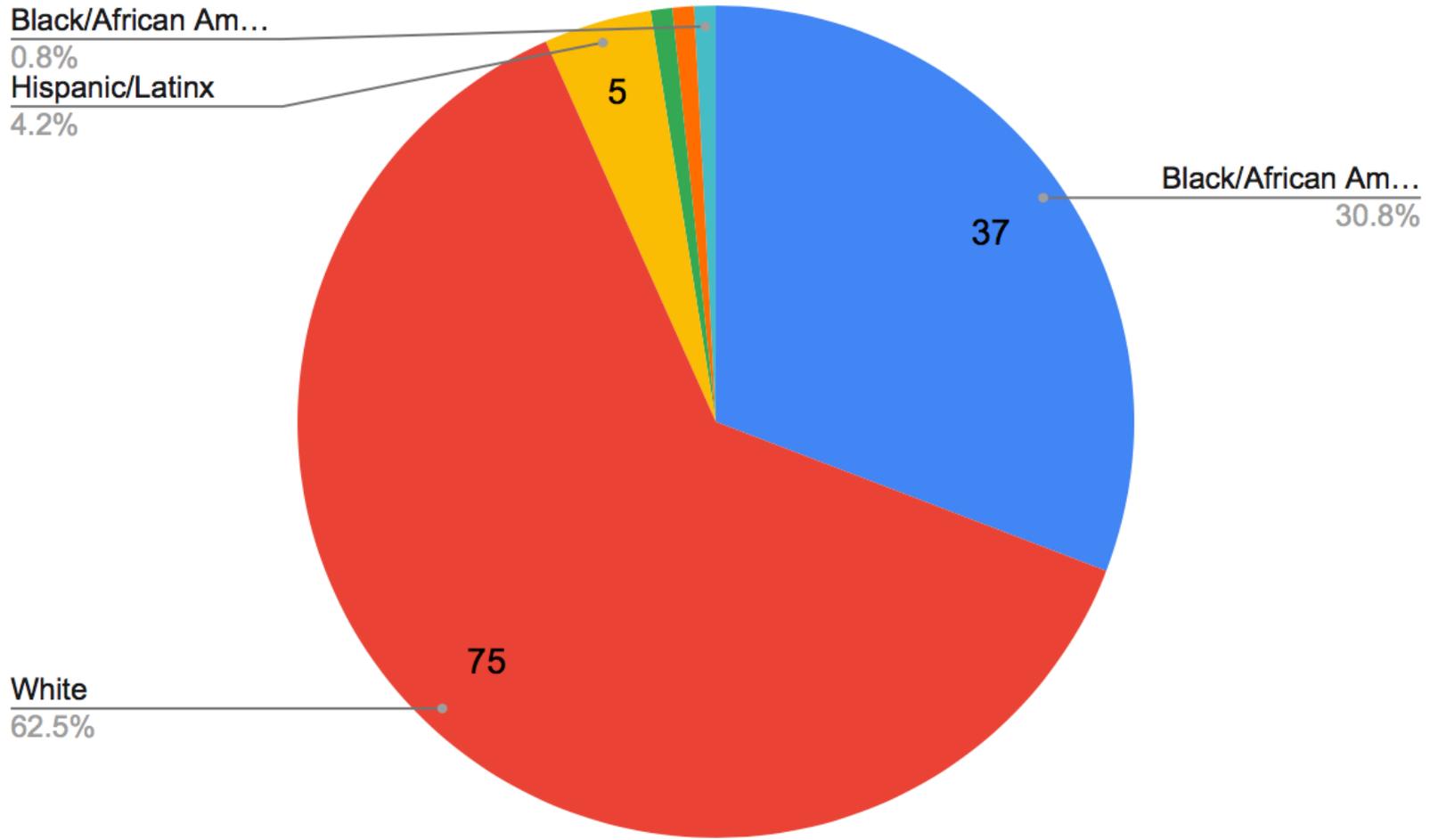


Racial Equity Training Survey Results

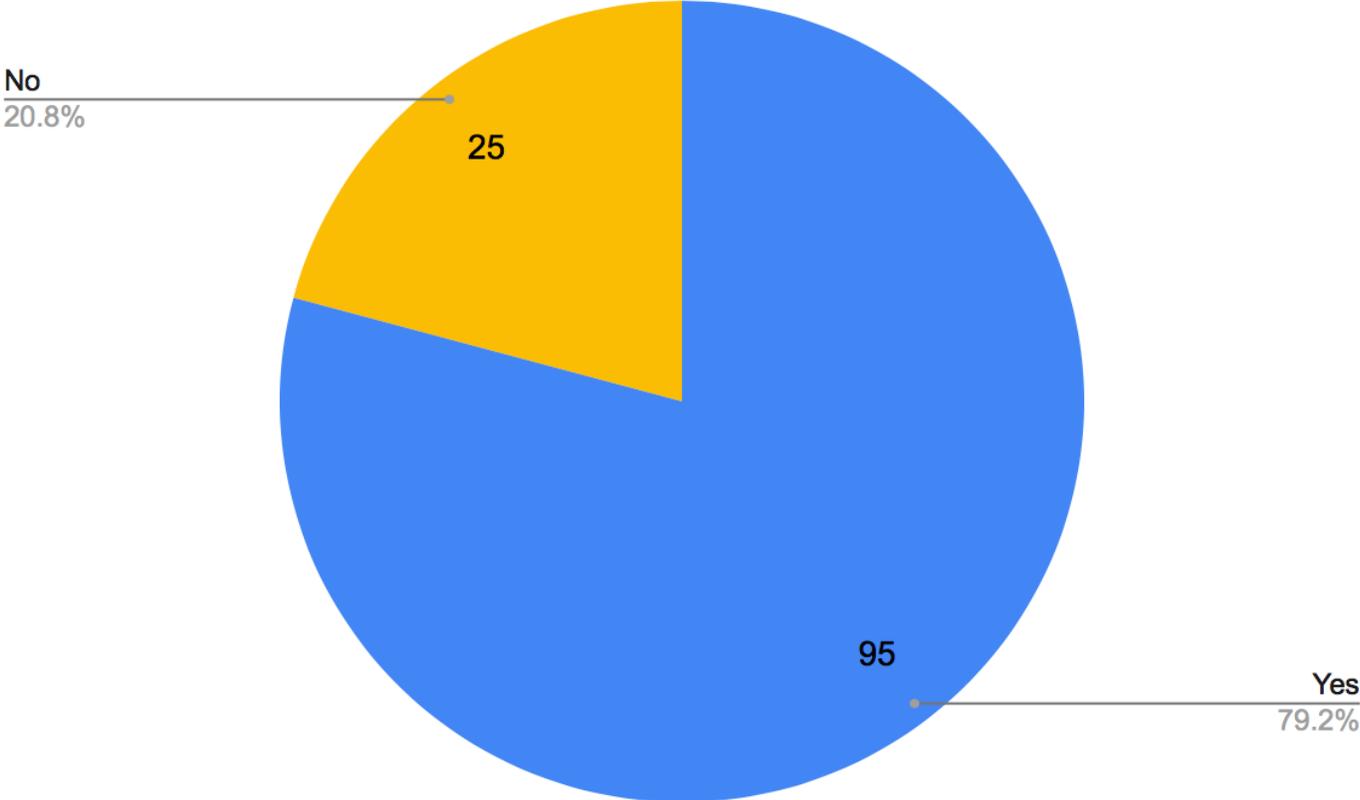
ALL TRAININGS SPONSORED BY TALBOT FAMILY NETWORK
FROM FY16 – FY20

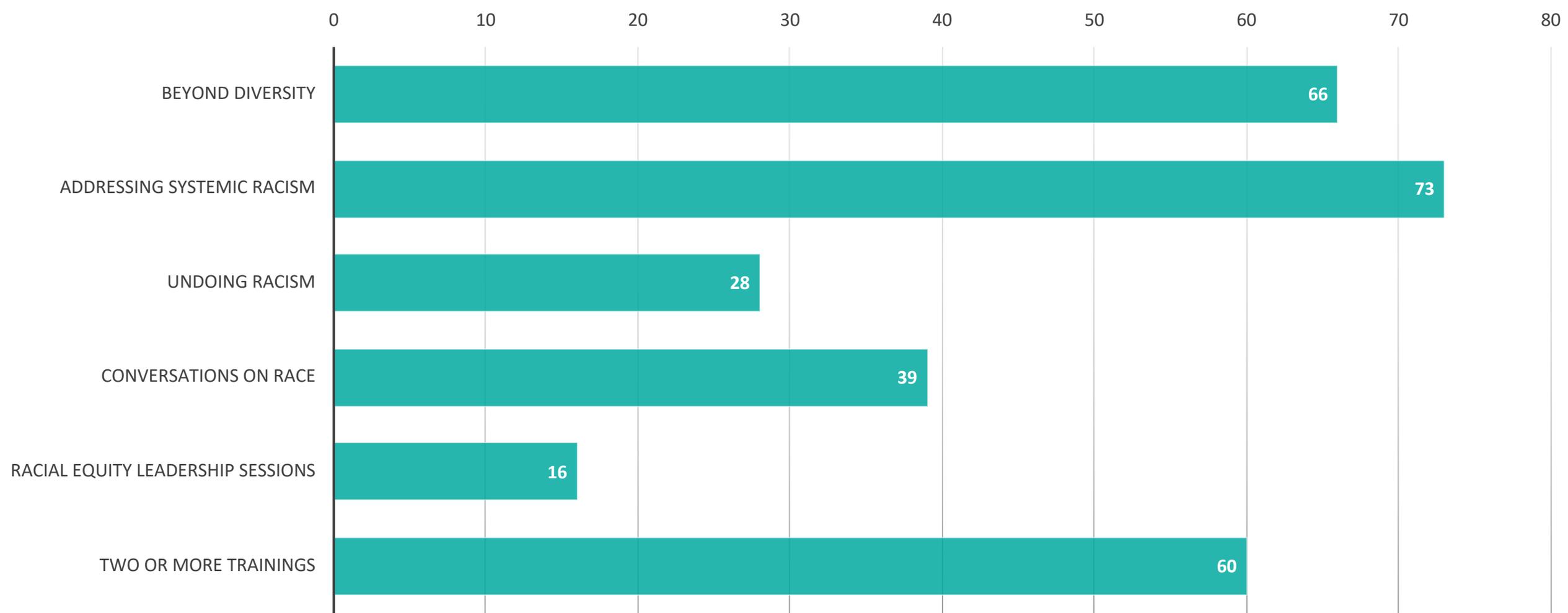


What is your race/ethnicity?

CHECK ALL THAT APPLY

Do you live and/or work in Talbot County or with Talbot County residents?





Which training did you participate
in?

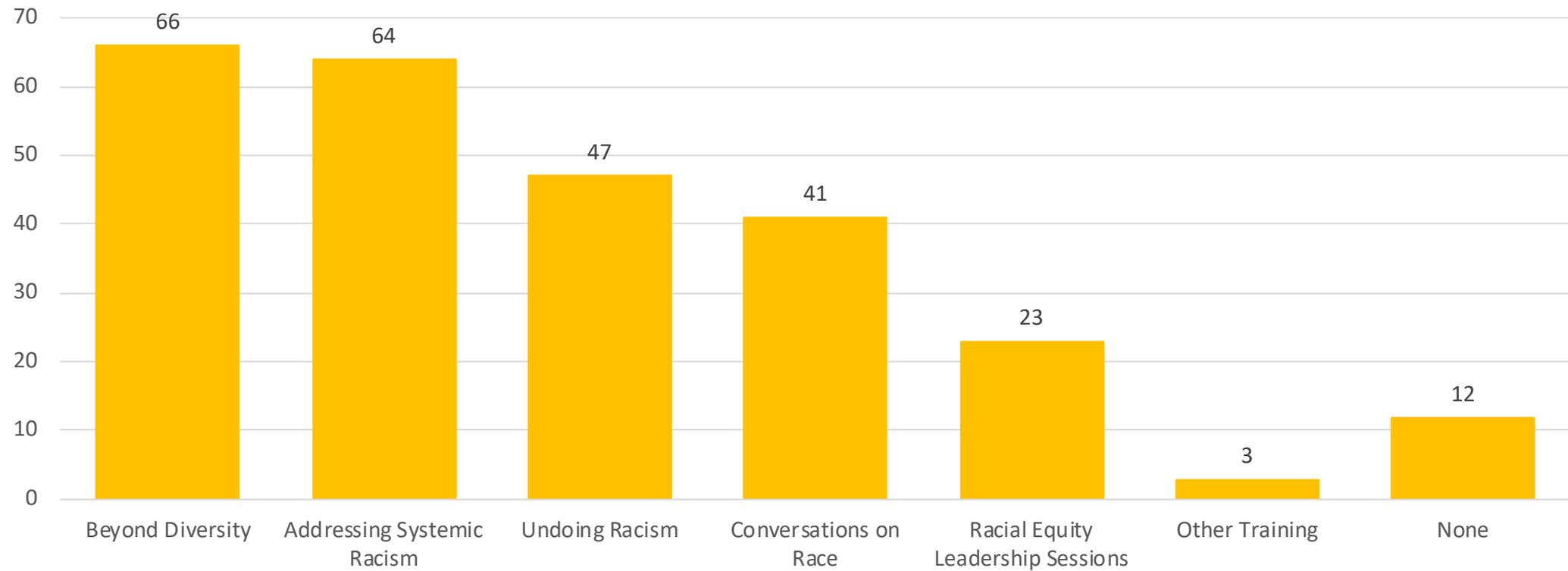
Additional trainings Attended

- Conversations on Race Luncheon hosted by the area church leaders
- Equity Literacy, Rise up for Equity Summit, Culturally Responsive Pedagogy, Diversity, Equity and Inclusion by NationSwell, Difficult Conversations in the Classroom, etc.
- GARE training
- Undoing Racism offered elsewhere
- Numerous on campus trainings when I established the Presidents Diversity Initiative. Taught courses on racial equality for over forty years
- Annual , "cultural sensitivity" training various
- Ethical Diversity
- Diversity Training while at the DuPont Company
- I have attended racial equity trainings in Dorchester County several years ago and attended sessions at a Courageous Conversations Summit in New Orleans a few years ago as well.
- Dialogue on Race, Baton Rouge, LA, 2 sessions, 2012
- Conferences, workshops that were school-related over the past 20+ years
- Dr. Rosemarie Allen--Center for Equity and Excellence
- REI (Racial Equity Institute): The Groundwater Approach
- Perception Institute in Cecil
- Implicit Bias
- Webinars sponsored by CASA, member of the Conversations on Race group sponsored by Talbot Association of Clergy and Laity

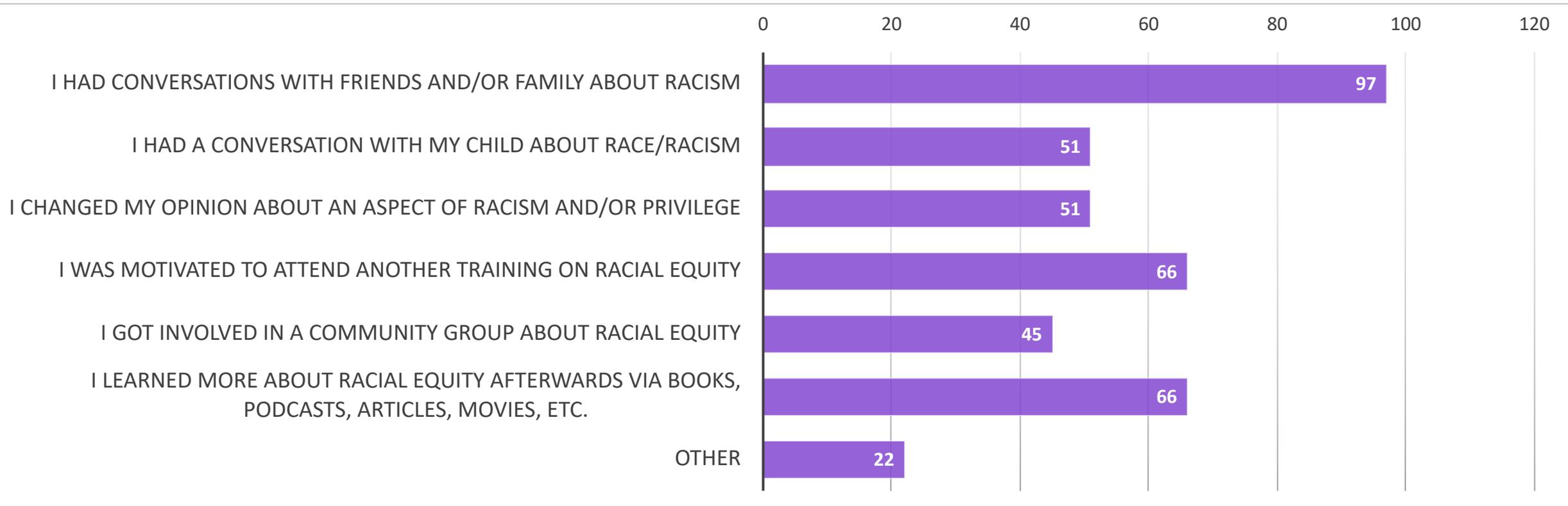
Additional trainings Attended, cont.

- Chesapeake Multicultural Resource Center Cultural Competence Workshop
- Agency required equity training
- Various webinars, and trainings at conferences. I also attended the Race Forward facing race conference
- I attended a panel and session at my church.
- Lived experience
- Master's Level course on race equity, and numerous other training sessions, etc over the years
- Signed up for a June 24 NICHE Academy's Dismantling Institutional Racism
- Multiple others with Milagros Phillips, webinars and more with Mercedes
- 21 Day Race Equity Challenge from the Mindful Living Collective of Los Angeles
- I have done several equity trainings, care trainings, and equity walks with PEG's group.
- Milagros Phillips, Race Demystified, Marvin Johnson Race GPS, Rev William Wallace, others
- Coping with Racism and Racial Trauma: A Conversation for All Communities Parts 1 & 2
- Cultural Competency training's each year
- First One
- None

Which of these would you recommend to others?



Personal Impacts of Trainings

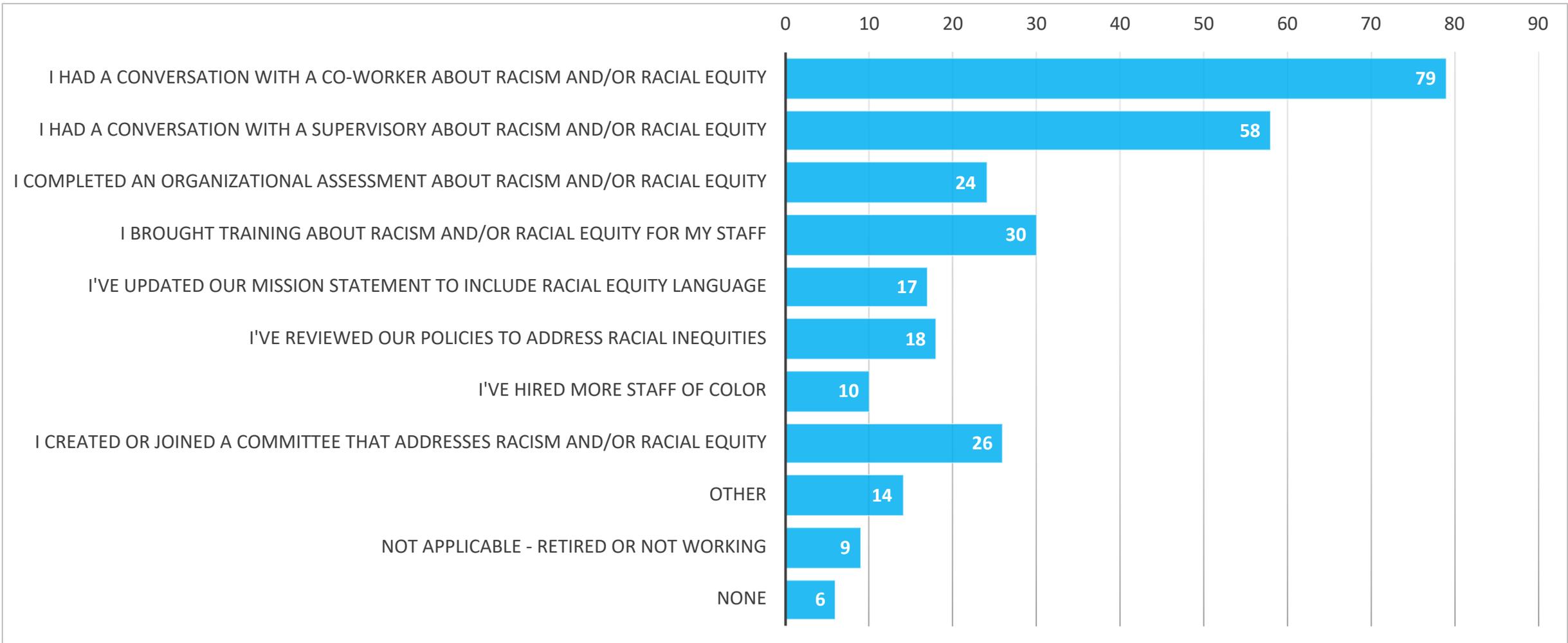


Comments from “Other” Personal Impacts

- I truly believe that the ripple effect of these important conversations, including other conversations in our community, have moved us forward to the tipping point of have enough people, white people honestly, who understand and care, that we are now able to move forward toward the beloved community, working together.
- The trainings have made me look at my own bias and begin to do the work. Also, when I see something do something.
- Looked within to acknowledge any implicit biases
- Moved the work forward in my place of employment
- Worked with our Board Equity Committee to adopt Urban Libraries Statement on Race and Social Equity <https://www.urbanlibraries.org/initiatives/statement-on-race-and-social-equity>
- Now I'm reading the Color of Law
- I started to speak up when I saw racism or privilege
- Written books on the subject
- It made me better understand "white privilege"
- It made me more aware, compassionate and able to articulate view points

Additional Comments from “Other” Personal Impacts

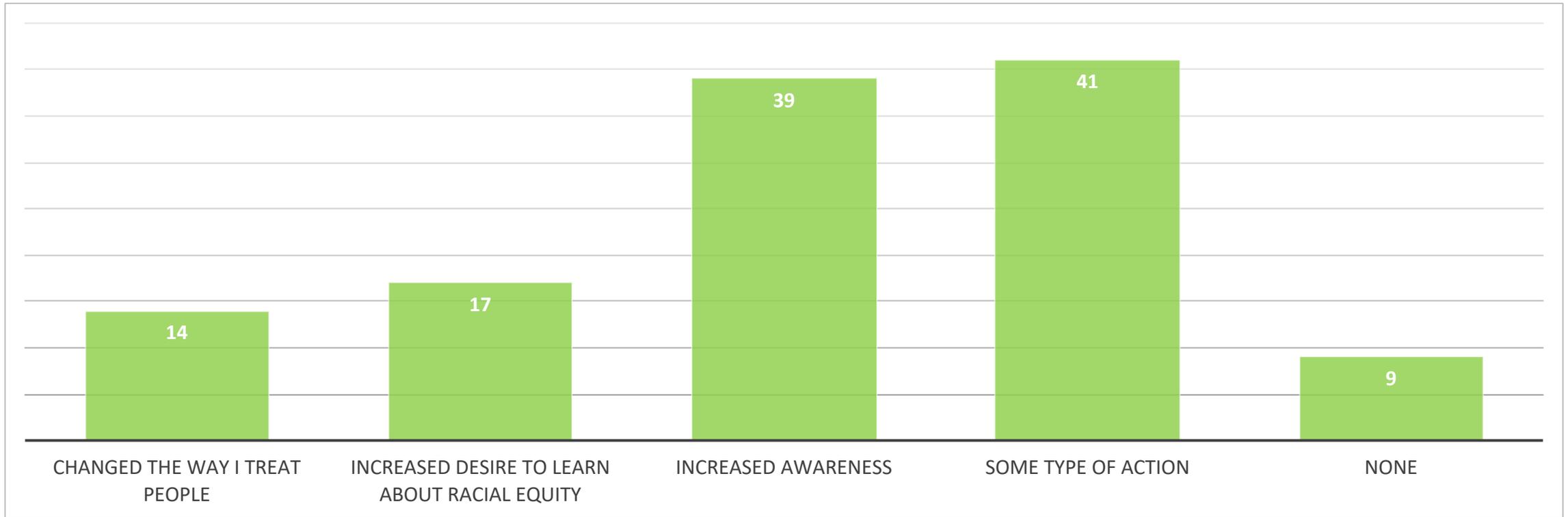
- Facilitated a workshop with my school district
- I started to notice it and understand it better
- Made me less interested in learning about it
- Nothing. I treat everyone the same.
- It did not affect me in anyway shape or form
- Not much has changed
- The class made me upset. We were all told we were racist which was not the case. We don't have a choice in who we help, we help everyone the same. As for my coworkers, I have always treated everyone the same as we are from one family because that is how I have always felt and not because an instructor with multiple degrees told me I should.
- This should be ongoing daily for all
- I became involved in supporting efforts by the Multi-Cultural Service center
- I am black so it's apart of daily living with or without the training
- I learned some things regarding the US history that was never taught in school.



Professional Impacts of Trainings

Comments from “Other” Professional Impacts

- Creating and EDI committee within the workplace
- Library adopted ULC EDI statement and put message out to the public
- We now have a Statement on Race and Social Equity
- I have had the conversation with not only my supervisor but with my supervisors boss on what can and needs to be done about the conversation and training on racism where we work.
- See above the library's board committee had already been formed and was working on a statement prior to the training. All committee members attended the Addressing Systemic Racism with Mercedes Avila (one day, half-day or two separate days) on different occasions.
- I'm more aware of systemic racism
- Pay more attention to the inequity in my field
- I have read much more on the subject than I had before.
- I come to realize that everyone of the non black race are not aware and uneducated of the issue at hand for multiple reasons and don't realize what "White privilege is .
- Will be discussed in training academy
- This training made me dislike trainings. While our shift and coworkers talked about racism and hate, it has been brought on by current social conditions and not because of a training we were made to take 8 months ago by an instructor who called us racist.
- Nothing has really changed in my life as a black male
- The training was not geared to what our jobs deal with therefore it has not impacted me in anyway
- My agency is already addressing this issue and has a unit assigned to that task
- I shared this information with students. I am now more likely to express an opinion in social media.
- I am retired but I did apply what I learned in my volunteer work.



Personal or professional changes made as a result of the training - Summary

What additional training or support would you like to see that would help move Talbot County closer to racial equity?

- How We See People: Anti Oppression/Mass Incarceration Workshop
- Undoing Racism workshop
- Racial healing, Empowering African Americans in self love
- Courageous conversations
- Have more young people included
- Continued conversations on race with diverse groups
- Conversations with County Council
- Cultural Competency or Ally training
- Much of the same until everyone is reached
- I would like to see data on race and outcomes in TCPS and more data on Talbot County housing.

- Something specific to white racial consciousness
- Racial Equity Institute
- Broader reach to community not just agency leadership
- Beyond Diversity
- White privilege
- Take down Talbot Boys statue
- Addressing Systemic Racism with Mercedes Avila
- Our County Board and Town Board and the Police Department need to receive this training
- The organizing of a racial equity board in talbot county working together racial justice.
- See more diversity as presenters and more empathy from individuals that attend the trainings.
- More advanced notice of training. It's hard to block multiple days off unless they are far out.
- We could learn about different cultures and races to help us interact with them in a professional setting
- Perhaps writing articles in the Star Democrat to keep the conversation alive and moving in a positive direction

- All training will help to educate but we need to step up and speak out, use and share whatever privilege we have
- Would like more focus on the immigrant population since that is a growing population in our County and in our public schools
- I think all county employees should experience the training especially those in law enforcement and EMS; like a 3 day training
- Affordable housing, better paying jobs, better trained Officers, more diversity on county task forces to address community issues
- I would like to engage DES staff in smaller groups "shift based" which can be more interactive and try and keep each training session to 1-2 hours
- Representatives of Specific national campaigns that we could be a part of making legislative, policy and community changes to undo systemic racism.
- Required of all police and sheriff department's employees! Required of every member of the County Council and all the town councils and school board.
- More speakers from the Black and Hispanic communities to help us better understand their cultural experiences and how to be respectful when working with them.
- Next steps--what can be done to make positive changes.
- I'd like to see the county and organizations encouraged to get organizational assessments conducted by experts. It's easy to give yourself a good grade. And we don't know what we don't know.
- It would be nice to see more community meetings. Our community has really come together to speak out against racial discrimination and now is the time to stay together and continue this work.

- Online training for more of my staff and board members given COVID-19 also changing our lives regarding in person training. I want us to start some online community conversations regarding Black Lives Matter and how to address systemic racism.
- I'd like to see more history taught about how the laws of this country were formed in favor of white male landowners. Bring in the art of Mark Bradford whose installation at the Hirschhorn Museum in D.C. involves untold unseen stories depicted in history only through the white man's eyes.
- I would like to see more African American presenters. I think role playing (but reversing the roles of people of color and caucasians) of actual events and experiences of racism would help Caucasians understand what people of color experience and go through.
- Maybe Stop Playing the Victim Training or We are all Equal and nobody is better than the other regardless of Gender, I don't feel that Racial Equity is a problem among DES Employees, like I stated before, we don't get to choose who we do and don't help, we help everyone. And by helping everyone, we treat everyone with the same level of care.
- Creating safe space to have these conversations as they come up. The one thing I noticed that white people are very uncomfortable have conversations about race with one another, so I can only imagine with a black person given everything that has happened in our country and is still continuing to unfold. How to get people to own their own bias.
- Another way to do it might be to offer a book study/podcast study over a period of time where small groups work with each other over a period of time rather just a one and one (something more sustained).

- Continue conversations, inquire about local business political support, review local laws, educational policies, consider impact to those who benefit most and have greater risks for negative cost, in addition to review of policing and accountability of persons responsible for holding systems or improving for racial equity. Real conversations with understanding and positive change as goal.
- I think more may be interested at this time. I recommend Milagros Phillips, Race Demystified. Connect with TCAR. I think they will do good work and need support. Training for police of course,, and all levels of our justice system. We need to move to a mindset of protect and serve, and community policing. That would benefit all of our community. Criminalizing people is not productive, and incarceration has huge negative consequences. We need to continue to address root causes. We are fairly lucky in Talbot County in many ways, but it is part because we do keep working at it. We have to keep working at it.
- Talbot and the rest of the country, is to be able to restore the minorities safety (physical and emotional). And I would like for our trainings to be emotionally safe and, if possible, uplifting.