

National Conference for Community and Justice Building An Inclusive Community Workshop Final Evaluation Report -- September 1999

Executive Summary

During 1998 and 1999, Philliber Research Associates conducted an evaluation of two *Building An Inclusive Community Workshops* offered by the National Conference for Community and Justice. Approximately 120 individuals of various racial/ethnic backgrounds participated in these two workshops (which were held in June 1998 and February 1999). Sixty-four of these participants completed surveys to measure progress toward program objectives which include:

- Increased dialogue and beginning relationship formation among people of different races;
- Increased awareness of institutional racism; and
- Progress toward completion of action plans or other concrete actions to interrupt bias and encourage diversity.

Results from these surveys support a number of positive outcomes among program participants:

- ***Increased ability to dialogue with people of different races.*** Seventy-six percent indicated "The workshop has made a difference in my ability to dialogue with people of different races," with 13% responding "yes, definitely," and 63% answering "yes, somewhat." Respondents indicated the workshop helped increase their confidence and comfort levels in dialoguing with those of different races, while others commented that the workshop helped them be more open, more sensitive, and more conscious of their own biases and styles of communicating. In addition, **72% of respondents reported they had used what they learned** in personal, work-related and community situations.
- ***Increased ability to form relationships with people of different races for 58% of respondents.*** Fifty-four percent indicated they had used what they had learned to form cross-racial relationships. For example, an African American male commented, "I met a complete stranger who was a Caucasian and we were actually able to share intimate details of our lives. We have since become associates and have opened the door to becoming friends."
- ***Increased awareness of institutional racism.*** Eighty percent of respondents indicated the workshop had "definitely" or "somewhat" affected their understanding or awareness of institutional racism. Most respondents were able to define or give examples of this concept.
- ***The completion of concrete actions as a result of what was learned at the workshop by a majority of respondents.*** These actions included: participating in or implementing other efforts to promote diversity and positive race relations; reading books and newspapers by and about those of other races; and implementing

activities or initiating behaviors at home, within faith communities, and in work-related situations.

In addition, participants were very positive about their experience with the workshop. For example:

- **97% described their experience at the workshop as positive**, using adjectives like “informative,” “enlightening,” “helpful,” “powerful,” and “thought-provoking.”
- **90% indicated the workshop either “definitely” or “somewhat” met their expectations.** A number of respondents commented on the workshop’s effectiveness in terms of information and education, while others noted that the workshops gave them an opportunity to interact and discuss racial and diversity issues with others. Still others mentioned gaining increased self awareness of attitudes and behaviors related to bias and diversity. Specific comments included:
 - ◆ *It was a good, practical learning experience. It gave me good exposure to racial diversity issues.*
 - ◆ *I was able to benefit from interacting with others who had an interest in enhancing relationships between people with differences.*
 - ◆ *We discussed racial issues that I expected to discuss, but the dialoguing went beyond anything I imagined.*
 - ◆ *The workshop provided a place where everyone could open up to each other and really have a dialogue.*
 - ◆ *The workshop helped me understand the need for us as a people to respect each other.*
 - ◆ *It made me re-evaluate all my thinking about people of color.*
- **Almost all respondents (97%) reported they would recommend the workshop to a friend or family member.**

A few respondents had suggestions regarding the program, including offering more in-depth or advanced workshops. Overall, survey results suggest that Building An Inclusive Community workshops are meeting the objectives for the program and are meeting the expectations of workshop participants.

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Introduction

The National Conference for Community and Justice (St. Louis Region) is a local affiliate of a national organization that develops and implements community-based programs to fight racism and other forms of bias, bigotry, and discrimination.

One of NCCJ's programs is the *Building An Inclusive Community (BIC) Workshop*, a one-day experience designed to: 1) Increase dialogue and beginning relationship formation among people of different races; and 2) Increase awareness of institutional racism and other forms of bias. An addition objective includes preparing participants to take specific actions to address bias and discrimination.

This report presents program evaluation data collected during 1998 and 1999. Specifically, the report includes results of follow-up surveys with a sample of BIC participants who attended workshops in June of 1998 and February of 1999. The purpose of the surveys is to gather participant feedback about impacts of the workshop and any behavior changes which occurred after the workshop.

Survey Background and Results

Surveys were faxed or mailed to participants approximately three months after the workshops were held. After the June workshop, 20 out of the 46 surveys distributed were returned (for a response rate of 43%). There were 72 participants in the February workshop; 44 of these 72 returned their surveys for a response rate of 61%. Of the sample for this report, 31% of respondents attended the June workshop and 69% attended the February workshop.

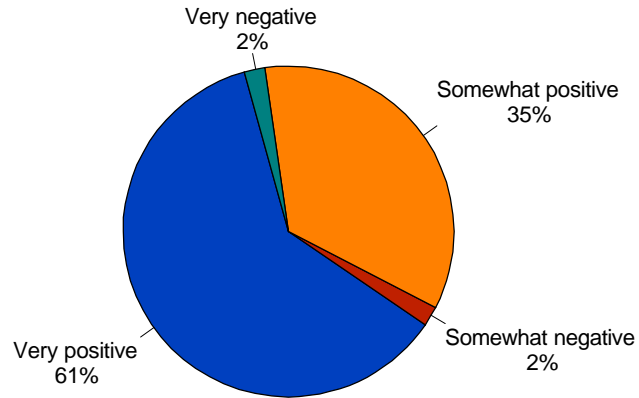
As Table 1 shows, more than three-quarters of workshop participants (85%) who responded to the survey were women. Almost 70% were White; 22% were African American; and the rest belonged to other groups of color.

Table 1: Participant Characteristics

Gender:		Racial/Ethnic Background:	
Female	85%	Black/African American	22%
Male	15%	White/European American	69%
		Hispanic/Latino	1%
		Native American/Am. Indian	5%
		Biracial	3%

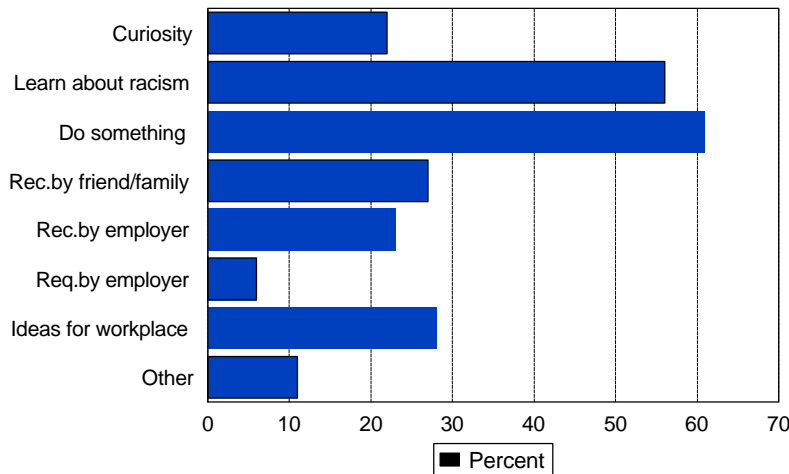
Figure 1: Description of Experience

Ninety-seven percent described their experiences at the workshop as “very” or “somewhat” positive. Other words used to describe the experience include *informative, enlightening, helpful, powerful, emotionally draining, unsettling, challenging, confusing, and thought-provoking.*



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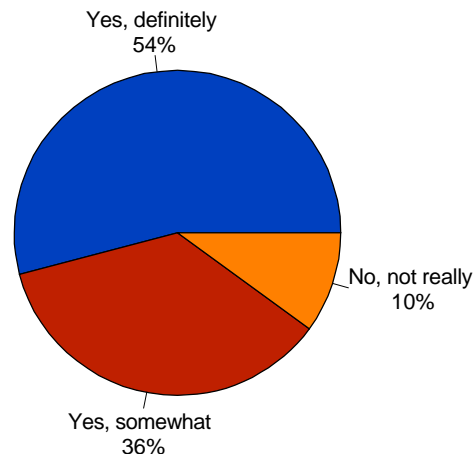
Figure 2: Reasons for Participation



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As Figure 2 shows, respondents reported a variety of reasons for participating in the workshop. The reason reported by the highest percentage (61%) was “Wanted to do something about racism and other forms of discrimination,” followed by “Wanted to learn more about racism and other forms of discrimination (indicated by 56%). Other reasons are shown in Figure 2.

Figure 3: Whether Workshop Met Expectations



N=64

Ninety percent indicated that the workshop either “definitely” or “somewhat” met their expectations. A number of those who indicated that the workshop had met their expectations also made comments about ways their expectations had been met. Ten people commented on the informational and educational nature of the workshop. For example, a White male wrote, “It was a good, practical learning

experience. It gave me good exposure to racial diversity issues.” Six respondents reported that the workshop gave them an opportunity to interact and discuss racial and diversity issues with others. An African American male commented, “I was able to benefit from interacting with others who had an interest in enhancing relationships between people with differences,” while an African American female wrote, “We discussed racial issues that I expected to discuss, but the [dialoguing] went beyond anything I imagined.” A Native American female commented, “Since moving to the Midwest, I’ve found that there is somewhat of an ‘uncomfortableness’ here. There is tension in this city, but [the workshop] provided a place where everyone could open up to each other and really have a dialogue.” Finally, four respondents (all White females) indicated that the workshop had met their expectations by giving them an opportunity to develop personal insight and understanding. One respondent commented, “I learned about myself and some ways that I am racist,” while another wrote, “I never thought about privileges I received just because of my race before I attended the workshop.” (See Appendix 1 for additional respondent comments on this topic.)

Of the respondents who indicated the workshop did not meet their expectations, two people commented that the workshop was not as in-depth as they had expected. Others made the following comments:

- *It was the second time I [had participated in the workshop]. I found it much more powerful and meaningful the first time (White female).*
- *The exercises, especially “Running the Race” were excellent; however much of the discussion was flat (White female).*
- *The workshop only looked at the personal. We need to look at institutions and come up with action plans [on an institutional level] (White female).*
- *African American participants left feeling they have been the greatest racial group to be discriminated against (White female).*

Table 2: Changes in Abilities

	Yes, definitely	Yes, somewhat	No, not really	No, definitely not
The workshop has made a difference in my ability to dialogue with people of different races.	13%	63%	22%	2%
Since the workshop, I have had the opportunity to use what I have learned in dialoguing with people of different racial backgrounds.	27%	45%	28%	0%
Since the workshop, I have used what I learned to dialogue about race-relations issues with people of the same race as me.	29%	43%	26%	2%
The workshop made a difference in my ability to form relationships with people of different races.	16%	42%	42%	0%
Since the workshop, I have used what I have learned to form relationships with people of different races.	15%	39%	44%	2%

N=64

Participants were asked if the workshop made a difference in their abilities to dialogue with people of different races. As Table 2 shows, 76% responded “yes, definitely” or “yes, somewhat.” Five respondents indicated that the workshop helped them increase their confidence and comfort level in dialoguing with those of different races, while others commented that the workshop helped them be more open, more sensitive, and more conscious of their own biases and styles of communicating. For example, one White female commented, “The workshop made me more conscious of how I present myself,” while another White female wrote, “I am now more aware of unintentionally offending people of other races.” (For a list of respondent comments on this topic, see Appendix 2).

Seventy-two percent indicated that they had had the opportunity to use what they learned in dialoguing with people of different racial backgrounds. (This includes some people who said that the workshop did not really make a difference in their abilities to dialogue with others.) A number of respondents gave examples of situations in which they had used what they had learned. For example, six respondents mentioned personal situations involving dialoguing with others, which included developing friendships and mentoring relationships. Four gave examples of using what they had learned in work-related situations, with one African American female commenting that she had shared some of the workshop’s small-group activities with her co-workers. Finally, four respondents mentioned other formal or structured situations in which they had dialogued with others, including neighborhood association meetings, dialogue groups, and other diversity trainings. (Additional respondent comments in this area are presented in Appendix 3).

Seventy-two percent of respondents reported they had used what they learned to dialogue about issues related to race relations with people of the same race. These dialogues took place in work, home and church environments, and with friends and family members. For example, a White female reported that she and several friends who had attended the workshop went home together and “spent much time extending the discussion” begun at the workshop. An African American male indicated that he used what he learned when talking to friends who possess negative opinions about Whites. As a final example, a White male reported that he has discussed equal opportunity for minorities with his co-workers.

Similar questions were asked about participants’ abilities to form relationships with people of different races. A somewhat lower percentage (58%) indicated the workshop had made a difference in their abilities to form these relationships. Fifty-four percent reported that they had “definitely” or “somewhat” used what they had learned to form cross-racial relationships. One respondent commented, “I am hopefully more careful of my words [when having discussions with people from other racial backgrounds], instead of just forging ahead [and saying things that may offend others]. In some ways I am more uncomfortable, but I guess that’s the purpose. I am more aware of undercurrents that are difficult to bridge [when forming relationships].”

Respondents gave the following examples of ways they had used what they learned to form relationships:

- *I met a complete stranger who was a Caucasian and we were actually able to share intimate details of our lives. We have since become associates and have opened the door to becoming friends (African American male).*
- *I have been working on relationships at work, and through a Bridges group (White female).*

- *I have only developed a couple of new relationships, but I have a greater understanding of my current friends of other races and what they actually live every day. Now I can talk (a bit) about it with them* (White female).
- *We invited a family [of a different racial background] from church to dinner* (White male).

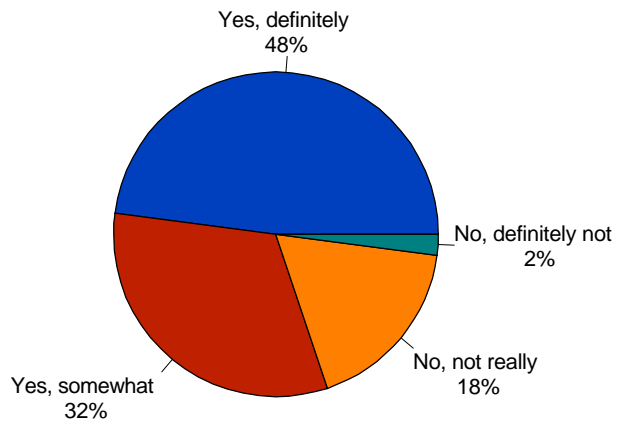
Finally, a White female commented that she had not been successful forming relationships outside her professional practice.

More than three-quarters (80%) of respondents indicated that the workshop had “definitely” or “somewhat” affected their understanding or awareness of institutional racism. A number of respondents gave definitions of institutional racism which included:

- *Most or all institutions in the U.S. are racist. A good example is the Catholic Church [and also] most corporations. They hire minorities to look good or to have someone who speaks a different language, but if they could they would only hire White people* (Hispanic female)
- *[Institutional racism is] when institutions, including those related to education, economics, health, and housing oppress people who are a different race [than the majority]* (White female).
- *Institutional racism is a group of people, generally privileged, who make negative assumptions about another group and carry out prejudice and racist actions as a result. It is not an action against an individual, but against an entire group* (Biracial female).
- *[Institutional racism is] when most structures, systems in society, [including] businesses, media, government, etc. are owned and/or controlled by Euro-Americans (or the majority)* (Native American Female).
- *Organizations, systems, policies and procedures that support the oppression of people of color [are examples of institutional racism]* (White female).

N=64

Figure 4: Whether Workshop Affected Awareness of Institutional Racism



Six people gave examples of institutional racism involving the educational system, including promotion practices in higher education, the use of biased tests to determine who is accepted into colleges and universities, and the means of funding public education. Three people gave examples related to housing (including “redlining” and other practices that promote residential segregation), and three gave examples related to law enforcement and the legal system. (For specific examples of institutional racism, see Appendix 4.)

Respondents were asked if they had completed action plans (plans to follow up with what they had learned at the workshop by doing something specific related to diversity) or if

they had done anything else concrete as a result of the workshop. As Table 3 shows, a majority (69%) indicated they had done something to follow up. In fact, a number of respondents reported completing several follow-up actions. Eleven respondents reported participating in or implementing other efforts to promote diversity and positive race relations. For example, two people indicated they had participated in the Dismantling Racism Institute as a result of the workshop; two people were participating in dialogue groups; and two people were involved in efforts to implement BIC workshops in other settings (a school and a church). Eight respondents indicated they had read (or were reading) books by and about those of other races or books about racism. Four White respondents reported they had read the *St. Louis American*. Four people were doing something concrete in church-related situations, with an African American female indicating that she was working on “finding ways to get racially/economically segregated churches to work, play and pray together.” Three White females indicated they had attended St. Alphonsus the Rock Church (in which a majority of the congregation is African American). Two others had done something concrete at work, with one African American female reporting that she had distributed workshop handouts to everyone in her office. Two people indicated they had encouraged others to participate in a BIC workshop, and two reported they had challenged others’ biases and stereotypes. (A list of actions taken is presented in Appendix 5.)

Table 3: Other Workshop Impacts

	% responding yes
Did you complete your action plan or do anything else concrete as a result of the workshop?	69
Did the workshop have any other impacts On you?	61
Would you recommend the workshop to a friend or family member?	97

Sixty-one percent of survey respondents also indicated the workshop had had other impacts not previously addressed. Some of the comments respondents made about these impacts are:

- *It helped me understand the need for us as a people to respect each other (African American female).*
- *I developed a greater sensitivity to the varied backgrounds and experiences of different races (White female).*
- *It shifted and deepened understandings previously known, moved them to a visceral level, and helped me feel like we can work toward ending racism (Native American female).*
- *It made me re-evaluate all my thinking about people of color (White male).*

One respondent mentioned a negative impact. A White female wrote, “I developed a sense of frustration that there is much to be done and I don’t have the courage to pursue and persevere.” (Examples of other impacts are listed in Appendix 6.)

Finally, a number of survey respondents added final comments about the BIC workshop they attended. Several people commented on exercises they felt were particularly effective:

- *The “RACE” exercise had a great impact on me (Biracial female).*
- *The experiential exercise of holding hands and answering questions with steps was emotionally moving and long lasting in its impact (White female).*
- *The first exercise, all together, of differences among us and the outside exercises of stepping forward or back according to certain statements were both powerful experiences for me (White female).*

Two respondents commented on the workshop facilitators:

- *The room facilitators were also diverse in sex, color, sexual orientation and age range. They did a good job of keeping it moving, yet allowing slower reactors to also be heard (White female).*
- *I was in a group that included diverse participants and facilitators of varying styles, so it was great. One of the facilitators was a bit “preachy” and dramatic for my taste, but I suspect that appealed to others in the group (White female).*

Others offered critical comments and suggestions:

- *I would have preferred a less institutional environment (White female).*
- *The workshop should attempt to deal with the issue of racism and ill treatment of others because of their difference beyond the surface level (African American male).*
- *Sometimes I think the word “racism” is shouted too quickly and too often. There was too much time spent on it (White female).*
- *The “angriest” participant was a young Hispanic woman. My friend, who was in a different group, said the “angriest” was an Asian woman. I am now living in an area where Hispanics and Native Americans experience discrimination. Has the program expended to deal more specifically with issues of oppression beyond the African American/White dimension? (White female)*
- *The perpetrators of institutional racism are White males. No White males attended that were not Jewish or mandated by employers. I have little satisfaction/hope regarding changing racism by increasing dissatisfaction of all groups who are not White males and creating activities that demonstrate their favored statuses and our lack of power. The premise of the workshop was negative. We all are victims and we should be angry at all other groups. Please rethink the assumptions of the workshop (White female).*

Several respondents expressed pessimism about the long-range effects of workshops like BIC:

- *I got the feeling that few people would really commit to doing something different (African American male).*
- *I felt little interest among the group to do anything about these problems (White male).*
- *It was a very good workshop. But this country is filled with ignorance to a degree that I do not believe it will ever change (Hispanic female).*

Four people expressed a need for more in-depth or advanced workshops:

- *It was a good workshop, but an advanced class would be great (White female).*
- *Although I felt the workshop was good overall, it was one small workshop. So this might be why I am hesitant to say it changed my life. I learned things about myself and others but there’s still a lot more I need to learn (White female).*

- *I found it helpful to talk with others who are different than me but the educational piece was known by most everyone. I felt that other participants were highly educated which made for a very privileged group in that regard (White male).*
- *The workshop was very disappointing for someone who has done work with tolerance training, anti-oppression work and diversity already. We need a more in-depth workshop! (White female)*

Other respondents commented on the effectiveness of the overall experience and how it impacted them personally:

- *It was an excellent experience. It enabled me to see and feel racism from the perspective of a person of color. Anti-racism activity has become more than an intellectual exercise (White female).*
- *I found the workshop a very helpful tool in realizing my own prejudices and to come to know the impact reverse racism has on others (African American female).*
- *It was a great experience for me and I would recommend (and have recommended) that any group or organization would benefit from this experience. I wish members of hate groups could see and experience it with an open mind and see what people of different races have had to deal with through the years (White female).*
- *It left me with a deep feeling of how unfair our society is and how every one should attend a workshop like this with an open mind and open heart (White female).*

Building An Inclusive Community Workshop Survey Summary

Results from surveys completed by Building An Inclusive Community Workshop participants support the following positive outcomes:

- Increased ability to dialogue with people of different races, with a majority of respondents indicating they had used what they learned to dialogue with others.
- Increased ability to form relationships with people of different races for 58% of respondents.
- Increased awareness of institutional racism.
- The completion of concrete actions as a result of what was learned at the workshop by a majority of respondents.

In addition:

- 97% described their experience at the workshop as positive.
- 90% indicated the workshop either “definitely” or “somewhat” met their expectations.
- Almost all respondents (97%) reported they would recommend the workshop to a friend or family member.

Overall, survey results suggest that BIC workshops are meeting the objectives for the program.

Appendix 1: Comments Regarding How BIC Workshops Met Respondents' Expectations

- *I learned about myself and some ways that I am racist (White female).*
- *I was able to benefit from interacting with others who had an interest in enhancing relationships between people with differences (African American male).*
- *It was good as an introduction [to race-relations issues] (White female).*
- *The workshop provided an opportunity for me to discuss issues of racism and bigotry with others (Biracial female).*
- *I wasn't sure what to expect, but I found [the workshop] informative. The facilitators were excellent (White female).*
- *It was a good, practical learning experience. It gave me good exposure to racial diversity issues (White male).*
- *It helped me bond with other people of different races. However, we are all part of the human race (White female).*
- *It began to get me more focused on what I can be doing [to combat racism] (Native American female).*
- *I learned several exercises that I can use in the future. I learned about other people's experiences (White female).*
- *It presented good information to study and the activities were engaging (African American female).*
- *I never thought about privileges I received just because of my race before I attended the workshop (White female).*
- *It taught me how to recognize racism and how common racism is (White male).*
- *It renewed my thinking and [ability to pay] attention to issues [related to race relations] (White female).*
- *I really did not know what to expect, but felt it was a good start on gaining understanding (White female).*
- *Very interesting exercises (White female).*
- *It got really personal and made us all think very hard about who we are and who other people are (White female).*
- *The workshop made me think and realize my own prejudices (White female).*
- *It presented good information to study and the activities were engaging (African American female).*
- *I got to interact with people different than myself (White male).*

Appendix 2: Comments Regarding Whether BIC Workshop Made A Difference in Respondents' Abilities to Dialogue With Others

- *I became more relaxed and confident about approaching others of different races (African American male).*
- *Each learning opportunity provides me with greater confidence to engage in meaningful dialogue across race (White female).*
- *I try to see and dialogue with the individual, and not give way to stereotypes (White female).*
- *I became more interested in learning about other cultures, especially among my co-workers (African American female).*
- *It increased my comfort level to know that other local folks are working on these issues (White female).*
- *I feel more comfortable conversing with other minority groups (White male).*
- *The workshop gave contexts and frameworks. It gave me encouragement to [use what I know to dialogue with others] (Native American female).*
- *I feel more open in discussing race issues with people of different races (White female).*
- *I have worked with and for others who are not "WASP" and feel they have enriched my life (White female).*
- *I didn't really have a problem before, but I think it has made me more sensitive to people of different races and their perceptions of things and circumstances (White female).*
- *I already dialogue with people of different races, but the workshop made me more conscious of how I present myself (White female).*
- *I have had involvement in multi-cultural situations before; so, for me, the workshop reinforced existing skills and attitudes instead of providing new ones (White female).*
- *I am now more aware of unintentionally offending people of another race (White female).*
- *I now feel more comfortable talking with people of a different race (African American female).*

Appendix 3: Comments Regarding Whether Respondents Had Used What They Learned to Dialogue With Others

- *I had the chance to use what I learned in a discussion about diversity in a job interview (Native American female).*
- *I've talked with people of other backgrounds about the meaning behind their traditions and religious practices (African American female).*
- *I am in a Bridges interracial dialogue group; I work with diverse people from across the community (White female).*
- *I use what I learned as I interact daily in my work as a professor (African American male).*
- *I realize that [an African American with whom I am acquainted] views me quite differently from how I view her. I have tried to be more sensitive to her reactions and to listen more carefully to what she says (White female).*
- *After the workshop I was very concerned about the prevalence of racism in society. I sent my friend (who is African American) to get her car repaired at the place I take my car. I was worried after I made the referral about their reaction to her being African American. She and I discussed it and as it turned out there were no problems (White female).*
- *As a home nurse I work with Bosnians, Vietnamese, Hispanics, and African Americans (White female).*
- *I have used what I learned in a mentoring situation (White female).*
- *This is an extension of my life. My closest friends are multi-ethnic and from a variety of backgrounds and traditions (Biracial female).*
- *I took a training course to be a racial diversity facilitator (White male).*
- *I began developing a friendship with an African American in my workplace (White male).*
- *I used what I learned when I attended a Neighborhood Association meeting. Although I did not speak, I listened differently (White female).*
- *I used what I learned in the dialogue group I joined (White female).*
- *I shared what we did in some of the small group activities with co-workers (African American female).*

Appendix 4: Definitions and Examples of Institutional Racism Given by BIC Survey Respondents

- *When a predominantly White institution of higher education consistently denies opportunity to people of color -- i.e., not equal pay for equal work, denying promotion for lack of publication when White counterparts are promoted without publications (African American male).*
- *Our public education system is an example of institutional racism as a system that perpetuates white privilege as the norm. It also involves sexism, homophobia, classism, etc. (White female).*
- *When most structures and systems in society (including businesses, media, government, etc.) are owned and/or controlled by Euro-Americans (or the majority) (Native American Female).*
- *Judging new applicants on the basis of using certain language, which is often culturally based (White female).*
- *Practices such as “redlining” (White female).*
- *When institutions, including those related to education, economics, health, and housing oppress people who are a different race (White female).*
- *Institutional racism is a group of people, generally privileged, who make negative assumptions about another group and carry out prejudice and racist actions as a result. It is not an action against an individual, but against an entire group (Biracial female).*
- *An institution that will not hire African Americans (White female).*
- *Corporations show preference to [those of the] White race when African American applicants have as good or better education and backgrounds (White female).*
- *Decisions are made from only one frame of reference (White female).*
- *African-Americans being stopped by the police when walking or driving through “White” neighborhoods (White female).*
- *Here in St. Louis (I’m from Boston) there is such “accepted” neighborhood separation apparent – especially of African American people (White female).*
- *Recent articles in the newspaper about a suit against the Adams Mark hotel and their treatment of people attending an African American Reunion – [The hotel] asked for money up front, had attendees wear special IDs, etc. (White female).*
- *It is so “unnamed” that it is difficult to concretize. Something as simple as reading “Revelations” and noticing that everything good is “White.” Also, when the Olympic Festival was in St. Louis, the one African American employee accused the others of racism. The response was that the (White) people were hired because they (the bosses) were familiar with them and knew they were good. The “powers that be” did not comprehend that they hired their own acquaintances, and they, of course, were White (White female).*
- *The entire society condones treating a class of people in an inferior manner (White female).*
- *Corporate structures and tokenism (White male).*
- *Most or all institutions in the USA are racist. A good example is the Catholic Church. Also most corporations. They hire minorities to look good or to have someone that speaks a different language, but if they could they would only hire White people (Hispanic female).*
- *Organizations, systems, policies and procedures that support the oppression of people of color (White female).*
- *Lack of inclusion of minorities in higher education because SATs are biased (Native American female).*

- *It is the prejudice and negative action taken against people of color, but covered up with laws and technical terms so it just looks like basic procedure in the US (White female).*
- *The privilege that comes from being White and having opportunities to succeed economically in education and society without needing “extra” (affirmative action) help (African American female).*
- *Policy brutality and the US court system (White Female).*
- *School money based upon taxes punishes those with less income by providing worse schools (White male).*
- *Red zoning in the banking industry in various parts of the city (Native American female).*
- *I can go to the drug store and buy BandAids made to match my skin (White female).*
- *Schools and teacher perceptions (White male).*
- *When hiring, if people only seriously consider those most like them (White female).*
- *Economic racism occurs when educational institutions are funded on a differential tax basis. Schools are then racially segregated and identified as poor-economically and academically (White female).*

Appendix 5: Actions Completed as Results of the Workshop

- *I don't remember what I wrote, but I have done many things. I have pushed the issue at work, distributed the handouts to everyone in my office, joined a dialogue group, and more (White female).*
- *I joined a prayer group which focuses on racism (overcoming and praying for racists) (White female).*
- *I attended a Dismantling Racism Institute. I've developed and am implementing a program on campus to explore ways to make our institution more welcoming for our diverse student body and staff (White female).*
- *I went to a church which was a mixed congregation. I have also observed my own inability to speak up at times when I need to have practiced speaking up (White female).*
- *I am working to affect family stereotypes (White female).*
- *I am trying to bring together those of my same race to discuss issues of discrimination and prejudice in the workplace on a weekly basis (African American female).*
- *I recommended that a friend sign up to attend a workshop (White female).*
- *I read a book on racism (White female).*
- *I am planning a racial diversity dialogue after a Friday night Sabbath service (White male).*
- *I visited a Korean grocery store (African American female).*
- *I refuse to listen to racial jokes. I object openly when racial comments are made by family or friends (White female).*
- *The workshop led me to the Dismantling Racism Institute. It helped me make new relationships with people interested in working on these issues (White female).*
- *I am trying to find ways to get racially/economically segregated churches to work/play/pray together (African American female).*
- *In spite of the injustice inflicted because of racism, I try to continue to treat others as I wish to be treated (African American male).*
- *I am very conscious about [not] speaking against any race (White female).*
- *I participated in a diversity program where I had to do research on a culture different from mine which I found very interesting and enjoyable (African American female).*
- *I am reading the African American paper. I find it very informative (White female).*
- *I read books about or by African Americans (White female).*
- *I am reading a book about racism. I watched a video about racism (White female).*
- *I went to a mass at [St. Alphonsus] the Rock Church. I also bought and read the St. Louis American newspaper (White female).*
- *I read a book. I attended a meeting about racism. I arranged to attend a Mass at [St. Alphonsus] the Rock Church (White female).*
- *I have been reading books and attending seminars. I am "A World of Difference" co-facilitator at school (White female).*
- *I read the St. Louis American (White female).*
- *I participated in a dialogue group. I am trying to start a BIC program at my church. I am working with a young African American friend who is building businesses (White female).*
- *I read books by African Americans (White female).*
- *I followed through on my action plan (White male).*
- *I encouraged a parish to take the workshop as they look at evangelism in their neighborhoods (Native American female).*

- *I presented an African American heritage prayer service about honoring ancestors to a predominantly White congregation (African American female).*
- *I am working to expand our Board of Directors to include minorities (White female).*
- *I invited an African American family from church to dinner (White female).*

Appendix 6: Other Impacts of the Workshop

- *I was not aware that African Americans were taught to hate the Whites. This surprised me because we worked with African Americans and were taught that they were good people (White female).*
- *One of the participants helped me to see things from his point of view (White female).*
- *I am forever aware of the unearned privileges and trust society gives me and the unearned suspicion and blame it directs toward people, especially of African American skin color (White female).*
- *I developed a sense of frustration that there is much to be done and I don't have the courage to pursue and persevere (White female).*
- *I created a diversity committee at my workplace (White female).*
- *I was personally impressed by personal stories of racial prejudice and by the exercise where we took one step forward and back (White female).*
- *The workshop impacted my ability to have conversations with others (African American female).*
- *It really motivated me personally (White female).*
- *I felt so sorry for those who were overwhelmed by their low prestige "handicaps" and left feeling depressed. I have tried to find another means of addressing the need to build a cohesive community -- there must be unifying approaches that exist (White female).*

Appendix 7: Other Comments About the Workshop

- *I would have preferred a less institutional environment (White female).*
- *It was an excellent experience. It enabled me to see and feel racism from the perspective of a person of color. Anti-racism activity has become more than an intellectual exercise (White female).*
- *It was a great experience for me and I would recommend (and have recommended) that any group or organization would benefit from this experience. I wish members of hate groups could see and experience it with an open mind and see what people of different races have had to deal with through the years (White female).*
- *The “RACE” exercise had a great impact on me (Biracial female).*
- *The experiential exercise of holding hands and answering questions with steps was emotionally moving and long lasting in its impact (White female).*
- *The workshop should attempt to deal with the issue of racism and ill treatment of others because of their difference beyond the surface level. I got the feeling that few people would really commit to doing something different (African American male).*
- *I was shocked to hear how openly the African Americans spoke of their hatred towards the White race. One African American gentleman was sharing with me. I told the man how my father helped the African American race in our hometown, especially defending them against the “Jim Crow” laws. The guy came back at me with anger at the people who did this (White female).*
- *I found the workshop a very helpful tool in realizing my own prejudices and to come to know the impact reverse racism has on others (African American female).*
- *Sometimes I think the word “racism” is shouted too quickly and too often. There was too much time spent on it (White female).*
- *The room facilitators were also diverse in sex, color, sexual orientation and age range. They did a good job of keeping it moving, yet allowing slower reactors to also be heard. The first exercise, all together, of differences among us and the outside exercises of stepping forward or back according to certain statements etc. were both powerful experiences for me (White female).*
- *I have recommended the workshop to others (White female).*
- *I was in a group that included diverse participants and facilitators of varying styles, so it was great. One of the facilitators was a bit “preachy” and dramatic for my taste, but I suspect that appealed to others in the group. The “angriest” participant was a young Hispanic woman. My friend, who was in a different group, said the “angriest” was an Asian woman. I am now living in an area where Hispanics and Native Americans experience discrimination. Has the program expanded to deal more specifically with issues of oppression beyond the African American/White dimension? (White female)*
- *It was a very good workshop. But this country is filled with ignorance to a degree that I do not believe it will ever change (Hispanic female).*
- *The National Conference should be highly commended for this important work (Native American female).*
- *Educational, powerful, built new insights, energizing (White female).*
- *It was a good workshop, but an advanced class would be great (White female).*
- *Although I felt the workshop was good overall, it was one small workshop. So this might be why I am hesitant to say it changed my life. I learned things about myself and others but there’s still a lot more I need to learn (White female).*

- *I found it helpful to talk with others who are different than me but the education part was known by most everyone. I felt that other participants were highly educated which made for a very privileged group in that regard. I felt little interest among the group to do anything about these problems (White male).*
- *The workshop was very disappointing for someone who has done work with tolerance training, anti-oppression work and diversity already. We need a more in-depth workshop! (White female)*
- *I attended the workshop because the summer program on Dismantling Racism was not being offered. I was familiar with much of the material because my husband and stepdaughter have been involved with Camp Anytown (White female).*
- *The perpetrators of institutional racism are White males. No White males attended that were not Jewish or mandated by employers. I have little satisfaction/hope regarding changing racism by increasing dissatisfaction of all groups who are not White males and creating activities that demonstrate their favored status and our lack of power. The premise of the workshop was negative. We all are victims and we should be angry at all other groups. Please rethink the assumptions of the workshop (White female).*
- *I enjoyed getting to know more people who want the same changes in this world (White female).*
- *The workshop reinforced existing beliefs and attitudes (White female).*
- *I never thought of “white privilege” before (White female).*
- *It left me with a deep feeling of how unfair our society is and how every one should attend a workshop like this with an open mind and open heart (White female).*
- *The workshop heightened my awareness (White male).*
- *I am more aware of ways to identify racial inequalities and I have courage to speak up about issues (White female).*

