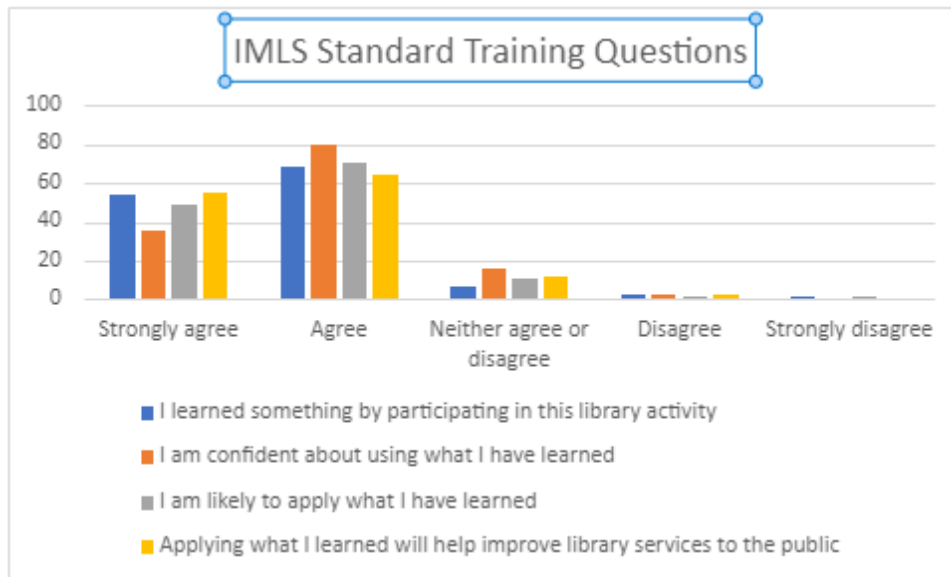


Final evaluation report for equity, diversity, and inclusion webinars

The numbers

- 254 people attended at least one of the webinars. This number does not represent a unique set of individuals because some people attended both “We’re All in This Together” and “Unpacking Racial Literacy.”
- 133 people responded to the surveys for a response rate of 52%.
- 7 webinars were offered. 2 sessions of the 2 part “Unpacking Racial Literacy” and 5 sessions of “We’re All in This Together”
- Approximately 55% of the respondents were from libraries that served fewer than 10,000 people.
- Approximately 86% of the respondents were from states that are predominantly white.

Charts showing results from standard IMLS training questions





Observations about “What did you especially value about this training?”

- This question is derived from Malcolm Knowles Adult Learning Theory.
- The ratings indicate that this training was new ground for most. Less than 20% of attendees felt they could contribute. 2/3s of them noted that the training expanded their knowledge and skills.
- Only half said it affirmed my current practice. This means that half of the participants recognize, as a result of this training, that their current practice needs improvement.

Desired outcomes for these trainings

- Attendees at these trainings recognize their own implicit bias.
- Attendees can explain why we are talking about this issue.
- Attendees express a desire to better serve underserved members in their community.

How did we do in achieving our outcomes?

- As we prepared for these trainings, we felt that those librarians that most need to reconsider their views on equity, diversity, and inclusion are least likely to attend a training billed overtly as about implicit bias. Rather, we choose to approach the topic as reaching out to new audiences and serving everyone in our communities.
- Because of this approach, quantitative responses to the evaluation surveys don’t reveal an exact answer for recognizing implicit bias, being able to explain why we are talking about this issue and expressing a desire to better serve underserved members in the community. There are qualitative responses in the survey that reveal learning occurred, but we cannot say for sure that these outcomes were achieved.
 - Qualitative responses that revealed recognition of implicit bias
 - “I had been meaning to take the Implicit Bias test. I'm glad we got to take it through the class. It was eye-opening.”

- “The training opened my mind to make sure I offer services to those who are not “obviously” using them. -To look out for the less noticeable patrons, but at the same time making sure the library is inviting to everyone.”
- Qualitative responses that revealed more confidence in explaining why we are talking about this issue
 - “Racial terminology overview helped because now I have the tools available to set up discussions and won't be going in with misunderstanding of what terms mean.”
 - “Just something our library has been striving for so groups like this and TALKING about it is our greatest resource.”
- Qualitative responses that revealed a desire to better serve underserved members in the community
 - “I need step-by-step action items to making the library a more diverse place. I understand the need. Now I need the solution and ways of finding a solution when I am part of the majority demographic in the community. How do I recognize and serve those not like myself?”
 - “We need to do more for our NATIVE AMERICAN communities.”

What did we learn?

- We could have been better about asking survey questions that gave us some quantitative data to measure our outcomes. One challenge we faced was a need to offer a training that didn't openly cover EDI concepts. This made it hard to measure our outcomes.
- We need to build follow-up work into the learning process. People want to take action.
- Because of COVID, we needed to alter our learning platform (from face-to-face to online). We also needed to separate the EDI portion and strategic planning to have subject matter experts teach each topic. This has made it challenging to connect the two concepts.

What follow-up is needed?

- We need to give the trained facilitators resources and tools for having conversations with libraries and for finding ways to include marginalized populations.
- We need to give interested librarians and board members support for having these conversations with other staff and board members.
- We need to help libraries take action with resources/ideas for recruiting diverse board members, staff, and volunteers. We need to help libraries with developing diverse collection management and programming options.
- We are tracking which libraries attended the EDI and strategic planning webinars and which of those continue on to develop a strategic plan. At that time, we may wish to ask librarians and board members who attended these sessions if the EDI phase was helpful in preparing them for a strategic planning process.