

# EEO Training Survey Results

ID	Start time	Completion time	Email	Last modified time	Feedback - Location	Feedback - Classification	Feedback - The workshop provide tools and information to be successful on a screening committee	Points - Presentation Evaluation	Points - Evaluation of Presenters	Points - Evaluation of legal requirements, confidentiality, and conflict of interest	Points - Evaluation of applicability to diversity	Points - Evaluation of recruitment process	Points - The most valuable part of this workshop was:	Points - What was missing from this workshop?
1	12/16/22 10:34:34	12/16/22 10:36:44	anonymous	Bakersfield College	Faculty	Classified	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent	Tools to detect implicit biases.	Nothing!	
2	12/16/22 10:54:45	12/16/22 10:55:10	anonymous	Bakersfield College	Faculty	Classified	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent			
3	12/16/22 11:08:10	12/16/22 11:10:35	anonymous	Cerro Coso Community College	Faculty	Classified	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent	The activity on correct responses for situations.	Nothing that I can think of.	This training seemed to be much more informative than the one I participated in prior. The information was easy to comprehend and I feel will be useful.
4	12/16/22 11:17:23	12/16/22 11:18:10	anonymous	Cerro Coso Community College	Faculty	Classified	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent	The microaggressions information	N/A	
5	12/16/22 12:02:02	12/16/22 12:04:06	anonymous	Cerro Coso Community College	Faculty	Classified	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent	I liked the implicit bias training it really opened my eyes to things	Nothing I noticed	
6	12/17/22 11:40:54	12/17/22 11:48:06	anonymous	Bakersfield College	Faculty	Classified	5 Agree	Excellent	Excellent	Excellent	Excellent	Learning the process and steps.		The workshop is useful when and if one is called to the screening committee. It was not very clear whether or not the participating faculty should be tenured.
7	2/2/23 16:38:42	2/2/23 16:41:18	anonymous	Bakersfield College	Faculty	Classified	4 Agree	Good	Good	Good	Good			
8	2/2/23 16:55:38	2/2/23 16:56:16	anonymous	Bakersfield College	Faculty	Classified	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent	the activity	N/A	N/A
9	2/2/23 16:58:54	2/2/23 17:01:21	anonymous	Bakersfield College	Management/C	Classified	5 Agree	Good	Good	Good	Good			I do not feel anything was missing from the workshop. I felt I was able to follow along with the PP and understand the responsibility of a committee screener.
10	2/2/23 16:30:41	2/2/23 17:19:54	anonymous	Bakersfield College	Management/C	Confidential	4 Agree	Good	Good	Good	Good	Learning the reasons behind certain actions.	More interaction with participants. Increase engagement.	The group activity was very engaging and fun.
11	2/2/23 17:57:26	2/2/23 17:58:51	anonymous	Bakersfield College	Faculty	Classified	4 Agree	Good	Good	Good	Good	Understanding the District's hiring policies.	Nothing.	It was worthwhile and lessens the time during a hiring committee to conduct this training.
12	3/30/23 14:01:34	3/30/23 14:02:39	anonymous	Bakersfield College	Faculty	Classified	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent	all the information was very informative.	na	na
13	3/30/23 14:02:48	3/30/23 14:03:16	anonymous	Bakersfield College	Faculty	Classified	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent			
14	3/30/23 14:07:26	3/30/23 14:08:57	anonymous	Cerro Coso Community College	Faculty	Classified	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent	the visualization of the screening process, from start to finish	None	None
15	3/30/23 14:10:01	3/30/23 14:10:35	anonymous	Bakersfield College	Faculty	Classified	3 Strongly Agree	Good	Good	Good	Good	it was very informative	na	na
16	3/30/23 14:57:53	3/30/23 15:03:30	anonymous	Porterville College	Faculty	Classified	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent	Group Exercise and breaking out into groups to hear everyone's views and thoughts	I don't think that anything was missing, however this was my first Screening Committee.	I appreciate all the information that was given and it was all very helpful. Great job to all. Explain the sticky note activity better. It was hard to understand what was wanted. From whos perspective we were working with, etc.
17	5/25/23 16:54:00	5/25/23 16:56:21	anonymous	Cerro Coso Community College	Faculty	Classified	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent	Learning the process of a screening committee	Nothing	
18	5/25/23 17:09:15	5/25/23 17:18:32	anonymous	District Office	Faculty	Classified	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent	Implicit bias		
19	5/30/23 10:29:53	5/30/23 10:30:50	anonymous	Bakersfield College	Faculty	Classified	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent	Explaining the process and giving examples of responses.	n/a	n/a
20	6/12/23 11:44:00	6/12/23 11:45:30	anonymous	Bakersfield College	Faculty	Classified	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent	Everything on the P.P.	N/A	Great job ladies/HR Team!
21	6/12/23 13:10:50	6/12/23 13:12:13	anonymous	Porterville College	Faculty	Classified	5 Agree	Good	Good	Excellent	Good	Learning the hiring process and differences in biases	N/A	N/A
22	5/11/23 11:28:46	5/11/23 11:30:39	anonymous	Bakersfield College	Faculty	Classified	2 Neutral	Average	Excellent	Average	Average			more group breakouts for practice. the one breakout was pointless.
23	5/11/23 12:06:40	5/11/23 12:07:47	anonymous	Bakersfield College	Faculty	Classified	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent			often, but it felt ingenuine. I honestly didn't learn much
24	5/11/23 12:35:45	5/11/23 12:43:53	anonymous	Cerro Coso Community College	Faculty	Classified	5 Agree	Good	Excellent	Excellent	Excellent			
25	5/15/23 10:21:09	5/15/23 10:23:27	anonymous	Bakersfield College	Faculty	Classified	5 Agree	Excellent	Excellent	Excellent	Excellent	I learned a new word. Microaggressions	I don't think there is anything missing.	
26	7/18/23 16:19:08	7/18/23 16:22:22	anonymous	Cerro Coso Community College	Management/C	Confidential	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent	As a newly tenured faculty it was nice to have the explanation for the entire application/interview process even though I probably won't participate in all the steps.	N/A	N/A
27	7/18/23 16:19:45	7/18/23 16:24:39	anonymous	Porterville College	Management/C	Confidential	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent	The things to be aware of during the process of evaluating applicants.		For the sake of being to the point and not taking up more time than necessary, I understand the format of the workshop, but I would suggest working in some more group work and discussion- perhaps something like a sharing of thoughts of what people took away from the workshop at the end. But I understand completely the impulse to be as concise as possible. Maybe include two short breaks. Also to have a guided breakout session since it was hard to get all of the group members to interact and participate.
28	7/18/23 16:40:22	7/18/23 16:41:52	anonymous	Cerro Coso Community College	Management/C	Confidential	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent	Learning about bias and how to improve the way we consider candidates fairly	Nothing, I believe I received all of the necessary information.	NA
29	7/18/23 16:51:06	7/18/23 16:51:41	anonymous	Bakersfield College	Management/C	Confidential	5 Strongly Agree	Excellent	Excellent	Excellent	Excellent	Showing the hiring flowchart	I can't think of anything	NA
30	7/18/23 16:53:27	7/18/23 16:54:01	anonymous	Cerro Coso Community College	Management/C	Confidential	5 Strongly Agree	Good	Good	Excellent	Excellent			
31	7/19/23 9:33:00	7/19/23 9:35:00	anonymous	Bakersfield College	Faculty	Classified	4 Agree	Good	Excellent	Good	Excellent	Understanding how the recruitment side of the HR dept works.	Nothing comes to mind at the moment. Thought it was sufficient.	None
32	7/19/23 16:43:38	7/19/23 16:58:56	anonymous	Bakersfield College	Faculty	Classified	4 Agree	Good	Excellent	Good	Excellent	Understanding the recruitment process	broader coverage of potential biases	Maybe longer or two parts
33	8/9/23 7:31:46	8/9/23 7:33:34	anonymous	Cerro Coso Community College	Faculty	Classified	4 Agree	Good	Good	Good	Good	Standard procedures and expectations of us being a part of committees	Are we required to be on a certain amount of committees per year?	Good overall.