Anti-Racism Engagement Experience Student
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

● 329 students completed the feedback form, out of a total 2,207 of student participants in the experience, for a response rate of 15%
● Items with the highest agreement scores were:
  ○ "Prompted self-reflection"
  ○ "Enriched or reinforced my understanding of racism and anti-racism"
● Items with highest disagreements scores were:
  ○ "Introduced me to a perspective or an idea that was new to me"
  ○ "Helped me feel connected to other students at St. Olaf"
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<table>
<thead>
<tr>
<th>Experience Description</th>
<th>Average Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prompted self-reflection</td>
<td>4.0</td>
</tr>
<tr>
<td>Motivated me to learn more about race, racism, and how to be antiracist</td>
<td>3.7</td>
</tr>
<tr>
<td>Enriched or reinforced my understanding of racism and anti-racism</td>
<td>3.7</td>
</tr>
<tr>
<td>Was a good example of an inclusive group learning experience</td>
<td>3.7</td>
</tr>
<tr>
<td>Enhanced my understanding of my role in contributing to a just, equitable, and inclusive St. Olaf community</td>
<td>3.6</td>
</tr>
<tr>
<td>Is something I’m still thinking about</td>
<td>3.6</td>
</tr>
<tr>
<td>Inspired an action I have taken or expect to take</td>
<td>3.4</td>
</tr>
<tr>
<td>Introduced me to a perspective or an idea that was new to me</td>
<td>3.2</td>
</tr>
<tr>
<td>Helped me feel connected to other students at St. Olaf</td>
<td>3.0</td>
</tr>
</tbody>
</table>

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