

## Summary of Strategic Leadership for Diversity Leadership Forum Feedback

CASD State Trainings – April, May, and June 2003

**Overall please indicate the value of the workshop for your organization's diversity efforts: 1 = Not Very to 5 = Quite Valuable**

**Mean = 4.49**

**Please compare your understanding of diversity-related issues in organizations prior to the beginning of the Strategic Leadership for Diversity Workshop and your understanding now.**

When comparing their understanding of diversity-related issues in organizations prior to the beginning of the Strategic Leadership For Diversity Workshop and after, the overwhelming majority of respondents indicated that their understanding was better or much better. Greatly, significantly, and tremendously were some of the words used to describe the increase in understanding. Several used numbers to express their gain in understanding. On a scale of 1 – 10, one person rated their move from 4 to 7; another from 6 to 9; and one person stated, *"I have increased my personal awareness 10 fold."*

A broad range of learning occurred during the workshop. Several participants specifically mentioned their increased understanding in the area of organizational and systems change.

*I am very excited to have a much greater understanding of diversity in systems/organizations! This was truly my first real and meaningful experience with diversity in this dimension.*

Other comments mentioned: a greater personal empathy as a dominant group member; usable tools to carry back and use at the organizational level; a real hope for change; a deeper commitment to action; valued interaction with a sister organization and the Extension leadership team; a broader and richer understanding of diversity beyond race and gender; and the use of discretionary power to impact the organization.

Some participants indicated that they had gained some increased understanding of diversity-related issues. Some additions to their understanding included: insightful ways to frame the issues, increased knowledge about managing diversity in systems and a more integrated understanding of diversity. A few participants stated that they already had a high level of understanding prior to the workshop and therefore experienced limited gain.

**To what extent has the training increased your skills to manage organizational change on diversity within the Cooperative Extension?**

Most participants indicated that their skills had been increased as a result of the training. Many used terms such as: greatly, considerably, a lot, very much so, quite a bit, and major. Several participants mentioned the usefulness of having practical tools and a framework for monitoring and implementing organizational change. Others stated that the training left them feeling energized, committed, empowered, braver, and more confident to address organizational change.

Although most agreed that they had gained skills, some additionally stated that they recognized the need to increase their skill levels, *“I’m optimistic that I will continue to acquire the necessary skills to lead this organization forward.”*

*“I feel I have increased my skills, to some degree, in talking about issues of diversity with others and have a plan in place to increase those skills further. I feel less secure about skills to manage organizational change without a group within the organization which is “like-minded.”*

**Please indicate the usefulness of each of the following Workshop Components:  
1 = Not Very top 5 = Quite**

- a. Diversity and Organizational Change
  - Part I: Overview Mean = 4.12
  - Part II: Outcomes to Date Mean = 4.10
  - Part III: Desired Outcomes Mean = 4.24
- b. Power, Privilege, Conflict and Change Mean = 4.53
- c. Seeing Oppressive Systems:
  - Part I: Identity Mean = 4.43
  - Part II: Discretionary Power Mean = 4.65
- d. Leaders and the “infra-structure” of Systems Mean = 4.27
- e. Integration Required for Organizational Change

Part I: Personal Leadership                      Mean = 4.47

Part II: Organizational Accountability      Mean = 4.16

### **Comments**

Overall, participants rated the facilitator/trainers as excellent. Several respondents thanked the facilitators for their candor and willingness to share personal reflections. Two respondents specifically indicated that they wished this training was available to everyone in their organizations.

Some specific suggestions made by individuals included:

- More time to plan out within small groups in some exercises
- More time to discuss and plan for organizational accountability
- More opportunity for dialogue and disagreement
- Start training further along – with leaders and infra-structure of systems
- More discussion on power and privilege

### **As a leader of organizational change, what other professional development opportunities would assist you in managing diversity in Cooperative Extension?**

A wide variety of responses were offered. Some were mentioned by several participants. These included the following:

- More training on organizational change and systems
- A better understanding of cultural differences – specifically mentioned were issues related to sexual orientation, gender, race, religion, and language
- Training in the area of conflict resolution/conflict management
- An interest in “coming back together,” “a reunion,” “a follow-up in 12-18 months” to “check-in” on our progress and plan next steps.