In spring 2013 Harbor College was awarded the Learning Works grant which focuses on helping faculty, staff, and administrators have a better understanding of multicultural and social perspectives in order to better address the needs of students both in and out of the classroom.

The Culturally Responsive Teaching (CRT) train-the-trainer workshop was the first of a series of training sessions on campus and was held on November 7-8, 2013. Experts in the field, Dr. David Truscello and Dr. Larry Coleman from Community College of Baltimore County, were invited to train a few campus individuals and facilitate discussions relating to *The Meanings of Culture and Race* and *Social Capital and Learning*.

At the end of each training day participants were asked to reflect and respond to an online evaluation. Six responses were collected from day 1 and seven from day 2. Narrative responses were grouped by theme.

**Training Day 1**

![Figure 1. What are the ways in which the concept of "The Meanings of Culture and Race" applies to your own life?](image-url)
Training Day 1

**Figure 2.** How could you use the concept of "Meanings of Culture and Race" with your students in your class/office setting?

- Increase student/peer awareness: 29%
- Lead by example: 15%
- Change campus culture: 14%
- Class assignments/activities: 14%
- Improve interaction with students: 14%
- Other: 14%

n=7

**Figure 3.** What most helps my learning & participation in the CRT training?

- Discussions with the group: 46%
- Training activities: 27%
- Handouts: 9%
- Examples: 9%
- Outcomes: 9%

n=11
Training Day 1

Figure 4. What most hinders my learning & participation in the CRT course?

- Own perceptions and biases: 67%
- Interest in topic: 33%

n=3

Figure 5. What most helps me learn, participate, and begin leading in the CRT effort at LAHC?

- Training: 23%
- Discussions: 22%
- Materials: 22%
- Support: 22%
- Other: 11%

n=9
Training Day 1

Figure 6. What most prevents me from learning, participating, or leading in the CRT effort at LAHC?

Own perceptions and biases
100%

n=2
Training Day 2

**Figure 7.** What are the ways in which the concept of "Social Capital & Learning" applies to your own life?

- Better understanding of own social capital and learning (45%)
- Improved awareness of my own perceptions/influences (44%)
- Provides access (11%)

n=9

**Figure 8.** How could you use the concept of "Social Capital & Learning" with your students in a classroom or office setting?

- Class assignments/activities (67%)
- Improve interaction with students (22%)
- Mentoring (11%)

n=9
Training Day 2

Figure 9. Overall, the moments in the training when I was most engaged, excited, and involved as a learner were when...

- Own perceptions were revealed: 22%
- Visual aids were used: 22%
- The group engaged in activities: 22%
- The group shared and discussed: 34%

n=9

Figure 10. Overall, the moments in this training when I was most distracted, disengaged, and uninvolved as a learner were when...

- Time of day: 12%
- Long sessions: 25%
- Recalling concepts learned: 13%
- Topics seem unclear/disconnected: 25%
- Other: 25%

n=8
Training Day 2

**Figure 11.** What would you like to say about your experience as a participant in this training?

- Empowered: 29%
- Have more awareness: 14%
- Great experience: 50%
- Unclear expectations: 7%

n=14

**Figure 12.** What piece of advice would you most like to give the instructors on what to include in the training next time?

- Additional activities: 50%
- Additional resource/handouts: 37%
- Other: 13%

n=8
Training Day 2

Figure 13. I believe the instructors were knowledgeable about the subject.

![Pie chart showing responses to instructor knowledge.]

- Strongly Agree: 86%
- Disagree: 0%
- Neutral: 0%
- Agree: 0%
- Strongly Disagree: 14%

n=7

Figure 14. I believe the instructors were able to communicate their knowledge well.

![Pie chart showing responses to instructor communication.]

- Strongly Agree: 86%
- Disagree: 0%
- Neutral: 0%
- Agree: 0%
- Strongly Disagree: 14%

n=7
Institutional Effectiveness
December 18, 2013

CULTURALLY RESPONSIVE TRAINING
Evaluation Results
Fall 2013

Training Day 2

**Figure 15.** I believe the instructors were clear about how the training was organized.

- Strongly Agree: 86%
- Agree: 0%
- Neutral: 14%
- Disagree: 0%
- Strongly Disagree: 0%

**Figure 16.** I believe the instructors were courteous and respectful to participants.

- Strongly Agree: 86%
- Agree: 0%
- Neutral: 0%
- Disagree: 14%
- Strongly Disagree: 0%

n=7
**Training Day 2**

*Figure 17. I believe the instructors were concerned to bring a variety of voices & perspectives into the training.*

![Pie chart showing responses to the statement](chart1.png)

- Strongly Agree: 86%
- Agree: 0%
- Neutral: 0%
- Disagree: 0%
- Strongly Disagree: 14%

n=7

*Figure 18. What most hindered my learning and participation in the CRT training?*

![Pie chart showing responses to the question](chart2.png)

- Sitting down: 67%
- Unable to follow agenda: 33%

n=3
Training Day 2

**Figure 19. What most helped my learning & participation in the CRT training?**

- Discussions: 37%
- Environment: 36%
- Activities: 9%
- Trainers: 18%

n=11

**Figure 20. The area of my development as a learner that I most need to work on to sustain my efforts as a result of taking this training is...**

- Own perceptions and biases: 44%
- Keep informed/continue to learn: 56%

n=9