The Question:

**How effective were each of the AS Fall Staff Development training sessions?**

This question was asked during the AS Fall Staff Development period which takes place 2 weeks before the start of fall quarter. This mandatory training is attended by all AS salaried student employees (approximately 80 student employees).

The Method:

Evaluations were sent out to all training attendees following the 2015 and 2016 training via Survey Monkey.

Feedback provided a means to evaluate each session and to provide comments regarding areas for improvement or highlights.

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“When I loved the inclusive language/pronouns thing because I think it’s so important to assess our language and how it may affect others. BUT I wish we would have dug deeper on a wider range of language issues. We did a lot on pronouns, which is great, but I think it’s equally important to discuss in more detail avoiding ableist and racist language. We talked about those, but it was so brief.”

~2015 Survey Respondent

“I loved the diversity workshop, I would have liked it if they spoke on ableism a bit more. I think the diversity workshop should be broken down so it spans different days of training, maybe if each day we continued to work and discuss diversity it would be helpful.”

~2015 Survey Respondent

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**2015 Fall Training Data**

- **Pronouns and Inclusive Language**:
  - Ineffective: 2
  - Fairly Effective: 2
  - Somewhat Effective: 5
  - Highly Effective: 11

- **Diversity Training**:  
  - Ineffective: 2
  - Fairly Effective: 2
  - Somewhat Effective: 3
  - Highly Effective: 9

- **Self-Care**:  
  - Ineffective: 4
  - Fairly Effective: 3
  - Somewhat Effective: 1
The Conclusion:

What did we learn?

Questions were asked about all of the training sessions offered. The 2015 sessions that had some of the lowest ratings and most comments of concern and suggestions for improvement were those related to diversity and inclusivity, and the self-care session.

The Fall Staff Development planning committee analyzed the quantitative evaluations and comments, and was intentional in developing sessions and selecting presenters that could make improvements to those sessions based on the feedback.

2016 Fall Training Data

<table>
<thead>
<tr>
<th>Category</th>
<th>Ineffective</th>
<th>Fairly Effective</th>
<th>Somewhat Effective</th>
<th>Highly Effective</th>
<th>N/A</th>
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<tbody>
<tr>
<td>Pronouns and Inclusive Language</td>
<td>0</td>
<td>1</td>
<td>6</td>
<td>26</td>
<td>0</td>
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<tr>
<td>Inclusive Programming and Services</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>6</td>
<td>0</td>
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<td>Micro-Aggressions</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>15</td>
<td>0</td>
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<td>Community Care</td>
<td>0</td>
<td>1</td>
<td>7</td>
<td>9</td>
<td>1</td>
</tr>
</tbody>
</table>

Action Taken:

What did we do differently as a result?

The committee decided to offer 3 total sessions related to diversity and inclusion, and to offer a session about community care rather than self-care.

The 2016 session evaluations completed by AS employees demonstrate that those trainings were rated as much more effective than the 2015 sessions.