Feedback Form
The Inclusive Excellence Speaker Series Presents

PRIVILEGE & BIAS
'Separate as the Fingers, Yet One as the Hand'
with
NEAL A. LESTER, PHD

Friday, 9:00am – 12:00pm

A Workshop for First Responders, Corrections, and Security

Dr. Neal Lester

☐ Law Enforcement ☐ Corrections ☐ Fire Rescue ☐ Security ☐ Other Public Safety

1. Please provide 3 descriptive words that capture your experience from this event:
   
   Privilege · Bias

2. What new awareness did you gain or what is your takeaway from this experience?

   Be more attentive to Bias + work towards
   being openminded towards others

3. How do you think this workshop on privilege and bias might impact your work in our community?

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

   Brought the importance of awareness to my attention

Any other comments about the workshop?

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Neal Lester
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1. Please provide 3 descriptive words that capture your experience from this event:

   • Phenomenal
   • Riveting
   • Thought-Provoking

2. What new awareness did you gain or what is your takeaway from this experience?

   I gained quite a few awarenesses from this experience, but the most profound takeaway for me was the Humanity 101 Characteristics Pledge.

3. How do you think this workshop on privilege and bias might impact your work in our community?

   I believe it will impact greatly by just totally eliminating biases themselves, and treat everyone as equals (as I usually do). However, just having no pre-conceived notions of people themselves.

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

Any other comments about the workshop?

Dr. Lester was truly inspirational, as well as very knowledgeable! He was excellent.

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1. Please provide 3 descriptive words that capture your experience from this event:
   - Interesting
   - Distanced
   - Detached

2. What new awareness did you gain or what is your takeaway from this experience?
   - Ideas for how to present privilege and bias

3. How do you think this workshop on privilege and bias might impact your work in our community?
   - The workshop seemed to allow people to stay open to the information. The approach was safe for people through children’s lit and pop culture.

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.
   - I am inspired to look at male privilege and face gender oppression.

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1. Please provide 3 descriptive words that capture your experience from this event:

- Informative
- Worth while
- 

2. What new awareness did you gain or what is your takeaway from this experience?

Re affirmation to treat people with dignity and respect.

3. How do you think this workshop on privilege and bias might impact your work in our community?

Understanding others at a large scale could produce less strife at the community level.

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

In a small way – reexamined my beliefs about treating others.

Any other comments about the workshop?

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1. Please provide 3 descriptive words that capture your experience from this event:
   - Eye opening
   - Challenging
   - Informative

2. What new awareness did you gain or what is your takeaway from this experience?
   Privilege is much more complicated than I knew.

3. How do you think this workshop on privilege and bias might impact your work in our community?
   Make me more open and understanding.

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.
   Yes, I have to find a way to relate more to those not in my circle.

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1. Please provide 3 descriptive words that capture your experience from this event:

   • Insightful  • Humbling  • Inspiring

2. What new awareness did you gain or what is your takeaway from this experience?

   * It’s apparent that no matter how far one may feel we’ve come regarding bias, we still have a long way to go...

3. How do you think this workshop on privilege and bias might impact your work in our community?

   * It allows me to more greatly reflect on my decisions on behalf of the company/department/team respective to privilege

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

   Absolutely! Very similar to #2’s answer. Where I have always felt my personal bias was “in check”

   Any other comments about the workshop?

   This opened my eyes to the effect of invisible privilege.

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1. Please provide 3 descriptive words that capture your experience from this event:

   • Awareness
   • Analyzing
   • Disagreement

2. What new awareness did you gain or what is your takeaway from this experience?

   More empathy towards the disabled
   I do recognize that we all have privilege

3. How do you think this workshop on privilege and bias might impact your work in our community?

   It will make me think before I make assumptions.

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

   No

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1. Please provide 3 descriptive words that capture your experience from this event:

• eye opening  • real  • reflective

2. What new awareness did you gain or what is your takeaway from this experience?

I learned to look at myself and my motives.

3. How do you think this workshop on privilege and bias might impact your work in our community?

I’ll take a step back and try to see things from others’ perspective.

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

Yes. I would like to be a person that tries not to judge.

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1. Please provide 3 descriptive words that capture your experience from this event:

   - Awareness
   - Interesting
   - Informative

2. What new awareness did you gain or what is your takeaway from this experience?

   That most of who I am is not of my own doing. I have been influence by so much of the things in society and I did not know.

3. How do you think this workshop on privilege and bias might impact your work in our community?

   If it was offered to all the people I work with it may make a difference, but until we all have this knowledge it won't change.

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

   Yes, I will just look inward more to see if I can make a change in me.

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1. Please provide 3 descriptive words that capture your experience from this event:

   - Informative
   - Revealing
   - Memorable

2. What new awareness did you gain or what is your takeaway from this experience?

   The range and depth of the enforcement of societal structures and structures

3. How do you think this workshop on privilege and bias might impact your work in our community?

   It went many of the concepts I was already aware of and applying as I work

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

   No

Any other comments about the workshop?

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1. Please provide 3 descriptive words that capture your experience from this event:

   • Informative
   • Critical Thinking
   • Open & Honest

2. What new awareness did you gain or what is your takeaway from this experience?

   The first exercise demystified privilege and eye-opening!

3. How do you think this workshop on privilege and bias might impact your work in our community?

   Knowledge is power & using this knowledge in everyday interactions to improve police-community relations.

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

   Use the tools of overcoming implicit bias.

Any other comments about the workshop?

Excellent.

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1. Please provide 3 descriptive words that capture your experience from this event:
   - objective
   - patient
   - honest

2. What new awareness did you gain or what is your takeaway from this experience?
   - Be observant about what information I'm exposing myself.

3. How do you think this workshop on privilege and bias might impact your work in our community?
   - Allow myself to see more of my community w/ a different view. This is a work of progress.

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.
   - Of course.
   - I would like to have this presentation again.

Any other comments about the workshop?

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1. Please provide 3 descriptive words that capture your experience from this event:

   • informative  • challenging  • insightful

2. What new awareness did you gain or what is your takeaway from this experience?

   Unintentional bias is everywhere.

3. How do you think this workshop on privilege and bias might impact your work in our community?

   Challenge myself to take a step back and observe my behavior before making assumptions.

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

   Yes - see #3

Any other comments about the workshop?

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1. Please provide 3 descriptive words that capture your experience from this event:

   • Necessity
   • Enlightened
   • Aware

2. What new awareness did you gain or what is your takeaway from this experience?
   Not new awareness but my takeaway is to normalize what society deems abnormal. If we are exposed to different ideas, we are open to looking at others through their perspective.

3. How do you think this workshop on privilege and bias might impact your work in our community?
   I will take this back to my classroom and do the privilege walk to open the eyes of my students.

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.
   Yes continue to teach tolerance & acceptance of others despite the kickback.

Any other comments about the workshop?

Thank you!

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1. Please provide 3 descriptive words that capture your experience from this event:

   • privilege

2. What new awareness did you gain or what is your takeaway from this experience?

   Very good workshop should be presented to the entire police department.

3. How do you think this workshop on privilege and bias might impact your work in our community?

   I've taken many bias classes. I don't allow my bias to interfere with my
   my safety

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

   Any other comments about the workshop?

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1. Please provide 3 descriptive words that capture your experience from this event:

   • intriguing  • open-minded  • understanding

2. What new awareness did you gain or what is your takeaway from this experience?

   Be more compassionate towards people.

3. How do you think this workshop on privilege and bias might impact your work in our community?

   This will have a more open mind.

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

   Yes, never assume about anything/anyone.

Any other comments about the workshop?

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1. Please provide 3 descriptive words that capture your experience from this event:

   - Recognition  
   - Respect  
   - Understanding

2. What new awareness did you gain or what is your takeaway from this experience?

   - Accept that Bias Exist
   - Accept others may not think like you do

3. How do you think this workshop on privilege and bias might impact your work in our community?

   - It could produce better cooperation

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

   - Yes
   - Recognize the bias
   - Decide to be more accepting

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1. Please provide 3 descriptive words that capture your experience from this event:

   • Informative  • Enlightening  • Interesting

2. What new awareness did you gain or what is your takeaway from this experience?

   Privilege is not always obvious

3. How do you think this workshop on privilege and bias might impact your work in our community?

   Little more patient with civilians

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

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1. Please provide 3 descriptive words that capture your experience from this event:

   Eye-opening

2. What new awareness did you gain or what is your takeaway from this experience?

   What privileges different people are given

3. How do you think this workshop on privilege and bias might impact your work in our community?

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

   Yes, need to not only hold myself accountable but also others.

   Any other comments about the workshop?

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1. Please provide 3 descriptive words that capture your experience from this event:

- Honest
- Sincere
- Informative

2. What new awareness did you gain or what is your takeaway from this experience?

Stop & think things through about other people.

3. How do you think this workshop on privilege and bias might impact your work in our community?

It helps by providing a different thought perspective.

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

Yes, as previously stated, it provided me with a different thought perspective.

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1. Please provide 3 descriptive words that capture your experience from this event:
   - informative
   - interesting

2. What new awareness did you gain or what is your takeaway from this experience?
   - everybody has issues that shape our reality

3. How do you think this workshop on privilege and bias might impact your work in our community?
   - Gives a new understanding of dealing with others, by understanding more about us.

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.
   - No

Any other comments about the workshop?

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1. Please provide 3 descriptive words that capture your experience from this event:

- frustrated
- open minded
- injusttive

2. What new awareness did you gain or what is your takeaway from this experience?

that bias isn’t just
black & white

3. How do you think this workshop on privilege and bias might impact your work in our community?

I’m not certain

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

Any other comments about the workshop?

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1. Please provide 3 descriptive words that capture your experience from this event:
   
   - Educator
   - Confirmin5
   - Challenging

2. What new awareness did you gain or what is your takeaway from this experience?
   
   Self-awareness

3. How do you think this workshop on privilege and bias might impact your work in our community?
   
   Avoid stereotypes

4. Did the content of this event inspire you to change a behavior or to take action toward change? If the answer is yes, please clarify.

Any other comments about the workshop?

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