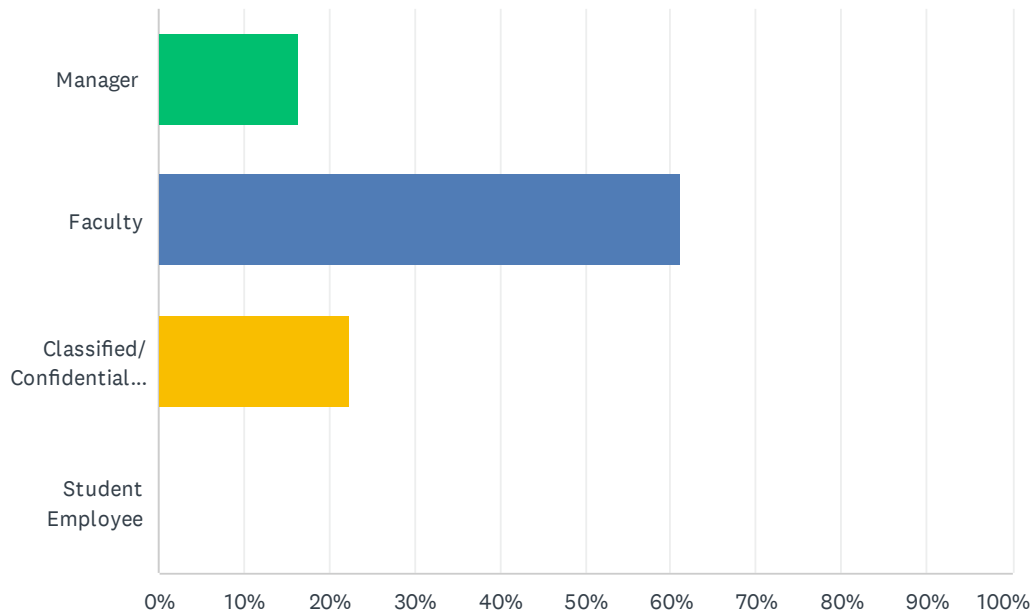


Q1 What is your Employee Classification

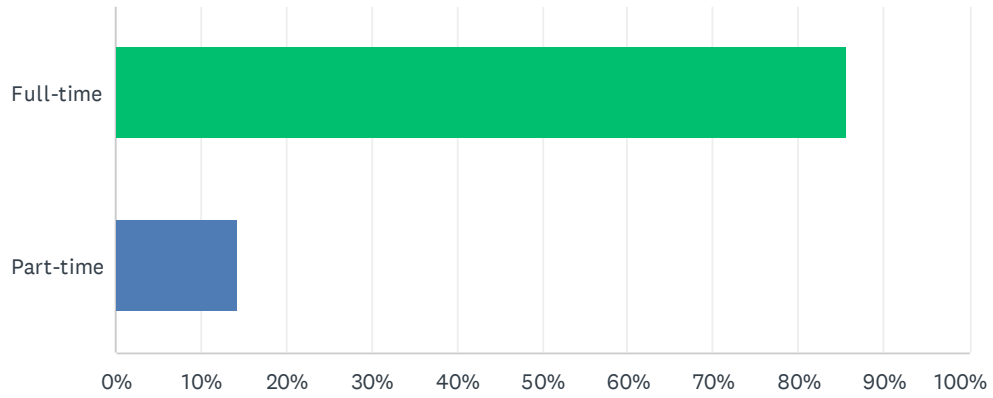
Answered: 49 Skipped: 0



ANSWER CHOICES	RESPONSES
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?

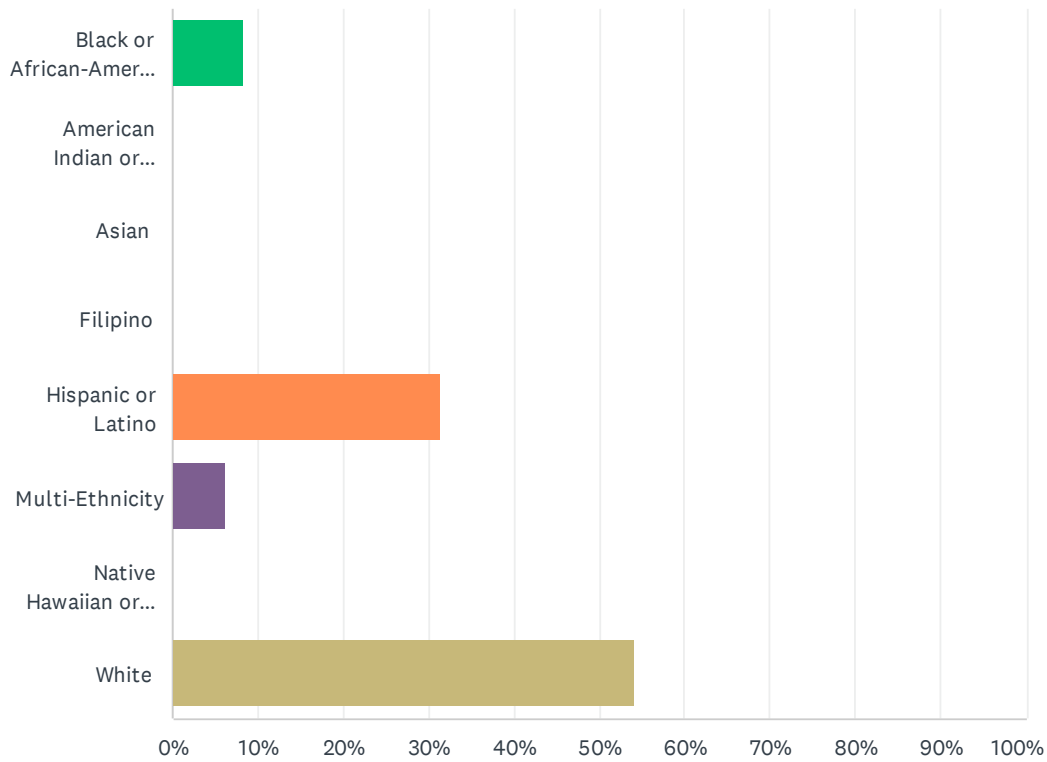
Answered: 49 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full-time	85.71%	42
Part-time	14.29%	7
TOTAL		49

Q3 What is your ethnic background?

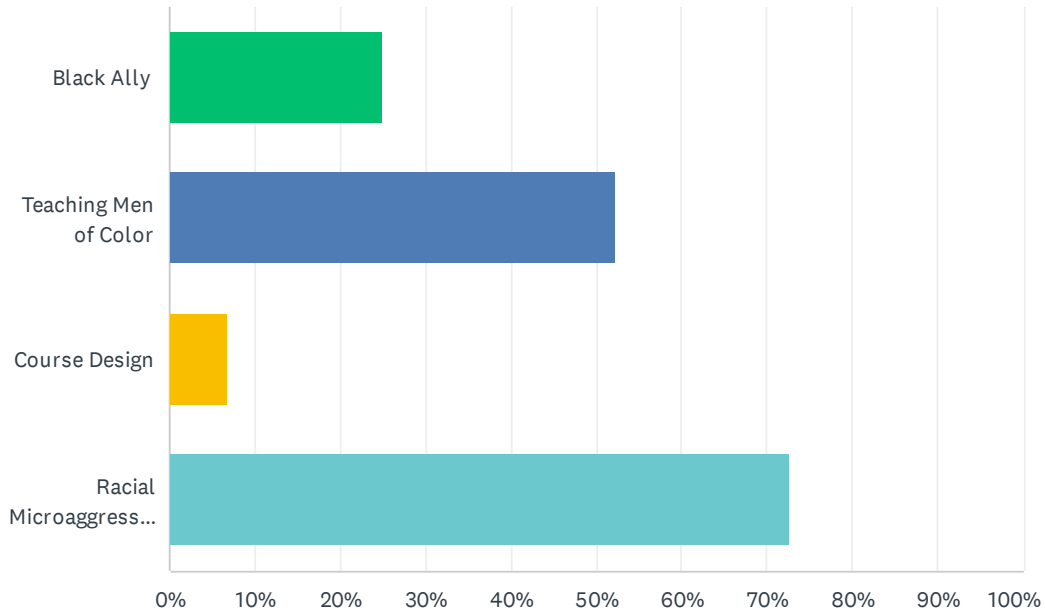
Answered: 48 Skipped: 1



ANSWER CHOICES	RESPONSES	
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

Q4 Please list trainings you completed:

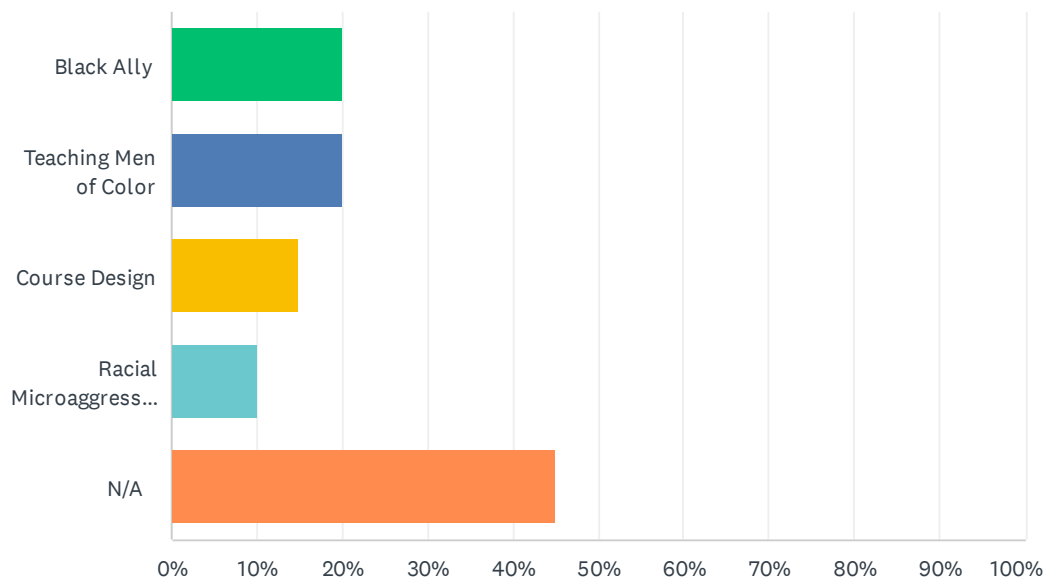
Answered: 44 Skipped: 5



ANSWER CHOICES	RESPONSES
Black Ally	25.00% 11
Teaching Men of Color	52.27% 23
Course Design	6.82% 3
Racial Microaggressions	72.73% 32
Total Respondents: 44	

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

Answered: 20 Skipped: 29



ANSWER CHOICES	RESPONSES	
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		

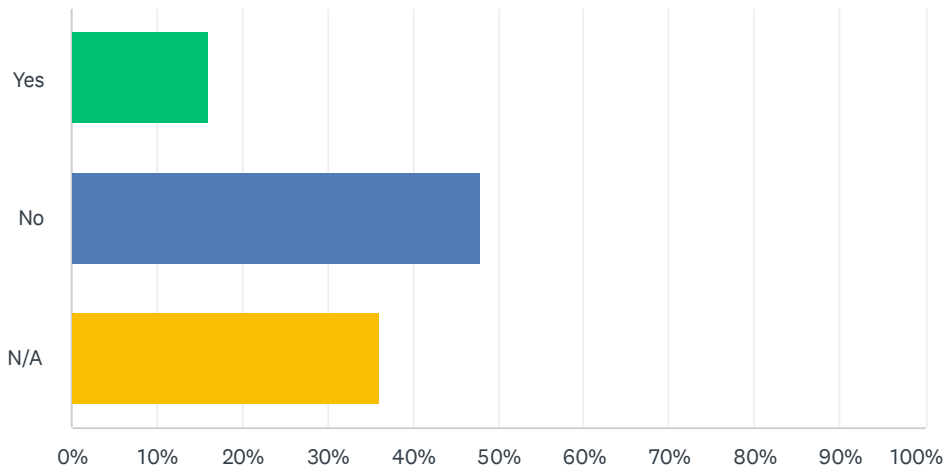
Q6 If not completed, why?

Answered: 19 Skipped: 30

#	RESPONSES	DATE
1	Did not have voucher for these.	4/28/2022 10:47 AM
2	N/A	4/21/2022 3:23 PM
3	Lack of time; I intend to complete it over the summer.	4/19/2022 11:41 AM
4	I haven't taken Black Ally or Course Design. I wasn't aware Black Ally was open to all faculty, and I wasn't aware of course design at all. Normally, when people advertise CORA trainings, they say "CORA trainings" and don't specify on what's available.	4/19/2022 11:10 AM
5	N/A	4/19/2022 10:31 AM
6	N/A	4/19/2022 9:55 AM
7	N/A	4/19/2022 9:49 AM
8	I didn't start anything else, but the survey didn't have an option to move on.	4/19/2022 9:22 AM
9	I cannot submit my results without checking this box.	4/19/2022 9:04 AM
10	I completed all that I started.	4/18/2022 12:11 PM
11	It was difficult to complete this work when my teaching schedule became busy. The work itself was somewhat tedious and the platform is a bit dated.	4/15/2022 2:13 PM
12	I have not started those trainings but would not mind to when I can	4/13/2022 8:53 AM
13	na	4/11/2022 10:32 AM
14	Daily duties and other projects took precedents and wasn't able to finalize the training.	4/11/2022 9:00 AM
15	Lack of time	4/8/2022 10:38 PM
16	I also completed the CORA 20 hour Black Minds Matter free training as well over the winter break.	4/8/2022 8:24 PM
17	time and overloading responsibilities with COVID conversions of courses	4/8/2022 5:21 PM
18	The process to get the certificate wasn't clear, so I didn't do it but I did all of the training hours.	4/8/2022 3:47 PM
19	This field had to be checked. I would like to take it, have not started, and figured this was a good choice to check. Can we make another field for none of the above?	4/8/2022 3:27 PM

Q7 If not completed, are you planning on completing before June 2022?

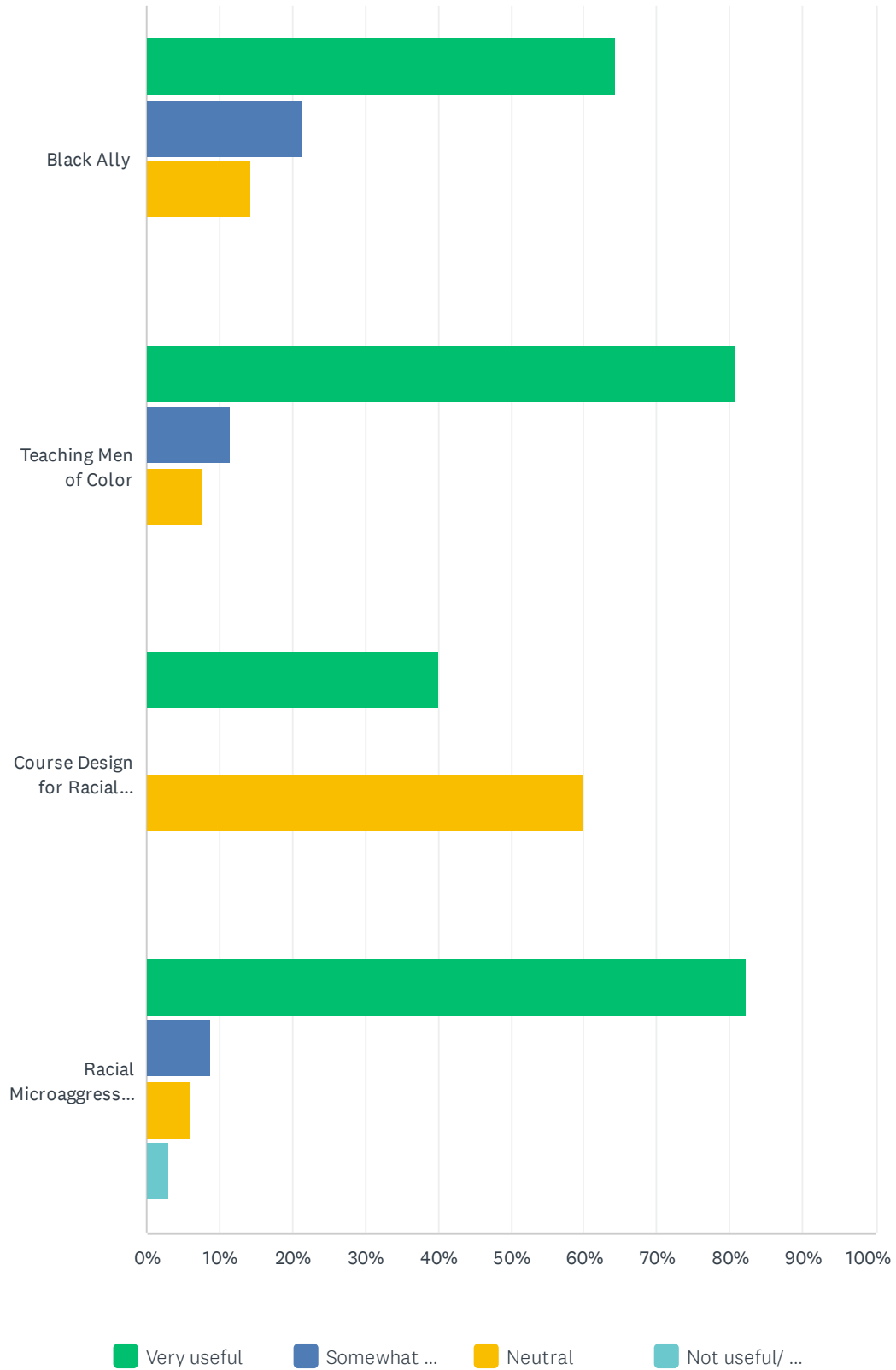
Answered: 25 Skipped: 24



ANSWER CHOICES	RESPONSES	
Yes	16.00%	4
No	48.00%	12
N/A	36.00%	9
TOTAL		25

Q8 Please rate the quality of the training:

Answered: 48 Skipped: 1



CORA Trainings Survey

	VERY USEFUL	SOMEWHAT USEFUL	NEUTRAL	NOT USEFUL/ DIDN'T LEARN ANYTHING NEW	TOTAL
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

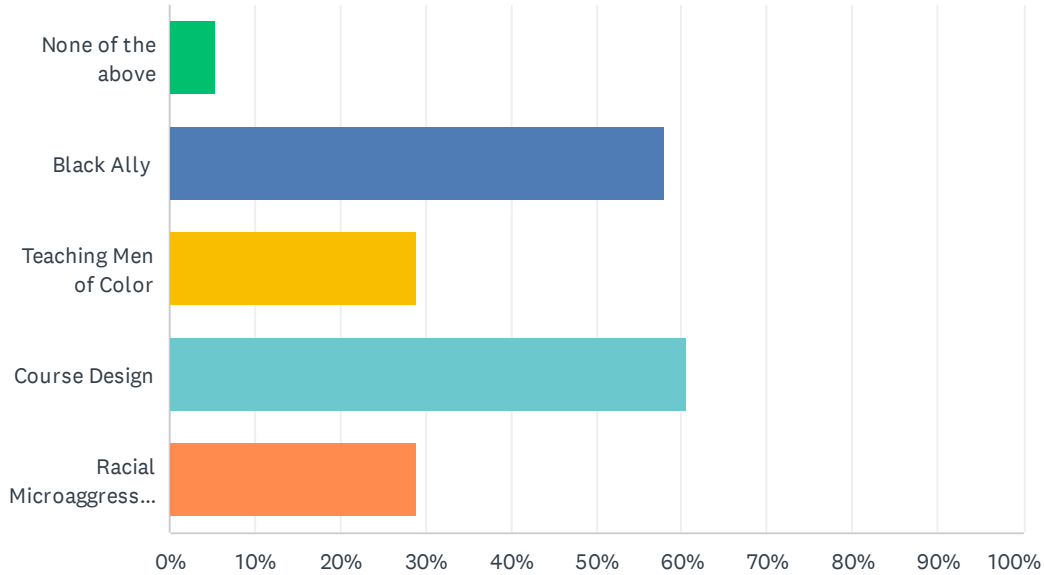
#	RESPONSES	DATE
1	I have implemented many of the techniques and ideas taught by these courses in my English classes.	4/28/2022 10:47 AM
2	Reinforced the idea that one of the most important things we can do as instructors to increase success rates is to be flexible and to show genuine care for our students.	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 9:49 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 8:29 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 microaggressions 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	This new tailored effort of re-establishing racism 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 not the content of their character, similar to the past history of our nation. It is unfortunate that these webs are being spun for our college and society as a whole.	4/8/2022 4:03 PM
40	More mindful of my students	4/8/2022 3:49 PM
41	It helps me interact with students in a more openminded way.	4/8/2022 3:47 PM
42	It made me more conscious of the language I use in my class discussions that may incite or aggravate students. I've softened my tone since this very valuable training. What I intended to be provocative may be considered microaggressive and I wouldn't have considered this otherwise.	4/8/2022 3:27 PM

Q10 Please indicated if you are interested in completing any of the following CORA trainings currently available to Norco College employees.

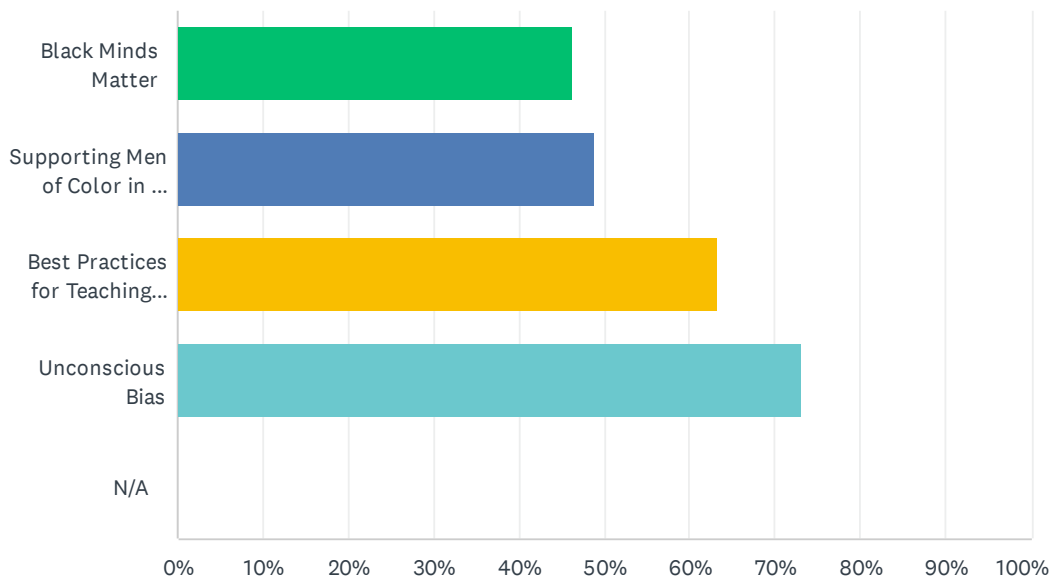
Answered: 38 Skipped: 11



ANSWER CHOICES	RESPONSES
None of the above	5.26% 2
Black Ally	57.89% 22
Teaching Men of Color	28.95% 11
Course Design	60.53% 23
Racial Microaggressions	28.95% 11
Total Respondents: 38	

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

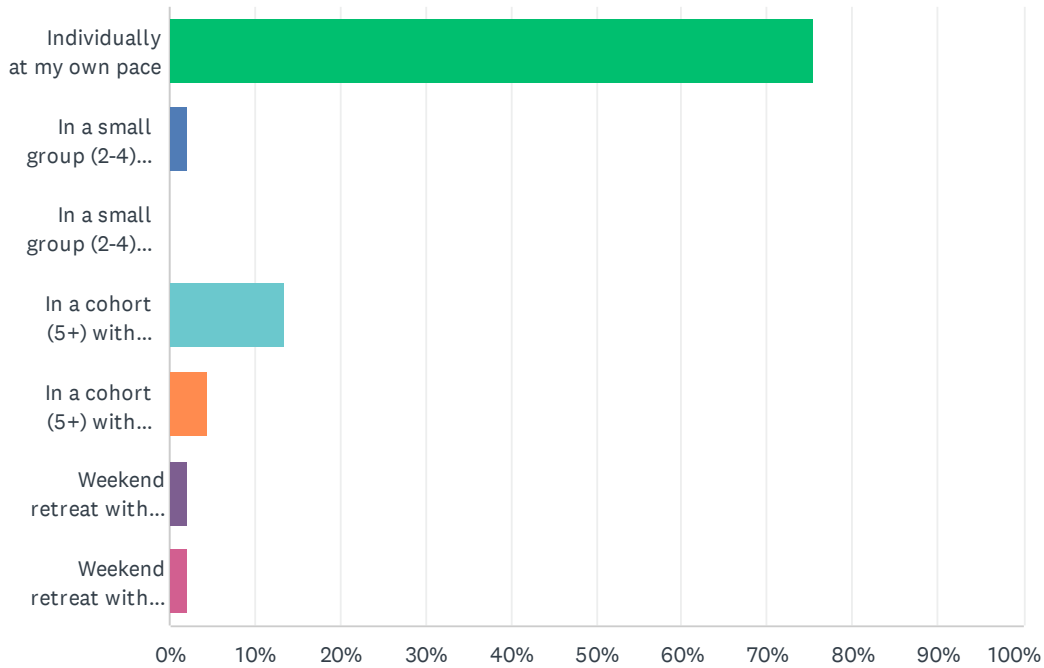
Answered: 41 Skipped: 8



ANSWER CHOICES	RESPONSES	
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?

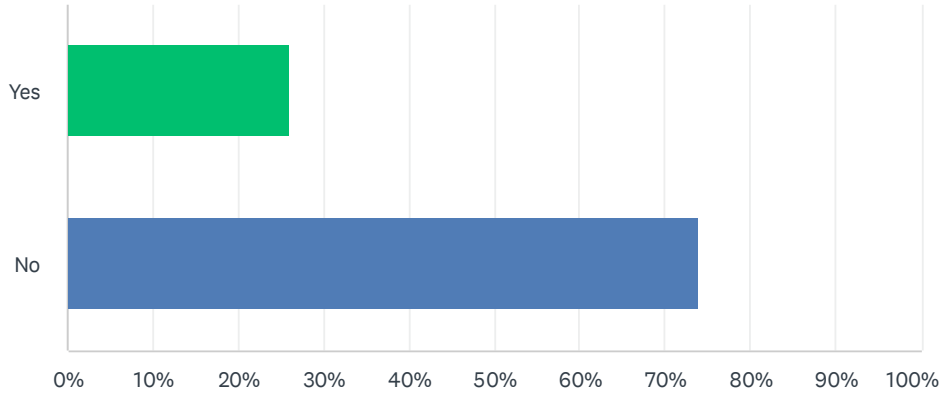
Answered: 45 Skipped: 4



ANSWER CHOICES	RESPONSES	
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

Q13 Would you be interested in leading a cohort for a CORA training you completed as a facilitator (if properly trained)?

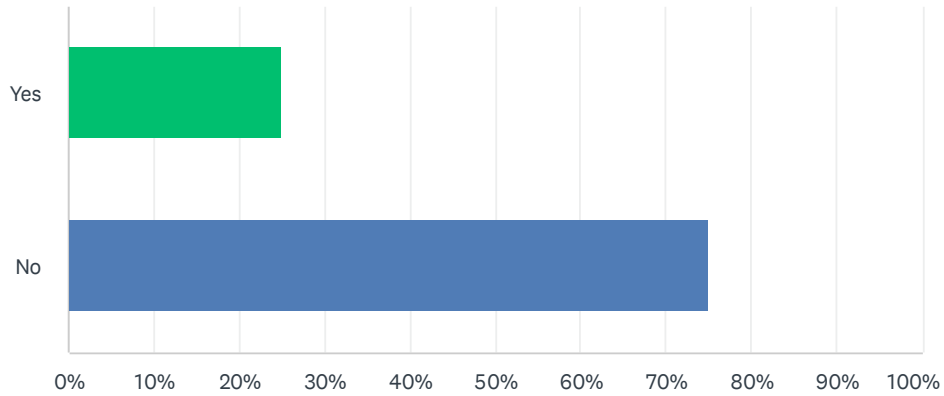
Answered: 46 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	26.09%	12
No	73.91%	34
TOTAL		46

Q14 Faculty-Are you aware that completed CORA courses grant you CE units?

Answered: 36 Skipped: 13



ANSWER CHOICES	RESPONSES	
Yes	25.00%	9
No	75.00%	27
TOTAL		36