



2025 Winter Institute – Volunteer Facilitated Course C135 Diversity, Equity, and Inclusion (1-2) Verbatim Feedback

The DEI facilitated discussion increased my awareness and knowledge on the subject matter.	4.16
Please rate your satisfaction with the number of facilitators.	4.83
I found it beneficial to debrief the Institute week as a class on-site.	5
Total Average Score	4.66
Survey Count	7
Class Size	29
Response Rate	25%

What is one takeaway you learned from the DEI facilitated discussion that could be implemented in the next 6 months? (Limit 50 words)

- A free form conversation opened up the opportunity to discover what we didn't know about DEI, what we assumed we knew, and what we didn't know.
- I thought it was a fruitful discussion
- My organization is pretty good at DEI initiatives, so while it was interesting to hear what others do, I didn't get many takeaways.
- Reframe the DEI discussion to make it palatable for my community. Baby steps.
- Senior/ community member food credit cards so they can eat at our local restaurants without the stigma of other programs.
- Be mindful of all the types of diversity there are.
- It was great to look at all over and hear it broken down by this: it's creating a space where everyone is included and everyone can succeed.

What feedback would you like to share for the facilitators? Please be professional, constructive, and thoughtful in your feedback. (Limit 50 words)

- They were all comfortable in their roll facilitating the conversation. The also contributed their personal takes and experiences very well.
- I really enjoyed getting to talk to the Regents and hearing from them. It's nice getting to hear other people's experiences with IOM and see what it could look like to continue with it post-graduation
- Each one of the facilitators had a different life and work experience that brought new and different perspectives to the conversation bringing a broader understanding of the subject.
- Facilitators did a great job of being flexible and balancing out their time when speaking. They each had great perspectives to share.
- They did great! This last minute change made for a great last class for our group it felt like, because we knew each other more and could be open about what our area is like.

What feedback do you have on the time spent debriefing / reviewing the Institute week as a class with a Regent? (Limit 50 words)

- It's a unique way to get honest feedback in the moment rather than after the fact.



- I thought it was a good conversation, even though it was a change of plan I did not feel it was a waste of time.
- It provided the class the ability to speak freely while the experience was still fresh. The personal connection prompted the comfort level of being able to discuss.
- A group discussion brought out feedback that probably wouldn't have been heard in after institute surveys. People were thinking things through more based off of feedback from classmates.
- Great opportunity to share while it was so fresh in mind! Once I was home, I was back into the "swing of things". I'm ashamed to say that I completely missed the deadline to do the full survey.
- Having that time with a Regent was important and felt like a good way to end. For those who want to come back to Tucson, it's good to know what suggestions others have made that were implemented too.



2025 Winter Institute – Volunteer Co-Taught Course

E243 Creating a Future-Ready Workforce Verbatim Feedback

I would recommend this instructor to teach this course again.	4.26
The instructor tailored this course to the nonprofit industry.	4.44
This course increased my awareness and knowledge on the subject matter, whether it is relevant to my current role or not.	4
The course curriculum met my expectations.	3.89
Total Average Score	4.15
Survey Count	28
Class Size	33
Response Rate	84.85%

What were your expectations of the course? (Limit 50 words)

- To learn of opportunities that our Chamber may be missing.
- More discussion through a complete economic development lens.
- I expected to learn strategies for tackling workforce issues in my community.
- More discussion on workforce programs or initiatives.
- I wanted to hear more solutions and out of the box ideas to help grow workforces, but I feel like the first part with the faculty and one of the volunteers was more telling us that workforce needs to be better.
- To learn more about the evolving work styles
- I was expecting more of future out-look and focus and what organizations can and shouldn't do for preparation of changes and possibilities
- How to build and grow our local workforce
- None
- I run a high school leadership program with workforce readiness and thought it would help develop that program
- Different ways to create a future ready workforce
- Didn't really have any expectations.
- To find some takeaways for workforce initiatives I could improve on or implement.
- To learn ways to help grow our local workforce.
- I wasn't sure what to expect from the course, but this is such an important topic for our chamber I couldn't miss it! Loved that you brought in additional speakers
- Thought we would be learning about workforce attraction practices that make a difference.
- To learn more on the issue.
- More focus on best practices case studies and innovation.
- To gain more knowledge on filling some of our many open positions



What is one takeaway you learned from this course that could be implemented in the next 6 months? (Whether the topic of this course is relevant to your current role or not). (limit 50 words)

- One of the volunteers showed the class things he was doing at his Chamber that gave me plenty of nuggets to take away.
- Branding and messaging for our workforce initiative.
- Offer some of our scholarships to CTE students
- Links to research programs in a few other states
- Continue to work to connect the schools and businesses.
- I need to develop a better understanding of TPM
- Best take aways was from One of the volunteers talking about Draft Day with high school seniors.
- Sometimes classes apply more to large chambers in cities. If it was a little more tailored by size of community/chamber, that could be helpful.
- Not very many, a lot of it was over the same thing
- The accomplishments of what has worked in some communities already
- Build a K-12 local industry brief based on example brief from One of the volunteers .
- Get staffer in TPM
- We need innovation to keep us workers competitive - starts with education
- How to prepare students to apply and how to deal with AI in that process.
- I LOVED the Arkansas Chamber info and slides - that was super helpful! The exercise was great too
- I liked the presentation but the Little Rock Chamber, they are doing great things. I am hoping to take this back and possibly bring something similar to our organization.
- Look at a partnership program with our high school.
- I like the example of how the Arkansas group worked with their middle school.
- Program examples from hot springs Arkansas
- Enjoyed hearing from other chambers what their workforce practices are.
- Meeting another chamber with a program similar to ours but geared towards youth instead of incumbent workforce
- Examples from the Hot Springs Chamber were the most helpful.
- So ideas on how to comment with my other leaders.
- One of the volunteers's idea to go teach 8th graders about jobs in the community.
- Industry examples across the nation of workforce programs
- links to areas that support the work of workforce and trainings

What feedback would you like to share for the instructor? Please be professional, constructive, and thoughtful in your feedback.) (limit 50 words)

- Thank you for the helpful info!
- I would love to have the presentation uploaded ahead of time. If we are to bring computers that would be useful to know. It would be Helpful to have instructor circulate during small group work.
- I wanted to have heard more of programs and initiatives. Liked direct example and takeaways from one of the volunteers. Liked example technique but didn't need time in class- good takeaway.



U.S. Chamber of Commerce
Institute for Organization
Management

202.463.5570
iom@uschamber.com
@IOMeducates

- The guest presenters were great - would love to hear about more real life examples of programs that are making an impact in communities.
- We know the issues exist, but we are actively trying to find solutions. The last slide (that the faculty said she couldn't send us?) seemed to be the most helpful.
- I would recommend splitting chambers into their chamber member levels! This class didn't apply well to my bedroom community.
- Great information and liked the addition of adding in real-life examples from industry professionals
- Useful and highly relevant topic — thanks for diving into this space for us!
- Great job!
- I liked that we had three different presenters it was a nice vibe and a good change of voices.
- It was a good presentation, nothing really to add.
- Thank you for detailed data and information.
- Thank you!
- Great discussion and thank you for sharing your knowledge and experiences in this field.