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:

- Inspired an action I have taken or expect to take: 7.9% Strongly disagree, 11.7% Disagree, 20.6% Disagree somewhat, 32.1% Agree somewhat, 20.6% Agree, 7.0% Strongly agree
- Motivated me to learn more about race, racism, and how to be anti-racist: 7.6% Strongly disagree, 10.2% Disagree, 16.5% Disagree somewhat, 27.0% Agree somewhat, 28.3% Agree, 10.5% Strongly agree
- Enhanced my understanding of my role in contributing to a just, equitable, and inclusive St. Olaf community: 8.2% Strongly disagree, 11.1% Disagree, 17.4% Disagree somewhat, 32.0% Agree somewhat, 24.1% Agree, 7.3% Strongly agree
- Prompted self-reflection: 4.4% Strongly disagree, 6.0% Disagree, 9.5% Disagree somewhat, 31.3% Agree somewhat, 37.0% Agree, 11.7% Strongly agree
- Was a good example of an inclusive group learning experience: 6.0% Strongly disagree, 8.2% Disagree, 13.6% Disagree somewhat, 36.7% Agree somewhat, 29.1% Agree, 6.3% Strongly agree
- Is something I’m still thinking about: 5.8% Strongly disagree, 10.3% Disagree, 13.5% Disagree somewhat, 27.1% Agree somewhat, 27.7% Agree, 15.5% Strongly agree
- Helped me feel connected to others who work at St. Olaf: 6.3% Strongly disagree, 11.1% Disagree, 9.5% Disagree somewhat, 33.7% Agree somewhat, 32.1% Agree, 7.3% Strongly agree
- Introduced me to a perspective or an idea that was new to me: 11.5% Strongly disagree, 18.2% Disagree, 14.0% Disagree somewhat, 32.5% Agree somewhat, 17.8% Agree, 6.1% Strongly agree
- Enriched or reinforced my understanding of racism and anti-racism: 6.1% Strongly disagree, 7.6% Disagree, 7.0% Disagree somewhat, 32.5% Agree somewhat, 39.8% Agree, 7.0% Strongly agree

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The antiracism engagement experience:

- Prompted self-reflection: 4.3
- Enriched or reinforced my understanding of racism and anti-racism: 4.1
- Is something I’m still thinking about: 4.1
- Helped me feel connected to others who work at St. Olaf: 4.0
- Was a good example of an inclusive group learning experience: 3.9
- Motivated me to learn more about race, racism, and how to be anti-racist: 3.9
- Enhanced my understanding of my role in contributing to a just, equitable, and inclusive St. Olaf community: 3.7
- Inspired an action I have taken or expect to take: 3.7
- Introduced me to a perspective or an idea that was new to me: 3.5

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

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