

## Diversity Leadership Congress Feedback Summary

One hundred and eighteen participants in the Diversity Leadership Congress completed the on-line feedback survey sent the following day. The following is a summary of those results.

Overall, the vast majority of respondents were greatly appreciative of the event. Approximately half found the speakers or panelists to be the most helpful, while the other half found the small group discussions most helpful.

Which part of the Congress was most helpful in providing you with tools or ideas to support diversity efforts in your local area of responsibility?

Speakers in general	8
Opening Remarks by President Hockfield	6
Keynote	12
Panelists	33
Small Group Discussion	55

*"Both the speakers and the round tables were equally important to me. The speakers gave us common language and some ideas to discuss once we got to the round tables. The round tables were so important to meet people from around the campus who were also interested in these ideas. It takes an event like this to tear us away from our offices."*

*"MIT's convening of the Congress, in itself, was a powerful statement of MIT's commitment to and support of a diverse workplace. President Hockfield's message together with the keynote speaker and panel were very helpful."*

Which part of the Congress, **if any**, was least helpful? Why?

(It was clear that "least helpful" was not meant as "not helpful", but rather "not as valuable relative to the other parts." Many respondents left this blank or stated it was all helpful.)

Opening Remarks by President Hockfield	0
Keynote	17
Panelists in general	15

Breakout groups

13

Lunch/ Reception time

12

*"I would have preferred an open conversation between the panelists rather than the little speeches each of them gave. Some good points and specifics were there in the speeches but a back and forth conversation about their thoughts might have been more productive."*

*"It would have been good to use the lunch or reception time more effectively. Have a sort of icebreaker/fun activity to force people to meet people they don't always get a chance to interact with."*

**The panel featured speakers who are leaders on diversity in their respective organizations. Was hearing about efforts at other organizations helpful to you? Why or why not?**

The vast majority found it helpful to hear from other organizations. Prof Summers' and Dr. Malcom's comments were particularly appreciated.

*"Yes, it was helpful to hear from each of the speakers; each presented a distinct perspective (ranging from experiences in the for-profit sector to government to higher education). Some of the initiatives they mentioned having been involved with would be replicable at MIT."*

*"Shirley Malcom and Michael Summers both had wonderful examples of how they do things. Shirley said some amazing things that made my ears perk up. For example, "I've heard the old, if I could find them I would hire them". I have heard that same language before from my dean's office and bought into it. Shirley was not going to let us get away from it so easily...she made it our challenge to work hard and not leave the pipeline to someone else. That is exactly what Michael Summers is doing...taking care of his own pipeline. We have some work to do here."*

**Did the format and structure of the small group discussions help you synthesize and apply what you learned during the day?**

Yes = 84    No = 28    NA = 6

**What might we have done differently?**

There were a variety of sometimes contradictory suggestions: mix faculty, staff and students, vs. organize more by discipline; more structure vs. less structure; more time to talk vs. more time to hear about what's already happening at MIT.

**In the small group discussions, do you think that people were comfortable being open and candid?**

Yes = 100    No = 8                      NA= 10

**Any other comments or suggestions for the Congress organizers?**

Most common comments were around the need for follow-up and the desire to have similar opportunities in the future.

*"Thank you for a great day. I hope we'll continue the dialogue in an organized way, and we'll take a local approach as well."*

*"Provide follow-up opportunities for participants to continue the dialogue at small group forums or brown-bag lunches."*

*"One big event is not enough to raise the level of awareness. MIT will need sustained smaller efforts to help managers better understand how to identify and confront Diversity goals. MIT needs to look at managers who have been successful identifying and hiring good candidates from diverse backgrounds. It needs to understand why they have been successful and help others to learn. There must be more sharing of successful strategies. My sense is that many people are uncomfortable discussing these sensitive issues, others do not want to lose critical time".*

*"Great job! Much more exciting and practical than I'd anticipated"*