



Pilot Participant Feedback Highlights

inSIGHT: A Workshop on Implicit Bias for Child Protection Workers

MEET THE PARTICIPANTS

We had 23 participants in total, and 19 of them completed participant feedback forms.

Of the 19 forms, 12 were investigators or supervisors, 6 were management, and 1 declined to identify.

IMMEDIATELY AFTER PARTICIPATION IN INSIGHT, PARTICIPANTS COMPLETED AN EVALUATION FORM. READ THEIR RESPONSES:

100% OF PARTICIPANTS SAID:

- >> “I can explain how disparities and disproportionalities in child protection outcomes may be related to implicit racial bias.”
- >> “I can describe strategies to overcome racial biases.”
- >> “This workshop has led me to examine how implicit racial bias creates unintended outcomes.”
- >> “I can identify bias mitigation strategies to apply during the child protection investigative process.”*
- >> “I can identify individual action steps to apply strategies to my own work.”*

95% OF PARTICIPANTS SAID:

“I can describe interpersonal and institutional strategies for recognizing implicit racial bias and its impact on relationships.”

94% OF PARTICIPANTS SAID:

“I learned something new from the online modules that I can apply to my work.”*

ADDITIONAL COMMENTS FROM PARTICIPANTS

“Good interaction with trainers. Good thought-provoking exercises.”

“Great workshop! I would suggest also presenting material to courts/judges as a lot of our decisions (including substantiations) can be overruled by a judge”.

“All did a great job. Very engaging and friendly!”

“Thank you! Awesome job”

“Thank you all for coming. It was a good training and I loved the pronouns during the introduction. Thanks!”

* These measures are out of 18 because one participant did not respond to this question.



Pilot Participant Feedback Highlights

inSIGHT: A Workshop on Implicit Bias for Child Protection Workers

MEET THE PARTICIPANTS

We had 23 participants in total, 10 of whom completed participant evaluation forms.

Of the 10 forms, 8 were investigators or supervisors, and 2 were management.

SIX WEEKS AFTER PARTICIPATING IN INSIGHT, PARTICIPANTS SAID THAT SINCE THE WORKSHOP:

Skill	How many?
"I have become more aware of my own implicit racial biases and have sought to mitigate them."	100%
"I have become more aware of the implicit racial biases of others and have sought to mitigate them."	90%
"I avoid using coded language."	90%
"I recognize the limitations of myself and others, in my or their ability to be objective."	100%
"I recognize the triggers that activate implicit racial bias, such as stress, tiredness, etc."	100%
"I practice stereotype replacement to reframe my biases."	90%
"I have increased my positive interactions with people from a different race/ethnicity."	100%
"I slow down to allow for additional reasoning and to improve the conditions for decision-making."	100%
"I seek out the time and space I need to apply mindfulness techniques."	90%
"I participate in reflective practice."	90%
"I engage in conversations with others about implicit racial bias."	90%

ADDITIONAL COMMENTS FROM PARTICIPANTS

"I would like to know how to become more involved with assisting to erase implicit bias in my community."

"I enjoyed the training, [it] gave me time for self-reflection and I was empowered by the knowledge of the staff involved, both the trainers and [my own staff]."

"This is a good training and I hope it continues."

"Very engaging and enjoyable training!!! Great work!"

"Great training."