



Reflection Survey #1

Instructions: Please circle a number to indicate your response to each of the following items.

To what extent do you share common values with:

	Not at all						Very much
	1	2	3	4	5	6	7
your conversation partner?	1	2	3	4	5	6	7
others in your field?	1	2	3	4	5	6	7

To what extent is leadership a trait people are born with or a skillset that people can develop?

Entirely a trait 1 2 3 4 5 6 7 Entirely a skillset

Please rate the extent to which you agree with the following statements:

	Not at all						Very much
	1	2	3	4	5	6	7
Diversity and inclusion are important for helping teams develop the best solutions to intellectually challenging problems.	1	2	3	4	5	6	7
Effective leadership is important for helping teams develop the best solutions to intellectually challenging problems.	1	2	3	4	5	6	7
In my organization, people of different backgrounds are respected.	1	2	3	4	5	6	7
My organization fosters a safe environment in which diverse individuals can express their "true" selves.	1	2	3	4	5	6	7



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End of Reflection Survey #1.



Reflection Survey #2

The following questions ask about your conversations with your partner during the workshop:

	Very negative						Very positive
How would you describe the overall tone of your conversation?	1	2	3	4	5	6	7
	Not at all close				Somewhat close		
How close did you feel to your conversation partner?	1	2	3	4	5	6	7
	Nothing at all				A great deal		
How much personal information about yourself did you disclose with your conversation partner?	1	2	3	4	5	6	7
	Not at all				Very much		
How much did you try to understand your conversation partner's thoughts and feelings by imagining things from their perspective?	1	2	3	4	5	6	7

During the conversation exercise, I felt:

uncomfortable sharing my ideas	1	2	3	4	5	comfortable sharing my ideas
inauthentic	1	2	3	4	5	authentic

During the conversation exercise, I think that my conversation partner:

felt uncomfortable sharing their ideas	1	2	3	4	5	felt comfortable sharing their ideas
was inauthentic	1	2	3	4	5	was authentic

Your dialogue partner's status or professional position, relative to you:

Much lower status	Moderately lower status	Slightly lower status	Equal status	Slightly higher status	Moderately higher status	Much higher status
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How true is the following statement for you?

	Not at all					Very much	
	1	2	3	4	5	6	7
Over the past two weeks, when I'm at work, I have felt very aware of my gender.							

Please rate your agreement with the following statement:

I believe that, in the absence of bias, women and men have equal potential to succeed in engineering:

Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
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End of Reflection Survey #2.



Reflection Survey #3

Over the past week, I have enacted or received the following allyship behaviours toward women in my workplace:

	Did you do or receive this action?		
	No	I did it	I received it
Confronting inappropriate behaviour in front of others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Including women (or a woman) socially.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Challenging inappropriate behaviour in a one-on-one	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Making a conscious effort to treat people of different genders equally.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reporting inappropriate behaviour to a superior.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inviting women (or a woman) to collaborate on a project.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Warning others about the potential for gender bias.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consulting (or deferring to) a woman for her expertise.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Defending women's (or a woman's) expertise.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing a woman (or women) with career-related resources or information.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How true are the following statements for you?

	Not at all							Very much
	1	2	3	4	5	6	7	
I want to be an ally to female engineers.								
I would like to take on new leadership responsibilities within my organization.								

Near the end of today's RISE Workshop, you created an action plan (if-then contingency plan) to achieve your allyship goals. What was it?

IF: _____

THEN, I WILL: _____



Did you commit to more than one action plan? (circle one) Yes No

	Not at all likely							Very likely	
How likely are you to change some aspect of your behaviour as a result of today's workshop?	1	2	3	4	5	6	7		

How true are the following statements for you?

	Not at all					Very much		
I feel like I know how to challenge my own thoughts or actions if I think they might be influenced by gender stereotypes.	1	2	3	4	5	6	7	
I feel like I know how to be a strong ally to female engineers.	1	2	3	4	5	6	7	
I feel like I know how to be an effective leader in my organization.	1	2	3	4	5	6	7	

After participating in today's workshop, I feel:

	Not at all					Very much		
hopeful	1	2	3	4	5	6	7	
frustrated	1	2	3	4	5	6	7	
inspired	1	2	3	4	5	6	7	
emotionally drained	1	2	3	4	5	6	7	
empowered	1	2	3	4	5	6	7	
guilty	1	2	3	4	5	6	7	
anxious	1	2	3	4	5	6	7	
valued	1	2	3	4	5	6	7	

How true are the following statements?

	Not at all					Very much		
My organization has a culture of valuing the contributions that women and men make in the workplace.	1	2	3	4	5	6	7	
In my organization, interactions between people from different groups (based on gender, ethnicity, age, etc.) tend to be characterized by respect and trust.	1	2	3	4	5	6	7	



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Post-Workshop Evaluation

Please circle an option to indicate your response to each of the following questions.

	Not at all likely					Very likely	
	1	2	3	4	5	6	7
Is this workshop likely to help your organization achieve its goals for diversity and inclusion?							
Is this workshop likely to help you achieve your personal leadership goals?							
Are you likely to recommend this workshop to other coworkers?							

How did each of the following elements contribute to your experience of the workshop?

	Not at all					Very much	
	1	2	3	4	5	6	7
The delivery of the information.							
The evidence and demonstrations.							
The ice breaker/tower building task.							
The self-assessment survey(s).							
The discussions with other participants.							
The action plan activity and worksheet.							

Have you previously completed a workplace training on diversity and inclusion? Yes No

	The prior workshop was more effective			Today's workshop was more effective	
	1	2	3	4	5
<i>If yes, how would you rate the experience of the current workshop relative to what you have attended in the past?</i>					

Was there anything that you felt was missing from the workshop?

What part of the workshop did you find most interesting or engaging?

Any other comments or feedback? (Please use the reverse if needed.)