

Community Building Workshop Survey Report: Adult Groups

Community Building Milwaukee

February 2018 through February 2020



Prepared by The University of Tennessee College of Social Work Office
of Research and Public Service (UT SWORPS)

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PREPARED FOR

Community Building Milwaukee

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Background

Community Building is a facilitated, experiential group development process that provides an environment that encourages participants to collaborate with peers as they explore and let go of past experiences, attitudes, and behaviors that impact their potential to lead a more meaningful life. The process allows each individual member time to reflect on their own. Key to the transformative experience is listening deeply to peers, as well as collaborating to build and maintain a genuine sense of community—not a “pseudo community”. A genuine community is characterized by the acknowledgement of and respect for individual differences, an extraordinary level of safety that allows possibility of healing, and a sense of belongingness.¹

Community Building Workshops (CBWs) are typically three-day events with fifteen to fifty participants and two facilitators.²

Purpose and Methodology

Community Building Institute (CBI) conducted 53 Community Building Workshops between February 2018 and February 2020 in Milwaukee, Wisconsin. All workshops were sponsored by Wisconsin Community Services (WCS). Activities for each of these workshops spanned 3 days and all workshops were in-person. WCS offered “public workshops” attended by local human service agency staff and leaders, and other community leaders and “private workshops” attended by adult clients served by human service agencies and criminal justice programs. A survey was administered at the conclusion of each workshop. The survey was partially or fully completed by 942 participants. CBI contracted with the College of Social Work Office of Research and Public Service (SWORPS) at the University of Tennessee to analyze and report on the findings from the responses to the surveys.

The survey instrument consisted of 35 questions and included:

- 5 demographic questions
- 24 questions to measure satisfaction with and impact of the workshop
- 4 questions about potential impact on different segments of the participant’s life
- 2 questions to measure progress toward building relationships with other workshop participants

A seven-point Likert scale was utilized for questions to measure the participant’s satisfaction, perceived value, and projected impact of the workshop. The scale was anchored with “Strongly Disagree” and “Strongly Agree” endpoints. For ease of reporting, the seven-point scale was collapsed into 5 categories:

- 1 and 2 → *Strongly Disagree*
- 3 → *Disagree*
- 4 → *Neither agree nor disagree*
- 5 → *Agree*
- 6 and 7 → *Strongly Agree*

¹ CB-WHITEPAPER-1.pdf (communitybuilding.com)

² Whereas core elements remain the same, workshops are tailored to context and needs of individual client settings. <https://communitybuilding.com/services/>

Participants were also presented with a diagram depicting six stages of relationships and asked to identify which stage they assigned their relationship with other workshop attendees before and after the workshop. Responses to this exercise were analyzed to measure the amount and direction of movement on the relationship-building spectrum.

Data were analyzed to investigate whether any patterns of differences between different segments of participants emerged. For this analysis, segments were defined by the demographic information shared by the participants. Throughout the report, discussion focuses on those who *strongly agree* or answer *Yes* to statements included in the survey. Significant or noteworthy differences that were found are included in the discussion; a detailed report of all findings appears in the Appendix.

Training participants

Below is a description of who attended the Community Building workshops and general trends regarding these groups that were found.

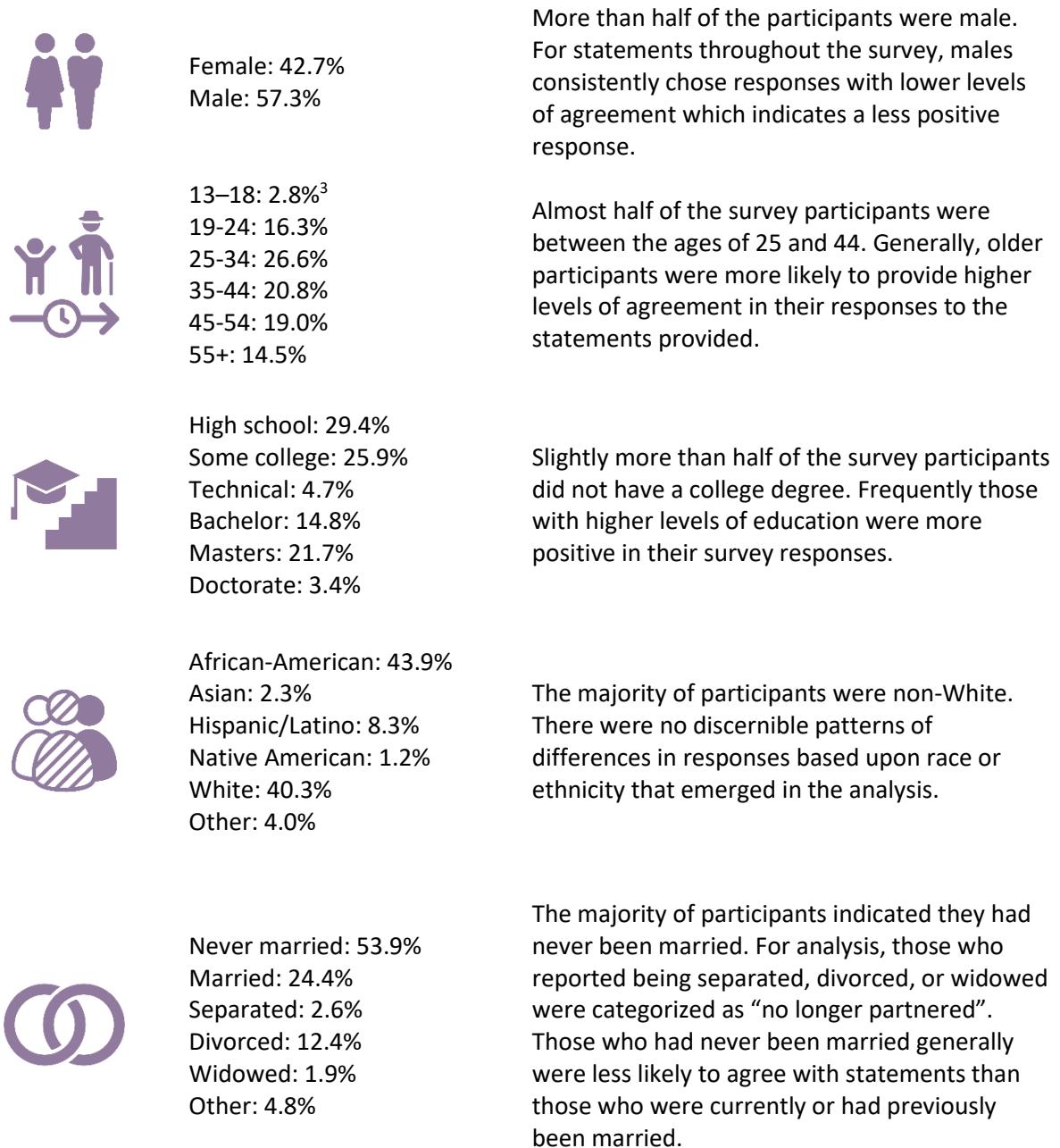


Figure 1: Demographic characteristics of participants and overall perceptions of workshop experience

³ Actual age was not captured in the survey—only categories.

Delivery of the workshop

A successful workshop requires a significant investment of time for planning and attention to detail. These details must include thought on how participants can register for the workshop with ease, what materials are necessary to share with them prior to the workshop to ensure proper preparation, and how to create an environment that is conducive to learning and sharing. Lack of attention to such details can easily derail success. Workshop participants were asked a series of questions to seek feedback on delivery of the workshop, including the registration process. The feedback provided was quite positive. More than two out of three participants indicated they strongly agreed the workshop was well organized and executed. While still quite positive, a slightly lower percentage indicated they *strongly agreed* the workshop was well-organized and the pre-workshop information provided was helpful (see Figure 2).

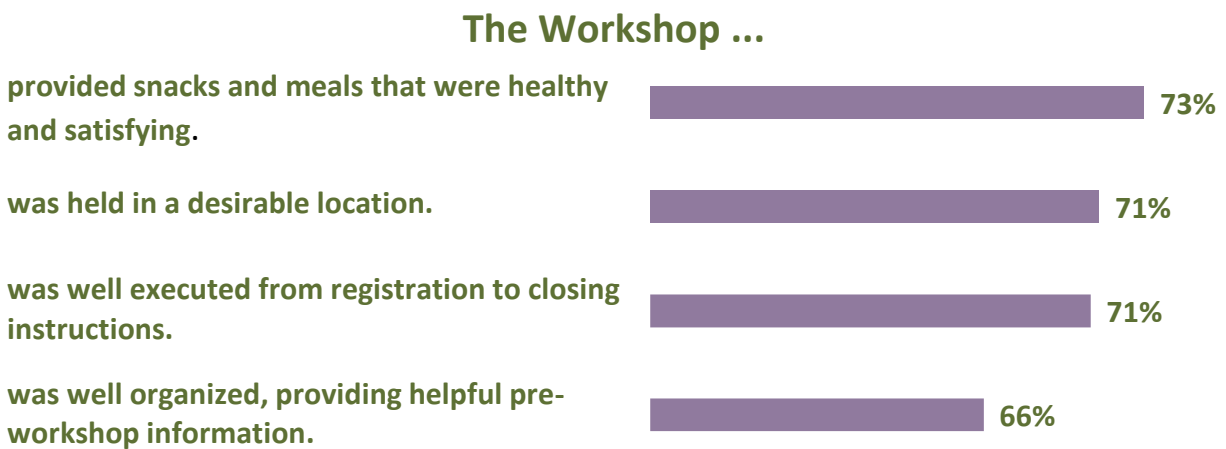


Figure 2: Workshop organization and execution

Some trends emerged from comparisons of responses between groups of participants in their evaluation of the organization and execution of the workshop.

- Overall, females provided more positive feedback than their male counterparts. For each indicator reported in Figure 1, females were significantly more likely than males to strongly agree with statements seeking input on delivery of the workshop. The largest difference regarded the desirability of the location where the workshop was held – 81.5% of females *strongly agreed* that the workshop was held in a desirable location compared to only 63.3% of males who *strongly agreed* with the statement.
- Participants between the ages of 13 and 18 consistently rated the organization of the workshops lower than older participants. This is particularly evident in the feedback regarding the snacks and meals provided. Only one out of four participants in this age range (26.3%) *strongly agreed* that the snacks and meals were healthy and satisfying.

Facilitators

Facilitators play an integral role in the success of the Community Building Workshop. The facilitators' role is to guide, not direct, the workshop by using skills drawn from Motivational Interviewing. These skills include "reflection, evocation, empathy."⁴ Successful facilitators must provide clear instructions for the workshop to ensure that all participants understand the activities. They must also be sensitive to the needs of the group and have the skillset that will allow them to adapt to the needs of each group in an ethical and responsible manner. Most importantly, the facilitator must provide a safe environment for participants and ensure that all members feel that they are treated in a respectful manner. Based upon feedback from the participants, the facilitators were quite successful in their roles. Overall, more than three out of four participants *strongly agreed* the facilitators were knowledgeable, provided clear instructions during the workshop, and were respectful and sensitive to the needs of the group (see Figure 3).



Figure 3: Facilitators

As in the previous section, some differences are worth noting.

- Participants with higher levels of education were consistently more likely to *strongly agree* with the statements about the facilitator's role than were those who had completed fewer years of formal education. More than 9 out of 10 of those who hold a doctoral degree (91.3%) *strongly agreed* the facilitators conducted themselves responsibly while 74.7% of those with a high school diploma reported similar reactions.

⁴ Page 8 of the white paper

- Those who reported they were currently or had previously been married were also more likely to strongly agree with these statements than were those who had never been married or who chose “Other” for their marital status.
- Similar to the trend discussed in the previous section, older participants were more likely to report higher levels of agreement than their younger counterparts about how well facilitators performed their duties during the workshop.

Process

The purpose of a Community Building Workshop is to guide workshop participants through four stages of Community Building – from Pseudo Community through experiencing Community. While there is no guarantee at the outset that each group of participants will reach the goal of the final stage, those who experience that stage - Community - will often feel more connection to and an increased level of trust of other participants in the workshop. There were high levels of agreement that participants experienced the process and experienced Community. Moreover, there were also high levels of agreement that participants felt a connection and more trust with those they built Community with (see Figure 4). A key component of the workshop design – the debriefing exercises – was instrumental in supporting the journey resulting in attainment of the final stage. There was a strong and positive correlation ($r = .614$, $n = 924$, $p = .000$) between those who indicated that the debriefing exercises were helpful for understanding the process and those who reported they had experienced Community.

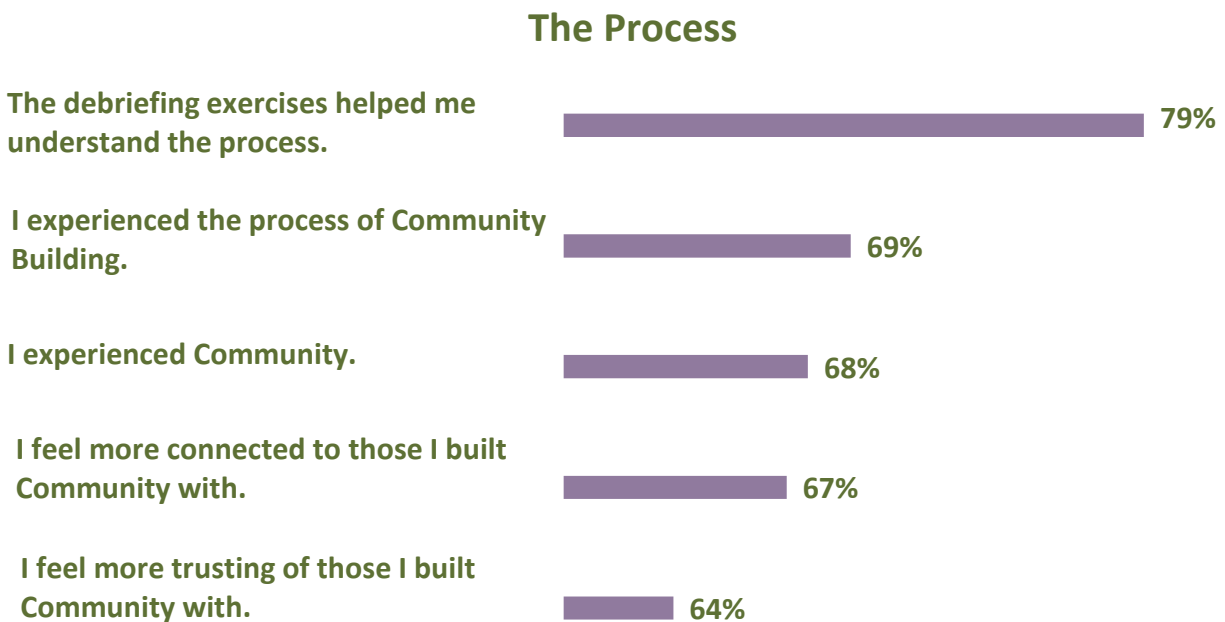


Figure 4: The Process

Similar differences between different groups discussed earlier continued to emerge for these indicators. Females, older participants, and those with higher levels of education continued to report higher levels of agreement with each statement. However, the pattern of younger participants being less likely to *strongly agree* disappeared for one question.

- The youngest participants – those between 13 and 18 – were just as likely as older participants to strongly agree that they felt more connected to those they built Community with. Almost three out of four participants in this age group (72.0%) strongly agreed they felt more connection with their group compared to 63.6% of those between 19 and 44, and 74.6% of those over the age of 44. Responses for the other questions in this section continued in the pattern as discussed earlier – the youngest participants were the least likely to *strongly agree* to all other indicators.

Prospective evaluation of long-term impact on participants

A key goal of Community Building Workshops is to foster long-lasting change at the personal and professional levels for those who participate. An overwhelming majority of participants indicated at the end of the workshop that they foresaw future changes in their personal and professional life as a result of their workshop experience. Moreover, more than three out of four participants indicated they believed that participation in the workshop would lead to changes in their spiritual life and ongoing group.

Future changes due to workshop experience

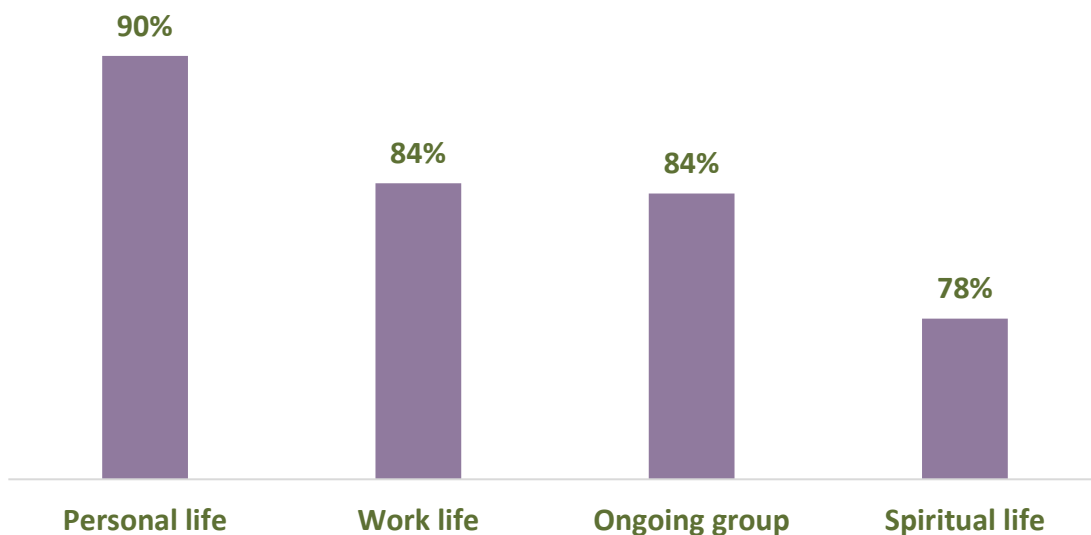


Figure 5: Anticipated future changes


Generally, there were no discernible differences between racial or ethnic groups in their responses about the workshop. However, a difference did emerge regarding the impact the workshop experience is expected to have in the participant's spiritual life.


- Differences between racial and ethnic groups were reported about the projected future impacts on different aspects of the participants' lives. African-Americans and Hispanic or Latino participants were more likely to *strongly agree* that the workshop would have an impact on them in the future than White participants. The most significant difference was change in spiritual life. Nearly 68% of White participants indicated they expected to experience a change in their spiritual life compared to 85.1% of African-Americans and 80.0% of Hispanic or Latino participants.
- While differences between those with different levels of education were present for other sections of the survey, there were smaller differences between these groups in assessing future changes in all aspects of their lives that were asked about. This new pattern was especially in projected changes in their spiritual lives – 73.9% of those with a high school diploma thought their spiritual life would change and 73.1% of those with a doctorate reported the same anticipated change.


Further evidence of increased feelings of connection is demonstrated by results of participant's perceptions of their relationship with others in the workshop. Participants were asked to place themselves on the scale below at two points of time – at the beginning and at the conclusion of the workshop.


The left circles in the pairs below represents you. The right circles represents the people who joined you for this Community Building Workshop. Please circle the pair of circles that best describes your relationship with them before (pre Workshop) and after (post Workshop).


Pre Workshop


S  C
a.

S  C
b.


S  C
c.


S  C
d.


S  C
e.


S  C
f.


Post Workshop


S  C
a.

S  C
b.

S  C
c.

S  C
d.

S  C
e.

S  C
f.

CBI does not discriminate on the basis of race, color, religion, gender, national origin, age, or any other characteristic protected by law.

• Figure 6: Pre and post workshop exercise

There was significant movement where participants placed themselves on this chart between pre and post workshop. Two out of three participants (65.5%) placed themselves in circles "a" or "b" for pre workshop indicating absolutely no or minimal relationship with other members of their group.

Reflecting on connection with same peers by the end of the workshop, the same percentage placed themselves in circles “e” or “f” for Post Workshop indicating a close relationship with other members. Positive movement was consistent for all groups.

Value of workshop

The overarching goal for training workshops is to provide participants with an experience that will be regarded as a valuable investment of their time. Furthermore, often workshops are designed so that the participant can take what they have learned and apply it in other areas of their life. According to the survey responses, the Community Building Workshops provided their participants with an experience that was worth the time investment, was of personal value, and can be used in their personal and work life. Moreover, the experience facilitated an increase in personal understanding (see Figure 7).



Figure 7: Workshop value

While many of the patterns in differences and similarities continued in this section of survey responses, a difference between racial groups did emerge. African-Americans and Hispanic or Latino participants were more likely than White participants to *strongly agree* that they can use what they learned from the workshop in their personal life (79.1%, 73.2%, 68.0%, respectively).

Other indicators of whether or not someone views a training experience as one of value is whether they would recommend the training to others or feel like other groups would benefit from the same experience. Further corroboration that the workshop experience was beneficial was provided. Participants reported an extremely high level of agreement that others in the workplace and other collaborations the participant was a member of, would benefit from Community Building. Two out of three participants *strongly agreed* that all groups they were asked about would benefit from Community Building (see Figure 8).

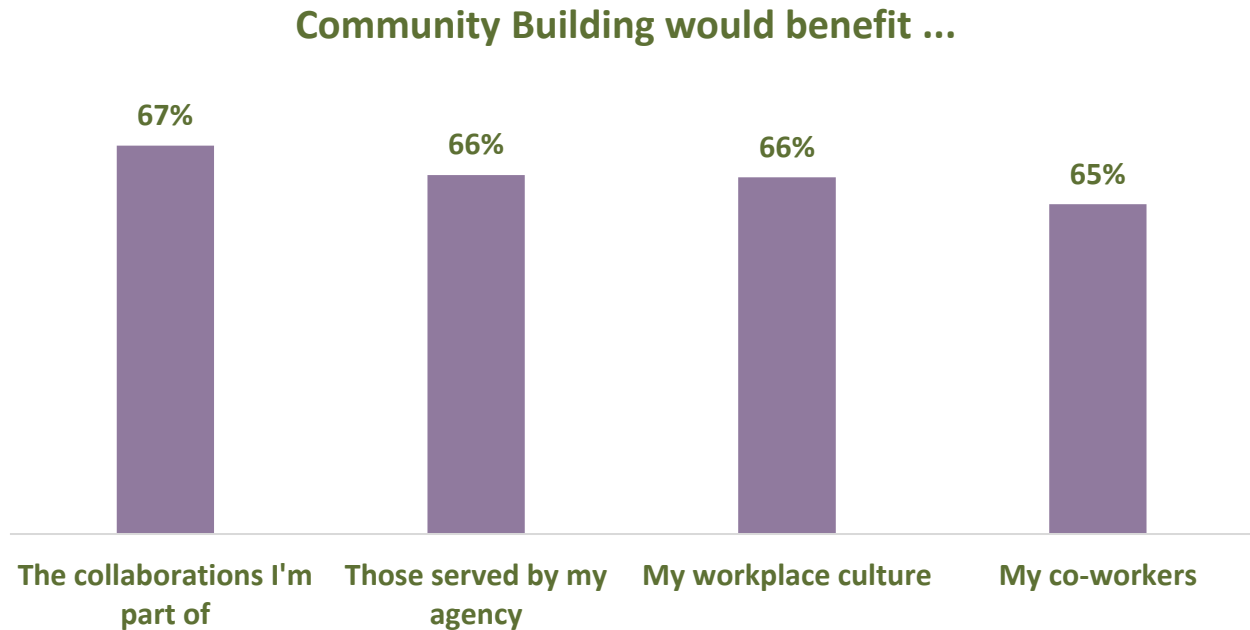


Figure 8: Those who would benefit from Community Building

Those participants who are older and have higher levels of education were more likely to *strongly agree* that other entities would benefit from Community Building. This is not unexpected because those individuals are more likely to have the opportunity to join collaborations and to be employed.

Additional evidence of participants viewing the Community Building as a valuable experience is whether they would like for their agency to be part of Community Building Milwaukee (CBM) and if they are interested in becoming a trained facilitator. Two out of three participants (65.8%) indicated that they would like for their agency to be a part of Community Building Milwaukee. Fewer participants (49.9%) indicated an interest in becoming a trained workshop facilitator.

- Those participants with a master's or doctorate degree were most likely to strongly agree they would like for their agency to be part of CBM and expressed interest in facilitator training.
- African-Americans and Hispanic/ Latino participants expressed more interest in facilitator training than their White counterparts, 55.9%, 57.4%, and 39.2%, respectively.

Conclusion

Community Building Institute (CBI) hosted 53 Community Building Workshops in Milwaukee between February 2018 and February 2020. While the number who participated in the workshops is not known, evaluation surveys were partially or fully completed by 942 participants. The feedback from the surveys was overwhelmingly positive. Large proportions of participants indicated their experience was of value and that the experience would lead to changes in multiple aspects of their life.

Furthermore, a large majority of participants shared they had experienced “Community” – the fourth stage of Community Building. There was a strong correlation between those who reported they experienced Community and those who agreed that the debriefing exercises contributed to their understanding of the process. This suggests that those who are facilitating the workshops should be particularly mindful of how they conduct the debriefing sessions to enhance understanding of the process.

The facilitators received high marks from all participants. There were no indications that certain groups were treated differently by facilitators. However, data were not available to know whether facilitators shared similar demographic characteristics as the participants. This may be an area of interest to explore in the future.

Another area of interest for future research may be to explore potential differences between those who attend “public workshops” and those who attend “private workshops”. Including this information may better explain some of the emerging patterns identified such as more positive responses from females. It could be those differences could better be explained by other factors.

Finally, participants reported significant interest in their agency becoming part of Community Building Milwaukee. Moreover, half of the participants expressed interest in participating in Facilitator training for CBI workshops. Both of these factors bode well for the sustainability of Community Building Milwaukee and for value of CBI workshop experiences.

Appendix

The workshop provided snacks and meals that were healthy and satisfying.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 916)	6.2%	2.8%	7.8%	10.0%	73.1%
Gender					
Female	7.8%	2.6%	10.1%	11.3%	68.2%
Male	4.8%	2.9%	3.7%	8.3%	80.2%
Age					
13-18	68.4%	0.0%	5.3%	0.0%	26.3%
19-25	17.1%	2.1%	12.1%	9.3%	59.3%
25-34	2.6%	3.0%	9.6%	11.3%	73.5%
35-44	4.0%	5.1%	5.6%	12.4%	72.9%
45-54	0.6%	1.2%	6.1%	9.1%	82.9%
55+	3.9%	1.6%	3.1%	8.7%	82.7%
Race/Ethnicity					
African-American	6.4%	2.2%	5.6%	8.4%	77.4%
Hispanic/Latino	4.3%	0.0%	5.8%	15.9%	73.9%
White	7.1%	3.0%	10.4%	9.8%	69.8%
Other	4.7%	6.3%	7.8%	14.1%	67.2%
Education					
High school	9.5%	4.5%	13.1%	10.4%	62.4%
Some college	9.2%	0.5%	5.8%	9.2%	75.2%
Technical	10.8%	0.0%	2.7%	8.1%	78.4%
Bachelor	0.8%	1.7%	5.9%	11.0%	80.5%
Masters	2.3%	4.7%	3.5%	9.9%	79.7%
Doctorate	3.8%	3.8%	7.7%	0.0%	84.6%
Marital status					
Never married	9.4%	3.4%	9.2%	10.5%	67.5%
Currently married	2.5%	2.0%	5.0%	8.4%	82.2%
No longer partnered	2.9%	0.7%	2.2%	9.4%	84.8%
Other	2.6%	5.1%	10.3%	15.4%	66.7%

The workshop was held in a desirable location.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 924)	4.0%	2.8%	10.0%	12.2%	71.0%
Gender					
Female	2.3%	1.6%	4.2%	10.4%	81.5%
Male	5.2%	3.4%	14.4%	13.8%	63.3%
Age					
13-18	4.2%	4.2%	16.7%	33.3%	41.7%
19-25	4.9%	4.9%	15.5%	12.0%	62.7%
25-34	5.2%	2.6%	9.6%	11.7%	70.9%
35-44	4.5%	1.7%	10.2%	16.4%	67.2%
45-54	0.6%	2.4%	8.5%	7.9%	80.5%
55+	3.9%	1.6%	3.9%	10.9%	79.7%
Race/Ethnicity					
African-American	4.1%	1.9%	8.0%	12.2%	73.8%
Hispanic/Latino	2.9%	4.3%	11.4%	14.3%	67.1%
White	4.1%	2.3%	12.2%	12.0%	69.4%
Other	4.8%	7.9%	7.9%	11.1%	68.3%
Education					
High school	3.1%	4.8%	18.5%	15.0%	58.6%
Some college	4.4%	3.4%	8.3%	14.6%	69.3%
Technical	7.9%	5.3%	2.6%	15.8%	68.4%
Bachelor	2.5%	1.7%	8.4%	9.2%	78.2%
Masters	2.3%	0.6%	2.3%	8.0%	86.8%
Doctorate	0.0%	0.0%	3.7%	11.1%	85.2%
Marital status					
Never married	4.3%	3.6%	12.7%	12.9%	66.4%
Currently married	2.0%	1.0%	4.4%	11.3%	81.4%
No longer partnered	1.4%	2.9%	4.3%	10.8%	80.6%
Other	7.7%	0.0%	15.4%	23.1%	53.8%

The workshop was well executed from registration to closing instructions.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 926)	2.9%	3.1%	9.6%	13.7%	70.6%
Gender					
Female	2.6%	1.6%	6.8%	10.4%	78.6%
Male	3.4%	4.0%	11.3%	16.5%	64.8%
Age					
13-18	12.5%	4.2%	20.8%	25.0%	37.5%
19-25	4.9%	4.9%	14.1%	13.4%	62.7%
25-34	2.2%	2.6%	10.8%	16.5%	68.0%
35-44	2.2%	3.9%	8.4%	12.9%	72.5%
45-54	1.2%	1.8%	6.7%	10.9%	79.4%
55+	3.9%	0.8%	3.1%	13.3%	78.9%
Race/Ethnicity					
African-American	2.8%	2.8%	8.5%	12.1%	73.8%
Hispanic/Latino	2.9%	2.9%	14.3%	17.1%	62.9%
White	3.2%	2.9%	10.5%	14.0%	69.4%
Other	4.8%	4.8%	3.2%	17.7%	69.4%
Education					
High school	3.1%	5.2%	15.3%	17.9%	58.5%
Some college	4.4%	2.9%	7.8%	14.1%	70.7%
Technical	2.6%	5.3%	5.3%	18.4%	68.4%
Bachelor	2.5%	1.7%	7.6%	11.9%	76.3%
Masters	0.6%	0.6%	5.2%	8.6%	85.1%
Doctorate	0.0%	0.0%	0.0%	18.5%	81.5%
Marital status					
Never married	3.2%	3.8%	11.5%	15.8%	65.8%
Currently married	1.5%	1.5%	3.4%	10.3%	83.3%
No longer partnered	2.1%	2.1%	4.3%	12.9%	78.6%
Other	2.6%	2.6%	15.4%	23.1%	56.4%

The workshop was well organized, providing helpful pre-workshop information.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 927)	3.6%	4.9%	13.8%	12.2%	65.6%
Gender					
Female	3.1%	4.7%	9.2%	11.0%	71.9%
Male	4.1%	5.1%	17.2%	13.2%	60.4%
Age					
13-18	12.0%	8.0%	20.0%	24.0%	36.0%
19-25	2.8%	7.7%	21.1%	9.9%	58.5%
25-34	3.9%	6.1%	15.2%	12.6%	62.3%
35-44	5.6%	3.3%	14.4%	11.1%	65.6%
45-54	0.0%	3.0%	10.4%	9.8%	76.8%
55+	4.0%	4.0%	4.8%	17.5%	69.8%
Race/Ethnicity					
African-American	4.4%	4.9%	10.1%	11.0%	69.6%
Hispanic/Latino	0.0%	5.7%	21.4%	10.0%	62.9%
White	3.8%	5.9%	15.0%	14.4%	61.0%
Other	3.2%	3.2%	15.9%	11.1%	66.7%
Education					
High school	3.4%	6.5%	18.5%	12.1%	59.5%
Some college	3.4%	5.4%	15.1%	11.7%	64.4%
Technical	5.3%	5.3%	13.2%	15.8%	60.5%
Bachelor	4.2%	3.4%	11.8%	11.8%	68.9%
Masters	1.2%	4.7%	7.0%	14.0%	73.1%
Doctorate	0.0%	3.8%	3.8%	15.4%	76.9%
Marital status					
Never married	3.6%	6.9%	16.3%	13.0%	60.2%
Currently married	1.5%	3.5%	10.4%	10.4%	74.1%
No longer partnered	3.6%	2.2%	5.8%	12.9%	75.5%
Other	7.7%	2.6%	15.4%	12.8%	61.5%

The facilitators conducted themselves responsibly.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 925)	1.4%	2.1%	5.8%	6.4%	84.3%
Gender					
Female	1.0%	0.8%	3.7%	6.0%	88.5%
Male	1.6%	2.8%	7.1%	6.7%	81.7%
Age					
13-18	0.0%	12.0%	16.0%	12.0%	60.0%
19-25	0.0%	4.3%	8.5%	5.7%	81.6%
25-34	1.7%	2.2%	5.2%	7.0%	83.9%
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55+	3.9%	0.0%	1.6%	3.1%	91.3%
Race/Ethnicity					
African-American	2.5%	1.4%	5.2%	6.6%	84.3%
Hispanic/Latino	0.0%	0.0%	4.3%	10.0%	85.7%
White	0.3%	2.9%	6.2%	5.6%	85.0%
Other	3.1%	3.1%	3.1%	3.1%	87.5%
Education					
High school	0.9%	3.9%	11.8%	8.7%	74.7%
Some college	1.0%	2.0%	2.9%	5.9%	88.2%
Technical	0.0%	2.6%	2.6%	13.2%	81.6%
Bachelor	0.8%	1.7%	3.4%	6.7%	87.4%
Masters	0.6%	0.6%	1.7%	2.9%	94.2%
Doctorate	0.0%	0.0%	3.7%	0.0%	96.3%
Marital status					
Never married	0.7%	3.4%	6.8%	7.7%	81.4%
Currently married	1.0%	0.5%	2.0%	3.9%	92.6%
No longer partnered	0.7%	0.0%	2.8%	4.3%	92.2%
Other	0.0%	2.6%	2.6%	10.3%	84.6%

The facilitators were knowledgeable about Community Building.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 922)	2.0%	1.7%	5.3%	7.3%	83.7%
Gender					
Female	1.3%	0.3%	3.7%	5.2%	89.5%
Male	2.4%	2.6%	6.4%	8.8%	79.9%
Age					
13-18	8.3%	0.0%	12.5%	25.0%	54.2%
19-25	0.7%	3.5%	7.8%	7.1%	80.9%
25-34	2.6%	1.3%	5.6%	6.9%	83.5%
35-44	1.1%	1.7%	4.5%	8.5%	84.1%
45-54	0.0%	1.2%	4.2%	6.7%	87.9%
55+	3.9%	0.0%	0.8%	3.9%	91.3%
Race/Ethnicity					
African-American	2.5%	1.1%	4.5%	8.9%	83.0%
Hispanic/Latino	0.0%	0.0%	4.3%	11.4%	84.3%
White	1.8%	2.0%	5.3%	4.7%	86.3%
Other	3.1%	3.1%	4.7%	6.3%	82.8%
Education					
High school	2.2%	4.0%	9.3%	9.3%	75.2%
Some college	2.0%	1.5%	3.0%	6.9%	86.7%
Technical	0.0%	2.6%	5.3%	13.2%	78.9%
Bachelor	0.8%	0.0%	4.2%	7.6%	87.4%
Masters	0.6%	0.0%	1.7%	3.4%	94.3%
Doctorate	0.0%	0.0%	3.7%	0.0%	96.3%
Marital status					
Never married	1.8%	2.3%	6.6%	8.2%	81.1%
Currently married	1.0%	0.0%	2.5%	4.9%	91.7%
No longer partnered	0.7%	1.4%	0.7%	5.7%	91.5%
Other	0.0%	2.6%	2.6%	13.2%	81.6%

The facilitators gave clear instructions.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 923)	3.6%	2.7%	9.6%	9.3%	74.8%
Gender					
Female	3.7%	1.8%	6.3%	8.9%	79.3%
Male	3.8%	3.0%	11.7%	9.9%	71.6%
Age					
13-18	17.4%	13.0%	21.7%	17.4%	30.4%
19-25	2.8%	4.9%	15.5%	10.6%	66.2%
25-34	3.5%	1.7%	11.3%	10.4%	73.2%
35-44	5.6%	2.2%	7.3%	5.6%	79.2%
45-54	0.6%	0.6%	6.7%	12.7%	79.4%
55+	3.9%	2.4%	2.4%	6.3%	85.0%
Race/Ethnicity					
African-American	4.1%	1.9%	8.3%	7.7%	77.9%
Hispanic/Latino	0.0%	2.8%	8.5%	11.3%	77.5%
White	4.1%	3.8%	10.0%	10.3%	71.8%
Other	6.3%	0.0%	6.3%	7.8%	79.7%
Education					
High school	3.5%	4.0%	16.7%	8.8%	67.0%
Some college	3.9%	1.0%	8.3%	10.7%	76.2%
Technical	7.9%	2.6%	5.3%	7.9%	76.3%
Bachelor	3.4%	5.0%	7.6%	8.4%	75.6%
Masters	1.7%	1.7%	4.6%	9.2%	82.8%
Doctorate	0.0%	0.0%	3.8%	7.7%	88.5%
Marital status					
Never married	4.1%	3.4%	12.0%	10.2%	70.4%
Currently married	2.0%	1.5%	5.4%	8.9%	82.3%
No longer partnered	2.9%	1.4%	2.9%	5.7%	87.1%
Other	2.6%	0.0%	17.9%	10.3%	69.2%

The facilitators were sensitive to the group's needs.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 925)	3.5%	1.9%	8.4%	11.4%	74.8%
Gender					
Female	2.6%	1.6%	4.7%	8.9%	82.2%
Male	4.0%	2.0%	10.9%	13.5%	69.6%
Age					
13-18	16.7%	4.2%	12.5%	25.0%	41.7%
19-25	4.9%	2.1%	14.1%	16.2%	62.7%
25-34	2.6%	2.2%	7.8%	11.7%	75.7%
35-44	2.8%	1.1%	7.8%	12.3%	76.0%
45-54	1.2%	1.8%	7.9%	8.5%	80.5%
55+	3.9%	0.8%	1.6%	7.1%	86.6%
Race/Ethnicity					
African-American	5.0%	1.7%	7.7%	11.0%	74.6%
Hispanic/Latino	0.0%	0.0%	11.4%	15.7%	72.9%
White	2.6%	2.3%	8.2%	10.8%	76.0%
Other	4.8%	1.6%	6.3%	9.5%	77.8%
Education					
High school	5.3%	2.6%	14.5%	15.4%	62.3%
Some college	2.4%	1.5%	6.8%	13.1%	76.2%
Technical	7.9%	0.0%	5.3%	7.9%	78.9%
Bachelor	2.5%	0.8%	5.1%	11.9%	79.7%
Masters	0.6%	2.9%	4.0%	5.7%	86.8%
Doctorate	0.0%	0.0%	3.7%	3.7%	92.6%
Marital status					
Never married	4.1%	2.5%	10.4%	14.3%	68.8%
Currently married	1.0%	1.0%	4.9%	6.4%	86.8%
No longer partnered	1.4%	2.1%	2.9%	7.1%	86.4%
Other	5.1%	0.0%	7.7%	15.4%	71.8%

The facilitators showed respect for participants.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 927)	2.2%	2.0%	5.8%	7.8%	82.2%
Gender					
Female	1.6%	0.8%	3.9%	6.5%	87.2%
Male	2.8%	2.6%	7.3%	8.9%	78.4%
Age					
13-18	8.3%	16.7%	8.3%	20.8%	45.8%
19-25	1.4%	4.2%	9.2%	8.5%	76.8%
25-34	2.2%	1.3%	7.3%	6.5%	82.8%
35-44	2.2%	0.6%	5.6%	11.7%	79.9%
45-54	0.6%	0.6%	3.0%	7.3%	88.4%
55+	3.9%	0.8%	1.6%	2.4%	91.3%
Race/Ethnicity					
African-American	3.9%	1.7%	5.0%	8.3%	81.2%
Hispanic/Latino	0.0%	0.0%	2.8%	11.3%	85.9%
White	0.9%	2.6%	7.0%	6.7%	82.7%
Other	4.7%	1.6%	4.7%	4.7%	84.4%
Education					
High school	3.1%	4.8%	9.6%	11.4%	71.2%
Some college	1.9%	1.5%	4.9%	6.8%	85.0%
Technical	2.6%	2.6%	5.3%	7.9%	81.6%
Bachelor	0.8%	0.0%	3.4%	7.6%	88.2%
Masters	0.6%	0.6%	1.7%	5.2%	92.0%
Doctorate	0.0%	0.0%	3.7%	3.7%	92.6%
Marital status					
Never married	2.0%	3.2%	7.7%	8.6%	78.6%
Currently married	1.0%	0.0%	1.5%	7.4%	90.1%
No longer partnered	0.7%	1.4%	1.4%	3.5%	92.9%
Other	5.1%	0.0%	2.6%	17.9%	74.4%

I experienced the process of Community Building.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 937)	3.7%	2.1%	9.7%	15.0%	69.4%
Gender					
Female	2.6%	1.0%	5.7%	11.7%	79.0%
Male	4.9%	3.1%	11.7%	18.1%	62.2%
Age					
13-18	4.0%	0.0%	28.0%	28.0%	40.0%
19-25	4.2%	4.9%	12.5%	13.9%	64.6%
25-34	3.9%	3.0%	9.9%	16.3%	67.0%
35-44	5.5%	1.6%	7.7%	15.4%	69.8%
45-54	1.8%	0.6%	7.8%	15.6%	74.3%
55+	3.9%	1.6%	2.4%	13.4%	78.7%
Race/Ethnicity					
African-American	4.6%	2.4%	7.3%	13.7%	72.0%
Hispanic/Latino	2.8%	1.4%	8.5%	18.3%	69.0%
White	3.2%	2.6%	11.1%	16.6%	66.5%
Other	7.8%	1.6%	7.8%	18.8%	64.1%
Education					
High school	5.1%	3.0%	13.6%	19.1%	59.1%
Some college	2.4%	3.4%	8.7%	16.4%	69.1%
Technical	8.1%	2.7%	10.8%	16.2%	62.2%
Bachelor	4.2%	1.7%	8.4%	16.0%	69.7%
Masters	2.3%	1.1%	2.9%	9.8%	83.9%
Doctorate	0.0%	0.0%	3.7%	7.4%	88.9%
Marital status					
Never married	4.5%	3.3%	12.7%	17.4%	62.1%
Currently married	2.0%	1.0%	4.4%	11.8%	80.9%
No longer partnered	2.1%	1.4%	3.5%	14.2%	78.7%
Other	5.0%	0.0%	5.0%	12.5%	77.5%

I experienced Community.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 935)	4.1%	3.2%	8.7%	16.0%	68.0%
Gender					
Female	2.6%	2.1%	4.7%	14.6%	76.0%
Male	5.5%	4.3%	11.1%	17.2%	61.9%
Age					
13-18	0.0%	0.0%	20.0%	32.0%	48.0%
19-25	5.0%	4.3%	11.3%	13.5%	66.0%
25-34	4.7%	3.8%	9.4%	15.4%	66.7%
35-44	4.9%	3.3%	7.7%	18.7%	65.4%
45-54	2.4%	3.6%	5.4%	16.9%	71.7%
55+	4.7%	2.3%	5.5%	10.2%	77.3%
Race/Ethnicity					
African-American	4.6%	3.5%	7.0%	14.5%	70.5%
Hispanic/Latino	4.3%	0.0%	10.0%	15.7%	70.0%
White	3.8%	5.0%	9.4%	18.2%	63.5%
Other	7.8%	0.0%	6.3%	20.3%	65.6%
Education					
High school	5.1%	5.1%	12.8%	18.4%	58.5%
Some college	3.9%	2.4%	8.7%	12.1%	72.8%
Technical	7.9%	2.6%	10.5%	26.3%	52.6%
Bachelor	4.2%	5.0%	7.6%	14.3%	68.9%
Masters	2.3%	1.7%	2.9%	17.8%	75.3%
Doctorate	0.0%	3.7%	0.0%	7.4%	88.9%
Marital status					
Never married	4.9%	3.8%	10.5%	17.3%	63.5%
Currently married	2.0%	2.5%	3.9%	13.7%	77.9%
No longer partnered	2.8%	5.6%	3.5%	13.4%	74.6%
Other	5.0%	0.0%	10.0%	17.5%	67.5%

I feel more connected to those I built Community with.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 935)	4.9%	2.7%	10.1%	15.1%	67.3%
Gender					
Female	2.9%	1.8%	4.7%	12.8%	77.8%
Male	6.6%	3.1%	13.8%	16.8%	59.6%
Age					
13-18	4.0%	4.0%	12.0%	8.0%	72.0%
19-25	3.5%	5.6%	15.4%	11.9%	63.6%
25-34	6.0%	3.0%	12.9%	14.7%	63.4%
35-44	5.5%	1.6%	8.8%	20.3%	63.7%
45-54	4.8%	0.6%	6.0%	13.8%	74.9%
55+	4.7%	1.6%	4.7%	14.8%	74.2%
Race/Ethnicity					
African-American	5.9%	2.7%	10.2%	13.5%	67.7%
Hispanic/Latino	5.6%	4.2%	8.5%	11.3%	70.4%
White	4.7%	2.3%	9.4%	15.8%	67.7%
Other	4.7%	3.1%	12.5%	20.3%	59.4%
Education					
High school	7.2%	2.6%	15.3%	18.3%	56.6%
Some college	7.2%	2.6%	15.3%	18.3%	56.6%
Technical	5.3%	5.3%	10.5%	21.1%	57.9%
Bachelor	4.2%	2.5%	7.6%	15.3%	70.3%
Masters	1.7%	0.6%	4.6%	11.5%	81.6%
Doctorate	0.0%	0.0%	0.0%	14.8%	85.2%
Marital status					
Never married	6.0%	3.3%	13.4%	16.7%	60.6%
Currently married	2.5%	1.5%	2.9%	12.3%	80.9%
No longer partnered	3.5%	3.5%	5.6%	14.1%	73.2%
Other	5.0%	0.0%	12.5%	17.5%	65.0%

I feel more trusting of those I built Community with.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 934)	5.9%	3.5%	10.6%	16.4%	63.6%
Gender					
Female	3.4%	1.8%	5.2%	15.1%	74.4%
Male	7.8%	4.7%	14.5%	17.6%	55.5%
Age					
13-18	4.0%	4.0%	8.0%	28.0%	56.0%
19-25	4.2%	5.6%	12.7%	16.9%	60.6%
25-34	7.7%	4.7%	12.0%	15.4%	60.3%
35-44	7.2%	3.9%	11.6%	17.7%	59.7%
45-54	4.8%	0.6%	10.8%	16.2%	67.7%
55+	4.7%	0.8%	2.4%	16.5%	75.6%
Race/Ethnicity					
African-American	5.9%	3.8%	10.5%	16.7%	63.1%
Hispanic/Latino	7.0%	1.4%	9.9%	14.1%	67.6%
White	5.8%	3.5%	9.6%	18.4%	62.6%
Other	9.7%	4.8%	12.9%	11.3%	61.3%
Education					
High school	8.1%	5.1%	16.2%	17.9%	52.8%
Some college	6.3%	4.9%	9.3%	18.0%	61.5%
Technical	7.9%	2.6%	18.4%	18.4%	52.6%
Bachelor	5.0%	3.4%	7.6%	17.6%	66.4%
Masters	2.3%	0.6%	4.0%	15.0%	78.0%
Doctorate	0.0%	0.0%	0.0%	11.1%	88.9%
Marital status					
Never married	7.6%	4.5%	12.9%	18.5%	56.5%
Currently married	2.5%	2.0%	2.5%	12.3%	80.8%
No longer partnered	4.3%	2.8%	9.9%	14.9%	68.1%
Other	5.0%	5.0%	17.5%	17.5%	55.0%

The debriefing exercises helped me understand the process.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 924)	3.4%	1.7%	7.5%	8.4%	79.0%
Gender					
Female	2.6%	1.6%	4.2%	8.2%	83.3%
Male	3.9%	1.8%	9.6%	8.7%	76.0%
Age					
13-18	4.0%	4.0%	12.0%	28.0%	52.0%
19-25	3.5%	5.0%	10.6%	10.6%	70.2%
25-34	2.6%	1.3%	8.7%	7.8%	79.7%
35-44	5.1%	0.0%	6.8%	6.2%	81.9%
45-54	0.6%	1.2%	5.4%	9.6%	83.1%
55+	4.8%	1.6%	2.4%	4.8%	86.5%
Race/Ethnicity					
African-American	4.1%	1.9%	6.6%	6.8%	80.6%
Hispanic/Latino	1.4%	0.0%	2.9%	11.4%	84.3%
White	2.4%	2.1%	8.6%	10.3%	76.7%
Other	6.3%	1.6%	6.3%	4.8%	81.0%
Education					
High school	2.1%	3.4%	11.1%	10.3%	73.1%
Some college	4.4%	0.5%	6.4%	6.4%	82.4%
Technical	0.0%	2.6%	7.9%	10.5%	78.9%
Bachelor	2.6%	2.6%	5.1%	11.1%	78.6%
Masters	1.8%	1.2%	4.7%	6.4%	86.0%
Doctorate	0.0%	0.0%	3.8%	3.8%	92.3%
Marital status					
Never married	2.5%	2.7%	9.7%	10.6%	74.6%
Currently married	3.0%	0.5%	2.5%	6.0%	88.1%
No longer partnered	2.1%	1.4%	2.9%	5.7%	87.9%
Other	2.5%	0.0%	7.5%	7.5%	82.5%

This experience helped me understand how issues from my past affect my present.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 908)	5.2%	4.1%	9.9%	13.9%	67.0%
Gender					
Female	3.5%	2.4%	5.9%	13.6%	74.7%
Male	6.7%	4.8%	12.9%	14.7%	60.8%
Age					
13-18	8.7%	8.7%	30.4%	17.4%	34.8%
19-25	7.1%	5.0%	12.8%	9.2%	66.0%
25-34	5.2%	3.1%	12.2%	15.3%	64.2%
35-44	5.1%	4.0%	9.0%	16.9%	65.0%
45-54	2.5%	4.3%	6.8%	16.1%	70.2%
55+	5.9%	2.5%	2.5%	14.3%	74.8%
Race/Ethnicity					
African-American	5.0%	3.1%	7.5%	11.2%	73.2%
Hispanic/Latino	3.1%	1.5%	9.2%	13.8%	72.3%
White	6.2%	4.7%	12.5%	18.4%	58.2%
Other	4.8%	6.3%	9.5%	12.7%	66.7%
Education					
High school	5.8%	4.9%	14.7%	14.7%	60.0%
Some college	6.9%	3.0%	7.9%	14.4%	67.8%
Technical	5.3%	10.5%	5.3%	23.7%	55.3%
Bachelor	5.2%	4.3%	7.8%	16.5%	66.1%
Masters	1.8%	4.2%	6.0%	9.6%	78.3%
Doctorate	0.0%	3.7%	3.7%	29.6%	63.0%
Marital status					
Never married	5.5%	5.3%	12.3%	14.4%	62.6%
Currently married	2.5%	1.5%	6.1%	16.2%	73.6%
No longer partnered	4.5%	4.5%	3.0%	15.2%	72.7%
Other	5.1%	2.6%	10.3%	10.3%	71.8%

The workshop was worth my time.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 934)	6.0%	2.7%	9.6%	10.9%	70.8%
Gender					
Female	3.4%	1.8%	6.0%	8.3%	80.5%
Male	7.8%	3.1%	12.7%	12.9%	63.4%
Age					
13-18	12.0%	8.0%	24.0%	16.0%	40.0%
19-25	7.7%	7.0%	12.6%	10.5%	62.2%
25-34	7.3%	2.6%	9.0%	13.7%	67.5%
35-44	5.5%	1.1%	11.0%	13.3%	69.1%
45-54	3.0%	0.0%	7.2%	11.4%	78.3%
55+	4.8%	1.6%	4.8%	4.0%	84.9%
Race/Ethnicity					
African-American	5.9%	1.3%	8.3%	11.8%	72.6%
Hispanic/Latino	4.2%	4.2%	4.2%	9.9%	77.5%
White	7.1%	3.8%	12.6%	10.6%	65.9%
Other	6.3%	0.0%	9.4%	15.6%	68.8%
Education					
High school	8.1%	3.8%	15.0%	15.0%	58.1%
Some college	6.8%	3.4%	7.2%	10.1%	72.5%
Technical	8.1%	5.4%	10.8%	13.5%	62.2%
Bachelor	3.4%	3.4%	8.4%	14.3%	70.6%
Masters	3.5%	0.0%	5.2%	6.4%	85.0%
Doctorate	0.0%	0.0%	3.7%	7.4%	88.9%
Marital status					
Never married	7.4%	4.0%	10.9%	14.3%	63.4%
Currently married	3.0%	0.0%	5.9%	7.9%	83.2%
No longer partnered	3.5%	1.4%	8.5%	6.3%	80.3%
Other	7.7%	2.6%	7.7%	10.3%	71.8%

I can use what I learned in my work.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 931)	4.1%	2.4%	9.7%	15.7%	68.2%
Gender					
Female	2.4%	1.1%	6.3%	14.8%	75.4%
Male	5.6%	3.3%	12.3%	16.5%	62.3%
Age					
13-18	4.0%	12.0%	12.0%	28.0%	44.0%
19-25	3.5%	5.6%	13.2%	13.2%	64.6%
25-34	4.3%	2.2%	11.2%	16.4%	65.9%
35-44	4.4%	1.6%	8.2%	18.7%	67.0%
45-54	3.0%	0.6%	8.5%	15.8%	72.1%
55+	5.6%	0.8%	5.6%	12.1%	75.8%
Race/Ethnicity					
African-American	4.3%	2.4%	7.8%	14.1%	71.4%
Hispanic/Latino	2.9%	0.0%	11.4%	15.7%	70.0%
White	4.4%	3.5%	11.8%	17.7%	62.5%
Other	6.3%	0.0%	6.3%	20.3%	67.2%
Education					
High school	6.0%	3.4%	13.7%	17.6%	59.2%
Some college	3.9%	2.4%	7.2%	14.5%	72.0%
Technical	2.6%	0.0%	15.8%	21.1%	60.5%
Bachelor	3.4%	3.4%	11.1%	20.5%	61.5%
Masters	2.3%	0.6%	5.3%	12.3%	79.5%
Doctorate	0.0%	0.0%	3.7%	22.2%	74.1%
Marital status					
Never married	4.5%	3.1%	11.4%	17.1%	63.9%
Currently married	2.5%	1.0%	5.9%	12.9%	77.7%
No longer partnered	3.6%	1.4%	8.0%	16.7%	70.3%
Other	0.0%	5.0%	7.5%	15.0%	72.5%

I can use what I learned in my personal life.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 918)	4.1%	1.6%	9.5%	11.0%	73.7%
Gender					
Female	2.1%	1.1%	5.3%	9.0%	82.5%
Male	6.0%	2.0%	12.2%	12.8%	67.1%
Age					
13-18	8.3%	8.3%	16.7%	20.8%	45.8%
19-25	4.9%	3.5%	14.0%	9.8%	67.8%
25-34	4.8%	0.9%	10.9%	10.0%	73.5%
35-44	4.5%	0.6%	8.5%	14.7%	71.8%
45-54	1.2%	1.8%	5.5%	11.6%	79.9%
55+	4.9%	0.8%	4.9%	7.3%	82.1%
Race/Ethnicity					
African-American	4.5%	1.1%	7.2%	8.1%	79.1%
Hispanic/Latino	2.8%	0.0%	11.3%	12.7%	73.2%
White	4.4%	3.0%	10.9%	13.6%	68.0%
Other	6.3%	0.0%	7.8%	14.1%	71.9%
Education					
High school	6.1%	3.0%	13.9%	13.9%	63.0%
Some college	5.0%	1.0%	7.9%	9.9%	76.2%
Technical	2.7%	2.7%	10.8%	10.8%	73.0%
Bachelor	2.5%	0.8%	6.8%	12.7%	77.1%
Masters	1.2%	1.8%	4.1%	8.3%	84.6%
Doctorate	0.0%	0.0%	7.4%	7.4%	85.2%
Marital status					
Never married	4.7%	2.3%	11.9%	12.8%	68.2%
Currently married	2.0%	1.0%	4.0%	9.5%	83.6%
No longer partnered	2.9%	1.5%	6.6%	9.5%	79.6%
Other	2.6%	0.0%	7.7%	5.1%	84.6%

This experience was of personal value to me.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 938)	3.7%	3.6%	11.2%	12.3%	69.2%
Gender					
Female	1.8%	3.1%	6.2%	9.4%	79.5%
Male	5.4%	3.9%	14.8%	14.8%	61.1%
Age					
13-18	0.0%	20.0%	28.0%	16.0%	36.0%
19-25	5.6%	6.3%	15.3%	9.7%	63.2%
25-34	4.7%	3.9%	13.7%	14.2%	63.5%
35-44	3.3%	2.2%	10.4%	15.9%	68.1%
45-54	1.8%	1.8%	6.6%	13.2%	76.6%
55+	4.7%	1.6%	4.7%	5.5%	83.6%
Race/Ethnicity					
African-American	4.0%	3.5%	8.8%	12.3%	71.3%
Hispanic/Latino	4.2%	2.8%	8.5%	15.5%	69.0%
White	3.5%	4.7%	12.8%	12.0%	67.1%
Other	7.8%	0.0%	17.2%	14.1%	60.9%
Education					
High school	6.4%	5.5%	18.7%	13.6%	55.7%
Some college	3.4%	4.3%	10.1%	12.0%	70.2%
Technical	5.4%	5.4%	10.8%	21.6%	56.8%
Bachelor	2.5%	1.7%	7.6%	13.4%	74.8%
Masters	1.1%	2.3%	5.2%	8.0%	83.3%
Doctorate	0.0%	3.7%	3.7%	7.4%	85.2%
Marital status					
Never married	4.5%	5.6%	15.4%	12.5%	62.1%
Currently married	2.0%	1.5%	4.9%	9.3%	82.4%
No longer partnered	2.8%	1.4%	4.2%	14.1%	77.5%
Other	2.5%	2.5%	10.0%	10.0%	75.0%

I believe Community Building would have a beneficial effect on those served by my agency.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 742)	3.6%	3.9%	12.0%	14.6%	65.9%
Gender					
Female	1.6%	1.3%	6.4%	13.1%	77.6%
Male	5.2%	5.7%	16.0%	15.5%	57.6%
Age					
13-18	8.7%	13.0%	34.8%	8.7%	34.8%
19-25	3.4%	4.3%	19.0%	13.8%	59.5%
25-34	4.8%	3.7%	12.2%	15.3%	64.0%
35-44	3.4%	3.4%	9.5%	15.6%	68.0%
45-54	3.0%	3.0%	8.3%	12.1%	73.5%
55+	2.2%	2.2%	4.4%	16.5%	74.7%
Race/Ethnicity					
African-American	3.9%	3.9%	11.1%	12.1%	69.1%
Hispanic/Latino	3.3%	3.3%	11.5%	16.4%	65.6%
White	3.1%	3.5%	13.1%	16.2%	64.2%
Other	6.1%	4.1%	6.1%	22.4%	61.2%
Education					
High school	6.6%	6.0%	20.3%	16.5%	50.5%
Some college	3.1%	3.1%	10.1%	11.3%	72.3%
Technical	6.9%	6.9%	13.8%	17.2%	55.2%
Bachelor	2.0%	2.0%	6.1%	17.3%	72.4%
Masters	1.4%	1.4%	6.1%	12.8%	78.4%
Doctorate	0.0%	0.0%	0.0%	21.1%	78.9%
Marital status					
Never married	4.3%	6.0%	15.3%	14.8%	59.7%
Currently married	1.7%	0.6%	4.5%	14.7%	78.5%
No longer partnered	3.0%	3.0%	7.0%	14.0%	73.0%
Other	0.0%	3.3%	13.3%	10.0%	73.3%

I believe Community Building would have a beneficial effect on my co-workers.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 766)	4.6%	2.5%	13.2%	15.1%	64.6%
Gender					
Female	2.4%	0.6%	7.3%	13.1%	76.6%
Male	6.0%	4.0%	17.6%	17.4%	55.1%
Age					
13-18	8.7%	8.7%	30.4%	8.7%	43.5%
19-25	3.8%	2.3%	23.1%	13.1%	57.7%
25-34	3.6%	4.1%	12.4%	14.5%	65.3%
35-44	4.8%	2.0%	8.8%	17.7%	66.7%
45-54	2.2%	0.7%	9.6%	18.5%	68.9%
55+	5.5%	0.0%	6.6%	12.1%	75.8%
Race/Ethnicity					
African-American	5.6%	3.3%	11.2%	13.9%	66.0%
Hispanic/Latino	3.3%	0.0%	13.1%	19.7%	63.9%
White	3.3%	2.9%	13.8%	17.0%	63.0%
Other	7.1%	0.0%	16.1%	10.7%	66.1%
Education					
High school	7.1%	2.7%	22.0%	17.6%	50.5%
Some college	3.5%	5.3%	9.9%	17.0%	64.3%
Technical	7.4%	3.7%	22.2%	11.1%	55.6%
Bachelor	3.0%	0.0%	10.9%	11.9%	74.3%
Masters	1.3%	0.6%	5.2%	11.7%	81.2%
Doctorate	0.0%	0.0%	0.0%	19.0%	81.0%
Marital status					
Never married	3.8%	3.8%	17.6%	15.7%	59.1%
Currently married	2.7%	0.0%	4.4%	13.2%	79.7%
No longer partnered	3.9%	1.9%	6.8%	14.6%	72.8%
Other	3.6%	3.6%	17.9%	17.9%	57.1%

I believe Community Building would have a beneficial effect on my workplace culture.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 777)	4.1%	2.6%	12.1%	15.4%	65.8%
Gender					
Female	2.7%	1.2%	6.0%	12.4%	77.6%
Male	5.3%	3.4%	17.0%	17.2%	57.0%
Age					
13-18	8.7%	8.7%	30.4%	13.0%	39.1%
19-25	5.4%	2.3%	19.2%	16.2%	56.9%
25-34	4.1%	4.1%	9.2%	14.4%	68.2%
35-44	3.4%	2.7%	10.1%	15.5%	68.2%
45-54	1.5%	0.0%	12.5%	16.9%	69.1%
55+	5.2%	1.0%	4.2%	12.5%	77.1%
Race/Ethnicity					
African-American	4.5%	2.6%	10.6%	14.2%	68.1%
Hispanic/Latino	3.2%	1.6%	8.1%	17.7%	69.4%
White	4.0%	2.9%	15.5%	15.1%	62.6%
Other	5.3%	1.8%	5.3%	21.1%	66.7%
Education					
High school	6.4%	2.7%	21.8%	16.5%	52.7%
Some college	3.4%	5.1%	9.1%	16.0%	66.3%
Technical	7.1%	3.6%	17.9%	7.1%	64.3%
Bachelor	3.9%	0.0%	8.8%	15.7%	71.6%
Masters	1.3%	1.3%	4.6%	9.8%	83.0%
Doctorate	0.0%	0.0%	0.0%	31.8%	68.2%
Marital status					
Never married	4.0%	4.0%	15.2%	17.3%	59.5%
Currently married	2.7%	0.0%	5.4%	12.0%	79.9%
No longer partnered	3.8%	1.9%	9.5%	10.5%	74.3%
Other	0.0%	0.0%	7.1%	21.4%	71.4%

I believe Community Building would have a beneficial effect on the collaborations I'm a part of.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 807)	3.5%	3.5%	10.7%	15.2%	67.2%
Gender					
Female	1.8%	0.9%	5.9%	12.8%	78.6%
Male	4.8%	4.8%	14.4%	17.2%	58.8%
Age					
13-18	8.3%	8.3%	25.0%	20.8%	37.5%
19-25	4.6%	4.6%	20.8%	9.2%	60.8%
25-34	3.5%	3.0%	8.9%	16.3%	68.3%
35-44	3.9%	1.9%	10.3%	18.7%	65.2%
45-54	1.4%	3.6%	6.4%	15.0%	73.6%
55+	1.9%	1.9%	3.8%	15.1%	77.4%
Race/Ethnicity					
African-American	3.2%	3.8%	9.8%	12.7%	70.6%
Hispanic/Latino	3.3%	1.7%	8.3%	13.3%	73.3%
White	3.7%	3.7%	11.6%	18.6%	62.5%
Other	7.0%	1.8%	7.0%	17.5%	66.7%
Education					
High school	5.9%	6.4%	17.1%	13.9%	56.7%
Some college	2.8%	4.5%	10.8%	11.9%	69.9%
Technical	5.7%	2.9%	8.6%	25.7%	57.1%
Bachelor	1.9%	1.9%	8.6%	18.1%	69.5%
Masters	1.2%	1.2%	3.7%	11.1%	82.7%
Doctorate	0.0%	0.0%	4.0%	28.0%	68.0%
Marital status					
Never married	3.9%	5.0%	14.4%	15.4%	61.3%
Currently married	1.6%	0.5%	4.3%	13.9%	79.7%
No longer partnered	1.7%	3.4%	5.1%	13.6%	76.3%
Other	0.0%	3.4%	6.9%	13.8%	75.9%

I'd like my agency to be part of Community Building Milwaukee.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 720)	5.1%	4.0%	13.5%	11.5%	65.8%
Gender					
Female	3.4%	2.1%	8.9%	8.2%	77.4%
Male	6.3%	4.8%	17.2%	13.6%	58.1%
Age					
13-18	13.6%	4.5%	27.3%	13.6%	40.9%
19-25	6.2%	5.3%	19.5%	8.8%	60.2%
25-34	6.9%	2.3%	13.1%	9.7%	68.0%
35-44	3.4%	4.1%	11.6%	14.3%	66.7%
45-54	4.1%	4.1%	10.6%	10.6%	70.7%
55+	2.2%	2.2%	11.1%	12.2%	72.2%
Race/Ethnicity					
African-American	4.7%	4.0%	11.6%	10.0%	69.8%
Hispanic/Latino	1.7%	0.0%	10.3%	12.1%	75.9%
White	6.1%	4.9%	17.6%	11.9%	59.4%
Other	8.7%	0.0%	15.2%	10.9%	65.2%
Education					
High school	8.5%	4.5%	19.3%	12.5%	55.1%
Some college	3.2%	3.8%	11.4%	8.9%	72.8%
Technical	3.3%	10.0%	16.7%	16.7%	53.3%
Bachelor	5.6%	3.4%	9.0%	11.2%	70.8%
Masters	2.9%	2.2%	8.0%	10.9%	76.1%
Doctorate	0.0%	0.0%	11.8%	11.8%	76.5%
Marital status					
Never married	6.4%	5.2%	14.3%	13.1%	60.9%
Currently married	1.2%	1.8%	6.6%	10.8%	79.6%
No longer partnered	5.2%	2.1%	13.5%	7.3%	71.9%
Other	3.6%	3.6%	17.9%	3.6%	71.4%

I'd like to participate in Facilitator Training if available.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 881)	19.9%	4.7%	15.4%	10.1%	49.9%
Gender					
Female	16.1%	4.4%	16.1%	11.6%	51.8%
Male	23.9%	4.5%	14.8%	9.3%	47.4%
Age					
13-18	39.1%	4.3%	21.7%	13.0%	21.7%
19-25	26.2%	5.0%	22.0%	8.5%	38.3%
25-34	22.2%	4.5%	15.4%	9.0%	48.9%
35-44	19.7%	2.3%	11.6%	12.7%	53.8%
45-54	13.8%	4.6%	11.2%	12.5%	57.9%
55+	17.2%	5.2%	18.1%	7.8%	51.7%
Race/Ethnicity					
African-American	15.5%	3.4%	14.3%	10.9%	55.9%
Hispanic/Latino	17.6%	1.5%	17.6%	5.9%	57.4%
White	27.5%	6.2%	16.4%	10.8%	39.2%
Other	18.3%	1.7%	16.7%	10.0%	53.3%
Education					
High school	25.3%	5.0%	16.3%	10.0%	43.4%
Some college	21.0%	4.5%	13.0%	8.5%	53.0%
Technical	22.9%	2.9%	14.3%	11.4%	48.6%
Bachelor	18.3%	6.1%	20.0%	12.2%	43.5%
Masters	18.5%	3.7%	13.0%	11.7%	53.1%
Doctorate	8.7%	0.0%	17.4%	8.7%	65.2%
Marital status					
Never married	25.6%	3.9%	15.4%	9.7%	45.4%
Currently married	13.4%	4.8%	13.4%	11.8%	56.7%
No longer partnered	16.5%	5.5%	15.7%	7.9%	54.3%
Other	18.4%	2.6%	18.4%	13.2%	47.4%

	Change in work life		Change in spiritual life	
	Yes	No	Yes	No
Overall	84.2%	15.8%	77.7%	22.3%
Gender				
Female	87.7%	12.3%	78.9%	21.1%
Male	80.9%	19.1%	75.9%	24.1%
Age				
13-18	73.9%	26.1%	56.5%	43.5%
19-25	81.5%	18.5%	73.1%	26.9%
25-34	84.4%	15.6%	75.9%	24.1%
35-44	82.2%	17.8%	73.5%	26.5%
45-54	88.4%	11.6%	82.2%	17.8%
55+	85.1%	14.9%	85.5%	14.5%
Race/Ethnicity				
African-American	87.6%	12.4%	85.1%	14.9%
Hispanic/Latino	88.9%	11.1%	80.0%	20.0%
White	79.8%	20.2%	67.9%	32.1%
Other	81.3%	18.8%	76.2%	23.8%
Education				
High school	81.5%	18.5%	73.9%	26.1%
Some college	80.7%	19.3%	80.0%	20.0%
Technical	84.2%	15.8%	75.0%	25.0%
Bachelor	86.7%	13.3%	75.9%	24.1%
Masters	85.1%	14.9%	74.7%	25.3%
Doctorate	92.6%	7.4%	73.1%	26.9%
Marital status				
Never married	81.9%	18.1%	73.3%	26.7%
Currently married	89.7%	10.3%	79.4%	20.6%
No longer partnered	81.3%	18.8%	83.1%	16.9%
Other	89.7%	10.3%	80.0%	20.0%

	Change in personal life		Changes in ongoing group	
	Yes	No	Yes	No
Overall	90.3%	9.7%	83.7%	16.3%
Gender				
Female	93.1%	6.9%	84.7%	15.3%
Male	87.8%	12.2%	82.4%	17.6%
Age				
13-18	73.9%	26.1%	66.7%	33.3%
19-25	86.4%	13.6%	81.8%	18.2%
25-34	91.0%	9.0%	82.1%	17.9%
35-44	88.4%	11.6%	79.1%	20.9%
45-54	94.9%	5.1%	89.9%	10.1%
55+	92.3%	7.7%	88.2%	11.8%
Race/Ethnicity				
African-American	94.0%	6.0%	89.0%	11.0%
Hispanic/Latino	93.8%	6.3%	80.6%	19.4%
White	86.3%	13.7%	78.8%	21.3%
Other	84.4%	15.6%	81.0%	19.0%
Education				
High school	88.5%	11.5%	80.9%	19.1%
Some college	87.6%	12.4%	84.5%	15.5%
Technical	92.1%	7.9%	88.9%	11.1%
Bachelor	89.6%	10.4%	81.8%	18.2%
Masters	92.9%	7.1%	81.8%	18.2%
Doctorate	100.0%	0.0%	84.6%	15.4%
Marital status				
Never married	87.6%	12.4%	81.8%	18.2%
Currently married	91.8%	8.2%	85.9%	14.1%
No longer partnered	94.7%	5.3%	83.6%	16.4%
Other	97.1%	2.9%	85.3%	14.7%

The workshop was held in a desirable location.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 924)	4.0%	2.8%	10.0%	12.2%	71.0%
Gender					
Female	2.3%	1.6%	4.2%	10.4%	81.5%
Male	5.2%	3.4%	14.4%	13.8%	63.3%
Age					
13-18	4.2%	4.2%	16.7%	33.3%	41.7%
19-25	4.9%	4.9%	15.5%	12.0%	62.7%
25-34	5.2%	2.6%	9.6%	11.7%	70.9%
35-44	4.5%	1.7%	10.2%	16.4%	67.2%
45-54	0.6%	2.4%	8.5%	7.9%	80.5%
55+	3.9%	1.6%	3.9%	10.9%	79.7%
Race/Ethnicity					
African-American	4.1%	1.9%	8.0%	12.2%	73.8%
Hispanic/Latino	2.9%	4.3%	11.4%	14.3%	67.1%
White	4.1%	2.3%	12.2%	12.0%	69.4%
Other	4.8%	7.9%	7.9%	11.1%	68.3%
Education					
High school	3.1%	4.8%	18.5%	15.0%	58.6%
Some college	4.4%	3.4%	8.3%	14.6%	69.3%
Technical	7.9%	5.3%	2.6%	15.8%	68.4%
Bachelor	2.5%	1.7%	8.4%	9.2%	78.2%
Masters	2.3%	0.6%	2.3%	8.0%	86.8%
Doctorate	0.0%	0.0%	3.7%	11.1%	85.2%
Marital status					
Never married	4.3%	3.6%	12.7%	12.9%	66.4%
Currently married	2.0%	1.0%	4.4%	11.3%	81.4%
No longer partnered	1.4%	2.9%	4.3%	10.8%	80.6%
Other	7.7%	0.0%	15.4%	23.1%	53.8%

The workshop was well executed from registration to closing instructions.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 926)	2.9%	3.1%	9.6%	13.7%	70.6%
Gender					
Female	2.6%	1.6%	6.8%	10.4%	78.6%
Male	3.4%	4.0%	11.3%	16.5%	64.8%
Age					
13-18	12.5%	4.2%	20.8%	25.0%	37.5%
19-25	4.9%	4.9%	14.1%	13.4%	62.7%
25-34	2.2%	2.6%	10.8%	16.5%	68.0%
35-44	2.2%	3.9%	8.4%	12.9%	72.5%
45-54	1.2%	1.8%	6.7%	10.9%	79.4%
55+	3.9%	0.8%	3.1%	13.3%	78.9%
Race/Ethnicity					
African-American	2.8%	2.8%	8.5%	12.1%	73.8%
Hispanic/Latino	2.9%	2.9%	14.3%	17.1%	62.9%
White	3.2%	2.9%	10.5%	14.0%	69.4%
Other	4.8%	4.8%	3.2%	17.7%	69.4%
Education					
High school	3.1%	5.2%	15.3%	17.9%	58.5%
Some college	4.4%	2.9%	7.8%	14.1%	70.7%
Technical	2.6%	5.3%	5.3%	18.4%	68.4%
Bachelor	2.5%	1.7%	7.6%	11.9%	76.3%
Masters	0.6%	0.6%	5.2%	8.6%	85.1%
Doctorate	0.0%	0.0%	0.0%	18.5%	81.5%
Marital status					
Never married	3.2%	3.8%	11.5%	15.8%	65.8%
Currently married	1.5%	1.5%	3.4%	10.3%	83.3%
No longer partnered	2.1%	2.1%	4.3%	12.9%	78.6%
Other	2.6%	2.6%	15.4%	23.1%	56.4%

The workshop was well organized, providing helpful pre-workshop information.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 927)	3.6%	4.9%	13.8%	12.2%	65.6%
Gender					
Female	3.1%	4.7%	9.2%	11.0%	71.9%
Male	4.1%	5.1%	17.2%	13.2%	60.4%
Age					
13-18	12.0%	8.0%	20.0%	24.0%	36.0%
19-25	2.8%	7.7%	21.1%	9.9%	58.5%
25-34	3.9%	6.1%	15.2%	12.6%	62.3%
35-44	5.6%	3.3%	14.4%	11.1%	65.6%
45-54	0.0%	3.0%	10.4%	9.8%	76.8%
55+	4.0%	4.0%	4.8%	17.5%	69.8%
Race/Ethnicity					
African-American	4.4%	4.9%	10.1%	11.0%	69.6%
Hispanic/Latino	0.0%	5.7%	21.4%	10.0%	62.9%
White	3.8%	5.9%	15.0%	14.4%	61.0%
Other	3.2%	3.2%	15.9%	11.1%	66.7%
Education					
High school	3.4%	6.5%	18.5%	12.1%	59.5%
Some college	3.4%	5.4%	15.1%	11.7%	64.4%
Technical	5.3%	5.3%	13.2%	15.8%	60.5%
Bachelor	4.2%	3.4%	11.8%	11.8%	68.9%
Masters	1.2%	4.7%	7.0%	14.0%	73.1%
Doctorate	0.0%	3.8%	3.8%	15.4%	76.9%
Marital status					
Never married	3.6%	6.9%	16.3%	13.0%	60.2%
Currently married	1.5%	3.5%	10.4%	10.4%	74.1%
No longer partnered	3.6%	2.2%	5.8%	12.9%	75.5%
Other	7.7%	2.6%	15.4%	12.8%	61.5%

The facilitators conducted themselves responsibly.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 925)	1.4%	2.1%	5.8%	6.4%	84.3%
Gender					
Female	1.0%	0.8%	3.7%	6.0%	88.5%
Male	1.6%	2.8%	7.1%	6.7%	81.7%
Age					
13-18	0.0%	12.0%	16.0%	12.0%	60.0%
19-25	0.0%	4.3%	8.5%	5.7%	81.6%
25-34	1.7%	2.2%	5.2%	7.0%	83.9%
35-44	1.1%	1.1%	5.6%	7.3%	84.8%
45-54	0.0%	0.6%	4.2%	7.9%	87.3%
55+	3.9%	0.0%	1.6%	3.1%	91.3%
Race/Ethnicity					
African-American	2.5%	1.4%	5.2%	6.6%	84.3%
Hispanic/Latino	0.0%	0.0%	4.3%	10.0%	85.7%
White	0.3%	2.9%	6.2%	5.6%	85.0%
Other	3.1%	3.1%	3.1%	3.1%	87.5%
Education					
High school	0.9%	3.9%	11.8%	8.7%	74.7%
Some college	1.0%	2.0%	2.9%	5.9%	88.2%
Technical	0.0%	2.6%	2.6%	13.2%	81.6%
Bachelor	0.8%	1.7%	3.4%	6.7%	87.4%
Masters	0.6%	0.6%	1.7%	2.9%	94.2%
Doctorate	0.0%	0.0%	3.7%	0.0%	96.3%
Marital status					
Never married	0.7%	3.4%	6.8%	7.7%	81.4%
Currently married	1.0%	0.5%	2.0%	3.9%	92.6%
No longer partnered	0.7%	0.0%	2.8%	4.3%	92.2%
Other	0.0%	2.6%	2.6%	10.3%	84.6%

The facilitators were knowledgeable about Community Building.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 922)	2.0%	1.7%	5.3%	7.3%	83.7%
Gender					
Female	1.3%	0.3%	3.7%	5.2%	89.5%
Male	2.4%	2.6%	6.4%	8.8%	79.9%
Age					
13-18	8.3%	0.0%	12.5%	25.0%	54.2%
19-25	0.7%	3.5%	7.8%	7.1%	80.9%
25-34	2.6%	1.3%	5.6%	6.9%	83.5%
35-44	1.1%	1.7%	4.5%	8.5%	84.1%
45-54	0.0%	1.2%	4.2%	6.7%	87.9%
55+	3.9%	0.0%	0.8%	3.9%	91.3%
Race/Ethnicity					
African-American	2.5%	1.1%	4.5%	8.9%	83.0%
Hispanic/Latino	0.0%	0.0%	4.3%	11.4%	84.3%
White	1.8%	2.0%	5.3%	4.7%	86.3%
Other	3.1%	3.1%	4.7%	6.3%	82.8%
Education					
High school	2.2%	4.0%	9.3%	9.3%	75.2%
Some college	2.0%	1.5%	3.0%	6.9%	86.7%
Technical	0.0%	2.6%	5.3%	13.2%	78.9%
Bachelor	0.8%	0.0%	4.2%	7.6%	87.4%
Masters	0.6%	0.0%	1.7%	3.4%	94.3%
Doctorate	0.0%	0.0%	3.7%	0.0%	96.3%
Marital status					
Never married	1.8%	2.3%	6.6%	8.2%	81.1%
Currently married	1.0%	0.0%	2.5%	4.9%	91.7%
No longer partnered	0.7%	1.4%	0.7%	5.7%	91.5%
Other	0.0%	2.6%	2.6%	13.2%	81.6%

The facilitators gave clear instructions.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 923)	3.6%	2.7%	9.6%	9.3%	74.8%
Gender					
Female	3.7%	1.8%	6.3%	8.9%	79.3%
Male	3.8%	3.0%	11.7%	9.9%	71.6%
Age					
13-18	17.4%	13.0%	21.7%	17.4%	30.4%
19-25	2.8%	4.9%	15.5%	10.6%	66.2%
25-34	3.5%	1.7%	11.3%	10.4%	73.2%
35-44	5.6%	2.2%	7.3%	5.6%	79.2%
45-54	0.6%	0.6%	6.7%	12.7%	79.4%
55+	3.9%	2.4%	2.4%	6.3%	85.0%
Race/Ethnicity					
African-American	4.1%	1.9%	8.3%	7.7%	77.9%
Hispanic/Latino	0.0%	2.8%	8.5%	11.3%	77.5%
White	4.1%	3.8%	10.0%	10.3%	71.8%
Other	6.3%	0.0%	6.3%	7.8%	79.7%
Education					
High school	3.5%	4.0%	16.7%	8.8%	67.0%
Some college	3.9%	1.0%	8.3%	10.7%	76.2%
Technical	7.9%	2.6%	5.3%	7.9%	76.3%
Bachelor	3.4%	5.0%	7.6%	8.4%	75.6%
Masters	1.7%	1.7%	4.6%	9.2%	82.8%
Doctorate	0.0%	0.0%	3.8%	7.7%	88.5%
Marital status					
Never married	4.1%	3.4%	12.0%	10.2%	70.4%
Currently married	2.0%	1.5%	5.4%	8.9%	82.3%
No longer partnered	2.9%	1.4%	2.9%	5.7%	87.1%
Other	2.6%	0.0%	17.9%	10.3%	69.2%

The facilitators were sensitive to the group's needs.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 925)	3.5%	1.9%	8.4%	11.4%	74.8%
Gender					
Female	2.6%	1.6%	4.7%	8.9%	82.2%
Male	4.0%	2.0%	10.9%	13.5%	69.6%
Age					
13-18	16.7%	4.2%	12.5%	25.0%	41.7%
19-25	4.9%	2.1%	14.1%	16.2%	62.7%
25-34	2.6%	2.2%	7.8%	11.7%	75.7%
35-44	2.8%	1.1%	7.8%	12.3%	76.0%
45-54	1.2%	1.8%	7.9%	8.5%	80.5%
55+	3.9%	0.8%	1.6%	7.1%	86.6%
Race/Ethnicity					
African-American	5.0%	1.7%	7.7%	11.0%	74.6%
Hispanic/Latino	0.0%	0.0%	11.4%	15.7%	72.9%
White	2.6%	2.3%	8.2%	10.8%	76.0%
Other	4.8%	1.6%	6.3%	9.5%	77.8%
Education					
High school	5.3%	2.6%	14.5%	15.4%	62.3%
Some college	2.4%	1.5%	6.8%	13.1%	76.2%
Technical	7.9%	0.0%	5.3%	7.9%	78.9%
Bachelor	2.5%	0.8%	5.1%	11.9%	79.7%
Masters	0.6%	2.9%	4.0%	5.7%	86.8%
Doctorate	0.0%	0.0%	3.7%	3.7%	92.6%
Marital status					
Never married	4.1%	2.5%	10.4%	14.3%	68.8%
Currently married	1.0%	1.0%	4.9%	6.4%	86.8%
No longer partnered	1.4%	2.1%	2.9%	7.1%	86.4%
Other	5.1%	0.0%	7.7%	15.4%	71.8%

The facilitators showed respect for participants.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 927)	2.2%	2.0%	5.8%	7.8%	82.2%
Gender					
Female	1.6%	0.8%	3.9%	6.5%	87.2%
Male	2.8%	2.6%	7.3%	8.9%	78.4%
Age					
13-18	8.3%	16.7%	8.3%	20.8%	45.8%
19-25	1.4%	4.2%	9.2%	8.5%	76.8%
25-34	2.2%	1.3%	7.3%	6.5%	82.8%
35-44	2.2%	0.6%	5.6%	11.7%	79.9%
45-54	0.6%	0.6%	3.0%	7.3%	88.4%
55+	3.9%	0.8%	1.6%	2.4%	91.3%
Race/Ethnicity					
African-American	3.9%	1.7%	5.0%	8.3%	81.2%
Hispanic/Latino	0.0%	0.0%	2.8%	11.3%	85.9%
White	0.9%	2.6%	7.0%	6.7%	82.7%
Other	4.7%	1.6%	4.7%	4.7%	84.4%
Education					
High school	3.1%	4.8%	9.6%	11.4%	71.2%
Some college	1.9%	1.5%	4.9%	6.8%	85.0%
Technical	2.6%	2.6%	5.3%	7.9%	81.6%
Bachelor	0.8%	0.0%	3.4%	7.6%	88.2%
Masters	0.6%	0.6%	1.7%	5.2%	92.0%
Doctorate	0.0%	0.0%	3.7%	3.7%	92.6%
Marital status					
Never married	2.0%	3.2%	7.7%	8.6%	78.6%
Currently married	1.0%	0.0%	1.5%	7.4%	90.1%
No longer partnered	0.7%	1.4%	1.4%	3.5%	92.9%
Other	5.1%	0.0%	2.6%	17.9%	74.4%

I experienced the process of Community Building.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 937)	3.7%	2.1%	9.7%	15.0%	69.4%
Gender					
Female	2.6%	1.0%	5.7%	11.7%	79.0%
Male	4.9%	3.1%	11.7%	18.1%	62.2%
Age					
13-18	4.0%	0.0%	28.0%	28.0%	40.0%
19-25	4.2%	4.9%	12.5%	13.9%	64.6%
25-34	3.9%	3.0%	9.9%	16.3%	67.0%
35-44	5.5%	1.6%	7.7%	15.4%	69.8%
45-54	1.8%	0.6%	7.8%	15.6%	74.3%
55+	3.9%	1.6%	2.4%	13.4%	78.7%
Race/Ethnicity					
African-American	4.6%	2.4%	7.3%	13.7%	72.0%
Hispanic/Latino	2.8%	1.4%	8.5%	18.3%	69.0%
White	3.2%	2.6%	11.1%	16.6%	66.5%
Other	7.8%	1.6%	7.8%	18.8%	64.1%
Education					
High school	5.1%	3.0%	13.6%	19.1%	59.1%
Some college	2.4%	3.4%	8.7%	16.4%	69.1%
Technical	8.1%	2.7%	10.8%	16.2%	62.2%
Bachelor	4.2%	1.7%	8.4%	16.0%	69.7%
Masters	2.3%	1.1%	2.9%	9.8%	83.9%
Doctorate	0.0%	0.0%	3.7%	7.4%	88.9%
Marital status					
Never married	4.5%	3.3%	12.7%	17.4%	62.1%
Currently married	2.0%	1.0%	4.4%	11.8%	80.9%
No longer partnered	2.1%	1.4%	3.5%	14.2%	78.7%
Other	5.0%	0.0%	5.0%	12.5%	77.5%

I experienced Community.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 935)	4.1%	3.2%	8.7%	16.0%	68.0%
Gender					
Female	2.6%	2.1%	4.7%	14.6%	76.0%
Male	5.5%	4.3%	11.1%	17.2%	61.9%
Age					
13-18	0.0%	0.0%	20.0%	32.0%	48.0%
19-25	5.0%	4.3%	11.3%	13.5%	66.0%
25-34	4.7%	3.8%	9.4%	15.4%	66.7%
35-44	4.9%	3.3%	7.7%	18.7%	65.4%
45-54	2.4%	3.6%	5.4%	16.9%	71.7%
55+	4.7%	2.3%	5.5%	10.2%	77.3%
Race/Ethnicity					
African-American	4.6%	3.5%	7.0%	14.5%	70.5%
Hispanic/Latino	4.3%	0.0%	10.0%	15.7%	70.0%
White	3.8%	5.0%	9.4%	18.2%	63.5%
Other	7.8%	0.0%	6.3%	20.3%	65.6%
Education					
High school	5.1%	5.1%	12.8%	18.4%	58.5%
Some college	3.9%	2.4%	8.7%	12.1%	72.8%
Technical	7.9%	2.6%	10.5%	26.3%	52.6%
Bachelor	4.2%	5.0%	7.6%	14.3%	68.9%
Masters	2.3%	1.7%	2.9%	17.8%	75.3%
Doctorate	0.0%	3.7%	0.0%	7.4%	88.9%
Marital status					
Never married	4.9%	3.8%	10.5%	17.3%	63.5%
Currently married	2.0%	2.5%	3.9%	13.7%	77.9%
No longer partnered	2.8%	5.6%	3.5%	13.4%	74.6%
Other	5.0%	0.0%	10.0%	17.5%	67.5%

I feel more connected to those I built Community with.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 935)	4.9%	2.7%	10.1%	15.1%	67.3%
Gender					
Female	2.9%	1.8%	4.7%	12.8%	77.8%
Male	6.6%	3.1%	13.8%	16.8%	59.6%
Age					
13-18	4.0%	4.0%	12.0%	8.0%	72.0%
19-25	3.5%	5.6%	15.4%	11.9%	63.6%
25-34	6.0%	3.0%	12.9%	14.7%	63.4%
35-44	5.5%	1.6%	8.8%	20.3%	63.7%
45-54	4.8%	0.6%	6.0%	13.8%	74.9%
55+	4.7%	1.6%	4.7%	14.8%	74.2%
Race/Ethnicity					
African-American	5.9%	2.7%	10.2%	13.5%	67.7%
Hispanic/Latino	5.6%	4.2%	8.5%	11.3%	70.4%
White	4.7%	2.3%	9.4%	15.8%	67.7%
Other	4.7%	3.1%	12.5%	20.3%	59.4%
Education					
High school	7.2%	2.6%	15.3%	18.3%	56.6%
Some college	7.2%	2.6%	15.3%	18.3%	56.6%
Technical	5.3%	5.3%	10.5%	21.1%	57.9%
Bachelor	4.2%	2.5%	7.6%	15.3%	70.3%
Masters	1.7%	0.6%	4.6%	11.5%	81.6%
Doctorate	0.0%	0.0%	0.0%	14.8%	85.2%
Marital status					
Never married	6.0%	3.3%	13.4%	16.7%	60.6%
Currently married	2.5%	1.5%	2.9%	12.3%	80.9%
No longer partnered	3.5%	3.5%	5.6%	14.1%	73.2%
Other	5.0%	0.0%	12.5%	17.5%	65.0%

I feel more trusting of those I built Community with.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 934)	5.9%	3.5%	10.6%	16.4%	63.6%
Gender					
Female	3.4%	1.8%	5.2%	15.1%	74.4%
Male	7.8%	4.7%	14.5%	17.6%	55.5%
Age					
13-18	4.0%	4.0%	8.0%	28.0%	56.0%
19-25	4.2%	5.6%	12.7%	16.9%	60.6%
25-34	7.7%	4.7%	12.0%	15.4%	60.3%
35-44	7.2%	3.9%	11.6%	17.7%	59.7%
45-54	4.8%	0.6%	10.8%	16.2%	67.7%
55+	4.7%	0.8%	2.4%	16.5%	75.6%
Race/Ethnicity					
African-American	5.9%	3.8%	10.5%	16.7%	63.1%
Hispanic/Latino	7.0%	1.4%	9.9%	14.1%	67.6%
White	5.8%	3.5%	9.6%	18.4%	62.6%
Other	9.7%	4.8%	12.9%	11.3%	61.3%
Education					
High school	8.1%	5.1%	16.2%	17.9%	52.8%
Some college	6.3%	4.9%	9.3%	18.0%	61.5%
Technical	7.9%	2.6%	18.4%	18.4%	52.6%
Bachelor	5.0%	3.4%	7.6%	17.6%	66.4%
Masters	2.3%	0.6%	4.0%	15.0%	78.0%
Doctorate	0.0%	0.0%	0.0%	11.1%	88.9%
Marital status					
Never married	7.6%	4.5%	12.9%	18.5%	56.5%
Currently married	2.5%	2.0%	2.5%	12.3%	80.8%
No longer partnered	4.3%	2.8%	9.9%	14.9%	68.1%
Other	5.0%	5.0%	17.5%	17.5%	55.0%

The debriefing exercises helped me understand the process.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 924)	3.4%	1.7%	7.5%	8.4%	79.0%
Gender					
Female	2.6%	1.6%	4.2%	8.2%	83.3%
Male	3.9%	1.8%	9.6%	8.7%	76.0%
Age					
13-18	4.0%	4.0%	12.0%	28.0%	52.0%
19-25	3.5%	5.0%	10.6%	10.6%	70.2%
25-34	2.6%	1.3%	8.7%	7.8%	79.7%
35-44	5.1%	0.0%	6.8%	6.2%	81.9%
45-54	0.6%	1.2%	5.4%	9.6%	83.1%
55+	4.8%	1.6%	2.4%	4.8%	86.5%
Race/Ethnicity					
African-American	4.1%	1.9%	6.6%	6.8%	80.6%
Hispanic/Latino	1.4%	0.0%	2.9%	11.4%	84.3%
White	2.4%	2.1%	8.6%	10.3%	76.7%
Other	6.3%	1.6%	6.3%	4.8%	81.0%
Education					
High school	2.1%	3.4%	11.1%	10.3%	73.1%
Some college	4.4%	0.5%	6.4%	6.4%	82.4%
Technical	0.0%	2.6%	7.9%	10.5%	78.9%
Bachelor	2.6%	2.6%	5.1%	11.1%	78.6%
Masters	1.8%	1.2%	4.7%	6.4%	86.0%
Doctorate	0.0%	0.0%	3.8%	3.8%	92.3%
Marital status					
Never married	2.5%	2.7%	9.7%	10.6%	74.6%
Currently married	3.0%	0.5%	2.5%	6.0%	88.1%
No longer partnered	2.1%	1.4%	2.9%	5.7%	87.9%
Other	2.5%	0.0%	7.5%	7.5%	82.5%

This experience helped me understand how issues from my past affect my present.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 908)	5.2%	4.1%	9.9%	13.9%	67.0%
Gender					
Female	3.5%	2.4%	5.9%	13.6%	74.7%
Male	6.7%	4.8%	12.9%	14.7%	60.8%
Age					
13-18	8.7%	8.7%	30.4%	17.4%	34.8%
19-25	7.1%	5.0%	12.8%	9.2%	66.0%
25-34	5.2%	3.1%	12.2%	15.3%	64.2%
35-44	5.1%	4.0%	9.0%	16.9%	65.0%
45-54	2.5%	4.3%	6.8%	16.1%	70.2%
55+	5.9%	2.5%	2.5%	14.3%	74.8%
Race/Ethnicity					
African-American	5.0%	3.1%	7.5%	11.2%	73.2%
Hispanic/Latino	3.1%	1.5%	9.2%	13.8%	72.3%
White	6.2%	4.7%	12.5%	18.4%	58.2%
Other	4.8%	6.3%	9.5%	12.7%	66.7%
Education					
High school	5.8%	4.9%	14.7%	14.7%	60.0%
Some college	6.9%	3.0%	7.9%	14.4%	67.8%
Technical	5.3%	10.5%	5.3%	23.7%	55.3%
Bachelor	5.2%	4.3%	7.8%	16.5%	66.1%
Masters	1.8%	4.2%	6.0%	9.6%	78.3%
Doctorate	0.0%	3.7%	3.7%	29.6%	63.0%
Marital status					
Never married	5.5%	5.3%	12.3%	14.4%	62.6%
Currently married	2.5%	1.5%	6.1%	16.2%	73.6%
No longer partnered	4.5%	4.5%	3.0%	15.2%	72.7%
Other	5.1%	2.6%	10.3%	10.3%	71.8%

The workshop was worth my time.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 934)	6.0%	2.7%	9.6%	10.9%	70.8%
Gender					
Female	3.4%	1.8%	6.0%	8.3%	80.5%
Male	7.8%	3.1%	12.7%	12.9%	63.4%
Age					
13-18	12.0%	8.0%	24.0%	16.0%	40.0%
19-25	7.7%	7.0%	12.6%	10.5%	62.2%
25-34	7.3%	2.6%	9.0%	13.7%	67.5%
35-44	5.5%	1.1%	11.0%	13.3%	69.1%
45-54	3.0%	0.0%	7.2%	11.4%	78.3%
55+	4.8%	1.6%	4.8%	4.0%	84.9%
Race/Ethnicity					
African-American	5.9%	1.3%	8.3%	11.8%	72.6%
Hispanic/Latino	4.2%	4.2%	4.2%	9.9%	77.5%
White	7.1%	3.8%	12.6%	10.6%	65.9%
Other	6.3%	0.0%	9.4%	15.6%	68.8%
Education					
High school	8.1%	3.8%	15.0%	15.0%	58.1%
Some college	6.8%	3.4%	7.2%	10.1%	72.5%
Technical	8.1%	5.4%	10.8%	13.5%	62.2%
Bachelor	3.4%	3.4%	8.4%	14.3%	70.6%
Masters	3.5%	0.0%	5.2%	6.4%	85.0%
Doctorate	0.0%	0.0%	3.7%	7.4%	88.9%
Marital status					
Never married	7.4%	4.0%	10.9%	14.3%	63.4%
Currently married	3.0%	0.0%	5.9%	7.9%	83.2%
No longer partnered	3.5%	1.4%	8.5%	6.3%	80.3%
Other	7.7%	2.6%	7.7%	10.3%	71.8%

I can use what I learned in my work.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 931)	4.1%	2.4%	9.7%	15.7%	68.2%
Gender					
Female	2.4%	1.1%	6.3%	14.8%	75.4%
Male	5.6%	3.3%	12.3%	16.5%	62.3%
Age					
13-18	4.0%	12.0%	12.0%	28.0%	44.0%
19-25	3.5%	5.6%	13.2%	13.2%	64.6%
25-34	4.3%	2.2%	11.2%	16.4%	65.9%
35-44	4.4%	1.6%	8.2%	18.7%	67.0%
45-54	3.0%	0.6%	8.5%	15.8%	72.1%
55+	5.6%	0.8%	5.6%	12.1%	75.8%
Race/Ethnicity					
African-American	4.3%	2.4%	7.8%	14.1%	71.4%
Hispanic/Latino	2.9%	0.0%	11.4%	15.7%	70.0%
White	4.4%	3.5%	11.8%	17.7%	62.5%
Other	6.3%	0.0%	6.3%	20.3%	67.2%
Education					
High school	6.0%	3.4%	13.7%	17.6%	59.2%
Some college	3.9%	2.4%	7.2%	14.5%	72.0%
Technical	2.6%	0.0%	15.8%	21.1%	60.5%
Bachelor	3.4%	3.4%	11.1%	20.5%	61.5%
Masters	2.3%	0.6%	5.3%	12.3%	79.5%
Doctorate	0.0%	0.0%	3.7%	22.2%	74.1%
Marital status					
Never married	4.5%	3.1%	11.4%	17.1%	63.9%
Currently married	2.5%	1.0%	5.9%	12.9%	77.7%
No longer partnered	3.6%	1.4%	8.0%	16.7%	70.3%
Other	0.0%	5.0%	7.5%	15.0%	72.5%

I can use what I learned in my personal life.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 918)	4.1%	1.6%	9.5%	11.0%	73.7%
Gender					
Female	2.1%	1.1%	5.3%	9.0%	82.5%
Male	6.0%	2.0%	12.2%	12.8%	67.1%
Age					
13-18	8.3%	8.3%	16.7%	20.8%	45.8%
19-25	4.9%	3.5%	14.0%	9.8%	67.8%
25-34	4.8%	0.9%	10.9%	10.0%	73.5%
35-44	4.5%	0.6%	8.5%	14.7%	71.8%
45-54	1.2%	1.8%	5.5%	11.6%	79.9%
55+	4.9%	0.8%	4.9%	7.3%	82.1%
Race/Ethnicity					
African-American	4.5%	1.1%	7.2%	8.1%	79.1%
Hispanic/Latino	2.8%	0.0%	11.3%	12.7%	73.2%
White	4.4%	3.0%	10.9%	13.6%	68.0%
Other	6.3%	0.0%	7.8%	14.1%	71.9%
Education					
High school	6.1%	3.0%	13.9%	13.9%	63.0%
Some college	5.0%	1.0%	7.9%	9.9%	76.2%
Technical	2.7%	2.7%	10.8%	10.8%	73.0%
Bachelor	2.5%	0.8%	6.8%	12.7%	77.1%
Masters	1.2%	1.8%	4.1%	8.3%	84.6%
Doctorate	0.0%	0.0%	7.4%	7.4%	85.2%
Marital status					
Never married	4.7%	2.3%	11.9%	12.8%	68.2%
Currently married	2.0%	1.0%	4.0%	9.5%	83.6%
No longer partnered	2.9%	1.5%	6.6%	9.5%	79.6%
Other	2.6%	0.0%	7.7%	5.1%	84.6%

This experience was of personal value to me.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 938)	3.7%	3.6%	11.2%	12.3%	69.2%
Gender					
Female	1.8%	3.1%	6.2%	9.4%	79.5%
Male	5.4%	3.9%	14.8%	14.8%	61.1%
Age					
13-18	0.0%	20.0%	28.0%	16.0%	36.0%
19-25	5.6%	6.3%	15.3%	9.7%	63.2%
25-34	4.7%	3.9%	13.7%	14.2%	63.5%
35-44	3.3%	2.2%	10.4%	15.9%	68.1%
45-54	1.8%	1.8%	6.6%	13.2%	76.6%
55+	4.7%	1.6%	4.7%	5.5%	83.6%
Race/Ethnicity					
African-American	4.0%	3.5%	8.8%	12.3%	71.3%
Hispanic/Latino	4.2%	2.8%	8.5%	15.5%	69.0%
White	3.5%	4.7%	12.8%	12.0%	67.1%
Other	7.8%	0.0%	17.2%	14.1%	60.9%
Education					
High school	6.4%	5.5%	18.7%	13.6%	55.7%
Some college	3.4%	4.3%	10.1%	12.0%	70.2%
Technical	5.4%	5.4%	10.8%	21.6%	56.8%
Bachelor	2.5%	1.7%	7.6%	13.4%	74.8%
Masters	1.1%	2.3%	5.2%	8.0%	83.3%
Doctorate	0.0%	3.7%	3.7%	7.4%	85.2%
Marital status					
Never married	4.5%	5.6%	15.4%	12.5%	62.1%
Currently married	2.0%	1.5%	4.9%	9.3%	82.4%
No longer partnered	2.8%	1.4%	4.2%	14.1%	77.5%
Other	2.5%	2.5%	10.0%	10.0%	75.0%

I believe Community Building would have a beneficial effect on those served by my agency.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 742)	3.6	3.9	12.0	14.6	65.9
Gender					
Female	1.6%	1.3%	6.4%	13.1%	77.6%
Male	5.2%	5.7%	16.0%	15.5%	57.6%
Age					
13-18	8.7%	13.0%	34.8%	8.7%	34.8%
19-25	3.4%	4.3%	19.0%	13.8%	59.5%
25-34	4.8%	3.7%	12.2%	15.3%	64.0%
35-44	3.4%	3.4%	9.5%	15.6%	68.0%
45-54	3.0%	3.0%	8.3%	12.1%	73.5%
55+	2.2%	2.2%	4.4%	16.5%	74.7%
Race/Ethnicity					
African-American	3.9%	3.9%	11.1%	12.1%	69.1%
Hispanic/Latino	3.3%	3.3%	11.5%	16.4%	65.6%
White	3.1%	3.5%	13.1%	16.2%	64.2%
Other	6.1%	4.1%	6.1%	22.4%	61.2%
Education					
High school	6.6%	6.0%	20.3%	16.5%	50.5%
Some college	3.1%	3.1%	10.1%	11.3%	72.3%
Technical	6.9%	6.9%	13.8%	17.2%	55.2%
Bachelor	2.0%	2.0%	6.1%	17.3%	72.4%
Masters	1.4%	1.4%	6.1%	12.8%	78.4%
Doctorate	0.0%	0.0%	0.0%	21.1%	78.9%
Marital status					
Never married	4.3%	6.0%	15.3%	14.8%	59.7%
Currently married	1.7%	0.6%	4.5%	14.7%	78.5%
No longer partnered	3.0%	3.0%	7.0%	14.0%	73.0%
Other	0.0%	3.3%	13.3%	10.0%	73.3%

I believe Community Building would have a beneficial effect on my co-workers.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 766)	4.6%	2.5%	13.2%	15.1%	64.6%
Gender					
Female	2.4%	0.6%	7.3%	13.1%	76.6%
Male	6.0%	4.0%	17.6%	17.4%	55.1%
Age					
13-18	8.7%	8.7%	30.4%	8.7%	43.5%
19-25	3.8%	2.3%	23.1%	13.1%	57.7%
25-34	3.6%	4.1%	12.4%	14.5%	65.3%
35-44	4.8%	2.0%	8.8%	17.7%	66.7%
45-54	2.2%	0.7%	9.6%	18.5%	68.9%
55+	5.5%	0.0%	6.6%	12.1%	75.8%
Race/Ethnicity					
African-American	5.6%	3.3%	11.2%	13.9%	66.0%
Hispanic/Latino	3.3%	0.0%	13.1%	19.7%	63.9%
White	3.3%	2.9%	13.8%	17.0%	63.0%
Other	7.1%	0.0%	16.1%	10.7%	66.1%
Education					
High school	7.1%	2.7%	22.0%	17.6%	50.5%
Some college	3.5%	5.3%	9.9%	17.0%	64.3%
Technical	7.4%	3.7%	22.2%	11.1%	55.6%
Bachelor	3.0%	0.0%	10.9%	11.9%	74.3%
Masters	1.3%	0.6%	5.2%	11.7%	81.2%
Doctorate	0.0%	0.0%	0.0%	19.0%	81.0%
Marital status					
Never married	3.8%	3.8%	17.6%	15.7%	59.1%
Currently married	2.7%	0.0%	4.4%	13.2%	79.7%
No longer partnered	3.9%	1.9%	6.8%	14.6%	72.8%
Other	3.6%	3.6%	17.9%	17.9%	57.1%

I believe Community Building would have a beneficial effect on my workplace culture.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 777)	4.1%	2.6%	12.1%	15.4%	65.8%
Gender					
Female	2.7%	1.2%	6.0%	12.4%	77.6%
Male	5.3%	3.4%	17.0%	17.2%	57.0%
Age					
13-18	8.7%	8.7%	30.4%	13.0%	39.1%
19-25	5.4%	2.3%	19.2%	16.2%	56.9%
25-34	4.1%	4.1%	9.2%	14.4%	68.2%
35-44	3.4%	2.7%	10.1%	15.5%	68.2%
45-54	1.5%	0.0%	12.5%	16.9%	69.1%
55+	5.2%	1.0%	4.2%	12.5%	77.1%
Race/Ethnicity					
African-American	4.5%	2.6%	10.6%	14.2%	68.1%
Hispanic/Latino	3.2%	1.6%	8.1%	17.7%	69.4%
White	4.0%	2.9%	15.5%	15.1%	62.6%
Other	5.3%	1.8%	5.3%	21.1%	66.7%
Education					
High school	6.4%	2.7%	21.8%	16.5%	52.7%
Some college	3.4%	5.1%	9.1%	16.0%	66.3%
Technical	7.1%	3.6%	17.9%	7.1%	64.3%
Bachelor	3.9%	0.0%	8.8%	15.7%	71.6%
Masters	1.3%	1.3%	4.6%	9.8%	83.0%
Doctorate	0.0%	0.0%	0.0%	31.8%	68.2%
Marital status					
Never married	4.0%	4.0%	15.2%	17.3%	59.5%
Currently married	2.7%	0.0%	5.4%	12.0%	79.9%
No longer partnered	3.8%	1.9%	9.5%	10.5%	74.3%
Other	0.0%	0.0%	7.1%	21.4%	71.4%

I believe Community Building would have a beneficial effect on the collaborations I'm a part of.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 807)	3.5%	3.5%	10.7%	15.2%	67.2%
Gender					
Female	1.8%	0.9%	5.9%	12.8%	78.6%
Male	4.8%	4.8%	14.4%	17.2%	58.8%
Age					
13-18	8.3%	8.3%	25.0%	20.8%	37.5%
19-25	4.6%	4.6%	20.8%	9.2%	60.8%
25-34	3.5%	3.0%	8.9%	16.3%	68.3%
35-44	3.9%	1.9%	10.3%	18.7%	65.2%
45-54	1.4%	3.6%	6.4%	15.0%	73.6%
55+	1.9%	1.9%	3.8%	15.1%	77.4%
Race/Ethnicity					
African-American	3.2%	3.8%	9.8%	12.7%	70.6%
Hispanic/Latino	3.3%	1.7%	8.3%	13.3%	73.3%
White	3.7%	3.7%	11.6%	18.6%	62.5%
Other	7.0%	1.8%	7.0%	17.5%	66.7%
Education					
High school	5.9%	6.4%	17.1%	13.9%	56.7%
Some college	2.8%	4.5%	10.8%	11.9%	69.9%
Technical	5.7%	2.9%	8.6%	25.7%	57.1%
Bachelor	1.9%	1.9%	8.6%	18.1%	69.5%
Masters	1.2%	1.2%	3.7%	11.1%	82.7%
Doctorate	0.0%	0.0%	4.0%	28.0%	68.0%
Marital status					
Never married	3.9%	5.0%	14.4%	15.4%	61.3%
Currently married	1.6%	0.5%	4.3%	13.9%	79.7%
No longer partnered	1.7%	3.4%	5.1%	13.6%	76.3%
Other	0.0%	3.4%	6.9%	13.8%	75.9%

I'd like my agency to be part of Community Building Milwaukee.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 720)	5.1	4.0	13.5	11.5	65.8
Gender					
Female	3.4%	2.1%	8.9%	8.2%	77.4%
Male	6.3%	4.8%	17.2%	13.6%	58.1%
Age					
13-18	13.6%	4.5%	27.3%	13.6%	40.9%
19-25	6.2%	5.3%	19.5%	8.8%	60.2%
25-34	6.9%	2.3%	13.1%	9.7%	68.0%
35-44	3.4%	4.1%	11.6%	14.3%	66.7%
45-54	4.1%	4.1%	10.6%	10.6%	70.7%
55+	2.2%	2.2%	11.1%	12.2%	72.2%
Race/Ethnicity					
African-American	4.7%	4.0%	11.6%	10.0%	69.8%
Hispanic/Latino	1.7%	0.0%	10.3%	12.1%	75.9%
White	6.1%	4.9%	17.6%	11.9%	59.4%
Other	8.7%	0.0%	15.2%	10.9%	65.2%
Education					
High school	8.5%	4.5%	19.3%	12.5%	55.1%
Some college	3.2%	3.8%	11.4%	8.9%	72.8%
Technical	3.3%	10.0%	16.7%	16.7%	53.3%
Bachelor	5.6%	3.4%	9.0%	11.2%	70.8%
Masters	2.9%	2.2%	8.0%	10.9%	76.1%
Doctorate	0.0%	0.0%	11.8%	11.8%	76.5%
Marital status					
Never married	6.4%	5.2%	14.3%	13.1%	60.9%
Currently married	1.2%	1.8%	6.6%	10.8%	79.6%
No longer partnered	5.2%	2.1%	13.5%	7.3%	71.9%
Other	3.6%	3.6%	17.9%	3.6%	71.4%

I'd like to participate in Facilitator Training if available.					
	Strongly disagree	Disagree	Neither agree not disagree	Agree	Strongly agree
Overall (n = 881)	19.9%	4.7%	15.4%	10.1%	49.9%
Gender					
Female	16.1%	4.4%	16.1%	11.6%	51.8%
Male	23.9%	4.5%	14.8%	9.3%	47.4%
Age					
13-18	39.1%	4.3%	21.7%	13.0%	21.7%
19-25	26.2%	5.0%	22.0%	8.5%	38.3%
25-34	22.2%	4.5%	15.4%	9.0%	48.9%
35-44	19.7%	2.3%	11.6%	12.7%	53.8%
45-54	13.8%	4.6%	11.2%	12.5%	57.9%
55+	17.2%	5.2%	18.1%	7.8%	51.7%
Race/Ethnicity					
African-American	15.5%	3.4%	14.3%	10.9%	55.9%
Hispanic/Latino	17.6%	1.5%	17.6%	5.9%	57.4%
White	27.5%	6.2%	16.4%	10.8%	39.2%
Other	18.3%	1.7%	16.7%	10.0%	53.3%
Education					
High school	25.3%	5.0%	16.3%	10.0%	43.4%
Some college	21.0%	4.5%	13.0%	8.5%	53.0%
Technical	22.9%	2.9%	14.3%	11.4%	48.6%
Bachelor	18.3%	6.1%	20.0%	12.2%	43.5%
Masters	18.5%	3.7%	13.0%	11.7%	53.1%
Doctorate	8.7%	0.0%	17.4%	8.7%	65.2%
Marital status					
Never married	25.6%	3.9%	15.4%	9.7%	45.4%
Currently married	13.4%	4.8%	13.4%	11.8%	56.7%
No longer partnered	16.5%	5.5%	15.7%	7.9%	54.3%
Other	18.4%	2.6%	18.4%	13.2%	47.4%

	Change in work life		Change in spiritual life	
	Yes	No	Yes	No
Overall	84.2%	15.8%	77.7%	22.3%
Gender				
Female	87.7%	12.3%	78.9%	21.1%
Male	80.9%	19.1%	75.9%	24.1%
Age				
13-18	73.9%	26.1%	56.5%	43.5%
19-25	81.5%	18.5%	73.1%	26.9%
25-34	84.4%	15.6%	75.9%	24.1%
35-44	82.2%	17.8%	73.5%	26.5%
45-54	88.4%	11.6%	82.2%	17.8%
55+	85.1%	14.9%	85.5%	14.5%
Race/Ethnicity				
African-American	87.6%	12.4%	85.1%	14.9%
Hispanic/Latino	88.9%	11.1%	80.0%	20.0%
White	79.8%	20.2%	67.9%	32.1%
Other	81.3%	18.8%	76.2%	23.8%
Education				
High school	81.5%	18.5%	73.9%	26.1%
Some college	80.7%	19.3%	80.0%	20.0%
Technical	84.2%	15.8%	75.0%	25.0%
Bachelor	86.7%	13.3%	75.9%	24.1%
Masters	85.1%	14.9%	74.7%	25.3%
Doctorate	92.6%	7.4%	73.1%	26.9%
Marital status				
Never married	81.9%	18.1%	73.3%	26.7%
Currently married	89.7%	10.3%	79.4%	20.6%
No longer partnered	81.3%	18.8%	83.1%	16.9%
Other	89.7%	10.3%	80.0%	20.0%

	Change in personal life		Changes in ongoing group	
	Yes	No	Yes	No
Overall	90.3%	9.7%	83.7%	16.3%
Gender				
Female	93.1%	6.9%	84.7%	15.3%
Male	87.8%	12.2%	82.4%	17.6%
Age				
13-18	73.9%	26.1%	66.7%	33.3%
19-25	86.4%	13.6%	81.8%	18.2%
25-34	91.0%	9.0%	82.1%	17.9%
35-44	88.4%	11.6%	79.1%	20.9%
45-54	94.9%	5.1%	89.9%	10.1%
55+	92.3%	7.7%	88.2%	11.8%
Race/Ethnicity				
African-American	94.0%	6.0%	89.0%	11.0%
Hispanic/Latino	93.8%	6.3%	80.6%	19.4%
White	86.3%	13.7%	78.8%	21.3%
Other	84.4%	15.6%	81.0%	19.0%
Education				
High school	88.5%	11.5%	80.9%	19.1%
Some college	87.6%	12.4%	84.5%	15.5%
Technical	92.1%	7.9%	88.9%	11.1%
Bachelor	89.6%	10.4%	81.8%	18.2%
Masters	92.9%	7.1%	81.8%	18.2%
Doctorate	100.0%	0.0%	84.6%	15.4%
Marital status				
Never married	87.6%	12.4%	81.8%	18.2%
Currently married	91.8%	8.2%	85.9%	14.1%
No longer partnered	94.7%	5.3%	83.6%	16.4%
Other	97.1%	2.9%	85.3%	14.7%