

# Memorandum

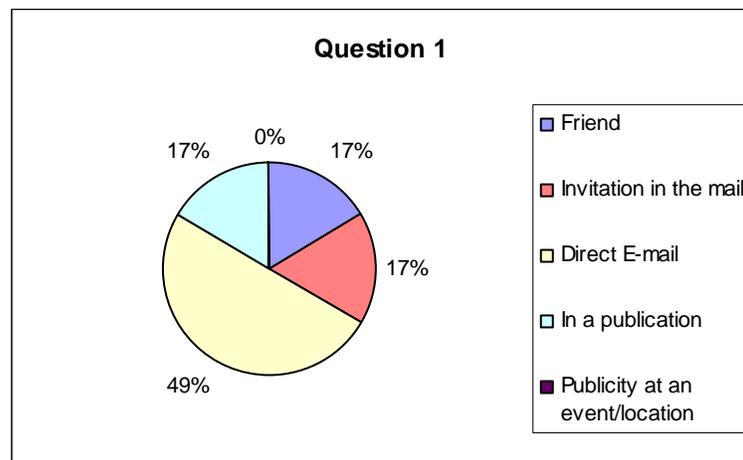
Diversity Office



The Tempe Talks: A Diversity Dialogue Program began on January 24, 2007 with 22 registered participants. The Diversity Office surveyed the participants to measure the success of the program and gather feedback for making improvements. Here is the analysis:

## 1. How did you hear about the Diversity Dialogue Program?

There were six responses to this question. Based on those results, the majority of the participants, or 49% of those surveyed, heard about the program through direct email. Seventeen percent (17%) heard about the program in a publication or newspaper such as the Tempe Opportunities Brochure. Seventeen percent (17%) heard from a friend and through an invitation in the mail.



## 2. Which MOST interested you in signing up and sticking with the Diversity Dialogue Program?

There were six responses to this question. Based on the results, the majority, or 83% of those surveyed provided other responses than those listed on the evaluation form. These included: personal development, [a] desire to learn about diversity issues, the opportunity to contribute to the betterment of my chosen community, broaden my own horizons, a chance to learn about “differences”. The remaining 17% signed up for the program for academic, community service or professional development credit.

## 3. Briefly describe the three insights that you gained through participation in Tempe Talks.

Here are the responses to that open-ended statement:

- ⇒ I learned about tons of new relationships and new religions.
- ⇒ We all had differing beliefs and values when talking about family, religion, politics, etc.

- ⇒ Better appreciation of the diversity of Tempe residents
- ⇒ Improved knowledge/appreciation of problems facing our diverse population
- ⇒ The need to do more to foster acceptance between our diverse demographics
- ⇒ The level of intelligence among the fellow participants, felt very privileged to have such unique and diverse group
- ⇒ There is always more to learn than what you already know
- ⇒ If you open yourself up to differences, the world is a better place.
- ⇒ It is good to challenge your base beliefs because you could be open to so much more.
- ⇒ A better understanding of the Tempe community and of myself and of people who relate to me as a minority.

**4. In what ways can this learning be applied to your work, school, or community activities?**

Responses to this question were:

- ⇒ I am more in tune to different cultures.
- ⇒ In the workplace or in the community we can realize in order to live or work together we will gain by understanding our differences and things we can agree upon.
- ⇒ Reinforces the need for neighborhood level community acquaintances and information/problem sharing.
- ⇒ This program further cemented my perspective of tolerance and acceptance, not only to other's needs, but also recognizing my own handicap.
- ⇒ Yearn to understand that which you don't. Ask questions. Everything you see and do can make your life that much more exciting and interesting.
- ⇒ As a city official and college student this helps open my eye to the world around me.

**5. Who were your facilitators?**

Participants in this program were divided into two groups: red and blue. Each group was assigned a facilitator and began with about 11 participants. Exactly 50% of each group returned their surveys.

**6. What did your facilitators do well? How could they improve?**

Since this question asked for two different items, each response was counted individually and divided between what facilitators did well and what they needed to improve upon.

What facilitators did well included:

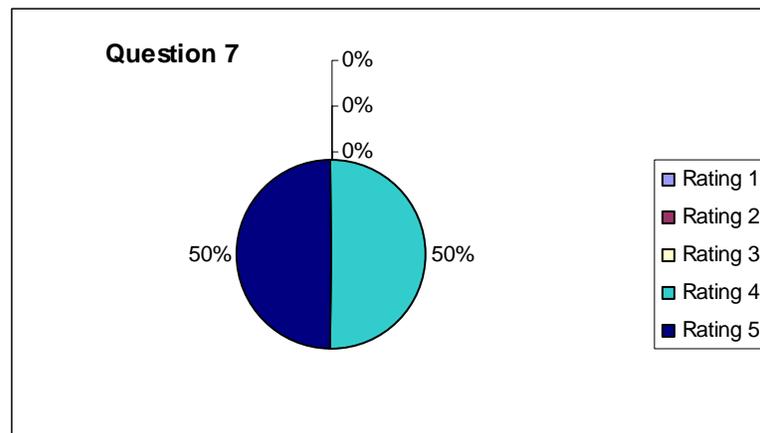
- ⇒ Excellent at facilitating the group
- ⇒ Giving everyone the opportunity to participate
- ⇒ Spending the right amount of time on a topic
- ⇒ Very tactful and fair person

- ⇒ Displayed more than a fair amount of patience for everyone to express his/her opinion without crossing the undefined boundary
- ⇒ Flexibility- worked with what the group wanted to focus on instead of sticking with an agenda
- ⇒ She did fabulous
- ⇒ Kept us on track and controlled my tendency to expand on a topic
- ⇒ Allowed the discussion to develop/explore on topics which were gut-felt to participants

There were no comments on how could they improve:

**7. On a scale of 1-5, with 5 being the highest, please rate your experience with this program.**

There were six responses to this question. The graph below reflects the response percentage of each rating.



Fifty percent (50%) of participants rated their experience with the program at a rating of 5. The other Fifty percent (50%) rated the program at a rating of 4. None rated the program 1, 2 or 3.

**8. In efforts of providing continued quality programming, please list your suggestions for improvement.**

Responses to this statement included:

- ⇒ If Deborah's group will continue- several of us look forward to continuing our dialogue and have formed a bond as a result of the recent dialogue groups.
- ⇒ I enjoyed the sessions so much that the topics for discussion were always limited because of time. I boldly stated that is the mutual feeling of all the participants. I would like to see a longer session.
- ⇒ Diversity II
- ⇒ Thanks! Just more young people
- ⇒ The current program can leave one feeling time constrained, especially when we come to a "gut" issue that participants feel strongly about.

- ⇒ Extended sessions ( # of weeks), 2 hour sessions are about the limit of people's ability to focus and stay on track, even with the help of facilitators.
- ⇒ Get other cities in the valley involved.