

# COMPANY: Bystander Intervention

Post-Lunch & Learn Assessment | September 2021

The Rise Journey



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Our mission is to provide high-value, metrics-driven support to facilitate positive organizational change, based on inclusion and social impact for small HR teams.

# NPS Score



■ Promoter ■ Passive ■ Detractor



*Based on NPS theory, this is a good score*

# Our Recommendations

There was an **overall trend of wanting more niche learning opportunities with additional dialogue.**

13 participants voted 69 times on topics of interest. The top three being:

- Emotional Intelligence
- Interpersonal Skills & Difficult Conversations
- Personal Improvement

**100% of participants marked 'agree' or 'strongly agree'** when asked if the **session was valuable. 84% of participants marked 'strongly agree'** when asked if they felt additional training would be valuable.

Based on the before and after poll, **participants had active learning and takeaways from the session.**

Based on the data collected, we suggest the following sessions as part of a well rounded educational curriculum:

1. Workshop: [Emotional Intelligence & Cultural Competency](#)
2. Lunch & Learn: [The Power of a Lifelong Learner Mindset](#)
3. Lunch & Learn: [Indigenous Wisdom for Modern Times](#)

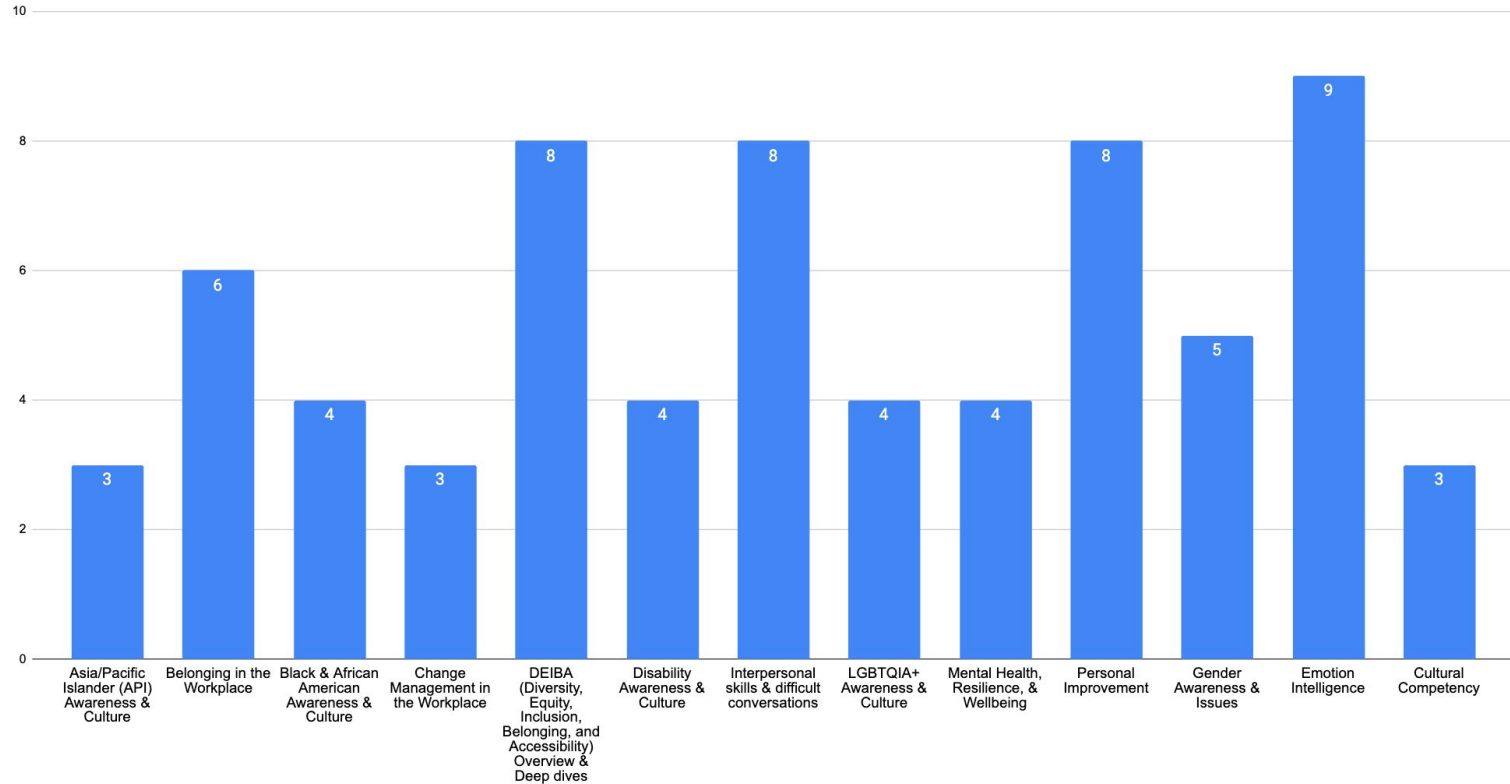
*Check out our newest offering: [Culturally Themed Slam Poetry Events](#)*

# NPS By Demographics



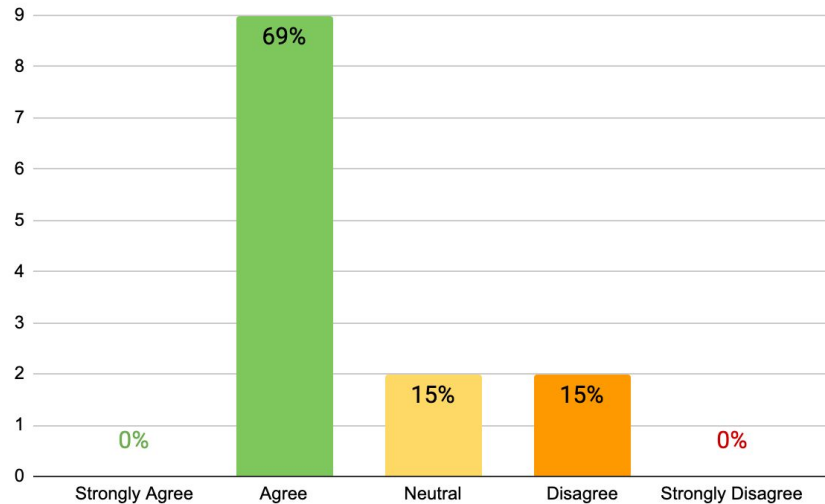
*Please note that no participants identified as gender non-conforming or non-binary*

# What topics are of interest to you?

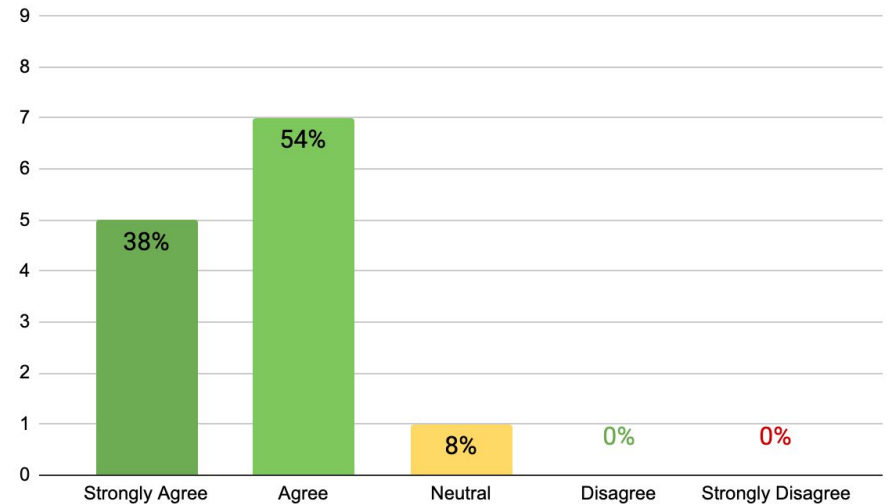


# Before & After

**Before** this session, I felt an understanding of the concepts covered today



**After** this session, I felt an understanding of the concepts covered today



*This before and after view shows that there was a lot of participant learnings of the concepts and ideas.*



# Insights

While all demographics yielded positive results, **BIPOC participants were more likely to:**

- feel empowered to take action based on the session
- value future DEIBA training sessions
- feel understanding of the topics before and after the session

**White participants were more likely** than BIPOC participants to find the session valuable

**Men were more likely** than women to feel understanding of the topics before and after the session

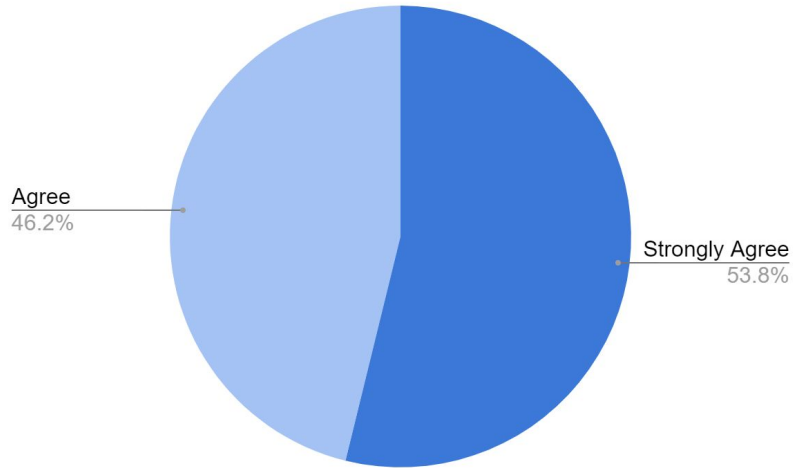
**Women were more likely** than men to feel empowered to take action based on the session

**Men and women were equally likely** to find the session valuable and value additional DEIBA training.

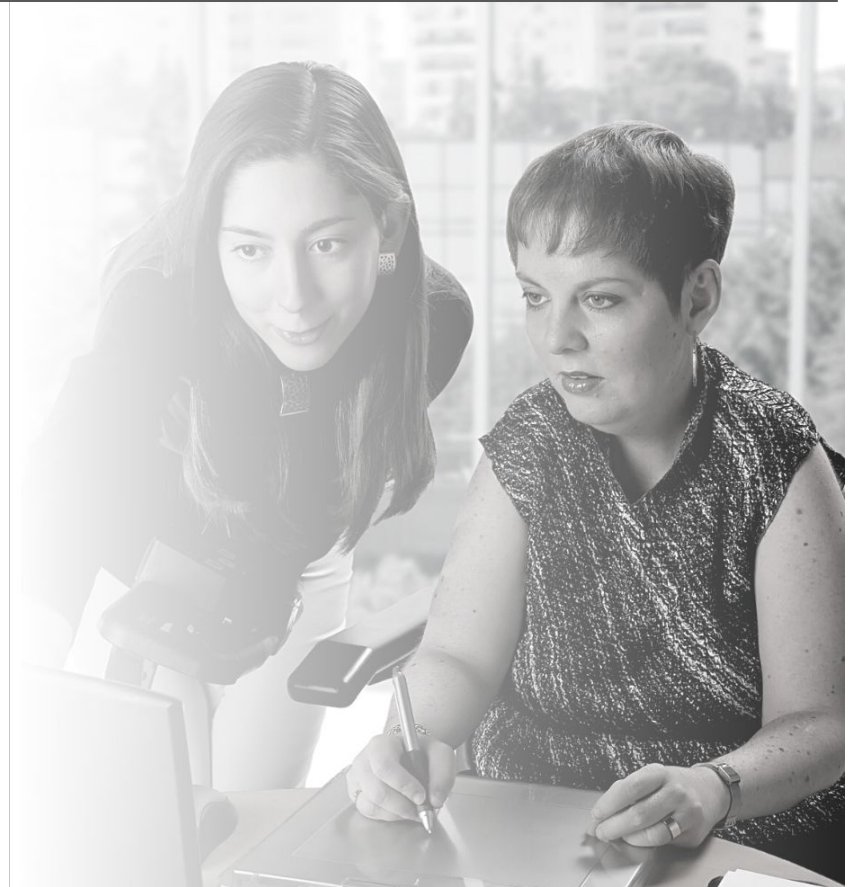
*Please note that we did not do data breakdowns by LGBTQIA+ identity due to our threshold of anonymity not being met.*



# I found today's session valuable.



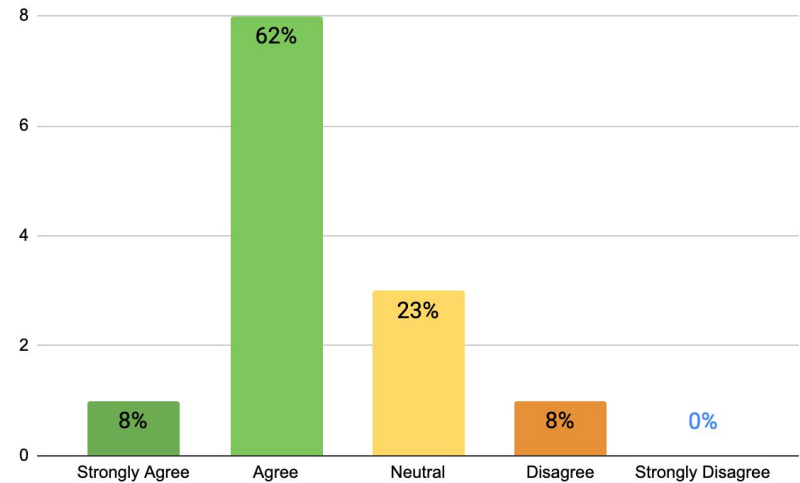
**100%** of participants marked *Strongly Agree* or *Agree* which is simply fantastic!





## I feel empowered to take action based on today's session.

70% of participants marked **strongly agree** or **agree**



*This is really encouraging - digging into the specifics and bringing folks into conversations about strategy, policies, and increased collaboration will support more folks feeling empowered.*

# Data: BIPOC vs. White

	BIPOC Responses	White Responses
<b>Found the session valuable</b>	84%	89%
<b>Felt empowered to take action based on the session</b>	100%	88%
<b>Would find value in additional DEIBA training</b>	100%	89%
<b>Felt understanding of the concepts BEFORE the session</b>	78%	72%
<b>Felt understanding of the concepts AFTER the session</b>	99%	89%

*Please note that only Strongly Agree and Agree responses are recorded in this table.*

# Data: Gender\*

	Men Responses	Women Responses
<b>Found the session valuable</b>	100%	100%
<b>Felt empowered to take action based on the session</b>	50%	77%
<b>Would find value in additional DEIBA training</b>	100%	100%
<b>Felt understanding of the concepts BEFORE the session</b>	75%	67%
<b>Felt understanding of the concepts AFTER the session</b>	100%	89%

*\*Please note that no participants identified as gender non-conforming or non-binary.*

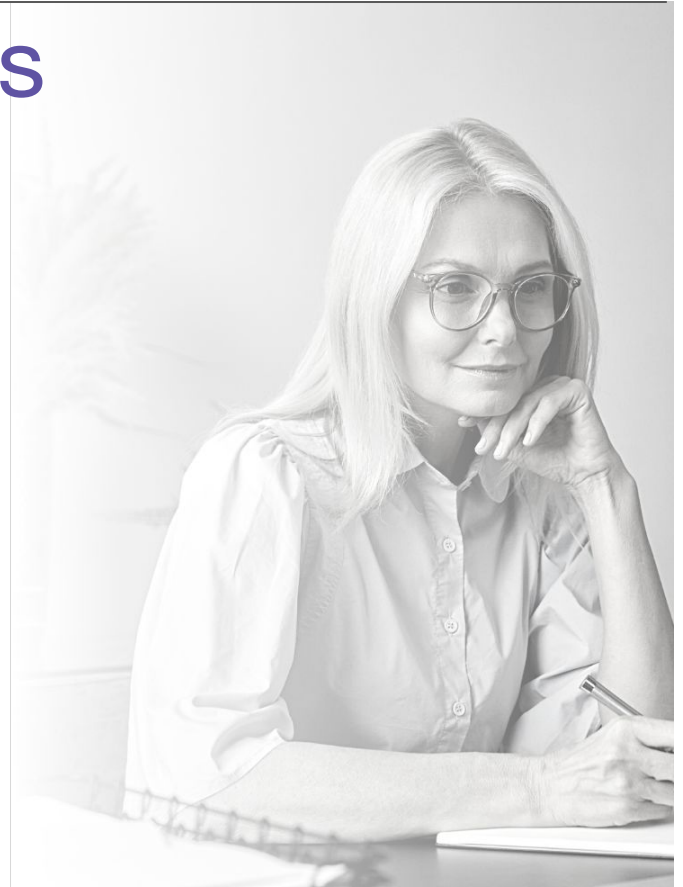
*Only Strongly Agree and Agree responses are recorded in this table.*

# Opportunities

The majority of people who participated in the survey belonged to these groups:

- Entry and mid-level positions
- Have no caregiving responsibilities, suggesting **potential opportunity for employees with caregiving responsibilities to participate**
- Identified as women

These trends indicate an opportunity to **encourage participation from demographics like senior management and men** and to provide participation experiences for **employees with caregiving responsibilities.**



# Demographics

Race	
<b>American Indian or Alaska Native</b> (Eg: Navajo nation, Blackfeet tribe, Mayan, Aztec, Nome Eskimo Community, etc)	0%
<b>Asian</b> (Eg: Chinese, Filipino, Asian Indian, Vietnamese, Korean, Japanese, etc)	21.43%
<b>Black or African American</b> (Eg: African American, Jamaican, Haitian, Nigerian, Ethiopian, Somalian, etc)	0%
<b>Hispanic, Latinx or Spanish origin</b> (Eg: Mexican, Puerto Rican, Cuban, Salvadoran, Dominican, Colombian, etc)	0%
<b>Middle Eastern or North African</b> (Eg: Lebanese, Iranian, Egyptian, Syrian, Moroccan, Algerian, etc)	7.14%
<b>Native Hawaiian or Other Pacific Islander</b> (Eg: Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, etc)	0%
<b>White</b> (Eg: German, Irish, English, Italian, Polish, French, etc)	71.43%
<b>Other</b>	0%

Age	
<b>18-24</b>	8%
<b>25-34</b>	31%
<b>35-44</b>	46%
<b>45-54</b>	15%
<b>55-64</b>	0%
<b>65+</b>	0%

Gender	
<b>Non-Binary/Gender Non-Conforming</b>	0%
<b>Man</b>	31%
<b>Woman</b>	69%
<b>Other</b>	0%

LGBTQIA+	
<b>Yes</b>	15%
<b>No</b>	77%
<b>Other</b>	8%

People Manager	
Yes	31%
No	69%

Caregiver	
<b>Children (full- or part-time)</b>	23%
<b>Other adults</b>	0%
<b>Children and other adults</b>	8%
<b>No caregiving responsibilities</b>	69%

# Participant Takeaways

“Allyship is not self-defined. **Doing something, even if it's just one thing, instead of nothing will make a difference.**”

“**[I learned] that bystander intervention can happen at any time.** As a non-confrontational person, knowing that if I check in after an event **I can still be a valuable ally**”

“**Move from [a] place of comfort.**”

“**[Learning to interrupt] was really helpful for me, it helped me prepare and understand how to deal with situations I would have felt uncomfortable in before and probably have kept my head down.**”

“**[I learned] how to engage in supportive conversation and create relationships that allow me to intervene positively** but not speak for the person who is at the centre of the situation requiring intervention.”



The Rise Journey

# Thank You!

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