

2021 True Leaders in Equity Institute

Evaluation—Answers to Open-Ended Questions

What are your overall impressions of the Institute?

- I was impressed and happy to see that a lot of people are highly motivated to bring justice to their communities
- Excellent organization
- It felt like a welcoming group of people, and it was a high-quality organization. I felt quite comfortable attending this activity
- It was amazing! Everyone had such an amazing ideas and projects.
- The institute seems very organized and the zoom sections were very valuable.
- Powerful
- the authenticity
- I really enjoyed it, I loved hearing everyone voice their thoughts. I also enjoyed how diverse the groups were.
- Best institute ever!
- The institute was really fun and educational! I loved all of the guest speakers, getting to meet people from all over the country, and I was really impressed with how well it turned out, given the circumstances.
- Excellent program!! Thanks!!
- I loved it. This is one of my favorite National conferences that I have attended.
- Outstanding! So glad to have been a part of the institute
- The institute was very well organized for virtual format. The sessions were thought provoking and insightful.
- Lots of very good information, but it felt very sterile and cold
- Parts of it were inspiring, but other parts weren't very useful.
- The institute was motivational, inspiring, and brought self-reflection. The technology side of things was seamless and user friendly. Presentations were very good.
- My impressions were pretty good! I liked listening to the guest speakers and learned more about equity!
- Very informative and educational. Great networking event.
- This was a great use of time in the online space and I think it inspired our youth in many ways...which in turn gets me excited too. :) As I went through this, I can think of many groups of young people that I would like to be here too. I hope that we find additional opportunities to connect youth together to inspire each other. I absolutely loved the youth speakers and the youth leaders who facilitated parts of the conversations. Overall, the speakers stood out the most to me.
- Informative
- Very great work - thank you all!!
- I loved the positivity and passion that comes from the youth and adults who care so much about increasing equity. The enthusiasm and optimism are contagious and are really the greatest impetus for advancing our team's project.
- Very well planned and the guest speakers were powerful

- hard to remain engaged. Very passive participation
- It was great! I appreciate everyone that played a part in making this successful.
- This is such a needed Institute! I do feel like it felt really introductory at times when most of the participants have a lot of background to share so more in-depth exploration would have been great, too. Overall, a really great place to stimulate ideas and exploration.
- I am impressed with the dedication of anti-racism and inclusion
- This conference has been so beneficial. I learned quite a bit that I look forward to implementing in my program.
- The Institute was very compelling. The breakouts, conversations and resources have been wonderful. It was energizing learning about other state's ideas, though I cannot say that at this moment we feel more equipped to launch our project. I am sure the notes that were taken when we pitched our idea will help!
- very good
- well done
- I absolutely loved it!
- This was a great experience and it was inspiring to hear about everyone's ambitions and the support they had through this group!
- Very professional and wonderful to be around like-minded individuals.
- This was great. While virtual is more accessible I'm looking forward to in person again someday.

What is one thing that could be done to improve the Institute in the future?

- Involved every participant in chat session and breakout rooms to mention at least words on a discussion, small actions may help students and people to have more confidence when talking and break that barrier of being shy I'm discussions
- what I saw I really liked
- I do not feel like any major improvements should be made, aside from a few small technical/visual adjustments.
- I don't think there should be any improvements since everything was great and organized.
- I think a recap of what happened on each session day in an emailed format should be sent to everyone participating but couldn't make it that day.
- Not sure
- nothing in my opinion
- One thing that could be done to improve the institute is maybe having it in person. If it was in person we would probably feel each other energy and communication wouldn't be as jumbled.
- You all are doing a great job.
- I've never experienced the institute in person, but some people I know didn't feel like they were having much engagement within the breakout rooms.
- Group Lessons instead of in the main room
- Provide zoom backgrounds to encourage people to have their camera on
- I would have liked to hear more of other groups' projects. We were able to get a few contact from our small group; however, I think there are more resources we just don't know about.

- I think some music at the beginning could make participants feel more comfortable instead of just silence.
- Giving teams time to reflect together after each presentation and activity. It was very isolating to not be able to reflect with the team I'll actually be working with.
- Keep up the good work!
- It would be nice to see more "faces." Most of the time, everything was just black screens.
- Have an adult TLEI team member in each breakout room to help initiate and guide conversations. There was often a lot of silence because no one was leading.
- I think the application process was a little confusing - it was unclear if everyone should apply individually or collectively. I think at some points we need to be sure our passionate adults are sharing the stage with our passionate youth -- at times it seemed a little lopsided in my breakouts. :) The timing wasn't ideal for our Minnesota group just coming off an exhausting state fair season...however, that's likely not something you'll see across the board!
- please make sure that all receive the information and packets. For example the bio packets did not hit my email but heard of it from team leaders
- It was all great - maybe send the pre-work links and info earlier.
- More time to spend together as a group and on these topics. In person is always more impactful and allows the most time to focus on the topics at hand, but this Institute did an excellent job in carrying on during the pandemic.
- N/A
- establish language norms first. The name activity did not feel inclusive to us. Not everyone has a rich history around their name. For some of us names bring sadness. Elliott's birth mom recently passed and he will never be able to ask about his name. Talking about names is loaded for adopted individuals.
- When getting pre-conference emails, I wasn't sure who had what information. For example, we needed to turn in our gallery slide and I was given an email, but I wasn't sure if the extension staff got the same email. In the future, maybe email the adult mentors and staff in the same thread.
- More discussion time. It's hard with zoom, I know, but my youth loved the implicit bias discussion full of other youth. I think that was a great place for them to really talk about their thoughts and ideas. Online conferences miss out on that time and more opportunities like that would be great for the kids.
- Some of the break outs had no talking from the person in charge. I heard no talking. 1st one today
- I think all was great, especially given that the conference was in a virtual format.
- Perhaps having Team Member work 1:1 with each team, even if it is just for 10 minutes.
- more breaks to process the information
- In person next year
- Just facilitate youth interaction in small groups
- Provide games/ interactive fun activities during breaks.
- It was a bit more lengthy than ideal. Also, the early school time slot was difficult to make for many of our youth.
- Maybe a few more ways to interact.

How likely is it that you would have taken on this equity agenda without having been engaged in the True Leaders in Equity Institute?

- Super likely because of the information you learn, connections, and motivation to make a positive change in the community
- I think that if I would accept
- It was highly unlikely
- From a scale of 1 to 10 - 1 be low and 10 be truly engaged - I would say 8, because I like to help others and see how to take actions to unite a community.
- Not very likely because this gave me a team and community that felt similarly and wanted to make a change.
- Medium
- Not as likely, I would've been confused about why I was doing it. I also would've thought it would've been time consuming. I probably would've still enjoyed it.
- Probably 8 over 10 because I have never know or nobody have introduce to me about this.
- Pretty likely - I am involved in other 4-H equity projects, but this institute definitely added to my motivation towards spreading the equity agenda.
- Not likely
- Somewhat Likely
- Still very, very likely
- Very Likely. There are parts of the institute I would like to do with teachers at our schools.
- Very Likely
- I am committed to equity in my work as a 4-H professional, but the project that I'm taking on for this is based on the youth's interests, not my own, so unlikely.
- I am an advocate in youth programming already, but what this institute did was allow my team of youth to be involved, inspired, educated, and motivated to work on a project.
- Somewhat likely? I was already engaged in DEI work, but the TLEI really gave me the motivation to move toward and act on my goals.
- Somewhat likely.
- Likely, though not in a project-based way if that's what you are implying. I feel I personally work to include equity efforts into much of what I do as a professional and as a community member, but working on a specific youth-identified project in partnership with youth and other adults is not a process I would have likely pursued on my own without the institute.
- I think that I would have tried but not be as effective
- I have been on the journey - but my state needed this to continue the work. We need other states' help, and a structure to do more projects like this. We need it to be more "main stream" in 4-H, not an "extra" program. This whole thing should exactly be National 4-H Conference. oh - the "Courageous conversation" was not at all what I expected. I wish the sample conversations would not have been about afterschool 4-H'ers being accepted at camp, and a family deciding about a jungle gym. Good info, but I need more thought on the really, really hard conversations - about how to keep kids safe, and us to not get fired, and still push the program forward.
- I would probably have not been exposed to my team's particular project, but I have already been intentionally and actively working in the DEI space through Extension and 4-H.
- zero
- Somewhat likely

- I'm in it without it or not but this was very energizing and it feels great to see so many other people working on equity projects, too. It makes us see what's possible in 4-H and that we certainly aren't alone!
- I still would but feel better prepared
- This work is my passion, so it is highly likely that I would be involved in this work regardless of attendance at this conference.
- Very likely
- likely
- Very
- Somewhat
- less likely
- not very likely
- I would have done this either way, I'm just excited that this is a national focus.