

## 2021 Conference | Survey Results

Foothill College's Student Services Division hosts an annual Winter conference for staff members and administrators from all nine (9) departments within the division: Admissions & Records, Counseling, Disability Resource Center (DRC), Extended Opportunity Program Services (EOPS), Financial Aid, Psychological Services, and Student Affairs.

Every year, the planning team establishes a theme to facilitate the development of the event goals and structure. In the wake of the Black Lives Matter (BLM) movement and a global pandemic, the attendees experienced a virtual day-long engagement with an emphasis on social justice.

This report includes a summary of attendee voluntary responses to a post-conference survey sent via e-mail from the Office of the Associate Vice President of Student Services.

Learn more by visiting the [conference webpage](#).

### Conference Objectives

1. To create a sense of urgency and to empower the student services division to “do the right thing” in serving our African American/Black students more adequately.
2. To highlight black excellence, apply an asset-based framework and to validate students as creators of knowledge and as valuable members of the college learning community.
3. To create a meaningful, safe, and brave place to discuss race.



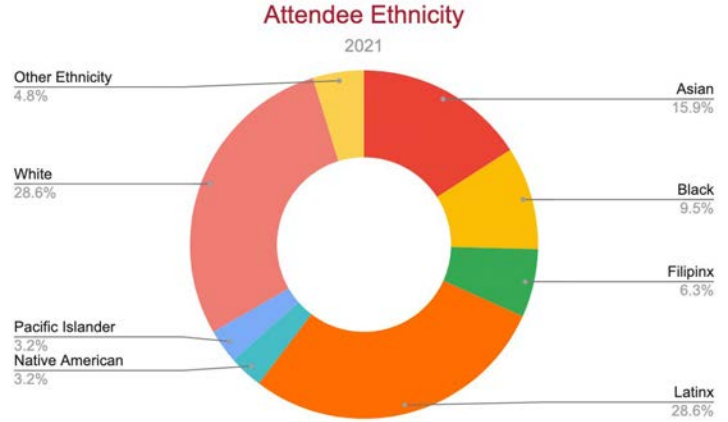
[2021 Conference Invitation](#)

# 2021 Conference Survey Results

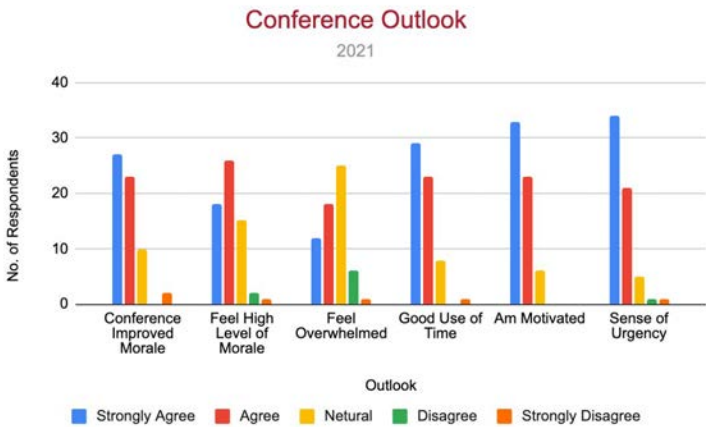
## 1. Do you work directly in a Student Services Department or Program?



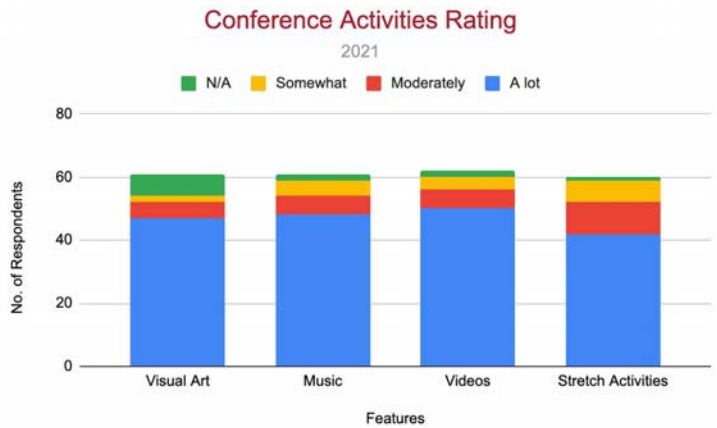
## 2. Which of the following best describes your race/ethnicity?



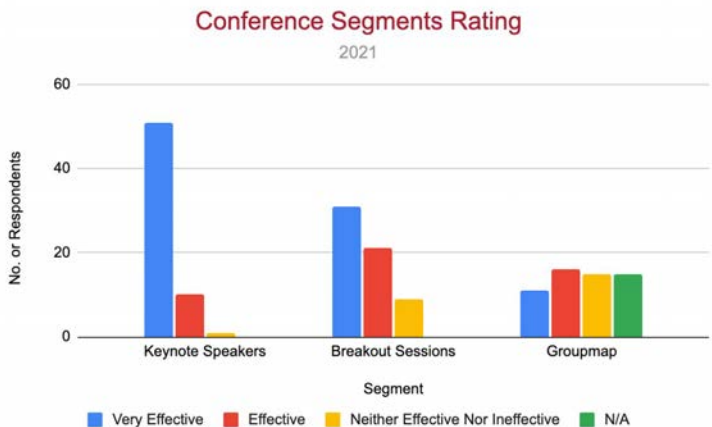
## 3. How much do you agree with each of the following statements?



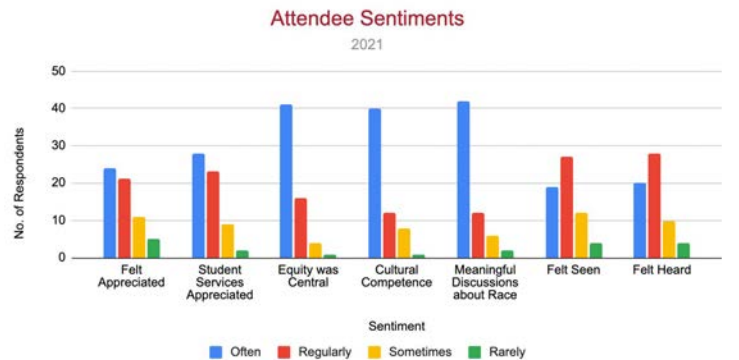
## 4. How much did you like the art, music, video, and stretch activities during the conference?



## 5. How effective were each of the following conference activities?



## 6. During the conference, how often did you experience each of the following?



# 2021 Conference Survey Results

## 1. Do you work directly in a Student Services Department or Program?

Team Member Type	Full day	Other	Grand Total
No I work elsewhere.	5	1	6
Yes I work in one of the departments or programs listed above.	52	2	54
<b>Grand Total</b>	<b>57</b>	<b>3</b>	<b>60</b>

## 2. Which of the following best describes your race/ethnicity?

Ethnicity	Team Makeup
Asian	10
Black	6
Filipinx	4
Latinx	18
Native American	2
Pacific Islander	2
White	18
Other Ethnicity	3
<b>Total</b>	<b>63</b>

## 3. How much do you agree with each of the following statements?

Outlook	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Conference Improved Morale	27	23	10	0	2
Feel High Level of Morale	18	26	15	2	1
Feel Overwhelmed	12	18	25	6	1
Good Use of Time	29	23	8	0	1
Am Motivated	33	23	6	0	0
Sense of Urgency	34	21	5	1	1

## 4. How much did you like the art, music, video, and stretch activities during the conference?

Features	A lot	Moderately	Somewhat	N/A
Visual Art	47	5	2	7
Music	48	6	5	2
Videos	50	6	4	2
Stretch Activities	42	10	7	1

## 5. How effective were each of the following conference activities?

Activity	Very Effective	Effective	Neither Effective Nor Ineffective	Ineffective	N/A
Keynote Speakers	51	10	1	0	0
Breakout Sessions	31	21	9	1	0
Groupmap	11	16	15	1	15

## 6. During the conference, how often did you experience each of the following?

Sentiment	Often	Regularly	Sometimes	Rarely
Felt Appreciated	24	21	11	5
Student Services Appreciated	28	23	9	2
Equity was Central	41	16	4	1
Cultural Competence	40	12	8	1
Meaningful Discussions about Race	42	12	6	2
Felt Seen	19	27	12	4
Felt Heard	20	28	10	4

## Conference Activities Comments

- Loved Hilary's dancing and the final speaker.
- Although, Dr. Purnell was excellent and her content was the most purposeful of the conference, there was too much material to unpack and digest. Maybe having her at the beginning of the conference when our brains are fresher would have been better.
- Conference activities are always on time and in line with the work that we identify as central to student services.
- Dr Smith and Dr Purnell were great!
- I am sure most other people like the stretch activities, but it was not for me. just give me a break so i can be by myself for a few minutes.
- I don't remember the groupmap tool...
- I enjoyed the breakout sessions.
- I loved the fun group stretching activities. AND, I desperately needed more breaks actually physically away from the computer screen. Being glued to a screen for several hours at a time, no matter how fun and interesting the content, leaves me completely fried and frazzled.
- I think the second breakout sessions were action oriented and solution based. However, I felt that some people were still processing the keynote speaker session and the urgency to serve Black students better.
- I would have liked to be with others outside of my office for the breakout sessions.
- Really liked Dr. Darrick Smith's vibrant presentation. Very interesting.
- So wonderfully done and really appreciate student involvement. SO relevant, vibrant, empowering, uplifting, real, raw ... loved it all.
- Super impressed with the keynote speakers. I feel like Foothill College really knows how to offer it's employees excellent professional development.
- Thank you, Laurie for the snacks, t-shirt, and calendar. Great that they were all from Black owned businesses.
- Thanks! It was wonderful, very empowering! Thanks for the mailed package, it was very thoughtful.
- The keynote speakers and breakout sessions were spot on.
- Truly enjoyed the conference activities!

## Final Comments

- Can we shoot for cultural humility rather than cultural competence, maybe?
- Cognitive dissonance.
- Excellent! I enjoyed every moment. Everyone was excellent.
- Great conference! The intent of centering race and being intentional about serving specifically Black students was clear and understood. Thank you!
- I feel appreciated by Dr. Scolari and Student Services leadership and this was definitely communicated throughout the conference, but not by the larger campus community as a whole outside of this event, particularly tenured faculty in instruction. I wish some of them could have attended this conference.
- I think it would be helpful to have a conference more frequently than once a year. Perhaps on a quarterly basis.
- I think that we should focus on other topics besides Black Lives Matter if we are going to spend a whole day in a Student Services Conference. We have had a lot of training on that this year already. I feel that brown students are being excluded from the discussions.
- I think the conference was fantastic and incredibly well done, with top quality speakers and topics. My only complaint is the length, as being in Zoom from 9 a.m. to 4:30 is exhausting and I don't think we are understanding the negative impact that Zoom has on our mental health. We need to reduce the length of Zoom meetings.
- I wanted to attend the lunch timebreak on YouTube but didn't want to have to create a Google log in; tried clicking on the link provided to access it and was able to listen for awhile but then got a prohibited streaming message that stopped the transmission. I feel there needs to be more directed workshops/seminars/prof dev for Guided Pathways to clarify what it is and what our individual roles are/should be since the whole campus needs to be a part of it.
- I was worried about being in front of a computer from 9-430 but the time went by fast and I had a great time.
- It is hard to cover everything in just one day, including breakout sessions. This may be asking too much, but maybe a 1.5 day conference? It took time for me and others to process in the moment, but maybe more breakouts after the major day.
- Thank you so much SS conference committee for making this event possible and meaningful!
- The conference over all was an awesome success and it hit home for me. This conference is just a reminder that we have to be true to serving our students. If we do not put our heart into our jobs, its just a job. To me, the definition of using your heart, is always giving unconditional love, knows no bounds, and selfless. No matter who you come in contact with, especially our colored brothers and sisters, they will know you are genuine and you are serving them with a purpose.
- The content was fun and educational! I appreciate the recognition of the importance of bringing Student Services into the conversation of Racial Equity matters. I think this will be the start of many discussions with my team. Thanks again!
- The guest speakers were great and I learned the most from listening to their perspective.
- There seemed to be many non Student Services employees there and less of a division bonding team building event.
- This conference was really a tonic; the participants wanted to be there, in community, sharing ideas, and grappling with the work we need to do. The music and activities were such a welcome change from most conferences. I just wish the instructional team and more faculty were present. Thank you for organizing such an impactful day.
- Very uplifting and motivating. The keynote speaker and break outs were excellent. Thank you ! Love the music and stretching!!!
- we can do it

## Comments Captured from GroupMap

The comments below were captured during the conference using the interactive discussion tool [GroupMap](#).

Liked	
The musical selection throughout the transition periods - especially the salsa!	<input type="radio"/>
Great discussion in the Counseling breakout room	<input type="radio"/>
I appreciate the Q & A format with Minnijean.	<input type="radio"/>
So amazing to have Minnijean	<input type="radio"/>
The introduction video of the Little Rock 9 and introduction of Minnijean Brown Trickey  2	<input type="radio"/>
I appreciate how you broke up the day... presentation, stretches, breakout rooms, DJ with great videos. Also really appreciate the high quality production	<input type="radio"/>
HILARY BACON, Period  4	<input type="radio"/>
Based on the report outs from the breakout sessions after Rogear Purnell, we came up with some tangible, concrete steps for action	<input type="radio"/>
Dr. Purnell said she reviewed our Black History Month activities to assess if Black students would feel welcome here and she said YES most definitely	<input type="radio"/>
Dr. Purnell = we need to Umojify all of FH	<input type="radio"/>
Dr. Smith was extra real  1	<input type="radio"/>
Student video at the beginning and the lunch time DJ	<input type="radio"/>
Lunch time dance party, community, DJ Hella Good's energy, trivia and facts about the artists and songs. So looking forward to that in PERSON.	<input type="radio"/>
Dr. Smith's direct, passionate teachings.	<input type="radio"/>
Dr. Smith! We need to have him return for multiple presentations.  1	<input type="radio"/>
Affirmation of student services critical role in holistic student development	<input type="radio"/>
Naming and articulating that black people are here - they have contributed SO much to our culture and society, but not acknowledged as being here.	<input type="radio"/>
Staff, Faculty & Administration = All Are Educators	<input type="radio"/>
Dr. Smith's acknowledgement of classified staff as critical educators  3	<input type="radio"/>
Dr. Smith prefacing with describing his communication style, definition of terms and understanding nuance of individuals vs generalizations. Also sharing personal history.	<input type="radio"/>
April's clarity with so much and such heavy background regarding preparations for courageous conversations  2	<input type="radio"/>
Quadrants model for better communication and understanding	<input type="radio"/>
Raven's presentation was such a wonderful learning opportunity! I appreciated the personal stories about herself, her family, and within the Black Panther experience.  2	<input type="radio"/>
Really appreciate starting with student voices, and lifting them.	<input type="radio"/>
Raven's story of her grandfather, so beautiful!	<input type="radio"/>
Thank you students for sharing "Black Excellence" and challenge us to "Do The Right Thing!"  1	<input type="radio"/>
Learned	Longed For
Dr. Smith made a good point about the backlash when Black ppl make significant gains (ex. Pres Obama) and we can point to other examples in history (Blk Wall Street). <input type="radio"/>	We might not be there yet, but I'd like to get to a place where we talk about intersectionality, still centering race. I'd also like to recognize the professional, personal, political consequences of speaking truth to power. <input type="radio"/>
Personal experiences from Little Rock 9 student and life changing insight <input type="radio"/>	I hope that Dr. Smith can speak for a professional development day or better Opening Days for our campuses.  3 <input type="radio"/>
A colleague connected the importance of what student services do for our students and how impactful it would be if faculty (collectively) knew more about the offerings and could direct students to them, since they have so much direct contact. <input type="radio"/>	I wish everyone on campus could listen to and hear the words/teachings of Dr. Smith.  2 <input type="radio"/>
Conspicuous Invisibility  2 <input type="radio"/>	
Black Code via Black Panthers and more about the Federal Government's involvement with punishing those participating within/around Black Panther movement. <input type="radio"/>	
I knew about the 10 Point Program, but was unfamiliar with the Codes. Grateful to have learned this.  1 <input type="radio"/>	
The black code of the Black Panthers <input type="radio"/>	

# Appendix

# Student Services Programs 2021 Conference Survey

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Thank you for attending Foothill College's Student Services 2021 Conference! We want to hear from you about your experience. We will use your responses to understand what worked, what did not work, and how our Student Services conferences can be continuously improved. This survey is being conducted through Institutional Research and the responses are anonymous.

## General Questions

1. Do you work directly in a Student Services Department or Program?

Student Services Departments/Programs List: *Admissions & Records, Financial Aid, Counseling Services, Student Affairs & Activities, Disability Resource Center (DRC), Veterans Resource Center (VRC), EOPS, Psychological Services, Testing & Assessment Center, Transfer Center, Articulation, and Evaluations.*

- Yes, I work in one of the departments or programs listed above.
- No, I work elsewhere.

2. How much of the conference did you attend?

- Full day
- Morning only
- Afternoon only
- Did not attend
- Other

3. Which of the following best describes your race/ethnicity? Choose all that apply:

- Asian
- Black
- Filipino
- Latinx
- Native American
- Pacific Islander
- White
- Other (please write in):
- Decline to state

4. If you had to select only one of these terms, which best describes your race/ethnicity?

- Asian
- Black
- Filipino
- Latinx
- Native American
- Pacific Islander
- White
- Decline to state

5. How much do you agree with each of the following statements?

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
The conference improved my morale.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a high level of morale about coming to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel overwhelmed about my workload for the year ahead.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel the conference was a good use of my time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am motivated to implement actionable steps to serve our Black students more adequately.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of urgency about serving Black students better.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Conference Activities**

6. How much did you like the art, music, video, and stretch activities during the conference? (If you did not experience an activity, mark "N/A" for not applicable.)

	A lot	Moderately	Somewhat	Not at All	N/A
Visual Art	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Music	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Videos	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stretch activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. How effective were each of the following conference activities? (If you did not experience an activity, mark "N/A" for not applicable.)

	Very Effective	Effective	Neither Effective Nor Ineffective	Ineffective	Very Ineffective	N/A
Having keynote speakers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having breakout sessions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Using the Groupmap tool	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Do you have any comments about the conference activities? (If you have no comments, skip this question.)



## Overall Conference Experience

9. During the conference, how often did you experience each of the following?

	Often	Regularly	Sometimes	Rarely
I felt appreciated for the work I do at Foothill.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I saw Student Services Units being appreciated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt equity was central in the interactions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I saw examples of cultural competence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I saw examples of meaningful discussions about race.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt seen, both personally and as a member of my work area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt heard, both personally and as a member of my work area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. Do you have any final comments about the conference? (If you have no comments, skip this question.)

When you are finished with the survey, hit the "Submit" button below.

Submit