!!	10/16/2017 4:11 PM
23	presented ideas I can use	10/16/2017 4:10 PM
24	being white, I feel more and more like I stand out as these topics are focused on. Not that it shouldn't be, but diversity is in direct conflict with "fitting in and feeling like you belong." We just need to be treating each other as humans.	10/16/2017 4:09 PM
25	n/c	10/16/2017 4:08 PM
26	n/c	10/16/2017 4:06 PM
27	n/c	10/16/2017 4:04 PM
28	in your social ID wheel there is a typo in "political perspective" and on color line exercise #15 (policies)	10/16/2017 4:02 PM
29	n/c	10/16/2017 3:59 PM
30	great topic; good speaker; location was diverse! Thanks for having something outside Spokane and CdA.	10/16/2017 3:56 PM
31	thank you!	10/16/2017 3:50 PM

32	The color line exercise was an eye opener for me! I was shocked at where I came out on the line. Thanks! I appreciate the effort put into this subject!	10/16/2017 3:48 PM
33	n/c	10/16/2017 3:44 PM

Q12 How did you hear about the workshop?

Answered: 39 Skipped: 1

#	RESPONSES	DATE
1	workplace	10/16/2017 4:58 PM
2	librarian	10/16/2017 4:58 PM
3	online	10/16/2017 4:58 PM
4	work	10/16/2017 4:57 PM
5	INCOL coordinator at work	10/16/2017 4:57 PM
6	work	10/16/2017 4:56 PM
7	library director	10/16/2017 4:56 PM
8	Asotin County Library staff	10/16/2017 4:56 PM
9	INCOL email and our library representative	10/16/2017 4:55 PM
10	Our INCOL rep at Gonzaga	10/16/2017 4:38 PM
11	Our reference library is involved in INCOL and sent out an invite.	10/16/2017 4:35 PM
12	email announcement to libraries.	10/16/2017 4:32 PM
13	work email	10/16/2017 4:30 PM
14	through my library administrators	10/16/2017 4:29 PM
15	INCOL	10/16/2017 4:27 PM
16	INCOL meeting	10/16/2017 4:26 PM
17	my boss	10/16/2017 4:25 PM
18	supervisor	10/16/2017 4:24 PM
19	work	10/16/2017 4:23 PM
20	library	10/16/2017 4:22 PM
21	email from supervisor	10/16/2017 4:21 PM
22	email from library director	10/16/2017 4:20 PM
23	on the committee	10/16/2017 4:18 PM
24	email listserv	10/16/2017 4:17 PM
25	email	10/16/2017 4:14 PM
26	n/c	10/16/2017 4:13 PM
27	email from Joanna	10/16/2017 4:12 PM
28	WSU library staff	10/16/2017 4:11 PM
29	workplace	10/16/2017 4:10 PM
30	work	10/16/2017 4:09 PM
31	Joanna Bailey	10/16/2017 4:08 PM
32	INCOL emails, listserv	10/16/2017 4:06 PM
33	library	10/16/2017 4:04 PM
34	coworker	10/16/2017 4:02 PM
35	n/c	10/16/2017 3:59 PM

36	INCOL listserv announcement sent to us at work	10/16/2017 3:56 PM
37	n/c	10/16/2017 3:50 PM
38	Announcement forwarded by interagency group	10/16/2017 3:48 PM
39	from boss	10/16/2017 3:44 PM

Q13 Future topic/speaker suggestions?

Answered: 34 Skipped: 6

#	RESPONSES	DATE
1	collection services, customer service, leadership and supervision, reference	10/16/2017 4:58 PM
2	customer service	10/16/2017 4:58 PM
3	ebook acquisitions, combatting burn-out, leadership and supervision training, library science (keeping up to date), makerspaces, ebooks as technology tools	10/16/2017 4:57 PM
4	angry patrons - how to deal with them career placement for first job grant writing	10/16/2017 4:57 PM
5	collection services, library science, reference, technology tools, youth services	10/16/2017 4:56 PM
6	Fake news, how to protest and resist in sneaky ways (this administration needs to go!) How "political" can libraries be. Readers advisory for academic libraries Retirement tips, suggestions for part-time work post-retirement.	10/16/2017 4:38 PM
7	customer service, library science, technical services, technology tools. A recent INCOL training was about difficult patrons/situations. They named-dropped "Verbal Judo". I've had this training in the past and found it useful.	10/16/2017 4:35 PM
8	programming, reference, technology tools, youth services	10/16/2017 4:32 PM
9	library science	10/16/2017 4:30 PM
10	safety for staff and patrons in a scary world, drugs/gun violence, what do we do to keep all safe, marketing - more on social networks - getting the word out and changes everyday - how to adapt/stay current, technology tools suggested speaker: Amy Canfield Lewis Clark State College - gave amazing talk at my library about women in sports and more.	10/16/2017 4:29 PM
11	leadership and supervision, library science, marketing and advocacy, technology tools	10/16/2017 4:27 PM
12	leadership and supervision, marketing and advocacy, technology tools, youth services	10/16/2017 4:26 PM
13	customer service, library science, technology tools	10/16/2017 4:25 PM
14	customer service, library science, programming	10/16/2017 4:24 PM
15	n/c	10/16/2017 4:23 PM
16	n/c	10/16/2017 4:22 PM
17	leadership and supervision, marketing and advocacy, programming, project management (especially for large events or programs)	10/16/2017 4:21 PM
18	every topic on backsheet looks great!	10/16/2017 4:20 PM
19	n/c	10/16/2017 4:18 PM
20	It would be amazing if we could have a workshop with Laura van Dernoot Lipsky, author of "trauma stewardship". So much of the work we are doing now tiptoes into the realm of social work and many of us don't have the training or tools to cope well with this in the long term.	10/16/2017 4:17 PM
21	n/c	10/16/2017 4:14 PM
22	n/c	10/16/2017 4:13 PM
23	marketing and advocacy, programming, reference	10/16/2017 4:12 PM
24	n/c	10/16/2017 4:10 PM
25	n/c	10/16/2017 4:09 PM
26	every topic on back of sheet looks great!	10/16/2017 4:08 PM
27	combatting burnout, team leading and building, information literacy instruction programs, community partnerships, it would be great to have a networking event or something to connect people in the region.	10/16/2017 4:06 PM

28	interlibrary loan, readers advisory, reference interviews	10/16/2017 4:04 PM
29	customer service, library science, reference	10/16/2017 4:02 PM
30	leadership and supervision, marketing and advocacy	10/16/2017 3:59 PM
31	someone who specializes in grants and writing grants? Finding funding... someone from a marketing company STEM youth programs The changing world of libraries A speaker about government issues and saving materials etc...that are being eliminated by the current government (Trump). What can we do in regards to this or what should we know?	10/16/2017 3:56 PM
32	n/c	10/16/2017 3:50 PM
33	customer service, leadership and supervision, programming, generational differences (outlook on life - yesterday, today, and tomorrow)	10/16/2017 3:48 PM
34	n/c	10/16/2017 3:44 PM