

INTERPERSONAL CHANGE

When asked if Coming Together for Racial Understanding caused participants to do anything differently in their interpersonal lives, participants responded with comments describing these changes. Samples of these comments are provided below. These comments were categorized and used to create a survey which was distributed to a larger pool of participants. Survey responses to similar questions on interpersonal change are depicted in the following graph.

Developing more diverse relationships:

- ✦ Stronger relationships with white colleagues who weren't in Coming Together training who are showing up for the conversations on race and equity with a new level of readiness to learn and engage

Facilitated dialogues & trainings:

- ✦ White participants reported having greater learning and increased comfort in discussing and hearing issues related to race
- ✦ Making the communal space braver

Learning about others more deeply/Listening better:

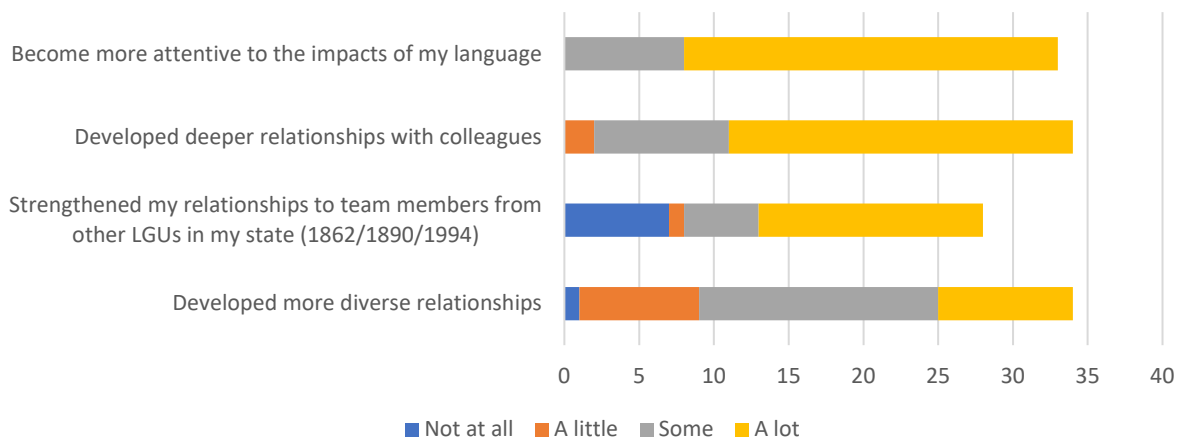
- ✦ Joined a white anti-racism affinity group with colleagues
- ✦ Deepened the way our team unpacks issues as they arise

Bolder/More comfortable in speaking up

- ✦ Some family members have sought me out to talk through race issues/questions, and they hadn't ever before



Because of Coming Together, to what extent have you personally:



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