



# **BOARD OF VISITORS**

## **INCLUSIVE EXCELLENCE COMMITTEE**

**Friday, January 26, 2024**

**11:10 am - 12:25 pm**

**701 PRESTON LIBRARY**



VIRGINIA MILITARY INSTITUTE  
LEXINGTON, VIRGINIA 24450-0304

Board of Visitors

Diversity, Opportunity, & Inclusion Committee Meeting Agenda

January 26, 2024

701 Preston Library

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AGENDA

- I. Review and Approval of the September Inclusive Excellence Committee Minutes
- II. Reflections from the VMI Cadet Facilitators
- III. Commonwealth of Virginia Diversity, Opportunity, and Inclusion Plan
- IV. Fall 2023 Inclusive Excellence Survey Results
- V. DO&I Office Insights



# *Inclusive Excellence*

## *September Meeting Minutes*



**Office of Diversity, Opportunity, & Inclusion**

**Virginia Military Institute**

**Lexington, Virginia 24450**



**VIRGINIA MILITARY INSTITUTE**  
**Lexington, Virginia**  
**Diversity, Opportunity, and Inclusion Committee**  
**Tuesday, September 12, 2023**

*Minutes:*

**Board Members Present:** | President, Thomas "Tom" Watjen '76 | Chairman, Mr. Lester Johnson, Jr. '95 | Nancy Phillips | Rear Adm. (Ret.) Terence E. McKnight' 78| Col. (Ret.) James P. Inman '86 | C. Ernest Edgar IV '87| Meaghan Mobbs| Damon Williams '90 | Scot W. Marsh '81

**Non-Members:** | Chief of Staff John Young | MAJ. Briana Williams | COL Kim Connelly | Vaughn McBean

The meeting was called to order by Chairman Lester Johnson, and the motion to approve the August 24, 2023, meeting minutes was unanimously approved.

**Guest Speakers (Cadets):**

The First Cadet speaker is a psychology major pursuing pre-medical studies, commissioning to the National Guard, and is involved in rugby and CEA (Cadet Equity Association) with friends. He discussed the transition from CEA to IT, emphasizing a shared mission to address uncomfortable topics and create a safe space for communication. He also explained that CEA's broader goal is to address inequality among various groups and backgrounds at VMI. CEA operates under the cadet government umbrella, collaborating with the OGA and RDC. This year marks a change as investigations of abuse or harassment no longer go through CEA independently; instead, they are directed to the OGA. Sexual misconduct cases are referred to the IG for investigation. Lastly, the Cadet chose VMI due to family connections, with his father, grandfather, and younger brother having attended. He was also interested in pursuing a military path and applied for a Navy scholarship but didn't hear back, so he applied to the Army and received acceptance.

The next Cadet guest introduced herself as a member of CEA and the liaison to the DOI and cultural clubs. She assists cadets interested in starting clubs related to inclusive excellence, cultural heritage, or similar topics. Facilitates DOI activities on Friday mornings and works on CEA's BIT initiatives. She hailed from Richmond and plans to go to graduate school after VMI.

The next speaker introduced himself as being from Louisa, VA, and having served on the S-9 staff at VMI. He also acts as the golf company representative for the CEA. His role involves closer interaction with cadets, addressing physical issues, and being a point of contact for them. He chose VMI with aspirations for the Navy or Coast Guard and decided on the Coast Guard. He was inspired to pursue the Coast Guard program at VMI and shared his positive experience with the inclusive excellence program, which encouraged critical thinking and asking questions. Lastly, he emphasized that his goal is not to change minds but to encourage people to ask more questions and think critically.

The final guest speaker is a third-year student from Redford, North Carolina, who is actively involved in DOI and Promaji. She is pursuing a psychology major and is keenly interested in pre-law, actively participating in the pre-law society. Upon graduation, her career aspirations include becoming a Judge Advocate General (JAG) or a human rights activist/attorney. The decision to attend VMI was influenced by parental guidance. The speaker admitted to having limited prior knowledge about DOI but is currently focused on acquiring experience, knowledge, networking, and clarifying her career objectives.

After the guest speaker introductions, a board member asked whether the current training activities were identical to a previous "Four Corner" activity. In response, a cadet guest speaker said that the current training format asks individuals to move to an area based on how they answered a question; however, it is different from Four Corners because, in this context, there is no compulsion to answer a question if someone is uncomfortable with it, as it is explicitly stated in the training. This difference aims to avoid placing individuals into awkward situations. The approach involves guided questions identifying topics or aspects people are comfortable discussing. The emphasis is ensuring everyone feels at ease, without pressure to answer. This is a fundamental element of the training across each class. A second cadet speaker added that the training session led to a better understanding of the significance of the questions since it emphasized the importance of a deeper understanding of each other's viewpoints. She observed that during the discussions, individuals were often identified strongly by their sports or activities before being recognized as individuals. The conversation also explored the topic of gender and how it affects perception, and the speaker shared her personal experience on the challenges of first identifying as African American and second as female. Lastly, she highlighted the value of discussing real-world issues within the VMI community and creating a safe environment for questions and discussions.

In closing the discussion, a board member added that fostering compassionate conversations is the most crucial aspect emphasized. Creating an environment where people can comfortably express their viewpoints without fear of criticism is essential. Encouraging such dialogue is vital to prevent individuals from feeling marginalized or suppressed. The goal is to avoid situations where people are driven to extreme positions like



radicalization due to discomfort in sharing their perspectives. Approaching conversations with compassion is considered essential for achieving this goal.

### **MAJ Briana Williams Remarks:**

MAJ Briana Williams attended the 20th Annual West Point Diversity and Inclusion Leadership Conference and shared insights and takeaways. There was a discussion about the connection between West Point and VMI, as Colonel Young's grandfather was the third black Cadet to graduate from West Point. The conference's name was changed to the "Iris and Herman Bulls and Family West Point Diversity Conference" in honor of the Bulls family's long-time support.

The conference included representatives from the Army, Veterans Affairs, West Point faculty, staff, cadets from various service academies, and even counterparts from the Royal Military College of Canada. The theme was "Shaping Tomorrow's Defense: The Intersection of Diversity, Innovation, and National Defense." Key takeaways included the importance of diversity and inclusion for problem-solving and innovation. The significance of empathy and the ability to understand diverse perspectives in intelligence and leadership roles were highlighted. The session also emphasized the value of including introverts in discussions and how compassion is an essential leadership skill.

The conversation touched on changes in military standards in Canada, such as facial hair and earrings, to be more inclusive and appeal to a broader talent pool. The participants encouraged more VMI representatives, including cadets, faculty, and staff, to attend the conference in the future and act as ambassadors for VMI's diversity and inclusion efforts.

Finally, it was suggested that a delegation from VMI, including the Commandant, a representative from the DNR office, professors, and alums, attend the conference in the future to learn from peers at federal service academies and share VMI's initiatives and perspectives on diversity and inclusion.

### **Other Topics Discussed:**

- Tailored Training
- Braver Angels-sponsored debate
- DOI vs. DEI name change.

With no further items tabled, the meeting adjourned at 3:45 p.m.



*Commonwealth of Virginia*  
*Diversity, Opportunity, & Inclusion*  
*Plan*



**Office of Diversity, Opportunity, & Inclusion**  
**Virginia Military Institute**  
**Lexington, Virginia 24450**



# DOI Plan and Reporting Memorandum

Virginia Department of Human Resource Management sent this bulletin at 12/21/2023 11:59 AM EST



*Commonwealth of Virginia*  
*Office of Governor Glenn Youngkin*

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## MEMORANDUM

DATE: December 21, 2023

FROM: Martin Brown, Chief Diversity, Opportunity & Inclusion Officer  
Janet Lawson, Director, Department of Human Resource Management

TO: State Agency Heads

RE: Commonwealth of Virginia Diversity, Opportunity & Inclusion  
Guidance for Agencies

Diversity, Opportunity & Inclusion (DOI) have been key areas of focus for this Administration since day one. In addition to designating a Chief DOI Officer, Governor Youngkin issued Executive Order 10 on January 19, 2022, to further strengthen and focus the Office of Diversity, Equity, and Inclusion to include the promotion and expansion of opportunity for all Virginians. Since then, important programs and policies that meet this goal within the Commonwealth's agencies and authorities have significantly expanded.

As you know, each agency is required by *Code of Virginia § 2.2-602(B)* to submit an annual report to the Governor assessing the impact of DOI efforts among your workforce and budget as well as the Virginians we serve. In meeting this reporting obligation, please focus your report on cataloging the opportunities created by your agency as well as your diversity and inclusion successes—again, for both your

workforce as well as for the populations you serve. Please complete your 2023 [annual report](#) by **March 31, 2024**, and **send completed reports** to [deidirector@governor.virginia.gov](mailto:deidirector@governor.virginia.gov).

Helpful examples include:

- DHRM
  - Reduction of educational requirements for state workers
  - Governor’s Leadership Training program
- DBHDS
  - Right Help, Right Now initiative and the increase of mental health delivery to minority communities
  - Improved language access and streamlined applications for persons with disabilities
- VDOE
  - ALL IN effort to combat pandemic learning loss
  - Increased grant opportunities and pathways to become a teacher
- DOLI
  - Universal licensing success as well as reduction of training mandates and hours for certification in certain occupations
  - Governor’s Summer Internship Program

In addition to outlining these successes and key accomplishments in creating opportunities for Virginia’s workforce and the broader population, if you believe any systemic inequities persist in your agency, please identify them in conjunction with your report.

As a follow-up to the report due by March 31, agencies will have until May 1, 2024, to update your Agency’s plan and tailor it to the updated goals and objectives linked [here](#) and available on the DHRM website. This plan and associated materials replace any previous plans that were formerly in place.

Our Administration has significantly, and creatively, expanded opportunities for Virginians—both within the Commonwealth’s own workforce and in communities across the state—and we have an exciting story to tell. As we enter the halfway point of the Administration, we thank you for the impact your leadership has had in making Virginia the best place to live, work, and raise a family. Now is the time to increase, expand, and intensify our efforts to increase opportunities for all. We look forward to continuing to work with you all to achieve these goals.

Thank you!

*Published by the Virginia Department of Human Resource Management*

**[www.dhrm.virginia.gov](http://www.dhrm.virginia.gov)**

101 N. 14th Street, 12th Floor  
Richmond, VA 23219

## *Commonwealth of Virginia Diversity Opportunity and Inclusion Plan*

On January 19, 2022, Governor Youngkin signed Executive Order 10, which provided a concrete plan to further strengthen and focus the Office of Diversity, Equity, and Inclusion and to include the promotion and expansion of equal opportunity for all Virginians in the Office's work. The inclusion of Opportunity is a critical factor in making Virginia the best place to live, work, and raise a family. Since the first days of the Youngkin Administration, the Commonwealth has dedicated resources to promoting ideas, policies, and practices that improve quality of life and expand economic opportunities for Virginians. At the same time, this plan and the programs and policies to promote Diversity, Opportunity and Inclusion within the Commonwealth's agencies and authorities have significantly expanded.

In 2000, the Equal Employment Opportunity policy (DHRM, Policy Number 2.05) was implemented to promote respectful workplace and non-discrimination practices. Since that time, plans have evolved to address changing social and economic conditions, with Virginia state government becoming more diverse—even more diverse than the Commonwealth overall.

Our focus in 2023 and beyond is to continue to increase opportunities for all Virginians. The goals and objectives below build upon the plan --- and the promise --- of Executive Order 10. They continue our focus on creating a culture of inclusion where all Virginia state employees are recognized for their contributions, further provide the opportunity for growth through skills development to achieve both personal and professional goals, and will institute regular employee engagement surveys to allow leaders to obtain feedback on a regular basis.

The building block of the Administration's approach to Diversity, Opportunity, and Inclusion—Executive Order 10—is included herein. You will also find three goals and multiple objectives below to be used as the framework for agencies to update your own plans and to report annually on Diversity, Opportunity, and Inclusion targets and accomplishments. These goals are intended to provide guidance. Agencies should establish measurable objectives that align with agency business operations and mission.

### **Goal 1: Access and Success**

*Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.*

#### Objective 1:

*Continue to improve hiring processes and increase access to potential applicants from diverse populations.*

- a. Expand sources for recruiting diverse talent.
- b. Continue to utilize the “Alternative Hiring Process” for people with disabilities.
- c. Utilize interview panels that include members of diverse backgrounds and perspectives.



### Objective 2

*Continue to retain and promote a diverse workforce.*

- a. During onboarding, ensure new employees are made aware and understand the agency's inclusive principles and practices.
- b. Promote training and development opportunities to all levels of staff; enable staff to participate in programs that are designed for professional growth. (See Goal 3 - Objective 3 for more details.)
- c. Ensure accessibility for diverse needs including but not limited to language access, digital access, and access for individuals with disabilities.
- d. Collect employee feedback from multiple sources, including surveys, exit interviews, grievances, and hotline investigations and address validated concerns.

## **Goal 2: Welcoming and Respectful Culture**

*Create and sustain a culture that welcomes and embraces diverse opinions, independent thinking, and respectful interactions to deliver optimal results for the organization and its customers.*

### Objective 1

*Persist in creating and maintaining a climate that is supportive and respectful and that values and integrates differing perspectives and experiences.*

- a. Provide employees with disabilities the necessary accommodations for them to be successful.
- b. Promote respect of all individuals and provide clear expectations for collegial interactions and compliance with the *Civility in the Workplace Policy*.
- c. Encourage cross-collaboration and rotational assignments among employees to enrich the employee experience, promote education and growth, foster diversity of thought, and inspire innovative solutions.
- d. Offer events that recognize, value, and honor diversity and independent thinking.

### Objective 2

*Continue to provide an environment where conflicts, concerns, and complaints are aired and addressed expeditiously.*

- a. Promote productive methods of conflict resolution through mediation, counseling, and training in respect for free speech and expression.
- b. Promptly address inappropriate workplace behavior.
- c. Promptly address concerns and complaints through a standard process that is consistently followed.

### **Goal 3. State Agency DOI Infrastructure & Training**

*Maintain a plan and infrastructure that continues to provide individualized skills training and career development for state employees. Agencies report annually on DOI goals and accomplishments.*

#### **Objective 1**

*Continue to amplify opportunities to advance the goals outlined in this framework.*

- a. Incorporate the DOI plan into the agency's strategic plan and reporting efforts.
- b. Design processes to openly share DOI resources and best practices across agencies and units.

#### **Objective 2**

*Continue to create structures and processes of accountability to increase organizational effectiveness with the Department of Human Resource Management.*

- a. Institute systems of assessment, reporting, accountability, and continuous improvement to optimize the realization of the agency's and/or department's goals.
- b. Align DOI responsibilities and tasks with other human resources functions and provide a point of contact within the agency's leadership team or human resources department to this office.
- c. Engage agency leaders and key stakeholders in reviewing and analyzing reports to identify achievements as well as opportunities for improvement.
- d. Review and assess internal policies and procedures throughout the agency and/or department to identify opportunities to further organizational excellence.

#### **Objective 3**

*Continue to provide training and educational workshops available to all employees.*

- a. Offer training and educational workshops for skills training, leadership development, and career advancement.
- b. Develop talent management programs such as mentorships, succession planning, and coaching programs with the assistance of professional organizations and institutions of higher education.
- c. Ensure training programs are available to all employees, including through multiple modes of facilitation (e.g., classroom, virtual, online self-paced, etc.)
- d. Increase training opportunities.

# Diversity, Opportunity, and Inclusion 2023 Annual Report Template

AGENCY  
YEAR

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">2023 ACCOMPLISHMENTS</p>	<p>Plan Goal 1: Access &amp; Success</p> <ul style="list-style-type: none"> <li>• Objective 1</li> <li>• Objective 2</li> </ul> <p>Plan Goal 2: Welcoming &amp; Respectful Culture</p> <ul style="list-style-type: none"> <li>• Objective 1</li> <li>• Objective 2</li> </ul> <p>Plan Goal 3: State Agency DOI Infrastructure &amp; Training</p> <ul style="list-style-type: none"> <li>• Objective 1</li> <li>• Objective 2</li> <li>• Objective 3</li> </ul>	<p><i>Instructions</i> Identify 2023 accomplishments in support of goals &amp; objectives which provide opportunities that support the COVA DOI plan. This report will be submitted to the Governor.</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">2024 AGENCY DOI GOALS</p>	<p>Agency Goal 1 Agency Goal 2 Agency Goal 3</p>	<p><i>Instructions</i> Align agency specific goals and objectives with COVA DOI Plan goals and objectives. These goals will be the foundation for the 2024 agency report to the Governor.</p>





*Inclusive Excellence*

*Fall 2023 Cadet Survey Results*



**Office of Diversity, Opportunity, & Inclusion**

**Virginia Military Institute**

**Lexington, Virginia 24450**





# **2023 DOI Inclusive Excellence Training – Fall 2023 Report**

**Prepared by the  
Office of Assessment & Institutional Research**

**19 December 2023**

*In Peace a Glorious Asset, In War a Tower of Strength*

Virginia Military Institute

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## Overview

This report presents the results from the Inclusive Excellence trainings held for Fourth (Rats) and Second class cadets during the Fall 2023 semester. The items included in this survey were redeveloped from Academic Year 2022 – 2023 to better capture useful and relevant information. This redevelopment process was a collaboration between the Office of Diversity, Opportunity, and Inclusion and the Office of Assessment and Institutional Research. One note about the distribution, due to the way Qualtrics manages survey distributions, the distribution remains open as we progress through the semester and remainder of the year, so additional respondents may reply to the survey. Thus, the results included in this report are as of 18 December 2023. Also, Appendix A (item frequency report) was directly exported from Qualtrics and includes the verbatim responses.

### Section I: Survey Process & Response Rate

#### Survey Process

The Inclusive Excellence survey invites were sent to cadets via the Qualtrics survey software. Recipients were Fourth and Second class cadets who were invited to attend their specific training session. Each cadet was sent an invite email with a survey link and instructions to complete the survey. One reminder was sent to those who had not completed the survey. Table 1 below provides a breakdown of the response rate by class.

<b>TABLE 1: RESPONSE RATE</b>			
<b>Details</b>	<b>Email Invites Sent</b>	<b>Respondents</b>	<b>Response Rate (%)*</b>
<b>4<sup>th</sup> Class (Rats)</b>	<b>469</b>	<b>267</b>	<b>57%</b>
<b>2<sup>nd</sup> Class</b>	<b>358</b>	<b>53</b>	<b>15%</b>
<b>Total</b>	<b>827</b>	<b>320</b>	<b>39%</b>

*\*Calculated based off the number of respondents by the number of unique participants as of 18 December 2023*

Of the 827 cadets, 320 (**39%**) responded to the survey. Of the 320 respondents, 54 (**17%**) were Female and 266 (**83%**) were Male with 101 (**32%**) being a Cadet of Color. Also, 114 (**36%**) were NCAA Athletes.

## Section II: Summary of Items

Table 2 provides a breakdown of the items on the survey. Tables 3 – 12 provide a breakdown of the items by class, gender, race and ethnicity, and athlete status.

<b>TABLE 2: ITEM RATINGS – ALL RESPONDENTS</b>	
<b>Question Language</b>	<b>% Top Two Boxes</b>
Overall satisfaction*	67%
Training was useful**	50%
Use knowledge gained while at VMI**	58%
Greater sense of togetherness with peers**	52%
More connected to the Corps of Cadets**	46%
Greater connection to VMI**	48%
Better prepared to connect with cadets who are different than me**	61%
Better prepared to lead a diverse group of my peers**	58%
I believe I will be a more effective leader**	61%

\*Percentage represents the respondents who reported “Very Satisfied” or “Satisfied”

\*\*Percentages represent the respondents who reported “Strongly Agree” or “Agree”

Overall, 7 of the 9 items were rated at or above 50% by all respondents.

### Class

<b>TABLE 3: ITEM RATINGS - CLASS</b>			
<b>Question Language</b>	<b>% Top Two Boxes</b>		
	<b>Fourth Class (n = 267)</b>	<b>Second Class (n = 53)</b>	<b>4<sup>th</sup> – 2<sup>nd</sup> (% pt. Diff)</b>
Overall satisfaction*	72%	43%	+29
Training was useful**	54%	29%	+25
Use knowledge gained while at VMI**	62%	35%	+27
Greater sense of togetherness with peers**	56%	32%	+24
More connected to the Corps of Cadets**	49%	30%	+19
Greater connection to VMI**	51%	32%	+19
Better prepared to connect with cadets who are different than me**	67%	33%	+34
Better prepared to lead a diverse group of my peers**	64%	34%	+30
I believe I will be a more effective leader**	66%	33%	+33

\*Percentage represents the respondents who reported “Very Satisfied” or “Satisfied”

\*\*Percentages represent the respondents who reported “Strongly Agree” or “Agree”

Fourth class cadets rated all 9 items higher compared to Second class cadets.

## Gender

<b>TABLE 4: ITEM RATINGS – GENDER</b>			
<b>Question Language</b>	<b>% Top Two Boxes</b>		
	<b>Female (n = 54)</b>	<b>Male (n = 266)</b>	<b>F – M (% pt. Diff)</b>
<b>Overall satisfaction*</b>	<b>72%</b>	<b>66%</b>	<b>+6</b>
<b>Training was useful**</b>	<b>53%</b>	<b>49%</b>	<b>+4</b>
<b>Use knowledge gained while at VMI**</b>	<b>64%</b>	<b>56%</b>	<b>+8</b>
<b>Greater sense of togetherness with peers**</b>	<b>54%</b>	<b>51%</b>	<b>+3</b>
<b>More connected to the Corps of Cadets**</b>	<b>50%</b>	<b>45%</b>	<b>+5</b>
<b>Greater connection to VMI**</b>	<b>48%</b>	<b>47%</b>	<b>+1</b>
<b>Better prepared to connect with cadets who are different than me**</b>	<b>67%</b>	<b>60%</b>	<b>+7</b>
<b>Better prepared to lead a diverse group of my peers**</b>	<b>63%</b>	<b>57%</b>	<b>+6</b>
<b>I believe I will be a more effective leader**</b>	<b>67%</b>	<b>59%</b>	<b>+8</b>

\*Percentage represents the respondents who reported "Very Satisfied" or "Satisfied"

\*\*Percentages represent the respondents who reported "Strongly Agree" or "Agree"

Females rated all 9 items higher than Males.

<b>TABLE 5: ITEM RATINGS – FEMALE RESPONSES</b>			
<b>Question Language</b>	<b>% Top Two Boxes</b>		
	<b>Fourth Class (n = 45)</b>	<b>Second Class (n = 9)</b>	<b>4<sup>th</sup> – 2<sup>nd</sup> (% pt. Diff)</b>
<b>Overall satisfaction*</b>	<b>78%</b>	<b>44%</b>	<b>+34</b>
<b>Training was useful**</b>	<b>58%</b>	<b>29%</b>	<b>+29</b>
<b>Use knowledge gained while at VMI**</b>	<b>70%</b>	<b>29%</b>	<b>+41</b>
<b>Greater sense of togetherness with peers**</b>	<b>59%</b>	<b>29%</b>	<b>+30</b>
<b>More connected to the Corps of Cadets**</b>	<b>54%</b>	<b>29%</b>	<b>+25</b>
<b>Greater connection to VMI**</b>	<b>51%</b>	<b>29%</b>	<b>+22</b>
<b>Better prepared to connect with cadets who are different than me**</b>	<b>74%</b>	<b>29%</b>	<b>+45</b>
<b>Better prepared to lead a diverse group of my peers**</b>	<b>69%</b>	<b>29%</b>	<b>+40</b>
<b>I believe I will be a more effective leader**</b>	<b>74%</b>	<b>29%</b>	<b>+45</b>

\*Percentage represents the respondents who reported "Very Satisfied" or "Satisfied"

\*\*Percentages represent the respondents who reported "Strongly Agree" or "Agree"

Fourth class Females rated all 9 items higher than Second class Females.

**TABLE 6: ITEM RATINGS – MALE RESPONSES**

<b>Question Language</b>	<b>% Top Two Boxes</b>		
	<b>Fourth Class (n = 222)</b>	<b>Second Class (n = 44)</b>	<b>4<sup>th</sup> – 2<sup>nd</sup> (% pt. Diff)</b>
<b>Overall satisfaction*</b>	<b>71%</b>	<b>43%</b>	<b>+28</b>
<b>Training was useful**</b>	<b>54%</b>	<b>29%</b>	<b>+25</b>
<b>Use knowledge gained while at VMI**</b>	<b>61%</b>	<b>37%</b>	<b>+24</b>
<b>Greater sense of togetherness with peers**</b>	<b>56%</b>	<b>33%</b>	<b>+23</b>
<b>More connected to the Corps of Cadets**</b>	<b>48%</b>	<b>30%</b>	<b>+18</b>
<b>Greater connection to VMI**</b>	<b>51%</b>	<b>33%</b>	<b>+18</b>
<b>Better prepared to connect with cadets who are different than me**</b>	<b>66%</b>	<b>33%</b>	<b>+33</b>
<b>Better prepared to lead a diverse group of my peers**</b>	<b>62%</b>	<b>35%</b>	<b>+27</b>
<b>I believe I will be a more effective leader**</b>	<b>65%</b>	<b>33%</b>	<b>+32</b>

\*Percentage represents the respondents who reported "Very Satisfied" or "Satisfied"

\*\*Percentages represent the respondents who reported "Strongly Agree" or "Agree"

Fourth class Males rated all 9 items higher than Second class Males.

### Race and Ethnicity

Cadets of Color (COC) are those who are a race other than White, multiple racial identities, Non-resident Aliens, or identified as Hispanic. White Cadets (WC) are those who are only White and Non-Hispanic.

**TABLE 7: ITEM RATINGS – RACE & ETHNICITY**

<b>Question Language</b>	<b>% Top Two Boxes</b>		
	<b>COC (n = 101)</b>	<b>WC (n = 219)</b>	<b>COC – WC (% pt. Diff)</b>
<b>Overall satisfaction*</b>	<b>69%</b>	<b>66%</b>	<b>+3</b>
<b>Training was useful**</b>	<b>62%</b>	<b>45%</b>	<b>+17</b>
<b>Use knowledge gained while at VMI**</b>	<b>62%</b>	<b>56%</b>	<b>+6</b>
<b>Greater sense of togetherness with peers**</b>	<b>53%</b>	<b>52%</b>	<b>+1</b>
<b>More connected to the Corps of Cadets**</b>	<b>40%</b>	<b>48%</b>	<b>-8</b>
<b>Greater connection to VMI**</b>	<b>43%</b>	<b>49%</b>	<b>-6</b>
<b>Better prepared to connect with cadets who are different than me**</b>	<b>67%</b>	<b>59%</b>	<b>+8</b>
<b>Better prepared to lead a diverse group of my peers**</b>	<b>60%</b>	<b>58%</b>	<b>+2</b>
<b>I believe I will be a more effective leader**</b>	<b>60%</b>	<b>61%</b>	<b>-1</b>

\*Percentage represents the respondents who reported "Very Satisfied" or "Satisfied"

\*\*Percentages represent the respondents who reported "Strongly Agree" or "Agree"

COC rated 6 of the 9 items higher than WC.

**TABLE 8: ITEM RATINGS – CADETS OF COLOR**

<b>Question Language</b>	<b>% Top Two Boxes</b>		
	<b>Fourth Class (n = 89)</b>	<b>Second Class (n = 12)</b>	<b>4<sup>th</sup> – 2<sup>nd</sup> (% pt. Diff)</b>
<b>Overall satisfaction*</b>	<b>74%</b>	<b>33%</b>	<b>+41</b>
<b>Training was useful**</b>	<b>64%</b>	<b>44%</b>	<b>+20</b>
<b>Use knowledge gained while at VMI**</b>	<b>64%</b>	<b>44%</b>	<b>+20</b>
<b>Greater sense of togetherness with peers**</b>	<b>56%</b>	<b>30%</b>	<b>+26</b>
<b>More connected to the Corps of Cadets**</b>	<b>42%</b>	<b>30%</b>	<b>+12</b>
<b>Greater connection to VMI**</b>	<b>45%</b>	<b>30%</b>	<b>+15</b>
<b>Better prepared to connect with cadets who are different than me**</b>	<b>71%</b>	<b>40%</b>	<b>+31</b>
<b>Better prepared to lead a diverse group of my peers**</b>	<b>63%</b>	<b>40%</b>	<b>+23</b>
<b>I believe I will be a more effective leader**</b>	<b>63%</b>	<b>40%</b>	<b>+23</b>

\*Percentage represents the respondents who reported "Very Satisfied" or "Satisfied"

\*\*Percentages represent the respondents who reported "Strongly Agree" or "Agree"

Fourth class COC rated all 9 items higher than Second class COC.

**TABLE 9: ITEM RATINGS – WHITE CADETS**

<b>Question Language</b>	<b>% Top Two Boxes</b>		
	<b>Fourth Class (n = 178)</b>	<b>Second Class (n = 41)</b>	<b>4<sup>th</sup> – 2<sup>nd</sup> (% pt. Diff)</b>
<b>Overall satisfaction*</b>	<b>71%</b>	<b>46%</b>	<b>+25</b>
<b>Training was useful**</b>	<b>50%</b>	<b>26%</b>	<b>+24</b>
<b>Use knowledge gained while at VMI**</b>	<b>61%</b>	<b>33%</b>	<b>+28</b>
<b>Greater sense of togetherness with peers**</b>	<b>56%</b>	<b>32%</b>	<b>+24</b>
<b>More connected to the Corps of Cadets**</b>	<b>52%</b>	<b>30%</b>	<b>+22</b>
<b>Greater connection to VMI**</b>	<b>53%</b>	<b>32%</b>	<b>+21</b>
<b>Better prepared to connect with cadets who are different than me**</b>	<b>66%</b>	<b>31%</b>	<b>+35</b>
<b>Better prepared to lead a diverse group of my peers**</b>	<b>64%</b>	<b>32%</b>	<b>+32</b>
<b>I believe I will be a more effective leader**</b>	<b>68%</b>	<b>31%</b>	<b>+37</b>

\*Percentage represents the respondents who reported "Very Satisfied" or "Satisfied"

\*\*Percentages represent the respondents who reported "Strongly Agree" or "Agree"

Fourth class WC rated all 9 items higher than Second class WC.

## Athlete Status

TABLE 10: ITEM RATINGS – ATHLETE STATUS

Question Language	% Top Two Boxes		
	NCAA Athlete (n = 114)	Non-Athlete (n = 206)	A – NA (% pt. Diff)
Overall satisfaction*	68%	67%	+1
Training was useful**	51%	49%	+2
Use knowledge gained while at VMI**	59%	56%	+3
Greater sense of togetherness with peers**	53%	51%	+2
More connected to the Corps of Cadets**	49%	44%	+5
Greater connection to VMI**	49%	47%	+2
Better prepared to connect with cadets who are different than me**	65%	58%	+7
Better prepared to lead a diverse group of my peers**	60%	57%	+3
I believe I will be a more effective leader**	66%	57%	+9

\*Percentage represents the respondents who reported "Very Satisfied" or "Satisfied"

\*\*Percentages represent the respondents who reported "Strongly Agree" or "Agree"

NCAA Athletes rated all 9 items higher compared to Non-athletes.

TABLE 11: ITEM RATINGS – NCAA ATHLETES

Question Language	% Top Two Boxes		
	Fourth Class (n = 100)	Second Class (n = 14)	4 <sup>th</sup> – 2 <sup>nd</sup> (% pt. Diff)
Overall satisfaction*	70%	57%	+13
Training was useful**	53%	38%	+15
Use knowledge gained while at VMI**	61%	46%	+15
Greater sense of togetherness with peers**	56%	31%	+25
More connected to the Corps of Cadets**	51%	38%	+13
Greater connection to VMI**	49%	46%	+3
Better prepared to connect with cadets who are different than me**	67%	54%	+13
Better prepared to lead a diverse group of my peers**	62%	46%	+16
I believe I will be a more effective leader**	68%	50%	+18

\*Percentage represents the respondents who reported "Very Satisfied" or "Satisfied"

\*\*Percentages represent the respondents who reported "Strongly Agree" or "Agree"

Fourth class Athletes rated all 9 items higher compared to Second class Athletes.

**TABLE 12: ITEM RATINGS – NON-ATHLETES**

<b>Question Language</b>	<b>% Top Two Boxes</b>		
	<b>Fourth Class (n = 167)</b>	<b>Second Class (n = 39)</b>	<b>4<sup>th</sup> – 2<sup>nd</sup> (% pt. Diff)</b>
<b>Overall satisfaction*</b>	<b>73%</b>	<b>38%</b>	<b>+35</b>
<b>Training was useful**</b>	<b>55%</b>	<b>26%</b>	<b>+29</b>
<b>Use knowledge gained while at VMI**</b>	<b>63%</b>	<b>31%</b>	<b>+32</b>
<b>Greater sense of togetherness with peers**</b>	<b>56%</b>	<b>32%</b>	<b>+24</b>
<b>More connected to the Corps of Cadets**</b>	<b>48%</b>	<b>26%</b>	<b>+22</b>
<b>Greater connection to VMI**</b>	<b>52%</b>	<b>26%</b>	<b>+26</b>
<b>Better prepared to connect with cadets who are different than me**</b>	<b>67%</b>	<b>24%</b>	<b>+43</b>
<b>Better prepared to lead a diverse group of my peers**</b>	<b>64%</b>	<b>29%</b>	<b>+35</b>
<b>I believe I will be a more effective leader**</b>	<b>65%</b>	<b>27%</b>	<b>+38</b>

\*Percentage represents the respondents who reported "Very Satisfied" or "Satisfied"

\*\*Percentages represent the respondents who reported "Strongly Agree" or "Agree"

Fourth class Non-athletes rated all 9 items higher compared to Second class Non-athletes.

### **Future Training Topics**

Respondents were asked to identify topics on which they are interested in receiving additional training in future sessions. There were 12 options available on the list including an "Other" option where they could identify their own topics. Table 12 provides a breakdown of the top 5 referenced topics.

**TABLE 13: FUTURE TRAINING TOPICS**

<b>TOPIC</b>	<b>% Respondents</b>
<b>Unconscious Bias</b>	<b>35%</b>
<b>Generational Diversity</b>	<b>30%</b>
<b>Religious Diversity</b>	<b>29%</b>
<b>Cultural Competence</b>	<b>28%</b>
<b>Microaggressions</b>	<b>25%</b>

## Definition of Diversity

There was one multiple-choice item on the survey that was intended to assess if cadets were able to accurately identify the definition of the term diversity. One hundred and twenty-eight (**48%**) chose the correct answer, which was “*None of the above.*” Table 14 provides a breakdown by four demographic groups.

<b>TABLE 14: ITEM RESPONSE</b>		
<b>Demographic Group</b>	<b>Identity</b>	<b>% Correct</b>
<b>Class</b>	<b>Fourth</b>	<b>50%</b>
	<b>Second</b>	<b>39%</b>
<b>Gender</b>	<b>Female</b>	<b>59%</b>
	<b>Male</b>	<b>46%</b>
<b>Race &amp; Ethnicity</b>	<b>COC</b>	<b>46%</b>
	<b>WC</b>	<b>49%</b>
<b>Athlete Status</b>	<b>Athlete</b>	<b>51%</b>
	<b>Non-athlete</b>	<b>46%</b>

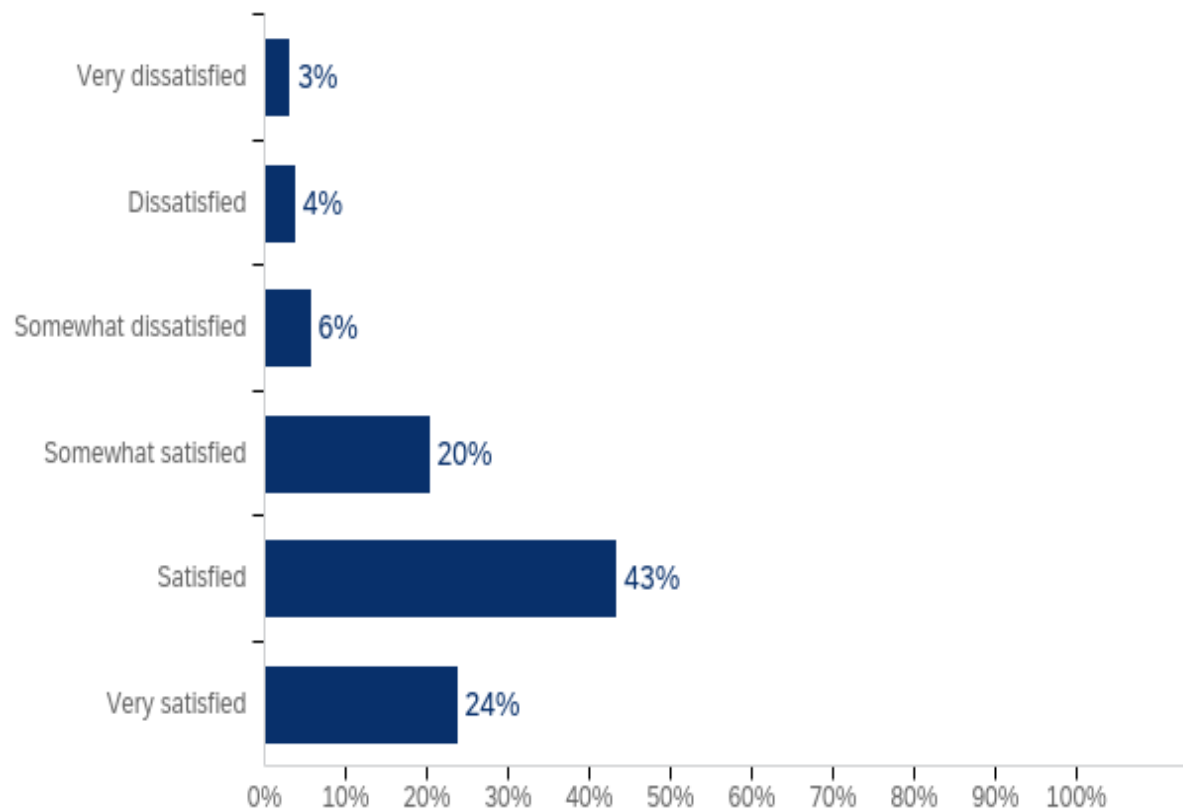
Overall, a greater percentage of Fourth class cadets, Females, WC, and Athletes identified the correct response compared to Second class cadets, Males, COC, and Non-athletes.

To review each item and the comments, see [Appendix A](#).



## Appendix A: Item Frequency Report

Q1 - Overall, how satisfied are you with this training session?



OVERALL SATISFACTION		
Response	# Respondents	% Respondents
Very dissatisfied	10	3%
Dissatisfied	12	4%
Somewhat dissatisfied	18	6%
Somewhat satisfied	65	20%
Satisfied	139	43%
Very satisfied	76	24%
<b>Total</b>	<b>320</b>	<b>100%</b>

**Q2 - You indicated that you are [QID619-ChoiceGroup-SelectedChoices] with this training session. Please provide actionable feedback about the training or comments about your experience.**

**SATISFIED COMMENTS (n = 182)**

**I learned a lot.**

**I was surprised in how the session went in that we talked about a topic that was relatable to everyone and did not focus on a political agenda. Talking about values is something that does not generate to much debate, and it allows people to understand how people place their values.**

**Good PowerPoint overall**

**I thought that it covered all information well**

**I felt like it went well, and it cleared the air about certain topics.**

**The Training was very self-explanatory and made me think about my values**

**I thought it was good, but the information was general knowledge and we have learned/talked about it before.**

**We should not have to do the training, it is pointless.**

**I have no particular feelings one way or another about the training**

**Was very productive and engaging**

**It went smooth**

**Enjoyed taking part in the training**

**I liked how it was different than past trainings and did not separate out certain people**

**It made me see things in different ways and understand what it was.**

**Good conversation was conducted.**

**It was engaging**

**I felt like I was really heard when I shared my opinions.**

### SATISFIED COMMENTS CONT.

The open format of discussion from each area of diversity offered valuable perspectives and myriad viewpoints of the many varying experiences of the VMI Rat Mass.

While it was an overall good session, I would prefer to not have to wake up early when the corps has optional and haydown.

The training has been very effective; new skills and traits have been learned, and discipline is being enforced professionally

I liked the collaboration between everyone in the separate groups.

The training session took away time from my studying.

I don't remember much

It was very inclusive and excellent

It did a good job of getting you thinking about the different aspects of your identity.

It was nice to express how I felt but some people were not engaged

It was ok

It was a lot of fun and was very hands on.

I felt like the training was well led and helped me be able to understand inclusiveness no matter what differences people may have

I found the format to be engaging and stimulating.

Helped learn how others felt

It was good to know but I don't judge people, so it didn't matter to me

I feel as if I was given the opportunity to speak on my thoughts.

Learned about the athlete/non athlete divide

The training was engaging and allowed people to voice their opinions.

<b>SATISFIED COMMENTS CONT.</b>
<b>I like how we all get to talk about it</b>
<b>it did its task appropriate task</b>
<b>It made me think deeper about myself and think about others around me.</b>
<b>It was overall ok</b>
<b>1. It was efficient and didn't take a ton of time to deliver the instruction 2. I talked with my peers about different topics which helped me to know them better and see the diversity in the room</b>
<b>I believe it was a very good experience, I would continue to make it engaging by interacting with the group.</b>
<b>Very informed</b>
<b>The people were nice, it wasn't like we were being brainwashed; the message furthermore was clear - treat people like human beings - or even better, treat them as you want to be treated (i.e., with dignity and respect). It was straightforward and interactive, so no complaints on my side. Also, the candy was a nice bonus.</b>
<b>It was real good stuff, very inclusive.</b>
<b>The training was very engaging</b>
<b>I was able to hear different opinions from others and how they feel.</b>
<b>I was able to share my opinions with others instead of being told what to think.</b>
<b>No complaints, very active and engaging.</b>
<b>I finally got to express some ways I feel about how people at VMI treat athlete here at VMI.</b>
<b>It was educating at the very least</b>
<b>Helped me see others outlooks on VMI and how people view others which helped me realize how I can make others feel welcome and comfort around me</b>

### SATISFIED COMMENTS CONT.

The training was interactive and brought up important aspects, such as Race, Gender, Religion, and Commissioning Status, to name a few. Some people mess around, and it takes away from the session's purpose.

Everyone was given an opportunity to speak, differing opinions were respected, everyone engaged in the conversations.

Learning different opinions from Brother Rats

I think that it accomplished its goal of making everyone realize that we are diverse in multiple aspects of our lives, however, I don't think it necessarily encouraged people to have a new way of thinking.

It was a pleasant experience in which much was discussed which I believe to be of value.

It was a good experience that I learned some things about my brother rats in the process.

Good place to talk

I just enjoyed my leaders for teaching me properly.

It is nice learning about my BR views about how they see others

I'm just okay with it

It was a very smooth and well-presented lesson and very interactive.

I was very happy that we all got to communicate together and share our thoughts freely, it was a very nice environment, and I really enjoyed the experience, I hope there could be more of these types of events.

It was quick and simple

It was fine didn't really feel necessary to have or attend

It gave me information about my brother rats

## SATISFIED COMMENTS CONT.

**I was very satisfied with this experience! I appreciated how open the conversation was and how it was amicable for those who were curious or who wanted to bring attention to certain problems they had or went through here at VMI. The instructors were very pleasant, and I felt comfortable sharing my opinions and expressing myself. The overall experience was very nice and refreshing.**

**It was boring**

**The training was hands on, and people got to share their experiences with everyone, so it gave a lot of insight of what their thoughts are on certain situations.**

**The leader of the training conducted themselves in a very professional way**

**I thought that I learned a lot from this session**

**Thought it was sufficient in opening people's minds up to DOI concepts**

**The overall presentation was good, and the presenter made sure that every cadet was engaged.**

**It provided many opportunities to learn each individual and learn the many backgrounds a leader can face in the future not only in the army but in the outside world as well.**

**They made it interesting instead of just talking for 40 minutes and we just have to sit and listen.**

**Diversity and inclusion problems were addressed well, and the specific actions that can and have been made to prevent these problems were explained thoroughly.**

**Training accomplished its mission**

**It helped me see how other people see themselves and see how they think people see them.**

**Did positive things and brought group together in a way.**

**Relative to past experiences, this institute harbors a noticeable amount more of closed-mindedness regarding certain topics. It's the reason for why I am pleasantly surprised by the efforts made to address these concerns.**

**I learned that my brother rats are different and that they all have something to offer.**

## SATISFIED COMMENTS CONT.

I noticed nothing particularly inane, which to be honest is what I was expecting. But I did notice that none of the sections on the walls that we stood for our answers had anything to do with merit, character, or performance. They were all general categorizations, many of which (like race and gender) were out of our control. Is it not odd that at VMI of all places, a training like this that is supposed to help you understand your BRs more, completely glosses over the value of actual effort?

I already knew about all this before, so I didn't really see a point of attending that meeting.

I feel that for the time given, appropriate topics were discussed, and everyone remained civil and respectful. I liked that it was geared specifically to the VMI community.

I have no preference; I did not learn anything new

It helped me to come to understand and put real thought to what I need to do

The intention and instructor were great. But most of the rats did not really care and thus affected the whole training. As well I feel that a lot of the training seemed very obvious and taught things that we have already learned but overall, it went very well

I believe it offered a bonding opportunity for me and my brother rats.

I liked that we got involved instead of just sitting and listening to someone talk

The training was very interactive and brought attention to many topics that might result in conflict or miscommunication because of diversity.

I believe a lot of the typical divisions between cadets were addressed.

I don't really think it is needed. Things like this only create a bigger problem because then people just think of divides in VMI.

We talked about many different characteristics people have and respecting them.

It did not seem overbearing and made a lot of sense. I still thought it was a little unnecessary though.

The instructors facilitated a good conversation, and they made sure that everyone was respectful, and ideas were heard.

### SATISFIED COMMENTS CONT.

**I thought it was a great way to learn about other people's backgrounds, which is the basis of diversity.**

**The training was very inclusive, and no one was judged by their opinions.**

**The training was fun, no complaints or issues.**

**I don't have any comments**

**It was informational, appropriate, and very professional.**

**The training was very smooth and covered all of the pertinent information effectively and timely.**

**I felt the training had some good ideas, but overall failed to convey me very much useful information.**

**Yes, I loved how open it was in the room. no one was judged about their options and views about things and that makes it a great environment**

**The training got its point across in the perfect amount of time, the instructors were engaged and answered any questions that were asked.**

**I learned a lot about my brother rats, like their reasons for being at VMI. The staff were very nice and patient with us.**

**The training was very excellent. The people running it made it fun**

**Didn't see a full point to the training.**

**Because I can know more about my Brs, especially what they care about.**

**I really enjoyed being able to discuss the experiences of other brother rats who come from different backgrounds about their diversity.**

**Just great to be able to learn something new and different.**

**The training gave me good information on resources I can use to be successful.**

**Relaxed environment**



<b>SATISFIED COMMENTS CONT.</b>
<b>It was great</b>
<b>They did a great job!</b>
<b>Seemed like cadets were judged and laughed at because they had no understanding of another's culture but when faced with the same situation from a different student they applauded.</b>
<b>It was alright. Pretty straightforward. I don't necessarily see the point or have an opinion on the whole thing.</b>
<b>It feels like if we had more time, we would've been able to get deeper into the discussion. With the time we were given, it was hard to get below the surface level, and more time might help with that.</b>
<b>I was able to see what my other BR's felt characterized them.</b>
<b>Adding characteristics like NCAA status and Major alongside immediate surface-level characteristics like gender and race made a clear distinction to me on which characteristics mattered and which ones did not. I found the characteristics that a person had the most of a choice in mattered most.</b>
<b>It is helpful but not fun</b>
<b>The training was good. Those facilitating the training were kind and professional.</b>
<b>It was an interesting conversation.</b>
<b>Some of the stuff said was relatable about not hiding yourself</b>
<b>The session was very informative and was a good refresher on the challenges that we face today depending on our appearance, gender, ethnicity, and religion, etc.</b>
<b>It was really good to get to hear other people in my company's opinions on the we usually just joke about or avoid.</b>
<b>It was ok</b>
<b>Super nice</b>

### SATISFIED COMMENTS CONT.

**I feel like I learned a lot about myself and those around me**

**The training was conducted very professionally. Everyone was able to provide their input on the topics allowing for new perspectives to be presented.**

**It was nice to learn about what everyone in my company believes is important in their lives**

**I feel as the group interactions and involvement with the questions asked through the training allowed for the group to better understand the ways of diversity and inclusion.**

**Very inclusive and friendly**

**I felt like it was a good use of my time, it made me reflect, and I feel I got closer to my BRs.**

**Only thing I would do is randomize the groups so that we are learning more about people from different companies rather than doubling down with the people we already know.**

**It was a glossy overview and didn't really give any actionable advice.**

**I felt like myself and my BRS were open to talk about any topic, and we learned a lot.**

**I found that it was very informative and important to understanding the different viewpoints and backgrounds that people have at VMI.**

**I feel like the training session was very beneficial to me.**

**Very good training**

**I really liked how we all got to share our respective beliefs and ideas and weren't judged or mistreated for it.**

**I learn a lot**

**I am having a good time in Training. Training is done with professionalism and creates a good learning environment.**

## SATISFIED COMMENTS CONT.

**I think that the message that you should treat everyone with basic respect was not emphasized as much as it should have been. It was more of a "everyone is different, these are some different ways how", and not "everyone is different, yet we are all humans struggling so we all need to help each other out and give each other a chance."**

**I learned a lot about my peers**

**Eh; it was alright.**

**I believe it was an informative and engaging presentation with good examples and exercises.**

**It was nice**

**I thought it was a good experience and I got to share ideas with my BRs**

**It's good to know that VMI actually cares about student's diversity.**

**I learned to accept everyone no matter what their background is, and everyone is here for the same reason and that is to succeed at something they care about, so treat everyone with respect.**

**I thought that the information and overall message of the training session was valuable to the audience.**

**I feel like the training session was educational, but I also feel like it was basic information that everyone should already know.**

**It was nice to see how everybody thinks.**

**Overall, the push me to get out of Comfort zone**

**It was a solid introduction to the topic**

**I understand the importance of diversity in a group, but I feel like it could have been summed up in one sentence. "Treat others the way you want to be treated".**

### SATISFIED COMMENTS CONT.

**I felt like I was in a judgement free environment and that the cadets running the session offered realistic feedback and actually listened and engaged with what we were telling them. I also disclosed an issue to one of the cadets and they passed it onto to my cadre in an hour.**

**I think the experience was very beneficial. It opened my mind up to the opinions and the point of view of other cadets.**

**The training was taught well. I like how we the personality wheel, and that we were asked questions to indicate which was important, and not as important at VMI.**

**I was able to gain a lot more information about diversity and people belief on it through this training.**

**A new method of debating that is calmer than the usual way but still broadens one perspective on both sides of a topic.**

**It was well thought out, and everyone was able to articulate their opinions well.**

**I'm not completely sure. I got the message that was being expressed and learned a few facts.**

**Was well taught**

**I feel like yeas these things that make us different exist, but we should no focus on what separates us because we are all one rat mass and a family that shouldn't look at each other differently because of sexuality race or religious background.**

**The Cadets running the training ran the session well and, in a way, everyone could understand**

**It was good. Nothing really to add, overall, it was good and thought-provoking.**

**The training was good itself. It's just frustrating as a rat to have time taken up when it could be used to do work.**

**The exercises got me thinking, but I feel like they weren't connected back to the broader purpose of the training.**

**It was quick but got the pinot across and was very engaging.**

## SATISFIED COMMENTS CONT.

**I enjoyed the activity. It made me think about myself more and my goals.**

**I had the opportunity to learn more about my BRS and it seemed safe to express our concerns about the school.**

**I liked that our company did this as a whole and I am for the training program, so I was satisfied.**

**I liked the open conversations that we had.**

**It was a relaxed and fun environment. The staff was professional, and everyone had a good spirit.**

**I loved the experience and felt included**

**It was a pretty good session for only having been an hour. It covered the basics, but I took the Citizenship in the Community merit badge, which was a lot more in depth.**

**It had good points to be aware of as we get to know our brother rats better, and it provided good information with the statistics about our generation.**

**It was a good learning experience, and the method used of making us talk in small groups then have a representative to explain our position was very effective.**

**It was good to have people talking about what they thought was important, or what stands out first to them. However, I feel like the categories of topics to discuss were too broad. Instead of putting the labels on the wall, maybe have them bring up the topics themselves, then arrange themselves accordingly. I feel like when some people were told to divide themselves up, they didn't realize what they were actually supposed to be doing, and friends sat with their other friends etc. I think that the back and forth was good, people who wouldn't usually talk were participating and that was nice to see. The slideshow in the beginning wasn't getting any attention from the room at all, instead, engaging with the whole class verbally would have worked a little more. like asking them to give examples of "Things people get discriminated against for-" etc. Keeping the class active the entire time, especially in the morning. The speakers had great energy; I think it would rub off on the class better if they jumped right into it.**

**It was fun and engaging and I actually learned something about myself, my br's. It didn't feel forced at all.**

**SATISFIED COMMENTS CONT.**

**It was insightful**

**The information was very clearly articulated and the activity we did was useful in understanding where our BR's come from and what is most important to them, improving our bonding.**

**Q3 - You indicated that you are [QID619-ChoiceGroup-SelectedChoices] with this training session. Please provide actionable feedback about the training or comments about your experience.**

**DISSATISFIED COMMENTS (n = 25)**

**It caused more division.**

**Nobody was invested at all**

**This was not a productive use of training time.**

**Mundane/redundant**

**Waste of time**

**The entire thing. Corps has optional and haydown but A and BD companies still have to go to DOI training that's just DEI but trying to be covert. I'm an Asian/ Caucasian and my roommate is a Black/ Caucasian. There is no point in going to this training. More work towards DEI or DOI can be done by BRs just being BRs. Forcing this kind of thing doesn't fix anything if any it makes it worse.**

**The Training didn't have the same enthusiasm and hands on learning as last years.**

**The session was useless**

**Nothing about the training made me more inclusive.**

**It was a lot of basic things that we do every year**

**It's a waste of time**

**I didn't feel it was important**

**Did not really provide any value or any actual "training" only a few people spoke up about their opinions and that was it**

**We didn't really talk about anything. It was more just walking around the room explaining ourselves to everyone. It didn't really make any sense**

**Very boring and didn't accomplish much**

### DISSATISFIED COMMENTS CONT.

In the slides presented it asked our opinions and wanted the explanation of what, not why, so that we can freely express them. Yet the opposite occurred in practice. Another br and I after being asked why we chose our section were questioned and called sexist for our responses. The woman questioning us made it very clear that our thoughts and opinions did not matter because it didn't align with hers. Diversity of everything but thought apparently. This same individual would go on to other groups as well and try to take offense from their responses and would argue that her own personal experiences were not as what they were saying and making the situation about her. Overall, it had a good opening and did have good parts in having so many sections and allowing everyone to voice their opinions whether they would be tolerated or not. I feel as if I could have gotten much more from this and I'm sad that I walked away with less because of the extremely unprofessional attitude of the presenter. I do think that the training is important, just not in the way that it was conducted.

Not Really sure what it is for

There was information that was shared that I rather not know about and/or is inappropriate to express.

Training like this provides a tight environment. Asking teenagers about their sexual orientation is a question better left un-asked.

Just did not think it added value to my cadetship we all have difference's just dont focus on what's different.

I feel that it was an unnecessary training session. I feel like that would divide us brother rats rather than bring us together

Not a fan of diversity training, I believe time would be better spent doing meaningful things.

It felt like they were trying to categorize us into different groups that divide us rather than just letting us be brother rats

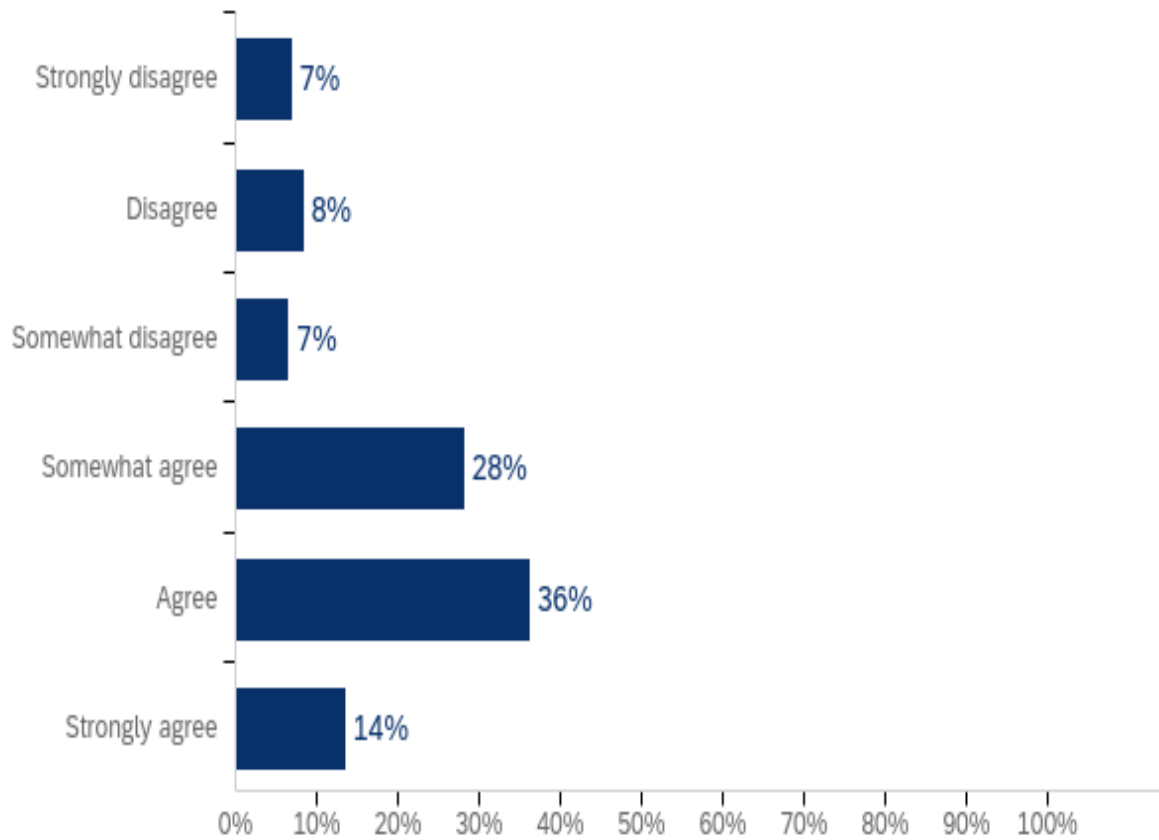
Diversity should be allowed but never mandated. Furthermore, diversity does not improve mission readiness, and in its current state it is not a strength.



**DISSATISFIED COMMENTS CONT.**

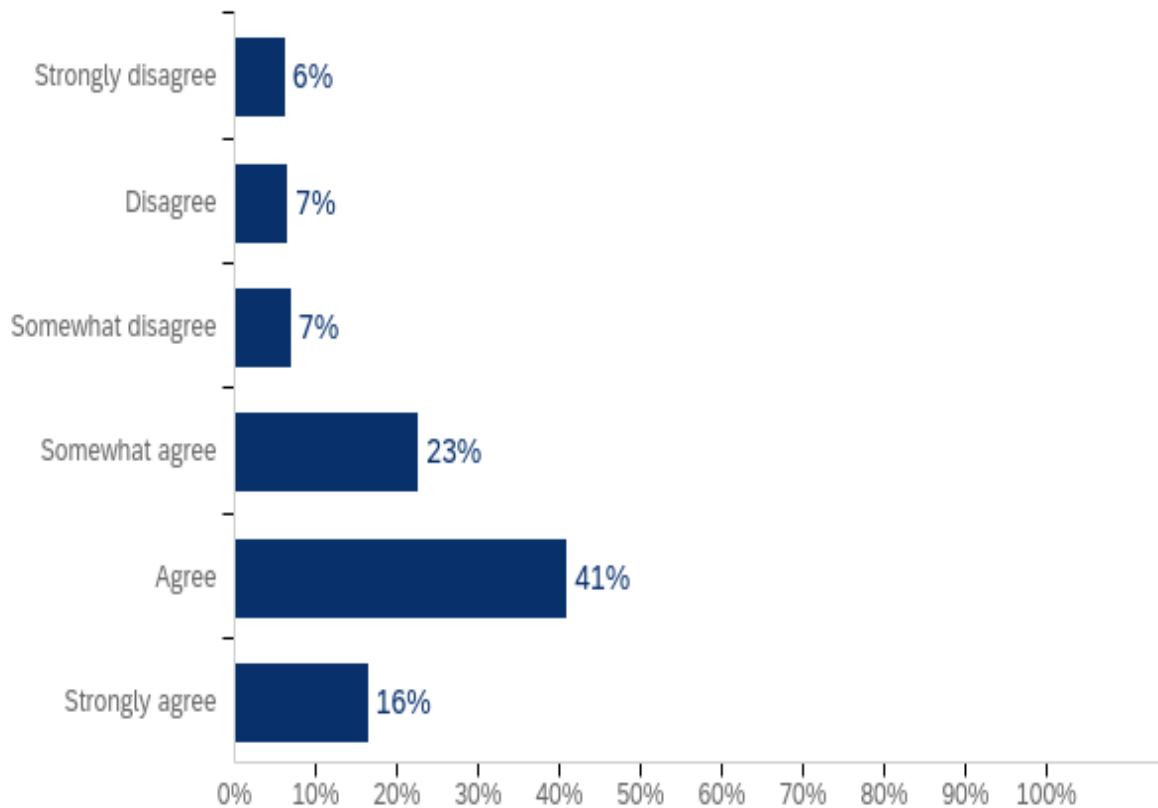
**The class was run competently; however, the content was not to my taste. It cut into valuable breakfast and study time.**

**Q4 - In general, the training was useful to me.**



<b>TRAINING USEFUL TO ME</b>		
<b>Response</b>	<b># Respondents</b>	<b>% Respondents</b>
<b>Strongly agree</b>	<b>19</b>	<b>7%</b>
<b>Agree</b>	<b>23</b>	<b>8%</b>
<b>Somewhat agree</b>	<b>18</b>	<b>7%</b>
<b>Somewhat disagree</b>	<b>77</b>	<b>28%</b>
<b>Disagree</b>	<b>99</b>	<b>36%</b>
<b>Strongly disagree</b>	<b>37</b>	<b>14%</b>
<b>Total</b>	<b>273</b>	<b>100%</b>

**Q5 - I will be able to use the knowledge I gained from this training while attending VMI.**



<b>USE KNOWLEDGE AT VMI</b>		
<b>Response</b>	<b># Respondents</b>	<b>% Respondents</b>
<b>Strongly disagree</b>	<b>17</b>	<b>6%</b>
<b>Disagree</b>	<b>18</b>	<b>7%</b>
<b>Somewhat disagree</b>	<b>19</b>	<b>7%</b>
<b>Somewhat agree</b>	<b>62</b>	<b>23%</b>
<b>Agree</b>	<b>112</b>	<b>41%</b>
<b>Strongly agree</b>	<b>45</b>	<b>16%</b>
<b>Total</b>	<b>273</b>	<b>100%</b>

**Q6 - What, if anything, do you plan to use from this training?**

<b>COMMENTS (n = 121)</b>
<b>I will use the negativity that I learned from the training to know what people truly think of others and their invalidation of others</b>
<b>General better understanding of the people I will meet in life.</b>
<b>I already use the lessons learned in my everyday life</b>
<b>Some of the principles I expressed as well as others</b>
<b>To think about my values each day.</b>
<b>Be a nice person</b>
<b>Nothing, it is all common sense that we do not need to learn.</b>
<b>Nothing. It was interesting to see certain insights from other cadets, but it is not very useful otherwise.</b>
<b>Allows for better communication with others.</b>
<b>Knowing myself</b>
<b>Help people and not judge them by their cover.</b>
<b>Nothing. I'm going to continue to live how I was before I wasted 50 minutes of my life.</b>
<b>The recognition of different perspectives</b>
<b>The training did not seem necessary as the of the concepts of knowing other's values and accepting others is already taught in our mandatory LEAD-344 class.</b>
<b>I don't plan to use anything</b>
<b>Understanding other people around me</b>
<b>The knowledge that everyone has different core values</b>
<b>Be courteous to all understand that a 50 min training won't change someone's mind</b>

<b>COMMENTS CONT.</b>
<b>To not stress about grades too much, if I'm failing as a rat. I have a good chance to get my grade up</b>
<b>Being respectful</b>
<b>Be more inclusive and nicer</b>
<b>I cannot think of anything I will use it for at this time.</b>
<b>Think of others</b>
<b>A man spoke about how socioeconomic status affected his life and how it continues to affect his life here at VMI. I will now be more conscious of the things that I say to hurt people's feelings about this.</b>
<b>The statistics about how diversity increases revenue, and the knowledge that Ive gained about my BRs and what they believe</b>
<b>I think it will make more aware of the divisions between people at the school and be more inclusive.</b>
<b>Be less racist.</b>
<b>Get to know my BR's better</b>
<b>Just to know people treat athletes' deferent after the rat line</b>
<b>It makes you look at the wider scope of why people are so different. There are so many things that can differ from person to person and it's good to try and understand those differences.</b>
<b>Helping others feel safe and comfortable around me</b>
<b>Respect others more</b>
<b>A better understanding of my peer's opinions when interacting with them on a daily basis.</b>
<b>Trying to spend more time with NCAA Brother Rats</b>

<b>COMMENTS CONT.</b>
<b>I plan to use this training in my communication to my command and other people of other ethnicities, political views, and general backgrounds.</b>
<b>Become a better leader</b>
<b>Yes, I plan on using it for training.</b>
<b>I will use this training to be less judgmental about others' views.</b>
<b>Whatever life has for me</b>
<b>Understand others better and broaden my horizon.</b>
<b>Probably won't have to use any of it</b>
<b>Learning the backgrounds of my brother rats</b>
<b>Especially with leadership and communication, I think these training sessions help people understand each other better and understand a little bit more about their peers. Which could help in certain circumstances. For example, seeing someone struggling and not adapting to the current situation and since you're already familiar with that person it's easier to connect and guide them out of some situations.</b>
<b>If everything goes according to plan and I earn commission, then I can keep this trailing in the back of mind to use throughout my career since as an officer I will be working with many people from many different backgrounds.</b>
<b>Being accepting of people</b>
<b>I didn't really learn anything</b>
<b>I plan to use this knowledge when I commission into the Marine Corp.</b>
<b>I want to learn more about myself.</b>
<b>Keeping an open mind towards the beliefs and backgrounds of others is an integral part of leadership and overall success at this institute.</b>

<b>COMMENTS CONT.</b>
<b>Treat everyone the same</b>
<b>Understanding from peoples' experiences everyone is unique</b>
<b>Understanding that everyone is different, and diversity does not simply come from race and upbringing all the time.</b>
<b>The openness in discussion about these topics.</b>
<b>I learned that most people identify with their commissioning status or sport.</b>
<b>Just to recognize, acknowledge, and support people who may feel ostracized due to one or more of the categories we discussed.</b>
<b>I will try to learn more about where everyone is from.</b>
<b>The understanding of my fellow rats will help us work together in the future</b>
<b>I learned different perspectives of people in my company</b>
<b>See more traits of diversity and to make sure to include it more often when talking with someone or getting to know them.</b>
<b>Not much.</b>
<b>Listen to more people first</b>
<b>I plan to just continue treating people with respect. That's how I've always ensured that diversity and inclusion are promoted.</b>
<b>I will be more mindful of what makes my BRs' upset knowing now a little more about each of them.</b>
<b>The thoughts that others may have about their peers or the viewpoints of those around me.</b>
<b>Do not judge and think other people have stuff going on in their lives</b>
<b>I will just ensure to be understanding and respectful to all people, as well as trying to avoid making generalizations.</b>

<b>COMMENTS CONT.</b>
<b>Be respectful to people's views even if you don't agree with it</b>
<b>To increase the bonds between my brother rats and I.</b>
<b>Not much. I have always planned on treating people equally and valuing others' opinions.</b>
<b>To be able to reach out more and have better understanding.</b>
<b>The resources given to us.</b>
<b>I plan to use everything I learned in the future</b>
<b>Be inclusive</b>
<b>I don't know</b>
<b>The training helped me to not only see others' perspectives about certain topics/issues at the institute, but also helped me to come to terms with some of my biases and find ways to help me see past them.</b>
<b>I plan to remember to not judge a book by its cover.</b>
<b>Nothing planned</b>
<b>It was useful to discover which aspects of themselves my friends identified with the most.</b>
<b>Accepting others for who they are since we aren't able to pick and choose who we lead.</b>
<b>Just to remember that you can't judge a book by its cover.</b>
<b>Remember to respect other people's opinions even if I strongly disagree with them.</b>
<b>Knew most of it</b>
<b>To be mindful</b>
<b>Trying to learn more about peoples' background</b>
<b>To not judge based off one's appearance for initial interaction- give everybody a chance.</b>



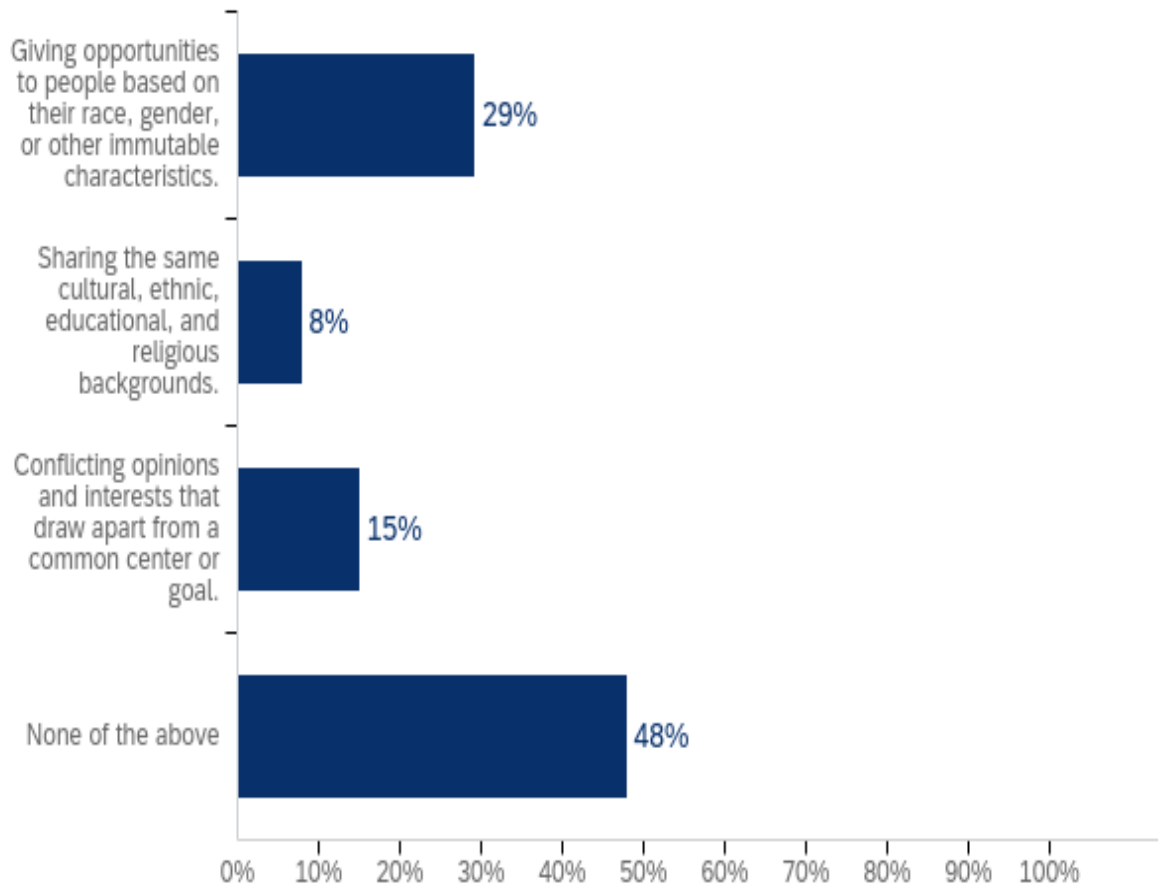
<b>COMMENTS CONT.</b>
<b>I plan to use what I learn to build a better bond with my BRs</b>
<b>Asking people what is most important to them.</b>
<b>I sort of knew a lot about what the training was about, so I probably won't use a lot of it.</b>
<b>I could use it to make more friends or relate to people.</b>
<b>I plan to use this training during my cadetship at VMI.</b>
<b>I plan to use my knowledge and understanding of diversity and inclusion to be more aware of my colleagues in the workplace and more open to new ideas and ways of thinking.</b>
<b>Better understand people</b>
<b>For when I commission into the US Army.</b>
<b>Have more compassion for people I am not always in agreement with. give more chances to people who I would usually judge immediately</b>
<b>To keep in mind everybody is entitled to their own opinion</b>
<b>Listen</b>
<b>Including everyone no matter what categories they identify as.</b>
<b>I plan to be more open when it comes to understanding others.</b>
<b>To keep an open mind and be more mindful of my thoughts/biases going forward.</b>
<b>I plan on using this training to better understand my BR's and their outlook on certain things like gender, race, religion, etc. I think this will help me be more aware of how my peers feel and what specific things rub them the wrong way.</b>
<b>To get to know more people from anywhere.</b>
<b>When in new groups of people, in my classes and in the future work force</b>
<b>I plan to use this very civil way to relate with other cadets whenever we have disagreements.</b>

<b>COMMENTS CONT.</b>
<b>Nothing really, just to be nice to people.</b>
<b>I don't know.</b>
<b>People are all the same we shouldn't categorize them</b>
<b>Be more open minded</b>
<b>Being open and polite to everyone.</b>
<b>Nothing I'm going to keep doing what I have been</b>
<b>To always speak what you're thinking no matter how others may feel about that.</b>
<b>From this training, I plan to use a different perspective to see how people identify themselves.</b>
<b>Learning to overlook criticism directed at me from others</b>
<b>Get closer with my br's and understand where they come from and some of the things they think.</b>
<b>To get to know people better. I learned things that I didn't before.</b>
<b>Nothing. I learned nothing other than the fact (which I already knew) that our country and this school are on a downward spiral due to a liberal agenda which cares more about political correctness than mission readiness.</b>
<b>I've already grown up in a fairly diverse city, meeting and working with all sorts of people. I can see how this might be useful to some cadets, but I personally already had learned how to work with people who may be different or have differing opinions, etc.</b>
<b>Just a refresher course to respect those I disagree with.</b>
<b>I am not really sure.</b>
<b>To be more understanding of the people around me, and never judge someone solely based on looks or just a small amount of information.</b>
<b>Future training and anything that I can apply it to that I don't know yet</b>

**COMMENTS CONT.**

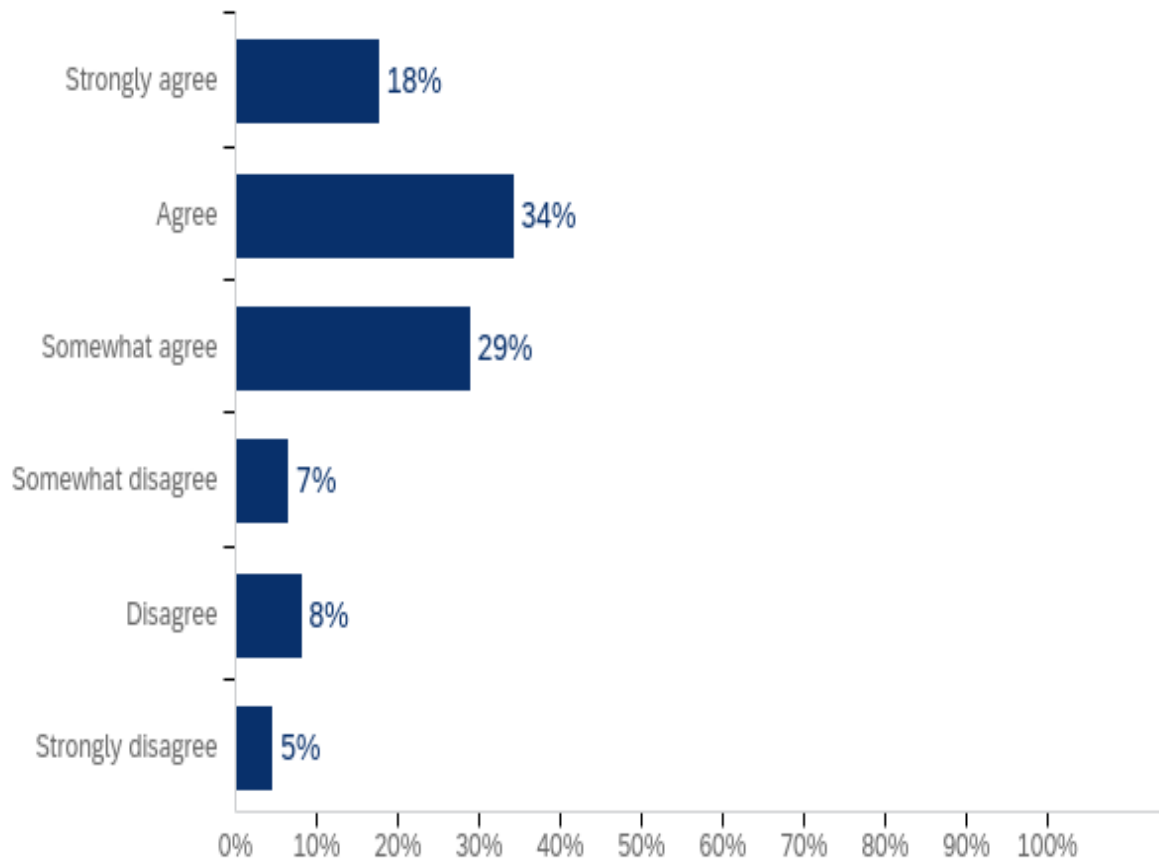
**Knowing the preferences and ideas that are important to my BR's can shape the way I engage with them, helping to make better, more positive relationships.**

**Q7 - Diversity can be defined as \_\_\_\_\_.**



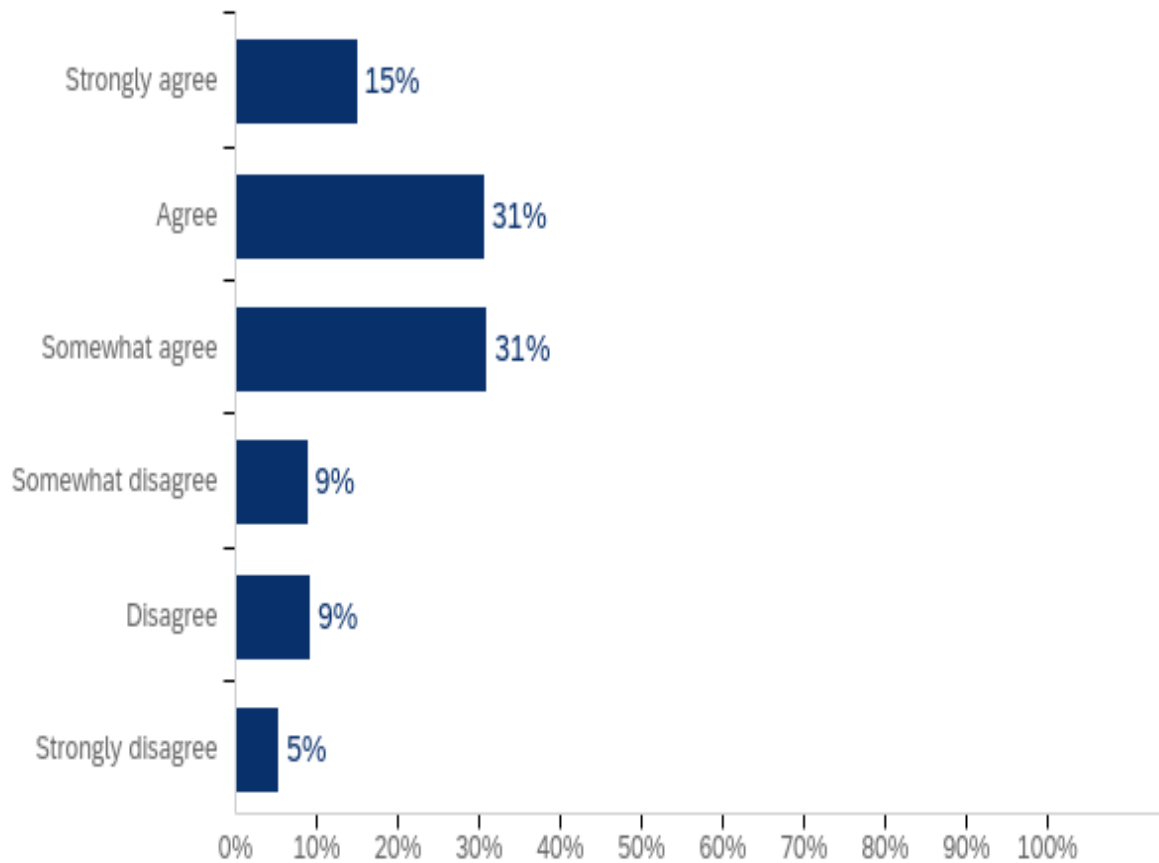
<b>DEFINE DIVERSITY</b>		
<b>Answer</b>	<b># Respondents</b>	<b>% Respondents</b>
<b>Giving opportunities to people based on their race, gender, or other immutable characteristics.</b>	<b>78</b>	<b>29%</b>
<b>Sharing the same cultural, ethnic, educational, and religious backgrounds.</b>	<b>21</b>	<b>8%</b>
<b>Conflicting opinions and interests that draw apart from a common center or goal.</b>	<b>40</b>	<b>15%</b>
<b>None of the above</b>	<b>128</b>	<b>48%</b>
<b>Total</b>	<b>267</b>	<b>100%</b>

**Q8 - I have a greater sense of togetherness with my peers.**



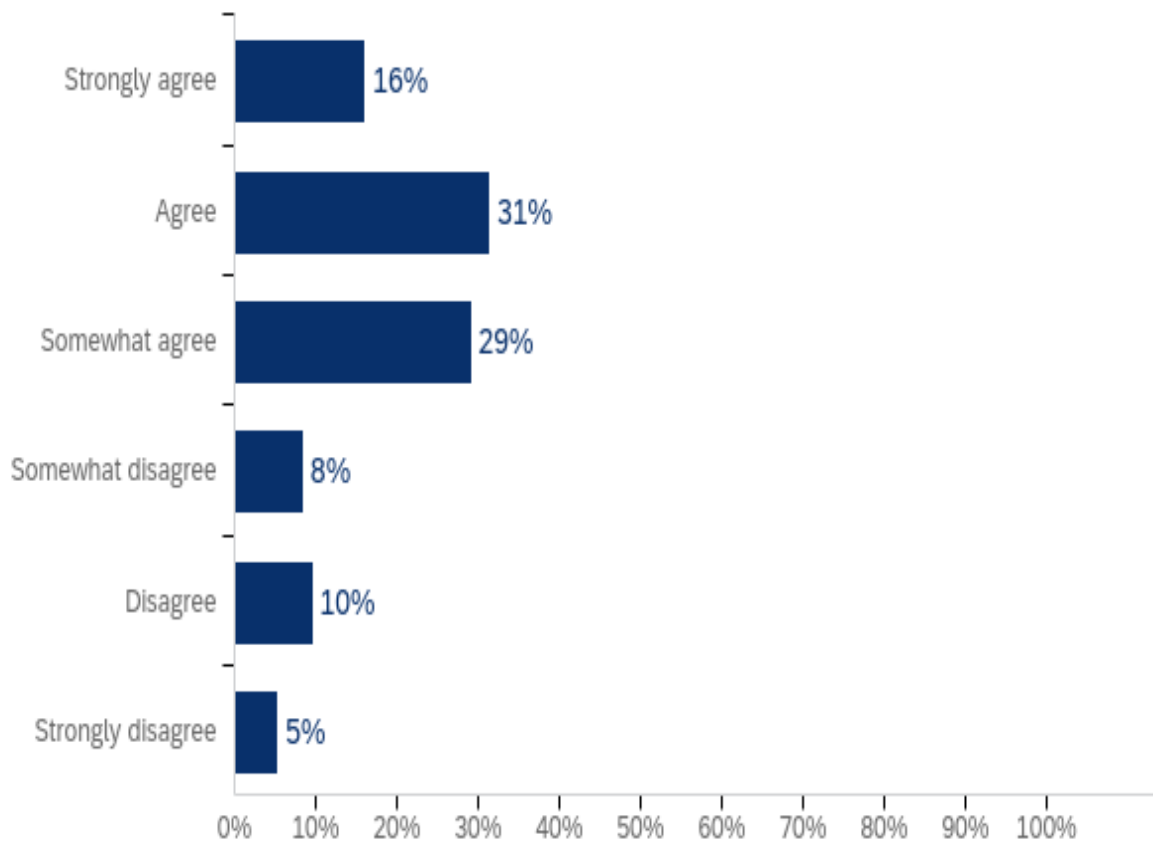
<b>GREATER SENSE OF TOGETHERNESS WITH PEERS</b>		
<b>Answer</b>	<b># Respondents</b>	<b>% Respondents</b>
<b>Strongly agree</b>	<b>46</b>	<b>18%</b>
<b>Agree</b>	<b>89</b>	<b>34%</b>
<b>Somewhat agree</b>	<b>75</b>	<b>29%</b>
<b>Somewhat disagree</b>	<b>17</b>	<b>7%</b>
<b>Disagree</b>	<b>21</b>	<b>8%</b>
<b>Strongly disagree</b>	<b>12</b>	<b>5%</b>
<b>Total</b>	<b>260</b>	<b>100%</b>

**Q9 - I feel more connected to the Corps of Cadets.**



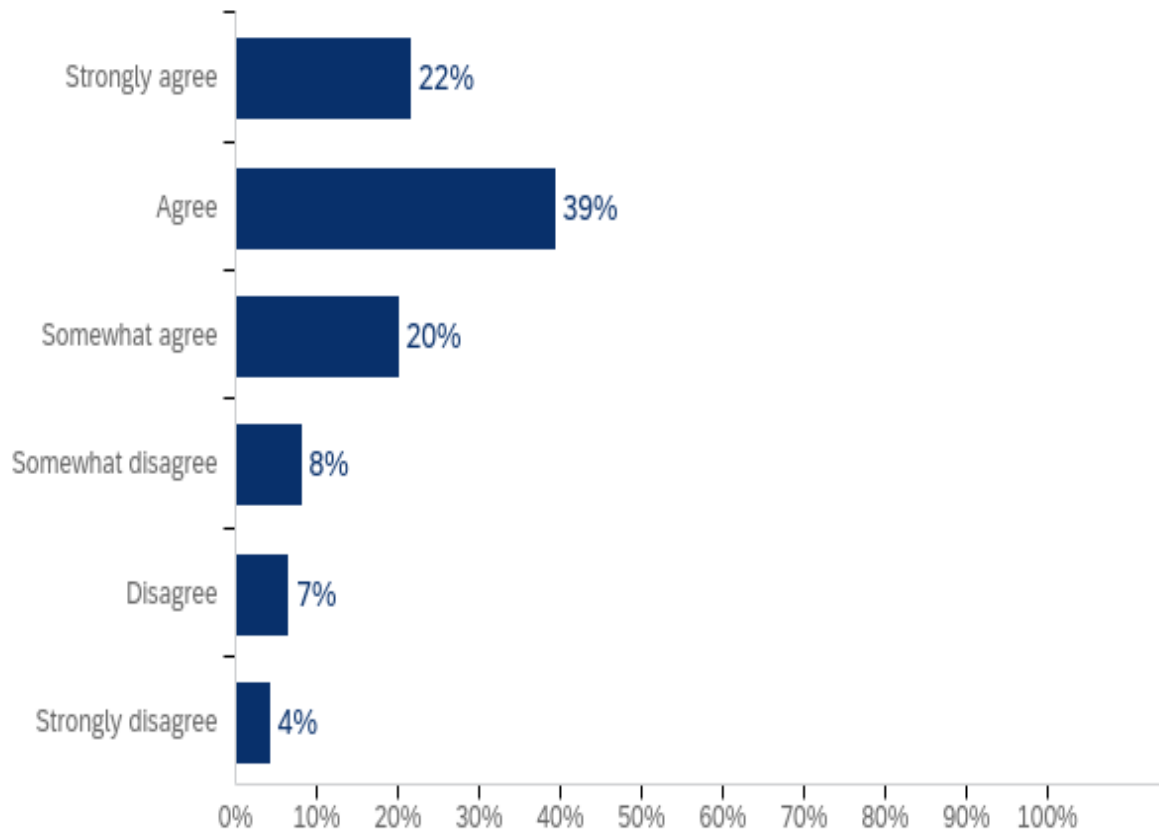
<b>FEEL MORE CONNECTED TO CORPS OF CADETS</b>		
<b>Answer</b>	<b># Respondents</b>	<b>% Respondents</b>
<b>Strongly agree</b>	<b>39</b>	<b>15%</b>
<b>Agree</b>	<b>80</b>	<b>31%</b>
<b>Somewhat agree</b>	<b>81</b>	<b>31%</b>
<b>Somewhat disagree</b>	<b>23</b>	<b>9%</b>
<b>Disagree</b>	<b>24</b>	<b>9%</b>
<b>Strongly disagree</b>	<b>14</b>	<b>5%</b>
<b>Total</b>	<b>261</b>	<b>100%</b>

**Q10 - I feel a greater connection to VMI.**



<b>FEEL GREATER CONNECTION TO VMI</b>		
<b>Response</b>	<b># Respondents</b>	<b>% Respondents</b>
<b>Strongly agree</b>	<b>42</b>	<b>16%</b>
<b>Agree</b>	<b>82</b>	<b>31%</b>
<b>Somewhat agree</b>	<b>76</b>	<b>29%</b>
<b>Somewhat disagree</b>	<b>22</b>	<b>8%</b>
<b>Disagree</b>	<b>25</b>	<b>10%</b>
<b>Strongly disagree</b>	<b>14</b>	<b>5%</b>
<b>Total</b>	<b>261</b>	<b>100%</b>

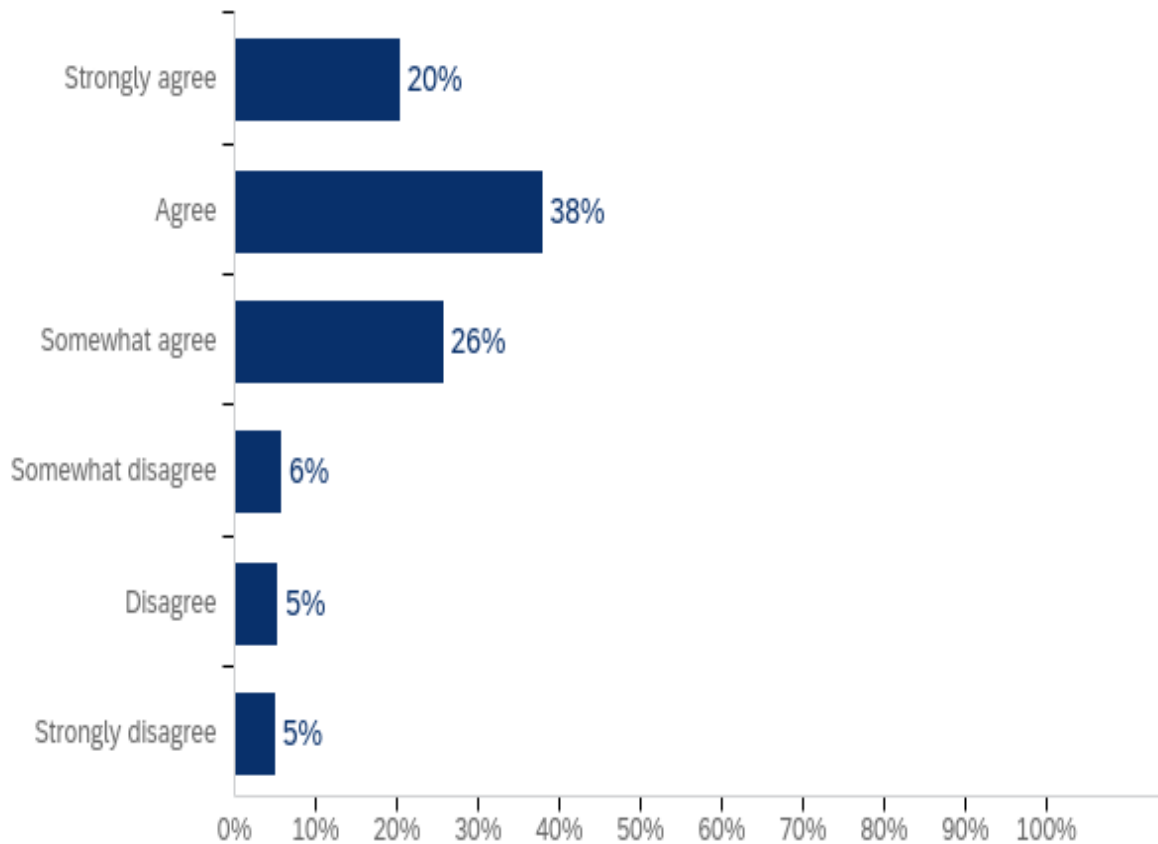
**Q11 - I am better prepared to connect with cadets who are different than me.**



<b>BETTER PREPARED CONNECT WITH CADETS DIFFERENT THAN ME</b>		
<b>Response</b>	<b># Respondents</b>	<b>% Respondents</b>
<b>Strongly agree</b>	<b>56</b>	<b>22%</b>
<b>Agree</b>	<b>102</b>	<b>39%</b>
<b>Somewhat agree</b>	<b>52</b>	<b>20%</b>
<b>Somewhat disagree</b>	<b>21</b>	<b>8%</b>
<b>Disagree</b>	<b>17</b>	<b>7%</b>
<b>Strongly disagree</b>	<b>11</b>	<b>4%</b>
<b>Total</b>	<b>259</b>	<b>100%</b>

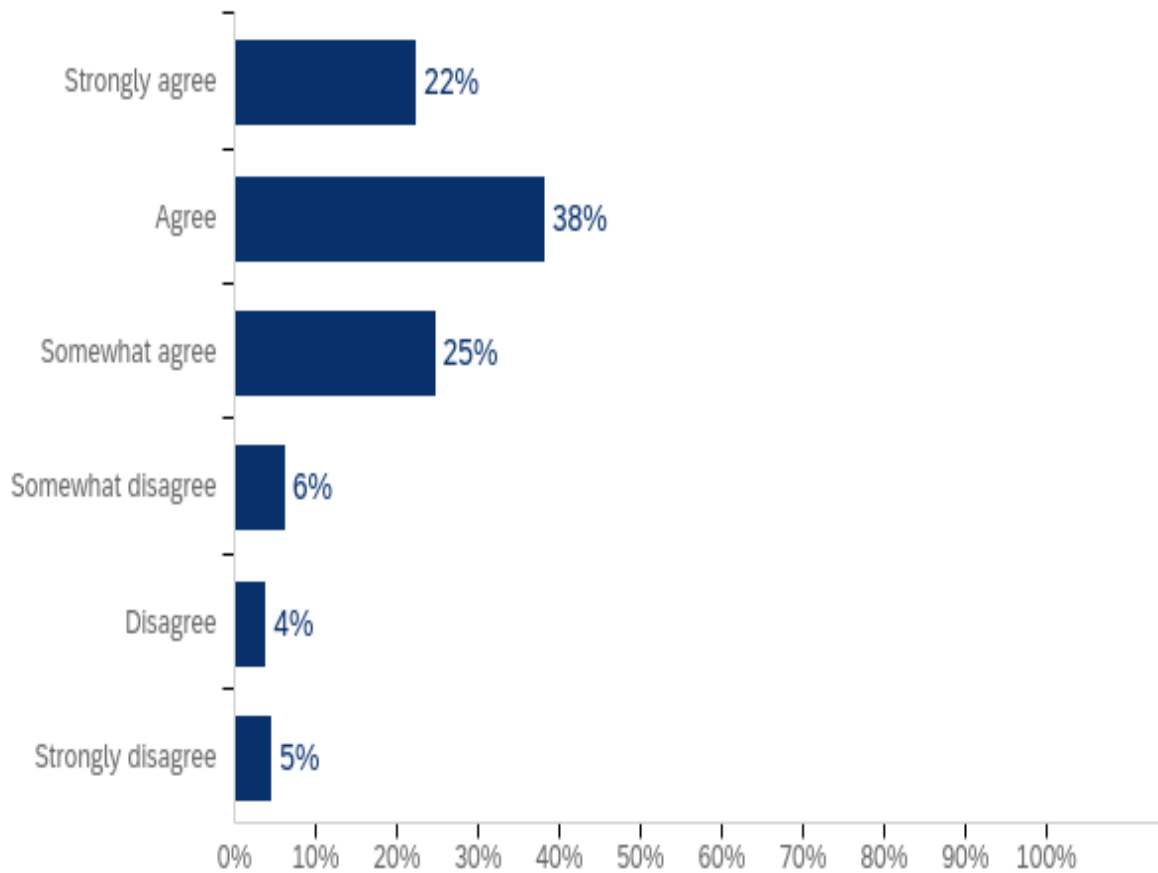


**Q12 - I am better prepared to lead a diverse group of my peers.**



<b>BETTER PREPARED TO LEAD A DIVERSE GROUP OF PEERS</b>		
<b>Response</b>	<b># Respondents</b>	<b>% Respondents</b>
<b>Strongly agree</b>	<b>53</b>	<b>20%</b>
<b>Agree</b>	<b>99</b>	<b>38%</b>
<b>Somewhat agree</b>	<b>67</b>	<b>26%</b>
<b>Somewhat disagree</b>	<b>15</b>	<b>6%</b>
<b>Disagree</b>	<b>14</b>	<b>5%</b>
<b>Strongly disagree</b>	<b>13</b>	<b>5%</b>
<b>Total</b>	<b>261</b>	<b>100%</b>

**Q13 - I believe I will be a more effective leader.**



<b>MORE EFFECTIVE LEADER</b>		
<b>Response</b>	<b># Respondents</b>	<b>% Respondents</b>
<b>Strongly agree</b>	<b>58</b>	<b>22%</b>
<b>Agree</b>	<b>99</b>	<b>38%</b>
<b>Somewhat agree</b>	<b>64</b>	<b>25%</b>
<b>Somewhat disagree</b>	<b>16</b>	<b>6%</b>
<b>Disagree</b>	<b>10</b>	<b>4%</b>
<b>Strongly disagree</b>	<b>12</b>	<b>5%</b>
<b>Total</b>	<b>259</b>	<b>100%</b>

**Q14 - How can this training be improved to make it a more effective learning experience?**

<b>COMMENTS (n = 129)</b>
<b>Less lecture based</b>
<b>Entertaining exercises</b>
<b>Abolish the training entirely.</b>
<b>More involvement</b>
<b>I think that it has certainly improved from years past, in that it is less hostile and controversial. I think that the training this year was better, but I just do not believe that it is useful.</b>
<b>By not making it mandatory</b>
<b>More fun to interest the people in training</b>
<b>More training</b>
<b>Not making it mandatory</b>
<b>We talked about some very generic values, but I do not feel this makes me more able to connect to others than I was prior to the session, given the very formulaic understanding of social interaction discussed at the session.</b>
<b>Less definitions and more activities</b>
<b>This is not a concept that can be learned over a couple of training courses a year or even a weekly class. People either get it already or will have to learn it through experience.</b>
<b>Nothing can be improved in my opinion</b>
<b>Don't have it so early in the morning</b>
<b>Let it not be conducted. Nothing about the training actually promotes any of the goals it states it does.</b>
<b>Make it not at 0800</b>

<b>COMMENTS CONT.</b>
<b>Maybe doing something that actually improves inclusivity</b>
<b>More moving around.</b>
<b>I have no complaints.</b>
<b>Maybe find other ways to ask the question. Not just standing somewhere in the room</b>
<b>Not doing it in Deans time, having more time for cadets to talk to each other.</b>
<b>I think making it more engaging with the group.</b>
<b>Good the way it is</b>
<b>No improvements necessary.</b>
<b>Remove it entirely</b>
<b>Having these meetings/discussions more often</b>
<b>It was good how it was</b>
<b>More interactive</b>
<b>Less judgement of what is discussed, instructors being male and female (my session was only female), more questions; there was plenty of time to get more into this but other problems slowed the process of that. More generalization of race, white and black seemed to be the only races mainly covered while majority of my session was neither (couldn't relate).</b>
<b>It was good how it is</b>
<b>Have more detailed conversation about individual's backgrounds and beliefs. This will help the corps get to know their peers better and learn how to respectfully approach potentially sensitive subjects.</b>
<b>Maybe explain each section of diversity more</b>
<b>Don't force change but encourage more positive diverse thinking in your lesson plan.</b>

<b>COMMENTS CONT.</b>
<b>I think it was overall run efficiently.</b>
<b>Allow people to add onto categories that they think should be included.</b>
<b>Makes people more aware of differences but that it doesn't change who we are</b>
<b>Just better instructions for pt but i know that it is limited so far as people conducting the pt.</b>
<b>They should go further in detail on how people are unconsciously biased.</b>
<b>I think some of the points can be summarized more.</b>
<b>Be held more often.</b>
<b>I suppose more hands-on activities it seemed like people were only doing this because everyone else was doing it and not because they wanted to be engaged.</b>
<b>To have actual training provided and not just a discussion where 2 or 3 people spoke and then we moved on</b>
<b>Don't be boring</b>
<b>More explanation on certain topics</b>
<b>I'm not sure.</b>
<b>I think it was sufficient as is</b>
<b>I don't see any real changes to the presentation, but the presenter should try to keep topics discussed related to the questions asked or the overall presentation. My group got very off topic, and no one tried to pull it back together.</b>
<b>Make the importance known and connect it to issues that we would care about because I didn't know why I was there.</b>
<b>I can say that the training is good as it is due to being simple and not complex.</b>
<b>It's good as is with all the engagement it had.</b>

**COMMENTS CONT.**

**There isn't much I can think of to improve this training.**

**I think this was good nothing else needed**

**Being open about the issues of closed-mindedness, especially at the institute.**

**The training is adequate as is.**

**I think you should remember to incorporate concepts of merit, character, and achievement. People are more than the ROTC they are in and the color of their skin. We were asked "what do you think is the thing people think of you the most", or something like that. I think people see me by what I have done and what I can do; that's what I see most people by, at least, and I've never been separated or picked out for anything else. The list below this box is a perfect example of what I mean: it's all buzzwords and categorizations.**

**It was good how it was**

**N/A it was fine, but it was pretty basic knowledge so nothing new was learned, it was more of a review**

**I believe that an introspective, be it an anonymous interview could be used to show how different cadets and rats diversity's impact them at this school and in life.**

**Teach more hands-on effective skills and put cadets in leadership positions**

**I don't know**

**I found this training very interactive and learned well from the way it was conducted.**

**I don't think there is much that could change.**

**More time, smaller groups**

**I think it's great the way it is. I think the questions that were asked really provoked thought on how different we all really are.**

**Add more options and have more time to do it.**

**I can't think of anything to add or change.**

<b>COMMENTS CONT.</b>
<b>Remove the NCAA factor, as I believe it takes away from the more important aspects of the message.</b>
<b>I think the training was well and conducted fine</b>
<b>It could use more real-world examples and applications.</b>
<b>I think getting everyone to get to the point where they are comfortable enough to talk about everything</b>
<b>Go more in-depth in the information in the slides.</b>
<b>I thought it was great</b>
<b>If it's about leadership, put more leadership aspects into it</b>
<b>Just to be able to talk to people who have gone through the struggle while standing out from others, but made it work in their favor. Having that opportunity would give a better understanding.</b>
<b>Could have a segment where an example of the topics is shown</b>
<b>More snacks</b>
<b>It cannot be, it was so good.</b>
<b>Maybe narrow down the categories</b>
<b>Let people ask questions and let different people talk to each other rather than forcing people to care.</b>
<b>Not sure. Just be a good person and be willing to have patience and understanding.</b>
<b>More time for discussion, if possible.</b>
<b>I think it could be improved my making every single person share instead of just a few people volunteering.</b>
<b>This training is satisfactory and effective. I cannot think of any improvements that would make the training more effective.</b>

<b>COMMENTS CONT.</b>
<b>Make it faster pace.</b>
<b>The slides themselves were pretty lackluster but made sense.</b>
<b>I'm gay, and the stuff some people usually say about gay people made it to where I avoided any LGBTQ thing like the plague.</b>
<b>Keep as is</b>
<b>Longer sessions</b>
<b>Providing more topics</b>
<b>It was perfect</b>
<b>If there was more of a leadership side of it not just diversity</b>
<b>I think it was great! I love the interventional activities.</b>
<b>Use actionable examples. Don't just make it a feel-good activity with no meaning.</b>
<b>I would say that this training could improve by adding different topics and having different types of discussions between cadets.</b>
<b>They could make it a bit longer so everyone can voice their opinions or get a wider sense of what diversity means to VMI.</b>
<b>Not very sure, I feel like it is already amazing!</b>
<b>There is not much that needs to change. I love the fact that the learning experience was a discussion instead of some random person just telling us to be more diverse. I also liked how got to share what we believed with our peers.</b>
<b>Cadet should talk about what they like or don't like</b>
<b>This training could be improved by encouraging people to participate more in training.</b>
<b>Maybe don't put people out on the spot to speak their opinion. I feel like there could be a rift between people and their companies when put on the spot to speak their opinion.</b>



<b>COMMENTS CONT.</b>
<b>Focus on a common goal and compare that to diverse qualities, rather than focusing on what makes us diverse.</b>
<b>Include more specific examples for things you will see and experience at VMI. E.g. How to be inclusive while leading a diverse group, how to engage those who appear left out, etc</b>
<b>Pretty good</b>
<b>I thought it went really well and have no suggestions.</b>
<b>I think it could be improved by being a bit more organized in the lesson and expanding on some of the ideas presented.</b>
<b>More talking to peers of differing opinions.</b>
<b>By seeing different standpoints</b>
<b>Instead of focusing on how all these stereotypes are bad and how it's a "huge problem", talk more about how this is beneficial. Personally, I don't see the problems outlined in the training anywhere at VMI, so in a way, this training just brought my attention to something I don't think is even a major problem at VMI.</b>
<b>More training on cultural awareness.</b>
<b>I didn't see anything that could be different.</b>
<b>Nothing really, except to get rid of the Parliament rules, as they did nothing except hinder conversation.</b>
<b>I felt like the training had an agenda to hit.</b>
<b>I think it would be best if it went over more statistics and reasons as to why diversity is good, instead of using a bunch of time to do a little game.</b>
<b>Maybe take more time so there's more room for discussion</b>
<b>Not sure, I thought it was good as is.</b>

**COMMENTS CONT.**

**Just talk to people about the training and don't make them get up and go to what they think is the right answer to the question.**

**Make it less about where you came from and more about what you do now.**

**Have more activities, rather than just one.**

**I don't think the training needs to be improved in any way. Everyone was respectful, and the cadets that directed the program was amazing.**

**The training is effective for learning experiences because you get to know a lot of kinds of people and even though we're told not to be an individual, we actually are all unique and different and it should be appreciated and celebrated. We can all learn from differences.**

**Don't make it about things that divide us. I got a sense of just hating on the athletes ie, people that are different.**

**Some of my BRs were really rude. There is nothing you can do about it, but they should learn how to fix it.**

**It should no longer take place at VMI. Many of my BRs will fill out this form and give mediocre answers saying they found it somewhat helpful to understand each other better. This is because they are conditioned to accept this agenda. I am not. We do not need diversity training to bond as BRs. This training provided a false narrative, which is that we are all different races. We are not. We are all the same race created by God in his image. Yes, discrimination by skin color is a real thing and IS immoral, however this is not racism. The term racism is incorrect because we are all a part of the same human race. Finally, the result of this diverse agenda is the acceptance of false teachings. The first amendment protects the free exercise of religion, however the point of this was to prevent a state-run religion. This country seems to already have forgot its role as a Christian nation. Proverbs 9:10 says the fear of God is the beginning of wisdom. The inverse is also true. Ultimately this diversity narrative is anti-Christian and will lead this country to ruin if it continues.**

**Letting people talk to people within their groups once they sort themselves would be preferential to calling on one person to explain their sexuality in front of the class.**

**I think it was very well put together; I don't see any specific areas for improvement.**

**More in depth.**

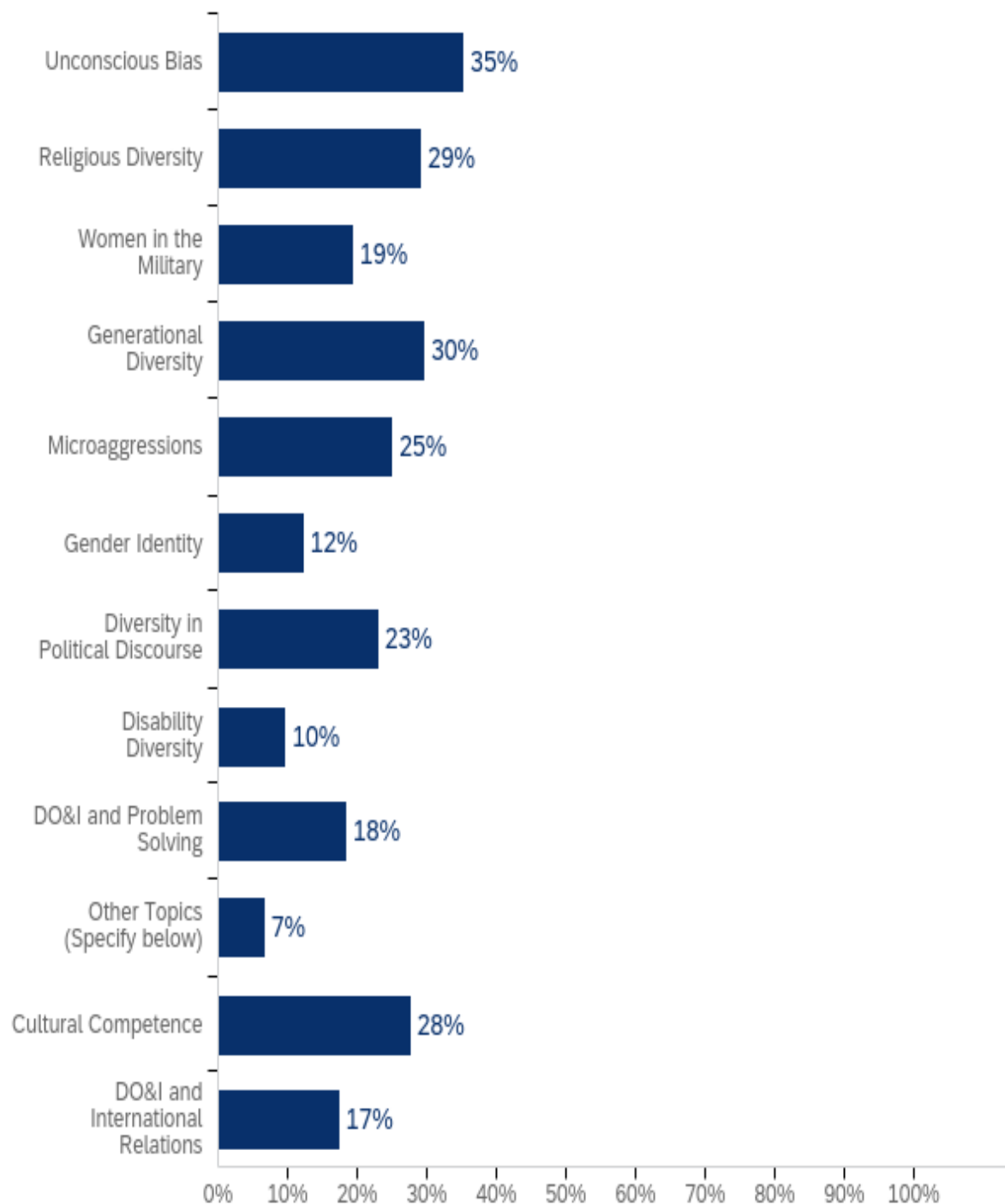
**COMMENTS CONT.**

**Discussions on specific topics.**

**More intense topics that spark conversation amongst one another.**

**It was already very effective**

**Q15 - Please select topic(s) from the list below that you would like to explore in future Inclusive Excellence training sessions. (Check all that apply)**



## Q15 - Please select topic(s) Cont.

<b>FUTURE TRAINING TOPICS</b>		
<b>Response</b>	<b># Respondents</b>	<b>% Respondents*</b>
<b>Unconscious Bias</b>	<b>69</b>	<b>35%</b>
<b>Religious Diversity</b>	<b>57</b>	<b>29%</b>
<b>Women in the Military</b>	<b>38</b>	<b>19%</b>
<b>Generational Diversity</b>	<b>58</b>	<b>30%</b>
<b>Microaggressions</b>	<b>49</b>	<b>25%</b>
<b>Gender Identity</b>	<b>24</b>	<b>12%</b>
<b>Diversity in Political Discourse</b>	<b>45</b>	<b>23%</b>
<b>Disability Diversity</b>	<b>19</b>	<b>10%</b>
<b>DO&amp;I and Problem Solving</b>	<b>36</b>	<b>18%</b>
<b>Other Topics (Specify below)</b>	<b>13</b>	<b>7%</b>
<b>Cultural Competence</b>	<b>54</b>	<b>28%</b>
<b>DO&amp;I and International Relations</b>	<b>34</b>	<b>17%</b>
<b>Total</b>	<b>195</b>	<b>100%</b>

\*Percentages are based on the 195 unique number of respondents to this item

**Q15 - Other Topics (Specify below)**

<b>COMMENTS (n = 6)</b>
<b>Compassion for others' lives and stories that we don't know about</b>
<b>Physical fitness</b>
<b>Individual involved in the DOI community</b>
<b>How to unite those of different socioeconomic classes</b>
<b>Men's mental health</b>
<b>None of them, these trainings are infantilizing</b>

*Inclusive Excellence*

*DO&I Office Insights*



**Office of Diversity, Opportunity, & Inclusion**

**Virginia Military Institute**

**Lexington, Virginia 24450**





## Spring 2024 Cadet Inclusive Excellence Training Session Dates

Except for the first class presentation, all cadet Inclusive Excellence Training sessions are held on Fridays at 0800 in Scott Shipp Hall.

January 26<sup>th</sup>

February 2<sup>nd</sup>

February 9<sup>th</sup>

February 16<sup>th</sup>

March 1<sup>st</sup>

March 6<sup>th</sup> – First class presentation

This schedule is subject to change. Please contact Vaughn McBean at [mcbeanvl@vmi.edu](mailto:mcbeanvl@vmi.edu) or (540) 464-7111 for a room assignment.

## **News**

Hiring a Program Manager

VMI is receiving a Diamond Award from the Not Alone Foundation for our Diversity and Inclusion efforts

Updating our section of the VMI website

## **Heritage, Diversity, and Inclusion Months**

**January** – Poverty Awareness Month, National Slavery & Human Trafficking Prevention Month

**February**- Black History Month, American Heart Health Month, Healthy Relationships Month, Teen Dating Violence Awareness & Prevention Month

**March**- National Women’s History Month, Irish American Heritage Month, Greek American Heritage Month, Gender Equality Month, Developmental Disabilities Awareness Month

**April**- Celebrate Diversity Month, National Arab American Heritage Month, Tartan (Scottish American) Heritage Month, Autism Awareness Month, Sexual Assault Awareness Month

## **Additional DO&I Programming for 2023-24**

Lunar New Year Celebration with Modern Languages Department

Healthy Relationships Month event

Black History Month – Lexington History

Women’s History Month – Generations Event

Native American Heritage Event Series with W&L

Lift Every Voice Open Mic Night

VMFA Artmobile\*

Clothesline Project with Project Horizon

Game Nights with Preston Library\*

Employee Inclusive Excellence Training

\*Tentative

*Event offerings are subject to change.*



