

Appendix B

Question 7: What is one principle you learned today that you will immediately apply to your job?

1. Panelists' discussion very helpful-would have been good to have this for full day-would have learned more practical skills useful to our jobs.
- 2.
3. That everyone has their own "filters". We need to recognize that.
- 4.
5. I was hoping to be able to learn specifics for different populations. We did not discuss.
- 6.
7. I will becare [sic] as to not filter my opinions upon others
8. Other people realize there is a lack of workers & that change occurs more often than is beneficial.
9. To think about my cultural filters.
10. People begin where they currently are in their lives & bring their life experiences w/ them. We need to be sensative [sic] to those facts & adjust our own views.
- 11.
12. Gwen's discussion on hair care really stuck out—I had no idea.
13. How to use "filters" or to recognize my own filters when working with families.
14. I [?] [?] [?] [?] are not always what it[?] SEEM is[?]
15. Just more awareness of filters and how it can effect things.
16. the term FILTERS
17. ?
- 18.
19. to be more aware of my filters
20. Each individual has a filter & every individuals [sic] filter is totally different
21. There are a lot of differences & we have to treat ALL people as individuals
- 22.
23. Looking at differences & how I view differences.
24. that I need to recognize my biases & work thru them
25. Keep filters always in mind when developing goals w/ a child or family
26. ?
27. importance of information relevant to culture
- 28.
- 29.
30. being more aware of my filters
31. Looking for ways which my background (Filters) may affect the way I view my clients
- 32.
- 33.
- 34.
35. cultural validation
36. I did not learn anything today that I was not already aware of and put to use.

37. /
38. Pay more attention to cultural diversity and use what I have learned about my clients to serve them better.
39. Acknowledge that the system can work in different ways for different people. Recognize that my filter puts the other person at a disadvantage.
- 40.
- 41.
42. Learning about my filters, understanding them and doing social work with a clean & open mind.
43. I will attempt to be more aware of how my bias may effect how I work w/ the families. I.E. my willingness to work a goals [sic] w/ them, the way I motivate.
44. Talking w/ the families about differences—how to.
45. Listening more (Active) & talk less Put the family 1st & their needs & involve them.
46. Cultural differences—age and gender play a big part.
47. Asking more questions about the person & their ideas
- 48.
49. discussion w/ foster parents
- 50.

Question 8: Which part(s) or topic(s) of the workshop did you find most helpful and why?

1. (See above!) [Panelists' discussion very helpful-would have been good to have this for full day-would have learned more practical skills useful to our jobs.]
2. The panel
3. The panel.
- 4.
5. Experiences of most of the Panel were very bennifical [sic].
6. These topics are things we have been taught in school, or in previous training.
- 7.
8. I enjoyed the panel discussion
- 9.
- 10.
11. Panel & Gwen especially—Wish she would give a training on the specifics like she did. Super informative
12. Panel discussion was excellent
13. I felt that the panel was very helpful and informative.
14. The panel
15. panel—hearing actual experiences
16. Panel Discussion Real World Application
17. ?
- 18.
19. I found the modules & panel most helpful.
20. Panel Discussion
21. I Loved all of it

- 22.
- 23.
24. They were all helpful. The panel was great.
25. Panel—first hand opinions & experiences of people who know what our job is really like to do. Excellent perceptions
26. Case examples good. Panel—loved foster child grown up wonderful insight.
27. all
- 28.
- 29.
- 30.
31. The Panel discussion
32. I found it difficult to follow & worksheets
33. panel was good!
- 34.
35. everything
- 36.
37. /
- 38.
39. √ Integrating culture into child welfare sources
- 40.
- 41.
- 42.
43. I didn't realize how my filters truly effect how I look at the families. I need to be more open minded & ask questions if I do not understand.
- 44.
45. Cultural backgrounds of all is impt. Must know own cultural background to better understand others—Panel was Super—Great Input—
- 46.
47. handouts
48. Dr. Freeman was a good speaker even though I did not necessarily agree with her philosophy.
49. panel discussion—good feedback
- 50.

Question 9: Which part(s) or topic(s) of the workshop did you not find helpful and why?

1. Workshop not presented well—Dr. Freeman has much knowledge, but did not present this effectively—very boring & difficult to follow her / lecture. Needs to be more listener-friendly., Much of information also seemed like a reversed stereotype (towards “white people”); There is a difference b/t equal rights & enabling also.
2. I found the training hard to follow & not really applicable to the reality of my job. I thought the training dwelt too much on race differences instead of considering other cultural differences.

3. The fact that this was suppose [sic] to be an ethnic diversity training, but it was a black vs. white training.
4. It was my understanding that this workshop was supposed to be specific to this region and the cultures you might find here. It was supposed to be practice-oriented and give worker information about cultures found here.
5. Seemed to be mostly about Black and White, no other cultures. I had thought this was suppose [sic] to be more specific to Child Welfare Workers and what we can accomplish with families In own area.
6. I'm very disappointed, as I thought this was going to be more culture specific training.
7. The training was what we all learned in college. It would have been beneficial to learn specific details about all different types of cultures.
8. The acoustics of the room made it difficult to hear. The layout of the room made engagement hard, which in turn made the day long & dry—it felt like a lecture or classroom where only the kids in the front row are paid attention to.
9. Would like it to have been more specific on different cultures
10. I thought the topic was too broad & would have been better if it was more specific to the area I work in.
11. Heard very little of what participants said—Speaker need to [sic] repeat their comments
- 12.
- 13.
14. Educational
15. lecture—was a little philosophical
16. Moved too slowly with ethnocentric concepts. Seemed based on Assumptions that we were not aware of the impact of biases.
17. was looking for more information on specifics cultural differences in the different cultures
18. Workshop was repeat of college level social work classes—
- 19.
20. I would like to have less lecture & more hands on.
21. none
- 22.
- 23.
- 24.
25. NA
26. ?
- 27.
- 28.
- 29.
- 30.
31. Went too slow—going thru everything step by Step
- 32.
33. Long, drawn out; too elementary with step by step analysis
- 34.
35. nothing

36. repeat of information we already have.
37. /
- 38.
39. Great session—with examples presented to help with clarification.
40. Sometimes the subject matter seemed to wander. The slides and speaker were sometimes boring and not engaging.
41. Too slow a movement on MOD III thru strengths & challenges. combine 2 & 4, 1 & 3, 5 & 6
- 42.
- 43.
- 44.
45. ??? All was Good!
- 46.
47. parts of panel
48. not too sure about the whole “filter” concept
49. N/A
- 50.

Comments elsewhere on the form:

- This training was supposed to be a “multicultural diversity” training specifically titled “Multiculturalism in State Systems.” This seemed entirely academic and not practical-based. It also seems as though in an attempt to discuss one culture we devalued others (middle-class, age, etc.) The panel—supposedly a multicultural grouping—didn’t seem to fairly represent other races than African-American and Caucasion [sic]. I would have much rather listened to the panel than the speaker. [4]
- Training seems to be more academic and not things that could be taken out to the field. Would of [sic] been bennifical [sic] to talk about some different culture[s?]. We could of [sic] discussed what to expect or what can be taken as offensive. We seemed to spend more time stereotyping the middle class and the younger worker. Title of training was “Multiculturalism in State Systems”. State Systems not even discussed or how this could be used in our work. Only panel talked about the System. Panel not very Culturely [sic] Diverse. [5]
- It would be really nice if we could get training on specific cultures. I.E. African American, Asian, etc. We would really appreciate that. That is what we need—we know the “academic aspect”. We have been taught this over and over. Nothing was addressed about the increased Asian population, Russian Immigrants, Nigerian Immigrants. These are the challenges we are facing & no one is addressing this with us! [6]
- Room setup was not training friendly. Round tables force people to have back towards trainer or strain all day to turn around. I came to this training because I wanted to gain knowledge, but the focus today was on Springfield culture & not the culture in the rural counties. The focus was on ethnicity [sic] despite culture running deeper than color. [8]
- Wonderful Training [with smile face drawn] [21]

- *Do the interventions focus on the family strengths) [near Questions 8 and 9].
√ Wonderful panel presentation [39]
- Thank-you! Did a great job—Thanks for starting on time! [45]
- The panel was very good. It was nice to hear something positive about what we do. [48]