

Cultivating Collaborative Cultures

Workshop Evaluation Report for RISE Partners

June 2019 - June 2020



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ENGENDERING SUCCESS IN STEM

(Not for Broad Circulation)



Executive Summary

The Project RISE Research Team is pleased to share this year end summary report from the Cultivating Collaborative Cultures study. As of April 30, 2020, we completed data collection with nearly **300 STEM professionals** who were randomly assigned to participate in either an Inclusive Innovation or Influential Leaders professional development workshop. Participants have completed measures **prior to, during, and 2-4 weeks after the workshop**. They have also completed a series of daily logs **6-10 weeks after the workshop** and some have already completed **a 6 month follow-up survey**.

This report summarizes preliminary analysis of the workshop evaluations. These evaluations from the end of the workshop suggest that both women and men have an **overall positive evaluation of both workshops**, and see the inclusion workshop in particular as **more effective than other similar workshops** they have done. Not surprisingly, they generally see the leadership workshop as more beneficial for their personal leadership goals than for organizational diversity and inclusion goals, but more interestingly they view the inclusion content as helpful for both. The components of the two workshops all receive high ratings, with especially high marks on the **delivery** and **evidence** presented in the inclusive innovation workshop. These preliminary analyses of participants' immediate reactions suggest that the workshops we have developed are seen as **uniquely beneficial to our participants**. We are looking forward to tracking the benefits over time in our more formal analyses.

Our original study plan was to continue collecting data on this project for at least another year, however, **the COVID-19 pandemic** has forced us to postpone upcoming workshops and consider our alternatives. Given the uncertain timing for any future face-to-face workshops, our team has decided to make two modifications to our plan. First, we are currently **preregistering our hypotheses** with a plan to carry out analyses on our current dataset during the summer of 2020 while we are prevented from collecting more data. Second, we will also design a version of the Inclusive Innovation workshop that could be **tested virtually in a waiting list control design** over the next 12-18 months while physical distancing policies might still be in effect. Third, after social distancing measures are more permanently relaxed, we will resume data collection in an **in-person RISE Workshop Study 2.0** that will benefit from any findings revealed in analyses of Study 1.0.

These workshops have been co-facilitated by members of the RISE team and WinSETT, and have only been possible with the dedication of several ESS organizations who have partnered with us on this project: **Teck Resources, the National Research Council, City of Vancouver, City of New Westminster, Port Moody, West Vancouver, and Metro Vancouver**. We want to thank all of these partners for their cooperation and investment in this research.

Sincerely,

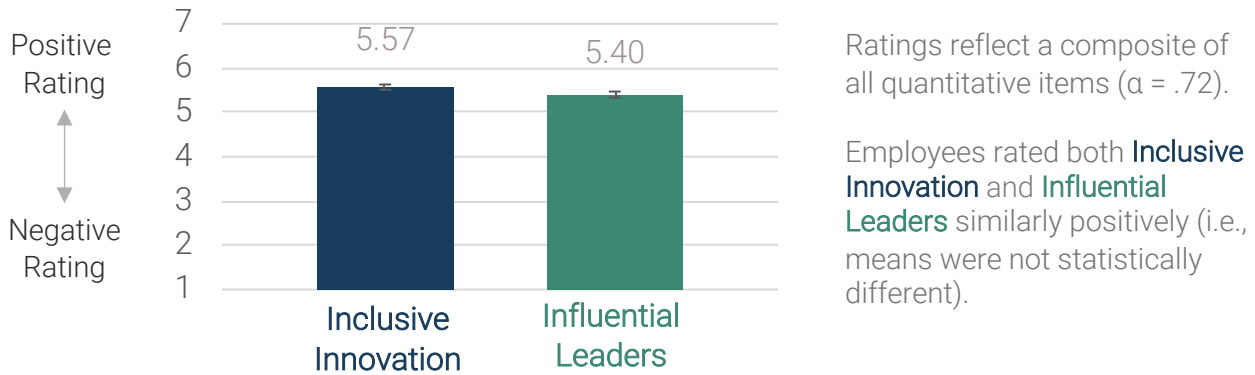
Toni Schmader & Hilary Bergsieker

Project RISE co-leads

Overall Workshop Evaluation

The following are aggregated results based on feedback from attendees in all Inclusive Innovation ($N = 156$) and Influential Leaders ($N = 138$) workshops run to date across 7 waves of data collection.

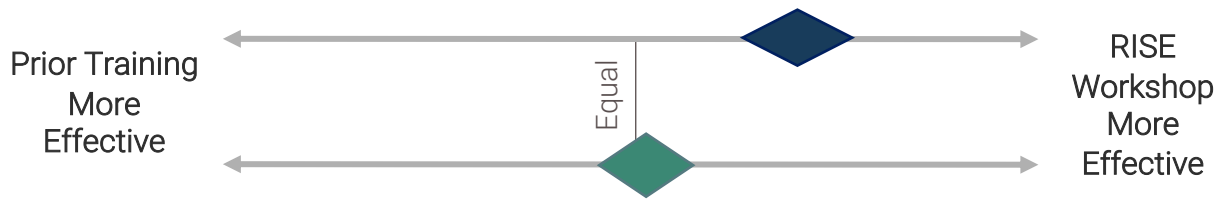
Overall, Employees Viewed Both Workshops Positively



How Do Our Workshops Compare to Similar Types of Training?

Inclusive Innovation

Attendees rated the RISE Inclusive Innovation workshop as significantly more effective (i.e., significant difference from midpoint) to past training on the topic ($n = 70$, 45%, of 156 attendees in this workshop).

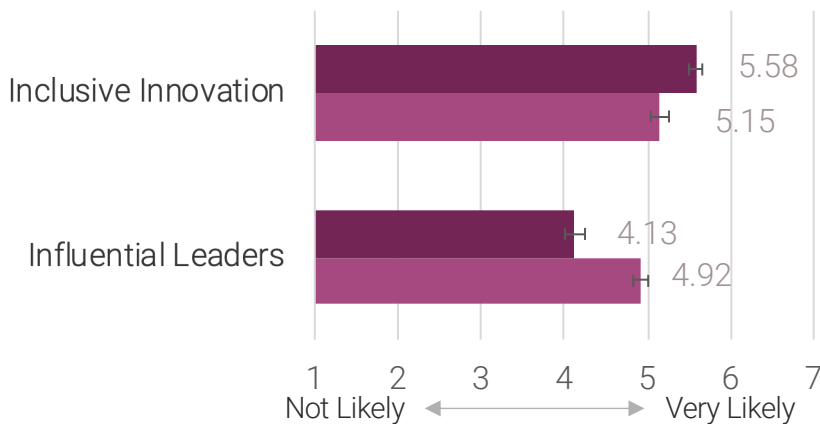


Influential Leaders

Attendees rated the RISE Influential Leaders workshop as equally effective (i.e., no significant difference from midpoint) to past training on the topic ($n = 70$, 51%, of 138 attendees in this workshop).

How Do Our Workshops Address Goals for Inclusion and Leadership?

■ Organization's D&I Goals ■ Personal Leadership Goals



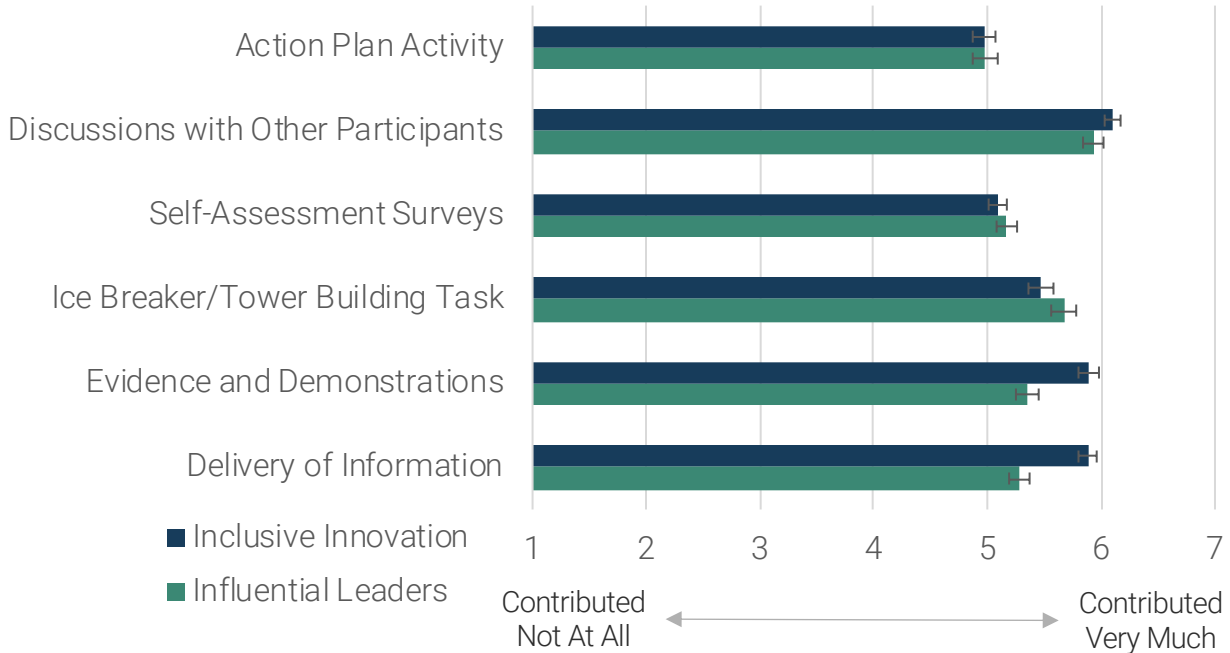
Inclusive Innovation was rated as highly likely to benefit personal leadership goals, but significantly more likely to benefit organizational D&I goals.

Influential Leaders was rated as significantly more likely to benefit personal leadership goals than to benefit organizational D&I goals.

Evaluation of Specific Components

To What Extent do Employees Rate Workshop Components as Contributing to Their Overall Experience?

In both the **Inclusive Innovation** and **Influential Leaders** workshops, attendees perceived all components in the session as contributing to their experience. Ratings for Evidence and Delivery were significantly higher in the Inclusive Innovation workshop.



What Was Most Engaging About Our Workshops?

The word clouds below capture attendees' open-ended feedback. Across both workshops, attendees especially valued: (1) interactive discussions, (2) engaging activities (e.g., tower building task), and (3) evidence-based content.

Inclusive Innovation



Influential Leaders

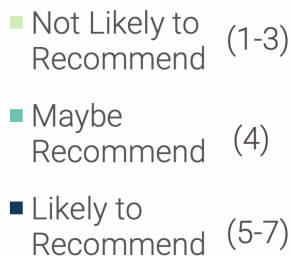
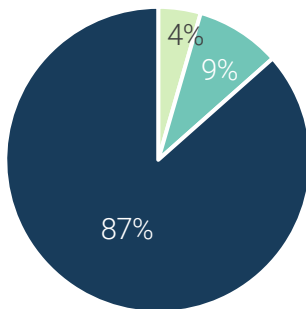


Recommendations for the Future

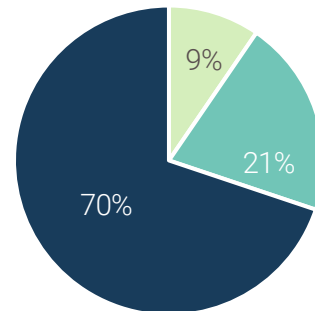
Would Employees Recommend These Workshops to Others?

When asked, “Are you likely to recommend this workshop to other coworkers?” on a scale ranging from 1 (Not At All Likely) to 7 (Very Likely), the majority of attendees in both the **Inclusive Innovation** and **Influential Leaders** workshops said they would recommend the workshop to others.

Inclusive Innovation



Influential Leaders



What Do Attendees Want to See in Future Workshops?

Open-ended feedback from attendees was content coded. Within each workshop, there were several key themes of suggestions for improvement.

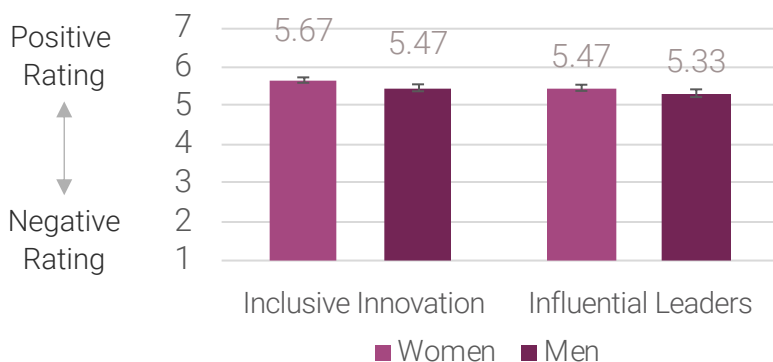
Areas of Improvement for Inclusive Innovation

- Discussion of other social identities (e.g., age, ethnicity)
- More time for activities and group discussions
- Opportunities to engage with other participants in the room

Areas of Improvement for Influential Leaders

- Mention of diversity and inclusion in workshop content
- More time for activities and group discussions
- Greater engagement with presenters and other attendees

Workshop Ratings by Gender



Both men and women give the workshops high overall ratings with a slight but significant tendency among women to rate the workshops more positively.