



Professionals of Color Institute Annual Conference 2019 Albany, NY Assessment Packet



Included in this Assessment Packet:

- Executive Summary by Abigail Smith, Chair of EDI & POC Institute 2 pages
- Raw data from survey 2 pages

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Executive Summary – Reported By: Abigail Smith

Conference: Professionals of Color Institute

Conference Date: October 2nd, 2019

Conference Location: Albany, NY

Learning Outcomes / Competencies Measured:

Participants were asked the following questions

- The institute consisted of a space for professionals of color to share the complexities of navigating housing, network with other professionals, hear from colleagues in the region and plan their NEACUHO involvement for the upcoming year.

What assessment methodology was used?

An open ended written survey with the 4 questions listed below was disseminated at the end of the institute, there were 15 participants and 11 respondents to the survey.

- What went well?
- What could be improved for the future?
- What can colleagues in the field do to support you as a professional of color?
- What can NEACUHO do to support you as a professional of color?

What were the findings?

What went well?

Overall, participants enjoyed the Professionals of color Institute and they would like such spaces to continue. Overwhelming the participants shared that the panel and the opportunity to ask questions was helpful to them. They thought that the questions asked by the moderator were great and that the panelist provided answers that were insightful with key takeaways for them to implement in their practice. Participants appreciated having a small intimate safe space at the beginning of the conference in order to meet other folks who had similar experiences to them. Participants also commented on the benefit of having small group discussions which allowed them to reflect further.

What could be improved for the future?

Participants shared that the institute could be improved by providing more time for discussions, more panelists if possible, and an opportunity for participants to submit questions ahead of time.



What can colleagues in the field do to support you as a professional of color?

Participants shared that colleagues in the field can support professional of color by being open to having more spaces like the institute. Participants also shared that they would appreciate being asked about their experiences more often and supported through validation of what they are going through. Along with that participants would like for there to be on going communication with professionals of color in the region.

Key takeaways:

- Participants enjoyed the institute and would like for there to be more institutes like this in the future
- Participants would like to see more professionals at the institute
- Participants would like for there to be more time for the institute
- Participants would like for there to be more opportunities for discussion at the institute

What can NEACUHO do to support you as a professional of color?

As professionals of color, participants shared that NEACUHO can provide more opportunities for professionals of color in the region through events, social time and also future institutes. Along with this participants, would like to connect with more SHO's of color and see more of these folks in leadership positions in the organization. Participants would also like to see NEACUHO provide more opportunities for professional growth for professionals of color.

What change (if any) needs to be made to the assessment process?

- For the most part the assessment was effective. It may be helpful in the future to do a pre assessment and a post assessment. The high response rate was a result of providing the assessment tool in person.

What results do you think should be communicated out to the membership?

- It should be communicated that the Professionals of Color Institute is an impactful space which allows this group to build community through shared experiences. In order to continue to support professionals of color in the region more resources and attention should be given to support this population at NEACUHO.

Please provide additional documents used, feedback/comments gathered, etc. in evaluation of the event/conference.

The raw data of the survey institute is attached.

NEACUHO Annual Conference 2019

Professionals of Color Institute Assessment Data Feedback of Questions asked at the end of the Institute

What went well?

- The panel Q + A
- Small group discussion
- Learned the importance of saying no to opportunities
- Safe space: I am happy I don't feel like the only person in the room going through it
- I really liked the panel discussions and table discussions
- Great questions
- Great conversation
- The space is important. Providing the space is a great first step.
- Timing and small groups
- Mentor and mentoring opportunity within the space!
- Just having this event! Was great! Created such a safe and open space.
- Liked the panelist and hearing their suggestions and advice meeting new people within the region.
- The panel questions and answers were very informational and helpful. There were a lot of take away that I'm looking forward to utilizing in the near future.
- Diversity in panelist
- Small intimate setting

What could be improved for the future?

- Promoting this session to nonprofessionals of color
- I think this session was amazing! That more members of NEACUHO need to attend
- More people on the panel
- Maybe more activities, more participations from the members who attended
- More table discussions
- Activities to help with socialize or converse with others to share stories/thoughts
- Potentially allow for participants to submit questions or topics to discuss before hand
- More about storytelling
- Panel can worry less about giving advice and more sharing of their own narratives/ experiences
- Take a look at the math project
- More space to have small groups!
- Build on this experience! Grow the room....
- Time (a little early lol) and started late

- More discussion time
- Start time- 30 mins late, could have had a mingle
- More deeper questions

What can colleagues in the field do to support you as a professional of color?

- In general, you never know who is an introvert, I think colleagues of color can work to break the silence at conferences by having more spaces like this session.
- Be more aware of challenges
- Ask us about our experiences
- Be more involved
- A POC mentorship program
- Other forms of communication to bounce ideas off of throughout the year
- Network!
- Keep these conversations going
- Facebook group? Or something
- Keep in touch (contact list of those in the room)
- Reach out (like Leff said) follow up
- Validating/supporting my concerns, and appreciating my authentic self
- Validate my experience; advocate for me.

What can NEACUHO do to support you as a professional of color?

- Even though I am not a professional of color, I found this session incredibly helpful + informative as a white man. I feel more prepared to support + encourage other students and colleagues of color.
- Network/ build community opportunity like having a social meet up the night before NEACUHO.
- Have more programs for professionals of color
- Events; activities; social time;
- Encourage more diversity amongst the board and listening to the voices and opinions of those diverse voices.
- A who's- who in Res. Life specific to POC's & other marginalized identities
- More POC's represented in Associated Leadership
- Networking opportunities
- Some type of welcome to the region
- Accepting more people of color into Reli, communities, presentations
- Introducing more professional growth for people of color
- More POC in visible positions.
- Another institute!