



Gryphon Training Winter 2017

Courageous Conversations

58%

Agreed the program expanded their views on diversity and inclusion

66%

Feel more comfortable facilitating difficult conversations with their residents

67%

Agreed they could define terms such as privilege, prejudice, discrimination and oppression

LU Ally Training

59%

Agreed they feel better equipped to act as an ally as a result of this training

62%

Agreed they can better recognize inclusive and exclusive thoughts, attitudes, and behaviors

69%

Agreed they have seen an increase in their knowledge of this LGBTQIA+ identities

Poverty Simulation

59%

Agreed they gained knowledge that could be applied in their Gryphon role

67%

Agreed they have a better understanding of the socioeconomic realities of South Bethlehem residents

67%

Feel more sensitized to the realities of poverty and its impact on communities

Gryphon Conference

64%

Agreed they were presented with new and challenging information.

69%

Agreed there was a diversity of sessions available for them to attend

70%

Agreed the Conference allowed them to gain tangible skills and knowledge from peers

Respondents

5/5
New Gryphons

7/11
Head Gryphons

60/85
Returning Gryphons

Head Gryphon Winter Training:

80% Agreed they could articulate their top 5 strengths and associated unique traits.

100% Agreed the "Who Am I" Poems session allowed them to build better relationships with their peers.

100% Agreed that the "Nuts and Bolts" session is an effective tool for training new Gryphons.

60% Strongly disagreed that the ORL provided ample opportunities for the HGs to facilitate training sessions and experiences for other Gryphons.

Feedback from Qualitative Data:

1. Analyze the purpose, content, and length of Winter Training.
2. Addressing the length of breakfast time slots and potentially starting sessions earlier.
3. Provide a session or opportunity for refreshers on crisis situations and other duty related matters.
4. Creating a session for Head Gryphons on scheduling duty and staff administration.
5. Allowing Head Gryphons and Returning Gryphons to lead more sessions.
6. Make sessions more experience-based rather than discussion or lecture based.
7. Continue to diversify session options.