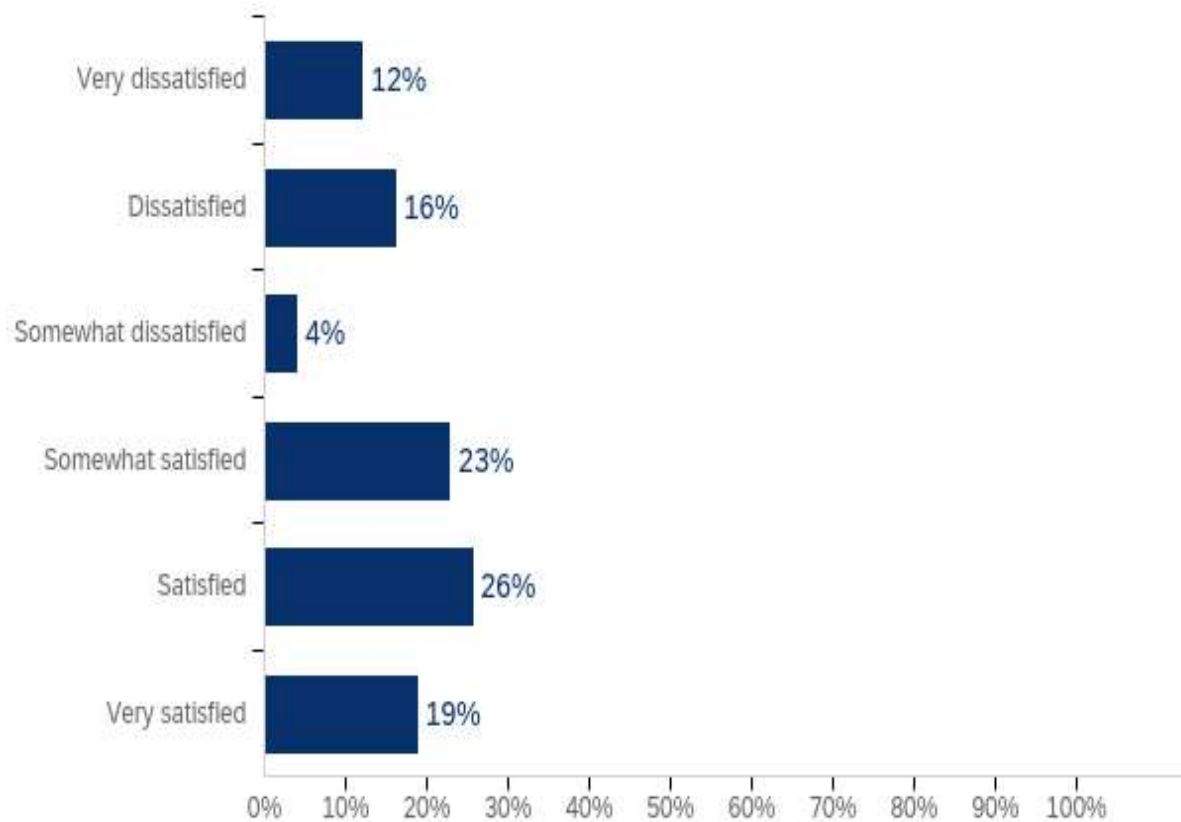


## Appendix A: Item Frequency Report

Q1 - Overall, how satisfied are you with this training session?



OVERALL SATISFACTION		
Response	# Respondents	% Respondents
Very dissatisfied	9	12%
Dissatisfied	12	16%
Somewhat dissatisfied	3	4%
Somewhat satisfied	17	23%
Satisfied	19	26%
Very satisfied	14	19%
<b>Total</b>	<b>74</b>	<b>100%</b>

**Q2 - You indicated that you are [QID619-ChoiceGroup-SelectedChoices] with this training session. Please provide actionable feedback about the training or comments about your experience.**

**SATISFIED COMMENTS (n = 16)**

**The training was better than expected, having firsthand accounts are always good and having a conversation was good. It was a good bridge between civilian and military, as she was able to hit both sides.**

**Telling people to not be color blind and to note the unique differences that different people have can have adverse effects and unintentionally lead to discrimination.**

**It was very informative, and I learned a lot.**

**It provided good information for if I was in that situation.**

**Training went well**

**Having cadets run the training makes it infinitely more bearable than being talked at by some random person I will never see again**

**Good training**

**It was a solid training and gave me information that I did not have prior to completing the training.**

**It was informing**

**Very good and interactive**

**Keep the subjects simple and not like a lecture**

**They were engaging with the students and kept the material clear.**

**Take less time**

**It was great**

**The cadet facilitators did not do a good job of creating a good environment.**

**My facilitator was able to make it interesting rather than just talking at us**

**Q3 - You indicated that you are [QID619-ChoiceGroup-SelectedChoices] with this training session. Please provide actionable feedback about the training or comments about your experience.**

**DISSATISFIED COMMENTS (n = 25)**

**The speaker and the training in general were very much biased towards a particular way of thinking without showing effective evidence for their cause. Additionally, when given questions during the Q&A afterwards, the speaker did not have satisfactory answers.**

**I don't need to go to training that tells me to not be a bad person. Being here already teaches you how to be a good person and not judge people based on appearances, gender, race etc. this kind of training is pointless and serves no point**

**Pushing ridiculous left-wing agendas**

**The talk didn't provide any new knowledge or insight. Additionally, the supposedly "politically correct" instructor made comments that were borderline racist.**

**It was a waste of my valuable and limited time; I did not hear a single new idea or learn a single thing.**

**Wasted my time on a Friday morning. The whole "Training" was a complete joke.**

**Same meeting we have had multiple times**

**We are constantly having the same meetings every month about the same topic. Simply wasting time, I could be using to study and do homework**

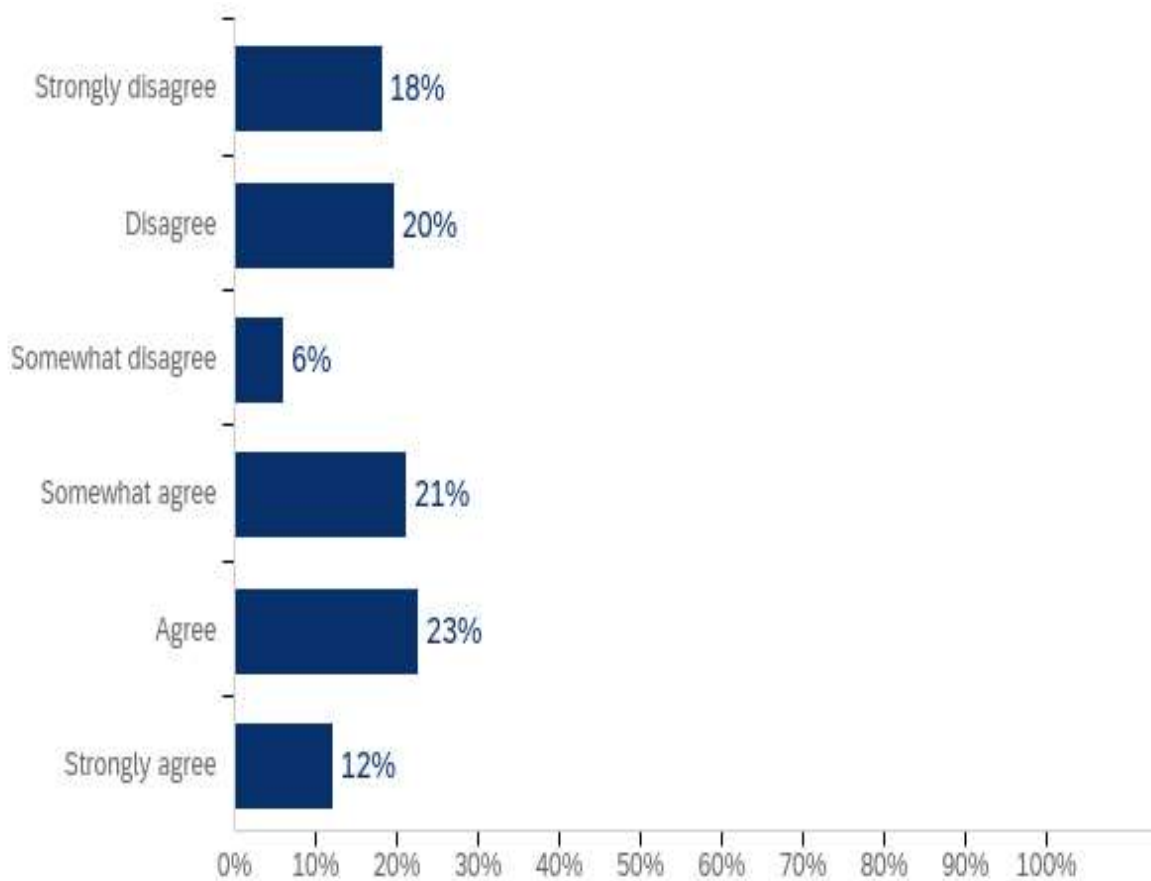
**The person who leads my training is probably one of the most hypocritical people I know when talking about race. She called me out in the meeting saying, "we don't believe in the same things, of course we don't". Is she saying ya that because I'm white and she's black. Is she saying that because I told her, her hair is out of army regulations 24/7 but I'm in the wrong because I'm not "cultured".**

**Terrible speakers that only read off the slides. They didn't expand upon what was on the slides. The speakers did not seem interested themselves**

**We spent 45 min. just talking about what implicit vs explicit means, it was a complete waste of my time, we did not even do anything productive**

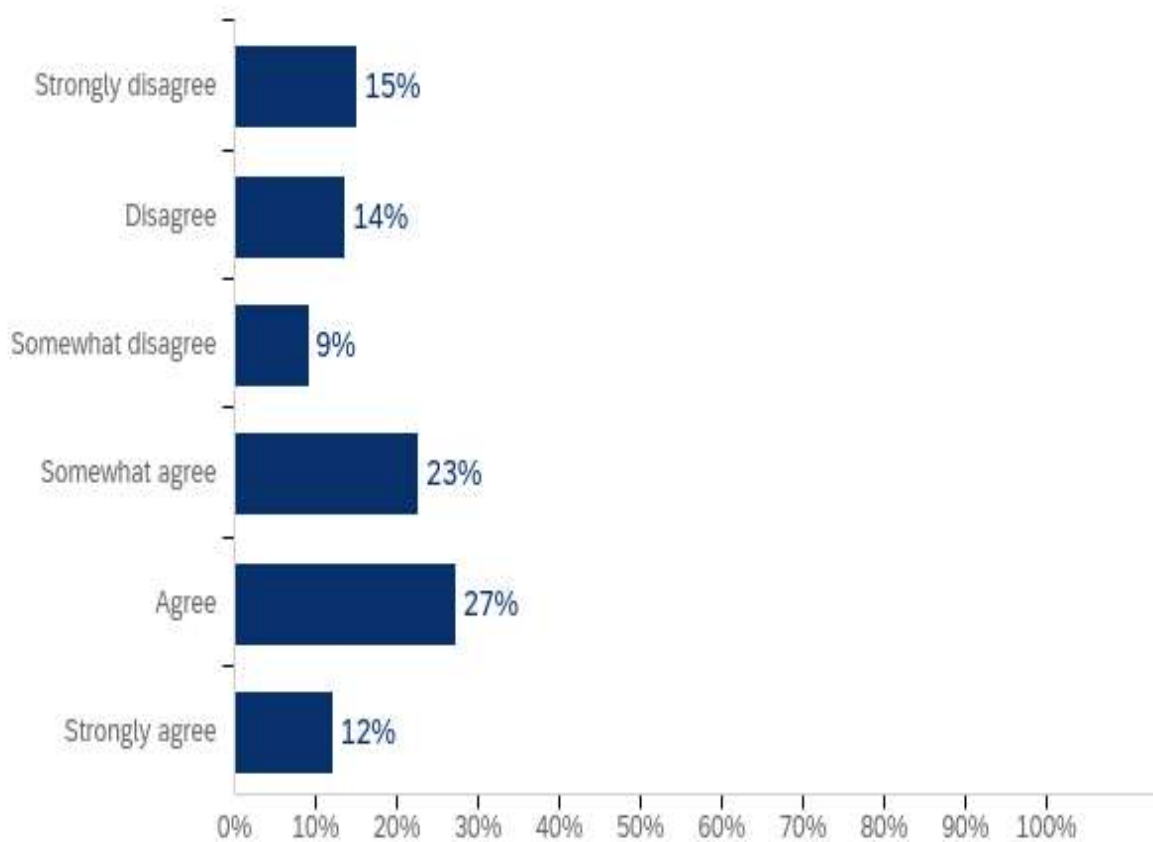
**Disorganized environment.**

**Q4 - In general, the training was useful to me.**



<b>TRAINING USEFUL TO ME</b>		
<b>Response</b>	<b># Respondents</b>	<b>% Respondents</b>
<b>Strongly agree</b>	<b>8</b>	<b>12%</b>
<b>Agree</b>	<b>15</b>	<b>23%</b>
<b>Somewhat agree</b>	<b>14</b>	<b>21%</b>
<b>Somewhat disagree</b>	<b>4</b>	<b>6%</b>
<b>Disagree</b>	<b>13</b>	<b>20%</b>
<b>Strongly disagree</b>	<b>12</b>	<b>18%</b>
<b>Total</b>	<b>66</b>	<b>100%</b>

**Q5 - I will be able to use the knowledge I gained from this training while attending VMI.**



<b>USE KNOWLEDGE AT VMI</b>		
<b>Response</b>	<b># Respondents</b>	<b>% Respondents</b>
<b>Strongly disagree</b>	<b>10</b>	<b>15%</b>
<b>Disagree</b>	<b>9</b>	<b>14%</b>
<b>Somewhat disagree</b>	<b>6</b>	<b>9%</b>
<b>Somewhat agree</b>	<b>15</b>	<b>23%</b>
<b>Agree</b>	<b>18</b>	<b>27%</b>
<b>Strongly agree</b>	<b>8</b>	<b>12%</b>
<b>Total</b>	<b>66</b>	<b>100%</b>

**Q6 - What, if anything, do you plan to use from this training?**

<b>COMMENTS (n = 121)</b>
<b>Be a good person</b>
<b>Absolutely nothing</b>
<b>Nothing</b>
<b>Don't be colorblind!</b>
<b>Continue to encourage the inclusion of everyone</b>
<b>I'm trying to forget everything that was said so it does not taint my morals</b>
<b>Nothing, skin tone, religion, clothes, and other superficial factors do not matter. It's the strength of their character and their work ethic that matters.</b>
<b>Nothing. I graduate in a few weeks, there was no reason that I needed to attend this. Anything useful was common sense, and I have heard it all repeatedly before.</b>
<b>To inform others.</b>
<b>None</b>
<b>It's good for leadership</b>
<b>Nothing</b>
<b>To be more inclusive to everyone involved and look to create a circle around me that feels the same about topics as I do.</b>
<b>Open my "friend group" to people who disagree with me</b>
<b>Nothing</b>
<b>All of it</b>

**COMMENTS CONT.**

**Why would we do a sheet writing down people's names and categories associated with them if we are trying to limit bias. Why don't you talk about meeting new people and opening your group circle to other people of different opinions, races, and cultures. Some people come from white suburban homes in which they were not given the opportunity to meet a variety of different people. That is not their fault, it is their job however to remain open-minded and educated themselves. Additionally, people of different cultures need to make their needs known and not assume people who do not live the same lifestyle to be hyper aware of other beliefs. Just because my friend was raised Jewish does not mean she actively practices.**

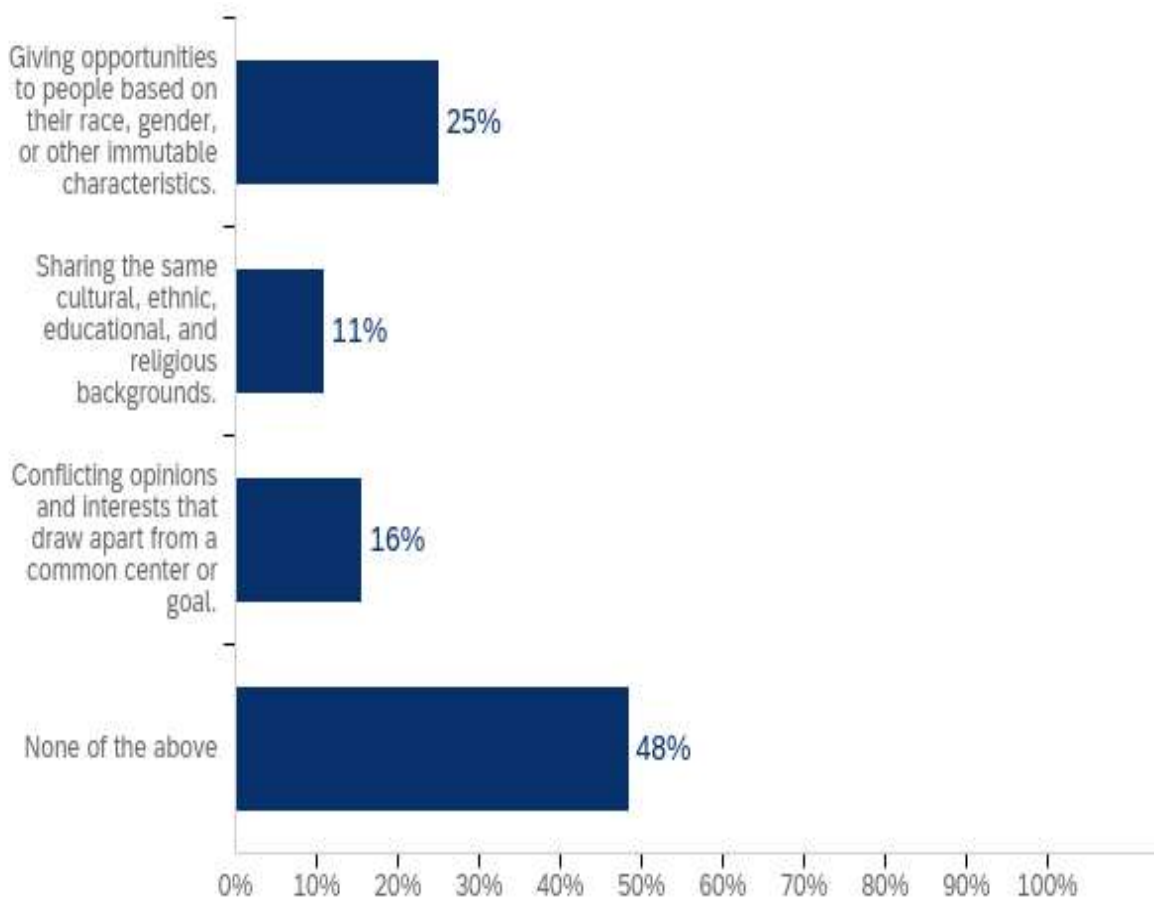
**Stop trying to use candy as an incentive for me to do anything, I am already there under threat of punishment, I do not need other people treating me like a child**

**Do the training quicker**



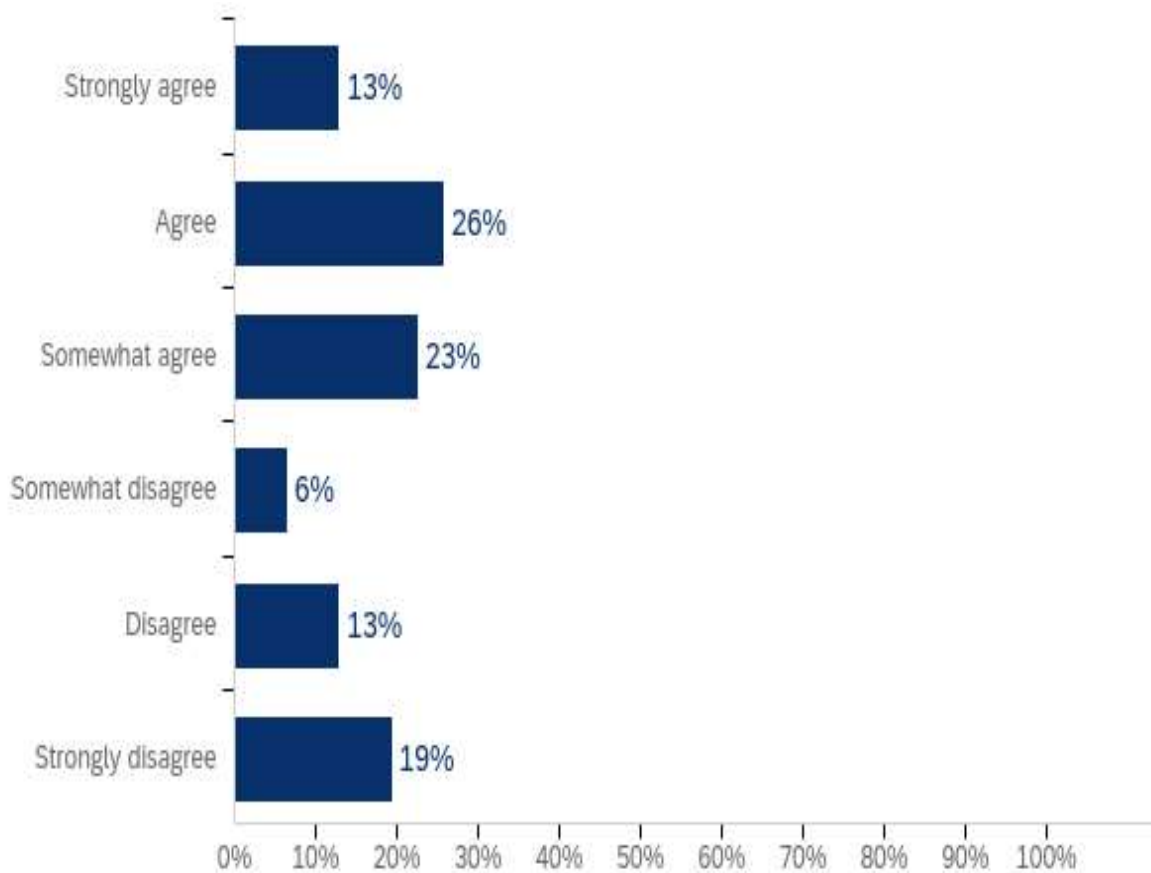


**Q7 - Diversity can be defined as \_\_\_\_\_.**



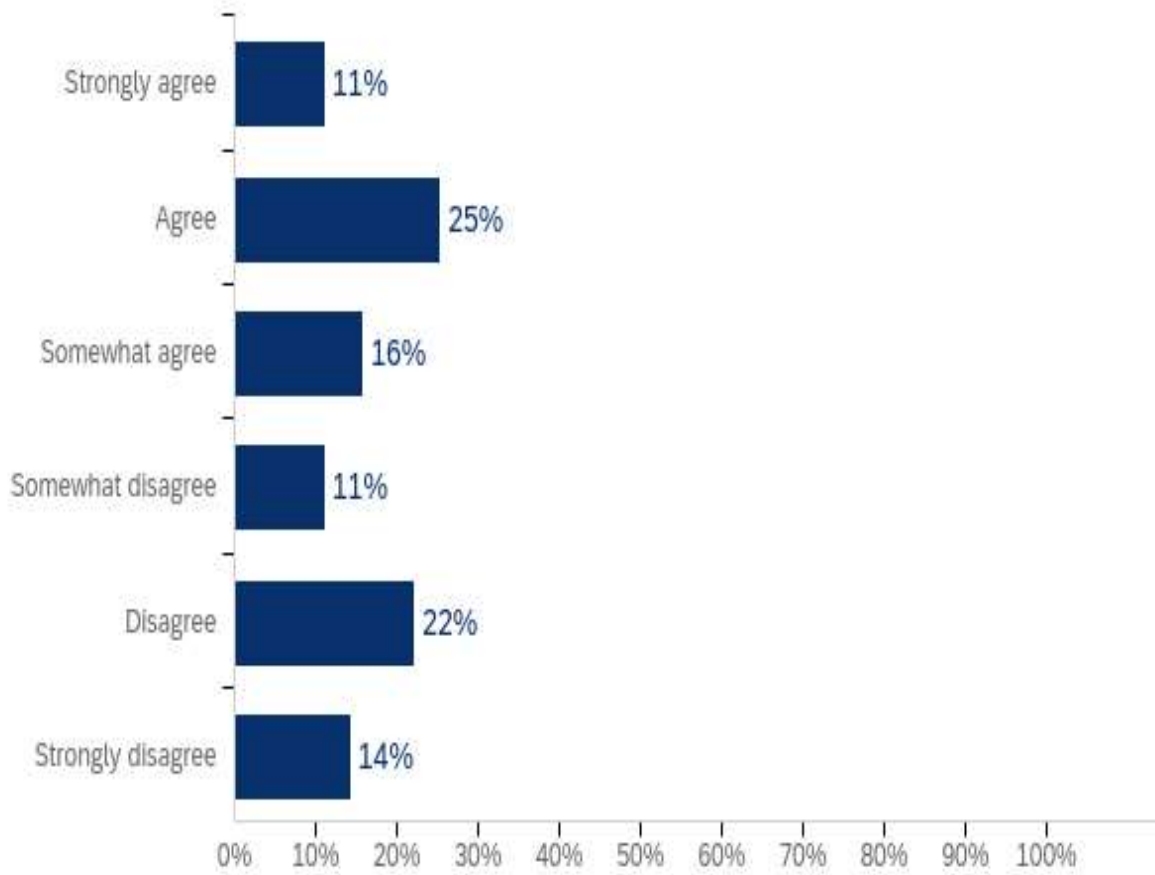
<b>DEFINE DIVERSITY</b>			
<b>Answer</b>	<b># Respondents</b>	<b>% Respondents</b>	
<b>Giving opportunities to people based on their race, gender, or other immutable characteristics.</b>	<b>16</b>	<b>25%</b>	
<b>Sharing the same cultural, ethnic, educational, and religious backgrounds.</b>	<b>7</b>	<b>11%</b>	
<b>Conflicting opinions and interests that draw apart from a common center or goal.</b>	<b>10</b>	<b>16%</b>	
<b>None of the above</b>	<b>31</b>	<b>48%</b>	
<b>Total</b>	<b>64</b>	<b>100%</b>	

**Q8 - I have a greater sense of togetherness with my peers.**



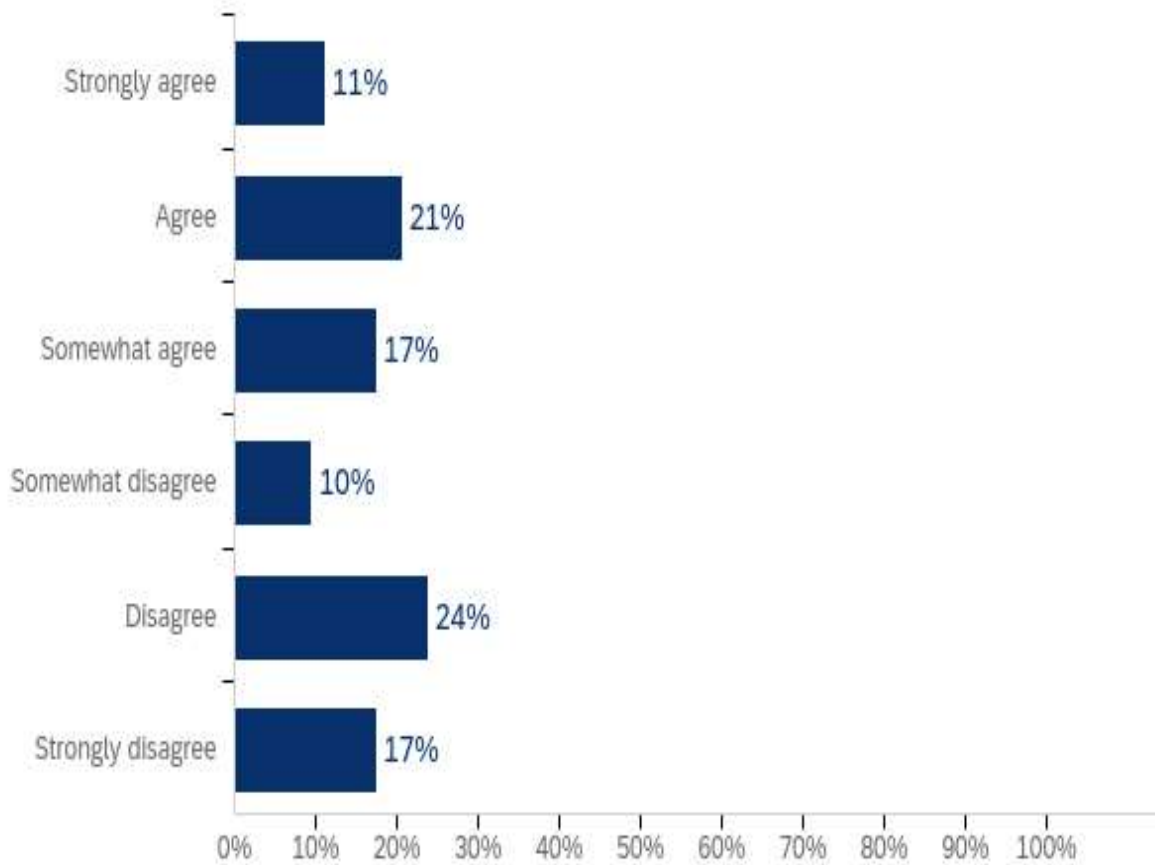
<b>GREATER SENSE OF TOGETHERNESS WITH PEERS</b>		
<b>Answer</b>	<b># Respondents</b>	<b>% Respondents</b>
<b>Strongly agree</b>	<b>8</b>	<b>13%</b>
<b>Agree</b>	<b>16</b>	<b>26%</b>
<b>Somewhat agree</b>	<b>14</b>	<b>23%</b>
<b>Somewhat disagree</b>	<b>4</b>	<b>6%</b>
<b>Disagree</b>	<b>8</b>	<b>13%</b>
<b>Strongly disagree</b>	<b>12</b>	<b>19%</b>
<b>Total</b>	<b>62</b>	<b>100%</b>

**Q9 - I feel more connected to the Corps of Cadets.**



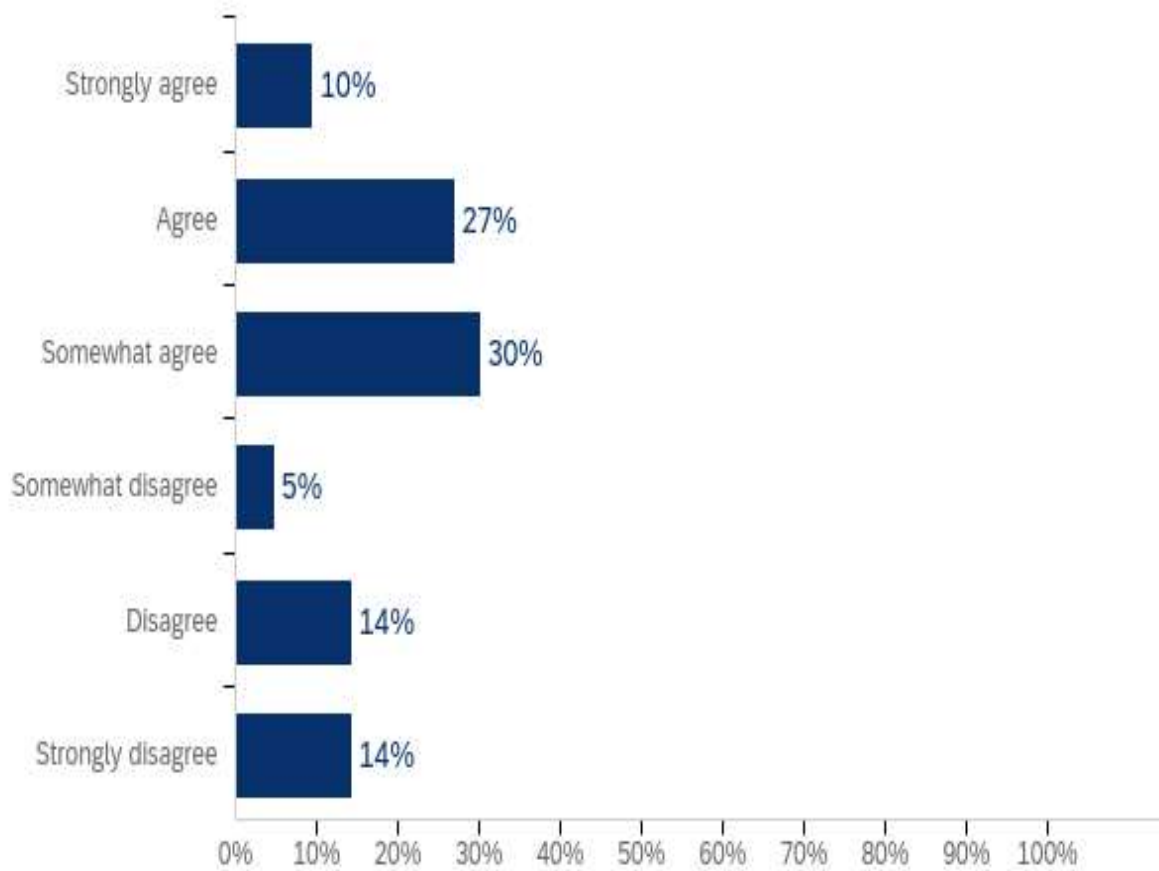
<b>FEEL MORE CONNECTED TO CORPS OF CADETS</b>		
<b>Answer</b>	<b># Respondents</b>	<b>% Respondents</b>
<b>Strongly agree</b>	<b>7</b>	<b>11%</b>
<b>Agree</b>	<b>16</b>	<b>25%</b>
<b>Somewhat agree</b>	<b>10</b>	<b>16%</b>
<b>Somewhat disagree</b>	<b>7</b>	<b>11%</b>
<b>Disagree</b>	<b>14</b>	<b>22%</b>
<b>Strongly disagree</b>	<b>9</b>	<b>14%</b>
<b>Total</b>	<b>63</b>	<b>100%</b>

**Q10 - I feel a greater connection to VMI.**



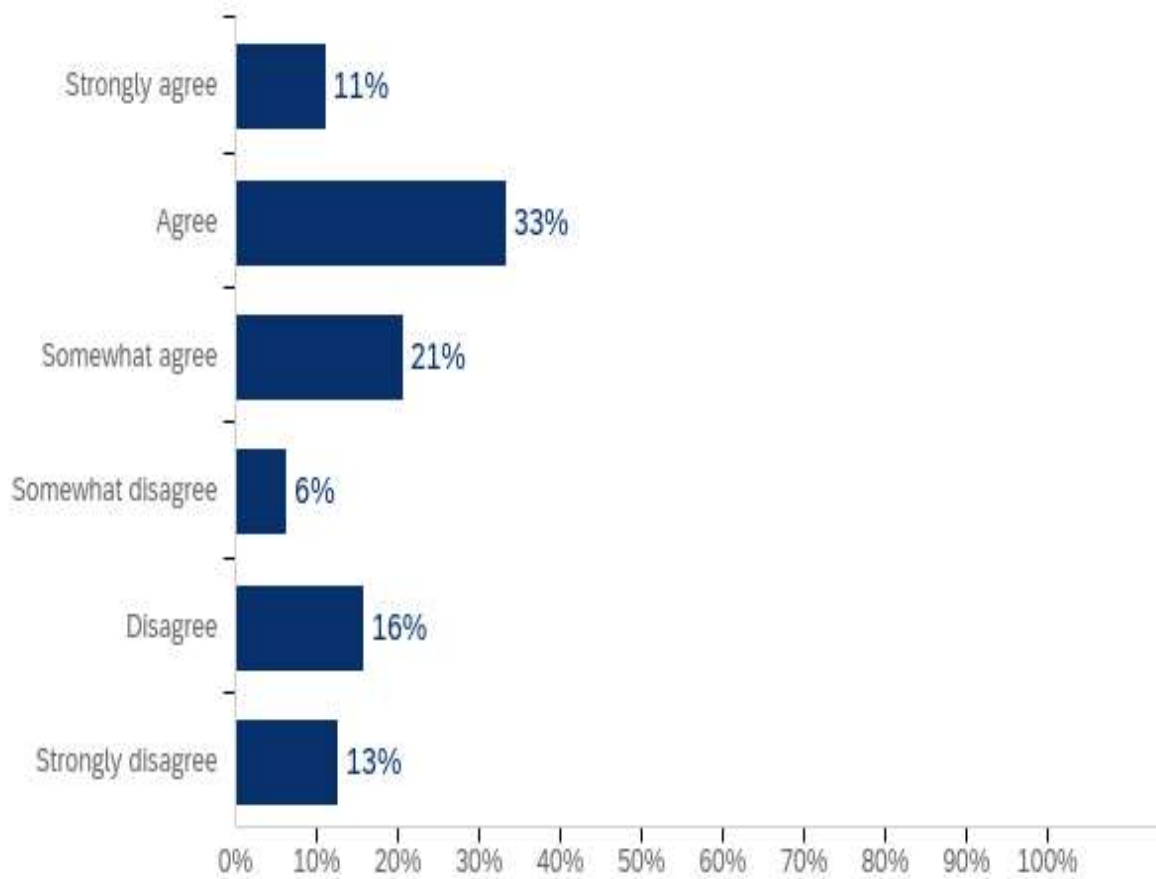
<b>FEEL GREATER CONNECTION TO VMI</b>		
<b>Response</b>	<b># Respondents</b>	<b>% Respondents</b>
<b>Strongly agree</b>	<b>7</b>	<b>11%</b>
<b>Agree</b>	<b>13</b>	<b>21%</b>
<b>Somewhat agree</b>	<b>11</b>	<b>17%</b>
<b>Somewhat disagree</b>	<b>6</b>	<b>10%</b>
<b>Disagree</b>	<b>15</b>	<b>24%</b>
<b>Strongly disagree</b>	<b>11</b>	<b>17%</b>
<b>Total</b>	<b>63</b>	<b>100%</b>

**Q11 - I am better prepared to connect with cadets who are different than me.**



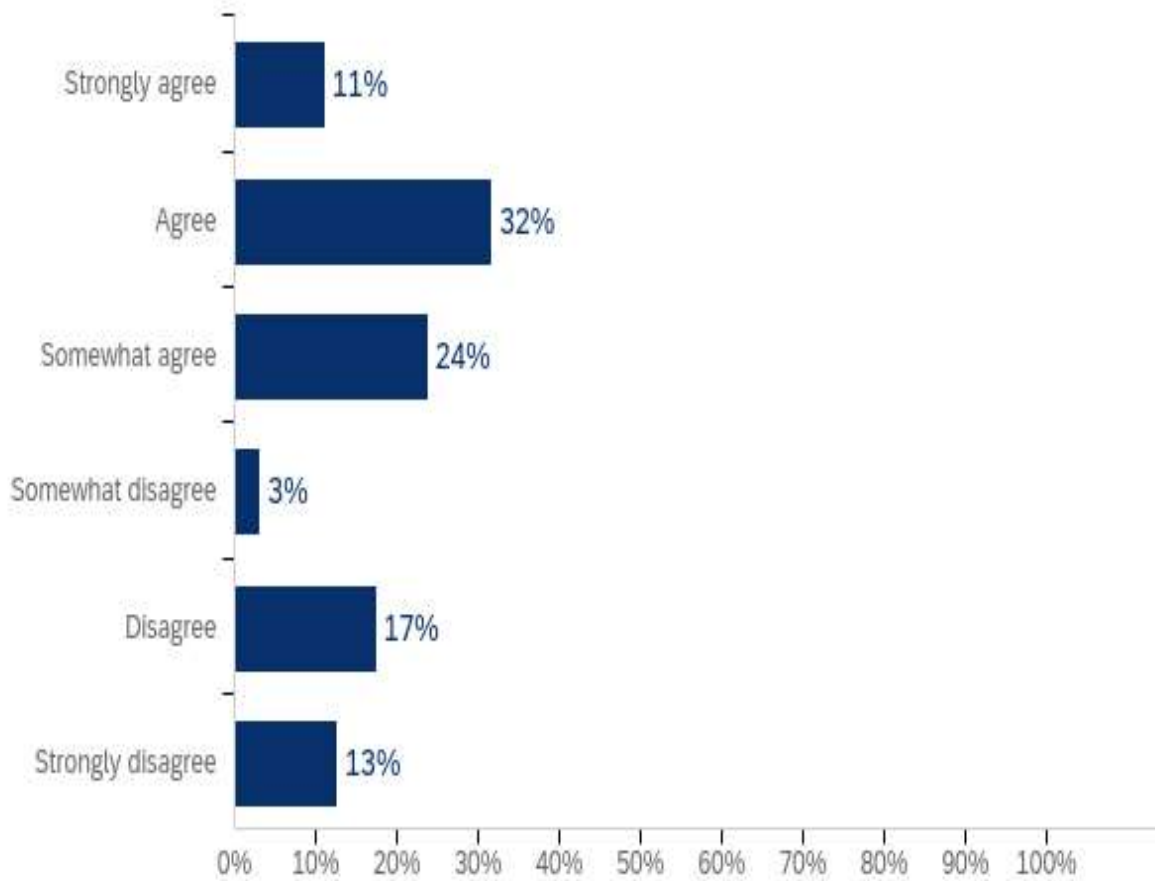
<b>BETTER PREPARED CONNECT WITH CADETS DIFFERENT THAN ME</b>		
<b>Response</b>	<b># Respondents</b>	<b>% Respondents</b>
<b>Strongly agree</b>	<b>6</b>	<b>10%</b>
<b>Agree</b>	<b>17</b>	<b>27%</b>
<b>Somewhat agree</b>	<b>19</b>	<b>30%</b>
<b>Somewhat disagree</b>	<b>3</b>	<b>5%</b>
<b>Disagree</b>	<b>9</b>	<b>14%</b>
<b>Strongly disagree</b>	<b>9</b>	<b>14%</b>
<b>Total</b>	<b>63</b>	<b>100%</b>

**Q12 - I am better prepared to lead a diverse group of my peers.**



<b>BETTER PREPARED TO LEAD A DIVERSE GROUP OF PEERS</b>		
<b>Response</b>	<b># Respondents</b>	<b>% Respondents</b>
<b>Strongly agree</b>	<b>7</b>	<b>11%</b>
<b>Agree</b>	<b>21</b>	<b>33%</b>
<b>Somewhat agree</b>	<b>13</b>	<b>21%</b>
<b>Somewhat disagree</b>	<b>4</b>	<b>6%</b>
<b>Disagree</b>	<b>10</b>	<b>16%</b>
<b>Strongly disagree</b>	<b>8</b>	<b>13%</b>
<b>Total</b>	<b>63</b>	<b>100%</b>

**Q13 - I believe I will be a more effective leader.**



<b>MORE EFFECTIVE LEADER</b>		
<b>Response</b>	<b># Respondents</b>	<b>% Respondents</b>
<b>Strongly agree</b>	<b>7</b>	<b>11%</b>
<b>Agree</b>	<b>20</b>	<b>32%</b>
<b>Somewhat agree</b>	<b>15</b>	<b>24%</b>
<b>Somewhat disagree</b>	<b>2</b>	<b>3%</b>
<b>Disagree</b>	<b>11</b>	<b>17%</b>
<b>Strongly disagree</b>	<b>8</b>	<b>13%</b>
<b>Total</b>	<b>63</b>	<b>100%</b>

**Q14 - How can this training be improved to make it a more effective learning experience?**

**COMMENTS (n = 21)**

**Kinda like how the Navy/MC has scenario walk-through talk-throughs, or with the suicide prevention trainings where you can choose what's going on, see if there's something like that which could be brought in.**

**Make the person closer to my age group.**

**Get rid of it**

**Don't make it about diversity. Teach us actual skills on how to lead. Bring in a speaker that does not make diversity the main point of lecture.**

**Shorten it to keep people's attention.**

**Please never do it again, it is pushing agendas on one of the only schools in the nation that is not ruined yet**

**This training didn't serve a point for me. I have led diverse teams and non-diverse teams and have gotten the same results both times. As diversity doesn't affect people's character and work ethic. That is their personal choice.**

**Do not waste people's time or have an unimpressive person that did not go here and does not understand the people, culture, or experience lecture us.**

**No clue.**

**It could be done online**

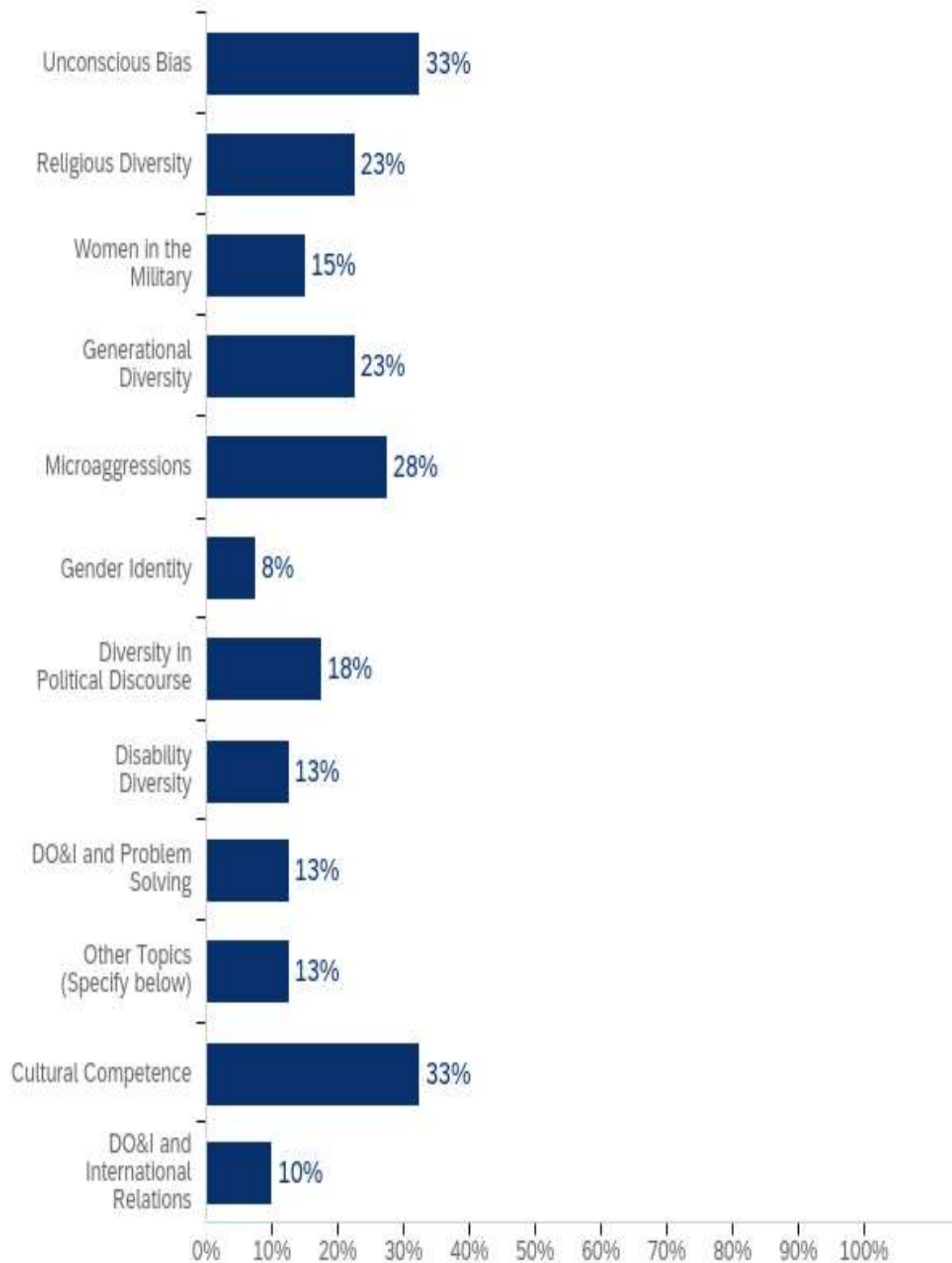
**Not have it we the more that diversity gets talked about the more that the gap widens which will cause more problems. If people want to talk about it they will but when you make it mandatory for someone to do something that a large majority of people don't want to go to your just going to start more problems for no reason.**

**I think it was run well and it was very interactive so there is not much that can be improved upon to make it a better experience.**



<b>COMMENTS CONT.</b>
<b>Scheduling was off so i was unsure whether to attend that day or not</b>
<b>Not have it every semester</b>
<b>Have an adult run the conversation and not cadets that sign up for it thinking they are “perfectly unbiased people”</b>
<b>Don't assume people are inept in these kinds of social settings</b>
<b>You should send out a reminder, I did not go because I forgot about it.</b>
<b>They did a good job.</b>
<b>Can't</b>
<b>To talk on sensitive subjects and how to handle said situations, microaggressions do not equal diversity, it just makes people sensitive to the world</b>
<b>A better activity to get people involved</b>

**Q15 - Please select topic(s) from the list below that you would like to explore in future Inclusive Excellence training sessions. (Check all that apply)**



## Q15 - Please select topic(s) Cont.

<b>FUTURE TRAINING TOPICS</b>		
<b>Response</b>	<b># Respondents</b>	<b>% Respondents*</b>
<b>Unconscious Bias</b>	<b>13</b>	<b>33%</b>
<b>Religious Diversity</b>	<b>9</b>	<b>23%</b>
<b>Women in the Military</b>	<b>6</b>	<b>15%</b>
<b>Generational Diversity</b>	<b>9</b>	<b>23%</b>
<b>Microaggressions</b>	<b>11</b>	<b>28%</b>
<b>Gender Identity</b>	<b>3</b>	<b>8%</b>
<b>Diversity in Political Discourse</b>	<b>7</b>	<b>18%</b>
<b>Disability Diversity</b>	<b>5</b>	<b>13%</b>
<b>DO&amp;I and Problem Solving</b>	<b>5</b>	<b>13%</b>
<b>Other Topics (Specify below)</b>	<b>5</b>	<b>13%</b>
<b>Cultural Competence</b>	<b>13</b>	<b>33%</b>
<b>DO&amp;I and International Relations</b>	<b>4</b>	<b>10%</b>

*\*Percentages are based on the 40 unique number of respondents to this item*

## Q15 - Other Topics (Specify below)

<b>COMMENTS (n = 5)</b>
<b>Mental disorders such as transgenderism</b>
<b>Get rid of DO&amp;I it's unconstitutional.</b>
<b>Actual real-world problems that matter. And that aren't I got offended because he triggered a micro aggression</b>
<b>None</b>
<b>None</b>

## **Heritage, Diversity, and Inclusion Months**

**May** – Asian American & Pacific Islander Heritage Month, Jewish American Heritage Month, Mental Health Awareness Month, National Military Appreciation Month

**June** – Caribbean-American Heritage Month, Men’s Mental Health Month, National Immigrant Heritage Month, Pride Month, PTSD Awareness Month

**July** – Disability Pride Month, French American Heritage Month

**August** – American Artist Appreciation Month