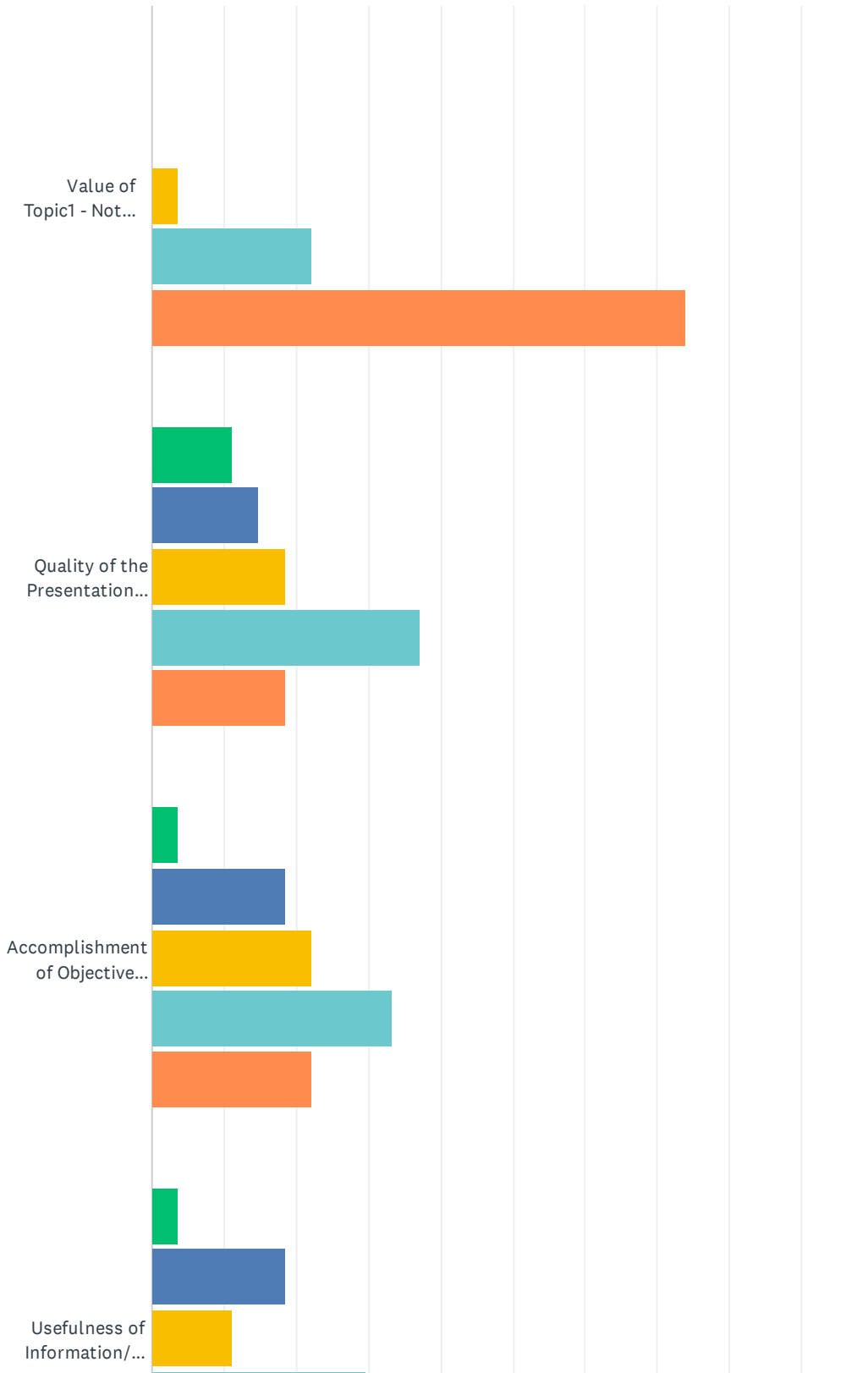
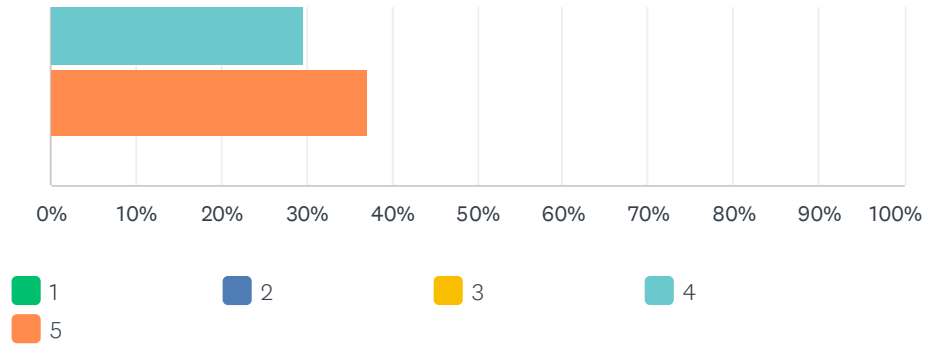


Q1 Wednesday, March 9, 2022: Team Building-LingSession Evaluation Form

Answered: 27 Skipped: 0



APGO Scholars and Leaders March 2022 Session Evaluations-Day 3-Wednesday



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
Value of Topic 1 - Not valuable 5 - Very valuable	0.00% 0	0.00% 0	3.70% 1	22.22% 6	74.07% 20	27	4.70
Quality of the Presentation and Facilitation 1 - Low quality 5 - High quality	11.11% 3	14.81% 4	18.52% 5	37.04% 10	18.52% 5	27	3.37
Accomplishment of Objectives 1 - Objectives were not accomplished 5 - Objectives were well accomplished	3.70% 1	18.52% 5	22.22% 6	33.33% 9	22.22% 6	27	3.52
Usefulness of Information/Skill in my Educational Responsibilities 1 - Not useful 5 - Very useful	3.70% 1	18.52% 5	11.11% 3	29.63% 8	37.04% 10	27	3.78

#	COMMENTS FOR THIS SESSION:	DATE
1	Comments made by the speaker at the start of the session (re: ASL classmate's name) were in stark contrast to what we had just learned in microaggressions talk the afternoon prior - in fact, interaction between speaker and ASL classmate mirrored the last case scenario Dr. Learman had provided. Along with other comments made at the start, this interaction was so distracting that I had trouble focusing on the rest of the talk. Again, lecture style not the most effective; quotes were fun but would have helped to have concrete examples, maybe from our own experience. Some of the small group exercises were fun and helpful - thinking about our results on the "True Colors" inventory and what this suggested about our perspectives/motivations, and particularly thinking about how to work more effectively with people of other "colors." Deb started the session by asking what questions we wanted to have addressed; this was not a planned part of the session, but kind of disappointing that these questions weren't ultimately addressed.	3/10/2022 12:20 PM
2	I enjoyed the methods of facilitation of this session including splitting into groups and brainstorming about teamwork and leadership. Please see my comments below regarding a very concerning incident that occurred during today's sessions.	3/10/2022 1:28 AM
3	The session went well however the rant that Dr Ling went on after the microaggression that Dr Derosa apologized for was completely inappropriate. It made the entire class uncomfortable. I did not witness the microaggression although I was aware that there was an exchange between the two, what followed was inexcusable and exactly what was discussed in the class the day before.	3/9/2022 11:31 PM
4	I was excited for this session, however the use of the time was not effective and I'm not sure I walked away with clear strategies for team building. I think some of this content was rushed because we ran out of time.	3/9/2022 9:04 PM
5	This session was rushed due to timing issues. Dr. Ling's presentation had very valuable information.	3/9/2022 6:15 PM
6	This was a helpful topic-- some of the info was already known but also delivered in a new way that was beneficial to approaching team building. Difficult to fully assess as it seemed like it got truncated due to time and the rush likely took a lot away from application of the skills we learned about.	3/9/2022 5:39 PM
7	So this was a mixed bag, in principle, I was very eager to have this session because the topic	3/9/2022 4:25 PM

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is so valuable but unfortunately, the the session felt like it had a bit too much fluff. I like the true colors exercise and but the small group work was not very useful and I would have liked more didactic on the topic instead.

8	I thought that this session was very good, interactive, and helpful.	3/9/2022 4:16 PM
9	Shorten power point and more interactions with each other. Otherwise, great content!	3/9/2022 2:52 PM
10	This session was harder for me to follow because of the organization of the material.	3/9/2022 2:46 PM
11	Wish we had more time.	3/9/2022 1:57 PM
12	I would have liked to return to the list we created at the beginning of the session.	3/9/2022 1:18 PM
13	Great speaker in being relatable and super engaging. Would like to see more tangible application options, how to get buy in for learners and specific exercises that would be helpful when dealing with certain types of team dynamics	3/9/2022 11:53 AM
14	I'll had a hard time following and don't feel that I came away from this session with as much as I have from the other sessions.	3/9/2022 11:51 AM
15	Was bummed that we didn't have time for all of the exercises. Felt these would be fun. Liked the informal and interactive nature.	3/9/2022 11:50 AM
16	It was a bit disappointing that we didn't have quite enough time left over for team building exercises and group activities.	3/9/2022 11:47 AM
17	This was fun and dynamic!	3/9/2022 11:46 AM
18	Helpful to do the True Colors. Will be helpful in working with residents and other educators.	3/9/2022 11:39 AM

Q2 I did not attend this session.

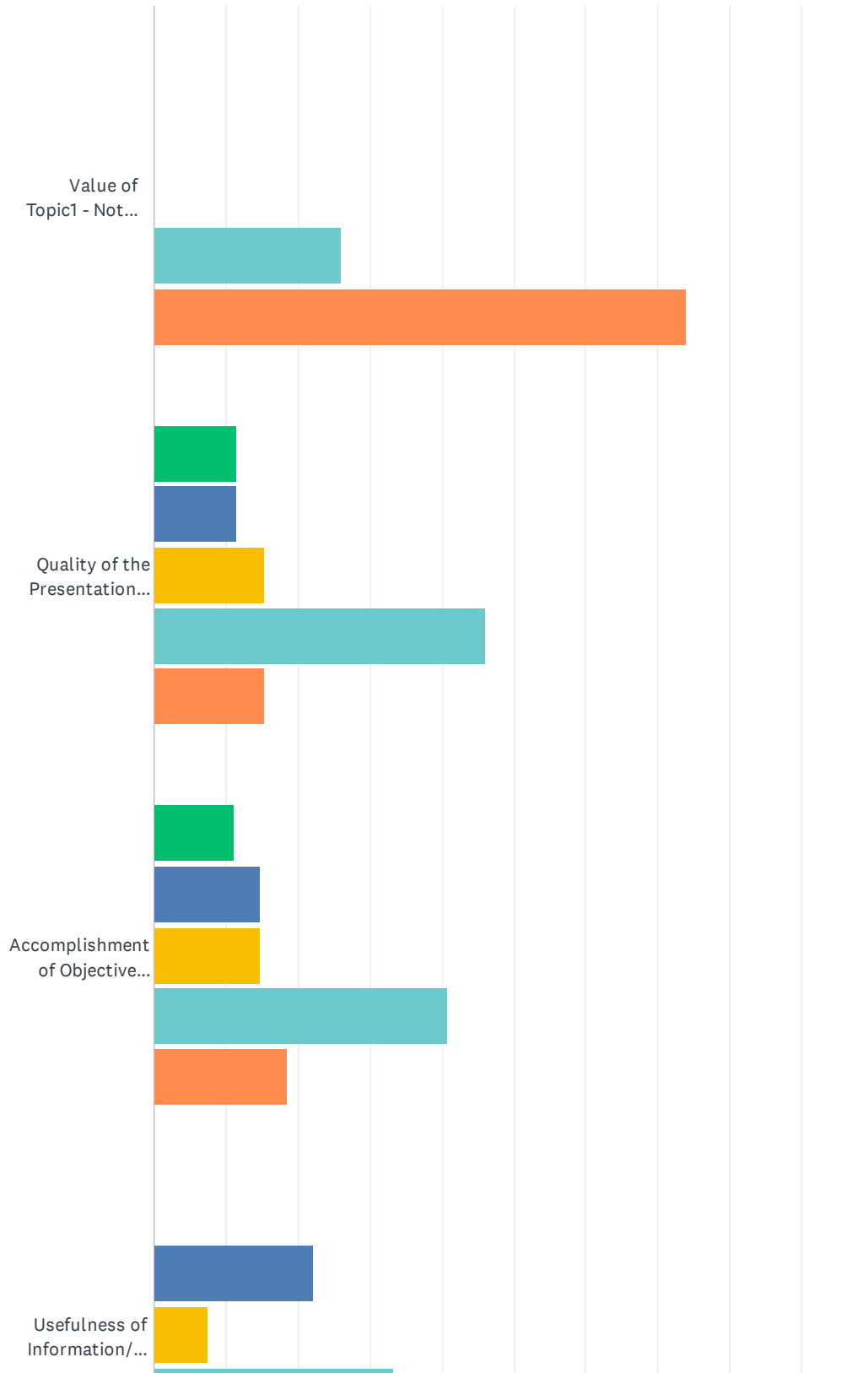
Answered: 0 Skipped: 27

 No matching responses.

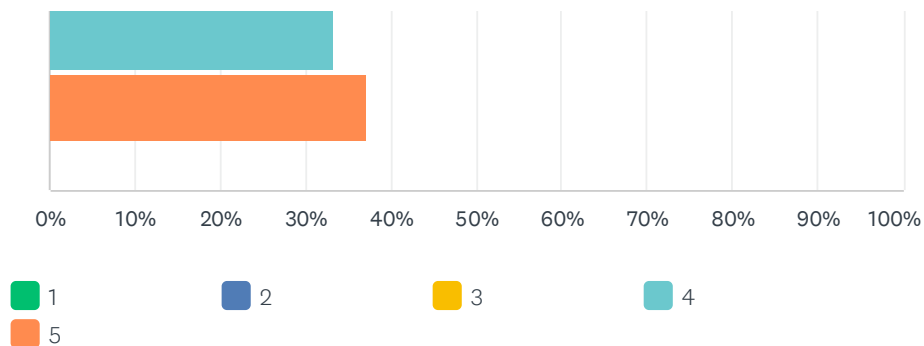
ANSWER CHOICES	RESPONSES
Check here.	0.00% 0
Total Respondents: 0	

Q3 Wednesday, March 9, 2022: Leadership Skills-LingSession Evaluation Form

Answered: 27 Skipped: 0



APGO Scholars and Leaders March 2022 Session Evaluations-Day 3-Wednesday



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
Value of Topic1 - Not valuable5 - Very valuable	0.00% 0	0.00% 0	0.00% 0	25.93% 7	74.07% 20	27	4.74
Quality of the Presentation and Facilitation1 - Low quality5 - High quality	11.54% 3	11.54% 3	15.38% 4	46.15% 12	15.38% 4	26	3.42
Accomplishment of Objectives1 - Objectives were not accomplished5 - Objectives were well accomplished	11.11% 3	14.81% 4	14.81% 4	40.74% 11	18.52% 5	27	3.41
Usefulness of Information/Skill in my Educational Responsibilities1 - Not useful5 - Very useful	0.00% 0	22.22% 6	7.41% 2	33.33% 9	37.04% 10	27	3.85

#	COMMENTS FOR SESSION:	DATE
1	Slide-based lecture style not very engaging. Speaker ran out of time, seemed very surprised, and did cut material appropriately. Would have appreciated more small group work, more interaction.	3/10/2022 12:20 PM
2	Unfortunate that we ran out of time to address leadership styles and how best to engage others with different styles. It would have been helpful to role play in some of those instances. Please see additional comments regarding a concerning incident during today's sessions.	3/10/2022 1:28 AM
3	Dr. Ling's apologist, end of session soliloquy overshadowed any educational objectives he attempted to achieve. I heard Dr. DaRosa's "China man" comment, but Dr. Ling continued on as if a racial slur hadn't been uttered. That banter may be ok for the two of them in private, but NOT in the classroom during ASL. - Dr. Ling's mispronunciation of Saul, one of our ASL scholars, was baffling. The juxtaposition with the micro aggression session (with a case scenario specifically on name pronunciation!) made me wonder if this was a pre-planned scenario to test our newly acquired bystander skills. It was not. - I share some qualities with Dr. Ling as a fellow Asian American who grew up as a racial minority in Chicago. However, I do not presume to know his lived experience and I hope to be afforded the same courtesy. His plea not to take offense, simply because he does not, was a sadly infuriating end to our March session.	3/10/2022 1:20 AM
4	AS Above	3/9/2022 11:31 PM
5	I was very excited for this session, and the exercises we completed were a lot of fun to do, however it is unclear how these exercises actually connected to leadership development. We were not given effective strategies for leadership challenges.	3/9/2022 9:04 PM
6	This was a very valuable lesson, especially with framework for dealing with those in leadership you may not agree with. The whole lesson was disrupted by an surprising closing that derailed the whole lecture.	3/9/2022 6:15 PM
7	Enjoyed doing some self assessments with take home info to do to help us approach how to build and use leadership skills.	3/9/2022 5:39 PM
8	More sensitivity needed toward the learning environment. Rather than make a joke when someone reports how to say their name correctly, a thank you to the learner for clarification would be more appropriate. Lecturer did go on to pronounce learner's name correctly. I almost	3/9/2022 4:35 PM

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thought this scenario was staged after our microaggression lecture yesterday, and soon realized it wasn't. Utilizing sexual innuendo, making a joke using the term "boner" was also inappropriate. I suspect the lecturer was making an attempt to be funny, but it was quite surprising and didn't land well with the audience. Finally, it seemed that the concern raised by a learner about a racial Slur spoken at the beginning of the talk wasn't validated. As though it was justified because it was said publicly between two old friends. Role modeling professional behavior was a challenge during these sessions.

9	So this was a mixed bag as well and suffered from the same issue of too much fluff. It felt like a nice intro chat but minimal concrete take aways and certainly did not meet the objectives we self-identified in the large group when we were waiting for Dr Lin.	3/9/2022 4:25 PM
10	Useful session.	3/9/2022 4:16 PM
11	Shorten lecture content to allow time to do more group work.	3/9/2022 2:52 PM
12	The end of this session was very rushed and disorganized.	3/9/2022 2:46 PM
13	Again, engaging, charming speaker who is relatable. A bit rambly and again, I think some room to highlight specific leadership attributes that are really highlighted in EDUCATION.	3/9/2022 11:53 AM
14	This was fairly disorganized and was very rushed at the end. I don't feel like I got much from this session that will help me in my job.	3/9/2022 11:51 AM
15	Appreciated the informal nature. Liked that it was not typical talk about leadership.	3/9/2022 11:50 AM
16	Great session! Learned a lot about effective leadership, and the true colors was eye-opening in terms of how better to communicate with others of various colors.	3/9/2022 11:47 AM
17	This was just a little rushed but still fun - just wished we would have had more time	3/9/2022 11:46 AM

Q4 I did not attend this session.

Answered: 0 Skipped: 27

 No matching responses.

ANSWER CHOICES	RESPONSES
Check here.	0.00% 0
Total Respondents: 0	

Q5 Additional comments for the ASL Program:

Answered: 19 Skipped: 8

#	RESPONSES	DATE
1	<p>Comments by the speaker at the end of the session were hard to digest. Deb apologized for an earlier comment; her apology was succinct and professional, without trying to explain or justify. The speaker seemed to applaud her apology and the ASL classmate who brought up the concern, but then began a lengthy soliloquy that seemed to invalidate any possible concerns. It was uncomfortable to sit through this monologue, also to feel that gaslighting was happening in the very room where we had been taught ways to respond to microaggressions. Jarring, disappointing, discouraging, uncomfortable, awkward - these are just some of the words that come to mind. This session seemed less effective in terms of teaching, not sure if it was style/content vs distraction. Unfortunately this half day also detracted from the rest of the ASL experience to date.</p>	3/10/2022 12:20 PM
2	<p>I waited until the end of the day to submit these comments to provide a period of reflection. I'm certain some of my classmates may have already addressed this issue and I would like to add my voice as well. I will do my best to recall the situation for you here. During the early part of the morning there was a disturbing interaction in which Dr. DaRosa and Dr. Ling were bantering back and forth as what appeared to be close friends. Dr. Ling asked Dr. DaRosa if she had shared her story about her family's ancestry/background and she divulged a story of how her ex-father-in-law had told everyone he was from Portugal and later they determined he had immigrated from China. She joked about having half-Chinese children and then commented something along the lines of "this China man," in reference to Dr. Ling, at which point there was an audible gasp from the group. Dr. Ling then referred to his children as "mixed" at one point. Each of these interactions was uncomfortable and contained microaggressions, something we had just spent several hours discussing the previous evening and working on our allyship and implementing strategies to combat bias, racism and microaggressions. At some point, someone brought the comments to the attention of Dr. DaRosa and she apologized at the end of the session to the group. Dr. Ling then jumped in after her apology and negated the experiences of others in the room. He spent what felt like 10 minutes essentially "explaining away" and invalidating the experience of the affected members of the ASL class by sharing how because they were friends and joked like that together all the time, it was okay. That we shouldn't have been bothered by the behavior and that he was fine with it, so we shouldn't take offense. I have to say that I was extremely disappointed in this entire response. In thinking about the harm this caused to my classmates, especially my AAPI and BIPOC classmates who no longer felt safe in our space, I felt something needs to be said and hope that the APGO leadership team will take these concerns seriously. Thank you for listening and for doing the right thing.</p>	3/10/2022 1:28 AM
3	<p>There were a series of small, daily events that viewed in isolation would not warrant serious complaint. When viewed in aggregate, however, these events created a negative learning environment. Day 1: mask wearing conversation. Day 2: Dr. Sullivan's struggle to pronounce Pallavi's name, a picture of the "Orient" to aid a mnemonic (but it's ok to use since the faculty stated it's not a word we use anymore), day 3 - China man, mispronouncing Saul's name, apologist soliloquy. This is disheartening in 2022 for an organization that proclaims to value diversity, equity, and inclusion. One may argue this is a generational issue - if so, add an advisory board member who is of that generation! Have instructional content reviewed by a DEI expert.</p>	3/10/2022 1:20 AM
4	<p>I was very enthusiastic about this topic, but unfortunately, the topic was poorly presented, poorly organized, and we were unable to complete most of the exercises. The slides and methods to get information from us were outdated, and Dr. Ling even admitted to it. It was very poor to present something and then make excuses about your presentation. The learning environment was an example of what not do to as an educator. Inviting people to "boo" other people's answers is not funny and definitely not something I would do if I was trying to team build. All of this, plus the microaggression and insensitivities that were displayed were appalling. The racial slur, making a joke about the pronunciation of someone's name, were very offensive.</p>	3/9/2022 11:46 PM

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5	Every one deserves a chance to redeem themselves.	3/9/2022 11:31 PM
6	I did not learn very much from the two sessions today. The lecture was scattered with no cohesive layout or thoughts. While there were components that individually could be very helpful (color/personality assessment and how to work with people of other personalities) the overall content of the lectures was not helpful at all. I was EXTREMELY uncomfortable during the attempted apology for the racial slur however the subsequent long dialogue by Dr. Ling explaining away and belittling the experience was SHOCKING. And in stark contrast to the micro aggression workshop we had just had yesterday. It soured the end of the ASL experience as we had just had several great days in person together on important topics and then we ended it on this awkward, shocking note. Overall it made me sad and uncomfortable.	3/9/2022 10:37 PM
7	This session was incredibly disappointing, which is not related to the content, but instead related to events that took place at the beginning and end of the session today. A racial slur was used by Dr. DaRosa, and while she apologized for this at the end of the session (after being prompted), the response from Dr. Ling afterwards was completely inappropriately and harmful to the people of color in the room. The message that was communicated was a clear example of gaslighting - invalidating people's experiences in the face of a derogatory comment, and shaming of the person who gave feedback about the racial slur being said. Dr. Ling effectively said that we need not to make a "big fuss" about these kinds of issues (read: racism), and we should not come after our own people because educators and academicians are good people, and it's okay to joke about these "racial issues" in public spaces when you have a relationship with another person. The impact of Dr. Ling's words on those of us of color in the room was to silence us from speaking up about experiences we have with racism and other injustices in academia, to make us feel as if we are making a big deal of nothing, and that our experiences don't matter. This is clearly not aligned with the purported commitment of APGO to antiracism, equity, and inclusion - and was especially shocking after having our "responding to microaggressions" session yesterday. The environment that has now been created after these series of events is hostile, unsafe, and harmful particularly to BIPOC participants, and I'm not sure how we will really be able to come together again after this without some serious action on the part of leadership to hold folks accountable to these egregious events. We are participating in a program where we are gaining expertise and skills to improve medical education, including the learning environment, and yet a hostile learning environment was created and reinforced for us - and when feedback was given, we were shamed for speaking up, and invalidated. If our group of leaders cannot uphold a just learning environment, how can we expect program graduates to go out and elevate this at their own institutions? How can we talk about responding to microaggressions in the immediately preceding session, yet when leaders were challenged about demonstrated behaviors (using what we learned!) we are subjected to these very aggressions? How can we now expect our scholars of color to come to these sessions feeling safe, supported, valued, or like they belong when behavior like this is excused, and when we are told that we need to "stop making a big fuss" about issues like this (racism)?	3/9/2022 9:04 PM
8	There was an unfortunate incident at the end of our ASL program. Looking through the entire program, there were several microaggressions that need to be addressed: 1) use of "orient"; 2) mispronunciation of Saul; 3) the way masking was brought up; 4) racial slang being used. In addition, consider rethinking how ASL is done - perhaps using a virtual platform with these in-person sessions having networking components.	3/9/2022 6:15 PM
9	There were some tense moments during the session today- I actually didn't pick up on many that my classmates did but did recognize some instances where I would expect those doing teaching sessions to have better awareness and ability to handle the concerns of their audience.	3/9/2022 5:39 PM
10	Again, I understand why faculty don't want to have spoilers and so don't share the slides but seriously, at least share BEFORE the session starts so we can take notes on the slides. And please no paper, it just goes in the trash, and I certainly don't have time to take notes on paper then transcribe later when the slides are sent. Please, I need digital copies. Beyond this, we need to address the learning environment today. The topical content was fine (see above) but the learning environment was poor. I understand the need to be informal since we are developing a sudden closeness as a cohort and sharing sometimes difficult/confidential details of our work environment. However, there is a stark difference between informal and unprofessional. I understand that the faculty have a close relationship with comfort such that comments between them are perceived one way but in the context of a professional (albeit informal) setting, there is no place for comments that the majority of the public audience will perceive as racist regardless of intent. Beyond that, the comment about a scholar's name and	3/9/2022 4:25 PM

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total disregard for trying to get it right once corrected was totally inappropriate and cannot be excused under the guise of friendly informality. This was hurtful, inappropriate, and a classic microaggression that we just finished learning about and the hypocrisy of it all was hard to swallow. I appreciated that Dr DaRosa's apology seemed sincere and without qualification. Dr Lin's subsequent comments just made things way worse though. I understand he might not have been offended by the dialogue with Dr DaRosa because of their friendship and it was clearly not maliciously intended however, he acknowledged that there was other people in the room who might have perceived this differently than he did but he summarily invalidated their response and feelings by basically saying chill out it wasn't a big deal. This was in worse than the initial comments from him to Saul or from Dr DaRosa. Unfortunately, today took away a lot of the ASL program's credibility and alienated many in attendance. I do appreciate that the advisors have responded appropriately to the individual scholars and are taking it seriously.

11	My ability to objectively consider the sessions today has been significantly altered by experiences which bookended the sessions. At the beginning, a microaggression (perhaps a macroaggression?) between Dr. DeRosa and Dr. Ling regarding his ethnicity. Very uncomfortable and made me wonder how the other BIPOC learners in the room felt. That, and the fact that I myself failed at Upstander/RAVEN intervention, occupied my mind for the first talk. Then at the end of the last talk, Dr. De Rosa, having been alerted to this microaggression, apologized globally. Which was helpful, and I appreciated that she did that, although it was brief. At any rate, then Dr. Ling, essentially said that we all in academics need to be a little less sensitive, and that he and Dr. De Rosa are long time friends, and essentially, that we shouldn't complain or call that stuff out. Which was just extremely uncomfortable, and I feel like had the potential to really undermine anyone who felt insulted by the microaggression. It is very unfortunate that our session ended that way. In all, there were several things, all three days, that made the learning environment feel very uncomfortable and even unsafe. I am so grateful for the time with the group and for the learning opportunities, but I think that it is an unfortunate note to end on, and I think our group would benefit from some discussion about it in person, before this meeting ends. Although I do not want to make people who are already feeling unsafe, gas-lit, and uncomfortable feel worse.	3/9/2022 4:16 PM
12	The learning environment was not a comfortable one. Dr. DaRosa came across as genuine in her apology regarding racist statements but Dr. Ling just tried to defend his behavior and really didn't get it even towards the end when he tried to justify that even in an informal conversation in the program. not acceptable at all.	3/9/2022 3:57 PM
13	What a disappointing end to our session- Deb was made aware of a racial comment she made and appropriately apologized. After this, Dr. Ling had a long soliloquy about political correctness and how he didn't take it offensively (with the insinuation that the rest of us should not have as well.) We had LITERALLY just had a program on microaggressions and one brave person did the incredibly difficult thing of holding one of our leaders accountable. It was very disappointing to see how this was handled. So far, I have been so proud to be a part of this program and was so excited to be learning here but this final session really let me down.	3/9/2022 2:46 PM
14	Appreciate handouts and slides so we can share this with our home institution.	3/9/2022 1:57 PM
15	The conversational discourse during this session between the instructors was offensive and uncomfortable. We had been primed during the previous session to become more aware of micro aggressions and to interrupt. There was a lot of murmuring and it was clear that the audience was uncomfortable. I appreciated the recognition and apology at the end but it did seem to somewhat undermine the learning we had been doing over the past few days. It was an unfortunate end to an otherwise great week.	3/9/2022 1:18 PM
16	Time management and lack of awareness of setting up a plan today. Too bad. I think the virtual platform from January really set us back in terms of fully utilizing all the benefits of what ASL can do for us in our development.	3/9/2022 11:53 AM
17	Sad that this session is over! Loving the group and what we are learning.	3/9/2022 11:51 AM
18	At our august meeting - it is possible to have pronouns on our name tags?	3/9/2022 11:50 AM
19	Wondering how concepts such as what was learned about microaggressions could be shared with all the teachers.	3/9/2022 11:39 AM