

# UW School of Public Health

## Year 1 Training and Survey Highlights

### Universal Anti-Racism Training Series 1A/1B

#### AY 2020-2021 Training Dates

Fall 2020	Winter 2021	Spring 2021	Summer 2021
<ul style="list-style-type: none"> <li>▪ Dec 2<sup>nd</sup> – 1A</li> <li>▪ Dec 10<sup>th</sup> – 1A</li> <li>▪ Dec 15<sup>th</sup> – 1A</li> </ul>	<ul style="list-style-type: none"> <li>• Feb 1<sup>st</sup> – 1A</li> <li>• Feb 18<sup>th</sup> – 1A</li> <li>• March 4<sup>th</sup> – 1A</li> <li>• March 16<sup>th</sup> – 1A</li> </ul>	<ul style="list-style-type: none"> <li>• April 1<sup>st</sup> – 1A</li> <li>• April 15<sup>th</sup> – 1A</li> <li>• May 25<sup>th</sup> – 1A</li> <li>• June 10<sup>th</sup> – 1B</li> </ul>	<ul style="list-style-type: none"> <li>• July 13<sup>th</sup> – 1B</li> <li>• July 22<sup>nd</sup> – 1A</li> <li>• July 29<sup>th</sup> – 1B</li> </ul>

#### Training Process & Sequence

Step 1	Step 2	Step 3	Step 4	Step 5
1A Pre-Survey	Level 1A Training	1A Post-Survey	Level 1B Training	1B Post-Survey

#### Training Attendance Demographics

	Attended UART 1A	Attended UART 1B	Attended 1A & 1B
<b>Faculty (N=367)</b>	227 (62%)	67 (18%)	<u>(30%)</u>
<b>Staff (N=717)</b>	301 (42%)	148 (21%)	<u>(49%)</u>
<b>PhD Students (N=284)</b>	43 (15%)	0 (N/A)	<u>(N/A)</u>
<b><i>Total</i></b>	<b>571</b>	<b>215</b>	

#### Training Survey Highlights

**Quantitative Data Highlights** | *Results based on pre and post survey results for 1A & 1B*

Question	Highest Frequency Response	Percentage
I found the mix of presentation and participant engagement suitable to my learning experience? (1A & 1B)	Agree/Strongly Agree	84%
I will take aspects of the training and apply them to my current position.	Agree/Strongly Agree	87%
Did you learn anything new?	Yes	88%
I found the Level 1B training to be an applicable way to learn skills and tools to address structural racism, discrimination and/or microaggressions?	Agree/Strongly Agree	93%
Would you recommend this training to other public health colleagues?	Yes	98%

**Qualitative Data Highlights | Results based on pre and post survey results for 1A & 1B**

**Did the training content meet your expectations?**

- *“I thought that the grounding in the history and context of racism was incredibly helpful in seeing how we've come to where we are and how we might move toward being anti-racist. I thought we might have a bit more of strategies and skills to become more anti-racist, but I understand that there's a lot to cover and that will be more in the 1B training.”*

**Did you learn anything new?**

- *“The role of enlightenment in creating current ideas about race.”*
- *“So much! The white supremacy culture characteristics were very useful, informative, and relevant. In addition, learning about the history of racism in public health/higher ed was insightful coming from a non-PH background.”*
- Target & Agent Identities by Dr. Nieto & Restorative Justice (1B)  
*“... about restorative justice and unpacking identity and stages of identity.”*

### What did you like about the training?

- *"I liked that the training balanced presentation with discussion and small group activity. It made the training feel less long to have a mix of activities."*
- *"I appreciated the diversity of the presenters and their experiences. I enjoyed hearing about presenters' and participants' personal experiences - this aspect of the training was the most impactful for me."*

### What did you like least about the training?

- *"I think the breakout groups were designed to be a helpful, engaging component of the training, and to some degree it was good. I do think that the discussion groups would have benefited from having a facilitator or a guideline for discussion, to guide the conversation in a more equitable way."*
- There were a few comments about power dynamics in breakout rooms which we worked to mitigate by grouping staff and faculty separately and being mindful of where we placed people in leadership roles.

### Suggestions to improve Universal Anti-Racism Training

- Broader representation among examples to include more communities of color
- More time for reflection and discussion